

GLENDALE UNIFIED SCHOOL DISTRICT  
223 North Jackson Street  
Glendale, California 91206  
(818) 241-3111

**BOARD OF EDUCATION**  
**AGENDA**

April 18, 2023  
Meeting No. 18  
Regular Meeting

**GLENDALE UNIFIED SCHOOL DISTRICT  
223 North Jackson Street  
Glendale, California 91206  
(818) 241-3111**

**BOARD OF EDUCATION MEETING NO. 18  
Administration Center**

**April 18, 2023**

*“Preparing our students for their future.”*

*“Excelling Together with Endless  
Pathways for Success.”*

<b>Please Note Times</b>	
<b>5:00 P.M. -</b>	<b>Opening, Acknowledgements and Recognitions Presentation Student Board Member Report Public Communications</b>
	<b>Closed Session</b>
<b>7:30 P.M. -</b>	<b>Regular Meeting Public Hearing Superintendent’s Updates Information, Action Consent Calendar Reports</b>

In accordance with the Americans with Disabilities Act (ADA) the District will provide accommodations, with reasonable advanced notice, for any individual with a disability needing to participate in the Board Meeting and/or access the information herein. Please contact the Glendale Unified School District Public Information Office to request such accommodation. In accordance with the Brown Act revisions; public records relating to a Board meeting agenda item that are distributed to at least a majority of Board members less than 72 hours before a regular meeting, may be inspected by the public at the District administrative offices during regular business hours (8:00 a.m. to 4:00 p.m.).

**AGENDA**

**ITEM**

**PAGE**

**A. OPENING – 5:00 P.M.**

- 1. Call to Order and Roll Call**
- 2. Pledge of Allegiance led by Alina Gonzalez, a 6<sup>th</sup> grade student at Thomas Jefferson Elementary School**
- 3. Certification of Compliance**

To accommodate the requirement of Government Code Section 54954.2 in accordance with the Brown Act revisions, the agenda for the meeting was posted on bulletin boards in the Administration Center and the Glendale Unified School District website 72 hours prior to this meeting.

- 4. Approval of Agenda Order**

**B. ACKNOWLEDGEMENTS AND RECOGNITIONS**

**1. 2023 Elementary Robotics Tournament**

The Board of Education would like to recognize Cerritos Elementary as the 2023 Championship team that demonstrated overall excellence in the Glendale Unified Robotics Tournament.

**C. PRESENTATION**

**1. Policies to Protect Administrators, Teachers, and Staff**

The Board of Education strongly supports laws and policies that protect school employees from discrimination, threats, and harassment. The Board has established policies related to Nondiscrimination/Harassment (BP 5145.3), Hate Speech and Hate-Motivated Conduct (BP 5145.9), and Instruction on Topics of Political and Socio-Cultural Importance (BP 6144). Additionally, the Board supports SB 596, introduced by Senator Anthony Portantino, which would amend Section 44811 of the Education Code to further protect school employees from harassment for reasons related to the employee's course of duties.

**D. STUDENT BOARD MEMBER REPORT**

1. Student Board Member Melinda Khechumyan will report on activities and events happening at the schools around the District.

**E. COMMUNICATIONS FROM THE PUBLIC**

1. ADDRESSING THE BOARD OF EDUCATION – An individual or group representative may address the Board of Education on any agenda item or subject within its jurisdiction. Instructions for public communication are included below. Not more than five minutes may be allotted to each speaker and no more than 20 minutes to each subject, except by unanimous consent of the Board of Education. A speaker's allotted time cannot be deferred to another speaker. Board Members may question the speaker but there will be no debate or decision. The Superintendent may refer the matter to the proper department for review. A student's parent/guardian, or a student if age 18 or older, may request that the minutes exclude the student's directory information, as defined in Education Code 49061, or a parent/guardians' personal information, as defined in Education Code 49073.2. The request to exclude such information shall be made in writing to the secretary or clerk of the Board. Glendale Unified School District will provide accommodations, with reasonable advance notice, for any individual with a disability or any individual requiring translation needing to address the Board of Education during Public Communication. Please contact the Glendale Unified Public Information Office at (818) 241-3111 x1218 or publicinfo@gusd.net at least 24 hours before the start of the meeting to request.

Instructions for Public Communication

1. Visitors wishing to speak during public communication should complete a comment card and select if they wish to address the Board regarding a specific agenda item/subject or a non-agenda item.
2. Comment cards for public communication will be available outside of the District office board room shortly before the start of the public meeting.
3. Face masks are strongly recommended for all visitors, including individuals speaking during public communication.
4. After a speaker completes their public comment or if the time allotted has been reached, the speaker will be asked to return to their seat.
5. Comment cards will be accepted from shortly before the Board meeting begins until the close of the public communication agenda item.

**F. CLOSED SESSION**

**1. Conference with Labor Negotiators pursuant to Government Code § 54954.5**

**Agency designated representatives: Dr. Darneika Watson and Mr. David Greco,  
Employee organization: Glendale Teachers Association and California School  
Employees Association-Glendale Chapter No. 3**

**2. Personnel matters relating to the appointment, employment or evaluation of  
school based and non-school based district management positions pursuant to  
Government Code §54957**

**3. Conference with Legal Counsel-Existing litigation pursuant to Government Code  
Section §54956.9 (d)(1)  
Case No. 22CV005456**

**4. Public Employee Performance Evaluation – Government Code §54957  
Title: Superintendent of Schools**

**G. RETURN TO REGULAR MEETING – 7:30 P.M.**

**H. PUBLIC HEARING**

**1. Glendale Unified School District Proposal for 2022-2023 Reopener Agreement  
with Glendale Teachers Association**

Public Hearing for the Glendale Unified School District Proposal for the 2022-2023  
Reopener Agreement with the Glendale Teachers Association to commence  
negotiations on an agreement. (Refer to Action Report No. 5)

**I. SUPERINTENDENT’S UPDATES**

**1. Diversity, Equity and Inclusion**

**J. INFORMATION**

**1. Commencement and Promotion Schedule for 2023**

**11**

Each year, the Board of Education is invited to attend the promotion exercises at the  
middle schools and the graduation ceremonies at the high schools. This report provides  
the names of board members, GCC board members, and administrators who will be  
attending the ceremonies on June 7, 2023.

**2. Proposed New Basic Textbook for Use in High Schools in the Area of  
History/Social Science**

**13**

The proposed basic textbook (Philosophy, A Text with Readings) for use in high  
schools in the area of History/Social Science is submitted for review and discussion by  
the Board of Education.



**J. INFORMATION-continued**

- 3. Proposed Revisions to Board Policy Related to Business and Noninstructional Operations 14**
- This report provides the Board of Education with information on the need to revise existing Board Policy (BP) 3555 (Nutrition Program Compliance) as recommended by the California School Boards Association (CSBA) and to comply with Education Code and federal and state laws.
- 4. Revisions to Board Policy 9323-Meeting Conduct 19**
- This report provides an opportunity for the Board of Education to review revisions to BP 9323 (Meeting Conduct), to include language that the dais area is prohibited to the public.
- 5. Resolution to Support School Employees and Senate Bill 596 (Portantino) 25**
- This report provides an opportunity for the Board of Education to discuss adopting a formal board resolution in support of Senate Bill (SB) 596 – School Employees protection. The Glendale Unified School District Board of Education desires to provide a safe and orderly work environment for all employees that is free of intimidation, threats, and violence.
- 6. Acknowledgements of Service 33**
- The resignations and retirements of the employees listed have been accepted by the Chief Human Resources and Operations Officer/Director of Classified Personnel, as effective and final per Board Policy 4117.1/4217.1/4317.1 and 4117.2./4217.2/4317.2, and are being reported to the Board of Education for information only – no action required.

**K. ACTION**

- 1. Approval of Resolution No. 24 - Holocaust Remembrance Day 2023 36**
- The Superintendent recommends that the Board of Education adopt Resolution No. 24 - to recognize April 18, 2023, as Holocaust Remembrance Day in the Glendale Unified School District in honor of the victims and survivors of the Holocaust.
- 2. Resolution No. 25 – Remembering the Armenian Genocide and Reaffirming a Better World 39**
- The Superintendent recommends that the Board of Education adopt Resolution No. 25 – Remembering the Armenian Genocide and Reaffirming a Better World.
- 3. Resolution No. 26 – In Support of Inclusion of an Armenian Checkbox on the 2030 Census 41**
- The Superintendent recommends that the Board of Education adopt Resolution No. 26 - supporting the inclusion of an Armenian checkbox in the 2030 Census.
- 4. Board of Education Meeting Schedule for 2023-2024 45**
- The Superintendent recommends that the Board of Education approve its Board meeting schedule for the 2023-2024 school year.

**5. ACTION-continued**

**5. Adoption of District Proposal to Glendale Teachers Association 46**

The Superintendent recommends that the Board of Education adopt the District’s initial proposal for use in negotiating a reopener agreement between the Glendale Unified School District and the Glendale Teachers Association with the goal of reaching agreement as soon as possible.

**6. Approval of Certificated Salary Schedules 49**

The Superintendent recommends that the Board of Education approve the Certificated Salary Schedules for the 2021-2022 and 2022-2023 school years based on the approved wage agreement with the Glendale Teachers Association (GTA).

**7. Approval of Classified Salary Schedules 98**

The Superintendent recommends that the Board of Education approve the Classified Salary Schedule for the 2022-2023 school year based on the wage increase with the California School Employees Association (CSEA).

**8. Approval of GSMA Salary Schedules 103**

The Superintendent recommends that the Board of Education approve the GSMA Classified and Certificated Salary Schedules for the 2022-2023 school year based on the approved wage increase with the Glendale Schools Management Association (GSMA).

**9. Approval for Adoption of Curriculum for Middle and High School Emerging ELD Courses 135**

The Superintendent recommends that the Board of Education approve the adoption of new curriculum (Language Launch) for middle and high school Emerging ELD courses.

**10. Approval of Revised Services Agreement between Glendale Unified School District and USC College Advising Corps 138**

The Superintendent recommends that the Board of Education approve a revised services agreement between Glendale Unified School District and USC College Advising Corps in the amount of \$144,000 to provide college advisement support for Glendale and Hoover High Schools funded by the Career Technical Education Incentive Grant.

**11. Approval of Computer Purchases for a Virtual Reality Lab for the Online College and Career Academy 164**

The Superintendent recommends that the Board of Education approve the purchase of 100 Corsair Vengeance computers in the amount of \$437,788.25 for the Online College and Career Academy (OCCA) funded by the Career Technical Education (CTE) K12 Strong Workforce Grant.

**K. ACTION-continued**

- 12. Approval of Services Agreement between Glendale Unified School District and The Southern California Learning Corporation, dba Sylvan Learning Center for Thomas Edison Elementary School 167**

The Superintendent recommends that the Board of Education approve a Services Agreement between Glendale Unified School District and The Southern California Learning Corporation, dba Sylvan Learning Center, in the amount of \$67,200, for tutoring and instructional support services for students at Thomas Edison Elementary School.

- 13. Approval of Service Agreement with RemX 188**

The Superintendent recommends that the Board of Education approve the service agreement with RemX for temporary staffing as needed through June 30, 2023, for a not-to-exceed amount of \$84,000, funded by ESSER III funds, 32130.0 resource code.

- 14. Approval of Subscription for ParentSquare Smart Sites with Aequitas 206**

The Superintendent recommends that the Board of Education approve a 3-year subscription for ParentSquare Smart Sites with Aequitas for web hosting services beginning with the 2023-2024 school year in the amount of \$50,840.00 funded by Educational Technology and Information Services funds.

**L. CONSENT CALENDAR**

All items under Consent Calendar are considered to be of a routine nature and are acted on with one motion. Any recommendation may be removed from the Consent Calendar at the request of any Board Member and placed under Action.

- 1. Minutes 208**

The Superintendent recommends that the Board of Education approve the Minutes, as listed:

- a. Regular Meeting No. 17 April 4, 2023

- 2. Certificated Personnel Report No. 13 218**

The certificated report recommends approval of the following:

A maternity leave of absence, a change of maternity leave of absence, extension of maternity leaves of absence, a parental leave of absence, a health leave of absence, extension of health leaves of absence, family & medical leaves of absence, an extension of family & medical leave of absence, general purpose leaves of absence, home responsibility leaves of absence, an opportunity leave of absence, additional assignments, an election to management position, an election, elections hourly/daily, revision to previous personnel reports and a personal services agreement.

**L. CONSENT-continued**

- 3. Classified Personnel Report No. 13 233**
- The classified report recommends approval of the following:
- Medical leave of absence; extension of medical leave of absence; family & medical leave of absence; maternity leave of absence; election from eligibility list; reinstatement; termination – exhaustion of benefits; additional assignments; change of assignments; revisions to previous board reports; election of classified hourly substitutes; election of classified/non classified hourly substitutes; and personal services agreement.
- 4. Warrants 247**
- The Superintendent recommends that the Board of Education approve Warrants totaling \$27,685,185.09 for March 1, 2023 through April 12, 2023.
- 5. Purchase Orders 252**
- The Superintendent recommends that the Board of Education approve Purchase Orders totaling \$1,619,605.25 for the period of March 20, 2023 through April 7, 2023.
- 6. Appropriation Transfer and Budget Revision Report 269**
- Budget revisions and transfers reflect changes to existing budget appropriations necessitated by increases or decreases to previously established income and expenditure accounts. The Education Code requires Board of Education approval of all budget.
- 7. Approval of Revisions to Board Policy 9150 - Student Board Member 284**
- The Superintendent recommends that the Board of Education approve revisions to Board Policy 9150 - Student Board Member to reflect that all five high schools should have equal representation and votes when selecting the student Board member. Additionally, whenever possible, the Student Advisory Council should represent the diversity present amongst the overall high school population and that, to align with the new LCAP requirement, the Student Advisory Council should review and comment on the local control and accountability plan (LCAP) development in addition to discussing issues of mutual concern, exchanging ideas, and providing advice on topics affecting students of the District.
- 8. Authorization to Dispose of Surplus Property 289**
- The Superintendent recommends that the Board of Education declare a portable building located at Dunsmore Elementary School, a portable building located at Glenoaks Elementary School, and a refrigerator located at Roosevelt Middle School as obsolete and surplus, and authorize disposal in the most cost efficient and environmentally responsible manner.

**L. CONSENT-continued**

- 9. Renewal of Agreement with CONEXIS/WageWorks/Health Equity to Provide Full-Service Administration of Retiree Payment Function and COBRA Enrollees and Collection Process 291**
- The Superintendent recommends that the Board of Education approve a renewal agreement with CONEXIS/WageWorks/Health Equity to provide full-service administration of retiree payment function and COBRA enrollees and collection process for an estimated amount of \$25,000, paid from the Unrestricted General Fund.
- 10. Approval of Notice of Completion for Bid No. 222-21/22 with AMB Group Inc. for the HVAC Improvement Project at Clark Magnet High School P.E. Locker Room 294**
- The Superintendent recommends that the Board of Education approve the Notice of Completion to Bid No. 222-21/22 with AMB Group Inc. for the HVAC improvement project at Clark Magnet High School P.E. locker room, funded by COVID funds.
- 11. Approval of Notice of Completion for Bid No. 231-21/22 with AMB Group Inc. for the HVAC Improvement Project Rosemont Middle School (MPR) 296**
- The Superintendent recommends that the Board of Education approve the Notice of Completion to Bid No. 231-21/22 with AMB Group Inc. for the HVAC Improvement Project at Rosemont Middle School (MPR), funded by COVID funds.
- 12. Approval of Notice of Completion for Bid No. 232-21/22 with A&B Construction Co. for the HVAC Improvement Project Wilson Middle School (MPR) 298**
- The Superintendent recommends that the Board of Education approve the Notice of Completion to Bid No. 232-21/22 with A&B Construction Co. for the HVAC improvement project at Wilson Middle School multipurpose room, funded by COVID funds.
- 13. Approval of Notice of Completion with Iceberg Heating & Air Conditioning for Filter Replacement and HVAC Unit Servicing at All District Sites 300**
- The Superintendent recommends that the Board of Education approve the Notice of Completion with Iceberg Heating & Air Conditioning for filter replacement and HVAC Unit Servicing funded by COVID-19 funds.
- 14. Approval of Correction to Award Bid No. 239-22/23 to Chalmers Construction Services, Inc. for the Outdoor Learning Area Project at Lincoln Elementary School 302**
- The Superintendent recommends that the Board of Education approve the correction to the award of Bid No. 239-22/23 to Chalmers Construction Services, Inc. for the Outdoor Learning Area Project at Lincoln Elementary School in the amount of \$900, funded by Measure S funds.
- 15. Approval of Services Agreement with Bayha Group 303**
- The Superintendent recommends that the Board of Education approve a services agreement between the Glendale Unified School District and Bayha Group in the amount of \$15,000 to provide work-based learning opportunities for Glendale Unified School District high school students that participate in the Online College and Career Academy from February-August 2023.

**L. CONSENT-continued**

**16. Approval for the Purchase of Elementary Arts Curriculum for 2023-2024 Pilot at Five GUSD Schools 331**

The Superintendent recommends that the Board of Education approve the purchase of The Art of Education University Flex Curriculum in the amount of \$25,369.20 to be piloted at five GUSD schools in the 2023-24 school year.

**17. Approval for the Purchase of Apex Learning Licenses for 2023-2024 333**

The Superintendent recommends that the Board of Education approve a contract with Edmentum in the amount of \$44,000 for subscriptions to Apex Learning comprehensive courses to provide rigorous digital coursework used for credit recovery, remediation, intervention, and exam preparation in the 2023-2024 school year.

**18. Acceptance of Grant Funds from the French-American Cultural Exchange (FACE) Foundation for Franklin Magnet School 337**

The Superintendent recommends that the Board of Education accept funds in the amount of \$4,000 from the FACE Foundation to support the French Dual Language Immersion Program at Franklin Magnet School in the 2023-2024 school year.

**19. Acceptance of DonorsChoose Awards for Balboa Elementary School, Cerritos Elementary School, and Hoover High School 339**

The Superintendent recommends that the Board of Education accept funding from DonorsChoose in the amount of \$5,370.65 to support projects submitted by Balboa Elementary School, Cerritos Elementary School, and Hoover High School.

**20. Agreement with Grand Canyon University 342**

The Superintendent recommends that the Board of Education approve the School Counseling Affiliation Agreement between Glendale Unified School District and Grand Canyon University.

**21. Acceptance of Gifts 346**

The Superintendent recommends that gifts to the District be accepted and that letters of appreciation be written to the donors.

**M. REPORTS AND CORRESPONDENCE**

**1. Board**

**2. Superintendent**

**N. ADJOURNMENT**

GLENDALE UNIFIED SCHOOL DISTRICT

April 18, 2023

INFORMATION REPORT NO. 1

TO: Board of Education

FROM: Dr. Vivian Ekchian, Superintendent

PREPARED IN: Office of the Superintendent

SUBJECT: **Commencement and Promotion Exercises for 2023**

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Each year, the Board of Education is invited to attend the promotion exercises at the middle schools and the graduation ceremonies at the high schools. This report provides the names of our board members, GCC board members, and administrators who will be attending the ceremonies on June 7, 2023 and June 8, 2023.

***TO SUPPORT 2022-23 BOARD PRIORITY NO. 1: Maximize Student Achievement – Close the digital and equity gap; offer robust in-person and independent study learning programs; and accelerate learning and improve attendance and engagement.***

***TO SUPPORT 2022-23 BOARD PRIORITY NO. 2: Foster a Positive Culture of Learning – Ensure equitable teaching and learning opportunities led by excellence; support culturally relevant curriculum that emphasizes inclusion; and increase school connectedness for students, parents, and families.***



**COMMENCEMENT & PROMOTION EXERCISES FOR 2023**

SCHOOL	DATE/TIME/ LOCATION	GUSD BOARD MEMBER	GCC BOARD OF TRUSTEES	DISTRICT ADMINISTRATOR
Clark Magnet High	Wednesday, June 7, 2023 5:30 p.m. Clark Amphitheater	Nayiri Nahabedian	Yvette Vartanian Davis	Dr. Kelly King Lena Kortoshian
Crescenta Valley High	Wednesday, June 7, 2023 5:30 p.m. CV Osborne Field	Shant Sahakian	Desiree Portillo Rabinov	Dr. Darneika Watson
Daily High and Verdugo Academy	Wednesday, June 7, 2023 1:30 p.m. First United Methodist Church	Kathleen Cross	Dr. Armine Hacopian	Dr. Vivian Ekchian
Glendale High	Wednesday, June 7, 2023 6:00 p.m. Moyses Field	Jennifer Freemon Kathleen Cross	Dr. Sevan Benlian	Dr. Vivian Ekchian
Hoover High	Wednesday, June 7, 2023 6:00 p.m. Hoover Field	Ingrid Gunnell	Ann Ransford	Dr. Chris Coulter
Roosevelt Middle	Wednesday, June 7, 2023 8:30 a.m. Roosevelt Field	Nayiri Nahabedian		Dr. Kelly King
Rosemont Middle	Wednesday, June 7, 2023 9:00 a.m. Rosemont Amphitheater	Kathleen Cross		Dr. Vivian Ekchian
Toll Middle	Wednesday, June 7, 2023 8:30 a.m. Toll Field	Jennifer Freemon Ingrid Gunnell		David Greco
Wilson Middle	Wednesday, June 7, 2023 8:30 a.m. Wilson Field	Shant Sahakian		Dr. Darneika Watson
FACTS	Thursday, June 8, 2023 1:00 p.m. Glendale Performing Arts Center	Ingrid Gunnell		Dr. Deb Rinder

GUSD Board of Education: Nayiri Nahabedian, President; Jennifer Freemon, Vice President;  
 Shant Sahakian, Clerk; Ingrid Gunnell, Member; Kathleen Cross, Member.  
 Dr. Vivian Ekchian, Superintendent

GCC Board of Trustees: Ann Ransford, President; Sevan Benlian, Vice President;  
 Desiree Portillo Rabinov, Clerk; Yvette Vartanian Davis, Member; Dr. Armine Hacopian, Member  
 Dr. Ryan Cornner, President/Superintendent.



GLENDALE UNIFIED SCHOOL DISTRICT

April 18, 2023

INFORMATION REPORT NO. 2

TO: Board of Education

FROM: Dr. Vivian Ekchian, Superintendent

SUBMITTED BY: Lena Kortoshian, Director, Teaching & Learning

SUBJECT: **Proposed New Basic Textbook for Use in High Schools in the Area of History/Social Science**

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The proposed basic textbook (*Philosophy: A Text with Readings*) is submitted for review and discussion by the Board of Education. The book has been reviewed for content and evaluated by members of the History-Social Science Curriculum Study Committee (CSC). The Secondary Education Council has reviewed the information and made a recommendation of approval of the textbook to the Board of Education.

In accordance with Glendale Unified School District Board Policy 6161.1, the textbook was available for review by parents and/or members of the community prior to being presented to the Board of Education for their consideration.

**HIGH SCHOOLS**

**Department: History/Social Science**

Philosophy, Grades 9-12

Philosophy, A Text with Readings by Manuel Velasquez  
(Basic)

Published by Cengage Learning, 2017

***TO SUPPORT 2022-23 BOARD PRIORITY NO. 1: Maximize Student Achievement – Close the digital and equity gap; offer robust in-person and independent study learning programs; and accelerate learning and improve attendance and engagement.***

***TO SUPPORT 2022-23 BOARD PRIORITY NO. 2: Foster a Positive Culture of Learning – Ensure equitable teaching and learning opportunities led by excellence; support culturally relevant curriculum that emphasizes inclusion; and increase school connectedness for students, parents, and families.***

GLENDALE UNIFIED SCHOOL DISTRICT

April 18, 2023

INFORMATION REPORT NO. 3

TO: Board of Education

FROM: Dr. Vivian Ekchian, Superintendent

SUBMITTED BY: David Greco, Chief Counsel & Business Operations Officer

PREPARED BY: Ms. Jennifer Gonzales, Administrator, Nutrition & Operations Services

SUBJECT: **Proposed Revisions to Board Policy Related to Business and Noninstructional Operations**

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This report provides the Board of Education with information on the need to revise existing Board Policy (BP) 3555 (Nutrition Program Compliance) as recommended by the California School Boards Association (CSBA) and to comply with Education Code and federal and state laws.

**BP 3555 – Nutrition Program Compliance**

CSBA Update: March 2023  
Last GUSD Update: October 2020

Staff recommends Board Policy (BP) 3555 be updated to clarify that prohibited discrimination includes alleged discrimination on the basis of race, color, national origin, age, sex, sexual orientation, gender identity, or disability. Also updated to reflect the current language of the US Department of Agriculture Nondiscrimination Statement which clarifies that prohibited sex discrimination includes discrimination on the basis of gender identity and sexual orientation.

The proposed revisions to this policy is presented to the Board for first reading. Should the consensus be to move forward, the policy will be on the May 2, 2023, meeting agenda for approval. Upon approval of the BP, revisions will be made to the accompanying Administrative Regulation as needed following the normal District process.

Copies of the proposed revised policy are attached to this memo.

***TO SUPPORT 2022-23 BOARD PRIORITY NO. 3: Ensure the Health and Safety of Students and Employees – Strengthen mental health support and programs; ensure best practices for safe and healthy learning environments; and support physical, social, and emotional wellbeing.***

Business and Noninstructional Operations

Nutrition Program Compliance

The Governing Board recognizes the district's responsibility to comply with state and federal nondiscrimination laws as they apply to the district's nutrition programs. The district shall not deny any individual the benefits or service of any nutrition program or discriminate against him/her on any basis prohibited by law.

Coordinator

The Board designates the compliance officer(s) specified in AR 1312.3 - Uniform Complaint Procedures as the district's civil rights coordinator to ensure compliance with the laws governing its nutrition programs and to investigate any related complaints.

The responsibilities of the compliance officer/coordinator include, but are not limited to:

1. Providing the name of the civil rights coordinator, Section 504 coordinator, and Title IX coordinator, if different from the civil rights coordinator, to the California Department of Education and other interested parties.
2. Annually providing mandatory civil rights training to all frontline staff who interact with program applicants or participants and to those who supervise frontline staff.

The subject matter of such training shall include, but not be limited to, collection and use of data, effective public notification systems, complaint procedures, compliance review techniques, resolution of noncompliance, requirements for reasonable accommodation of persons with disabilities, requirements for language assistance, conflict resolution, and customer service.

3. Establishing admission and enrollment procedures that do not restrict enrollment of students on the basis of race, sex, sexual orientation, gender identity, ethnicity, national origin, or disability, including preventing staff from incorrectly denying applications and ensuring that such persons have equal access to all programs.
4. Sending a public release announcing the availability of the child nutrition programs and/or changes in the programs to public media and to community and grassroots organizations that interact directly with eligible or potentially eligible participants.
5. Communicating the program's nondiscrimination policy and applicable complaint procedures, as provided in the section "Notifications" below.

Business and Noninstructional Operations

Nutrition Program Compliance

Coordinator (continued)

6. Providing appropriate translation services when a significant number of persons in the surrounding population have limited English proficiency.
7. Ensuring that every part of a facility is accessible to and usable by persons with disabilities and that participant with disabilities are not excluded from the benefits or services due to inaccessibility of facilities.
8. Ensuring that special meals are made available to participants with disabilities who have a medical statement on file documenting that their disability restricts their diet.
9. Implementing procedures to process and resolve civil rights (discrimination) complaints and program-related complaints, including maintaining a complaint log and working with the appropriate person to resolve any complaint.
10. Developing a method, which preferably uses self-identification or self-reporting, to collect racial and ethnic data for potentially eligible populations, applicants, and participants.

Notifications

The U.S. Department of Agriculture's (USDA) "And Justice for All" civil rights poster or a substitute poster approved by the USDA's Food and Nutrition Service shall be displayed in areas visible to the district's nutrition program participants, such as food service areas and school offices.

The coordinator shall notify the public, all program applicants, participants, and potentially eligible persons of their program rights and responsibilities and steps necessary for participation. Applicants, participants, and the public also shall be advised of their right to file a complaint, how to file a complaint, the complaint procedures, and that a complaint may be file anonymously or by a third party.

In addition, all forms of communication available to the public regarding program availability shall contain, in a prominent location, the following statement:

In accordance with Federal law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, this institution is prohibited from discriminating on the basis of race, color, national origin, sex, (including gender identity and sexual orientation), age, disability, and reprisal or retaliation for prior civil rights activity. ~~(Not all prohibited bases apply to all programs.)~~

Business and Noninstructional Operations

Nutrition Program Compliance

Program information may be made available in languages other than English. Persons with disabilities who require alternative means of communication for program information (e.g., Braille, large print, audiotape, and American Sign Language) should contact the responsible State or local Agency that administers the program or USDA's TARGET Center at (202) 720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800) 877-8339.

To file a program discrimination complaint, a complainant should complete a Form AD-3027, USDA Program Discrimination Complaint Form, which can be obtained online, at <https://www.usda.gov/sites/default/files/documents/usda-program-discrimination-complaint-form.pdf>, from any USDA office, by calling (866) 632-9992, or by writing a letter addressed to USDA. The letter must contain the complainant's name, address, telephone number, and a written description of the alleged discriminatory action in sufficient detail to inform the Assistant Secretary for Civil Rights (ASCR) about the nature and date of an alleged civil rights violation. The completed AD-3027 form or letter must be submitted to USDA by:

Mail: U.S. Department of Agriculture  
Office of the Assistant Secretary for Civil Rights  
1400 Independence Avenue, SW  
Washington, D.C. 20250-9410; or

Fax: (833) 256-1665 or (202) 690-7442;

Email: [program.intake@usda.gov](mailto:program.intake@usda.gov).

This institution is an equal opportunity provider.

Forms of communication requiring this nondiscrimination statement include, but are not limited to, web sites, public information releases, publications, and posters, but exclude menus. The nondiscrimination statement need not be included on every page of program information on the district's or school's web site, but the statement or a link to the statement shall be included on the home page of the program information.

A short version of the nondiscrimination statement, stating, "This institution is an equal opportunity provider," may be used on pamphlets, brochures, and flyers in the same print size as the rest of the text.

Business and Noninstructional Operations

Nutrition Program Compliance

Complaints

Any complaints regarding meal counting and claiming, reimbursable meals, eligibility of children or adults, or use of cafeteria funds and allowable expenses should be submitted directly to the California Department of Education (COE).

When a complaint alleging discrimination on the basis of race, color, national origin, sex, sexual orientation, gender identity, age, or disability is unresolved at the district level, the coordinator shall submit the complaint to the U.S. Department of Agriculture (USDA).

1. Child Nutrition Program Civil Rights and Program Complaint Coordinator, California Department of Education (CDE), Nutrition Services Division, 1430 N Street, Room 4503, Sacramento, CA 95814-2342 or call (916) 323-8531 or (800) 952-5609.
2. U.S. Department of Agriculture (USDA), Office of the Assistant Secretary for Civil Rights, 1400 Independence Avenue, SW, Washington, D.C. 20250-9410, (866) 632-9992, (800) 877-8339 (Federal Relay Service - English), (800) 845-6136 (Federal Relay Service - Spanish), fax (202) 690-7442, or email [program.intake.usda.gov](mailto:program.intake.usda.gov).

Any complaint concerning the district's nutrition programs shall be investigated using the process identified in AR 1312.3 - Uniform Complaint Procedures.

Legal Reference: Education Code 200-262.4; 48985; 49060-49079; 49490-49590  
Penal Code 422.6  
Code of Regulations, Title 5, 3080; 4600-4687; 4900-4965  
United States Code, Title 20, 1400-1482; 1681-1688, Title IX  
United States Code, Title 29, 794, Section 504  
United States Code, Title 42, 2000d-2000d-7 Title VI; 2000e-2000e-17  
Title VII; 2000h-2000h-6 Title IX; 12101-12213  
Code of Federal Regulations, Title 7, 210.23; 215.7; 215.14; 220.7; 225.3; 225.7  
Code of Federal Regulations, Title 28, 35.101-35.190; 36.303  
Code of Federal Regulations, Title 34, 100.1-100.13; 104.1-104.39  
Section 504; 106.1-106.61 (especially 106.9)

Policy Adopted: 04/11/2017  
Policy Amended: 10/06/2020; --/--/2023

GLENDALE UNIFIED SCHOOL DISTRICT

April 18, 2023

INFORMATION REPORT NO. 4

TO: Board of Education

FROM: Dr. Vivian Ekchian, Superintendent

PREPARED IN: Office of the Superintendent

**SUBJECT: Revisions to Board Policy (BP) 9323 (Meeting Conduct)**

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This report provides an opportunity for the Board of Education to review revisions to BP 9323 to include language that in order to conduct District business in a safe and orderly manner, the dais area is prohibited to the public.

Upon approval, this policy will be presented to the Board of Education for final action at its meeting on May 2, 2023.

## Meeting Conduct

### Meeting Procedures

All Governing Board meetings shall begin on time and shall be guided by an agenda prepared in accordance with Board bylaws and posted and distributed in accordance the Ralph M. Brown Act (open meeting requirements) and other applicable laws.

The Board president shall conduct Board meetings in accordance with Board bylaws and procedures that enable the Board to efficiently consider issues and carry out the will of the majority.

### Parliamentary Procedure

The Board will ordinarily use Roberts Rules of Order (latest revised edition) to govern the conduct of Board meetings subject to the following:

- Rules and procedures adopted by the Board in conflict with Roberts Rules of Order shall take precedence.
- Any laws or regulations of the State of California in conflict with Roberts Rules of Order shall take precedence.
- The Chair may make such exceptions as appear necessary to facilitate the orderly conduct of business. Any ruling of the Chair is subject to approval of the Board.

The Board of Education shall act by majority vote of its membership. Presiding Officer has full privileges of the body.

### Quorum and Abstentions

The Board shall act by majority vote of all of the membership constituting the Board. (Education Code 35164)

The Board believes that when no conflict of interest requires abstention, its members have a duty to vote on issues before them. When a member abstains, the abstention shall not be counted for purposes of determining whether a majority of the membership of the Board has taken action.

Provided the Board typically has five members and there are no more than two vacancies on the Board, the vacant position(s) shall not be counted for purposes of determining how many members of the Board constitute a majority. In addition, whenever any provisions of the Education Code require unanimous action of all or a specific number of the members, the vacant position(s) shall not be counted for purposes of determining the total membership constituting the Board. (Education Code 35165)



## Meeting Conduct

### Public Participation

Members of the public are encouraged to attend Board meetings and to address the Board concerning any item on the agenda or within the Board's jurisdiction. So as not to inhibit public participation, persons attending Board meetings shall not be requested to sign in, complete a questionnaire, or otherwise provide their name or other information as a condition of attending the meeting, except that if the meeting is conducted using remote public participation or with a Board member attending remotely pursuant to Government Code 54953, a member of the public desiring to provide comment through the use of a third party internet website or online platform may be required to register as required by the third party provider.

In order to conduct District business in a safe and orderly ~~and efficient~~ manner, the dais area is prohibited to the public. The stairs that lead to the dais area must be kept clear at all times. Additionally, the Board requires that public presentations to the Board comply with the following procedures:

1. The Board shall give members of the public an opportunity to address the Board on any item of interest to the public that is within the subject matter jurisdiction of the Board, either before or during the Board's consideration of the item. (Education Code 35145.5, Government Code 54954.3)
2. At a time so designated on the agenda at a regular meeting, members of the public may bring before the Board matters that are not listed on the agenda. The Board shall take no action or discussion on any item not appearing on the posted agenda, except as authorized by law. (Education Code 35145.5, Government Code 54954.2). Speakers requesting to add media presentations (i.e. videos, photos, PowerPoints, etc.) to their public comments, must submit the media presentation to the Public Information Office by 4 p.m. the day before a board meeting. The District has the right to deny the request, if deemed inappropriate. Speakers must conclude presentation within the five minute-time allowance; no extension of time will be granted.
3. Without taking action, Board members or District staff members may briefly respond to statements made or questions posed by the public about items not appearing on the agenda. Additionally, on their own initiative or in response to questions posed by the public, a Board or staff member may ask a question for clarification, make a brief announcement, or make a brief report on their own activities. (Government Code 54954.2)

Furthermore, the Board or a Board member may provide a reference to staff or other resources for factual information, ask staff to report back to the Board at a subsequent meeting concerning any matter, or take action directing staff to place a matter of business on a future agenda. (Government Code 54954.2)

### Meeting Conduct

4. The Board need not allow the public to speak on any item that has already been considered by a committee composed exclusively of Board members at a public meeting where the public had the opportunity to address the committee on that item. However, if the Board determines that the item has been substantially changed since the committee heard the item, the Board shall provide an opportunity for the public to speak. (Government Code 54954.3).
5. A person wishing to be heard by the Board shall first be recognized by the president and shall then proceed to comment as briefly as the subject permits.

In general, individual speakers will be allowed five minutes to address the Board on each agenda or nonagenda item, and the Board will limit the total time for public input on each item to 20 minutes. However, in exceptional circumstances when necessary to ensure full opportunity for public input, the Board president may, with Board consent, adjust the amount of time allowed for public input and/or the time allotted for each speaker. Any such adjustment shall be done equitably so as to allow a diversity of viewpoints. The president may also ask members of the public with the same viewpoint to select a few individuals to address the Board on behalf of that viewpoint. A speaker's allotted time cannot be deferred to another speaker.

In order to ensure that non-English speakers receive the same opportunity to directly address the Board, any member of the public who utilizes a translator shall be provided at least twice the allotted time to address the Board, unless simultaneous translation equipment is used to allow the Board to hear the translated public testimony simultaneously. (Government Code 54954.3)

6. The Board president may rule on the appropriateness of a topic, subject to the following conditions:
  - a. If a topic would be suitably addressed at a later time, the Board president may indicate the time and place when it should be presented.
  - b. The Board shall not prohibit public criticism of its policies, procedures, programs, services, acts, or omissions. (Government Code 54954.3)
  - c. The Board shall not prohibit public criticism of District employees. However, whenever a member of the public initiates specific complaints or charges against an individual employee, the Board president shall inform the complainant of the appropriate complaint procedure.
7. The Board president shall not permit actual disruption of Board meetings. Actual disruption by an individual or group or any conduct or statements that threaten the safety

## Meeting Conduct

of any person(s) at the meeting shall be grounds for the president to terminate the privilege of addressing the Board and remove the individual from the meeting.

The Board President or designee may remove an individual for actually disrupting the meeting. Prior to removal, the individual shall be warned that their behavior is disrupting the meeting and that failure to cease the disruptive behavior may result in removal. If, after being warned, the individual does not promptly cease the disruptive behavior, the Board president, or designee, may then remove the individual from the meeting. (Government Code 54957.95)

When an individual's behavior constitutes the use of force or a true threat of force, the individual shall be removed from a Board meeting without a warning. (Government Code 54957.95)

*Disrupting* means engaging in behavior during a Board meeting that actually disrupts, disturbs, impedes, or renders infeasible the orderly conduct of the meeting and includes, but is not limited to, a failure to comply with reasonable and lawful regulations adopted by a legislative body pursuant to Section 54954.3 or any other law, or engaging in behavior that constitutes use of force or a true threat of force. (Government Code 54957.95)

*True threat of force* means a threat that has sufficient indicia of intent and seriousness, that a reasonable observer would perceive it to be an actual threat to use force by the person making the threat. (Government Code 54957.95)

Additionally, the Board may order the room cleared if necessary. In this case, members of the media not participating in the disturbance shall be allowed to remain, and individuals not participating in such disturbances may be allowed to remain at the discretion of the Board. When the room is ordered cleared due to a disturbance, further Board proceedings shall concern only matters appearing on the agenda. (Government Code 54957.9)

When disruptive conduct occurs, the Board may decide to recess the meeting to help restore order, or if removing the disruptive individual(s) or clearing the room is infeasible, move the meeting to another location. The Board may direct the Superintendent or designee to contact local law enforcement as necessary.

## Recording by the Public

Members of the public may record an open Board meeting using an audio or video recorder, still or motion picture camera, cell phone, or other device, provided that the noise, illumination, or obstruction of view does not persistently disrupt the meeting. The Superintendent or designee may designate locations from which members of the public may make such recordings without causing a distraction.

Meeting Conduct

If the Board finds that noise, illumination, or obstruction of view related to these activities would persistently disrupt the proceedings, these activities shall be discontinued or restricted as determined by the Board. (Government Code 54953.5, 54953.6.)

Legal Reference: Education Code, Sections 5095; 32210; 35010; 35145.5; 35163; 35164; 35165  
Election Code, Section 18430  
Code of Civil Procedure, Section 527.8  
Government Code, Sections 54953.3; 54953.5; 54953.6; 54954.2; 54954.3; 54957; 54957.9; 54957.95  
Penal Code, Section 403

Policy Adopted: 12/04/1956

Policy Amended: 09/29/1960; 7/01/1969; 11/18/1969; 11/20/1973; 01/18/1977; 03/19/1985; 04/16/1985; 11/05/1996; 03/16/1999; 06/24/2003; 12/12/2017; 11/19/2019; 02/07/2023; \_\_/\_\_/\_\_\_\_

Formerly BP 9444, BP 9445, BP 9446, & BP 9450

GLENDALE UNIFIED SCHOOL DISTRICT

April 18, 2023

INFORMATION REPORT NO. 5

TO: Board of Education

FROM: Dr. Vivian Ekchian, Superintendent

PREPARED IN: Office of the Superintendent

SUBJECT: **Resolution to Support School Employees and Senate Bill 596  
(Portantino)**

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This report provides an opportunity for the Board of Education to discuss adopting a formal board resolution in support of Senate Bill (SB) 596 – School Employees protection. The Glendale Unified School District Board of Education desires to provide a safe and orderly work environment for all employees that is free of intimidation, threats, and violence.

On February 15, 2023, Senator Anthony J. Portantino introduced Senate Bill 596, a measure that addresses the issue of school employees facing harassment and greater scrutiny over lessons taught in the classroom. The measure aims to provide a safe and inclusive environment for all students and school employees.

SB 596 specifies that a person who subjects a school employee to threats or harassment while the employee is away from a school site or after school hours for reasons related to the employee's course of duties is guilty of a misdemeanor. It defines "harassment" to mean unlawful violence, a credible threat of violence, or a knowing and willful course of conduct directed at a specific person that seriously alarms, annoys, or harasses the person, and that serves no legitimate purpose. The course of conduct must be that which would cause a reasonable person to suffer substantial emotional distress, and must actually cause substantial emotional distress to the person. In addition, it defines "code of conduct" to mean a pattern of conduct composed of a series of acts over a period of time, however short, evidencing a continuity of purpose, including following or stalking an individual, making harassing telephone calls to an individual, or sending harassing correspondence to an individual by any means, including, but not limited to, the use of public or private mails, interoffice mail, facsimile, or email.

"Actions that incite fear amongst educators who are teaching in accordance with state standards are counterproductive, unacceptable and potentially dangerous," stated Senator Portantino. "Too many teachers are being intimidated and harassed for just doing their job. SB 596 will ensure that they can continue to be dedicated educators, helping their students thrive unencumbered by fear and intimidation. I am very grateful to the teachers in my district for their commitment to our children and for bringing the need for this bill to my attention."

On April 12, 2023, SB 596 was heard in the Senate Education Committee and will go on to the Senate Public Safety Committee. The California School Employees Association, California Teachers Association, Glendale Teachers Association, and the Torrance Unified School District are in support of the bill.

Glendale Unified School District has established a fair and thorough process to address any concerns parents and community members have about the conduct of a staff member or questions about policies and procedures. GUSD is committed to ensuring that every student who attends our schools is treated with dignity and respect. While we know this work can be complicated, our unfailing commitment to our students, transparency with our families and fealty to the law are paramount.

The accompanying resolution is presented to the Board of Education for review and comments. The resolution could be returned for Board action on May 2, including any suggested modifications from Board members.

**GLENDALE UNIFIED SCHOOL DISTRICT  
RESOLUTION NO. \_\_\_\_**

**IN SUPPORT OF SENATE BILL 596 – School Employees Protection**

**WHEREAS**, the Glendale Unified School District Board of Education desires to provide a safe and orderly work environment for all employees that is free of intimidation, threats, and violence; and

**WHEREAS**, actions that incite fear amongst educators who are teaching in accordance with state standards, actions that threatens to disrupt normal operations of any district facility, and actions that threatens the health or safety of any school employee are counterproductive, unacceptable and potentially dangerous; and

**WHEREAS**, threats and intimidating behavior has no place in our community and runs counter to the values of respect, inclusion, and responsible engagement we want to model for our students; and

**WHEREAS**, Senate Bill 596 introduced by Senator Anthony Portantino, would make it a misdemeanor to interfere, through threats, harassment or similar conduct, with a school employee's daily life away from a school site or after school hours for reasons related to their official duties; and

**WHEREAS**, there are many opportunities for parents and community members to engage in influencing policies. Additionally, Glendale Unified School District has established a fair and thorough process to address concerns parents and community members have about the conduct of a staff member or questions about policies and procedures. Harassing and intimidating staff is not an acceptable alternative to engaging in these processes; and

**WHEREAS**, Glendale Unified School District is committed to ensuring that every student who attends our schools is treated with dignity and respect. While we know this work can be complicated, our unfailing commitment to our students, transparency with our families and fealty to the law are paramount.

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Education of the Glendale Unified School District supports Senate Bill 596. Senate Bill 596 will ensure that school employees can continue to help their students thrive unencumbered by fear and intimidation.

**PASSED, APPROVED, AND ADOPTED** this \_\_\_\_ of \_\_\_\_, at a regular meeting of the Glendale Unified School District Board of Education, Los Angeles County, California.

\_\_\_\_\_  
Nayiri Nahabedian, President

\_\_\_\_\_  
Shant Sahakian, Clerk



# Bill Text: CA SB596 | 2023-2024 | Regular Session | Amended California Senate Bill 596

**Bill Title:** School employees: protection.

**Spectrum:** Partisan Bill (Democrat 1-0)

**Status:** *(Introduced)* 2023-04-13 - Set for hearing April 25. [SB596 Detail]

**Download:** California-2023-SB596-Amended.html

AMENDED IN SENATE MARCH 30, 2023

CALIFORNIA LEGISLATURE— 2023–2024 REGULAR SESSION

**SENATE BILL**

**NO. 596**

**Introduced by Senator Portantino**

February 15, 2023

An act to amend Section 44811 of the Education Code, relating to school employees.

## LEGISLATIVE COUNSEL'S DIGEST

SB 596, as amended, Portantino. School employees: protection.

Existing law provides that any parent, guardian, or other person whose conduct in a place where a school employee is required to be in the course of the employee's duties materially disrupts classwork or extracurricular activities or involves substantial disorder is guilty of a misdemeanor punishable by a fine of not less than \$500, nor more than \$1,000, or by imprisonment in a county jail not exceeding one year, or by both imprisonment and the fine. Existing law provides for certain minimum periods of imprisonment in a county jail for subsequent convictions for the above-described offenses, as specified.

This bill would provide that any ~~parent, guardian, or other~~ person who ~~interferes, as specified, with a school employee's daily life~~ *subjects a school employee to threats or harassment, as defined, while the employee is* away from a schoolsite or after school hours for reasons related to the employee's course of duties is guilty of a misdemeanor punishable as for the offense described above. By defining a new crime, this bill would impose a state-mandated local program.

The California Constitution requires the state to reimburse local agencies and school districts for certain costs mandated by the state. Statutory provisions establish procedures for making that reimbursement.

This bill would provide that no reimbursement is required by this act for a specified reason.

### Digest Key

Vote: majority Appropriation: no Fiscal Committee: yes Local Program: yes

### Bill Text

**THE PEOPLE OF THE STATE OF CALIFORNIA DO ENACT AS FOLLOWS:**



**SECTION 1.** Section 44811 of the Education Code is amended to read:

**44811.** (a) Any parent, guardian, or other person whose conduct in a place where a school employee is required to be in the course of the employee's duties materially disrupts classwork or extracurricular activities or involves substantial disorder is guilty of a misdemeanor.

(b) Any ~~parent, guardian, or other~~ person who ~~interferes, such as through threats, harassment, or similar conduct, with a school employee's daily life~~ subjects a school employee to threats or harassment while the employee is away from a schoolsite or after school hours for reasons related to the employee's course of duties, including, but not limited to, instruction pursuant to Sections 51204.5 and 51930, is guilty of a misdemeanor.

(c) For purposes of this section, the following definitions apply:

(1) "Course of conduct" means a pattern of conduct composed of a series of acts over a period of time, however short, evidencing a continuity of purpose, including following or stalking an individual, making harassing telephone calls to an individual, or sending harassing correspondence to an individual by any means, including, but not limited to, the use of public or private mails, interoffice mail, facsimile, or email. Constitutionally protected activity is not included within the meaning of "course of conduct."

(2) "Harassment" means unlawful violence, a credible threat of violence, or a knowing and willful course of conduct directed at a specific person that seriously alarms, annoys, or harasses the person, and that serves no legitimate purpose. The course of conduct must be that which would cause a reasonable person to suffer substantial emotional distress, and must actually cause substantial emotional distress to the person.

~~(e)~~

(d) A violation of subdivision (a) or (b) shall be punished as follows:

(1) Upon the first conviction, by a fine of not less than five hundred dollars (\$500) and not more than one thousand dollars (\$1,000), or by imprisonment in a county jail for not more than one year, or by both the fine and imprisonment.

(2) Upon a second conviction, by imprisonment in a county jail for a period of not less than 10 days, and not more than one year, or by both imprisonment and a fine not exceeding one thousand dollars (\$1,000). The defendant shall not be released on probation, or for any other basis until the defendant has served not less than 10 days in a county jail.

(3) Upon a third or subsequent conviction, by imprisonment in a county jail for a period of not less than 90 days, and not more than one year, or by both imprisonment and a fine not exceeding one thousand dollars (\$1,000). The defendant shall not be released on probation, or for any other basis until the defendant has served not less than 90 days in a county jail.

(4) Upon a showing of good cause, the court may find that for any mandatory minimum imprisonment specified by paragraph (2) or (3) of this subdivision, the imprisonment shall not be imposed, and the court may grant probation, or the suspension of the execution or imposition of the sentence.

~~(e)~~

(e) This section shall not apply to any otherwise lawful employee concerted activity, including, but not limited to, picketing and the distribution of handbills.

**SEC. 2.** No reimbursement is required by this act pursuant to Section 6 of Article XIII B of the California Constitution because the only costs that may be incurred by a local agency or school district will be incurred because this act creates a new crime or infraction, eliminates a crime or infraction, or changes the penalty for a crime or infraction, within the meaning of Section 17556 of the Government Code, or changes the definition of a crime within the meaning of Section 6 of Article XIII B of the California Constitution.

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## SENATE COMMITTEE ON EDUCATION

Senator Josh Newman, Chair

2023 - 2024 Regular

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<b>Bill No:</b>	SB 596	<b>Hearing Date:</b>	April 12, 2023
<b>Author:</b>	Portantino		
<b>Version:</b>	March 30, 2023		
<b>Urgency:</b>	No	<b>Fiscal:</b>	Yes
<b>Consultant:</b>	Ian Johnson		

**Subject:** School employees: protection.

**NOTE:** This bill has been referred to the Committees on Education and Public Safety. A "do pass" motion should include referral to the Committee on Public Safety.

### SUMMARY

This bill specifies that a person who subjects a school employee to threats or harassment while the employee is away from a schoolsite or after school hours for reasons related to the employee's course of duties is guilty of a misdemeanor.

### BACKGROUND

Under existing law:

- 1) Any parent, guardian, or other person whose conduct in a place where a school employee is required to be in the course of his or her duties materially disrupts classwork or extracurricular activities or involves substantial disorder is guilty of a misdemeanor.
- 2) The penalty for violating #1 above is as follows:
  - a) Upon the first conviction, by a fine of not less than \$500 and not more than \$1,000, or by imprisonment in a county jail for not more than one year, or by both the fine and imprisonment.
  - b) Upon a second conviction, by imprisonment in a county jail for a period of not less than 10 days, and not more than one year, or by both imprisonment and a fine not exceeding \$1,000. The defendant shall not be released on probation, or for any other basis until he or she has served not less than 10 days in a county jail.
  - c) Upon a third or subsequent conviction, by imprisonment in a county jail for a period of not less than 90 days, and not more than one year, or by both imprisonment and a fine not exceeding \$1,000. The defendant shall not be released on probation, or for any other basis until he or she has served not less than 90 days in a county jail.

**ANALYSIS**

This bill:

- 1) Specifies that a person who subjects a school employee to threats or harassment while the employee is away from a schoolsite or after school hours for reasons related to the employee's course of duties is guilty of a misdemeanor.
- 2) Defines "harassment" to mean unlawful violence, a credible threat of violence, or a knowing and willful course of conduct directed at a specific person that seriously alarms, annoys, or harasses the person, and that serves no legitimate purpose. The course of conduct must be that which would cause a reasonable person to suffer substantial emotional distress, and must actually cause substantial emotional distress to the person.
- 3) Defines "code of conduct" to mean a pattern of conduct composed of a series of acts over a period of time, however short, evidencing a continuity of purpose, including following or stalking an individual, making harassing telephone calls to an individual, or sending harassing correspondence to an individual by any means, including, but not limited to, the use of public or private mails, interoffice mail, facsimile, or email.

**STAFF COMMENTS**

- 1) ***Need for the bill.*** According to the author, "Too many teachers are being intimidated and harassed for teaching in accordance with state standards. These incidents do not solely occur while teachers are at their respective school sites; some receive threats in off campus settings, including on social media platforms. Actions that incite fear amongst educators who are adhering to state standards are counterproductive to efforts to foster safe, inclusive and supportive classroom environments. SB 596 will ensure that educators can continue to help their students thrive unencumbered by fear and intimidation."
- 2) ***Violence against educators and school personnel is contributing to the educator workforce shortage.*** While much of the focus on education during the pandemic has involved the effects on children in schools, it is also having a negative impact on teachers, administrators, social workers, psychologists and school staff.

The American Psychological Association (APA) administered an online survey to teachers and other school personnel during the 2020-2021 school year. The sample of 14,966 participants includes 9,370 teachers, 860 administrators, 1,499 school psychologists and social workers and 3,237 other school staff members. Among the survey's troubling findings were the following:

- a) Rates of interest in quitting their careers or transferring schools are troubling and high across the board, ranging from 29% to 34% for school staff, administrators, and mental health personnel. Almost half of all teachers reported they desire or plan to quit or transfer their jobs due to concerns about school climate and school safety.

- b) One-third of surveyed teachers reported they experienced at least one incident of verbal and/or threatening violence from students during COVID (e.g., verbal threats, cyber bullying, intimidation, sexual harassment). Over 40% of school administrators reported verbal or threatening violence from parents during COVID.
- c) Many teachers, administrators, and other school personnel described the violence they face as on-going and pervasive. One educator described their experiences, "I have been physically assaulted multiple times by students in the building and they know that not only is there no one to stop them, but there will be no consequences either. I ended up in the hospital the last time it happened."

Further, a recently published report by the UCLA Center for the Transformation of Schools, "Voices from the Classroom: Developing a Strategy for Teacher Retention and Recruitment," states the following:

"Burnout from stress is the top reason current teachers say they are considering leaving, with political attacks on teachers the next highest-ranking factor. Workload, low pay, student apathy and behavioral issues, and the lack of support from district administrators contribute to the stress felt by teachers."

- 3) ***Arguments in support.*** The California Teachers Association writes, "Our CTA members believe school employees should be safe from aggressive and violent behaviors as well as physical, verbal, and psychological abuse. There are documented increases in the number confrontational activities faced by school employees. We believe all efforts to establish practices and protocols guaranteeing the safety of school employees must be immediate and far-reaching. Such efforts benefit the school community by impacting teacher retention and recruitment and ensuring appropriate conduct within the community-at-large."
- 4) ***This bill will be discussed further in the Senate Public Safety Committee.*** Given the recent rise in concerns related to school climate and safety, broadening protections for the educator workforce has merit. Staff notes that this bill is double-referred and would go to the Senate Public Safety Committee next. The likely impact and effectiveness of this bill from a law enforcement and safety perspective falls within that committee's jurisdiction and expertise.

## SUPPORT

California School Employees Association  
 California Teachers Association  
 Glendale Teachers Association  
 Torrance Unified School District

## OPPOSITION

GLENDALE UNIFIED SCHOOL DISTRICT

April 18, 2023

INFORMATION REPORT NO. 6

TO: Board of Education

FROM: Dr. Vivian Ekchian, Superintendent

PREPARED BY: Dr. Darneika Watson, Chief Human Resources and Operations  
Officer/Director of Classified Personnel

SUBJECT: ACKNOWLEDGEMENTS OF SERVICE

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The resignations and retirements of the following employees have been accepted by the Chief Human Resources and Operations Officer/Director of Classified Personnel, as effective and final per Board Policies 4117.1/4217.1/4317.1 and 4117.2/4217.2/4317.2, and are being reported to the Board of Education as information only - no action required:

Resignations:

1. Brohier, Ruwani Effective 6/30/23  
2<sup>nd</sup> Grade Teacher  
Keppel Elementary
2. Calvario, Nathaniel G. Effective 7/17/23  
Math Teacher  
Hoover High School
3. Carias, Ana Effective 3/31/23  
Education Assistant I  
Pacific/Edison Preschool
4. Chavez, Julianna Effective 3/26/23  
1<sup>st</sup> Grade Teacher  
Cerritos Elementary
5. Fite, Karissa Effective 4/03/23  
English Teacher  
Crescenta Valley High School
6. Garcia, Rachel C. Effective 4/02/23  
Special Education Teacher  
College View School

Resignations: - Continued

- |     |  |                   |
|-----|--|-------------------|
| 7.  | Gharabighi, Aylin<br>6 <sup>th</sup> Grade English/History Teacher<br>Wilson Middle School   | Effective 6/05/23 |
| 8.  | Hunter, April<br>Library Technician<br>Toll Middle School                                    | Effective 4/07/23 |
| 9.  | Kielpinski, Birgit<br>Payroll Technician<br>Financial Services Department                    | Effective 3/24/23 |
| 10. | Llamas Hernandez, Maria<br>Special Education Assistant<br>College View School                | Effective 4/05/23 |
| 11. | Richardson, Richard<br>Education Assistant Intensive Support<br>Special Education Department | Effective 3/10/23 |
| 12. | Trigueros, Pedro<br>Education Assistant Intensive Support<br>Special Education Department    | Effective 4/21/23 |

Resignation by Default:

- |    |  |                   |
|----|--|-------------------|
| 1. | Moine-Webster, Catherine<br>2 <sup>nd</sup> Grade Teacher<br>Franklin Elementary | Effective 6/08/23 |
|----|--|-------------------|

Retirements:

1. Gardner, Cynthia  
Kindergarten Teacher  
Dunsmore Elementary  
Effective 6/09/23  
25 years of service
2. Shelton, Ray  
5<sup>th</sup> Grade Teacher  
Keppel Elementary  
Effective 6/09/23  
25 years of service

Revision to a Previous Retirement:

Barrantes, Liliana  
Senior Administrative Secretary  
Toll Middle School  
Effective 7/01/23  
42 years, 8 months of service

Change to: 33 years, 8 months of service

GLENDALE UNIFIED SCHOOL DISTRICT

April 18, 2023

ACTION REPORT NO. 1

TO: Board of Education

FROM: Dr. Vivian Ekchian, Superintendent

SUBMITTED BY: Dr. Kelly King, Assistant Superintendent, Educational Services

SUBJECT: **Approval of Resolution No. 24 - Holocaust Remembrance Day 2023**

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The Superintendent recommends that the Board of Education adopt Resolution No. 24 to recognize April 18, 2023, as Holocaust Remembrance Day in the Glendale Unified School District in honor of the victims and survivors of the Holocaust.

More than 70 years have passed since the Holocaust occurred, in which the dictatorship of Nazi Germany murdered six million Jews as part of a systematic program of genocide known as “The Final Solution of the Jewish Question;” and while Jews were the primary victims, they were not alone. Five million other people were murdered in Nazi concentration camps as part of a carefully orchestrated, state sponsored program of cultural, social, and political annihilation under the Nazi tyranny.

It is important to teach our children, and future generations, that the individual and communal acts of heroism during the Holocaust serve as powerful examples of how our nation and its citizens can, and must, respond to acts of hatred and inhumanity.

Additionally, it is important to make every effort to teach children tolerance so that such crimes are not repeated against any group.

The Holocaust demonstrates one of the greatest lessons about individual responsibility that each of us has the choice to act or not to act, and that there are consequences to our decisions.

Be it resolved, that the Glendale Unified School District Board of Education declares Holocaust Remembrance Day, known as Yom Hashoah, with a moment of silence on Tuesday, April 18, 2023, in memory of the victims of the Holocaust Genocides and all human atrocities in honor of survivors as well as the rescuers and liberators, and further proclaims that we, the Glendale Unified School District community, should work to promote human dignity and confront hate whenever and wherever it occurs.



***TO SUPPORT 2022-23 BOARD PRIORITY NO. 1: Maximize Student Achievement – Close the digital and equity gap; offer robust in-person and independent study learning programs; and accelerate learning and improve attendance and engagement.***

***TO SUPPORT 2022-23 BOARD PRIORITY NO. 2: Foster a Positive Culture of Learning – Ensure equitable teaching and learning opportunities led by excellence; support culturally relevant curriculum that emphasizes inclusion; and increase school connectedness for students, parents, and families.***

***TO SUPPORT 2022-23 BOARD PRIORITY NO. 3: Ensure the Health and Safety of Students and Employees – Strengthen mental health support and programs; ensure best practices for safe and healthy learning environments; and support physical, social, and emotional wellbeing.***

**Glendale Unified School District  
Resolution No. 24  
2022-2023**

**HOLOCAUST REMEMBRANCE DAY 2023**

**Whereas**, the Holocaust was the state-sponsored, systematic persecution and annihilation of European Jewry by Nazi Germany and its collaborators between 1933 and 1945 - six million were murdered; Roma (Gypsies), people with disabilities, and Poles were also targeted for destruction or decimation for racial, ethnic, or national reasons; and millions more, including LGBTQ people, Jehovah's Witnesses, Soviet prisoners of war, and political dissidents, also suffered grievous oppression and death under Nazi tyranny; and

**Whereas**, the history of the Holocaust offers an opportunity to reflect on the moral responsibilities of individuals, societies, and governments; and

**Whereas**, Glendale students should understand and remember the terrible events of the Holocaust and remain vigilant against hatred, persecution, and tyranny; and

**Whereas**, Glendale Unified School District should actively rededicate ourselves to the principles of individual freedom in a just society; and

**Whereas**, the Days of Remembrance have been set aside to remember the victims of the Holocaust as well as to reflect on the need for respect of all peoples; and

**Whereas**, pursuant to an Act of Congress (Public Law 96-388, October 7, 1980), the United States Holocaust Memorial Council designates the Day of Remembrance known as Yom HaShoah, on April 18, 2023; and

**Whereas**, this year marks the 78<sup>th</sup> Anniversary of the liberation of Auschwitz by Russian troops and the 78<sup>th</sup> Anniversary of the liberation of Dachau by American troops.

**Now, therefore, be it resolved** that the Glendale Unified School District Board of Education does hereby proclaim Tuesday, April 18, 2023, as Holocaust Day of Remembrance and to hold a moment of silence in memory of the victims of the Holocaust Genocides and all human atrocities in honor of survivors as well as the rescuers and liberators, and further proclaims that we, the Glendale Unified School District community, should work to promote human dignity and confront hate whenever and wherever it occurs.

Dated this **18th** day of **April 2023**.

\_\_\_\_\_  
Board President

\_\_\_\_\_  
Board Vice President

\_\_\_\_\_  
Board Clerk

\_\_\_\_\_  
Board Member

\_\_\_\_\_  
Board Member

GLENDALE UNIFIED SCHOOL DISTRICT

April 18, 2023

ACTION REPORT NO. 2

TO: Board of Education

FROM: Dr. Vivian Ekchian, Superintendent

PREPARED IN: Office of the Superintendent

SUBJECT: **Resolution No. 25 - Remembering the Armenian Genocide and Reaffirming a Better World**

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The Superintendent recommends that the Board of Education adopt Resolution No. 25 - Remembering the Armenian Genocide and Reaffirming a Better World.

As we recall the Armenian Genocide, the Holocaust, and other horrors from the past, the Glendale Unified School District reaffirms its commitment to the teaching of tolerance, understanding, the resolution of problems, and the strength of diversity in our schools and community. These qualities will help instill in today's young generation the optimism and hope for a better world and a stronger America.

Since the 2013/2014 school year, Glendale Unified School District has calendared April 24 as a "student free" day to ensure that a large sector of our students have the opportunity to engage in activities to recognize the Armenian Genocide. We are proud to support the continuation of observing April 24 as "Armenian Genocide Remembrance Day."

On December 12, 2019, the U.S. Congress formally designated the 1915 mass killings of an estimated 1.5 million Armenians at the hands of the Ottoman Empire as a genocide. The bill passed by Congress further states the U.S. will "commemorate the Armenian Genocide through official recognition and remembrance."

The attached resolution is being presented to the Board of Education for adoption.

***TO SUPPORT 2022-23 BOARD PRIORITY NO. 1: Maximize Student Achievement – Close the digital and equity gap; offer robust in-person and independent study learning programs; and accelerate learning and improve attendance and engagement.***

***TO SUPPORT 2022-23 BOARD PRIORITY NO. 2: Foster a Positive Culture of Learning – Ensure equitable teaching and learning opportunities led by excellence; support culturally relevant curriculum that emphasizes inclusion; and increase school connectedness for students, parents, and families.***

GLENDALE UNIFIED SCHOOL DISTRICT  
RESOLUTION NO. 25

**REMEMBERING THE ARMENIAN GENOCIDE**  
**AND REAFFIRMING A BETTER WORLD**

**WHEREAS:** History contains innumerable examples of people who have contributed actions so positive and of such significance that they changed the course of the world forever; and

**WHEREAS:** History chronicles events when humankind created unspeakable horrors and acts of degradation. Catastrophic occurrences, which include religious, territorial, and political world wars, the Holocaust, and the Armenian Genocide, are among the acts of man's inhumanity to man, which have placed upon human history some of its darkest hours; and

**WHEREAS:** At a time when many people in our community recall the horrors of the Armenian Genocide, the Holocaust, and other tragic events, it is important for all of us to be reminded of the consequences of evil and what happens when others fail to prevent it from happening. As Edmund Burke noted more than two centuries ago, "For evil to flourish, it is only necessary for good men to do nothing;" and

**WHEREAS:** We recognize the devotion of those who survived and carried on to teach the world about these atrocities with the hope they will never occur again; and

**WHEREAS:** In a city and country with a population so rich and diverse in heritage, it is appropriate to recognize events throughout world history that remind us of the triumphs of humankind. The Americans, who through our 200 plus years have sacrificed their lives that all Americans today live in freedom, are an excellent example.

**NOW, THEREFORE, BE IT RESOLVED** that in the spirit of remembrance, the Glendale Unified School District reaffirms its commitment to the teaching of tolerance, understanding, the peaceful resolution of problems, and the strength of diversity in our schools and in our community so that these qualities may help instill in today's young generation the optimism and hope for a better world and strengthen our great nation.

APPROVED and ADOPTED this 18th day of April 2023 at a regular meeting of the Glendale Unified School District.

\_\_\_\_\_  
Nayiri Nahabedian, President

\_\_\_\_\_  
Jennifer Freemon, Board Vice President

\_\_\_\_\_  
Shant Sahakian, Board Clerk

\_\_\_\_\_  
Ingrid Marie Gunnell, Board Member

\_\_\_\_\_  
Kathleen Cross, Board Member

GLENDALE UNIFIED SCHOOL DISTRICT

April 18, 2023

ACTION REPORT NO. 3

TO: Board of Education

FROM: Dr. Vivian Ekchian, Superintendent

PREPARED IN: Office of the Superintendent

**SUBJECT: Resolution 26 - Inclusion of an Armenian Checkbox on the 2030 U.S. Census**

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The Superintendent recommends that the Board of Education adopt Resolution No. 26 supporting the inclusion of an Armenian checkbox in the 2030 Census.

At its meeting on April 4, 2023, the Board of Education approved sending a support letter to the Office of Management and Budget to add Armenian as a subgroup to the new MENA (Middle Eastern and North African) category for the 2030 U.S. Census.

The Office of Management and Budget (OMB) has released a sample 2030 Census Questionnaire in which they have revised the racial/ethnic categories to include a new MENA (Middle Eastern and North African) category and are requesting public comments. The proposed subcategories within the MENA category that are given checkboxes are Lebanese, Syrian, Iranian, Moroccan, Egyptian, and Israeli. Other categories that are mentioned as examples of MENA are Algerian, Iraqi, and Kurdish. However, there is no “Armenian” checkbox even though Armenian Americans have been classified by the OMB as part of the MENA category.

Armenian Americans are not accurately counted in the United States Census, which shapes both federal, state, and local funding, opportunities, and anti-discrimination efforts. Their classification under the “white” category renders the community invisible within federal data. In the City of Glendale, where approximately one third to forty percent of the population identifies as having Armenian ancestry, the latest demographic information for Glendale, according to the Census Bureau, reads 61.1% white, 18.7% Hispanic or Latino, 13.7% Asian, 1.8% Black or African American, 0.4% American Indian and Alaskan Native and 0.1% Native Hawaiian, and Other Pacific Islander. In Glendale Unified School District approximately 46% of our 25,000 students are Armenian Americans.

Elected officials, community leaders and prominent Armenian and MENA organizations are calling for the Armenian checkbox within the MENA category of the 2030 Census. They include L.A. City Council President Paul Krikorian, Representative Adam Schiff, Representative Judy Chu, State Senator Anthony Portantino, and Assemblymember Laura Friedman and Assemblymember Wendy Carrillo. The Armenian National Committee of America-Western Region, the Armenian National Committee of America-Eastern Region, and the Armenian American Action Network are among the organizations in support. The City of Glendale,

Glendale Unified School District  
Action Report No. 3  
April 18, 2023  
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Pasadena Unified School District, and Burbank Unified School District have passed resolutions in support.

A resolution in support of the inclusion of an Armenian checkbox in the 2030 census is attached for Board adoption.

GLENDALE UNIFIED SCHOOL DISTRICT  
**RESOLUTION NO. 26**

**IN SUPPORT OF THE INCLUSION OF AN ARMENIAN CHECKBOX  
IN THE 2030 CENSUS**

**WHEREAS**, Glendale Unified School District serves the largest number of Armenian American students in the U.S., and meaningful and comprehensive data on the Armenian population of the City of Glendale, California is currently lacking; and

**WHEREAS**, the federal Office of Management and Budget recently released a new draft questionnaire for the 2030 Census that includes a new MENA Category with subcategories such as Lebanese, Syrian, Iranian, and other populations; and

**WHEREAS**, Armenians constitute a transnational group across MENA and are historically one of the largest and most impacted groups of immigrants in the United States from the MENA region; and

**WHEREAS**, Armenian American students, together with other MENA student populations, continue to be invisible and underserved within U.S. public Schools as immigrants, refugees and English Language Learners; and

**WHEREAS**, Armenian Americans overwhelmingly support census classification for their community and have been pushing for the inclusion of an Armenian Checkbox in the U.S. Census questionnaire for many decades; and

**WHEREAS**, the inclusion of the MENA category and a specific Armenian checkbox within the MENA category of the 2030 Census would provide Glendale Unified School District with more accurate data on all of its students, which would ultimately bring more educational resources and funding for the District to support underserved student populations.

**NOW, THEREFORE, BE IT RESOLVED** that the Glendale Unified School District Board of Education fully supports the inclusion of a specific Armenian checkbox within the MENA category of the 2030 Census, and urges the United States Office of Management and Budget to adopt this recommendation; and

**BE IT FURTHER RESOLVED** that the Glendale Unified School District expresses its support for the efforts of the Armenian National Committee of America Western Region, Armenian American Action Network and other organizations that are advocating for the inclusion of the MENA category and an Armenian checkbox in the 2030 U.S. Census.

Glendale Unified School District  
Action Report No. 3  
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APPROVED and ADOPTED this 18th day of April 2023 at a regular meeting of the Glendale Unified School District.

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Nayiri Nahabedian, President

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Jennifer Freemon, Board Vice President

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Shant Sahakian, Board Clerk

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Ingrid Marie Gunnell, Board Member

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Kathleen Cross, Board Member



GLENDALE UNIFIED SCHOOL DISTRICT

April 18, 2023

ACTION REPORT NO. 4

TO: Board of Education

FROM: Dr. Vivian Ekchian, Superintendent

PREPARED IN: Office of the Superintendent

**SUBJECT: Board of Education Meeting Schedule for 2023-2024**

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The Superintendent recommends that the Board of Education approve its Board meeting schedule for the 2023-2024 school year.

At its meeting on April 4, 2023, the Board discussed its meeting dates for the 2023-2024 school year. The Board of Education meeting schedule is now being presented to the Board for final review and action. Board of Education meetings are held at the Administration Center, 223 N. Jackson Street.

2023

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July 11 (*Reorganizational meeting*)

August 8  
(*School begins August 16*)

September 12, 26

October 10 (Note: Student Voice Panel, October 24)

November 14  
(*Thanksgiving recess, Nov. 20-24*)

December 12  
(*Winter recess: December 22-January 6*)

2024

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January 16

February 13 (Note: Student Voice Panel, February 27)

March 12  
(*Spring recess: March 18-22*)

April 9 (*swearing-in ceremony*)

May 7, 21, 28\* (*\*Recognitions and info items only*)

June 11, 25  
*Note: June 5 last day of school (Graduation)*

GLENDALE UNIFIED SCHOOL DISTRICT

April 18, 2023

ACTION REPORT NO. 5

TO: Board of Education

FROM: Dr. Vivian Ekchian, Superintendent

SUBMITTED BY: Dr. Darneika Watson, Chief Human Resources & Operations Officer

PREPARED BY: Dr. Kyle Bruich, Director, Human Resources

SUBJECT: **Adoption of District Proposal to Glendale Teachers Association**

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The Superintendent recommends that the Board of Education adopt the District's initial proposal for use in negotiating a reopener agreement between the Glendale Unified School District and the Glendale Teachers Association with the goal of reaching agreement as soon as possible.

As part of the successor agreement previously reached, the Glendale Unified School District and the Glendale Teachers Association must "sunshine" a proposal to commence negotiations on a reopener agreement. The District desires to begin negotiations as soon as possible and has scheduled the first negotiation session on Wednesday, April 26, 2023.

Per the agreement, the District proposes to negotiate on the following articles:

- **Article 5 – Evaluation Procedures**

The District reserves the right to amend, add, and/or withdraw any proposals during the 2022-2023 successor negotiations. In the spirit of collaboration, additional articles may be reopened when mutually agreed upon by both parties.

A negotiations file for public review is maintained in the Human Resources Department. Initial proposals from either party will be kept in this file and are available for public review during regular working hours.

***TO SUPPORT 2022-2023 BOARD PRIORITY NO. 3:*** *Ensure the Health and Safety of Students and Employees – Strengthen mental health support and programs; ensure best practices for safe and healthy learning environments; and support physical, social, and emotional wellbeing.*

***TO SUPPORT 2022-2023 BOARD PRIORITY NO. 4:*** *Maintain District Financial Responsibility – Ensure the fiscal health of the District; implement a fiscal plan to preserve the District resources; plan for the District's future educational and facility needs.*



**GLENDALE UNIFIED SCHOOL DISTRICT  
OFFICE OF HUMAN RESOURCES**

223 N. Jackson Street, Glendale, CA 91206  
Phone: 818-241-3111 | Fax: 818-548-9041  
www.gusd.net | @GlendaleUSD

April 11, 2023

Sent Via Email

Mr. Chris Davis, President  
Glendale Teachers Association  
3233 N. Verdugo Rd.  
Glendale, CA 91208

Re: District Proposal for April 26, 2023 Collective Bargaining Agreement Reopener between the Glendale Teachers Association and the Glendale Unified School District.

Dear Mr. Davis:

Pursuant to Article 23 of the Collective Bargaining Agreement between the Glendale Teachers Association and the Glendale Unified School District, the District intends to reopen negotiations on the contractual article:

- Article 8 – Evaluation Procedures

The District reserves the right to amend, add, and/or withdraw any proposals during 2022-2023 reopener negotiations. In the spirit of collaboration, additional articles may be reopened when mutually agreed upon by both parties.

Pursuant to Government Code 3547, the District's and the Association's initial bargaining proposals that relate to matters within the scope of negotiations shall be presented at a public meeting. It further prohibits negotiations on such proposal until after the public has had an opportunity to be informed of the District's proposal and provide any comments, and the proposal has been adopted by the Governing Board. The GUSD Board of Education meeting will include this proposal for public hearing and Board action on the agenda for the April 18, 2023 meeting.

We look forward to beginning negotiations with the Association on April 26, 2023.

Sincerely,

A handwritten signature in blue ink, appearing to read "Darneika Watson", is written over the word "Sincerely,".

Darneika Watson, Ph.D.  
Chief Human Resources and Operations Officer

c: Dr. Vivian Ekchian., Superintendent  
Mr. Arleigh Kidd, California Teachers Association  
Ms. Sarah Morrison, Bargaining Chair, Glendale Teachers Association

GLENDALE UNIFIED SCHOOL DISTRICT

April 18, 2023

ACTION REPORT NO. 6

TO: Board of Education

FROM: Dr. Vivian Ekchian, Superintendent

SUBMITTED BY: Dr. Darneika Watson, Chief Human Resources & Operations Officer

PREPARED BY: Dr. Kyle Bruich, Director, Human Resources

**SUBJECT: Approval of Certificated Salary Schedules**

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The Superintendent recommends that the Board of Education approve the Certificated Salary Schedules for the 2021-2022 and 2022-2023 school years based on the approved wage agreement with the Glendale Teachers Association (GTA).

On April 4, 2023, the Board of Education approved the wage agreement between the Glendale Unified School District and the Glendale Teachers Association (GTA) dated February 28, 2023. 2021-2022 salary schedules have been prepared including the 3.5% salary increase retroactive to July 1, 2021. In addition, 2022-2023 salary schedules have been prepared with an additional 5% salary increase effective July 1, 2022 for the following schedules:

- Appendix A – Teachers – Emergency Permits, Waivers, Intern Credentials
- Appendix B – Teachers with Preliminary or Clear Credentials Beginning Teacher Salary Incentive Program
- Appendix D – Summer School Salary Schedule – Teachers\*
- Appendix E – Extra-Curricular Assignments – Teachers
- Appendix F – Special Salary Schedule – Teachers\*
- Appendix G (G1) – CDCC Teacher 225 Days
- Appendix G2 – CDCC Head Teacher 225 Days
- Appendix H (H1) – CDCC Teacher 186 Days
- Appendix H2 – CDCC Head Teacher 186 Days
- Appendix I – College View
- Appendix J – Speech/Language/Hearing/Visual Impairment Specialists, Orientation Mobility, Nurses, Assistive Technology (186 Days)
- Appendix J – Speech/Language/Hearing/Visual Impairment Specialists, Orientation Mobility, Nurses (204 Days)
- Appendix K – Counselors

Glendale Unified School District

Action Report No. 6

April 18, 2023

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- Appendix M – Summer School Salary Schedule – Speech/Language/Hearing/Visual Impairment Specialists, Orientation Mobility, Nurses, Assistive Technology\*
- Appendix N – Special Salary Schedule – Support Services\*

In order to comply with all terms and conditions required by CalSTRS, these schedules are presented today for approval by the Board of Education.

\*Changes for Appendices D, F, M, and N went into effect on July 1, 2022, so there are no new schedules for the 2021-2022 school year.

***TO SUPPORT 2022-2023 BOARD PRIORITY NO. 4: Maintain District Financial Responsibility – Ensure the fiscal health of the District; implement a fiscal plan to preserve the District resources; plan for the District's future educational and facility needs.***

# **Salary Schedules**

## **2022-2023**

Glendale Unified School District  
**ANNUAL SALARY SCHEDULE – TEACHERS**  
 Emergency Permits, Waivers, Intern Credentials  
**APPENDIX A**  
 Effective Date: July 1, 2022



<b>STEP</b>	<b>CLASS I</b>  <b>Bachelor's Degree</b>	<b>CLASS II</b>  <b>Bachelor's Degree + 14 Semester Units (21 Quarter Units)</b>	<b>CLASS III</b>  <b>Bachelor's Degree + 28 Semester Units (42 Quarter Units)</b>	<b>CLASS IV</b>  <b>Bachelor's Degree + 42 Semester Units (63 Quarter Units)</b>	<b>CLASS V</b>  <b>Bachelor's Degree + 56 Semester Units (84 Quarter Units) + MA or 62 Semester Units (93 Quarter Units)</b>	<b>CLASS VI</b>  <b>Bachelor's Degree + 70 Semester Units (105 Quarter Units) + MA</b>
1	\$54,247.00	\$54,247.00	\$54,247.00	\$54,247.00	\$55,728.00	\$60,865.00
2	\$54,247.00	\$54,247.00	\$54,247.00	\$55,993.00	\$58,797.00	\$64,197.00
3	\$54,247.00	\$54,247.00	\$55,993.00	\$58,581.00	\$61,824.00	\$67,531.00
4	\$54,247.00	\$55,728.00	\$58,528.00	\$61,203.00	\$64,895.00	\$70,878.00
5	\$55,551.00	\$58,084.00	\$60,982.00	\$63,824.00	\$67,972.00	\$74,175.00
6	\$57,812.00	\$60,452.00	\$63,475.00	\$66,402.00	\$71,041.00	\$77,519.00
7	\$60,040.00	\$62,805.00	\$66,009.00	\$69,031.00	\$74,110.00	\$80,859.00
8	\$62,265.00	\$65,117.00	\$68,496.00	\$71,621.00	\$77,138.00	\$84,194.00
9	\$64,542.00	\$67,478.00	\$70,989.00	\$74,244.00	\$79,826.00	\$87,455.00
10	\$66,763.00	\$69,836.00	\$73,487.00	\$76,860.00	\$83,279.00	\$90,798.00
11	\$68,993.00	\$72,155.00	\$76,025.00	\$79,446.00	\$86,345.00	\$94,136.00
12			\$78,514.00	\$82,072.00	\$89,421.00	\$97,475.00
13			\$80,867.00	\$84,536.00	\$89,421.00	\$97,475.00
14			\$83,293.00	\$87,071.00	\$89,421.00	\$97,475.00
15					\$89,421.00	\$97,475.00
16					\$93,894.00	\$102,345.00
17					\$93,894.00	\$102,345.00
18					\$98,592.00	\$107,464.00
19					\$98,592.00	\$107,464.00
20					\$98,592.00	\$107,464.00
21					\$98,592.00	\$107,464.00

The above annual rates apply to individuals employed for 186 days of service.

Effective July 1, 2020, \$150.00 per month will be paid for an earned Doctorate from a college or university accredited by a regional or national accrediting association recognized by the National Commission on Accreditation.



<b>STEP</b>	<b>CLASS I</b> <b>Bachelor's Degree</b>	<b>CLASS II</b> <b>Bachelor's Degree + 14 Semester Units (21 Quarter Units)</b>	<b>CLASS III</b> <b>Bachelor's Degree + 28 Semester Units (42 Quarter Units)</b>	<b>CLASS IV</b> <b>Bachelor's Degree + 42 Semester Units (63 Quarter Units)</b>	<b>CLASS V</b> <b>Bachelor's Degree + 56 Semester Units (84 Quarter Units) + MA or 62 Semester Units (93 Quarter Units)</b>	<b>CLASS VI</b> <b>Bachelor's Degree + 70 Semester Units (105 Quarter Units) + MA</b>
22					\$98,592.00	\$107,464.00
23					\$101,603.00	\$110,476.00
24					\$101,603.00	\$110,476.00
25					\$101,603.00	\$110,476.00
26					\$101,603.00	\$110,476.00
27					\$101,603.00	\$110,476.00
28					\$106,788.00	\$115,663.00

The above annual rates apply to individuals employed for 186 days of service.

Effective July 1, 2020, \$150.00 per month will be paid for an earned Doctorate from a college or university accredited by a regional or national accrediting association recognized by the National Commission on Accreditation.

Glendale Unified School District

**ANNUAL SALARY SCHEDULE – TEACHERS**  
**Teachers with Preliminary or Clear Credentials**  
**Beginning Teacher Salary Incentive Program**  
**APPENDIX B**



**Effective Date: July 1, 2022**

<b>STEP</b>	<b>CLASS I</b>  <b>Bachelor's Degree</b>	<b>CLASS II</b>  <b>Bachelor's Degree + 14 Semester Units (21 Quarter Units)</b>	<b>CLASS III</b>  <b>Bachelor's Degree + 28 Semester Units (42 Quarter Units)</b>	<b>CLASS IV</b>  <b>Bachelor's Degree + 42 Semester Units (63 Quarter Units)</b>	<b>CLASS V</b>  <b>Bachelor's Degree + 56 Semester Units (84 Quarter Units) + MA or 62 Semester Units (93 Quarter Units)</b>	<b>CLASS VI</b>  <b>Bachelor's Degree + 70 Semester Units (105 Quarter Units) + MA</b>
1	\$58,147.00	\$58,148.00	\$58,149.00	\$58,151.00	\$58,153.00	\$60,865.00
2	\$58,148.00	\$58,149.00	\$58,151.00	\$58,153.00	\$58,797.00	\$64,197.00
3	\$58,149.00	\$58,151.00	\$58,153.00	\$58,581.00	\$61,824.00	\$67,531.00
4	\$58,151.00	\$58,153.00	\$58,528.00	\$61,203.00	\$64,895.00	\$70,878.00
5	\$58,153.00	\$58,154.00	\$60,982.00	\$63,824.00	\$67,972.00	\$74,175.00
6	\$58,154.00	\$60,452.00	\$63,475.00	\$66,402.00	\$71,041.00	\$77,519.00
7	\$60,040.00	\$62,805.00	\$66,009.00	\$69,031.00	\$74,110.00	\$80,859.00
8	\$62,265.00	\$65,117.00	\$68,496.00	\$71,621.00	\$77,138.00	\$84,194.00
9	\$64,542.00	\$67,478.00	\$70,989.00	\$74,244.00	\$79,826.00	\$87,455.00
10	\$66,763.00	\$69,836.00	\$73,487.00	\$76,860.00	\$83,279.00	\$90,798.00
11	\$68,993.00	\$72,155.00	\$76,025.00	\$79,446.00	\$86,345.00	\$94,136.00
12			\$78,514.00	\$82,072.00	\$89,421.00	\$97,475.00
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17					\$93,894.00	\$102,345.00
18					\$98,592.00	\$107,464.00
19					\$98,592.00	\$107,464.00
20					\$98,592.00	\$107,464.00
21					\$98,592.00	\$107,464.00

The above annual rates apply to individuals employed for 186 days of service.

Effective July 1, 2020, \$150.00 per month will be paid for an earned Doctorate from a college or university accredited by a regional or national accrediting association recognized by the National Commission on Accreditation.

<b>STEP</b>	<b>CLASS I</b> <b>Bachelor's Degree</b>	<b>CLASS II</b> <b>Bachelor's Degree + 14 Semester Units (21 Quarter Units)</b>	<b>CLASS III</b> <b>Bachelor's Degree + 28 Semester Units (42 Quarter Units)</b>	<b>CLASS IV</b> <b>Bachelor's Degree + 42 Semester Units (63 Quarter Units)</b>	<b>CLASS V</b> <b>Bachelor's Degree + 56 Semester Units (84 Quarter Units) + MA or 62 Semester Units (93 Quarter Units)</b>	<b>CLASS VI</b> <b>Bachelor's Degree + 70 Semester Units (105 Quarter Units) + MA</b>
22					\$98,592.00	\$107,464.00
23					\$101,603.00	\$110,476.00
24					\$101,603.00	\$110,476.00
25					\$101,603.00	\$110,476.00
26					\$101,603.00	\$110,476.00
27					\$101,603.00	\$110,476.00
28					\$106,788.00	\$115,663.00

The above annual rates apply to individuals employed for 186 days of service.

Effective July 1, 2020, \$150.00 per month will be paid for an earned Doctorate from a college or university accredited by a regional or national accrediting association recognized by the National Commission on Accreditation.

Glendale Unified School District

**SUMMER SCHOOL SALARY SCHEDULE -  
TEACHERS  
APPENDIX D  
2022-2023**



**Effective Date: June 9, 2023**

STEP	CLASS 1 Bachelor's Degree	CLASS 2 Bachelor's Degree + 14 Semester Units (21 Quarter Units)	CLASS 3 Bachelor's Degree + 28 Semester Units (42 Quarter Units)	CLASS 4 Bachelor's Degree + 42 Semester Units (63 Quarter Units)	CLASS 5 Bachelor's Degree + 56 Semester Units (84 Quarter Units) + MA or 62 Semester Units (93 Quarter Units)	CLASS 6 Bachelor's Degree+ 70 Semester Units (105 Quarter Units) + MA
1 Annual	\$58,144.00	\$58,144.00	\$58,153.00	\$58,153.00	\$58,153.00	\$60,868.00
Daily	\$250.08	\$250.08	\$250.12	\$250.12	\$250.12	\$261.80
Hourly	\$62.52	\$62.52	\$62.53	\$62.53	\$62.53	\$65.45
2 Annual	\$58,144.00	\$58,153.00	\$58,153.00	\$58,153.00	\$58,795.00	\$64,198.00
Daily	\$250.08	\$250.12	\$250.12	\$250.12	\$252.88	\$276.12
Hourly	\$62.52	\$62.53	\$62.53	\$62.53	\$63.22	\$69.03
3 Annual	\$58,153.00	\$58,153.00	\$58,153.00	\$58,581.00	\$61,826.00	\$67,527.00
Daily	\$250.12	\$250.12	\$250.12	\$251.96	\$265.92	\$290.44
Hourly	\$62.53	\$62.53	\$62.53	\$62.99	\$66.48	\$72.61
4 Annual	\$58,153.00	\$58,153.00	\$58,525.00	\$61,203.00	\$64,895.00	\$70,875.00
Daily	\$250.12	\$250.12	\$251.72	\$263.24	\$279.12	\$304.84
Hourly	\$62.53	\$62.53	\$62.93	\$65.81	\$69.78	\$76.21
5 Annual	\$58,153.00	\$58,153.00	\$60,980.00	\$63,826.00	\$67,974.00	\$74,177.00
Daily	\$250.12	\$250.12	\$262.28	\$274.52	\$292.36	\$319.04
Hourly	\$62.53	\$62.53	\$65.57	\$68.63	\$73.09	\$79.76

APPENDIX “E” – SCHEDULE OF RATES AND SALARY REGULATIONS FOR  
EXTRA-CURRICULAR ASSIGNMENTS – TEACHERS

GLENDALE UNIFIED SCHOOL DISTRICT  
Glendale, California

APPENDIX “E”

SCHEDULE OF RATES AND SALARY REGULATIONS  
FOR EXTRA-CURRICULAR ASSIGNMENTS - TEACHERS  
2020-2023

Effective July 1, 2022

<u>ASSIGNMENT</u>	<u>RATE</u> (per semester)
1. Marching Band and Orchestra Director*	
Senior High	5,080
Middle School	4,068
*If different persons hold these assignments, rate will be divided on a 4 to 1 basis of band to orchestra director, except for middle school where the amount is to be equally divided.	
2. Choral Director	
Senior High	2,286
Middle School and Elementary	1,271
3. Stage Director	
Senior High*	1,696
Middle School*	543
*Minimum enrollment – 12	
4. Drill Team Sponsor – Senior High	
Fall Semester	3,382
Spring Semester	1,131
5. Drill Team Sponsor – Middle School	
Fall Semester	1,692
Spring Semester	848
6. Pep Squad Sponsor – Senior High	
Fall Semester	3,392
Spring Semester	1,694
7. Class Sponsor – Senior High*	
a. 9 <sup>th</sup> Grade	288
b. 10 <sup>th</sup> Grade	543
c. 11 <sup>th</sup> Grade	1,084
d. 12 <sup>th</sup> Grade	1,632
*Amount to be divided equally if more than one sponsor.	

APPENDIX “E” – SCHEDULE OF RATES AND SALARY REGULATIONS FOR  
EXTRA-CURRICULAR ASSIGNMENTS – TEACHERS

8.	Student Body Advisor Senior High Middle School	1,894 947
9.	Audio Visual Coordinator Middle School and Senior High	1,493
10.	Drama Director Senior High Middle School	1,894 952
11.	Dance Director – Senior High	1,894
12.	Academic Coaches/Coordinators/Advisors	
	a. Elementary School (up to 6 per school)	
	Student Council Advisor	1,894
	Orchestra Advisor	1,894
	Talent Show Advisor	1,894
	Math Field Day	1,894
	ASB Bookkeeper	1,894
	Spelling Bee Advisor	1,894
	Math Club	1,894
	Science Fair	1,894
	Robotics Advisor	1,894
	Dance Club	1,894
	Homework Club	1,894
	Tech Advisor	1,894
	Girls on the Run	1,894
	Afterschool GATE Classes	1,894
	5th or 6th Grade Camp	1,894
	Similar Position not listed above	1,894
	b. Secondary	
	Senior High School (up to 8 per school)	
	Middle School (up to 6 per school)	
	Speech and Debate	3,382
	Mock Trial	3,382
	FIRST Robotics	3,382
	MESA	2,286
	VEX Robotics	2,286
	SkillsUSA	2,286
	First Lego League Robotics	2,286
	JPL Invention Convention	2,286
	PBIS Coordinator/Coach	1,894
	Academic Decathlon	1,894
	Scholastic Bowl	1,894
	Math League/Field Day	1,894
	Literary Magazine	1,894
	National Honor Society	1,894
	Afterschool GATE Classes	1,894
	Spelling Bee	1,894

APPENDIX “E” – SCHEDULE OF RATES AND SALARY REGULATIONS FOR  
EXTRA-CURRICULAR ASSIGNMENTS – TEACHERS

	Math Club	1,894
	Robotics	1,894
	Science Fair	1,894
	Tech Advisor	1,894
	Similar Position not listed above	1,894
13.	School Newspaper Sponsor	
	a. Senior High	
	(1) If one Journalism class with no production period	4,068
	(2) If one Journalism class plus a production period	2,033
	b. Middle School	
	(1) If no English-Journalism class	1,356
	(2) If an English-Journalism class (Minimum enrollment – 18 per class)	675
14.	Yearbook Sponsor	
	a. Senior High	
	(1) If no Yearbook class	4,068
	(2) If a Yearbook class (Minimum enrollment – 18 per class)	2,033
	b. Middle School	
	(1) If no Yearbook class	1,356
	(2) If a Yearbook class (Minimum enrollment – 18 per class)	675
15.	Department Chairperson	
	a. Middle School and Senior High	
	Number of Teachers (having one or more classes within the department)	719
	2 - 4	1,261
	5 - 8	1,807
	9 - 12	2,350
	13 - 16	2,906
	17 +	176
	b. Departments of one teacher with one class	
16.	Athletic Coordinator – Senior High (per semester)	4,068
	– Middle School (per semester)	1,260
17.	Sports Maintenance Person – Senior High	3,382
18.	Athletic Coaches Senior High (if funded) Limited to one stipend per school in each category listed below:	
	Head Football	5,080
	Junior Varsity/Assistant Football	4,068
	Junior Varsity/Assistant Football	4,068
	Sophomore Football	4,068
	Assistant Sophomore Football	3,725

APPENDIX “E” – SCHEDULE OF RATES AND SALARY REGULATIONS FOR  
EXTRA-CURRICULAR ASSIGNMENTS – TEACHERS

Frosh Football	3,725
Assistant Frosh Football	3,725
Head Soccer	5,080
Junior Varsity/Assistant Soccer	4,068
Frosh Soccer	3,725
Head Cross Country	5,080
Junior Varsity/Assistant Cross Country	4,068
Head Water Polo	5,080
Sophomore/Assistant Water Polo	4,068
Head Basketball	5,080
Junior Varsity/Assistant Basketball	4,068
Frosh/Sophomore Basketball	3,725
Head Track	5,080
Assistant Track	4,068
Head Baseball	5,080
Junior Varsity/Assistant Baseball	4,068
Frosh Baseball	3,725
Head Swimming	5,080
Assistant Swimming	4,068
Frosh Swimming	3,725
Head Tennis	5,080
Junior Varsity/Assistant Tennis	4,068
Head Volleyball	5,080
Junior Varsity/Assistant Volleyball	4,068
Frosh Volleyball	3,725
Head Softball	5,080
Junior Varsity/Assistant Softball	4,068
Frosh Softball	3,725
Head Golf	4,068
Junior Varsity Golf	3,725
Head Wrestling Coach	5,080
Assistant Wrestling Coach	4,068
Head Lacrosse	5,080
Junior Varsity/Assistant Lacrosse	4,068
Head Cheer	5,080
Assistant Cheer	4,068

When a team reaches the playoffs and/or qualifies for post-season competitions paid additional compensation. The coach shall be compensated with a pro rata regular stipend for the full period of the time that the team remains in the playoffs. (Coach daily rate) is determined by dividing the semester stipend by 90.

19. Athletic Coaches Middle School*	4,068
Middle School Track (two positions)	1,050



APPENDIX "F" – SPECIAL SALARY SCHEDULE - TEACHERS

GLENDALE UNIFIED SCHOOL DISTRICT  
Glendale, California

APPENDIX "F"  
2020-2023  
Effective July 1, 2022

SPECIAL SALARY SCHEDULE - TEACHERS

SPECIAL CLASSES

(Additional Compensation) Special Education Self-Contained teacher, SAI Core teacher, Itinerant Specialists (Visually Impaired, Deaf/Hard of Hearing, Orientation and Mobility, Workability, Adapted P. E., Assistive Technology); College View School; (Categorically Funded/Grant Funded, Special Education), TK – 6 combination class teachers, and TK – 8 FLAG teachers.	\$210.00 per month for 11 months
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TEACHER SPECIALIST

(Additional Compensation) (Categorically Funded/Grant Funded, Special Education)	\$262.50 per month for 11 months
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BILINGUAL PAY DIFFERENTIAL FOR CLASSROOM TEACHERS

Teachers initially hired by the District on a temporary or regular contract basis for the 2004-05 or earlier years, and holding a Crosscultural Language and Academic Development (CLAD) certificate will receive a monthly stipend.	\$83.62 per month for 11 months
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Teachers initially hired by the District on a temporary or regular contract basis for the 2004-05 or earlier years and who are holding a Bilingual-Crosscultural and Academic Development Credential (BCLAD) and are assigned to a designated language assistant elementary classroom, will receive a monthly stipend. Those receiving this differential cannot also receive the CLAD differential.	\$169.28 per month for 11 months
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NOTE:

- a. A BCLAD language assistance teacher will continue to receive the appropriate bilingual stipend for up to one year following cancellation of the bilingual assignment, provided (1) the teacher was formally scheduled to teach a bilingual class prior to its cancellation, (2) the teacher remains in the school, or is involuntarily transferred to another school, and (3) the teacher remains available to teach a bilingual class upon the District's request.
- b. Stipends for the CLAD and BCLAD authorizations may apply to either elementary or secondary teachers.

APPENDIX “F” – SPECIAL SALARY SCHEDULE - TEACHERS

- c. Class fees for District-sponsored CLAD or BCLAD authorization training will be reimbursed by the District, payable upon verification of class completion. Such reimbursement is only available to employees whose hire date permits them to qualify for the bilingual pay differentials.
- d. Fees for the required number of CLAD and BCLAD examinations (plus one in the event of one failure, i.e., if 3 exams are required, the District will pay for a fourth to cover one exam re-take) shall be reimbursed by the District. This applies only to employees whose hire date permits them to qualify for the bilingual pay differentials.

ELEMENTARY TEACHER/ASSISTANT TO THE PRINCIPAL

Serving in a school with a full-time principal	\$ 85.98 per month for 11 months
Serving in a school with a half-time principal	\$ 111.17 per month for 11 months
Assigned days worked, up to a maximum of three (3) days, prior to the beginning of the regular scheduled one hundred eighty-six (186) day work year will be compensated at the employees daily rate of pay.	

WORKSHOP INSTRUCTORS

Notwithstanding the above usual rate, Workshop Instructors shall be paid their regular daily/hourly rate of pay when providing instruction to employees, if those employees attending the workshop are being paid their regular daily/hourly rate of pay.

\$47.25 per hour

FACTS TEACHERS

\$44.10 per hour

HOME – HOSPITAL INSTRUCTION

Hourly rate of pay (see  
Article 7, Section 1c)

CATEGORICAL PROJECT INSTRUCTION

\$44.10 per hour

CURRICULUM DEVELOPMENT AND WRITING

\$40.95 per hour

DISTRICT INITIATED SPECIAL PROJECTS

\$40.95 per hour

## APPENDIX “F” – SPECIAL SALARY SCHEDULE - TEACHERS

### NATIONAL BOARD CERTIFICATION

\$3,761 per year

Employees who achieve, and maintain, National Board Certification shall be eligible for an annual stipend over and above their regular teacher salary. Those who accept such stipend shall provide 50 hours of additional service annually in training and assistance to other teachers as directed by the District’s Professional Development Program office. However, such additional services shall not require additional workdays beyond the employee’s regular work calendar except by mutual agreement between the employee and the District’s Professional Development Program Management. (The previous \$7,000 bonus is to be replaced by the State bonus and this stipend.)

### LEARNING LEADERS

Learning Leader to be paid annually for 50 hours of additional service outside the contractual day.

\$1,851 per year

### ITINERANT TEACHERS

When a teacher's regular assignment requires that they travel between two adjacent school sites, the teacher shall receive each day where travel is required one quarter of a preparation period of additional compensation based upon the teacher's hourly rate of pay as defined at Article 7, Section 1. C.

### CONSULTING TEACHERS

Consulting Teachers will be compensated in a manner commensurate with their caseload up to a maximum of \$6,921 per school year. Caseload maximums for Consulting Teachers shall be defined by the following criteria:

- a. \$865 per year for support service to each credentialed teacher new to the District or other permanent credentialed teacher who has voluntarily entered the PAR program;
- b. \$1,730 per year for support service to each BTSA/Induction teacher; and
- c. \$3,461 per year for support service to each Referred Teacher.

Glendale Unified School District  
**ANNUAL PERMIT SALARY SCHEDULE**  
**CDCC Teacher - 225 Days**  
**APPENDIX G1**



**Effective Date: July 1, 2022**

STEP	CLASS A 30 - 59 Units	CLASS B 60 - 89 Units	CLASS C 90 - 119 Units	CLASS D 120 Units or Bachelor's Degree	CLASS E Bachelor's Degree + 30 Units	CLASS F Bachelor's Degree + 30 Units + MA
1	\$31,800.00	\$35,637.00	\$37,438.00	\$41,597.00	\$43,680.00	\$47,609.00
2	\$31,800.00	\$35,637.00	\$37,438.00	\$41,597.00	\$43,680.00	\$47,609.00
3	\$32,724.00	\$36,560.00	\$38,423.00	\$42,631.00	\$44,775.00	\$48,805.00
4	\$33,613.00	\$37,438.00	\$39,467.00	\$43,680.00	\$45,868.00	\$49,996.00
5	\$34,594.00	\$38,423.00	\$40,335.00	\$44,775.00	\$47,066.00	\$51,301.00
6	\$35,637.00	\$39,467.00	\$41,264.00	\$45,868.00	\$48,214.00	\$52,551.00
7	\$36,937.00	\$40,335.00	\$42,474.00	\$47,066.00	\$49,424.00	\$53,872.00
8	\$37,438.00	\$41,264.00	\$43,455.00	\$48,214.00	\$50,684.00	\$55,246.00
9	\$37,947.00	\$42,209.00	\$44,456.00	\$49,387.00	\$51,972.00	\$56,649.00
10				\$49,387.00	\$51,972.00	\$56,649.00
11				\$49,387.00	\$51,972.00	\$56,649.00
12				\$49,387.00	\$51,972.00	\$56,649.00
13				\$49,387.00	\$51,972.00	\$56,649.00
14				\$50,589.00	\$53,292.00	\$58,089.00
15				\$50,589.00	\$53,292.00	\$58,089.00
16				\$51,694.00	\$55,649.00	\$60,657.00
17				\$51,694.00	\$55,649.00	\$60,657.00
18				\$52,819.00	\$58,106.00	\$63,337.00
19				\$52,819.00	\$58,106.00	\$63,337.00
20				\$52,819.00	\$58,106.00	\$63,337.00
21				\$52,819.00	\$58,106.00	\$63,337.00
22				\$52,819.00	\$58,106.00	\$63,337.00
23				\$54,079.00	\$59,366.00	\$64,708.00
24				\$54,079.00	\$59,366.00	\$64,708.00
25				\$54,079.00	\$59,366.00	\$64,708.00
26				\$54,079.00	\$59,366.00	\$64,708.00
27				\$54,079.00	\$59,366.00	\$64,708.00

The above annual rates apply to individuals employed for 225 days of service. Effective July 1, 2020, \$150.00 per month will be paid for an earned Doctorate from a college or university accredited by a regional or national accrediting association recognized by the National Commission on Accreditation.

STEP	CLASS A 30 - 59 Units	CLASS B 60 - 89 Units	CLASS C 90 - 119 Units	CLASS D 120 Units or Bachelor's Degree	CLASS E Bachelor's Degree + 30 Units	CLASS F Bachelor's Degree + 30 Units + MA
28				\$56,673.00	\$61,962.00	\$67,537.00

The above annual rates apply to individuals employed for 225 days of service. Effective July 1, 2020, \$150.00 per month will be paid for an earned Doctorate from a college or university accredited by a regional or national accrediting association recognized by the National Commison on Accreditation.

Glendale Unified School District  
**ANNUAL PERMIT SALARY SCHEDULE**  
**CDCC Head Teacher - 225 Days**  
**APPENDIX G2**



**Effective Date: July 1, 2022**

STEP	CLASS A 30 - 59 Units	CLASS B 60 - 89 Units	CLASS C 90 - 119 Units	CLASS D 120 Units or Bachelor's Degree	CLASS E Bachelor's Degree + 30 Units	CLASS F Bachelor's Degree + 30 Units + MA
1	\$40,200.00	\$44,037.00	\$45,838.00	\$49,997.00	\$52,080.00	\$56,009.00
2	\$40,200.00	\$44,037.00	\$45,838.00	\$49,997.00	\$52,080.00	\$56,009.00
3	\$41,124.00	\$44,960.00	\$46,823.00	\$51,031.00	\$53,175.00	\$57,205.00
4	\$42,013.00	\$45,838.00	\$47,867.00	\$52,080.00	\$54,268.00	\$58,396.00
5	\$42,994.00	\$46,823.00	\$48,735.00	\$53,175.00	\$55,466.00	\$59,701.00
6	\$44,037.00	\$47,867.00	\$49,664.00	\$54,268.00	\$56,614.00	\$60,951.00
7	\$45,337.00	\$48,735.00	\$50,874.00	\$55,466.00	\$57,824.00	\$62,272.00
8	\$45,838.00	\$49,664.00	\$51,855.00	\$56,614.00	\$59,084.00	\$63,646.00
9	\$46,347.00	\$50,609.00	\$52,856.00	\$57,787.00	\$60,372.00	\$65,049.00
10				\$57,787.00	\$60,372.00	\$65,049.00
11				\$57,787.00	\$60,372.00	\$65,049.00
12				\$57,787.00	\$60,372.00	\$65,049.00
13				\$57,787.00	\$60,372.00	\$65,049.00
14				\$58,989.00	\$61,692.00	\$66,489.00
15				\$58,989.00	\$61,692.00	\$66,489.00
16				\$60,094.00	\$64,049.00	\$69,057.00
17				\$60,094.00	\$64,049.00	\$69,057.00
18				\$61,219.00	\$66,506.00	\$71,737.00
19				\$61,219.00	\$66,506.00	\$71,737.00
20				\$61,219.00	\$66,506.00	\$71,737.00
21				\$61,219.00	\$66,506.00	\$71,737.00
22				\$61,219.00	\$66,506.00	\$71,737.00
23				\$62,479.00	\$67,766.00	\$73,108.00
24				\$62,479.00	\$67,766.00	\$73,108.00
25				\$62,479.00	\$67,766.00	\$73,108.00
26				\$62,479.00	\$67,766.00	\$73,108.00
27				\$62,479.00	\$67,766.00	\$73,108.00

The above annual rates apply to individuals employed for 225 days of service. Effective July 1, 2020, \$150.00 per month will be paid for an earned Doctorate from a college or university accredited by a regional or national accrediting association recognized by the National Commission on Accreditation.

STEP	CLASS A 30 - 59 Units	CLASS B 60 - 89 Units	CLASS C 90 - 119 Units	CLASS D 120 Units or Bachelor's Degree	CLASS E Bachelor's Degree + 30 Units	CLASS F Bachelor's Degree + 30 Units + MA
28				\$65,073.00	\$70,362.00	\$75,937.00

The above annual rates apply to individuals employed for 225 days of service. Effective July 1, 2020, \$150.00 per month will be paid for an earned Doctorate from a college or university accredited by a regional or national accrediting association recognized by the National Commison on Accreditation.

Glendale Unified School District  
**ANNUAL PERMIT SALARY SCHEDULE**  
**CDCC Teacher - 186 Days**  
**APPENDIX H1**



**Effective Date: July 1, 2022**

STEP	CLASS A 30 - 59 Units	CLASS B 60 - 89 Units	CLASS C 90 - 119 Units	CLASS D 120 Units or Bachelor's Degree	CLASS E Bachelor's Degree + 30 Units	CLASS F Bachelor's Degree + 30 Units + MA
1	\$26,287.00	\$29,461.00	\$30,949.00	\$34,388.00	\$36,108.00	\$39,358.00
2	\$26,287.00	\$29,461.00	\$30,949.00	\$34,388.00	\$36,108.00	\$39,358.00
3	\$27,052.00	\$30,223.00	\$31,763.00	\$35,241.00	\$37,014.00	\$40,345.00
4	\$27,787.00	\$30,949.00	\$32,626.00	\$36,108.00	\$37,918.00	\$41,329.00
5	\$28,598.00	\$31,763.00	\$33,344.00	\$37,014.00	\$38,907.00	\$42,408.00
6	\$29,461.00	\$32,626.00	\$34,112.00	\$37,918.00	\$39,856.00	\$43,442.00
7	\$30,534.00	\$33,344.00	\$35,111.00	\$38,907.00	\$40,857.00	\$44,534.00
8	\$30,949.00	\$34,112.00	\$35,922.00	\$39,856.00	\$41,898.00	\$45,670.00
9	\$31,369.00	\$34,894.00	\$36,750.00	\$40,827.00	\$42,964.00	\$46,829.00
10				\$40,827.00	\$42,964.00	\$46,829.00
11				\$40,827.00	\$42,964.00	\$46,829.00
12				\$40,827.00	\$42,964.00	\$46,829.00
13				\$40,827.00	\$42,964.00	\$46,829.00
14				\$41,820.00	\$44,054.00	\$48,020.00
15				\$41,820.00	\$44,054.00	\$48,020.00
16				\$42,734.00	\$46,003.00	\$50,144.00
17				\$42,734.00	\$46,003.00	\$50,144.00
18				\$43,664.00	\$48,035.00	\$52,359.00
19				\$43,664.00	\$48,035.00	\$52,359.00
20				\$43,664.00	\$48,035.00	\$52,359.00
21				\$43,664.00	\$48,035.00	\$52,359.00
22				\$43,664.00	\$48,035.00	\$52,359.00
23				\$44,705.00	\$49,076.00	\$53,492.00
24				\$44,705.00	\$49,076.00	\$53,492.00
25				\$44,705.00	\$49,076.00	\$53,492.00
26				\$44,705.00	\$49,076.00	\$53,492.00
27				\$44,705.00	\$49,076.00	\$53,492.00
28				\$46,850.00	\$51,223.00	\$55,830.00

The above annual rates apply to individuals employed for 186 days of service. Effective July 1, 2020, \$150.00 per month will be paid for an earned Doctorate from a college or university accredited by a regional or national accrediting association recognized by the National Commission on Accreditation.



Glendale Unified School District  
**ANNUAL PERMIT SALARY SCHEDULE**  
**CDCC Head Teacher - 186 Days**  
**APPENDIX H2**



**Effective Date: July 1, 2022**

STEP	CLASS A 30 - 59 Units	CLASS B 60 - 89 Units	CLASS C 90 - 119 Units	CLASS D 120 Units or Bachelor's Degree	CLASS E Bachelor's Degree + 30 Units	CLASS F Bachelor's Degree + 30 Units + MA
1	\$33,987.00	\$37,161.00	\$38,649.00	\$42,088.00	\$43,808.00	\$47,058.00
2	\$33,987.00	\$37,161.00	\$38,649.00	\$42,088.00	\$43,808.00	\$47,058.00
3	\$34,752.00	\$37,923.00	\$39,463.00	\$42,941.00	\$44,714.00	\$48,045.00
4	\$35,487.00	\$38,649.00	\$40,326.00	\$43,808.00	\$45,618.00	\$49,029.00
5	\$36,298.00	\$39,463.00	\$41,044.00	\$44,714.00	\$46,607.00	\$50,108.00
6	\$37,161.00	\$40,326.00	\$41,812.00	\$45,618.00	\$47,556.00	\$51,142.00
7	\$38,234.00	\$41,044.00	\$42,811.00	\$46,607.00	\$48,557.00	\$52,234.00
8	\$38,649.00	\$41,812.00	\$43,622.00	\$47,556.00	\$49,598.00	\$53,370.00
9	\$39,069.00	\$42,594.00	\$44,450.00	\$48,527.00	\$50,664.00	\$54,529.00
10				\$48,527.00	\$50,664.00	\$54,529.00
11				\$48,527.00	\$50,664.00	\$54,529.00
12				\$48,527.00	\$50,664.00	\$54,529.00
13				\$48,527.00	\$50,664.00	\$54,529.00
14				\$49,520.00	\$51,754.00	\$55,720.00
15				\$49,520.00	\$51,754.00	\$55,720.00
16				\$50,434.00	\$53,703.00	\$57,844.00
17				\$50,434.00	\$53,703.00	\$57,844.00
18				\$51,364.00	\$55,735.00	\$60,059.00
19				\$51,364.00	\$55,735.00	\$60,059.00
20				\$51,364.00	\$55,735.00	\$60,059.00
21				\$51,364.00	\$55,735.00	\$60,059.00
22				\$51,364.00	\$55,735.00	\$60,059.00
23				\$52,405.00	\$56,776.00	\$61,192.00
24				\$52,405.00	\$56,776.00	\$61,192.00
25				\$52,405.00	\$56,776.00	\$61,192.00
26				\$52,405.00	\$56,776.00	\$61,192.00
27				\$52,405.00	\$56,776.00	\$61,192.00
28				\$54,550.00	\$58,923.00	\$63,530.00

The above annual rates apply to individuals employed for 186 days of service. Effective July 1, 2020, \$150.00 per month will be paid for an earned Doctorate from a college or university accredited by a regional or national accrediting association recognized by the National Commission on Accreditation.

Glendale Unified School District  
**ANNUAL PERMIT SALARY SCHEDULE**  
**College View**  
**APPENDIX I**



**Effective Date: July 1, 2022**

STEP	CLASS A 30 - 59 Units	CLASS B 60 - 89 Units	CLASS C 90 - 119 Units	CLASS D 120 Units or Bachelor's Degree	CLASS E Bachelor's Degree + 30 Units
1	\$33,351.00	\$37,372.00	\$39,268.00	\$43,629.00	\$45,814.00
2	\$33,351.00	\$37,372.00	\$39,268.00	\$43,629.00	\$45,814.00
3	\$34,330.00	\$38,348.00	\$40,299.00	\$44,714.00	\$46,958.00
4	\$35,252.00	\$39,268.00	\$41,391.00	\$45,814.00	\$48,106.00
5	\$36,280.00	\$40,299.00	\$42,301.00	\$46,958.00	\$49,364.00
6	\$37,372.00	\$41,391.00	\$43,275.00	\$48,106.00	\$50,567.00
7	\$38,738.00	\$42,301.00	\$44,550.00	\$49,364.00	\$51,840.00
8	\$39,268.00	\$43,275.00	\$45,579.00	\$50,567.00	\$53,156.00
9	\$39,802.00	\$44,273.00	\$46,634.00	\$51,802.00	\$54,511.00
10				\$51,802.00	\$54,511.00
11				\$51,802.00	\$54,511.00
12				\$51,802.00	\$54,511.00
13				\$51,802.00	\$54,511.00
14				\$53,065.00	\$55,896.00
15				\$53,065.00	\$55,896.00
16				\$54,208.00	\$58,366.00
17				\$54,208.00	\$58,366.00
18				\$55,380.00	\$60,943.00
19				\$55,380.00	\$60,943.00
20				\$55,380.00	\$60,943.00
21				\$55,380.00	\$60,943.00
22				\$55,380.00	\$60,943.00
23				\$56,639.00	\$62,201.00
24				\$56,639.00	\$62,201.00
25				\$56,639.00	\$62,201.00
26				\$56,639.00	\$62,201.00
27				\$56,639.00	\$62,201.00
28				\$59,235.00	\$64,794.00

Employees on this schedule shall work twelve (12) calendar months. Effective July 1, 2020, \$150.00 per month will be paid for an earned Doctorate from a college or university accredited by a regional or national accrediting association recognized by the National Commission on Accreditation.



**ANNUAL PERMIT SALARY SCHEDULE -  
Speech/Language/Hearing/Visual Impairment  
Specialists, Orientation Mobility, Nurses, Assistive  
Technology  
APPENDIX J**

**Effective Date: July 1, 2022**

STEP	CLASS 1 Bachelor's Degree	CLASS 2 Bachelor's Degree + 28 Semester Units (42 Quarter Units)	CLASS 3 Bachelor's Degree + 42 Semester Units (63 Quarter Units)	CLASS 4 Bachelor's Degree + 56 Semester Units (84 Quarter Units) + MA or 62 Semester Units (93 Quarter Units)	CLASS 5 Bachelor's Degree+ 70 Semester Units (105 Quarter Units) + MA
1	\$54,227.00	\$56,950.00	\$59,552.00	\$63,149.00	\$66,136.00
2	\$56,518.00	\$59,336.00	\$62,104.00	\$66,136.00	\$69,211.00
3	\$58,818.00	\$61,765.00	\$64,619.00	\$69,122.00	\$72,325.00
4	\$61,113.00	\$64,231.00	\$66,666.00	\$72,110.00	\$75,449.00
5	\$63,366.00	\$66,658.00	\$69,682.00	\$75,058.00	\$78,561.00
6	\$65,669.00	\$69,077.00	\$72,248.00	\$77,675.00	\$81,598.00
7	\$67,950.00	\$71,506.00	\$74,799.00	\$81,037.00	\$84,714.00
8	\$70,211.00	\$73,978.00	\$77,303.00	\$84,023.00	\$87,841.00
9		\$76,399.00	\$79,867.00	\$87,009.00	\$90,952.00
10		\$78,804.00	\$82,420.00	\$89,969.00	\$94,047.00
11			\$84,730.00	\$92,673.00	\$96,869.00
12				\$97,305.00	\$101,716.00
13				\$97,305.00	\$101,716.00
14				\$97,305.00	\$101,716.00
15				\$97,305.00	\$101,716.00
16				\$102,168.00	\$106,794.00
17				\$102,168.00	\$106,794.00
18				\$107,275.00	\$112,139.00
19				\$107,275.00	\$112,139.00
20				\$107,275.00	\$112,139.00
21				\$107,275.00	\$112,139.00

The above annual rates apply to individuals employed for 186 days of service.

Effective July 1, 2020, \$150.00 per month will be paid for an earned Doctorate from a college or university accredited by a regional or national accrediting association recognized by the National Commission on Accreditation.

STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5
	Bachelor's Degree	Bachelor's Degree + 28 Semester Units (42 Quarter Units)	Bachelor's Degree + 42 Semester Units (63 Quarter Units)	Bachelor's Degree + 56 Semester Units (84 Quarter Units) + MA or 62 Semester Units (93 Quarter Units)	Bachelor's Degree+ 70 Semester Units (105 Quarter Units) + MA

22				\$107,275.00	\$112,139.00
23				\$109,794.00	\$114,658.00
24				\$109,794.00	\$114,658.00
25				\$109,794.00	\$114,658.00
26				\$109,794.00	\$114,658.00
27				\$109,794.00	\$114,658.00
28				\$114,980.00	\$119,844.00

The above annual rates apply to individuals employed for 186 days of service.

Effective July 1, 2020, \$150.00 per month will be paid for an earned Doctorate from a college or university accredited by a regional or national accrediting association recognized by the National Commission on Accreditation.

Glendale Unified School District

**ANNUAL PERMIT SALARY SCHEDULE - SUPPORT SERVICES**  
**Speech/Language/Hearing/Visual Impairment Specialists,**  
**Orientation Mobility, Nurses**  
**204 Days**  
**APPENDIX J**



**Effective Date: July 1, 2022**

STEP	CLASS 1 Bachelor's Degree	CLASS 2 Bachelor's Degree + 28 Semester Units (42 Quarter Units)	CLASS 3 Bachelor's Degree + 42 Semester Units (63 Quarter Units)	CLASS 4 Bachelor's Degree + 56 Semester Units (84 Quarter Units) + MA or 62 Semester Units (93 Quarter Units)	CLASS 5 Bachelor's Degree+ 70 Semester Units (105 Quarter Units) + MA
1	\$59,474.00	\$62,461.00	\$65,315.00	\$69,260.00	\$72,536.00
2	\$61,987.00	\$65,078.00	\$68,114.00	\$72,536.00	\$75,908.00
3	\$64,511.00	\$67,742.00	\$70,872.00	\$75,810.00	\$79,323.00
4	\$67,026.00	\$70,447.00	\$73,118.00	\$79,089.00	\$82,751.00
5	\$69,499.00	\$73,110.00	\$76,425.00	\$82,322.00	\$86,163.00
6	\$72,024.00	\$75,762.00	\$79,240.00	\$85,192.00	\$89,495.00
7	\$74,525.00	\$78,426.00	\$82,039.00	\$88,879.00	\$92,912.00
8	\$77,006.00	\$81,137.00	\$84,784.00	\$92,155.00	\$96,341.00
9		\$83,793.00	\$87,596.00	\$95,429.00	\$99,754.00
10		\$86,431.00	\$90,396.00	\$98,675.00	\$103,149.00
11			\$92,930.00	\$101,641.00	\$106,243.00
12				\$106,723.00	\$111,559.00
13				\$106,723.00	\$111,559.00
14				\$106,723.00	\$111,559.00
15				\$106,723.00	\$111,559.00
16				\$112,055.00	\$117,129.00
17				\$112,055.00	\$117,129.00
18				\$117,657.00	\$122,992.00
19				\$117,657.00	\$122,992.00
20				\$117,657.00	\$122,992.00

The above annual rates apply to individuals employed for 204 days of service.

Effective July 1, 2020, \$150.00 per month will be paid for an earned Doctorate from a college or university accredited by a regional or national accrediting association recognized by the National Commission on Accreditation.

STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5
	Bachelor's Degree	Bachelor's Degree + 28 Semester Units (42 Quarter Units)	Bachelor's Degree + 42 Semester Units (63 Quarter Units)	Bachelor's Degree + 56 Semester Units (84 Quarter Units) + MA or 62 Semester Units (93 Quarter Units)	Bachelor's Degree+ 70 Semester Units (105 Quarter Units) + MA

21				\$117,657.00	\$122,992.00
22				\$117,657.00	\$122,992.00
23				\$120,419.00	\$125,754.00
24				\$120,419.00	\$125,754.00
25				\$120,419.00	\$125,754.00
26				\$120,419.00	\$125,754.00
27				\$120,419.00	\$125,754.00
28				\$126,107.00	\$131,441.00

The above annual rates apply to individuals employed for 204 days of service.

Effective July 1, 2020, \$150.00 per month will be paid for an earned Doctorate from a college or university accredited by a regional or national accrediting association recognized by the National Commission on Accreditation.

Glendale Unified School District

**ANNUAL SALARY SCHEDULE -  
Counselors  
APPENDIX K**

**Effective Date: July 1, 2022**



STEP	CLASS 1 Bachelor's Degree	CLASS 2 Bachelor's Degree + 28 Semester Units (42 Quarter Units)	CLASS 3 Bachelor's Degree + 42 Semester Units (63 Quarter Units)	CLASS 4 Bachelor's Degree + 56 Semester Units (84 Quarter Units) + MA or 62 Semester Units (93 Quarter Units)	CLASS 5 Bachelor's Degree+ 70 Semester Units (105 Quarter Units) + MA
1	\$62,361.00	\$65,492.00	\$68,485.00	\$72,621.00	\$76,056.00
2	\$64,996.00	\$68,236.00	\$71,420.00	\$76,056.00	\$79,593.00
3	\$67,641.00	\$71,030.00	\$74,312.00	\$79,490.00	\$83,174.00
4	\$70,280.00	\$73,866.00	\$76,666.00	\$82,926.00	\$86,766.00
5	\$72,871.00	\$76,657.00	\$80,134.00	\$86,317.00	\$90,345.00
6	\$75,519.00	\$79,439.00	\$83,085.00	\$89,326.00	\$93,838.00
7	\$78,142.00	\$82,232.00	\$86,019.00	\$93,193.00	\$97,421.00
8	\$80,743.00	\$85,075.00	\$88,898.00	\$96,626.00	\$101,017.00
9		\$87,859.00	\$91,847.00	\$100,060.00	\$104,595.00
10		\$90,625.00	\$94,783.00	\$103,464.00	\$108,154.00
11			\$97,439.00	\$106,574.00	\$111,399.00
12				\$111,901.00	\$116,973.00
13				\$111,901.00	\$116,973.00
14				\$111,901.00	\$116,973.00
15				\$111,901.00	\$116,973.00
16				\$117,493.00	\$122,813.00
17				\$117,493.00	\$122,813.00
18				\$123,366.00	\$128,960.00
19				\$123,366.00	\$128,960.00
20				\$123,366.00	\$128,960.00
21				\$123,366.00	\$128,960.00

The above annual rates apply to individuals employed for 201 days (199 service days plus 2 SB 1193 staff development days).

Counselors are placed on Salary Schedule, Appendix K, based upon experience and unit requirements. The amount for the Class and Step from Appendix J has been multiplied by 1.15 to determine the salary to be earned. The factor of 1.15 reflects the additional time and days worked by counselors.

Effective July 1, 2020, \$150.00 per month will be paid for an earned Doctorate from a college or university accredited by a regional or national accrediting association recognized by the National Commission on Accreditation.

STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5
	Bachelor's Degree	Bachelor's Degree + 28 Semester Units (42 Quarter Units)	Bachelor's Degree + 42 Semester Units (63 Quarter Units)	Bachelor's Degree + 56 Semester Units (84 Quarter Units) + MA or 62 Semester Units (93 Quarter Units)	Bachelor's Degree+ 70 Semester Units (105 Quarter Units) + MA

22				\$123,366.00	\$128,960.00
23				\$126,263.00	\$131,857.00
24				\$126,263.00	\$131,857.00
25				\$126,263.00	\$131,857.00
26				\$126,263.00	\$131,857.00
27				\$126,263.00	\$131,857.00
28				\$132,227.00	\$137,821.00

The above annual rates apply to individuals employed for 201 days (199 service days plus 2 SB 1193 staff development days).

Counselors are placed on Salary Schedule, Appendix K, based upon experience and unit requirements. The amount for the Class and Step from Appendix J has been multiplied by 1.15 to determine the salary to be earned. The factor of 1.15 reflects the additional time and days worked by counselors.

Effective July 1, 2020, \$150.00 per month will be paid for an earned Doctorate from a college or university accredited by a regional or national accrediting association recognized by the National Commission on Accreditation.



# Appendix M - Summer School Salary Schedule Speech/Language/Hearing/Visual Impairment Specialists, Orientation Mobility, Nurses, Assistive Technology



2022-2023

Effective Date: June 9, 2023

STEP	CLASS 1 Bachelor's Degree	CLASS 2 Bachelor's Degree + 28 Semester Units (42 Quarter Units)	CLASS 3 Bachelor's Degree + 42 Semester Units (63 Quarter Units)	CLASS 4 Bachelor's Degree + 56 Semester Units (84 Quarter Units) + MA or 62 Semester Units (93 Quarter Units)	CLASS 5 Bachelor's Degree+ 70 Semester Units (105 Quarter Units) + MA
1 Hourly	\$58.31	\$61.24	\$64.03	\$67.90	\$71.11
2 Hourly	\$60.77	\$63.80	\$66.78	\$71.11	\$74.42
3 Hourly	\$63.25	\$66.41	\$69.48	\$74.32	\$77.77
4 Hourly	\$65.71	\$69.07	\$71.68	\$77.54	\$81.13
5 Hourly	\$68.14	\$71.68	\$74.93	\$80.71	\$84.47

GLENDALE UNIFIED SCHOOL DISTRICT  
Glendale, California

APPENDIX "N"

SPECIAL SALARY SCHEDULE - SUPPORT SERVICES  
Effective July 1, 2022

SPECIAL EDUCATION

Speech/Language/Hearing/Visual Impairment Specialists	\$210.00 per month for 11 months
Speech/Language/Hearing/Visual Impairment Specialists LEAD	\$189.00 per month for 11 months

HEAD COUNSELOR

Additional compensation, as indicated below, shall be granted the Head Counselor at each middle and senior high school, placement to be determined by the number of counselors having two or more assigned periods of counseling.

(Compensation per Semester)

Number of Counselors  
In Department

1	\$368
2	\$551
3 or more	\$840

WORKSHOP INSTRUCTORS \$47.25 per hour

CATEGORICAL PROJECT INSTRUCTION \$44.10 per hour

CURRICULUM DEVELOPMENT AND WRITING \$40.95 per hour

DISTRICT INITIATED SPECIAL PROJECTS \$40.95 per hour

# Salary Schedules

## 2021-2022

The following Appendices do not have any revisions for this school year and, therefore, are not included:

- Appendix D
- Appendix F
- Appendix M
- Appendix N

Glendale Unified School District  
**ANNUAL SALARY SCHEDULE – TEACHERS**  
 Emergency Permits, Waivers, Intern Credentials  
**APPENDIX A**  
 Effective Date: July 1, 2021



<b>STEP</b>	<b>CLASS I</b>  <b>Bachelor's Degree</b>	<b>CLASS II</b>  <b>Bachelor's Degree + 14 Semester Units (21 Quarter Units)</b>	<b>CLASS III</b>  <b>Bachelor's Degree + 28 Semester Units (42 Quarter Units)</b>	<b>CLASS IV</b>  <b>Bachelor's Degree + 42 Semester Units (63 Quarter Units)</b>	<b>CLASS V</b>  <b>Bachelor's Degree + 56 Semester Units (84 Quarter Units) + MA or 62 Semester Units (93 Quarter Units)</b>	<b>CLASS VI</b>  <b>Bachelor's Degree + 70 Semester Units (105 Quarter Units) + MA</b>
1	\$51,664.00	\$51,664.00	\$51,664.00	\$51,664.00	\$53,074.00	\$57,967.00
2	\$51,664.00	\$51,664.00	\$51,664.00	\$53,327.00	\$55,997.00	\$61,140.00
3	\$51,664.00	\$51,664.00	\$53,327.00	\$55,791.00	\$58,880.00	\$64,315.00
4	\$51,664.00	\$53,074.00	\$55,741.00	\$58,289.00	\$61,805.00	\$67,503.00
5	\$52,906.00	\$55,318.00	\$58,078.00	\$60,785.00	\$64,735.00	\$70,643.00
6	\$55,059.00	\$57,573.00	\$60,452.00	\$63,240.00	\$67,658.00	\$73,828.00
7	\$57,181.00	\$59,814.00	\$62,866.00	\$65,744.00	\$70,581.00	\$77,009.00
8	\$59,300.00	\$62,016.00	\$65,234.00	\$68,210.00	\$73,465.00	\$80,185.00
9	\$61,469.00	\$64,265.00	\$67,609.00	\$70,709.00	\$76,025.00	\$83,290.00
10	\$63,584.00	\$66,510.00	\$69,988.00	\$73,200.00	\$79,313.00	\$86,474.00
11	\$65,708.00	\$68,719.00	\$72,405.00	\$75,663.00	\$82,233.00	\$89,653.00
12			\$74,775.00	\$78,164.00	\$85,163.00	\$92,833.00
13			\$77,016.00	\$80,510.00	\$85,163.00	\$92,833.00
14			\$79,327.00	\$82,925.00	\$85,163.00	\$92,833.00
15					\$85,163.00	\$92,833.00
16					\$89,423.00	\$97,471.00
17					\$89,423.00	\$97,471.00
18					\$93,897.00	\$102,347.00
19					\$93,897.00	\$102,347.00
20					\$93,897.00	\$102,347.00
21					\$93,897.00	\$102,347.00

The above annual rates apply to individuals employed for 186 days of service.

Effective July 1, 2020, \$150.00 per month will be paid for an earned Doctorate from a college or university accredited by a regional or national accrediting association recognized by the National Commission on Accreditation.

<b>STEP</b>	<b>CLASS I</b> <b>Bachelor's Degree</b>	<b>CLASS II</b> <b>Bachelor's Degree + 14 Semester Units (21 Quarter Units)</b>	<b>CLASS III</b> <b>Bachelor's Degree + 28 Semester Units (42 Quarter Units)</b>	<b>CLASS IV</b> <b>Bachelor's Degree + 42 Semester Units (63 Quarter Units)</b>	<b>CLASS V</b> <b>Bachelor's Degree + 56 Semester Units (84 Quarter Units) + MA or 62 Semester Units (93 Quarter Units)</b>	<b>CLASS VI</b> <b>Bachelor's Degree + 70 Semester Units (105 Quarter Units) + MA</b>
22					\$93,897.00	\$102,347.00
23					\$96,765.00	\$105,215.00
24					\$96,765.00	\$105,215.00
25					\$96,765.00	\$105,215.00
26					\$96,765.00	\$105,215.00
27					\$96,765.00	\$105,215.00
28					\$101,703.00	\$110,155.00

The above annual rates apply to individuals employed for 186 days of service.

Effective July 1, 2020, \$150.00 per month will be paid for an earned Doctorate from a college or university accredited by a regional or national accrediting association recognized by the National Commission on Accreditation.

Glendale Unified School District

**ANNUAL SALARY SCHEDULE – TEACHERS**  
**Teachers with Preliminary or Clear Credentials**  
**Beginning Teacher Salary Incentive Program**  
**APPENDIX B**



**Effective Date: July 1, 2021**

<b>STEP</b>	<b>CLASS I</b>  <b>Bachelor's Degree</b>	<b>CLASS II</b>  <b>Bachelor's Degree + 14 Semester Units (21 Quarter Units)</b>	<b>CLASS III</b>  <b>Bachelor's Degree + 28 Semester Units (42 Quarter Units)</b>	<b>CLASS IV</b>  <b>Bachelor's Degree + 42 Semester Units (63 Quarter Units)</b>	<b>CLASS V</b>  <b>Bachelor's Degree + 56 Semester Units (84 Quarter Units) + MA or 62 Semester Units (93 Quarter Units)</b>	<b>CLASS VI</b>  <b>Bachelor's Degree + 70 Semester Units (105 Quarter Units) + MA</b>
1	\$55,378.00	\$55,379.00	\$55,380.00	\$55,382.00	\$55,384.00	\$57,967.00
2	\$55,379.00	\$55,380.00	\$55,382.00	\$55,384.00	\$55,997.00	\$61,140.00
3	\$55,380.00	\$55,382.00	\$55,384.00	\$55,791.00	\$58,880.00	\$64,315.00
4	\$55,382.00	\$55,384.00	\$55,741.00	\$58,289.00	\$61,805.00	\$67,503.00
5	\$55,384.00	\$55,385.00	\$58,078.00	\$60,785.00	\$64,735.00	\$70,643.00
6	\$55,385.00	\$57,573.00	\$60,452.00	\$63,240.00	\$67,658.00	\$73,828.00
7	\$57,181.00	\$59,814.00	\$62,866.00	\$65,744.00	\$70,581.00	\$77,009.00
8	\$59,300.00	\$62,016.00	\$65,234.00	\$68,210.00	\$73,465.00	\$80,185.00
9	\$61,469.00	\$64,265.00	\$67,609.00	\$70,709.00	\$76,025.00	\$83,290.00
10	\$63,584.00	\$66,510.00	\$69,988.00	\$73,200.00	\$79,313.00	\$86,474.00
11	\$65,708.00	\$68,719.00	\$72,405.00	\$75,663.00	\$82,233.00	\$89,653.00
12			\$74,775.00	\$78,164.00	\$85,163.00	\$92,833.00
13			\$77,016.00	\$80,510.00	\$85,163.00	\$92,833.00
14			\$79,327.00	\$82,925.00	\$85,163.00	\$92,833.00
15					\$85,163.00	\$92,833.00
16					\$89,423.00	\$97,471.00
17					\$89,423.00	\$97,471.00
18					\$93,897.00	\$102,347.00
19					\$93,897.00	\$102,347.00
20					\$93,897.00	\$102,347.00
21					\$93,897.00	\$102,347.00

The above annual rates apply to individuals employed for 186 days of service.

Effective July 1, 2020, \$150.00 per month will be paid for an earned Doctorate from a college or university accredited by a regional or national accrediting association recognized by the National Commission on Accreditation.

<b>STEP</b>	<b>CLASS I</b> <b>Bachelor's Degree</b>	<b>CLASS II</b> <b>Bachelor's Degree + 14 Semester Units (21 Quarter Units)</b>	<b>CLASS III</b> <b>Bachelor's Degree + 28 Semester Units (42 Quarter Units)</b>	<b>CLASS IV</b> <b>Bachelor's Degree + 42 Semester Units (63 Quarter Units)</b>	<b>CLASS V</b> <b>Bachelor's Degree + 56 Semester Units (84 Quarter Units) + MA or 62 Semester Units (93 Quarter Units)</b>	<b>CLASS VI</b> <b>Bachelor's Degree + 70 Semester Units (105 Quarter Units) + MA</b>
22					\$93,897.00	\$102,347.00
23					\$96,765.00	\$105,215.00
24					\$96,765.00	\$105,215.00
25					\$96,765.00	\$105,215.00
26					\$96,765.00	\$105,215.00
27					\$96,765.00	\$105,215.00
28					\$101,703.00	\$110,155.00

The above annual rates apply to individuals employed for 186 days of service.

Effective July 1, 2020, \$150.00 per month will be paid for an earned Doctorate from a college or university accredited by a regional or national accrediting association recognized by the National Commission on Accreditation.

APPENDIX “E” – SCHEDULE OF RATES AND SALARY REGULATIONS FOR  
EXTRA-CURRICULAR ASSIGNMENTS – TEACHERS

GLENDALE UNIFIED SCHOOL DISTRICT  
Glendale, California

APPENDIX “E”

SCHEDULE OF RATES AND SALARY REGULATIONS  
FOR EXTRA-CURRICULAR ASSIGNMENTS - TEACHERS  
2020-2023

Effective July 1, 2021

<u>ASSIGNMENT</u>	<u>RATE</u> (per semester)
1.     Marching Band and Orchestra Director*	
Senior High	\$4,838
Middle School	3,874
<p align="center">*If different persons hold these assignments, rate will be divided on a 4 to 1 basis of band to orchestra director, except for middle school where the amount is to be equally divided.</p>	
2.     Choral Director	
Senior High	2,177
Middle School and Elementary	1,210
3.     Stage Director	
Senior High*	1,615
Middle School*	517
<p align="center">*Minimum enrollment – 12</p>	
4.     Drill Team Sponsor – Senior High	
Fall Semester	3,221
Spring Semester	1,077
5.     Drill Team Sponsor – Middle School	
Fall Semester	1,611
Spring Semester	808
6.     Pep Squad Sponsor – Senior High	
Fall Semester	3,230
Spring Semester	1,613
7.     Class Sponsor – Senior High*	
a. 9 <sup>th</sup> Grade	\$ 274
b. 10 <sup>th</sup> Grade	517
c. 11 <sup>th</sup> Grade	1,032
d. 12 <sup>th</sup> Grade	1,554
<p align="center">*Amount to be divided equally if more than one sponsor.</p>	



APPENDIX “E” – SCHEDULE OF RATES AND SALARY REGULATIONS FOR  
EXTRA-CURRICULAR ASSIGNMENTS – TEACHERS

8.	Student Body Advisor Senior High Middle School	1,804 902
9.	Audio Visual Coordinator Middle School and Senior High	1,422
10.	Drama Director Senior High Middle School	1,804 907
11.	Dance Director – Senior High	1,804
12.	Academic Coaches/Coordinators/Advisors	
	a. Elementary School (up to 6 per school)	
	Student Council Advisor	1,804
	Orchestra Advisor	1,804
	Talent Show Advisor	1,804
	Math Field Day	1,804
	ASB Bookkeeper	1,804
	Spelling Bee Advisor	1,804
	Math Club	1,804
	Science Fair	1,804
	Robotics Advisor	1,804
	Dance Club	1,804
	Homework Club	1,804
	Tech Advisor	1,804
	Girls on the Run	1,804
	Afterschool GATE Classes	1,804
	5th or 6th Grade Camp	1,804
	Similar Position not listed above	1,804
	b. Secondary	
	Senior High School (up to 8 per school)	
	Middle School (up to 6 per school)	
	Speech and Debate	3,221
	Mock Trial	3,221
	FIRST Robotics	3,221
	MESA	2,177
	VEX Robotics	2,177
	SkillsUSA	2,177
	First Lego League Robotics	2,177
	JPL Invention Convention	2,177
	PBIS Coordinator/Coach	1,804
	Academic Decathlon	1,804
	Scholastic Bowl	1,804
	Math League/Field Day	1,804
	Literary Magazine	1,804
	National Honor Society	1,804
	Afterschool GATE Classes	1,804
	Spelling Bee	1,804

APPENDIX “E” – SCHEDULE OF RATES AND SALARY REGULATIONS FOR  
EXTRA-CURRICULAR ASSIGNMENTS – TEACHERS

	Math Club	1,804
	Robotics	1,804
	Science Fair	1,804
	Tech Advisor	1,804
	Similar Position not listed above	1,804
13.	School Newspaper Sponsor	
	a. Senior High	
	(1) If one Journalism class with no production period	3,874
	(2) If one Journalism class plus a production period	1,936
	b. Middle School	
	(1) If no English-Journalism class	1,291
	(2) If an English-Journalism class (Minimum enrollment – 18 per class)	643
14.	Yearbook Sponsor	
	a. Senior High	
	(1) If no Yearbook class	3,874
	(2) If a Yearbook class (Minimum enrollment – 18 per class)	1,936
	b. Middle School	
	(1) If no Yearbook class	1,291
	(2) If a Yearbook class (Minimum enrollment – 18 per class)	643
15.	Department Chairperson	
	a. Middle School and Senior High	
	Number of Teachers (having one or more classes within the department)	\$ 685
	2 - 4	1,201
	5 - 8	1,721
	9 - 12	2,238
	13 - 16	2,768
	17 +	168
	b. Departments of one teacher with one class	
16.	Athletic Coordinator – Senior High (per semester)	3,874
	– Middle School (per semester)	1,200
17.	Sports Maintenance Person – Senior High	3,221
18.	Athletic Coaches Senior High (if funded) Limited to one stipend per school in each category listed below:	
	Head Football	4,838
	Junior Varsity/Assistant Football	3,874
	Junior Varsity/Assistant Football	3,874
	Sophomore Football	3,874
	Assistant Sophomore Football	3,548

APPENDIX “E” – SCHEDULE OF RATES AND SALARY REGULATIONS FOR  
EXTRA-CURRICULAR ASSIGNMENTS – TEACHERS

Frosh Football	3,548
Assistant Frosh Football	3,548
Head Soccer	4,838
Junior Varsity/Assistant Soccer	3,874
Frosh Soccer	3,548
Head Cross Country	4,838
Junior Varsity/Assistant Cross Country	3,874
Head Water Polo	4,838
Sophomore/Assistant Water Polo	3,874
Head Basketball	4,838
Junior Varsity/Assistant Basketball	3,874
Frosh/Sophomore Basketball	3,548
Head Track	4,838
Assistant Track	3,874
Head Baseball	4,838
Junior Varsity/Assistant Baseball	3,874
Frosh Baseball	3,548
Head Swimming	4,838
Assistant Swimming	3,874
Frosh Swimming	3,548
Head Tennis	4,838
Junior Varsity/Assistant Tennis	3,874
Head Volleyball	4,838
Junior Varsity/Assistant Volleyball	3,874
Frosh Volleyball	3,548
Head Softball	4,838
Junior Varsity/Assistant Softball	3,874
Frosh Softball	3,548
Head Golf	3,874
Junior Varsity Golf	3,548
Head Wrestling Coach	4,838
Assistant Wrestling Coach	3,874
Head Lacrosse	4,838
Junior Varsity/Assistant Lacrosse	3,874
Head Cheer	4,838
Assistant Cheer	3,874

When a team reaches the playoffs and/or qualifies for post-season competitions paid additional compensation. The coach shall be compensated with a pro rata regular stipend for the full period of the time that the team remains in the playoffs. (Coach daily rate) is determined by dividing the semester stipend by 90.

19. Athletic Coaches Middle School*	3,874
Middle School Track (two positions)	1,000

Glendale Unified School District  
**ANNUAL PERMIT SALARY SCHEDULE**  
**CDCC Teacher - 225 Days**  
**APPENDIX G**



**Effective Date: July 1, 2021**

STEP	CLASS A 30 - 59 Units	CLASS B 60 - 89 Units	CLASS C 90 - 119 Units	CLASS D 120 Units or Bachelor's Degree	CLASS E Bachelor's Degree + 30 Units	CLASS F Bachelor's Degree + 30 Units + MA
1	\$30,286.00	\$33,940.00	\$35,655.00	\$39,616.00	\$41,600.00	\$45,342.00
2	\$30,286.00	\$33,940.00	\$35,655.00	\$39,616.00	\$41,600.00	\$45,342.00
3	\$31,166.00	\$34,819.00	\$36,593.00	\$40,601.00	\$42,643.00	\$46,481.00
4	\$32,012.00	\$35,655.00	\$37,588.00	\$41,600.00	\$43,684.00	\$47,615.00
5	\$32,947.00	\$36,593.00	\$38,414.00	\$42,643.00	\$44,825.00	\$48,858.00
6	\$33,940.00	\$37,588.00	\$39,299.00	\$43,684.00	\$45,918.00	\$50,049.00
7	\$35,178.00	\$38,414.00	\$40,451.00	\$44,825.00	\$47,070.00	\$51,307.00
8	\$35,655.00	\$39,299.00	\$41,386.00	\$45,918.00	\$48,270.00	\$52,615.00
9	\$36,140.00	\$40,199.00	\$42,339.00	\$47,035.00	\$49,497.00	\$53,951.00
10				\$47,035.00	\$49,497.00	\$53,951.00
11				\$47,035.00	\$49,497.00	\$53,951.00
12				\$47,035.00	\$49,497.00	\$53,951.00
13				\$47,035.00	\$49,497.00	\$53,951.00
14				\$48,180.00	\$50,754.00	\$55,323.00
15				\$48,180.00	\$50,754.00	\$55,323.00
16				\$49,232.00	\$52,999.00	\$57,769.00
17				\$49,232.00	\$52,999.00	\$57,769.00
18				\$50,304.00	\$55,339.00	\$60,321.00
19				\$50,304.00	\$55,339.00	\$60,321.00
20				\$50,304.00	\$55,339.00	\$60,321.00
21				\$50,304.00	\$55,339.00	\$60,321.00
22				\$50,304.00	\$55,339.00	\$60,321.00
23				\$51,504.00	\$56,539.00	\$61,627.00
24				\$51,504.00	\$56,539.00	\$61,627.00
25				\$51,504.00	\$56,539.00	\$61,627.00
26				\$51,504.00	\$56,539.00	\$61,627.00
27				\$51,504.00	\$56,539.00	\$61,627.00

The above annual rates apply to individuals employed for 225 days of service. Effective July 1, 2020, \$150.00 per month will be paid for an earned Doctorate from a college or university accredited by a regional or national accrediting association recognized by the National Commission on Accreditation.

STEP	CLASS A 30 - 59 Units	CLASS B 60 - 89 Units	CLASS C 90 - 119 Units	CLASS D 120 Units or Bachelor's Degree	CLASS E Bachelor's Degree + 30 Units	CLASS F Bachelor's Degree + 30 Units + MA
28				\$53,974.00	\$59,011.00	\$64,321.00

The above annual rates apply to individuals employed for 225 days of service. Effective July 1, 2020, \$150.00 per month will be paid for an earned Doctorate from a college or university accredited by a regional or national accrediting association recognized by the National Commison on Accreditation.

Glendale Unified School District  
**ANNUAL PERMIT SALARY SCHEDULE**  
**CDCC Teacher - 186 Days**  
**APPENDIX H**



**Effective Date: July 1, 2021**

STEP	CLASS A 30 - 59 Units	CLASS B 60 - 89 Units	CLASS C 90 - 119 Units	CLASS D 120 Units or Bachelor's Degree	CLASS E Bachelor's Degree + 30 Units	CLASS F Bachelor's Degree + 30 Units + MA
1	\$25,036.00	\$28,056.00	\$29,475.00	\$32,749.00	\$34,390.00	\$37,483.00
2	\$25,036.00	\$28,056.00	\$29,475.00	\$32,749.00	\$34,390.00	\$37,483.00
3	\$25,765.00	\$28,784.00	\$30,251.00	\$33,564.00	\$35,251.00	\$38,424.00
4	\$26,464.00	\$29,475.00	\$31,073.00	\$34,390.00	\$36,112.00	\$39,361.00
5	\$27,236.00	\$30,251.00	\$31,756.00	\$35,251.00	\$37,055.00	\$40,390.00
6	\$28,056.00	\$31,073.00	\$32,487.00	\$36,112.00	\$37,959.00	\$41,374.00
7	\$29,081.00	\$31,756.00	\$33,439.00	\$37,055.00	\$38,911.00	\$42,414.00
8	\$29,475.00	\$32,487.00	\$34,213.00	\$37,959.00	\$39,903.00	\$43,494.00
9	\$29,875.00	\$33,231.00	\$35,000.00	\$38,881.00	\$40,918.00	\$44,599.00
10				\$38,881.00	\$40,918.00	\$44,599.00
11				\$38,881.00	\$40,918.00	\$44,599.00
12				\$38,881.00	\$40,918.00	\$44,599.00
13				\$38,881.00	\$40,918.00	\$44,599.00
14				\$39,828.00	\$41,956.00	\$45,734.00
15				\$39,828.00	\$41,956.00	\$45,734.00
16				\$40,699.00	\$43,812.00	\$47,756.00
17				\$40,699.00	\$43,812.00	\$47,756.00
18				\$41,584.00	\$45,747.00	\$49,865.00
19				\$41,584.00	\$45,747.00	\$49,865.00
20				\$41,584.00	\$45,747.00	\$49,865.00
21				\$41,584.00	\$45,747.00	\$49,865.00
22				\$41,584.00	\$45,747.00	\$49,865.00
23				\$42,577.00	\$46,738.00	\$50,945.00
24				\$42,577.00	\$46,738.00	\$50,945.00
25				\$42,577.00	\$46,738.00	\$50,945.00
26				\$42,577.00	\$46,738.00	\$50,945.00
27				\$42,577.00	\$46,738.00	\$50,945.00
28				\$44,618.00	\$48,782.00	\$53,172.00

The above annual rates apply to individuals employed for 186 days of service. Effective July 1, 2020, \$150.00 per month will be paid for an earned Doctorate from a college or university accredited by a regional or national accrediting association recognized by the National Commission on Accreditation.

Glendale Unified School District  
**ANNUAL PERMIT SALARY SCHEDULE**  
**College View**  
**APPENDIX I**



**Effective Date: July 1, 2021**

STEP	CLASS A 30 - 59 Units	CLASS B 60 - 89 Units	CLASS C 90 - 119 Units	CLASS D 120 Units or Bachelor's Degree	CLASS E Bachelor's Degree + 30 Units
1	\$31,763.00	\$35,592.00	\$37,398.00	\$41,551.00	\$43,632.00
2	\$31,763.00	\$35,592.00	\$37,398.00	\$41,551.00	\$43,632.00
3	\$32,695.00	\$36,522.00	\$38,380.00	\$42,585.00	\$44,722.00
4	\$33,573.00	\$37,398.00	\$39,420.00	\$43,632.00	\$45,815.00
5	\$34,552.00	\$38,380.00	\$40,287.00	\$44,722.00	\$47,013.00
6	\$35,592.00	\$39,420.00	\$41,214.00	\$45,815.00	\$48,159.00
7	\$36,893.00	\$40,287.00	\$42,429.00	\$47,013.00	\$49,371.00
8	\$37,398.00	\$41,214.00	\$43,409.00	\$48,159.00	\$50,625.00
9	\$37,907.00	\$42,165.00	\$44,413.00	\$49,335.00	\$51,915.00
10				\$49,335.00	\$51,915.00
11				\$49,335.00	\$51,915.00
12				\$49,335.00	\$51,915.00
13				\$49,335.00	\$51,915.00
14				\$50,538.00	\$53,234.00
15				\$50,538.00	\$53,234.00
16				\$51,627.00	\$55,587.00
17				\$51,627.00	\$55,587.00
18				\$52,743.00	\$58,041.00
19				\$52,743.00	\$58,041.00
20				\$52,743.00	\$58,041.00
21				\$52,743.00	\$58,041.00
22				\$52,743.00	\$58,041.00
23				\$53,942.00	\$59,239.00
24				\$53,942.00	\$59,239.00
25				\$53,942.00	\$59,239.00
26				\$53,942.00	\$59,239.00
27				\$53,942.00	\$59,239.00
28				\$56,414.00	\$61,709.00

Employees on this schedule shall work twelve (12) calendar months. Effective July 1, 2020, \$150.00 per month will be paid for an earned Doctorate from a college or university accredited by a regional or national accrediting association recognized by the National Commision on Accreditation.



**ANNUAL PERMIT SALARY SCHEDULE -  
Speech/Language/Hearing/Visual Impairment  
Specialists, Orientation Mobility, Nurses, Assistive  
Technology  
APPENDIX J**

**Effective Date: July 1, 2021**

STEP	CLASS 1 Bachelor's Degree	CLASS 2 Bachelor's Degree + 28 Semester Units (42 Quarter Units)	CLASS 3 Bachelor's Degree + 42 Semester Units (63 Quarter Units)	CLASS 4 Bachelor's Degree + 56 Semester Units (84 Quarter Units) + MA or 62 Semester Units (93 Quarter Units)	CLASS 5 Bachelor's Degree+ 70 Semester Units (105 Quarter Units) + MA
1	\$51,645.00	\$54,238.00	\$56,716.00	\$60,142.00	\$62,987.00
2	\$53,827.00	\$56,510.00	\$59,147.00	\$62,987.00	\$65,915.00
3	\$56,017.00	\$58,824.00	\$61,542.00	\$65,830.00	\$68,881.00
4	\$58,203.00	\$61,172.00	\$63,491.00	\$68,676.00	\$71,856.00
5	\$60,349.00	\$63,484.00	\$66,364.00	\$71,484.00	\$74,820.00
6	\$62,542.00	\$65,788.00	\$68,808.00	\$73,976.00	\$77,712.00
7	\$64,714.00	\$68,101.00	\$71,237.00	\$77,178.00	\$80,680.00
8	\$66,868.00	\$70,455.00	\$73,622.00	\$80,022.00	\$83,658.00
9		\$72,761.00	\$76,064.00	\$82,866.00	\$86,621.00
10		\$75,051.00	\$78,495.00	\$85,685.00	\$89,569.00
11			\$80,695.00	\$88,260.00	\$92,256.00
12				\$92,671.00	\$96,872.00
13				\$92,671.00	\$96,872.00
14				\$92,671.00	\$96,872.00
15				\$92,671.00	\$96,872.00
16				\$97,303.00	\$101,709.00
17				\$97,303.00	\$101,709.00
18				\$102,167.00	\$106,799.00
19				\$102,167.00	\$106,799.00
20				\$102,167.00	\$106,799.00
21				\$102,167.00	\$106,799.00

The above annual rates apply to individuals employed for 186 days of service.

Effective July 1, 2020, \$150.00 per month will be paid for an earned Doctorate from a college or university accredited by a regional or national accrediting association recognized by the National Commission on Accreditation.



STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5
	Bachelor's Degree	Bachelor's Degree + 28 Semester Units (42 Quarter Units)	Bachelor's Degree + 42 Semester Units (63 Quarter Units)	Bachelor's Degree + 56 Semester Units (84 Quarter Units) + MA or 62 Semester Units (93 Quarter Units)	Bachelor's Degree+ 70 Semester Units (105 Quarter Units) + MA

22				\$102,167.00	\$106,799.00
23				\$104,566.00	\$109,198.00
24				\$104,566.00	\$109,198.00
25				\$104,566.00	\$109,198.00
26				\$104,566.00	\$109,198.00
27				\$104,566.00	\$109,198.00
28				\$109,505.00	\$114,137.00

The above annual rates apply to individuals employed for 186 days of service.

Effective July 1, 2020, \$150.00 per month will be paid for an earned Doctorate from a college or university accredited by a regional or national accrediting association recognized by the National Commission on Accreditation.

Glendale Unified School District



**ANNUAL PERMIT SALARY SCHEDULE -  
Speech/Language/Hearing/Visual Impairment  
Specialists, Orientation Mobility, Nurses, Assistive  
Technology  
204 Days  
APPENDIX J**

**Effective Date: July 1, 2021**

STEP	CLASS 1 Bachelor's Degree	CLASS 2 Bachelor's Degree + 28 Semester Units (42 Quarter Units)	CLASS 3 Bachelor's Degree + 42 Semester Units (63 Quarter Units)	CLASS 4 Bachelor's Degree + 56 Semester Units (84 Quarter Units) + MA or 62 Semester Units (93 Quarter Units)	CLASS 5 Bachelor's Degree+ 70 Semester Units (105 Quarter Units) + MA
1	\$56,643.00	\$59,486.00	\$62,204.00	\$65,961.00	\$69,083.00
2	\$59,036.00	\$61,979.00	\$64,870.00	\$69,083.00	\$72,294.00
3	\$61,439.00	\$64,517.00	\$67,497.00	\$72,200.00	\$75,547.00
4	\$63,836.00	\$67,092.00	\$69,635.00	\$75,323.00	\$78,809.00
5	\$66,190.00	\$69,627.00	\$72,787.00	\$78,401.00	\$82,061.00
6	\$68,595.00	\$72,155.00	\$75,468.00	\$81,135.00	\$85,233.00
7	\$70,976.00	\$74,691.00	\$78,130.00	\$84,648.00	\$88,487.00
8	\$73,340.00	\$77,273.00	\$80,747.00	\$87,767.00	\$91,753.00
9		\$79,803.00	\$83,426.00	\$90,886.00	\$95,003.00
10		\$82,314.00	\$86,092.00	\$93,977.00	\$98,236.00
11			\$88,503.00	\$96,802.00	\$101,184.00
12				\$101,639.00	\$106,247.00
13				\$101,639.00	\$106,247.00
14				\$101,639.00	\$106,247.00
15				\$101,639.00	\$106,247.00
16				\$106,719.00	\$111,551.00
17				\$106,719.00	\$111,551.00
18				\$112,053.00	\$117,135.00
19				\$112,053.00	\$117,135.00
20				\$112,053.00	\$117,135.00

The above annual rates apply to individuals employed for 204 days of service.

Effective July 1, 2020, \$150.00 per month will be paid for an earned Doctorate from a college or university accredited by a regional or national accrediting association recognized by the National Commission on Accreditation.

STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5
	Bachelor's Degree	Bachelor's Degree + 28 Semester Units (42 Quarter Units)	Bachelor's Degree + 42 Semester Units (63 Quarter Units)	Bachelor's Degree + 56 Semester Units (84 Quarter Units) + MA or 62 Semester Units (93 Quarter Units)	Bachelor's Degree+ 70 Semester Units (105 Quarter Units) + MA

21				\$112,053.00	\$117,135.00
22				\$112,053.00	\$117,135.00
23				\$114,685.00	\$119,766.00
24				\$114,685.00	\$119,766.00
25				\$114,685.00	\$119,766.00
26				\$114,685.00	\$119,766.00
27				\$114,685.00	\$119,766.00
28				\$120,103.00	\$125,183.00

The above annual rates apply to individuals employed for 204 days of service.

Effective July 1, 2020, \$150.00 per month will be paid for an earned Doctorate from a college or university accredited by a regional or national accrediting association recognized by the National Commission on Accreditation.

Glendale Unified School District

**ANNUAL SALARY SCHEDULE -  
Counselors  
APPENDIX K**

**Effective Date: July 1, 2021**



STEP	CLASS 1 Bachelor's Degree	CLASS 2 Bachelor's Degree + 28 Semester Units (42 Quarter Units)	CLASS 3 Bachelor's Degree + 42 Semester Units (63 Quarter Units)	CLASS 4 Bachelor's Degree + 56 Semester Units (84 Quarter Units) + MA or 62 Semester Units (93 Quarter Units)	CLASS 5 Bachelor's Degree+ 70 Semester Units (105 Quarter Units) + MA
1	\$59,392.00	\$62,374.00	\$65,223.00	\$69,163.00	\$72,435.00
2	\$61,901.00	\$64,986.00	\$68,019.00	\$72,435.00	\$75,802.00
3	\$64,420.00	\$67,648.00	\$70,773.00	\$75,704.00	\$79,213.00
4	\$66,933.00	\$70,348.00	\$73,015.00	\$78,977.00	\$82,634.00
5	\$69,401.00	\$73,007.00	\$76,319.00	\$82,207.00	\$86,043.00
6	\$71,923.00	\$75,656.00	\$79,129.00	\$85,072.00	\$89,369.00
7	\$74,421.00	\$78,316.00	\$81,923.00	\$88,755.00	\$92,782.00
8	\$76,898.00	\$81,023.00	\$84,665.00	\$92,025.00	\$96,207.00
9		\$83,675.00	\$87,474.00	\$95,296.00	\$99,614.00
10		\$86,309.00	\$90,269.00	\$98,538.00	\$103,004.00
11			\$92,799.00	\$101,499.00	\$106,094.00
12				\$106,572.00	\$111,403.00
13				\$106,572.00	\$111,403.00
14				\$106,572.00	\$111,403.00
15				\$106,572.00	\$111,403.00
16				\$111,898.00	\$116,965.00
17				\$111,898.00	\$116,965.00
18				\$117,492.00	\$122,819.00
19				\$117,492.00	\$122,819.00
20				\$117,492.00	\$122,819.00
21				\$117,492.00	\$122,819.00

The above annual rates apply to individuals employed for 201 days (199 service days plus 2 SB 1193 staff development days).

Counselors are placed on Salary Schedule, Appendix K, based upon experience and unit requirements. The amount for the Class and Step from Appendix J has been multiplied by 1.15 to determine the salary to be earned. The factor of 1.15 reflects the additional time and days worked by counselors.

Effective July 1, 2020, \$150.00 per month will be paid for an earned Doctorate from a college or university accredited by a regional or national accrediting association recognized by the National Commission on Accreditation.

STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5
	Bachelor's Degree	Bachelor's Degree + 28 Semester Units (42 Quarter Units)	Bachelor's Degree + 42 Semester Units (63 Quarter Units)	Bachelor's Degree + 56 Semester Units (84 Quarter Units) + MA or 62 Semester Units (93 Quarter Units)	Bachelor's Degree+ 70 Semester Units (105 Quarter Units) + MA

22				\$117,492.00	\$122,819.00
23				\$120,251.00	\$125,578.00
24				\$120,251.00	\$125,578.00
25				\$120,251.00	\$125,578.00
26				\$120,251.00	\$125,578.00
27				\$120,251.00	\$125,578.00
28				\$125,931.00	\$131,258.00

The above annual rates apply to individuals employed for 201 days (199 service days plus 2 SB 1193 staff development days).

Counselors are placed on Salary Schedule, Appendix K, based upon experience and unit requirements. The amount for the Class and Step from Appendix J has been multiplied by 1.15 to determine the salary to be earned. The factor of 1.15 reflects the additional time and days worked by counselors.

Effective July 1, 2020, \$150.00 per month will be paid for an earned Doctorate from a college or university accredited by a regional or national accrediting association recognized by the National Commission on Accreditation.

GLENDALE UNIFIED SCHOOL DISTRICT

April 18, 2023

ACTION REPORT NO. 7

TO: Board of Education  
FROM: Dr. Vivian Ekchian, Superintendent  
SUBMITTED BY: Dr. Darneika Watson, Chief Human Resources & Operations Officer  
PREPARED BY: Mr. John W. Gonzales, Assistant Director, Classified Personnel  
SUBJECT: **Approval of Classified Salary Schedules**

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The Superintendent recommends that the Board of Education approve the Classified Salary Schedule for the 2022-2023 school year based on the approved wage increase with the California School Employees Association (CSEA).

On April 4, 2023, the Board of Education approved the wage agreement between the Glendale Unified School District and the California School Employees Association (CSEA) and its Chapter #3. A 2022-2023 salary schedule has been prepared with an additional 0.68% salary increase effective July 1, 2022.

In order to comply with all terms and conditions required by CalPERS, these schedules are presented today for approval by the Board of Education.

***TO SUPPORT 2022-2023 BOARD PRIORITY NO. 4: Maintain District Financial Responsibility – Ensure the fiscal health of the District; implement a fiscal plan to preserve the District resources; plan for the District's future educational and facility needs.***

**GLENDALE UNIFIED SCHOOL DISTRICT**

Classified Salary Schedule

2022-2023

Effective July 1, 2022

Range	Position		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
1	Cafeteria Worker I Yard Duty Assistant	M	\$2,967.00	\$2,967.00	\$2,967.00	\$2,967.00	\$2,967.00	\$2,967.00	\$3,005.00	\$3,138.00	\$3,277.00
		H	\$17.12	\$17.12	\$17.12	\$17.12	\$17.12	\$17.12	\$17.34	\$18.11	\$18.91
3	Education Assistant I	M	\$2,967.00	\$2,967.00	\$2,967.00	\$2,967.00	\$2,967.00	\$3,001.00	\$3,134.00	\$3,272.00	\$3,419.00
		H	\$17.12	\$17.12	\$17.12	\$17.12	\$17.12	\$17.32	\$18.08	\$18.88	\$19.73
4	Cafeteria Worker II	M	\$2,967.00	\$2,967.00	\$2,967.00	\$2,967.00	\$2,967.00	\$3,077.00	\$3,213.00	\$3,356.00	\$3,506.00
		H	\$17.12	\$17.12	\$17.12	\$17.12	\$17.12	\$17.75	\$18.54	\$19.36	\$20.23
6	Campus Supervision Assistant Education Assistant - ASES/RAP Site Leader Education Assistant II Education Assistant II - Armenian Education Assistant II - Korean Education Assistant II - Spanish Education Assistant II - Tagalog Physical Education Assistant Elementary Yard Duty Leader	M	\$2,967.00	\$2,967.00	\$2,967.00	\$2,967.00	\$3,077.00	\$3,208.00	\$3,351.00	\$3,501.00	\$3,660.00
		H	\$17.12	\$17.12	\$17.12	\$17.12	\$17.75	\$18.51	\$19.33	\$20.20	\$21.11
8	Typist Clerk I Multimedia Technology Assistant Community Liaison - Bilingual Library Assistant	M	\$2,967.00	\$2,967.00	\$2,967.00	\$3,077.00	\$3,208.00	\$3,348.00	\$3,499.00	\$3,656.00	\$3,820.00
		H	\$17.12	\$17.12	\$17.12	\$17.75	\$18.51	\$19.31	\$20.18	\$21.09	\$22.04
9	Cook/Baker	M	\$2,967.00	\$2,967.00	\$3,001.00	\$3,139.00	\$3,272.00	\$3,420.00	\$3,574.00	\$3,736.00	\$3,905.00
		H	\$17.12	\$17.12	\$17.32	\$18.11	\$18.88	\$19.73	\$20.62	\$21.56	\$22.53
11	Custodian I Special Education Assistant Campus Supervision Leader	M	\$2,967.00	\$3,001.00	\$3,139.00	\$3,272.00	\$3,420.00	\$3,574.00	\$3,734.00	\$3,903.00	\$4,082.00
		H	\$17.12	\$17.32	\$18.11	\$18.88	\$19.73	\$20.62	\$21.54	\$22.52	\$23.55
12	Clerk II Typist Clerk II Nutrition Services Driver	M	\$2,967.00	\$3,077.00	\$3,208.00	\$3,348.00	\$3,501.00	\$3,662.00	\$3,827.00	\$4,002.00	\$4,185.00
		H	\$17.12	\$17.75	\$18.51	\$19.31	\$20.20	\$21.13	\$22.08	\$23.09	\$24.15
13	Account Clerk I	M	\$3,001.00	\$3,139.00	\$3,272.00	\$3,420.00	\$3,574.00	\$3,740.00	\$3,907.00	\$4,087.00	\$4,274.00
		H	\$17.32	\$18.11	\$18.88	\$19.73	\$20.62	\$21.58	\$22.54	\$23.58	\$24.66

**GLENDALE UNIFIED SCHOOL DISTRICT**

Classified Salary Schedule

2022-2023

Effective July 1, 2022

Range	Position		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
14	College and Career Technician Floor Maintenance Worker I	M	\$3,077.00	\$3,208.00	\$3,348.00	\$3,501.00	\$3,662.00	\$3,825.00	\$4,002.00	\$4,183.00	\$4,375.00
		H	\$17.75	\$18.51	\$19.31	\$20.20	\$21.13	\$22.07	\$23.09	\$24.13	\$25.24
15	Campus Supervision Coordinator	M	\$3,139.00	\$3,272.00	\$3,420.00	\$3,574.00	\$3,740.00	\$3,905.00	\$4,084.00	\$4,270.00	\$4,467.00
		H	\$18.11	\$18.88	\$19.73	\$20.62	\$21.58	\$22.53	\$23.56	\$24.63	\$25.77
16	Attendance Worker Clerk III Custodian II Health Assistant - LVN/RN (1) Project Crew/Driver Typist Clerk III	M	\$3,208.00	\$3,348.00	\$3,501.00	\$3,662.00	\$3,825.00	\$4,002.00	\$4,185.00	\$4,377.00	\$4,578.00
		H	\$18.51	\$19.31	\$20.20	\$21.13	\$22.07	\$23.09	\$24.15	\$25.25	\$26.41
17	Account Clerk II Grounds Worker Interpreter for the Deaf	M	\$3,272.00	\$3,420.00	\$3,574.00	\$3,740.00	\$3,905.00	\$4,084.00	\$4,270.00	\$4,467.00	\$4,674.00
		H	\$18.88	\$19.73	\$20.62	\$21.58	\$22.53	\$23.56	\$24.63	\$25.77	\$26.96
18	Administrative Assistant Administrative Assistant, Health Services Case Manager Human Resources Associate Pool Maintenance/Custodian	M	\$3,348.00	\$3,501.00	\$3,662.00	\$3,825.00	\$4,002.00	\$4,191.00	\$4,382.00	\$4,583.00	\$4,793.00
		H	\$19.31	\$20.20	\$21.13	\$22.07	\$23.09	\$24.18	\$25.28	\$26.44	\$27.65
19	Equipment Operator I Maintenance Worker I	M	\$3,420.00	\$3,574.00	\$3,740.00	\$3,905.00	\$4,084.00	\$4,272.00	\$4,469.00	\$4,676.00	\$4,892.00
		H	\$19.73	\$20.62	\$21.58	\$22.53	\$23.56	\$24.65	\$25.78	\$26.98	\$28.22
20	Certificated Services Technician Human Resources Technician Library Technician Senior Personnel Technician Lead Case Manager Lead Custodian Education Assistant - Intensive Support Warehouse Worker/Driver I	M	\$3,501.00	\$3,662.00	\$3,825.00	\$4,002.00	\$4,191.00	\$4,379.00	\$4,581.00	\$4,793.00	\$5,016.00
		H	\$20.20	\$21.13	\$22.07	\$23.09	\$24.18	\$25.26	\$26.43	\$27.65	\$28.94



**GLENDALE UNIFIED SCHOOL DISTRICT**

Classified Salary Schedule

2022-2023

Effective July 1, 2022

Range	Position		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
21	Account Clerk III	M	\$3,574.00	\$3,740.00	\$3,905.00	\$4,084.00	\$4,272.00	\$4,464.00	\$4,670.00	\$4,886.00	\$5,114.00
	Administrative Secretary Equipment Operator II Registrar Translator/Interpreter	H	\$20.62	\$21.58	\$22.53	\$23.56	\$24.65	\$25.76	\$26.94	\$28.19	\$29.50
23	Custodial Supervisor I	M	\$3,740.00	\$3,905.00	\$4,084.00	\$4,272.00	\$4,464.00	\$4,672.00	\$4,886.00	\$5,115.00	\$5,352.00
	Lead Groundswoker Transition Specialist Maintenance Worker II	H	\$21.58	\$22.53	\$23.56	\$24.65	\$25.76	\$26.95	\$28.19	\$29.51	\$30.88
24	Benefits Technician	M	\$3,825.00	\$4,002.00	\$4,191.00	\$4,379.00	\$4,579.00	\$4,792.00	\$5,012.00	\$5,247.00	\$5,492.00
	Human Resources/Credentials Technician Payroll Technician Purchasing Support Technician Warehouse Worker/Inventory Specialist	H	\$22.07	\$23.09	\$24.18	\$25.26	\$26.42	\$27.65	\$28.92	\$30.27	\$31.69
25	Senior Administrative Secretary	M	\$3,905.00	\$4,084.00	\$4,272.00	\$4,464.00	\$4,672.00	\$4,888.00	\$5,117.00	\$5,354.00	\$5,605.00
	Custodial Supervisor II	H	\$22.53	\$23.56	\$24.65	\$25.76	\$26.95	\$28.20	\$29.52	\$30.89	\$32.34
26	Behavior Intervention Assistant	M	\$4,002.00	\$4,191.00	\$4,379.00	\$4,579.00	\$4,792.00	\$5,021.00	\$5,254.00	\$5,499.00	\$5,757.00
		H	\$23.09	\$24.18	\$25.26	\$26.42	\$27.65	\$28.97	\$30.31	\$31.73	\$33.21
27	Glazier (1)	M	\$4,084.00	\$4,272.00	\$4,464.00	\$4,672.00	\$4,888.00	\$5,110.00	\$5,347.00	\$5,599.00	\$5,861.00
	Painter (1) Welder (1)	H	\$23.56	\$24.65	\$25.76	\$26.95	\$28.20	\$29.48	\$30.85	\$32.30	\$33.81
28	Technology Support Technician	M	\$4,191.00	\$4,379.00	\$4,579.00	\$4,792.00	\$5,021.00	\$5,251.00	\$5,495.00	\$5,752.00	\$6,021.00
		H	\$24.18	\$25.26	\$26.42	\$27.65	\$28.97	\$30.30	\$31.70	\$33.18	\$34.74
29	Braille Transcriber	M	\$4,272.00	\$4,464.00	\$4,672.00	\$4,888.00	\$5,110.00	\$5,352.00	\$5,605.00	\$5,867.00	\$6,142.00
	Community Resource Specialist I Human Resources Analyst SELPA School-to-Career Transition Specialist	H	\$24.65	\$25.76	\$26.95	\$28.20	\$29.48	\$30.88	\$32.34	\$33.85	\$35.44

**GLENDALE UNIFIED SCHOOL DISTRICT**

Classified Salary Schedule

2022-2023

Effective July 1, 2022

Range	Position		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
31	Carpenter (1)	M	\$4,464.00	\$4,672.00	\$4,888.00	\$5,110.00	\$5,352.00	\$5,602.00	\$5,866.00	\$6,141.00	\$6,430.00
	Electrician (1)	H	\$25.76	\$26.95	\$28.20	\$29.48	\$30.88	\$32.32	\$33.84	\$35.43	\$37.10
	Electronics Technician (1)										
	Heating, Ventilation and Air Conditioning Mechanic (1)										
	Locksmith (1)										
	Machinist (1)										
	Plumber (1)										
	Roofer (1)										
	Vehicle and Equipment Mechanic (1)										
32	Facilities Project Assistant	M	\$4,579.00	\$4,792.00	\$5,021.00	\$5,251.00	\$5,487.00	\$5,749.00	\$6,019.00	\$6,304.00	\$6,602.00
	Buyer	H	\$26.42	\$27.65	\$28.97	\$30.30	\$31.66	\$33.17	\$34.72	\$36.37	\$38.09
	SELPA Staff Assistant										
33	Electrician/Solar Technician (1)	M	\$4,672.00	\$4,888.00	\$5,110.00	\$5,352.00	\$5,602.00	\$5,861.00	\$6,135.00	\$6,425.00	\$6,730.00
	Elevator Technician (1)	H	\$26.95	\$28.20	\$29.48	\$30.88	\$32.32	\$33.81	\$35.40	\$37.07	\$38.83
	Senior Heating, Ventilation, and Air Conditioning Mechanic (1)										
	Speech-Language Pathology Assistant										
35	Maintenance Team Leader	M	\$4,888.00	\$5,110.00	\$5,352.00	\$5,602.00	\$5,861.00	\$6,141.00	\$6,430.00	\$6,734.00	\$7,054.00
	Senior Buyer	H	\$28.20	\$29.48	\$30.88	\$32.32	\$33.81	\$35.43	\$37.10	\$38.85	\$40.69
	Community Resource Specialist II										
38	Customer Support Technician	M	\$5,251.00	\$5,487.00	\$5,749.00	\$6,021.00	\$6,304.00	\$6,600.00	\$6,914.00	\$7,242.00	\$7,586.00
	Information Analyst	H	\$30.30	\$31.66	\$33.17	\$34.74	\$36.37	\$38.08	\$39.89	\$41.78	\$43.77
42	Senior Information Analyst	M	\$5,749.00	\$6,021.00	\$6,304.00	\$6,600.00	\$6,909.00	\$7,241.00	\$7,584.00	\$7,946.00	\$8,324.00
		H	\$33.17	\$34.74	\$36.37	\$38.08	\$39.86	\$41.78	\$43.76	\$45.84	\$48.03
46	Network Technician	M	\$6,304.00	\$6,600.00	\$6,909.00	\$7,241.00	\$7,586.00	\$7,942.00	\$8,321.00	\$8,720.00	\$9,139.00
		H	\$36.37	\$38.08	\$39.86	\$41.78	\$43.77	\$45.82	\$48.01	\$50.31	\$52.72

(1) Hired at fourth step of Salary Schedule

GLENDALE UNIFIED SCHOOL DISTRICT

April 18, 2023

ACTION REPORT NO. 8

TO: Board of Education

FROM: Dr. Vivian Ekchian, Superintendent

SUBMITTED BY: Dr. Darneika Watson, Chief Human Resources & Operations Officer

PREPARED BY: Dr. Kyle Bruich, Director, Human Resources  
Mr. John W. Gonzales, Assistant Director, Classified Personnel

**SUBJECT: Approval of GSMA Salary Schedules**

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The Superintendent recommends that the Board of Education approve the GSMA Classified and Certificated Salary Schedules for the 2022-2023 school year based on the approved wage increase with the Glendale Schools Management Association (GSMA).

On April 4, 2023, the Board of Education approved the wage increase with GSMA per Board of Education policy. 2022-2023 salary schedules have been prepared with an additional 1.5% salary increase effective July 1, 2022 for the following salary schedules:

- Classified Management Salary Schedule
- Certificated Management (205) Salary Schedule
- Certificated Management (210) Salary Schedule
- Certificated Management (220) Salary Schedule
- Certificated Management (225) Salary Schedule

In order to comply with all terms and conditions required by CalPERS and CalSTRS, these schedules are presented today for approval by the Board of Education.

***TO SUPPORT 2022-2023 BOARD PRIORITY NO. 4: Maintain District Financial Responsibility – Ensure the fiscal health of the District; implement a fiscal plan to preserve the District resources; plan for the District's future educational and facility needs.***

**GLENDALE UNIFIED SCHOOL DISTRICT**

## Classified Management Salary Schedule

2022-2023

Effective July 1, 2022

Range	Position		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
4	Manager, Cafeteria, Secondary School (Non Transport)	M	\$3,675.25	\$3,859.01	\$4,051.95	\$4,254.56	\$4,467.29	\$4,690.65	\$4,925.18
		H	\$21.20	\$22.26	\$23.38	\$24.55	\$25.77	\$27.06	\$28.41
7	Special Education Clerical Specialist (Confidential Management) Special Education Data Control Technician	M	\$3,814.80	\$4,005.54	\$4,205.81	\$4,416.10	\$4,636.91	\$4,868.75	\$5,112.19
		H	\$22.01	\$23.11	\$24.26	\$25.48	\$26.75	\$28.09	\$29.49
11	Senior Personnel Technician (Confidential Management)	M	\$4,009.14	\$4,209.60	\$4,420.07	\$4,641.09	\$4,873.15	\$5,116.79	\$5,372.64
		H	\$23.13	\$24.29	\$25.50	\$26.78	\$28.11	\$29.52	\$31.00
12	Manager, Cafeteria, Secondary School (Transport)	M	\$4,059.26	\$4,262.22	\$4,475.33	\$4,699.09	\$4,934.06	\$5,180.76	\$5,439.80
		H	\$23.42	\$24.59	\$25.82	\$27.11	\$28.47	\$29.89	\$31.38
15	Duplicating Equipment Coordinator (Confidential Management) Administrative Secretary (Confidential Management)	M	\$4,213.40	\$4,424.05	\$4,645.26	\$4,877.52	\$5,121.41	\$5,377.47	\$5,646.35
		H	\$24.31	\$25.52	\$26.80	\$28.14	\$29.55	\$31.02	\$32.58
23	Senior Administrative Secretary (Confidential Management) Human Resources Specialist (Confidential Management)	M	\$4,653.62	\$4,886.31	\$5,130.62	\$5,387.15	\$5,656.51	\$5,939.34	\$6,236.31
		H	\$26.85	\$28.19	\$29.60	\$31.08	\$32.63	\$34.27	\$35.98
25	Communications Specialist	M	\$4,770.69	\$5,009.24	\$5,259.70	\$5,522.69	\$5,798.81	\$6,088.76	\$6,393.19
		H	\$27.52	\$28.90	\$30.34	\$31.86	\$33.45	\$35.13	\$36.88
28	Accounting Technician Supervisor, Nutrition Services Wellness Educator	M	\$4,951.84	\$5,199.44	\$5,459.41	\$5,732.37	\$6,018.99	\$6,319.95	\$6,635.95
		H	\$28.57	\$30.00	\$31.50	\$33.07	\$34.73	\$36.46	\$38.28
31	Accounting Supervisor Executive Secretary (Confidential Management) Integrated Social Services Supervisor	M	\$5,139.86	\$5,396.86	\$5,666.70	\$5,950.04	\$6,247.55	\$6,559.91	\$6,887.91
		H	\$29.65	\$31.14	\$32.69	\$34.33	\$36.04	\$37.85	\$39.74
39	Assistant Operations Coordinator	M	\$5,676.92	\$5,960.76	\$6,258.79	\$6,571.73	\$6,900.33	\$7,245.34	\$7,607.61
		H	\$32.75	\$34.39	\$36.11	\$37.91	\$39.81	\$41.80	\$43.89
40	Purchasing Agent	M	\$5,747.87	\$6,035.28	\$6,337.03	\$6,653.89	\$6,986.58	\$7,335.90	\$7,702.70
		H	\$33.16	\$34.82	\$36.56	\$38.39	\$40.31	\$42.32	\$44.44
42	Grounds Supervisor	M	\$5,892.47	\$6,187.08	\$6,496.45	\$6,821.27	\$7,162.35	\$7,520.45	\$7,896.47
		H	\$34.00	\$35.69	\$37.48	\$39.35	\$41.32	\$43.39	\$45.56

**GLENDALE UNIFIED SCHOOL DISTRICT**

Classified Management Salary Schedule

2022-2023

Effective July 1, 2022

Range	Position		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
43	Wellness Coordinator	M	\$5,966.12	\$6,264.43	\$6,577.66	\$6,906.53	\$7,251.87	\$7,614.46	\$7,995.19
		H	\$34.42	\$36.14	\$37.95	\$39.85	\$41.84	\$43.93	\$46.13
45	Bond Controls Specialist	M	\$6,116.21	\$6,422.03	\$6,743.12	\$7,080.27	\$7,434.30	\$7,806.01	\$8,196.31
		H	\$35.29	\$37.05	\$38.90	\$40.85	\$42.89	\$45.03	\$47.29
47	Operations Coordinator Regional Maintenance Supervisor Maintenance Project Supervisor Auditorium Facilities Supervisor Coordinator, Employment Development/Business Partnerships	M	\$6,270.07	\$6,583.57	\$6,912.75	\$7,258.40	\$7,621.31	\$8,002.38	\$8,402.49
		H	\$36.17	\$37.98	\$39.88	\$41.88	\$43.97	\$46.17	\$48.48
48	Payroll Supervisor Risk Manager/Workers' Compensation Coordinator Senior Human Resources Analyst	M	\$6,348.45	\$6,665.86	\$6,999.17	\$7,349.13	\$7,716.58	\$8,102.41	\$8,507.53
		H	\$36.63	\$38.46	\$40.38	\$42.40	\$44.52	\$46.74	\$49.08
56	Executive Assistant to the Superintendent (Confidential Management) Energy Conservation Manager	M	\$7,011.77	\$7,362.35	\$7,730.47	\$8,117.01	\$8,522.85	\$8,948.99	\$9,396.44
		H	\$40.45	\$42.48	\$44.60	\$46.83	\$49.17	\$51.63	\$54.21
59	SELPA Manager, Foothill SELPA	M	\$7,278.02	\$7,641.90	\$8,024.00	\$8,425.21	\$8,846.47	\$9,288.79	\$9,753.25
		H	\$41.99	\$44.09	\$46.29	\$48.61	\$51.04	\$53.59	\$56.27
62	Supervisor, Educational Technology & Information Services Supervisor of Information Systems	M	\$7,554.37	\$7,932.08	\$8,328.68	\$8,745.13	\$9,182.38	\$9,641.50	\$10,123.57
		H	\$43.58	\$45.76	\$48.05	\$50.45	\$52.98	\$55.62	\$58.41
64	Construction Manager Occupational Therapist Physical Therapist Psychological Services Provider	M	\$7,744.40	\$8,131.63	\$8,538.21	\$8,965.12	\$9,413.37	\$9,884.04	\$10,378.25
		H	\$44.68	\$46.91	\$49.26	\$51.72	\$54.31	\$57.02	\$59.87
70	Assistant Director, Classified Personnel Assistant Director, Educational Technology & Information Services Assistant Director, Facility & Support Operations Assistant Director, Financial Services Assistant Director, Nutrition Services	M	\$8,343.69	\$8,760.87	\$9,198.91	\$9,658.86	\$10,141.80	\$10,648.90	\$11,181.35
		H	\$48.14	\$50.54	\$53.07	\$55.72	\$58.51	\$61.44	\$64.51

**GLENDALE UNIFIED SCHOOL DISTRICT**

Classified Management Salary Schedule

2022-2023

Effective July 1, 2022

Range	Position		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
78	Senior Construction Project Manager	M	\$9,215.50	\$9,676.27	\$10,160.08	\$10,668.10	\$11,201.50	\$11,761.56	\$12,349.65
		H	\$53.17	\$55.82	\$58.62	\$61.55	\$64.62	\$67.86	\$71.25
81	Financial Analyst	M	\$9,565.41	\$10,043.68	\$10,545.86	\$11,073.16	\$11,626.82	\$12,208.15	\$12,818.57
		H	\$55.19	\$57.94	\$60.84	\$63.88	\$67.08	\$70.43	\$73.95
85	Communications Director	M	\$10,052.72	\$10,555.36	\$11,083.13	\$11,637.28	\$12,219.14	\$12,830.11	\$13,471.61
	Director, Educational Technology & Information Services	H	\$58.00	\$60.90	\$63.94	\$67.14	\$70.50	\$74.02	\$77.72
	Director, Financial Services								
	Director, Procurement and Contract Services								
	Director, Student Wellness Services								
	Facilities Project Manager								
97	Administrator: Nutrition Services & Custodial Operations	M	\$11,668.74	\$12,252.18	\$12,864.79	\$13,508.03	\$14,183.42	\$14,892.60	\$15,637.23
	Administrator: Planning, Development, Innovation & Facilities	H	\$67.32	\$70.69	\$74.22	\$77.93	\$81.83	\$85.92	\$90.21

# GSMA Certificated 205 Days

2022-2023

Effective Date: July 1, 2022



RANG	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
1 A	\$72,586.26	\$74,110.58	\$75,666.91	\$77,255.91	\$78,878.28	\$80,309.34	\$85,383.83
M	\$6,048.86	\$6,175.88	\$6,305.58	\$6,437.99	\$6,573.19	\$6,692.45	\$7,115.32
D	\$354.08	\$361.52	\$369.11	\$376.86	\$384.77	\$391.75	\$416.51
H	\$44.26	\$45.19	\$46.14	\$47.11	\$48.10	\$48.97	\$52.06
2 A	\$73,493.59	\$75,036.96	\$76,612.75	\$78,221.61	\$79,864.26	\$81,295.32	\$86,396.03
M	\$6,124.47	\$6,253.08	\$6,384.40	\$6,518.47	\$6,655.36	\$6,774.61	\$7,199.67
D	\$358.51	\$366.03	\$373.72	\$381.57	\$389.58	\$396.56	\$421.44
H	\$44.81	\$45.75	\$46.72	\$47.70	\$48.70	\$49.57	\$52.68
3 A	\$74,412.27	\$75,974.92	\$77,570.40	\$79,199.38	\$80,862.56	\$82,293.62	\$87,420.88
M	\$6,201.02	\$6,331.24	\$6,464.20	\$6,599.95	\$6,738.55	\$6,857.80	\$7,285.07
D	\$362.99	\$370.61	\$378.39	\$386.34	\$394.45	\$401.43	\$426.44
H	\$45.37	\$46.33	\$47.30	\$48.29	\$49.31	\$50.18	\$53.31
4 A	\$75,342.42	\$76,924.62	\$78,540.03	\$80,189.37	\$81,873.36	\$83,304.41	\$88,458.55
M	\$6,278.54	\$6,410.39	\$6,545.00	\$6,682.45	\$6,822.78	\$6,942.03	\$7,371.55
D	\$367.52	\$375.24	\$383.12	\$391.17	\$399.38	\$406.36	\$431.51
H	\$45.94	\$46.91	\$47.89	\$48.90	\$49.92	\$50.80	\$53.94
5 A	\$76,284.20	\$77,886.18	\$79,521.78	\$81,191.74	\$82,896.77	\$84,327.81	\$89,509.20
M	\$6,357.02	\$6,490.52	\$6,626.82	\$6,765.98	\$6,908.06	\$7,027.32	\$7,459.10
D	\$372.12	\$379.93	\$387.91	\$396.06	\$404.37	\$411.36	\$436.63
H	\$46.51	\$47.49	\$48.49	\$49.51	\$50.55	\$51.42	\$54.58
6 A	\$77,237.76	\$78,859.74	\$80,515.81	\$82,206.63	\$83,932.97	\$85,364.04	\$90,572.98
M	\$6,436.48	\$6,571.65	\$6,709.65	\$6,850.55	\$6,994.41	\$7,113.67	\$7,547.75
D	\$376.77	\$384.68	\$392.76	\$401.01	\$409.43	\$416.41	\$441.82
H	\$47.10	\$48.09	\$49.10	\$50.13	\$51.18	\$52.05	\$55.23
7 A	\$78,203.22	\$79,845.50	\$81,522.25	\$83,234.22	\$84,982.13	\$86,413.19	\$91,650.03
M	\$6,516.94	\$6,653.79	\$6,793.52	\$6,936.19	\$7,081.84	\$7,201.10	\$7,637.50
D	\$381.48	\$389.49	\$397.67	\$406.02	\$414.55	\$421.53	\$447.07
H	\$47.68	\$48.69	\$49.71	\$50.75	\$51.82	\$52.69	\$55.88

RANG	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
8 A	\$79,180.77	\$80,843.57	\$82,541.28	\$84,274.64	\$86,044.41	\$87,475.47	\$92,740.57
M	\$6,598.40	\$6,736.96	\$6,878.44	\$7,022.89	\$7,170.37	\$7,289.62	\$7,728.38
D	\$386.25	\$394.36	\$402.64	\$411.10	\$419.73	\$426.71	\$452.39
H	\$48.28	\$49.29	\$50.33	\$51.39	\$52.47	\$53.34	\$56.55
9 A	\$80,170.54	\$81,854.12	\$83,573.05	\$85,328.08	\$87,119.97	\$88,551.03	\$93,844.73
M	\$6,680.88	\$6,821.18	\$6,964.42	\$7,110.67	\$7,260.00	\$7,379.25	\$7,820.39
D	\$391.08	\$399.29	\$407.67	\$416.23	\$424.98	\$431.96	\$457.78
H	\$48.88	\$49.91	\$50.96	\$52.03	\$53.12	\$53.99	\$57.22
10 A	\$81,172.66	\$82,877.29	\$84,617.71	\$86,394.68	\$88,208.97	\$89,640.02	\$94,962.70
M	\$6,764.39	\$6,906.44	\$7,051.48	\$7,199.56	\$7,350.75	\$7,470.00	\$7,913.56
D	\$395.96	\$404.28	\$412.77	\$421.44	\$430.29	\$437.27	\$463.23
H	\$49.50	\$50.53	\$51.60	\$52.68	\$53.79	\$54.66	\$57.90
11 A	\$82,187.32	\$83,913.25	\$85,675.43	\$87,474.61	\$89,311.58	\$90,742.63	\$96,094.64
M	\$6,848.94	\$6,992.77	\$7,139.62	\$7,289.55	\$7,442.63	\$7,561.89	\$8,007.89
D	\$400.91	\$409.33	\$417.93	\$426.71	\$435.67	\$442.65	\$468.75
H	\$50.11	\$51.17	\$52.24	\$53.34	\$54.46	\$55.33	\$58.59
12 A	\$83,214.66	\$84,962.17	\$86,746.38	\$88,568.05	\$90,427.97	\$91,859.03	\$97,240.74
M	\$6,934.56	\$7,080.18	\$7,228.87	\$7,380.67	\$7,535.66	\$7,654.92	\$8,103.40
D	\$405.93	\$414.45	\$423.15	\$432.04	\$441.11	\$448.09	\$474.35
H	\$50.74	\$51.81	\$52.89	\$54.00	\$55.14	\$56.01	\$59.29
13 A	\$84,254.85	\$86,024.19	\$87,830.70	\$89,675.16	\$91,558.32	\$92,989.39	\$98,401.15
M	\$7,021.24	\$7,168.68	\$7,319.23	\$7,472.93	\$7,629.86	\$7,749.12	\$8,200.10
D	\$411.00	\$419.63	\$428.44	\$437.44	\$446.63	\$453.61	\$480.01
H	\$51.37	\$52.45	\$53.56	\$54.68	\$55.83	\$56.70	\$60.00
14 A	\$85,308.03	\$87,099.49	\$88,928.58	\$90,796.08	\$92,702.81	\$94,133.86	\$99,576.08
M	\$7,109.00	\$7,258.29	\$7,410.72	\$7,566.34	\$7,725.23	\$7,844.49	\$8,298.01
D	\$416.14	\$424.88	\$433.80	\$442.91	\$452.21	\$459.19	\$485.74
H	\$52.02	\$53.11	\$54.22	\$55.36	\$56.53	\$57.40	\$60.72
15 A	\$86,374.38	\$88,188.24	\$90,040.19	\$91,931.04	\$93,861.60	\$95,292.64	\$100,765.69
M	\$7,197.87	\$7,349.02	\$7,503.35	\$7,660.92	\$7,821.80	\$7,941.05	\$8,397.14
D	\$421.34	\$430.19	\$439.22	\$448.44	\$457.86	\$464.84	\$491.54
H	\$52.67	\$53.77	\$54.90	\$56.06	\$57.23	\$58.11	\$61.44



RANG	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
16 A	\$87,454.06	\$89,290.61	\$91,165.71	\$93,080.17	\$95,034.86	\$96,465.91	\$101,970.17
M	\$7,287.84	\$7,440.88	\$7,597.14	\$7,756.68	\$7,919.57	\$8,038.83	\$8,497.51
D	\$426.61	\$435.56	\$444.71	\$454.05	\$463.58	\$470.57	\$497.42
H	\$53.33	\$54.45	\$55.59	\$56.76	\$57.95	\$58.82	\$62.18
17 A	\$88,547.24	\$90,406.72	\$92,305.27	\$94,243.68	\$96,222.79	\$97,653.85	\$103,189.70
M	\$7,378.94	\$7,533.89	\$7,692.11	\$7,853.64	\$8,018.57	\$8,137.82	\$8,599.14
D	\$431.94	\$441.01	\$450.27	\$459.73	\$469.38	\$476.36	\$503.36
H	\$53.99	\$55.13	\$56.28	\$57.47	\$58.67	\$59.55	\$62.92
18 A	\$89,654.09	\$91,536.81	\$93,459.09	\$95,421.72	\$97,425.59	\$98,856.64	\$104,424.48
M	\$7,471.17	\$7,628.07	\$7,788.26	\$7,951.81	\$8,118.80	\$8,238.05	\$8,702.04
D	\$437.34	\$446.52	\$455.90	\$465.47	\$475.25	\$482.23	\$509.39
H	\$54.67	\$55.82	\$56.99	\$58.18	\$59.41	\$60.28	\$63.67
19 A	\$90,774.75	\$92,681.01	\$94,627.33	\$96,614.49	\$98,643.39	\$100,074.45	\$105,674.68
M	\$7,564.56	\$7,723.42	\$7,885.61	\$8,051.21	\$8,220.28	\$8,339.54	\$8,806.22
D	\$442.80	\$452.10	\$461.60	\$471.29	\$481.19	\$488.17	\$515.49
H	\$55.35	\$56.51	\$57.70	\$58.91	\$60.15	\$61.02	\$64.44
20 A	\$91,909.44	\$93,839.53	\$95,810.16	\$97,822.18	\$99,876.45	\$101,307.50	\$106,940.53
M	\$7,659.12	\$7,819.96	\$7,984.18	\$8,151.85	\$8,323.04	\$8,442.29	\$8,911.71
D	\$448.34	\$457.75	\$467.37	\$477.18	\$487.20	\$494.18	\$521.66
H	\$56.04	\$57.22	\$58.42	\$59.65	\$60.90	\$61.77	\$65.21
21 A	\$93,058.30	\$95,012.53	\$97,007.79	\$99,044.96	\$101,124.90	\$102,555.95	\$108,222.18
M	\$7,754.86	\$7,917.71	\$8,083.98	\$8,253.75	\$8,427.08	\$8,546.33	\$9,018.52
D	\$453.94	\$463.48	\$473.21	\$483.15	\$493.29	\$500.27	\$527.91
H	\$56.74	\$57.93	\$59.15	\$60.39	\$61.66	\$62.53	\$65.99
22 A	\$94,221.53	\$96,200.19	\$98,220.39	\$100,283.01	\$102,388.96	\$103,820.02	\$109,519.88
M	\$7,851.79	\$8,016.68	\$8,185.03	\$8,356.92	\$8,532.41	\$8,651.67	\$9,126.66
D	\$459.62	\$469.27	\$479.12	\$489.19	\$499.46	\$506.44	\$534.24
H	\$57.45	\$58.66	\$59.89	\$61.15	\$62.43	\$63.30	\$66.78
23 A	\$95,399.31	\$97,402.68	\$99,448.15	\$101,536.55	\$103,668.82	\$105,099.88	\$110,833.78
M	\$7,949.94	\$8,116.89	\$8,287.35	\$8,461.38	\$8,639.07	\$8,758.32	\$9,236.15
D	\$465.36	\$475.14	\$485.11	\$495.30	\$505.70	\$512.68	\$540.65
H	\$58.17	\$59.39	\$60.64	\$61.91	\$63.21	\$64.09	\$67.58

RANG	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
24 A	\$96,591.79	\$98,620.22	\$100,691.25	\$102,805.77	\$104,964.68	\$106,395.73	\$112,164.13
M	\$8,049.32	\$8,218.35	\$8,390.94	\$8,567.15	\$8,747.06	\$8,866.31	\$9,347.01
D	\$471.18	\$481.07	\$491.18	\$501.49	\$512.02	\$519.00	\$547.14
H	\$58.90	\$60.13	\$61.40	\$62.69	\$64.00	\$64.88	\$68.39
25 A	\$97,799.19	\$99,852.97	\$101,949.89	\$104,090.84	\$106,276.74	\$107,707.80	\$113,511.07
M	\$8,149.93	\$8,321.08	\$8,495.82	\$8,674.24	\$8,856.40	\$8,975.65	\$9,459.26
D	\$477.07	\$487.09	\$497.32	\$507.76	\$518.42	\$525.40	\$553.71
H	\$59.63	\$60.89	\$62.16	\$63.47	\$64.80	\$65.68	\$69.21
26 A	\$99,021.67	\$101,101.14	\$103,224.26	\$105,391.97	\$107,605.19	\$109,036.25	\$114,874.87
M	\$8,251.81	\$8,425.10	\$8,602.02	\$8,782.66	\$8,967.10	\$9,086.35	\$9,572.91
D	\$483.03	\$493.18	\$503.53	\$514.11	\$524.90	\$531.88	\$560.37
H	\$60.38	\$61.65	\$62.94	\$64.26	\$65.61	\$66.49	\$70.05
27 A	\$100,259.45	\$102,364.90	\$104,514.57	\$106,709.37	\$108,950.26	\$110,381.32	\$116,255.70
M	\$8,354.95	\$8,530.41	\$8,709.55	\$8,892.45	\$9,079.19	\$9,198.44	\$9,687.98
D	\$489.07	\$499.34	\$509.83	\$520.53	\$531.46	\$538.45	\$567.10
H	\$61.13	\$62.42	\$63.73	\$65.07	\$66.43	\$67.31	\$70.89
28 A	\$101,512.70	\$103,644.46	\$105,820.99	\$108,043.23	\$110,312.14	\$111,743.20	\$117,653.82
M	\$8,459.39	\$8,637.04	\$8,818.42	\$9,003.60	\$9,192.68	\$9,311.93	\$9,804.49
D	\$495.18	\$505.58	\$516.20	\$527.04	\$538.11	\$545.09	\$573.92
H	\$61.90	\$63.20	\$64.52	\$65.88	\$67.26	\$68.14	\$71.74
29 A	\$102,781.60	\$104,940.01	\$107,143.76	\$109,393.78	\$111,691.05	\$113,122.10	\$119,069.41
M	\$8,565.13	\$8,745.00	\$8,928.65	\$9,116.15	\$9,307.59	\$9,426.84	\$9,922.45
D	\$501.37	\$511.90	\$522.65	\$533.63	\$544.83	\$551.82	\$580.83
H	\$62.67	\$63.99	\$65.33	\$66.70	\$68.10	\$68.98	\$72.60
30 A	\$104,066.38	\$106,251.77	\$108,483.05	\$110,761.19	\$113,087.19	\$114,518.24	\$120,502.68
M	\$8,672.20	\$8,854.31	\$9,040.25	\$9,230.10	\$9,423.93	\$9,543.19	\$10,041.89
D	\$507.64	\$518.30	\$529.19	\$540.30	\$551.64	\$558.63	\$587.82
H	\$63.46	\$64.79	\$66.15	\$67.54	\$68.96	\$69.83	\$73.48
31 A	\$105,367.19	\$107,579.92	\$109,839.09	\$112,145.71	\$114,500.76	\$115,931.83	\$121,953.87
M	\$8,780.60	\$8,964.99	\$9,153.26	\$9,345.48	\$9,541.73	\$9,660.99	\$10,162.82
D	\$513.99	\$524.78	\$535.80	\$547.05	\$558.54	\$565.52	\$594.90
H	\$64.25	\$65.60	\$66.98	\$68.38	\$69.82	\$70.69	\$74.36

RANG	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
32 A	\$106,684.30	\$108,924.66	\$111,212.09	\$113,547.54	\$115,932.04	\$117,363.09	\$123,423.20
M	\$8,890.36	\$9,077.06	\$9,267.67	\$9,462.30	\$9,661.00	\$9,780.26	\$10,285.27
D	\$520.41	\$531.34	\$542.50	\$553.89	\$565.52	\$572.50	\$602.06
H	\$65.05	\$66.42	\$67.81	\$69.24	\$70.69	\$71.56	\$75.26
33 A	\$108,017.85	\$110,286.23	\$112,602.23	\$114,966.88	\$117,381.18	\$118,812.24	\$124,910.89
M	\$9,001.49	\$9,190.52	\$9,383.52	\$9,580.57	\$9,781.77	\$9,901.02	\$10,409.24
D	\$526.92	\$537.98	\$549.28	\$560.81	\$572.59	\$579.57	\$609.32
H	\$65.86	\$67.25	\$68.66	\$70.10	\$71.57	\$72.45	\$76.17
34 A	\$109,368.07	\$111,664.80	\$114,009.76	\$116,403.97	\$118,848.45	\$120,279.50	\$126,417.18
M	\$9,114.01	\$9,305.40	\$9,500.81	\$9,700.33	\$9,904.04	\$10,023.29	\$10,534.77
D	\$533.50	\$544.71	\$556.15	\$567.82	\$579.75	\$586.73	\$616.67
H	\$66.69	\$68.09	\$69.52	\$70.98	\$72.47	\$73.34	\$77.08
35 A	\$110,735.17	\$113,060.60	\$115,434.88	\$117,859.01	\$120,334.06	\$121,765.10	\$127,942.31
M	\$9,227.93	\$9,421.72	\$9,619.57	\$9,821.58	\$10,027.84	\$10,147.09	\$10,661.86
D	\$540.17	\$551.52	\$563.10	\$574.92	\$587.00	\$593.98	\$624.11
H	\$67.52	\$68.94	\$70.39	\$71.87	\$73.37	\$74.25	\$78.01
36 A	\$112,119.35	\$114,473.87	\$116,877.82	\$119,332.25	\$121,838.22	\$123,269.27	\$129,486.49
M	\$9,343.28	\$9,539.49	\$9,739.82	\$9,944.35	\$10,153.19	\$10,272.44	\$10,790.54
D	\$546.92	\$558.41	\$570.14	\$582.11	\$594.33	\$601.31	\$631.64
H	\$68.37	\$69.80	\$71.27	\$72.76	\$74.29	\$75.16	\$78.96
37 A	\$113,520.86	\$115,904.79	\$118,338.80	\$120,823.89	\$123,361.21	\$124,792.26	\$131,049.99
M	\$9,460.07	\$9,658.73	\$9,861.57	\$10,068.66	\$10,280.10	\$10,399.36	\$10,920.83
D	\$553.76	\$565.39	\$577.26	\$589.38	\$601.76	\$608.74	\$639.27
H	\$69.22	\$70.67	\$72.16	\$73.67	\$75.22	\$76.09	\$79.91
38 A	\$114,939.86	\$117,353.60	\$119,818.03	\$122,334.20	\$124,903.22	\$126,334.27	\$132,633.02
M	\$9,578.32	\$9,779.47	\$9,984.84	\$10,194.52	\$10,408.60	\$10,527.86	\$11,052.75
D	\$560.68	\$572.46	\$584.48	\$596.75	\$609.28	\$616.26	\$646.99
H	\$70.09	\$71.56	\$73.06	\$74.59	\$76.16	\$77.03	\$80.87
39 A	\$116,376.61	\$118,820.52	\$121,315.75	\$123,863.39	\$126,464.52	\$127,895.55	\$134,235.83
M	\$9,698.05	\$9,901.71	\$10,109.65	\$10,321.95	\$10,538.71	\$10,657.96	\$11,186.32
D	\$567.69	\$579.61	\$591.78	\$604.21	\$616.90	\$623.88	\$654.81
H	\$70.96	\$72.45	\$73.97	\$75.53	\$77.11	\$77.99	\$81.85

RANG	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
40 A	\$117,831.32	\$120,305.78	\$122,832.19	\$125,411.66	\$128,045.32	\$129,476.37	\$135,858.69
M	\$9,819.28	\$10,025.48	\$10,236.02	\$10,450.97	\$10,670.44	\$10,789.70	\$11,321.56
D	\$574.79	\$586.86	\$599.18	\$611.76	\$624.61	\$631.59	\$662.73
H	\$71.85	\$73.36	\$74.90	\$76.47	\$78.08	\$78.95	\$82.84
41 A	\$119,304.22	\$121,809.59	\$124,367.59	\$126,979.32	\$129,645.88	\$131,076.94	\$137,501.84
M	\$9,942.02	\$10,150.80	\$10,363.97	\$10,581.61	\$10,803.82	\$10,923.08	\$11,458.49
D	\$581.97	\$594.19	\$606.67	\$619.41	\$632.42	\$639.40	\$670.74
H	\$72.75	\$74.27	\$75.83	\$77.43	\$79.05	\$79.92	\$83.84
42 A	\$120,795.51	\$123,332.22	\$125,922.20	\$128,566.56	\$131,266.46	\$132,697.52	\$139,165.51
M	\$10,066.29	\$10,277.69	\$10,493.52	\$10,713.88	\$10,938.87	\$11,058.13	\$11,597.13
D	\$589.25	\$601.62	\$614.25	\$627.15	\$640.32	\$647.30	\$678.86
H	\$73.66	\$75.20	\$76.78	\$78.39	\$80.04	\$80.91	\$84.86
43 A	\$122,305.46	\$124,873.87	\$127,496.22	\$130,173.64	\$132,907.29	\$134,338.34	\$140,849.99
M	\$10,192.12	\$10,406.16	\$10,624.69	\$10,847.80	\$11,075.61	\$11,194.86	\$11,737.50
D	\$596.61	\$609.14	\$621.93	\$634.99	\$648.33	\$655.31	\$687.07
H	\$74.58	\$76.14	\$77.74	\$79.37	\$81.04	\$81.91	\$85.88
44 A	\$123,834.28	\$126,434.79	\$129,089.93	\$131,800.81	\$134,568.63	\$135,999.68	\$142,555.53
M	\$10,319.52	\$10,536.23	\$10,757.49	\$10,983.40	\$11,214.05	\$11,333.31	\$11,879.63
D	\$604.07	\$616.76	\$629.71	\$642.93	\$656.43	\$663.41	\$695.39
H	\$75.51	\$77.09	\$78.71	\$80.37	\$82.05	\$82.93	\$86.92
45 A	\$125,382.21	\$128,015.22	\$130,703.55	\$133,448.31	\$136,250.73	\$137,681.79	\$144,282.38
M	\$10,448.52	\$10,667.94	\$10,891.96	\$11,120.69	\$11,354.23	\$11,473.48	\$12,023.53
D	\$611.62	\$624.46	\$637.58	\$650.97	\$664.64	\$671.62	\$703.82
H	\$76.45	\$78.06	\$79.70	\$81.37	\$83.08	\$83.95	\$87.98
46 A	\$126,949.48	\$129,615.41	\$132,337.34	\$135,116.42	\$137,953.87	\$139,384.92	\$146,030.82
M	\$10,579.12	\$10,801.28	\$11,028.11	\$11,259.70	\$11,496.16	\$11,615.41	\$12,169.24
D	\$619.27	\$632.27	\$645.55	\$659.10	\$672.95	\$679.93	\$712.35
H	\$77.41	\$79.03	\$80.69	\$82.39	\$84.12	\$84.99	\$89.04
47 A	\$128,536.34	\$131,235.61	\$133,991.55	\$136,805.38	\$139,678.30	\$141,109.34	\$147,801.11
M	\$10,711.36	\$10,936.30	\$11,165.96	\$11,400.45	\$11,639.86	\$11,759.11	\$12,316.76
D	\$627.01	\$640.17	\$653.62	\$667.34	\$681.36	\$688.34	\$720.98
H	\$78.38	\$80.02	\$81.70	\$83.42	\$85.17	\$86.04	\$90.12

RANG	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
48 A	\$130,143.05	\$132,876.06	\$135,666.46	\$138,515.45	\$141,424.27	\$142,855.32	\$149,593.53
M	\$10,845.25	\$11,073.01	\$11,305.54	\$11,542.95	\$11,785.36	\$11,904.61	\$12,466.13
D	\$634.84	\$648.18	\$661.79	\$675.69	\$689.87	\$696.86	\$729.72
H	\$79.36	\$81.02	\$82.72	\$84.46	\$86.23	\$87.11	\$91.22
49 A	\$131,769.84	\$134,537.01	\$137,362.28	\$140,246.89	\$143,192.08	\$144,623.13	\$151,408.36
M	\$10,980.82	\$11,211.42	\$11,446.86	\$11,687.24	\$11,932.67	\$12,051.93	\$12,617.36
D	\$642.78	\$656.28	\$670.06	\$684.13	\$698.50	\$705.48	\$738.58
H	\$80.35	\$82.03	\$83.76	\$85.52	\$87.31	\$88.18	\$92.32
50 A	\$133,416.97	\$136,218.71	\$139,079.32	\$141,999.98	\$144,981.98	\$146,413.03	\$153,245.87
M	\$11,118.08	\$11,351.56	\$11,589.94	\$11,833.33	\$12,081.83	\$12,201.09	\$12,770.49
D	\$650.81	\$664.48	\$678.44	\$692.68	\$707.23	\$714.21	\$747.54
H	\$81.35	\$83.06	\$84.80	\$86.59	\$88.40	\$89.28	\$93.44
51 A	\$135,084.68	\$137,921.46	\$140,817.80	\$143,774.97	\$146,794.25	\$148,225.30	\$155,106.36
M	\$11,257.06	\$11,493.46	\$11,734.82	\$11,981.25	\$12,232.85	\$12,352.11	\$12,925.53
D	\$658.95	\$672.79	\$686.92	\$701.34	\$716.07	\$723.05	\$756.62
H	\$82.37	\$84.10	\$85.86	\$87.67	\$89.51	\$90.38	\$94.58
52 A	\$136,773.23	\$139,645.47	\$142,578.03	\$145,572.16	\$148,629.18	\$150,060.23	\$156,990.09
M	\$11,397.77	\$11,637.12	\$11,881.50	\$12,131.01	\$12,385.77	\$12,505.02	\$13,082.51
D	\$667.19	\$681.20	\$695.50	\$710.11	\$725.02	\$732.00	\$765.81
H	\$83.40	\$85.15	\$86.94	\$88.76	\$90.63	\$91.50	\$95.73
53 A	\$138,482.91	\$141,391.04	\$144,360.25	\$147,391.82	\$150,487.05	\$151,918.11	\$158,897.37
M	\$11,540.24	\$11,782.59	\$12,030.02	\$12,282.65	\$12,540.59	\$12,659.84	\$13,241.45
D	\$675.53	\$689.71	\$704.20	\$718.98	\$734.08	\$741.06	\$775.11
H	\$84.44	\$86.21	\$88.02	\$89.87	\$91.76	\$92.63	\$96.89
54 A	\$140,213.94	\$143,158.42	\$146,164.75	\$149,234.21	\$152,368.13	\$153,799.18	\$160,828.50
M	\$11,684.50	\$11,929.87	\$12,180.40	\$12,436.18	\$12,697.34	\$12,816.60	\$13,402.38
D	\$683.97	\$698.33	\$713.00	\$727.97	\$743.26	\$750.24	\$784.53
H	\$85.50	\$87.29	\$89.12	\$91.00	\$92.91	\$93.78	\$98.07
55 A	\$141,966.62	\$144,947.91	\$147,991.82	\$151,099.64	\$154,272.73	\$155,703.78	\$162,783.75
M	\$11,830.55	\$12,078.99	\$12,332.65	\$12,591.64	\$12,856.06	\$12,975.32	\$13,565.31
D	\$692.52	\$707.06	\$721.91	\$737.07	\$752.55	\$759.53	\$794.07
H	\$86.57	\$88.38	\$90.24	\$92.13	\$94.07	\$94.94	\$99.26

# GSMA Certificated 210 Days

2022-2023

Effective Date: July 1, 2022



RANG	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
1 A	\$74,356.66	\$75,918.15	\$77,512.43	\$79,140.19	\$80,802.13	\$82,233.21	\$87,358.85
M	\$6,196.39	\$6,326.51	\$6,459.37	\$6,595.02	\$6,733.51	\$6,852.77	\$7,279.90
D	\$354.08	\$361.52	\$369.11	\$376.86	\$384.77	\$391.59	\$415.99
H	\$44.26	\$45.19	\$46.14	\$47.11	\$48.10	\$48.95	\$52.00
2 A	\$75,286.11	\$76,867.13	\$78,481.34	\$80,129.45	\$81,812.17	\$83,243.23	\$88,395.73
M	\$6,273.84	\$6,405.59	\$6,540.11	\$6,677.45	\$6,817.68	\$6,936.94	\$7,366.31
D	\$358.51	\$366.03	\$373.72	\$381.57	\$389.58	\$396.40	\$420.93
H	\$44.81	\$45.75	\$46.72	\$47.70	\$48.70	\$49.55	\$52.62
3 A	\$76,227.20	\$77,827.97	\$79,462.36	\$81,131.06	\$82,834.81	\$84,265.88	\$89,445.60
M	\$6,352.27	\$6,485.66	\$6,621.86	\$6,760.92	\$6,902.90	\$7,022.16	\$7,453.80
D	\$362.99	\$370.61	\$378.39	\$386.34	\$394.45	\$401.27	\$425.93
H	\$45.37	\$46.33	\$47.30	\$48.29	\$49.31	\$50.16	\$53.24
4 A	\$77,180.03	\$78,800.81	\$80,455.63	\$82,145.21	\$83,870.25	\$85,301.32	\$90,508.56
M	\$6,431.67	\$6,566.73	\$6,704.64	\$6,845.43	\$6,989.19	\$7,108.44	\$7,542.38
D	\$367.52	\$375.24	\$383.12	\$391.17	\$399.38	\$406.20	\$430.99
H	\$45.94	\$46.91	\$47.89	\$48.90	\$49.92	\$50.77	\$53.87
5 A	\$78,144.78	\$79,785.83	\$81,461.32	\$83,172.02	\$84,918.63	\$86,349.69	\$91,584.83
M	\$6,512.07	\$6,648.82	\$6,788.44	\$6,931.00	\$7,076.55	\$7,195.81	\$7,632.07
D	\$372.12	\$379.93	\$387.91	\$396.06	\$404.37	\$411.19	\$436.12
H	\$46.51	\$47.49	\$48.49	\$49.51	\$50.55	\$51.40	\$54.51
6 A	\$79,121.60	\$80,783.15	\$82,479.60	\$84,211.67	\$85,980.10	\$87,411.18	\$92,674.55
M	\$6,593.47	\$6,731.93	\$6,873.30	\$7,017.64	\$7,165.01	\$7,284.27	\$7,722.88
D	\$376.77	\$384.68	\$392.76	\$401.01	\$409.43	\$416.24	\$441.31
H	\$47.10	\$48.09	\$49.10	\$50.13	\$51.18	\$52.03	\$55.16
7 A	\$80,110.61	\$81,792.94	\$83,510.60	\$85,264.30	\$87,054.87	\$88,485.92	\$93,777.89
M	\$6,675.88	\$6,816.08	\$6,959.22	\$7,105.36	\$7,254.57	\$7,373.83	\$7,814.82
D	\$381.48	\$389.49	\$397.67	\$406.02	\$414.55	\$421.36	\$446.56
H	\$47.68	\$48.69	\$49.71	\$50.75	\$51.82	\$52.67	\$55.82
8 A	\$81,112.00	\$82,815.35	\$84,554.46	\$86,330.11	\$88,143.05	\$89,574.11	\$94,895.02
M	\$6,759.33	\$6,901.28	\$7,046.21	\$7,194.18	\$7,345.25	\$7,464.51	\$7,907.92
D	\$386.25	\$394.36	\$402.64	\$411.10	\$419.73	\$426.54	\$451.88
H	\$48.28	\$49.29	\$50.33	\$51.39	\$52.47	\$53.32	\$56.49

RANG	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
9 A	\$82,125.89	\$83,850.54	\$85,611.40	\$87,409.25	\$89,244.83	\$90,675.91	\$96,026.12
M	\$6,843.82	\$6,987.55	\$7,134.28	\$7,284.10	\$7,437.07	\$7,556.33	\$8,002.18
D	\$391.08	\$399.29	\$407.67	\$416.23	\$424.98	\$431.79	\$457.27
H	\$48.88	\$49.91	\$50.96	\$52.03	\$53.12	\$53.97	\$57.16
10 A	\$83,152.46	\$84,898.67	\$86,681.54	\$88,501.86	\$90,360.40	\$91,791.46	\$97,171.36
M	\$6,929.37	\$7,074.89	\$7,223.46	\$7,375.16	\$7,530.03	\$7,649.29	\$8,097.61
D	\$395.96	\$404.28	\$412.77	\$421.44	\$430.29	\$437.10	\$462.72
H	\$49.50	\$50.53	\$51.60	\$52.68	\$53.79	\$54.64	\$57.84
11 A	\$84,191.87	\$85,959.90	\$87,765.06	\$89,608.14	\$91,489.90	\$92,920.98	\$98,330.90
M	\$7,015.99	\$7,163.33	\$7,313.76	\$7,467.35	\$7,624.16	\$7,743.42	\$8,194.24
D	\$400.91	\$409.33	\$417.93	\$426.71	\$435.67	\$442.48	\$468.24
H	\$50.11	\$51.17	\$52.24	\$53.34	\$54.46	\$55.31	\$58.53
12 A	\$85,244.29	\$87,034.41	\$88,862.12	\$90,728.22	\$92,633.53	\$94,064.59	\$99,504.95
M	\$7,103.69	\$7,252.87	\$7,405.18	\$7,560.69	\$7,719.46	\$7,838.72	\$8,292.08
D	\$405.93	\$414.45	\$423.15	\$432.04	\$441.11	\$447.93	\$473.83
H	\$50.74	\$51.81	\$52.89	\$54.00	\$55.14	\$55.99	\$59.23
13 A	\$86,309.83	\$88,122.33	\$89,972.91	\$91,862.33	\$93,791.45	\$95,222.51	\$100,693.66
M	\$7,192.49	\$7,343.53	\$7,497.74	\$7,655.19	\$7,815.95	\$7,935.21	\$8,391.14
D	\$411.00	\$419.63	\$428.44	\$437.44	\$446.63	\$453.44	\$479.49
H	\$51.37	\$52.45	\$53.56	\$54.68	\$55.83	\$56.68	\$59.94
14 A	\$87,388.70	\$89,223.86	\$91,097.56	\$93,010.60	\$94,963.84	\$96,394.91	\$101,897.24
M	\$7,282.39	\$7,435.32	\$7,591.46	\$7,750.88	\$7,913.65	\$8,032.91	\$8,491.44
D	\$416.14	\$424.88	\$433.80	\$442.91	\$452.21	\$459.02	\$485.22
H	\$52.02	\$53.11	\$54.22	\$55.36	\$56.53	\$57.38	\$60.65
15 A	\$88,481.06	\$90,339.16	\$92,236.29	\$94,173.25	\$96,150.89	\$97,581.96	\$103,115.87
M	\$7,373.42	\$7,528.26	\$7,686.36	\$7,847.77	\$8,012.57	\$8,131.83	\$8,592.99
D	\$421.34	\$430.19	\$439.22	\$448.44	\$457.86	\$464.68	\$491.03
H	\$52.67	\$53.77	\$54.90	\$56.06	\$57.23	\$58.08	\$61.38
16 A	\$89,587.07	\$91,468.40	\$93,389.24	\$95,350.41	\$97,352.77	\$98,783.84	\$104,349.72
M	\$7,465.59	\$7,622.37	\$7,782.44	\$7,945.87	\$8,112.73	\$8,231.99	\$8,695.81
D	\$426.61	\$435.56	\$444.71	\$454.05	\$463.58	\$470.40	\$496.90
H	\$53.33	\$54.45	\$55.59	\$56.76	\$57.95	\$58.80	\$62.11
17 A	\$90,706.91	\$92,611.76	\$94,556.60	\$96,542.29	\$98,569.67	\$100,000.75	\$105,599.00
M	\$7,558.91	\$7,717.65	\$7,879.72	\$8,045.19	\$8,214.14	\$8,333.40	\$8,799.92
D	\$431.94	\$441.01	\$450.27	\$459.73	\$469.38	\$476.19	\$502.85
H	\$53.99	\$55.13	\$56.28	\$57.47	\$58.67	\$59.52	\$62.86

RANG	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
18 A	\$91,840.75	\$93,769.39	\$95,738.57	\$97,749.06	\$99,801.79	\$101,232.87	\$106,863.90
M	\$7,653.40	\$7,814.12	\$7,978.21	\$8,145.76	\$8,316.82	\$8,436.07	\$8,905.33
D	\$437.34	\$446.52	\$455.90	\$465.47	\$475.25	\$482.06	\$508.88
H	\$54.67	\$55.82	\$56.99	\$58.18	\$59.41	\$60.26	\$63.61
19 A	\$92,988.76	\$94,941.53	\$96,935.29	\$98,970.93	\$101,049.33	\$102,480.40	\$108,144.61
M	\$7,749.06	\$7,911.79	\$8,077.94	\$8,247.58	\$8,420.78	\$8,540.03	\$9,012.05
D	\$442.80	\$452.10	\$461.60	\$471.29	\$481.19	\$488.00	\$514.97
H	\$55.35	\$56.51	\$57.70	\$58.91	\$60.15	\$61.00	\$64.37
20 A	\$94,151.12	\$96,128.29	\$98,146.98	\$100,208.07	\$102,312.44	\$103,743.52	\$109,441.32
M	\$7,845.93	\$8,010.69	\$8,178.92	\$8,350.67	\$8,526.04	\$8,645.29	\$9,120.11
D	\$448.34	\$457.75	\$467.37	\$477.18	\$487.20	\$494.02	\$521.15
H	\$56.04	\$57.22	\$58.42	\$59.65	\$60.90	\$61.75	\$65.14
21 A	\$95,328.00	\$97,329.89	\$99,373.83	\$101,460.67	\$103,591.35	\$105,022.42	\$110,754.24
M	\$7,944.00	\$8,110.82	\$8,281.15	\$8,455.06	\$8,632.61	\$8,751.87	\$9,229.52
D	\$453.94	\$463.48	\$473.21	\$483.15	\$493.29	\$500.11	\$527.40
H	\$56.74	\$57.93	\$59.15	\$60.39	\$61.66	\$62.51	\$65.93
22 A	\$96,519.61	\$98,546.51	\$100,616.00	\$102,728.94	\$104,886.23	\$106,317.31	\$112,083.58
M	\$8,043.30	\$8,212.21	\$8,384.67	\$8,560.75	\$8,740.52	\$8,859.78	\$9,340.30
D	\$459.62	\$469.27	\$479.12	\$489.19	\$499.46	\$506.27	\$533.73
H	\$57.45	\$58.66	\$59.89	\$61.15	\$62.43	\$63.28	\$66.72
23 A	\$97,726.11	\$99,778.35	\$101,873.69	\$104,013.04	\$106,197.31	\$107,628.39	\$113,429.53
M	\$8,143.84	\$8,314.86	\$8,489.47	\$8,667.75	\$8,849.78	\$8,969.03	\$9,452.46
D	\$465.36	\$475.14	\$485.11	\$495.30	\$505.70	\$512.52	\$540.14
H	\$58.17	\$59.39	\$60.64	\$61.91	\$63.21	\$64.06	\$67.52
24 A	\$98,947.68	\$101,025.59	\$103,147.12	\$105,313.20	\$107,524.79	\$108,955.86	\$114,792.32
M	\$8,245.64	\$8,418.80	\$8,595.59	\$8,776.10	\$8,960.40	\$9,079.66	\$9,566.03
D	\$471.18	\$481.07	\$491.18	\$501.49	\$512.02	\$518.84	\$546.63
H	\$58.90	\$60.13	\$61.40	\$62.69	\$64.00	\$64.85	\$68.33
25 A	\$100,184.53	\$102,288.40	\$104,436.46	\$106,629.62	\$108,868.84	\$110,299.92	\$116,172.12
M	\$8,348.71	\$8,524.03	\$8,703.04	\$8,885.80	\$9,072.40	\$9,191.66	\$9,681.01
D	\$477.07	\$487.09	\$497.32	\$507.76	\$518.42	\$525.24	\$553.20
H	\$59.63	\$60.89	\$62.16	\$63.47	\$64.80	\$65.65	\$69.15
26 A	\$101,436.83	\$103,567.00	\$105,741.91	\$107,962.49	\$110,229.71	\$111,660.77	\$117,569.18
M	\$8,453.07	\$8,630.58	\$8,811.83	\$8,996.87	\$9,185.81	\$9,305.06	\$9,797.43
D	\$483.03	\$493.18	\$503.53	\$514.11	\$524.90	\$531.72	\$559.85
H	\$60.38	\$61.65	\$62.94	\$64.26	\$65.61	\$66.46	\$69.98



RANG	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
27 A	\$102,704.78	\$104,861.60	\$107,063.68	\$109,312.02	\$111,607.57	\$113,038.64	\$118,983.70
M	\$8,558.73	\$8,738.47	\$8,921.97	\$9,109.34	\$9,300.63	\$9,419.89	\$9,915.31
D	\$489.07	\$499.34	\$509.83	\$520.53	\$531.46	\$538.28	\$566.59
H	\$61.13	\$62.42	\$63.73	\$65.07	\$66.43	\$67.28	\$70.82
28 A	\$103,988.60	\$106,172.36	\$108,401.97	\$110,678.42	\$113,002.67	\$114,433.73	\$120,415.91
M	\$8,665.72	\$8,847.70	\$9,033.50	\$9,223.20	\$9,416.89	\$9,536.14	\$10,034.66
D	\$495.18	\$505.58	\$516.20	\$527.04	\$538.11	\$544.92	\$573.41
H	\$61.90	\$63.20	\$64.52	\$65.88	\$67.26	\$68.12	\$71.68
29 A	\$105,288.46	\$107,499.51	\$109,757.00	\$112,061.91	\$114,415.19	\$115,846.26	\$121,866.02
M	\$8,774.04	\$8,958.29	\$9,146.42	\$9,338.49	\$9,534.60	\$9,653.86	\$10,155.50
D	\$501.37	\$511.90	\$522.65	\$533.63	\$544.83	\$551.65	\$580.31
H	\$62.67	\$63.99	\$65.33	\$66.70	\$68.10	\$68.96	\$72.54
30 A	\$106,604.56	\$108,843.27	\$111,128.97	\$113,462.68	\$115,845.39	\$117,276.46	\$123,334.24
M	\$8,883.71	\$9,070.27	\$9,260.75	\$9,455.22	\$9,653.78	\$9,773.04	\$10,277.85
D	\$507.64	\$518.30	\$529.19	\$540.30	\$551.64	\$558.46	\$587.31
H	\$63.46	\$64.79	\$66.15	\$67.54	\$68.96	\$69.81	\$73.41
31 A	\$107,937.13	\$110,203.79	\$112,518.08	\$114,880.96	\$117,293.46	\$118,724.54	\$124,820.84
M	\$8,994.76	\$9,183.65	\$9,376.51	\$9,573.41	\$9,774.46	\$9,893.71	\$10,401.74
D	\$513.99	\$524.78	\$535.80	\$547.05	\$558.54	\$565.35	\$594.38
H	\$64.25	\$65.60	\$66.98	\$68.38	\$69.82	\$70.67	\$74.30
32 A	\$109,286.34	\$111,581.36	\$113,924.55	\$116,316.97	\$118,759.64	\$120,190.69	\$126,326.00
M	\$9,107.20	\$9,298.45	\$9,493.71	\$9,693.08	\$9,896.64	\$10,015.89	\$10,527.17
D	\$520.41	\$531.34	\$542.50	\$553.89	\$565.52	\$572.34	\$601.55
H	\$65.05	\$66.42	\$67.81	\$69.24	\$70.69	\$71.54	\$75.19
33 A	\$110,652.41	\$112,976.11	\$115,348.61	\$117,770.94	\$120,244.12	\$121,675.20	\$127,849.98
M	\$9,221.03	\$9,414.68	\$9,612.38	\$9,814.25	\$10,020.34	\$10,139.60	\$10,654.17
D	\$526.92	\$537.98	\$549.28	\$560.81	\$572.59	\$579.41	\$608.81
H	\$65.86	\$67.25	\$68.66	\$70.10	\$71.57	\$72.43	\$76.10
34 A	\$112,035.57	\$114,388.32	\$116,790.47	\$119,243.07	\$121,747.17	\$123,178.25	\$129,393.00
M	\$9,336.30	\$9,532.36	\$9,732.54	\$9,936.92	\$10,145.60	\$10,264.85	\$10,782.75
D	\$533.50	\$544.71	\$556.15	\$567.82	\$579.75	\$586.56	\$616.16
H	\$66.69	\$68.09	\$69.52	\$70.98	\$72.47	\$73.32	\$77.02
35 A	\$113,436.01	\$115,818.17	\$118,250.35	\$120,733.61	\$123,269.01	\$124,700.08	\$130,955.34
M	\$9,453.00	\$9,651.51	\$9,854.20	\$10,061.13	\$10,272.42	\$10,391.67	\$10,912.95
D	\$540.17	\$551.52	\$563.10	\$574.92	\$587.00	\$593.81	\$623.60
H	\$67.52	\$68.94	\$70.39	\$71.87	\$73.37	\$74.23	\$77.95

RANG	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
36 A	\$114,853.96	\$117,265.89	\$119,728.48	\$122,242.77	\$124,809.87	\$126,240.95	\$132,537.19
M	\$9,571.16	\$9,772.16	\$9,977.37	\$10,186.90	\$10,400.82	\$10,520.08	\$11,044.77
D	\$546.92	\$558.41	\$570.14	\$582.11	\$594.33	\$601.15	\$631.13
H	\$68.37	\$69.80	\$71.27	\$72.76	\$74.29	\$75.14	\$78.89
37 A	\$116,289.64	\$118,731.73	\$121,225.09	\$123,770.82	\$126,370.00	\$127,801.08	\$134,138.81
M	\$9,690.80	\$9,894.31	\$10,102.09	\$10,314.24	\$10,530.83	\$10,650.09	\$11,178.23
D	\$553.76	\$565.39	\$577.26	\$589.38	\$601.76	\$608.58	\$638.76
H	\$69.22	\$70.67	\$72.16	\$73.67	\$75.22	\$76.07	\$79.84
38 A	\$117,743.26	\$120,215.86	\$122,740.40	\$125,317.95	\$127,949.63	\$129,380.69	\$135,760.45
M	\$9,811.94	\$10,017.99	\$10,228.37	\$10,443.16	\$10,662.47	\$10,781.72	\$11,313.37
D	\$560.68	\$572.46	\$584.48	\$596.75	\$609.28	\$616.10	\$646.48
H	\$70.09	\$71.56	\$73.06	\$74.59	\$76.16	\$77.01	\$80.81
39 A	\$119,215.06	\$121,718.57	\$124,274.65	\$126,884.42	\$129,549.00	\$130,980.07	\$137,402.37
M	\$9,934.59	\$10,143.21	\$10,356.22	\$10,573.70	\$10,795.75	\$10,915.01	\$11,450.20
D	\$567.69	\$579.61	\$591.78	\$604.21	\$616.90	\$623.71	\$654.30
H	\$70.96	\$72.45	\$73.97	\$75.53	\$77.11	\$77.96	\$81.79
40 A	\$120,705.23	\$123,240.05	\$125,828.09	\$128,470.48	\$131,168.35	\$132,599.43	\$139,064.80
M	\$10,058.77	\$10,270.00	\$10,485.67	\$10,705.87	\$10,930.70	\$11,049.95	\$11,588.73
D	\$574.79	\$586.86	\$599.18	\$611.76	\$624.61	\$631.43	\$662.21
H	\$71.85	\$73.36	\$74.90	\$76.47	\$78.08	\$78.93	\$82.78
41 A	\$122,214.05	\$124,780.55	\$127,400.94	\$130,076.36	\$132,807.96	\$134,239.04	\$140,748.02
M	\$10,184.50	\$10,398.38	\$10,616.75	\$10,839.70	\$11,067.33	\$11,186.59	\$11,729.00
D	\$581.97	\$594.19	\$606.67	\$619.41	\$632.42	\$639.23	\$670.23
H	\$72.75	\$74.27	\$75.83	\$77.43	\$79.05	\$79.90	\$83.78
42 A	\$123,741.73	\$126,340.31	\$128,993.45	\$131,702.31	\$134,468.06	\$135,899.14	\$142,452.28
M	\$10,311.81	\$10,528.36	\$10,749.45	\$10,975.19	\$11,205.67	\$11,324.93	\$11,871.02
D	\$589.25	\$601.62	\$614.25	\$627.15	\$640.32	\$647.14	\$678.34
H	\$73.66	\$75.20	\$76.78	\$78.39	\$80.04	\$80.89	\$84.79
43 A	\$125,288.50	\$127,919.55	\$130,605.87	\$133,348.59	\$136,148.91	\$137,579.98	\$144,177.85
M	\$10,440.71	\$10,659.96	\$10,883.82	\$11,112.38	\$11,345.74	\$11,465.00	\$12,014.82
D	\$596.61	\$609.14	\$621.93	\$634.99	\$648.33	\$655.14	\$686.56
H	\$74.58	\$76.14	\$77.74	\$79.37	\$81.04	\$81.89	\$85.82
44 A	\$126,854.60	\$129,518.56	\$132,238.45	\$135,015.45	\$137,850.77	\$139,281.85	\$145,924.97
M	\$10,571.22	\$10,793.21	\$11,019.87	\$11,251.29	\$11,487.56	\$11,606.82	\$12,160.41
D	\$604.07	\$616.76	\$629.71	\$642.93	\$656.43	\$663.25	\$694.88
H	\$75.51	\$77.09	\$78.71	\$80.37	\$82.05	\$82.91	\$86.86

RANG	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
45 A	\$128,440.29	\$131,137.53	\$133,891.43	\$136,703.14	\$139,573.91	\$141,004.98	\$147,693.94
M	\$10,703.36	\$10,928.13	\$11,157.62	\$11,391.93	\$11,631.16	\$11,750.42	\$12,307.83
D	\$611.62	\$624.46	\$637.58	\$650.97	\$664.64	\$671.45	\$703.30
H	\$76.45	\$78.06	\$79.70	\$81.37	\$83.08	\$83.93	\$87.91
46 A	\$130,045.79	\$132,776.76	\$135,565.06	\$138,411.94	\$141,318.59	\$142,749.64	\$149,485.02
M	\$10,837.15	\$11,064.73	\$11,297.09	\$11,534.33	\$11,776.55	\$11,895.80	\$12,457.09
D	\$619.27	\$632.27	\$645.55	\$659.10	\$672.95	\$679.76	\$711.83
H	\$77.41	\$79.03	\$80.69	\$82.39	\$84.12	\$84.97	\$88.98
47 A	\$131,671.36	\$134,436.47	\$137,259.63	\$140,142.09	\$143,085.07	\$144,516.14	\$151,298.49
M	\$10,972.61	\$11,203.04	\$11,438.30	\$11,678.51	\$11,923.76	\$12,043.01	\$12,608.21
D	\$627.01	\$640.17	\$653.62	\$667.34	\$681.36	\$688.17	\$720.47
H	\$78.38	\$80.02	\$81.70	\$83.42	\$85.17	\$86.02	\$90.06
48 A	\$133,317.27	\$136,116.92	\$138,975.37	\$141,893.86	\$144,873.64	\$146,304.70	\$153,134.63
M	\$11,109.77	\$11,343.08	\$11,581.28	\$11,824.49	\$12,072.80	\$12,192.06	\$12,761.22
D	\$634.84	\$648.18	\$661.79	\$675.69	\$689.87	\$696.69	\$729.21
H	\$79.36	\$81.02	\$82.72	\$84.46	\$86.23	\$87.09	\$91.15
49 A	\$134,983.72	\$137,818.38	\$140,712.56	\$143,667.53	\$146,684.55	\$148,115.62	\$154,993.73
M	\$11,248.64	\$11,484.87	\$11,726.05	\$11,972.29	\$12,223.71	\$12,342.97	\$12,916.14
D	\$642.78	\$656.28	\$670.06	\$684.13	\$698.50	\$705.31	\$738.07
H	\$80.35	\$82.03	\$83.76	\$85.52	\$87.31	\$88.16	\$92.26
50 A	\$136,671.01	\$139,541.11	\$142,471.48	\$145,463.38	\$148,518.11	\$149,949.18	\$156,876.05
M	\$11,389.25	\$11,628.43	\$11,872.62	\$12,121.95	\$12,376.51	\$12,495.77	\$13,073.00
D	\$650.81	\$664.48	\$678.44	\$692.68	\$707.23	\$714.04	\$747.03
H	\$81.35	\$83.06	\$84.80	\$86.59	\$88.40	\$89.26	\$93.38
51 A	\$138,379.41	\$141,285.37	\$144,252.37	\$147,281.67	\$150,374.57	\$151,805.65	\$158,781.91
M	\$11,531.62	\$11,773.78	\$12,021.03	\$12,273.47	\$12,531.21	\$12,650.47	\$13,231.83
D	\$658.95	\$672.79	\$686.92	\$701.34	\$716.07	\$722.88	\$756.10
H	\$82.37	\$84.10	\$85.86	\$87.67	\$89.51	\$90.36	\$94.51
52 A	\$140,109.15	\$143,051.44	\$146,055.52	\$149,122.68	\$152,254.27	\$153,685.32	\$160,711.60
M	\$11,675.76	\$11,920.95	\$12,171.29	\$12,426.89	\$12,687.86	\$12,807.11	\$13,392.63
D	\$667.19	\$681.20	\$695.50	\$710.11	\$725.02	\$731.83	\$765.29
H	\$83.40	\$85.15	\$86.94	\$88.76	\$90.63	\$91.48	\$95.66
53 A	\$141,860.51	\$144,839.58	\$147,881.22	\$150,986.73	\$154,157.44	\$155,588.52	\$162,665.39
M	\$11,821.71	\$12,069.97	\$12,323.44	\$12,582.23	\$12,846.45	\$12,965.71	\$13,555.45
D	\$675.53	\$689.71	\$704.20	\$718.98	\$734.08	\$740.90	\$774.60
H	\$84.44	\$86.21	\$88.02	\$89.87	\$91.76	\$92.61	\$96.82

RANG	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
54 A	\$143,633.77	\$146,650.07	\$149,729.73	\$152,874.06	\$156,084.41	\$157,515.49	\$164,643.62
M	\$11,969.48	\$12,220.84	\$12,477.48	\$12,739.51	\$13,007.03	\$13,126.29	\$13,720.30
D	\$683.97	\$698.33	\$713.00	\$727.97	\$743.26	\$750.07	\$784.02
H	\$85.50	\$87.29	\$89.12	\$91.00	\$92.91	\$93.76	\$98.00
55 A	\$145,429.20	\$148,483.21	\$151,601.34	\$154,784.97	\$158,035.47	\$159,466.53	\$166,646.58
M	\$12,119.10	\$12,373.60	\$12,633.45	\$12,898.75	\$13,169.62	\$13,288.88	\$13,887.22
D	\$692.52	\$707.06	\$721.91	\$737.07	\$752.55	\$759.36	\$793.56
H	\$86.57	\$88.38	\$90.24	\$92.13	\$94.07	\$94.92	\$99.19

# GSMA Certificated 220 Days

2022-2023

Effective Date: July 1, 2022



RANG	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
1 A	\$77,897.45	\$79,533.31	\$81,203.50	\$82,908.77	\$84,649.85	\$86,080.92	\$91,308.93
M	\$6,491.45	\$6,627.78	\$6,766.96	\$6,909.06	\$7,054.15	\$7,173.41	\$7,609.08
D	\$354.08	\$361.52	\$369.11	\$376.86	\$384.77	\$391.28	\$415.04
H	\$44.26	\$45.19	\$46.14	\$47.11	\$48.10	\$48.91	\$51.88
2 A	\$78,871.17	\$80,527.47	\$82,218.55	\$83,945.14	\$85,707.99	\$87,139.04	\$92,395.20
M	\$6,572.60	\$6,710.62	\$6,851.55	\$6,995.43	\$7,142.33	\$7,261.59	\$7,699.60
D	\$358.51	\$366.03	\$373.72	\$381.57	\$389.58	\$396.09	\$419.98
H	\$44.81	\$45.75	\$46.72	\$47.70	\$48.70	\$49.51	\$52.50
3 A	\$79,857.06	\$81,534.06	\$83,246.28	\$84,994.45	\$86,779.33	\$88,210.38	\$93,495.04
M	\$6,654.76	\$6,794.51	\$6,937.19	\$7,082.87	\$7,231.61	\$7,350.87	\$7,791.25
D	\$362.99	\$370.61	\$378.39	\$386.34	\$394.45	\$400.96	\$424.98
H	\$45.37	\$46.33	\$47.30	\$48.29	\$49.31	\$50.12	\$53.12
4 A	\$80,855.28	\$82,553.24	\$84,286.86	\$86,056.88	\$87,864.08	\$89,295.13	\$94,608.64
M	\$6,737.94	\$6,879.44	\$7,023.91	\$7,171.41	\$7,322.01	\$7,441.26	\$7,884.05
D	\$367.52	\$375.24	\$383.12	\$391.17	\$399.38	\$405.89	\$430.04
H	\$45.94	\$46.91	\$47.89	\$48.90	\$49.92	\$50.74	\$53.75
5 A	\$81,865.97	\$83,585.16	\$85,340.44	\$87,132.59	\$88,962.37	\$90,393.43	\$95,736.16
M	\$6,822.16	\$6,965.43	\$7,111.70	\$7,261.05	\$7,413.53	\$7,532.79	\$7,978.01
D	\$372.12	\$379.93	\$387.91	\$396.06	\$404.37	\$410.88	\$435.16
H	\$46.51	\$47.49	\$48.49	\$49.51	\$50.55	\$51.36	\$54.40
6 A	\$82,889.29	\$84,629.97	\$86,407.19	\$88,221.75	\$90,074.41	\$91,505.46	\$96,877.77
M	\$6,907.44	\$7,052.50	\$7,200.60	\$7,351.81	\$7,506.20	\$7,625.46	\$8,073.15
D	\$376.77	\$384.68	\$392.76	\$401.01	\$409.43	\$415.93	\$440.35
H	\$47.10	\$48.09	\$49.09	\$50.13	\$51.18	\$51.99	\$55.04
7 A	\$83,925.42	\$85,687.83	\$87,487.30	\$89,324.53	\$91,200.33	\$92,631.40	\$98,033.65
M	\$6,993.79	\$7,140.65	\$7,290.61	\$7,443.71	\$7,600.03	\$7,719.28	\$8,169.47
D	\$381.48	\$389.49	\$397.67	\$406.02	\$414.55	\$421.05	\$445.61
H	\$47.68	\$48.69	\$49.71	\$50.75	\$51.82	\$52.63	\$55.70
8 A	\$84,974.48	\$86,758.94	\$88,580.88	\$90,441.08	\$92,340.34	\$93,771.38	\$99,203.98
M	\$7,081.21	\$7,229.91	\$7,381.74	\$7,536.76	\$7,695.03	\$7,814.28	\$8,267.00
D	\$386.25	\$394.36	\$402.64	\$411.10	\$419.73	\$426.23	\$450.93
H	\$48.28	\$49.29	\$50.33	\$51.39	\$52.47	\$53.28	\$56.37

RANG	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
9 A	\$86,036.66	\$87,843.43	\$89,688.14	\$91,571.58	\$93,494.59	\$94,925.65	\$100,388.93
M	\$7,169.72	\$7,320.29	\$7,474.01	\$7,630.97	\$7,791.22	\$7,910.47	\$8,365.74
D	\$391.08	\$399.29	\$407.67	\$416.23	\$424.98	\$431.48	\$456.31
H	\$48.88	\$49.91	\$50.96	\$52.03	\$53.12	\$53.94	\$57.04
10 A	\$87,112.12	\$88,941.47	\$90,809.24	\$92,716.24	\$94,663.27	\$96,094.32	\$101,588.70
M	\$7,259.34	\$7,411.79	\$7,567.44	\$7,726.35	\$7,888.61	\$8,007.86	\$8,465.73
D	\$395.96	\$404.28	\$412.77	\$421.44	\$430.29	\$436.79	\$461.77
H	\$49.50	\$50.53	\$51.60	\$52.68	\$53.79	\$54.60	\$57.72
11 A	\$88,201.01	\$90,053.24	\$91,944.35	\$93,875.19	\$95,846.56	\$97,277.62	\$102,803.47
M	\$7,350.08	\$7,504.44	\$7,662.03	\$7,822.93	\$7,987.21	\$8,106.47	\$8,566.96
D	\$400.91	\$409.33	\$417.93	\$426.71	\$435.67	\$442.17	\$467.29
H	\$50.11	\$51.17	\$52.24	\$53.34	\$54.46	\$55.27	\$58.41
12 A	\$89,303.53	\$91,178.90	\$93,093.66	\$95,048.63	\$97,044.66	\$98,475.71	\$104,033.42
M	\$7,441.96	\$7,598.24	\$7,757.81	\$7,920.72	\$8,087.06	\$8,206.31	\$8,669.45
D	\$405.93	\$414.45	\$423.15	\$432.04	\$441.11	\$447.62	\$472.88
H	\$50.74	\$51.81	\$52.89	\$54.00	\$55.14	\$55.95	\$59.11
13 A	\$90,419.83	\$92,318.64	\$94,257.34	\$96,236.74	\$98,257.71	\$99,688.76	\$105,278.75
M	\$7,534.99	\$7,693.22	\$7,854.78	\$8,019.73	\$8,188.14	\$8,307.40	\$8,773.23
D	\$411.00	\$419.63	\$428.44	\$437.44	\$446.63	\$453.13	\$478.54
H	\$51.37	\$52.45	\$53.56	\$54.68	\$55.83	\$56.64	\$59.82
14 A	\$91,550.07	\$93,472.63	\$95,435.54	\$97,439.71	\$99,485.93	\$100,916.98	\$106,539.64
M	\$7,629.17	\$7,789.39	\$7,952.96	\$8,119.98	\$8,290.49	\$8,409.75	\$8,878.30
D	\$416.14	\$424.88	\$433.80	\$442.91	\$452.21	\$458.71	\$484.27
H	\$52.02	\$53.11	\$54.22	\$55.36	\$56.53	\$57.34	\$60.53
15 A	\$92,694.45	\$94,641.03	\$96,628.49	\$98,657.70	\$100,729.50	\$102,160.55	\$107,816.29
M	\$7,724.54	\$7,886.75	\$8,052.37	\$8,221.48	\$8,394.13	\$8,513.38	\$8,984.69
D	\$421.34	\$430.19	\$439.22	\$448.44	\$457.86	\$464.37	\$490.07
H	\$52.67	\$53.77	\$54.90	\$56.06	\$57.23	\$58.05	\$61.26
16 A	\$93,853.12	\$95,824.05	\$97,836.35	\$99,890.91	\$101,988.62	\$103,419.67	\$109,108.91
M	\$7,821.09	\$7,985.34	\$8,153.03	\$8,324.24	\$8,499.05	\$8,618.31	\$9,092.41
D	\$426.61	\$435.56	\$444.71	\$454.05	\$463.58	\$470.09	\$495.95
H	\$53.33	\$54.45	\$55.59	\$56.76	\$57.95	\$58.76	\$61.99
17 A	\$95,026.29	\$97,021.85	\$99,059.31	\$101,139.54	\$103,263.48	\$104,694.53	\$110,417.67
M	\$7,918.86	\$8,085.15	\$8,254.94	\$8,428.30	\$8,605.29	\$8,724.54	\$9,201.47
D	\$431.94	\$441.01	\$450.27	\$459.73	\$469.38	\$475.88	\$501.90
H	\$53.99	\$55.13	\$56.28	\$57.47	\$58.67	\$59.49	\$62.74

RANG	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
18 A	\$96,214.11	\$98,234.61	\$100,297.54	\$102,403.79	\$104,554.27	\$105,985.33	\$111,742.79
M	\$8,017.84	\$8,186.22	\$8,358.13	\$8,533.65	\$8,712.86	\$8,832.11	\$9,311.90
D	\$437.34	\$446.52	\$455.90	\$465.47	\$475.25	\$481.75	\$507.92
H	\$54.67	\$55.82	\$56.99	\$58.18	\$59.41	\$60.22	\$63.49
19 A	\$97,416.80	\$99,462.55	\$101,551.27	\$103,683.84	\$105,861.19	\$107,292.25	\$113,084.49
M	\$8,118.07	\$8,288.55	\$8,462.61	\$8,640.32	\$8,821.77	\$8,941.02	\$9,423.71
D	\$442.80	\$452.10	\$461.60	\$471.29	\$481.19	\$487.69	\$514.02
H	\$55.35	\$56.51	\$57.70	\$58.91	\$60.15	\$60.96	\$64.25
20 A	\$98,634.50	\$100,705.82	\$102,820.66	\$104,979.90	\$107,184.47	\$108,615.53	\$114,442.96
M	\$8,219.54	\$8,392.15	\$8,568.39	\$8,748.33	\$8,932.04	\$9,051.29	\$9,536.91
D	\$448.34	\$457.75	\$467.37	\$477.18	\$487.20	\$493.71	\$520.20
H	\$56.04	\$57.22	\$58.42	\$59.65	\$60.90	\$61.71	\$65.02
21 A	\$99,867.44	\$101,964.65	\$104,105.91	\$106,292.14	\$108,524.28	\$109,955.33	\$115,818.40
M	\$8,322.29	\$8,497.05	\$8,675.49	\$8,857.68	\$9,043.69	\$9,162.94	\$9,651.53
D	\$453.94	\$463.48	\$473.21	\$483.15	\$493.29	\$499.80	\$526.45
H	\$56.74	\$57.93	\$59.15	\$60.39	\$61.66	\$62.47	\$65.81
22 A	\$101,115.78	\$103,239.21	\$105,407.23	\$107,620.80	\$109,880.82	\$111,311.87	\$117,211.04
M	\$8,426.32	\$8,603.27	\$8,783.94	\$8,968.40	\$9,156.74	\$9,275.99	\$9,767.59
D	\$459.62	\$469.27	\$479.12	\$489.19	\$499.46	\$505.96	\$532.78
H	\$57.45	\$58.66	\$59.89	\$61.15	\$62.43	\$63.25	\$66.60
23 A	\$102,379.73	\$104,529.69	\$106,724.82	\$108,966.06	\$111,254.33	\$112,685.39	\$118,621.09
M	\$8,531.64	\$8,710.81	\$8,893.74	\$9,080.51	\$9,271.19	\$9,390.45	\$9,885.09
D	\$465.36	\$475.13	\$485.11	\$495.30	\$505.70	\$512.21	\$539.19
H	\$58.17	\$59.39	\$60.64	\$61.91	\$63.21	\$64.03	\$67.40
24 A	\$103,659.47	\$105,836.31	\$108,058.89	\$110,328.14	\$112,645.02	\$114,076.07	\$120,048.76
M	\$8,638.29	\$8,819.69	\$9,004.91	\$9,194.01	\$9,387.09	\$9,506.34	\$10,004.06
D	\$471.18	\$481.07	\$491.18	\$501.49	\$512.02	\$518.53	\$545.68
H	\$58.90	\$60.13	\$61.40	\$62.69	\$64.00	\$64.82	\$68.21
25 A	\$104,955.22	\$107,159.27	\$109,409.62	\$111,707.23	\$114,053.07	\$115,484.13	\$121,494.26
M	\$8,746.27	\$8,929.94	\$9,117.47	\$9,308.94	\$9,504.42	\$9,623.68	\$10,124.52
D	\$477.07	\$487.09	\$497.32	\$507.76	\$518.42	\$524.93	\$552.25
H	\$59.63	\$60.89	\$62.16	\$63.47	\$64.80	\$65.62	\$69.03
26 A	\$106,267.16	\$108,498.77	\$110,777.24	\$113,103.56	\$115,478.74	\$116,909.80	\$122,957.86
M	\$8,855.60	\$9,041.56	\$9,231.44	\$9,425.30	\$9,623.23	\$9,742.48	\$10,246.49
D	\$483.03	\$493.18	\$503.53	\$514.11	\$524.90	\$531.41	\$558.90
H	\$60.38	\$61.65	\$62.94	\$64.26	\$65.61	\$66.43	\$69.86

RANG	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
27 A	\$107,595.49	\$109,855.00	\$112,161.96	\$114,517.36	\$116,922.22	\$118,353.27	\$124,439.74
M	\$8,966.29	\$9,154.58	\$9,346.83	\$9,543.11	\$9,743.52	\$9,862.77	\$10,369.98
D	\$489.07	\$499.34	\$509.83	\$520.53	\$531.46	\$537.97	\$565.64
H	\$61.13	\$62.42	\$63.73	\$65.07	\$66.43	\$67.25	\$70.70
28 A	\$108,940.45	\$111,228.19	\$113,563.99	\$115,948.83	\$118,383.75	\$119,814.80	\$125,940.14
M	\$9,078.37	\$9,269.02	\$9,463.67	\$9,662.40	\$9,865.31	\$9,984.57	\$10,495.01
D	\$495.18	\$505.58	\$516.20	\$527.04	\$538.11	\$544.61	\$572.46
H	\$61.90	\$63.20	\$64.52	\$65.88	\$67.26	\$68.08	\$71.56
29 A	\$110,302.19	\$112,618.54	\$114,983.53	\$117,398.19	\$119,863.54	\$121,294.60	\$127,459.31
M	\$9,191.85	\$9,384.88	\$9,581.96	\$9,783.18	\$9,988.63	\$10,107.88	\$10,621.61
D	\$501.37	\$511.90	\$522.65	\$533.63	\$544.83	\$551.34	\$579.36
H	\$62.67	\$63.99	\$65.33	\$66.70	\$68.10	\$68.92	\$72.42
30 A	\$111,680.98	\$114,026.28	\$116,420.82	\$118,865.67	\$121,361.84	\$122,792.90	\$128,997.46
M	\$9,306.75	\$9,502.19	\$9,701.74	\$9,905.47	\$10,113.49	\$10,232.74	\$10,749.79
D	\$507.64	\$518.30	\$529.19	\$540.30	\$551.64	\$558.15	\$586.35
H	\$63.46	\$64.79	\$66.15	\$67.54	\$68.96	\$69.77	\$73.29
31 A	\$113,076.99	\$115,451.60	\$117,876.08	\$120,351.48	\$122,878.85	\$124,309.91	\$130,554.82
M	\$9,423.08	\$9,620.97	\$9,823.01	\$10,029.29	\$10,239.90	\$10,359.16	\$10,879.57
D	\$513.99	\$524.78	\$535.80	\$547.05	\$558.54	\$565.05	\$593.43
H	\$64.25	\$65.60	\$66.98	\$68.38	\$69.82	\$70.63	\$74.18
32 A	\$114,490.45	\$116,894.74	\$119,349.54	\$121,855.88	\$124,414.85	\$125,845.90	\$132,131.67
M	\$9,540.87	\$9,741.23	\$9,945.80	\$10,154.66	\$10,367.90	\$10,487.16	\$11,010.97
D	\$520.41	\$531.34	\$542.50	\$553.89	\$565.52	\$572.03	\$600.60
H	\$65.05	\$66.42	\$67.81	\$69.24	\$70.69	\$71.50	\$75.07
33 A	\$115,921.58	\$118,355.94	\$120,841.40	\$123,379.09	\$125,970.04	\$127,401.08	\$133,728.22
M	\$9,660.13	\$9,863.00	\$10,070.12	\$10,281.59	\$10,497.50	\$10,616.76	\$11,144.02
D	\$526.92	\$537.98	\$549.28	\$560.81	\$572.59	\$579.10	\$607.86
H	\$65.86	\$67.25	\$68.66	\$70.10	\$71.57	\$72.39	\$75.98
34 A	\$117,370.60	\$119,835.39	\$122,351.93	\$124,921.32	\$127,544.67	\$128,975.72	\$135,344.74
M	\$9,780.88	\$9,986.28	\$10,195.99	\$10,410.11	\$10,628.72	\$10,747.98	\$11,278.73
D	\$533.50	\$544.71	\$556.15	\$567.82	\$579.75	\$586.25	\$615.20
H	\$66.69	\$68.09	\$69.52	\$70.98	\$72.47	\$73.28	\$76.90
35 A	\$118,837.73	\$121,333.32	\$123,881.32	\$126,482.84	\$129,138.98	\$130,570.03	\$136,981.46
M	\$9,903.14	\$10,111.11	\$10,323.44	\$10,540.24	\$10,761.58	\$10,880.84	\$11,415.12
D	\$540.17	\$551.52	\$563.10	\$574.92	\$587.00	\$593.50	\$622.64
H	\$67.52	\$68.94	\$70.39	\$71.87	\$73.37	\$74.19	\$77.83



RANG	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
36 A	\$120,323.21	\$122,849.99	\$125,429.84	\$128,063.87	\$130,753.21	\$132,184.25	\$138,638.63
M	\$10,026.93	\$10,237.50	\$10,452.49	\$10,671.99	\$10,896.10	\$11,015.35	\$11,553.22
D	\$546.92	\$558.41	\$570.14	\$582.11	\$594.33	\$600.84	\$630.18
H	\$68.37	\$69.80	\$71.27	\$72.76	\$74.29	\$75.10	\$78.77
37 A	\$121,827.24	\$124,385.63	\$126,997.71	\$129,664.68	\$132,387.63	\$133,818.68	\$140,316.51
M	\$10,152.27	\$10,365.47	\$10,583.14	\$10,805.39	\$11,032.30	\$11,151.56	\$11,693.04
D	\$553.76	\$565.39	\$577.26	\$589.38	\$601.76	\$608.27	\$637.80
H	\$69.22	\$70.67	\$72.16	\$73.67	\$75.22	\$76.03	\$79.73
38 A	\$123,350.08	\$125,940.45	\$128,585.18	\$131,285.48	\$134,042.47	\$135,473.53	\$142,015.38
M	\$10,279.17	\$10,495.04	\$10,715.43	\$10,940.46	\$11,170.21	\$11,289.46	\$11,834.62
D	\$560.68	\$572.46	\$584.48	\$596.75	\$609.28	\$615.79	\$645.52
H	\$70.09	\$71.56	\$73.06	\$74.59	\$76.16	\$76.97	\$80.69
39 A	\$124,891.97	\$127,514.69	\$130,192.50	\$132,926.54	\$135,718.00	\$137,149.05	\$143,735.49
M	\$10,407.66	\$10,626.22	\$10,849.38	\$11,077.21	\$11,309.83	\$11,429.09	\$11,977.96
D	\$567.69	\$579.61	\$591.78	\$604.21	\$616.90	\$623.40	\$653.34
H	\$70.96	\$72.45	\$73.97	\$75.53	\$77.11	\$77.93	\$81.67
40 A	\$126,453.12	\$129,108.63	\$131,819.91	\$134,588.14	\$137,414.48	\$138,845.52	\$145,477.08
M	\$10,537.76	\$10,759.05	\$10,984.99	\$11,215.68	\$11,451.21	\$11,570.46	\$12,123.09
D	\$574.79	\$586.86	\$599.18	\$611.76	\$624.61	\$631.12	\$661.26
H	\$71.85	\$73.36	\$74.90	\$76.47	\$78.08	\$78.89	\$82.66
41 A	\$128,033.77	\$130,722.49	\$133,467.66	\$136,270.48	\$139,132.16	\$140,563.21	\$147,240.45
M	\$10,669.48	\$10,893.54	\$11,122.31	\$11,355.87	\$11,594.35	\$11,713.60	\$12,270.04
D	\$581.97	\$594.19	\$606.67	\$619.41	\$632.42	\$638.92	\$669.27
H	\$72.75	\$74.27	\$75.83	\$77.43	\$79.05	\$79.87	\$83.66
42 A	\$129,634.20	\$132,356.52	\$135,136.00	\$137,973.85	\$140,871.30	\$142,302.36	\$149,025.87
M	\$10,802.85	\$11,029.71	\$11,261.33	\$11,497.82	\$11,739.28	\$11,858.53	\$12,418.82
D	\$589.25	\$601.62	\$614.25	\$627.15	\$640.32	\$646.83	\$677.39
H	\$73.66	\$75.20	\$76.78	\$78.39	\$80.04	\$80.85	\$84.67
43 A	\$131,254.62	\$134,010.98	\$136,825.21	\$139,698.53	\$142,632.19	\$144,063.25	\$150,833.60
M	\$10,937.89	\$11,167.58	\$11,402.10	\$11,641.54	\$11,886.02	\$12,005.27	\$12,569.47
D	\$596.61	\$609.14	\$621.93	\$634.99	\$648.33	\$654.83	\$685.61
H	\$74.58	\$76.14	\$77.74	\$79.37	\$81.04	\$81.85	\$85.70
44 A	\$132,895.30	\$135,686.11	\$138,535.51	\$141,444.77	\$144,415.10	\$145,846.15	\$152,663.93
M	\$11,074.61	\$11,307.18	\$11,544.63	\$11,787.06	\$12,034.59	\$12,153.85	\$12,721.99
D	\$604.07	\$616.76	\$629.71	\$642.93	\$656.43	\$662.94	\$693.93
H	\$75.51	\$77.09	\$78.71	\$80.37	\$82.05	\$82.87	\$86.74

RANG	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
45 A	\$134,556.51	\$137,382.19	\$140,267.22	\$143,212.83	\$146,220.28	\$147,651.34	\$154,517.13
M	\$11,213.04	\$11,448.52	\$11,688.94	\$11,934.40	\$12,185.02	\$12,304.28	\$12,876.43
D	\$611.62	\$624.46	\$637.58	\$650.97	\$664.64	\$671.14	\$702.35
H	\$76.45	\$78.06	\$79.70	\$81.37	\$83.08	\$83.89	\$87.79
46 A	\$136,238.46	\$139,099.47	\$142,020.56	\$145,002.99	\$148,048.04	\$149,479.10	\$156,393.50
M	\$11,353.21	\$11,591.62	\$11,835.05	\$12,083.58	\$12,337.34	\$12,456.59	\$13,032.79
D	\$619.27	\$632.27	\$645.55	\$659.10	\$672.95	\$679.45	\$710.88
H	\$77.41	\$79.03	\$80.69	\$82.39	\$84.12	\$84.93	\$88.86
47 A	\$137,941.43	\$140,838.21	\$143,795.81	\$146,815.53	\$149,898.64	\$151,329.70	\$158,293.34
M	\$11,495.12	\$11,736.52	\$11,982.98	\$12,234.63	\$12,491.55	\$12,610.81	\$13,191.11
D	\$627.01	\$640.17	\$653.62	\$667.34	\$681.36	\$687.86	\$719.52
H	\$78.38	\$80.02	\$81.70	\$83.42	\$85.17	\$85.98	\$89.94
48 A	\$139,665.71	\$142,598.69	\$145,593.25	\$148,650.72	\$151,772.38	\$153,203.43	\$160,216.91
M	\$11,638.81	\$11,883.22	\$12,132.77	\$12,387.56	\$12,647.70	\$12,766.95	\$13,351.41
D	\$634.84	\$648.18	\$661.79	\$675.69	\$689.87	\$696.38	\$728.26
H	\$79.36	\$81.02	\$82.72	\$84.46	\$86.23	\$87.05	\$91.03
49 A	\$141,411.53	\$144,381.16	\$147,413.17	\$150,508.84	\$153,669.54	\$155,100.59	\$162,164.52
M	\$11,784.29	\$12,031.76	\$12,284.43	\$12,542.40	\$12,805.80	\$12,925.05	\$13,513.71
D	\$642.78	\$656.28	\$670.06	\$684.13	\$698.50	\$705.00	\$737.11
H	\$80.35	\$82.03	\$83.76	\$85.52	\$87.31	\$88.13	\$92.14
50 A	\$143,179.17	\$146,185.93	\$149,255.84	\$152,390.20	\$155,590.40	\$157,021.44	\$164,136.49
M	\$11,931.60	\$12,182.16	\$12,437.99	\$12,699.18	\$12,965.87	\$13,085.12	\$13,678.04
D	\$650.81	\$664.48	\$678.44	\$692.68	\$707.23	\$713.73	\$746.07
H	\$81.35	\$83.06	\$84.80	\$86.59	\$88.40	\$89.22	\$93.26
51 A	\$144,968.91	\$148,013.26	\$151,121.54	\$154,295.08	\$157,535.28	\$158,966.34	\$166,133.10
M	\$12,080.74	\$12,334.44	\$12,593.46	\$12,857.92	\$13,127.94	\$13,247.20	\$13,844.43
D	\$658.95	\$672.79	\$686.92	\$701.34	\$716.07	\$722.57	\$755.15
H	\$82.37	\$84.10	\$85.86	\$87.67	\$89.51	\$90.32	\$94.39
52 A	\$146,781.02	\$149,863.42	\$153,010.55	\$156,223.79	\$159,504.47	\$160,935.53	\$168,154.66
M	\$12,231.75	\$12,488.62	\$12,750.88	\$13,018.65	\$13,292.04	\$13,411.29	\$14,012.89
D	\$667.19	\$681.20	\$695.50	\$710.11	\$725.02	\$731.53	\$764.34
H	\$83.40	\$85.15	\$86.94	\$88.76	\$90.63	\$91.44	\$95.54
53 A	\$148,615.78	\$151,736.71	\$154,923.19	\$158,176.57	\$161,498.28	\$162,929.32	\$170,201.51
M	\$12,384.65	\$12,644.73	\$12,910.27	\$13,181.38	\$13,458.19	\$13,577.44	\$14,183.46
D	\$675.53	\$689.71	\$704.20	\$718.98	\$734.08	\$740.59	\$773.64
H	\$84.44	\$86.21	\$88.02	\$89.87	\$91.76	\$92.57	\$96.71

RANG	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
54 A	\$150,473.48	\$153,633.41	\$156,859.72	\$160,153.77	\$163,517.01	\$164,948.06	\$172,273.95
M	\$12,539.46	\$12,802.78	\$13,071.64	\$13,346.15	\$13,626.42	\$13,745.67	\$14,356.16
D	\$683.97	\$698.33	\$713.00	\$727.97	\$743.26	\$749.76	\$783.06
H	\$85.50	\$87.29	\$89.12	\$91.00	\$92.91	\$93.72	\$97.88
55 A	\$152,354.39	\$155,553.85	\$158,820.47	\$162,155.71	\$165,560.97	\$166,992.02	\$174,372.27
M	\$12,696.20	\$12,962.82	\$13,235.04	\$13,512.98	\$13,796.75	\$13,916.00	\$14,531.02
D	\$692.52	\$707.06	\$721.91	\$737.07	\$752.55	\$759.05	\$792.60
H	\$86.56	\$88.38	\$90.24	\$92.13	\$94.07	\$94.88	\$99.08

# GSMA Certificated 225 Days

2022-2023

Effective Date: July 1, 2022



RANG	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
1 A	\$79,667.86	\$81,340.89	\$83,049.04	\$84,793.06	\$86,573.72	\$88,004.79	\$93,283.95
M	\$6,638.99	\$6,778.41	\$6,920.75	\$7,066.09	\$7,214.48	\$7,333.73	\$7,773.66
D	\$354.08	\$361.52	\$369.11	\$376.86	\$384.77	\$391.13	\$414.60
H	\$44.26	\$45.19	\$46.14	\$47.11	\$48.10	\$48.89	\$51.82
2 A	\$80,663.71	\$82,357.64	\$84,087.15	\$85,852.98	\$87,655.90	\$89,086.96	\$94,394.91
M	\$6,721.98	\$6,863.14	\$7,007.26	\$7,154.42	\$7,304.66	\$7,423.91	\$7,866.24
D	\$358.51	\$366.03	\$373.72	\$381.57	\$389.58	\$395.94	\$419.53
H	\$44.81	\$45.75	\$46.72	\$47.70	\$48.70	\$49.49	\$52.44
3 A	\$81,672.00	\$83,387.10	\$85,138.23	\$86,926.14	\$88,751.60	\$90,182.66	\$95,519.75
M	\$6,806.00	\$6,948.93	\$7,094.85	\$7,243.85	\$7,395.97	\$7,515.22	\$7,959.98
D	\$362.99	\$370.61	\$378.39	\$386.34	\$394.45	\$400.81	\$424.53
H	\$45.37	\$46.33	\$47.30	\$48.29	\$49.31	\$50.10	\$53.07
4 A	\$82,692.90	\$84,429.46	\$86,202.47	\$88,012.72	\$89,860.99	\$91,292.05	\$96,658.66
M	\$6,891.08	\$7,035.79	\$7,183.54	\$7,334.39	\$7,488.42	\$7,607.67	\$8,054.89
D	\$367.52	\$375.24	\$383.12	\$391.17	\$399.38	\$405.74	\$429.59
H	\$45.94	\$46.91	\$47.89	\$48.90	\$49.92	\$50.72	\$53.70
5 A	\$83,726.56	\$85,484.82	\$87,280.00	\$89,112.88	\$90,984.25	\$92,415.31	\$97,811.79
M	\$6,977.21	\$7,123.74	\$7,273.33	\$7,426.07	\$7,582.02	\$7,701.28	\$8,150.98
D	\$372.12	\$379.93	\$387.91	\$396.06	\$404.37	\$410.73	\$434.72
H	\$46.51	\$47.49	\$48.49	\$49.51	\$50.55	\$51.34	\$54.34
6 A	\$84,773.15	\$86,553.38	\$88,371.00	\$90,226.79	\$92,121.54	\$93,552.61	\$98,979.36
M	\$7,064.43	\$7,212.78	\$7,364.25	\$7,518.90	\$7,676.80	\$7,796.05	\$8,248.28
D	\$376.77	\$384.68	\$392.76	\$401.01	\$409.43	\$415.79	\$439.91
H	\$47.10	\$48.09	\$49.10	\$50.13	\$51.18	\$51.97	\$54.99
7 A	\$85,832.81	\$87,635.29	\$89,475.63	\$91,354.63	\$93,273.07	\$94,704.14	\$100,161.51
M	\$7,152.73	\$7,302.94	\$7,456.30	\$7,612.89	\$7,772.76	\$7,892.01	\$8,346.79
D	\$381.48	\$389.49	\$397.67	\$406.02	\$414.55	\$420.91	\$445.16
H	\$47.68	\$48.69	\$49.71	\$50.75	\$51.82	\$52.61	\$55.65
8 A	\$86,905.72	\$88,730.73	\$90,594.08	\$92,496.56	\$94,438.98	\$95,870.05	\$101,358.44
M	\$7,242.14	\$7,394.23	\$7,549.51	\$7,708.05	\$7,869.92	\$7,989.17	\$8,446.54
D	\$386.25	\$394.36	\$402.64	\$411.10	\$419.73	\$426.09	\$450.48
H	\$48.28	\$49.29	\$50.33	\$51.39	\$52.47	\$53.26	\$56.31

RANG	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
9 A	\$87,992.05	\$89,839.87	\$91,726.50	\$93,652.76	\$95,619.47	\$97,050.53	\$102,570.32
M	\$7,332.67	\$7,486.66	\$7,643.88	\$7,804.40	\$7,968.29	\$8,087.54	\$8,547.53
D	\$391.08	\$399.29	\$407.67	\$416.23	\$424.98	\$431.34	\$455.87
H	\$48.88	\$49.91	\$50.96	\$52.03	\$53.12	\$53.92	\$56.98
10 A	\$89,091.94	\$90,962.87	\$92,873.09	\$94,823.42	\$96,814.71	\$98,245.78	\$103,797.36
M	\$7,424.33	\$7,580.24	\$7,739.42	\$7,901.95	\$8,067.89	\$8,187.15	\$8,649.78
D	\$395.96	\$404.28	\$412.77	\$421.44	\$430.29	\$436.65	\$461.32
H	\$49.50	\$50.53	\$51.60	\$52.68	\$53.79	\$54.58	\$57.67
11 A	\$90,205.59	\$92,099.90	\$94,034.01	\$96,008.72	\$98,024.89	\$99,455.96	\$105,039.73
M	\$7,517.13	\$7,674.99	\$7,836.17	\$8,000.73	\$8,168.74	\$8,288.00	\$8,753.31
D	\$400.91	\$409.33	\$417.93	\$426.71	\$435.67	\$442.03	\$466.84
H	\$50.11	\$51.17	\$52.24	\$53.34	\$54.46	\$55.25	\$58.36
12 A	\$91,333.16	\$93,251.16	\$95,209.43	\$97,208.81	\$99,250.22	\$100,681.28	\$106,297.63
M	\$7,611.10	\$7,770.93	\$7,934.12	\$8,100.73	\$8,270.85	\$8,390.11	\$8,858.14
D	\$405.93	\$414.45	\$423.15	\$432.04	\$441.11	\$447.47	\$472.43
H	\$50.74	\$51.81	\$52.89	\$54.00	\$55.14	\$55.93	\$59.05
13 A	\$92,474.82	\$94,416.79	\$96,399.54	\$98,423.94	\$100,490.84	\$101,921.91	\$107,571.27
M	\$7,706.24	\$7,868.07	\$8,033.30	\$8,202.00	\$8,374.24	\$8,493.49	\$8,964.27
D	\$411.00	\$419.63	\$428.44	\$437.44	\$446.63	\$452.99	\$478.09
H	\$51.37	\$52.45	\$53.56	\$54.68	\$55.83	\$56.62	\$59.76
14 A	\$93,630.77	\$95,597.00	\$97,604.54	\$99,654.23	\$101,746.98	\$103,178.04	\$108,860.81
M	\$7,802.56	\$7,966.42	\$8,133.71	\$8,304.52	\$8,478.92	\$8,598.17	\$9,071.73
D	\$416.14	\$424.88	\$433.80	\$442.91	\$452.21	\$458.57	\$483.83
H	\$52.02	\$53.11	\$54.22	\$55.36	\$56.53	\$57.32	\$60.48
15 A	\$94,801.14	\$96,791.97	\$98,824.60	\$100,899.91	\$103,018.81	\$104,449.87	\$110,166.49
M	\$7,900.10	\$8,066.00	\$8,235.38	\$8,408.33	\$8,584.90	\$8,704.16	\$9,180.54
D	\$421.34	\$430.19	\$439.22	\$448.44	\$457.86	\$464.22	\$489.63
H	\$52.67	\$53.77	\$54.90	\$56.06	\$57.23	\$58.03	\$61.20
16 A	\$95,986.16	\$98,001.86	\$100,059.90	\$102,161.16	\$104,306.55	\$105,737.62	\$111,488.48
M	\$7,998.85	\$8,166.82	\$8,338.33	\$8,513.43	\$8,692.21	\$8,811.47	\$9,290.71
D	\$426.61	\$435.56	\$444.71	\$454.05	\$463.58	\$469.94	\$495.50
H	\$53.33	\$54.45	\$55.59	\$56.76	\$57.95	\$58.74	\$61.94
17 A	\$97,185.98	\$99,226.90	\$101,310.65	\$103,438.18	\$105,610.38	\$107,041.45	\$112,826.98
M	\$8,098.83	\$8,268.91	\$8,442.55	\$8,619.85	\$8,800.87	\$8,920.12	\$9,402.25
D	\$431.94	\$441.01	\$450.27	\$459.73	\$469.38	\$475.74	\$501.45
H	\$53.99	\$55.13	\$56.28	\$57.47	\$58.67	\$59.47	\$62.68

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18 A	\$98,400.81	\$100,467.22	\$102,577.05	\$104,731.15	\$106,930.51	\$108,361.57	\$114,182.23
M	\$8,200.07	\$8,372.27	\$8,548.09	\$8,727.60	\$8,910.88	\$9,030.13	\$9,515.19
D	\$437.34	\$446.52	\$455.90	\$465.47	\$475.25	\$481.61	\$507.48
H	\$54.67	\$55.82	\$56.99	\$58.18	\$59.41	\$60.20	\$63.43
19 A	\$99,630.83	\$101,723.07	\$103,859.25	\$106,040.30	\$108,267.14	\$109,698.21	\$115,554.42
M	\$8,302.57	\$8,476.92	\$8,654.94	\$8,836.69	\$9,022.26	\$9,141.52	\$9,629.54
D	\$442.80	\$452.10	\$461.60	\$471.29	\$481.19	\$487.55	\$513.58
H	\$55.35	\$56.51	\$57.70	\$58.91	\$60.15	\$60.94	\$64.20
20 A	\$100,876.21	\$102,994.61	\$105,157.49	\$107,365.80	\$109,620.49	\$111,051.55	\$116,943.75
M	\$8,406.35	\$8,582.88	\$8,763.12	\$8,947.15	\$9,135.04	\$9,254.30	\$9,745.31
D	\$448.34	\$457.75	\$467.37	\$477.18	\$487.20	\$493.56	\$519.75
H	\$56.04	\$57.22	\$58.42	\$59.65	\$60.90	\$61.70	\$64.97
21 A	\$102,137.16	\$104,282.03	\$106,471.97	\$108,707.87	\$110,990.73	\$112,421.80	\$118,350.45
M	\$8,511.43	\$8,690.17	\$8,872.66	\$9,058.99	\$9,249.23	\$9,368.48	\$9,862.54
D	\$453.94	\$463.48	\$473.21	\$483.15	\$493.29	\$499.65	\$526.00
H	\$56.74	\$57.93	\$59.15	\$60.39	\$61.66	\$62.46	\$65.75
22 A	\$103,413.88	\$105,585.56	\$107,802.86	\$110,066.72	\$112,378.12	\$113,809.18	\$119,774.75
M	\$8,617.82	\$8,798.80	\$8,983.57	\$9,172.23	\$9,364.84	\$9,484.10	\$9,981.23
D	\$459.62	\$469.27	\$479.12	\$489.19	\$499.46	\$505.82	\$532.33
H	\$57.45	\$58.66	\$59.89	\$61.15	\$62.43	\$63.23	\$66.54
23 A	\$104,706.55	\$106,905.38	\$109,150.39	\$111,442.55	\$113,782.85	\$115,213.91	\$121,216.84
M	\$8,725.55	\$8,908.78	\$9,095.87	\$9,286.88	\$9,481.90	\$9,601.16	\$10,101.40
D	\$465.36	\$475.14	\$485.11	\$495.30	\$505.70	\$512.06	\$538.74
H	\$58.17	\$59.39	\$60.64	\$61.91	\$63.21	\$64.01	\$67.34
24 A	\$106,015.38	\$108,241.69	\$110,514.76	\$112,835.59	\$115,205.13	\$116,636.20	\$122,676.96
M	\$8,834.62	\$9,020.14	\$9,209.56	\$9,402.97	\$9,600.43	\$9,719.68	\$10,223.08
D	\$471.18	\$481.07	\$491.18	\$501.49	\$512.02	\$518.38	\$545.23
H	\$58.90	\$60.13	\$61.40	\$62.69	\$64.00	\$64.80	\$68.15
25 A	\$107,340.57	\$109,594.73	\$111,896.21	\$114,246.02	\$116,645.19	\$118,076.27	\$124,155.33
M	\$8,945.05	\$9,132.89	\$9,324.68	\$9,520.50	\$9,720.43	\$9,839.69	\$10,346.28
D	\$477.07	\$487.09	\$497.32	\$507.76	\$518.42	\$524.78	\$551.80
H	\$59.63	\$60.89	\$62.16	\$63.47	\$64.80	\$65.60	\$68.98
26 A	\$108,682.32	\$110,964.64	\$113,294.92	\$115,674.11	\$118,103.27	\$119,534.33	\$125,652.18
M	\$9,056.86	\$9,247.05	\$9,441.24	\$9,639.51	\$9,841.94	\$9,961.19	\$10,471.02
D	\$483.03	\$493.18	\$503.53	\$514.11	\$524.90	\$531.26	\$558.45
H	\$60.38	\$61.65	\$62.94	\$64.26	\$65.61	\$66.41	\$69.81

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27 A	\$110,040.86	\$112,351.71	\$114,711.09	\$117,120.04	\$119,579.55	\$121,010.61	\$127,167.75
M	\$9,170.07	\$9,362.64	\$9,559.26	\$9,760.00	\$9,964.96	\$10,084.22	\$10,597.31
D	\$489.07	\$499.34	\$509.83	\$520.53	\$531.46	\$537.82	\$565.19
H	\$61.13	\$62.42	\$63.73	\$65.07	\$66.43	\$67.23	\$70.65
28 A	\$111,416.37	\$113,756.11	\$116,144.98	\$118,584.03	\$121,074.29	\$122,505.36	\$128,702.24
M	\$9,284.70	\$9,479.68	\$9,678.75	\$9,882.00	\$10,089.52	\$10,208.78	\$10,725.19
D	\$495.18	\$505.58	\$516.20	\$527.04	\$538.11	\$544.47	\$572.01
H	\$61.90	\$63.20	\$64.52	\$65.88	\$67.26	\$68.06	\$71.50
29 A	\$112,809.07	\$115,178.06	\$117,596.79	\$120,066.33	\$122,587.73	\$124,018.79	\$130,255.92
M	\$9,400.76	\$9,598.17	\$9,799.73	\$10,005.53	\$10,215.64	\$10,334.90	\$10,854.66
D	\$501.37	\$511.90	\$522.65	\$533.63	\$544.83	\$551.19	\$578.92
H	\$62.67	\$63.99	\$65.33	\$66.70	\$68.10	\$68.90	\$72.36
30 A	\$114,219.18	\$116,617.79	\$119,066.76	\$121,567.16	\$124,120.08	\$125,551.14	\$131,829.04
M	\$9,518.27	\$9,718.15	\$9,922.23	\$10,130.60	\$10,343.34	\$10,462.60	\$10,985.75
D	\$507.64	\$518.30	\$529.19	\$540.30	\$551.64	\$558.01	\$585.91
H	\$63.46	\$64.79	\$66.15	\$67.54	\$68.96	\$69.75	\$73.24
31 A	\$115,646.93	\$118,075.50	\$120,555.08	\$123,086.76	\$125,671.58	\$127,102.64	\$133,421.80
M	\$9,637.24	\$9,839.63	\$10,046.26	\$10,257.23	\$10,472.63	\$10,591.89	\$11,118.48
D	\$513.99	\$524.78	\$535.80	\$547.05	\$558.54	\$564.90	\$592.99
H	\$64.25	\$65.60	\$66.98	\$68.38	\$69.82	\$70.61	\$74.12
32 A	\$117,092.50	\$119,551.45	\$122,062.03	\$124,625.33	\$127,242.47	\$128,673.53	\$135,034.48
M	\$9,757.71	\$9,962.62	\$10,171.84	\$10,385.44	\$10,603.54	\$10,722.79	\$11,252.87
D	\$520.41	\$531.34	\$542.50	\$553.89	\$565.52	\$571.88	\$600.15
H	\$65.05	\$66.42	\$67.81	\$69.24	\$70.69	\$71.49	\$75.02
33 A	\$118,556.17	\$121,045.85	\$123,587.80	\$126,183.15	\$128,833.01	\$130,264.06	\$136,667.32
M	\$9,879.68	\$10,087.15	\$10,298.98	\$10,515.26	\$10,736.08	\$10,855.34	\$11,388.94
D	\$526.92	\$537.98	\$549.28	\$560.81	\$572.59	\$578.95	\$607.41
H	\$65.86	\$67.25	\$68.66	\$70.10	\$71.57	\$72.37	\$75.93
34 A	\$120,038.11	\$122,558.92	\$125,132.65	\$127,760.44	\$130,443.42	\$131,874.47	\$138,320.58
M	\$10,003.18	\$10,213.24	\$10,427.72	\$10,646.70	\$10,870.29	\$10,989.54	\$11,526.72
D	\$533.50	\$544.71	\$556.15	\$567.82	\$579.75	\$586.11	\$614.76
H	\$66.69	\$68.09	\$69.52	\$70.98	\$72.47	\$73.26	\$76.84
35 A	\$121,538.59	\$124,090.91	\$126,696.82	\$129,357.45	\$132,073.94	\$133,505.02	\$139,994.49
M	\$10,128.22	\$10,340.91	\$10,558.07	\$10,779.79	\$11,006.16	\$11,125.42	\$11,666.21
D	\$540.17	\$551.52	\$563.10	\$574.92	\$587.00	\$593.36	\$622.20
H	\$67.52	\$68.94	\$70.39	\$71.87	\$73.37	\$74.17	\$77.77

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36 A	\$123,057.83	\$125,642.05	\$128,280.52	\$130,974.41	\$133,724.88	\$135,155.95	\$141,689.33
M	\$10,254.82	\$10,470.17	\$10,690.04	\$10,914.53	\$11,143.74	\$11,263.00	\$11,807.44
D	\$546.92	\$558.41	\$570.14	\$582.11	\$594.33	\$600.69	\$629.73
H	\$68.37	\$69.80	\$71.27	\$72.76	\$74.29	\$75.09	\$78.72
37 A	\$124,596.05	\$127,212.57	\$129,884.03	\$132,611.60	\$135,396.43	\$136,827.51	\$143,405.35
M	\$10,383.00	\$10,601.05	\$10,823.67	\$11,050.97	\$11,283.04	\$11,402.29	\$11,950.45
D	\$553.76	\$565.39	\$577.26	\$589.38	\$601.76	\$608.12	\$637.36
H	\$69.22	\$70.67	\$72.16	\$73.67	\$75.22	\$76.02	\$79.67
38 A	\$126,153.49	\$128,802.72	\$131,507.58	\$134,269.23	\$137,088.89	\$138,519.95	\$145,142.83
M	\$10,512.79	\$10,733.56	\$10,958.97	\$11,189.10	\$11,424.07	\$11,543.33	\$12,095.24
D	\$560.68	\$572.46	\$584.48	\$596.75	\$609.28	\$615.64	\$645.08
H	\$70.09	\$71.56	\$73.06	\$74.59	\$76.16	\$76.96	\$80.63
39 A	\$127,730.42	\$130,412.76	\$133,151.43	\$135,947.61	\$138,802.51	\$140,233.58	\$146,902.03
M	\$10,644.20	\$10,867.73	\$11,095.95	\$11,328.97	\$11,566.88	\$11,686.13	\$12,241.84
D	\$567.69	\$579.61	\$591.78	\$604.21	\$616.90	\$623.26	\$652.90
H	\$70.96	\$72.45	\$73.97	\$75.53	\$77.11	\$77.91	\$81.61
40 A	\$129,327.05	\$132,042.91	\$134,815.81	\$137,646.95	\$140,537.54	\$141,968.60	\$148,683.21
M	\$10,777.25	\$11,003.58	\$11,234.65	\$11,470.58	\$11,711.46	\$11,830.72	\$12,390.27
D	\$574.79	\$586.86	\$599.18	\$611.76	\$624.61	\$630.97	\$660.81
H	\$71.85	\$73.36	\$74.90	\$76.47	\$78.08	\$78.87	\$82.60
41 A	\$130,943.64	\$133,693.46	\$136,501.02	\$139,367.53	\$142,294.26	\$143,725.32	\$150,486.65
M	\$10,911.97	\$11,141.12	\$11,375.09	\$11,613.96	\$11,857.86	\$11,977.11	\$12,540.55
D	\$581.97	\$594.19	\$606.67	\$619.41	\$632.42	\$638.78	\$668.83
H	\$72.75	\$74.27	\$75.83	\$77.43	\$79.05	\$79.85	\$83.60
42 A	\$132,580.44	\$135,364.62	\$138,207.28	\$141,109.62	\$144,072.93	\$145,504.01	\$152,312.65
M	\$11,048.37	\$11,280.39	\$11,517.27	\$11,759.14	\$12,006.08	\$12,125.33	\$12,692.72
D	\$589.25	\$601.62	\$614.25	\$627.15	\$640.32	\$646.68	\$676.95
H	\$73.66	\$75.20	\$76.78	\$78.39	\$80.04	\$80.84	\$84.62
43 A	\$134,237.68	\$137,056.68	\$139,934.86	\$142,873.50	\$145,873.84	\$147,304.91	\$154,161.46
M	\$11,186.47	\$11,421.39	\$11,661.24	\$11,906.13	\$12,156.15	\$12,275.41	\$12,846.79
D	\$596.61	\$609.14	\$621.93	\$634.99	\$648.33	\$654.69	\$685.16
H	\$74.58	\$76.14	\$77.74	\$79.37	\$81.04	\$81.84	\$85.65
44 A	\$135,915.67	\$138,769.89	\$141,684.05	\$144,659.42	\$147,697.27	\$149,128.33	\$156,033.38
M	\$11,326.31	\$11,564.16	\$11,807.00	\$12,054.95	\$12,308.11	\$12,427.36	\$13,002.78
D	\$604.07	\$616.76	\$629.71	\$642.93	\$656.43	\$662.79	\$693.48
H	\$75.51	\$77.09	\$78.71	\$80.37	\$82.05	\$82.85	\$86.69



RANG	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
45 A	\$137,614.60	\$140,504.50	\$143,455.11	\$146,467.67	\$149,543.48	\$150,974.55	\$157,928.71
M	\$11,467.88	\$11,708.71	\$11,954.59	\$12,205.64	\$12,461.96	\$12,581.21	\$13,160.73
D	\$611.62	\$624.46	\$637.58	\$650.97	\$664.64	\$671.00	\$701.91
H	\$76.45	\$78.06	\$79.70	\$81.37	\$83.08	\$83.87	\$87.74
46 A	\$139,334.78	\$142,260.82	\$145,248.30	\$148,298.50	\$151,412.78	\$152,843.85	\$159,847.72
M	\$11,611.23	\$11,855.07	\$12,104.03	\$12,358.21	\$12,617.73	\$12,736.99	\$13,320.64
D	\$619.27	\$632.27	\$645.55	\$659.10	\$672.95	\$679.31	\$710.43
H	\$77.41	\$79.03	\$80.69	\$82.39	\$84.12	\$84.91	\$88.80
47 A	\$141,076.46	\$144,039.08	\$147,063.90	\$150,152.23	\$153,305.45	\$154,736.51	\$161,790.74
M	\$11,756.37	\$12,003.26	\$12,255.33	\$12,512.69	\$12,775.45	\$12,894.71	\$13,482.56
D	\$627.01	\$640.17	\$653.62	\$667.34	\$681.36	\$687.72	\$719.07
H	\$78.38	\$80.02	\$81.70	\$83.42	\$85.17	\$85.96	\$89.88
48 A	\$142,839.92	\$145,839.56	\$148,902.21	\$152,029.15	\$155,221.75	\$156,652.83	\$163,758.02
M	\$11,903.33	\$12,153.30	\$12,408.52	\$12,669.10	\$12,935.15	\$13,054.40	\$13,646.50
D	\$634.84	\$648.18	\$661.79	\$675.69	\$689.87	\$696.23	\$727.81
H	\$79.36	\$81.02	\$82.72	\$84.46	\$86.23	\$87.03	\$90.98
49 A	\$144,625.43	\$147,662.57	\$150,763.48	\$153,929.50	\$157,162.03	\$158,593.09	\$165,749.91
M	\$12,052.12	\$12,305.21	\$12,563.62	\$12,827.46	\$13,096.84	\$13,216.09	\$13,812.49
D	\$642.78	\$656.28	\$670.06	\$684.13	\$698.50	\$704.86	\$736.67
H	\$80.35	\$82.03	\$83.76	\$85.52	\$87.31	\$88.11	\$92.08
50 A	\$146,433.25	\$149,508.34	\$152,648.01	\$155,853.62	\$159,126.55	\$160,557.62	\$167,766.69
M	\$12,202.77	\$12,459.03	\$12,720.67	\$12,987.80	\$13,260.55	\$13,379.80	\$13,980.56
D	\$650.81	\$664.48	\$678.44	\$692.68	\$707.23	\$713.59	\$745.63
H	\$81.35	\$83.06	\$84.80	\$86.59	\$88.40	\$89.20	\$93.20
51 A	\$148,263.66	\$151,377.21	\$154,556.13	\$157,801.80	\$161,115.64	\$162,546.71	\$169,808.69
M	\$12,355.31	\$12,614.77	\$12,879.68	\$13,150.15	\$13,426.30	\$13,545.56	\$14,150.72
D	\$658.95	\$672.79	\$686.92	\$701.34	\$716.07	\$722.43	\$754.71
H	\$82.37	\$84.10	\$85.86	\$87.67	\$89.51	\$90.30	\$94.34
52 A	\$150,116.96	\$153,269.42	\$156,488.06	\$159,774.32	\$163,129.59	\$164,560.64	\$171,876.19
M	\$12,509.75	\$12,772.45	\$13,040.67	\$13,314.53	\$13,594.13	\$13,713.39	\$14,323.02
D	\$667.19	\$681.20	\$695.50	\$710.11	\$725.02	\$731.38	\$763.89
H	\$83.40	\$85.15	\$86.94	\$88.76	\$90.63	\$91.42	\$95.49
53 A	\$151,993.42	\$155,185.29	\$158,444.17	\$161,771.50	\$165,168.70	\$166,599.77	\$173,969.56
M	\$12,666.12	\$12,932.11	\$13,203.68	\$13,480.96	\$13,764.06	\$13,883.31	\$14,497.46
D	\$675.53	\$689.71	\$704.20	\$718.98	\$734.08	\$740.44	\$773.20
H	\$84.44	\$86.21	\$88.02	\$89.87	\$91.76	\$92.56	\$96.65

RANG	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
54 A	\$153,893.34	\$157,125.10	\$160,424.73	\$163,793.65	\$167,233.31	\$168,664.38	\$176,089.08
M	\$12,824.45	\$13,093.76	\$13,368.73	\$13,649.47	\$13,936.11	\$14,055.37	\$14,674.09
D	\$683.97	\$698.33	\$713.00	\$727.97	\$743.26	\$749.62	\$782.62
H	\$85.50	\$87.29	\$89.12	\$91.00	\$92.91	\$93.70	\$97.83
55 A	\$155,816.99	\$159,089.15	\$162,430.03	\$165,841.06	\$169,323.72	\$170,754.79	\$178,235.11
M	\$12,984.75	\$13,257.43	\$13,535.84	\$13,820.09	\$14,110.31	\$14,229.57	\$14,852.93
D	\$692.52	\$707.06	\$721.91	\$737.07	\$752.55	\$758.91	\$792.16
H	\$86.56	\$88.38	\$90.24	\$92.13	\$94.07	\$94.86	\$99.02

GLENDALE UNIFIED SCHOOL DISTRICT

April 18, 2023

ACTION REPORT NO. 9

TO: Board of Education

FROM: Dr. Vivian Ekchian, Superintendent

SUBMITTED BY: Lena Kortoshian, Director, Teaching and Learning

PREPARED BY: Rebecca Mieliwocki, Coordinator, Teaching and Learning

SUBJECT: **Approval for Adoption of Curriculum for Middle and High School Emerging ELD Courses**

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The Superintendent recommends that the Board of Education approve the adoption of new curriculum (Language Launch) for middle and high school Emerging ELD courses.

**MIDDLE AND HIGH SCHOOLS**

**Department: English Language Development (ELD)**

Curriculum Name: Language Launch  
Publisher: Houghton Mifflin Harcourt

**Overview**

Currently, GUSD uses the SpringBoard English Language Arts (ELA)/English Language Development (ELD) instructional materials for Expanding and Bridging English learners (students who have developed some English proficiency) in grades 6 through 12. The instructional materials provide teachers with the tools they need to use assessments to plan for instruction, determine flexible grouping strategies, implement other teaching strategies to meet the unique needs of our language learners and to measure the effectiveness of their instruction.

For Emerging English learners (students who are new to the country and just beginning to develop English proficiency), the Inside ELD curriculum is used in grades 6 through 8 and the Edge curriculum is used at the high school level. These are both outdated and unaligned to the current California ELD Standards.

The Teaching & Learning Department and ELD teachers understand the need to adopt an updated curriculum that meets the needs of all Emerging English learners by aligning to the California ELD standards and Designated ELD instructional requirements. Under the direction of Laura Gaboudian, Secondary ELA Teacher Specialist, teachers were offered the opportunity to review the Houghton Mifflin Harcourt (HMH) Language Launch curriculum, which is part of English 3D, an ELD curriculum that is currently used for Summer School ELD instruction for Emerging and Bridging students.

Language Launch is an online program that is expressly designed to support Emerging English learners. It is an explicit and interactive ELD curriculum designed by Dr. Kate Kinsella, a leading expert in second language acquisition. The program was created specifically for newcomer Emerging English learners to give them a basic foundation in social and academic English — speaking, listening, reading, and writing skills needed to successfully begin to discuss, describe and explain information.

### **Curriculum Review Process**

In September 2022, middle and high school ELD teachers attended the HMH Language Launch teacher training to learn how to use the curriculum. The pilot began in October 2022 and lasted through December 2022.

In January 2023, a curriculum review and professional development day was held for ELD teachers in the pilot. All Emerging ELD teachers came to a consensus to proceed with adoption of the HMH Language Launch for Emerging English learners in grades 6 through 12. The ELD Curriculum Study Committee (CSC) approved the curriculum adoption on February 8, 2023.

All secondary principals were provided information and the opportunity to weigh in at their principal check-ins with Dr. Chris Coulter, Executive Director, Secondary Instruction. Via a Google survey sent to all secondary principals, 100% voted to approve the adoption of this curriculum on February 15, 2023.

The curriculum was then posted for public comment and review on February 16, 2023, by the office of Teaching & Learning. Parents and community members had the opportunity to review and ask questions for two weeks ending on March 2, 2023. No feedback or community input was received.

### **Cost of Instructional Materials and Professional Development**

Teaching & Learning, in collaboration with Equity, Access, and Family Engagement (EAFE), will work together to ensure that all Emerging ELD students enrolled have access to the Language Launch curriculum. EAFE currently purchases the curriculum (English 3D, which includes Language Launch in the bundle) for use during Summer School using Title III funds. Those purchased licenses will be transferred to enrolled Emerging students for the 2023-2024 school year. Additional licenses as needed will be purchased by Teaching & Learning. Professional Development costs for teacher training in the 2023-2024 year are still to be determined and will be paid out of the Educator Effectiveness grant.

### **Recommendation**

It is the recommendation of staff that Houghton Mifflin Harcourt Language Launch be adopted as the ELD curriculum of record for Emerging ELD students in grades 6 through 12 beginning in the 2023-2024 school year.

***TO SUPPORT 2022-23 BOARD PRIORITY NO. 1: Maximize Student Achievement – Close the digital and equity gap; offer robust in-person and independent study learning programs; and accelerate learning and improve attendance and engagement.***

***TO SUPPORT 2022-23 BOARD PRIORITY NO. 2: Foster a Positive Culture of Learning – Ensure equitable teaching and learning opportunities led by excellence; support culturally relevant curriculum that emphasizes inclusion; and increase school connectedness for students, parents, and families.***

GLENDALE UNIFIED SCHOOL DISTRICT

April 18, 2023

ACTION REPORT NO. 10

TO: Board of Education

FROM: Dr. Vivian Ekchian, Superintendent

SUBMITTED BY: Dr. Christopher Coulter, Executive Director, Secondary Instruction

PREPARED BY: Dr. Christin Molano, Coordinator III, Career & Technical Education

**SUBJECT: Approval of Revised Services Agreement Between Glendale Unified School District and the USC College Advising Corps**

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The Superintendent recommends that the Board of Education approve a revised two-year services agreement between Glendale Unified School District and USC College Advising Corps in the amount of \$144,000 to provide college advisement support for Glendale and Hoover High Schools funded by the Career and Technical Education Incentive Grant.

At its meeting on August 11, 2020, the Board of Education approved a services agreement with the University of Southern California (USC) College Advising Corps in the amount of \$72,000 for Hoover High School for the 2020-21 and 2021-22 school years. At its meeting on May 4, 2021, the Board of Education approved the same services agreement with the USC College Advisory Corps for the amount of 72,000 to include Glendale High School for the 2021-22 and 2022-23 school years.

The services provided to Hoover High School in the 2020-21 school year, in the amount of \$36,000, were paid to USC upon receipt of invoice. As it was later decided to add another year to the services provided to Hoover High School, extending through the 2022-23 school year, and because the two original agreements overlapped and USC provided one invoice for payment for both schools for both years, a revised contract is being presented for \$144,000, which reflects the two-year service agreement with USC College Advising Corp for both schools for the 2021-22 and 2022-23 school years.

The University of Southern California (USC) College Advising Corps is a constituent program of the College Advising Corps. The program's advisers assist school counselors, teachers, and administrators to increase college-going rates in the schools they serve. Advisers assist school counselors to provide admissions and financial aid

advising to students and their families through one-on-one and group sessions that help students identify colleges that will serve them well; complete their admissions and financial-aid applications; and enroll successfully at the schools they eventually choose. The program aims to increase the number of low-income, first-generation, and underrepresented students entering and completing higher education.

I. Purpose:

The USC College Advising Corps program, administered by the Center for Enrollment Research, Policy and Practice at the Rossier School of Education at USC, places recent university graduates as college advisers in the below designated high schools in Glendale Unified School District. The Scope of Work includes the following high schools in Glendale Unified School District: Glendale and Hoover High Schools – (2 advisers).

II. USC and the District Partnership:

1. Work collaboratively to develop and implement an Advising Corps program and services that (a) foster access to postsecondary education and (b) include all students who wish to participate and who work in good faith to do so.
2. Work collaboratively to (a) outline current school-based efforts to foster access to postsecondary education; (b) review the Advising Corps program and services to ensure that they complement and extend these existing efforts; and (c) establish clear and mutually agreeable timelines for the implementation of the Advising Corps program and services.
3. See the adviser as a professional, well-trained resource for students around college access who will work in collaboration with school counselors to increase the number of low-income, first generation, and underrepresented students entering and completing higher education.

III. College Adviser Role:

1. Assist in fostering a college-going culture in the partner high school.
2. Meet one-on-one and in groups with students from all grades, and intensively with seniors and juniors, to help them research and identify multiple best-fit postsecondary institutions.
3. Make classroom presentations on college planning, admissions, and financing processes.
4. Organize campus tours to a variety of colleges so that students, grades 9-12, can envision themselves as a college student and determine what type of institution is a "best-fit."
5. Organize campus rep visits and ensure that students participate.

6. Organize college fairs at the schools and take students to off-site college fairs.
7. Assist students with FAFSA completion so they meet deadlines to qualify for financial aid and scholarships.
8. Help students access SAT/ACT registration fee waivers and assist them with SAT/ACT registration.
9. Help students complete admissions and scholarship applications and admissions essays.
10. Advise and provide college preparation, application, admission, and enrollment information to family members.
11. Organize college-planning workshops for students and families, focusing on financial literacy and budgeting-for-college.
12. Conduct college eligibility analysis with students including course requirement advisement.
13. Organize events to celebrate college going (e.g., College Decision Day).
14. Participate in four weeks of intensive pre-service training in July and August, some training at USC and some in the local district.
15. Participate in monthly and other required training throughout the year.
16. Focus strictly on college advisement to the exclusion of any other types of counseling, case management etc.

IV. District Agrees To:

1. Welcome each adviser and work actively to facilitate the partnership between the Advising Corps program and services and any college-access, admissions, or financial-aid advising already present at the District's schools.
2. Treat adviser as part of the counseling team with participation in counseling and school meetings.
3. Assign a credentialed school counselor as a point person to work with the college adviser.
4. Provide access to aequitas solutions (Q) student data system and district email address.
5. Communicate clearly, both to each adviser and to the program director, any policies and procedures with which the adviser is expected to comply.
6. Provide each adviser all of the equipment, access and supplies that an equivalent district employee would use to complete equivalent work.
7. Provide each adviser with a comprehensive orientation to the District's school, with introductions to key administrators, teachers, and staff, as well as an overview of the mission and culture of the school. Introduce



- each adviser or provide opportunities to introduce him/herself to the entire student body en masse.
8. Train each adviser in school lockdown and emergency response procedures, including advisers' roles and responsibilities pertaining to students during such situations.
  9. Include each adviser in any staff emergency communication systems such as email lists, text lists or hand-held radio communications as may occur during an emergency, lockdown or other urgent situation.
  10. Maintain the existing staffing level of the guidance/counseling department and not make any staffing modifications including suggesting the replacement of a counselor or counseling position with an adviser.
  11. Ensure that a mis-assignment does not occur by requiring the role of an adviser to be an assistant to the credentialed school counselor, and that the credentialed counselor maintains responsibility for his/her caseload of students.

The amount of \$144,000 to provide college advisement support for Glendale High School and Hoover High School for the 2021-22 and 2022-23 school year will be funded by the Career and Technical Education Incentive Grant (CTEIG). The term of the agreement is from July 1, 2021, through June 30, 2023.

***TO SUPPORT 2022-23 BOARD PRIORITY NO. 1: Maximize Student Achievement – Close the digital and equity gap; offer robust in-person and independent study learning programs; and accelerate learning and improve attendance and engagement.***

***TO SUPPORT 2022-23 BOARD PRIORITY NO. 2: Foster a Positive Culture of Learning – Ensure equitable teaching and learning opportunities led by excellence; support culturally relevant curriculum that emphasizes inclusion; and increase school connectedness for students, parents, and families.***

**GLENDALE UNIFIED SCHOOL DISTRICT**

223 North Jackson Street  
Glendale, CA 91206  
(818) 241-3111

**SERVICES AGREEMENT**

This **Agreement** for Professional Services (“Agreement”) is made and entered into as of the 25<sup>th</sup> day Of May, 2021 by and between the Glendale Unified School District, (“District”) and University of Southern California on behalf of its Center for Enrollment Research, Policy and, a corporation, whose place of business is Los Angeles [City], herein referring to as (“Contractor”), (together, “Parties”).

WITNESSETH: The parties do hereby contract and agree as follows:

1. *Services Description.* CONTRACTOR will perform the services described in the “Scope of Work” attached hereto as Addendum A and made a part thereof.

NOW, THEREFORE, the Parties agree as follows:

1. **Term.** Contractor shall commence providing services under this Agreement on July 1, 2021 and will diligently perform as required and complete performance by June 30, 2023

2. **Submittal of Documents.** The Contractor shall not commence the Services under this Agreement until the Contractor has submitted and the District has approved the certificate(s) and affidavit(s), and the endorsement(s) of insurance required as indicated below:

- Signed Agreement
- Workers' Compensation Certification Fingerprinting/Criminal
- Background Investigation Certification Insurance Certificates
- and Endorsements
- W-9 Form
- Non-collusion Declaration
- Tuberculosis Clearance

3. **Compensation.** District agrees to pay the Contractor for services satisfactorily rendered pursuant to this Agreement (as needed, as requested) a total fee not to exceed (NTE) 144,000 Dollars \$ which includes the reimbursable cost listed in item 4.1 District shall pay Contractor according to the following terms and conditions:

**Note:** Accounts Payable will not process payment until the services have been completed. Invoices should be submitted to the Accounts Payable Department, Glendale Unified School District, 223 N. Jackson Street, Glendale, CA 91206.

4. **Expenses.** District shall not be liable to Contractor for any costs or expenses paid or incurred by Contractor in performing services for District, except as follows:

4.1. N/A

5. **Independent Contractor.** Contractor, in the performance of this Agreement, shall be and act as an independent contractor. Contractor understands and agrees that it and all of its employees shall not be considered officers, employees, agents, partner, or joint venture of the District, and are not entitled to benefits of any kind or nature normally provided employees of the District and/or to which District's employees are normally entitled, including, but not limited to, State Unemployment Compensation or Worker's Compensation. Contractor shall assume full responsibility for payment of all federal, state and local taxes or contributions, including unemployment insurance, social security and income taxes with respect to Contractor's employees. In the performance of the work herein contemplated, Contractor is an independent contractor or business entity, with the sole authority for controlling and directing the performance of the details of the work, District being interested only in the results obtained.

6. **Materials.** Contractor shall furnish, at its own expense, all labor, materials, equipment, supplies and other items necessary to complete the services to be provided pursuant to this Agreement, except as follows:

7. **Copyright/Trademark/Patent.** Contractor understands and agrees that all matters produced under this Agreement shall become the property of District and cannot be used without District's express written permission. District shall have all right, title and interest in said matters, including the right to secure and maintain the copyright, trademark and/or patent of said matter in the name of the District. Contractor consents to use of Contractor's name in conjunction with the sale, use, performance and distribution of the matters, for any purpose and in any medium.

8. **Termination.**

8.1. **Without Cause by District.** District may, at any time, with or without reason, terminate this Agreement and compensate Contractor only for services satisfactorily rendered to the date of termination. Written notice by District shall be sufficient to stop further performance of services by Contractor. Notice shall be deemed given when received by the Contractor or no later than three days after the day of mailing, whichever is sooner.

8.2. **Without Cause by Contractor.** Contractor may, upon sixty (60) days notice, with or without reason, terminate this Agreement. Upon this termination, District shall only be obligated to compensate Contractor for services satisfactorily rendered to the date of termination. Written notice by Contractor shall be sufficient to stop further performance of services to District. Contractor acknowledges that this sixty (60) day notice period is acceptable so that the District can attempt to procure the Services from another source.

8.3. **With Cause by District.** District may terminate this Agreement upon giving of written notice of intention to terminate for cause. Cause shall include:

8.3.1. material violation of this Agreement by the Contractor; or

8.3.2. any act by Contractor exposing the District to liability to others for personal injury or property damage; or

8.3.3. Contractor is adjudged a bankrupt, Contractor makes a general assignment for the benefit of creditors or a receiver is appointed on account of Contractor's insolvency.



Written notice by District shall contain the reasons for such intention to terminate and unless within three (3) calendar days after that notice the condition or violation shall cease, or satisfactory arrangements for the correction thereof be made, this Agreement shall upon the expiration of the three (3) calendar days cease and terminate. In the event of this termination, the District may secure the required services from another Contractor. If the expense, fees, and/or costs to the District exceed the cost of providing the service pursuant to this Agreement, the Contractor shall immediately pay the excess expense, fees, and/or costs to the District upon the receipt of the District's notice of these expense, fees, and/or costs. The foregoing provisions are in addition to and not a limitation of any other rights or remedies available to District.

## **9. Indemnification.**

To the furthest extent permitted by California law, Contractor shall defend, indemnify, and hold free and harmless the District, its Board of Education, agents, representatives, officers, Contractors, employees, trustees, and volunteers ("the indemnified parties") from any and all claims, demands, causes of action, suits, actions, costs, expenses, judgments, liability, loss, damage or injury of any kind, nature and description, in law or equity ("Claim"), to property or persons including, but not limited to, personal injury, bodily injury, death, property damage, and Contractors' attorneys' fees and costs, directly or indirectly arising out of, connected with, or resulting from the negligence, recklessness, errors or omissions, or willful misconduct of Contractor, its officials, officers, employees, subcontractors, or agents, directly or indirectly arising out of, connected with, or resulting from the performance of the Services, the Project, or this Agreement, including without limitation the payment of all consequential damages; or from any activity, work, or thing done, permitted, or suffered by the Contractor in conjunction with this Agreement, unless the claims are caused wholly by the sole negligence or willful misconduct of the District. The District shall have the right to accept or reject any legal representation that Contractor proposes to defend the indemnified parties.

To the furthest extent permitted by California law, the District shall defend, indemnify, and hold free and harmless the Contractor, its agents, representatives, officers, employees, trustees, and volunteers from any and all claims, demands, causes of action, suits, actions, costs, expenses, judgments, liability, loss, damage or injury of any kind, nature and description, in law or equity ("Claim"), to property or persons including, but not limited to, personal injury, bodily injury, death, property damage, and District's attorneys' fees and costs, directly or indirectly arising out of, connected with, or resulting from the negligence, recklessness, errors or omissions, or willful misconduct of District, its officials, officers, employees, subcontractors, contractors other than USC, or agents, directly or indirectly arising out of, connected with, or resulting from the performance of the Services, the Project, or this Agreement, including without limitation the payment of all consequential damages; or from any activity, work, or thing done, permitted, or suffered by the Contractor in conjunction with this Agreement, unless the claims are caused wholly by the sole negligence or willful misconduct of the Contractor. The Contractor shall have the right to accept or reject any legal representation that Contractor proposes to defend the indemnified parties.

## **10. Insurance.**

- 10.1. The Contractor shall procure and maintain at all times it performs any portion of the Services the following insurance with minimum limits equal to the amount indicated below.



Type of Coverage	Minimum Requirement
<b>Commercial General Liability Insurance</b> , including Bodily Injury, Personal Injury, Property Damage, Advertising Injury, and Medical Payments Each Occurrence General Aggregate	 \$ 1,000,000 \$ 1,000,000
<b>Automobile Liability Insurance - Any Auto</b> Each Occurrence General Aggregate	 \$ 1,000,000 \$ 1,000,000
<b>Professional Liability</b>	\$ 1,000,000
<b>Workers Compensation</b>	Statutory Limits
<b>Employer's Liability</b>	\$ 1,000,000

10.1.1. **Commercial General Liability and Automobile Liability Insurance.** Commercial General Liability Insurance and Any Auto Automobile Liability Insurance that shall protect the Contractor, the District, and the State from all claims of bodily injury, property damage, personal injury, death, advertising injury, and medical payments arising performing any portion of the Services. (Form CG 0001 and CA 0001, or forms substantially similar, if approved by the District.)

10.1.2. **Workers' Compensation and Employers' Liability Insurance.** Workers' Compensation Insurance and Employers' Liability Insurance for all of its employees performing any portion of the Services. In accordance with provisions of section 3700 of the California Labor Code, the Contractor shall be required to secure workers' compensation coverage for its employees. If any class of employee or employees engaged in performing any portion of the Services under this Agreement are not protected under the Workers' Compensation Statute, adequate insurance coverage for the protection of any employee(s) not otherwise protected must be obtained before any of those employee(s) commence performing any portion of the Services.

10.1.3. **Professional Liability (Errors and Omissions).** Professional Liability Insurance as appropriate to the Contractor's profession.

10.1.4 Alternatively, Contractor may satisfy these insurance requirements by self-insurance or by obtaining blanket insurance.

10.2. **Proof of Carriage of Insurance.** The Contractor shall not commence performing any portion of the services until all required insurance has been obtained and certificates indicating the portion of the Services until all required insurance has been obtained and certificates indicating the required coverage have been delivered in duplicate to the District and approved by the District. Certificates and insurance policies shall include the following:

10.2. **Proof of Carriage of Insurance.** The Contractor shall not commence performing any portion of the Services until all required insurance has been obtained and certificates indicating the required coverage have been delivered in duplicate to the District and approved by the District. Certificates and insurance policies shall include the following:

10.2.1. A clause stating: "SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISION."

10.2.2. Language stating in particular those insured, extent of insurance, location and operation to which insurance applies, expiration date, to which cancellation and reduction notice will be sent, and length of notice period.

10.2.3. An endorsement stating that the District and its Board of Education, agents, representatives, employees, trustees, officers, Contractors, and volunteers are named additional insured under all policies except Workers' Compensation Insurance, Professional Liability, and Employers' Liability Insurance. An endorsement shall also state that Contractor's insurance policies shall be primary to any insurance or self-insurance maintained by District. An endorsement shall also state that there shall be a waiver of any subrogation.

10.2.4. All policies except the Professional Liability, Workers' Compensation Insurance, and Employers' Liability Insurance Policies shall be written on an occurrence form.

10.3. **Acceptability of Insurers.** Insurance is to be placed with insurers with a current A.M. Best's rating of no less than A: VII, unless otherwise acceptable to the District.

11. **Assignment.** The obligations of the Contractor pursuant to this Agreement shall not be assigned by the Contractor.

12. **Compliance with Laws. Debarment and Suspension.** Contractor warrants and certifies that neither Contractor, nor any person working for or acting on behalf of Contractor as part of this Agreement, has been or is debarred, penalized by, convicted, sanctioned, suspended, excluded or otherwise ineligible to participate in any state or federal program, or by any federal department or agency, or by Los Angeles County

13. **Certificates/Permits/Licenses.** Contractor and all Contractor's employees or agents shall secure and maintain in force such certificates, permits and licenses as are required by law in connection with the furnishing of Services pursuant to this Agreement.

14. **Employment with Public Agency.** Contractor, if an employee of another public agency, agrees that Contractor will not receive salary or remuneration, other than vacation pay, as an employee of another public agency for the actual time in which services are actually being performed pursuant to this Agreement.

15. **Anti-Discrimination.** District programs, activities, practices shall be free from discrimination based on race, color, ancestry, national origin, ethnic group identification, age, religion, marital or parental status, physical or mental disability, sex, sexual orientation, gender, gender identity or expression, or genetic information; the perception of one or more of such characteristics; or association with a person or group with one or more of these actual or perceived characteristics and therefore the Contractor agrees to comply with applicable Federal and California laws including, but not limited to the California Fair Employment and Housing Act beginning with Government Code Section 12900 and Labor Code Section 1735 and District policy. In addition, the Contractor agrees to require like compliance by all of its subcontractor(s).



16. **Fingerprinting of Employees.** The Fingerprinting/Criminal Background Investigation Certification must be completed and attached to this Agreement prior to Contractor's performing of any portion of the Services.
17. **No Rights in Third Parties.** This Agreement does not create any rights in, or inure to the benefit of, any third party except as expressly provided herein.
18. **District's Evaluation of Contractor and Contractor's Employees and/or Subcontractors.** The District may evaluate the Contractor in any way the District is entitled pursuant to applicable law. The District's evaluation may include, without limitation:
  - 18.1. Requesting that District employee(s) evaluate the Contractor and the Contractor's employees and subcontractors and each of their performance.
  - 18.2. Announced and unannounced observance of Contractor, Contractor's employee(s), and/or subcontractor(s).
19. **Limitation of Liability.** Except as expressly set forth in this agreement, Contractor disclaims any and all express warranties, warranties of fitness for a particular purpose and implied warranties of merchantability, or other express or implied warranties of any kind. Other than as provided in this Agreement, each party's financial obligations under this Agreement shall be limited to the payment of the compensation provided in this Agreement. Notwithstanding any other provision of this Agreement, in no event, shall either party be liable, regardless of whether any claim is based on contract or tort, for any special, consequential, indirect or incidental damages, including, but not limited to, lost profits or revenue, arising out of or in connection with this Agreement for the services performed in connection with this Agreement.

20. **Confidentiality.** The Contractor and all Contractor's agents, personnel, employee(s), and/or subcontractor(s) shall maintain the confidentiality of all information received in the course of performing the Services. Contractor understands that student records are confidential and agrees to comply with all state and federal laws concerning the maintenance and disclosure of student records. This requirement to maintain confidentiality shall extend beyond the termination of this Agreement.

Both parties will maintain in confidence and safeguard all confidential information, as defined in this paragraph, of the other party, its affiliates, and its customers. "Confidential Information" means any information that is marked or otherwise identified as confidential or proprietary at the time of disclosure or by law, and includes but is not limited to, trade secrets, know-how, inventions, techniques, data, customers list, personal information, financial information, sales, and marketing plans of the other party, its affiliates, or its customers. Both parties recognize and acknowledge the confidential and proprietary nature of any Confidential Information and acknowledge the irreparable harm that could result if such confidential information is disclosed to a third party or used for unauthorized purposes. Each party agrees to use any Confidential Information only for the purpose of conducting business with each other and their clients in the manner contemplated by this Agreement. Both parties will restrict disclosure of any Confidential Information to only those personnel who have a need to know and will bind such personnel to obligations of confidentiality to the same extent that each party is bound by this Agreement. Upon request of the owner of the confidential information, the other party will promptly return or destroy all materials incorporating any Confidential Information and any copies. The obligation under this paragraph do not apply to information that: 1) is or becomes generally known or in the public domain through no act or omission of the other party; 2) was lawfully in Contractor's possession without restriction as to use or disclosure before its receipt from the other party; 3) is received from, or was made available to, a third party without any obligation of confidentiality; 4) was independently developed; 5) is otherwise permitted to be disclosed under this Agreement; 6) is disclosed with the prior written consent of the disclosing party; or 7) is required to be disclosed in any civil or criminal legal proceeding, regulatory proceeding or any similar process, however, the party required to make the disclosure under the law shall give prompt notice of this to the other party prior to such disclosure so that the other party may seek an appropriate protective order or give its consent to such disclosure.

21. **Notice.** Any notice required or permitted to be given under this Agreement shall be deemed to have been given, served, and received if given in writing and either personally delivered or deposited in the United States mail, registered or certified mail, postage prepaid, return receipt required, or sent by overnight delivery service, or facsimile transmission, addressed as follows:



**District:**

**Glendale Unified School District**  
223 N. Jackson Street  
Glendale, California 91206  
ATTN: \_\_\_\_\_

**Contractor:**

University of Southern California - CERPP  
3470 Trousdale Pkway, RM 402  
Los Angeles, CA 90089  
ATTN: Emily Chung, Associate Director

Any notice personally given or sent by facsimile transmission shall be effective upon receipt. Any notice sent by overnight delivery service shall be effective the business day next following delivery thereof to the overnight delivery service. Any notice given by mail shall be effective three (3) days after deposit in the United States mail.

22. **Integration/Entire Agreement of Parties.** This Agreement constitutes the entire agreement between the Parties and supersedes all prior discussions, negotiations, and agreements, whether oral or written. This Agreement may be amended or modified only by a written instrument executed by both Parties. . In the event of an express conflict between the terms of this Agreement and the terms of any attachments or exhibits, the terms of this Agreement will prevail.
23. **California Law.** This Agreement shall be governed by and the rights, duties and obligations of the Parties shall be determined and enforced in accordance with the laws of the State of California, in the County of Los Angeles. The Parties further agree that any action or proceeding brought to enforce the terms and conditions of this Agreement shall be maintained in the county in which the District's administrative offices are located.
24. **Waiver.** The waiver by either party of any breach of any term, covenant, or condition herein contained shall not be deemed to be a waiver of such term, covenant, condition, or any subsequent breach of the same or any other term, covenant, or condition herein contained.
25. **Severability.** If any term, condition or provision of this Agreement is held by a court of competent jurisdiction to be invalid, void or unenforceable, the remaining provisions will nevertheless continue in full force and effect, and shall not be affected, impaired or invalidated in any way.
26. **Provisions Required By Law Deemed Inserted.** Each and every provision of law and clause required by law to be inserted in this Contract shall be deemed to be inserted herein and this Contract shall be read and enforced as though it were included therein.
27. **Authority to Bind Parties.** Neither party in the performance of any and all duties under this Agreement, except as otherwise provided in this Agreement, has any authority to bind the other to any agreements or undertakings.
28. **Attorney Fees/Costs.** Should litigation be necessary to enforce any terms or provisions of this Agreement, then each party shall bear its own litigation and collection expenses, witness fees, court costs and attorney's fees.
29. **Captions and Interpretations.** Paragraph headings in this Agreement are used solely for convenience, and shall be wholly disregarded in the construction of this Agreement. No provision of this Agreement shall be interpreted for or against a party because that party or its legal representative drafted such provision, and this Agreement shall be construed as if jointly prepared by the Parties.
30. **Calculation of Time.** For the purposes of this Agreement, "days" refers to calendar days unless otherwise specified.



31. **Signature Authority.** Each party has the full power and authority to enter into and perform this Agreement, and the person signing this Agreement on behalf of each Party has been properly authorized and empowered to enter into this Agreement.
32. **Counterparts.** This Agreement and all amendments and supplements to it may be executed in counterparts, and all counterparts together shall be construed as one document.
33. **Incorporation of Recitals and Exhibits.** The Recitals and each exhibit attached hereto are hereby incorporated herein by reference.
34. **Force Majeure Clause.** The parties to the Contract shall be excused from performance thereunder during the time and to the extent that they are prevented from obtaining, delivering, or performing by act of God, fire, strike, loss, or shortage of transportation facilities, lock-out, commandeering of materials, products, plants or facilities by the government, government regulations or pandemic, when satisfactory evidence thereof is presented to the other party(ies), provided that it is satisfactorily established that the non- performance is not due to the fault or neglect of the party not performing.
35. **Amendments.** No alteration or variation of the terms of this Contract shall be valid unless made in writing and signed by the parties; no oral understanding or agreement not incorporated herein shall be binding on either of the parties; and no exceptions, alternatives, substitutes or revisions are valid or binding on District unless authorized by District in writing.
36. **Delivery.** Time of delivery of goods or services is of the essence in this Contract. District reserves the right to refuse any goods or services and to cancel all or any part of the goods not conforming to applicable specifications, drawings, samples or descriptions or services that do not conform to the prescribed statement of work. Acceptance of any part of the order of goods shall not District to accept shipments nor deprive it of the right to return goods already accepted at Contractor's expense. Over shipments and under shipments of goods shall be only as agreed to in writing by District. Delivery shall not be deemed to be complete until all goods or services have actually been received and accepted in writing by District.
37. **Conduct on District Premises.** Contractor shall, at all times, comply with and abide by all reasonable policies and procedures of the District (or that may be established thereby, from time to time) that pertain to conduct on the District's premises, possession or distribution of contraband, or the access to, and security of, the Party's real property or facilities, to the extent that the Contractor has been provided with a copy of each such policy or procedure. Contractor shall exercise due care and diligence to prevent any injury to persons or damage to property while on the other Party's premises. The operation of vehicles by either Party's personnel on the other Party's property shall conform to posted and other applicable regulations and safe-driving practices. Vehicular accidents occurring on a Party's property and involving either Party's personnel shall be reported promptly to the appropriate Party's personnel. Each Party covenants that at all times during the term it, and its employees, agents, and Subcontractors shall comply with, and take no action that results in the other Party being in violation of, any applicable federal, state, and local laws, ordinances, regulations, and rules. Each Party's personnel shall clearly identify themselves as the appropriate Party's personnel and not as employees of the other Party. When on the other Party's premises, each Party's personnel shall wear and clearly display identification badges or tags, as approved by the other Party. Contractor's employees shall not smoke or use profanity or other inappropriate language while on site. Contractor's employees shall not enter the facility while under the influence of alcohol, drugs or other intoxicants and shall not have such materials in their possession. Contractor's employees shall plan their activities to minimize the number of times they must enter and exit a facility. They should transport all tools, equipment and materials needed for the day at the start of the work period and restrict all breaks to the absolute minimum.


38. **Employee Eligibility Verification:** The Contractor warrants that it fully complies with all Federal and State statutes and regulations regarding the employment of aliens and others and that all its employees performing work under this Contract meet the citizenship or alien status requirement set forth in Federal statutes and regulations. The Contractor shall obtain, from all employees performing work hereunder, all verification and other documentation of employment eligibility status required by Federal or State statutes and regulations including, but not limited to, the Immigration Reform and Control Act of 1986, 8 U.S.C. §1324 et seq., as they currently exist and as they may be hereafter amended. The Contractor shall retain all such documentation for all covered employees for the period prescribed by the law. The Contractor shall indemnify, defend with counsel approved in writing by District, and hold harmless, the District, its agents, officers, and employees from employer sanctions and any other liability which may be assessed against the Contractor or the District or both in connection with any alleged violation of any Federal or State statutes or regulations pertaining to the eligibility for employment of any persons performing work under this Contract.



SIGNATURE PAGE

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement on the date indicated below.

Company Name University of Southern California

By: Signature   
Print Name Dr. Mark Todd

Title: Vice Provost for Academic Operations  
Dated: Jun 25, 2021, 2021

By: Signature \_\_\_\_\_  
Print Name \_\_\_\_\_

Title: \_\_\_\_\_  
Dated: \_\_\_\_\_, 2021

\*If the Contractor is a corporation, signatures of two specific corporate officers are required as further set forth. The first corporate officer signature must be one of the following: 1) Chairman of the Board; 2) the President; 3) any Vice President. The second corporate officer signature must be one of the following: 1) Secretary; ) Assistant Secretary; 3) Chief Financial Officer; 4) Assistant Treasurer. Alternatively, a single corporate signature is acceptable when accompanied by a corporate resolution demonstrating the legal authority of the signature to bind the company. (California Corporations Code Section 313)

Information regarding Contractor:

License No.: N/A

Employer Identification and/or Social Security Number 95-1642394

Address: 3551 Trousdale Parkway, ADM 102, Los Angeles, CA 90034-4019

Telephone: 213-821-4400

Facsimile: N/A

E-Mail: mtodd@usc.edu

Type of Business Entity:  
 Individual  
 Sole Proprietorship  
 Partnership  
 Limited Partnership  
 Corporation, State: \_\_\_\_\_  
 Limited Liability Company  
 Other: Institute of Higher Education

**NOTE: Section 6041 of the Internal Revenue Code (26 U.S.C. 6041) and Section 1.6041-1 of Title 26 of the Code of Federal Regulations (26 C.F.R. 1.6041-1) requires the recipients of \$600.00 or more to furnish their taxpayer information to the payer. In order to comply with these requirements, the District requires the Contractor to furnish the information requested in this section.**

Glendale Unified School District

By: \_\_\_\_\_

Date: \_\_\_\_\_

Print Name: Dr. Kelly King

Print Title: Assistant Superintendent

**ATTACHMENT A**

**DESCRIPTION OF SERVICES TO BE PERFORMED BY CONTRACTOR**

Contractor's entire Proposal is not made part of this Agreement.

Contractor may provide the following General Services:

**EXHIBIT "A"**

**WORKERS' COMPENSATION CERTIFICATION**

Labor Code Section 3700 in relevant part provides:

Every employer except the State shall secure the payment of compensation in one or more of the following ways:

- 38.1. By being insured against liability to pay compensation by one or more insurers duly authorized to write compensation insurance in this State.
- 38.2. By securing from the Director of Industrial Relations a certificate of consent to self-insure, which may be given upon furnishing satisfactory proof to the Director of Industrial Relations of ability to self-insure and to pay any compensation that may become due to its employees.

I am aware of the provisions of Section 3700 of the Labor Code which require every employer to be insured against liability for workers' compensation or to undertake self-insurance in accordance with the provisions of that code, and I will comply with such provisions before commencing the performance of the Work of this Contract.

Date: Jun 25, 2021

Name of Contractor: University of Southern California

Signature:   
Mark Todd (Jun 25, 2021 13:32 PDT)

Print Name and Title: Dr. Mark Todd, Vice Provost for Academic Operations

(In accordance with Article 5 – commencing at Section 1860, Chapter 1, part 7, Division 2 of the Labor Code, the above certificate must be signed and filed with the District prior to performing any Work under this Contract.)



**EXHIBIT "B"**

**FINGERPRINTING/CRIMINAL BACKGROUND INVESTIGATION CERTIFICATION**

One of the three boxes below **must** be checked, with the corresponding certification provided, and this form attached to the Independent Contractor Agreement for Professional Services ("Agreement"):

- The fingerprinting and criminal background investigation requirements of Education Code section 45125.1 apply to Contractor's services under this Agreement and Contractor certifies its compliance with these provisions as follows:

Contractor certifies that the Contractor has complied with the fingerprinting and criminal background investigation requirements of Education Code section 45125.1 with respect to all Contractor's employees, subcontractors, agents, and subcontractors' employees or agents ("Employees") regardless of whether those Employees are paid or unpaid, concurrently employed by the District, or acting as independent contractors of the Contractor, who may have contact with District pupils in the course of providing services pursuant to the Agreement, and the California Department of Justice has determined that none of those Employees has been convicted of a felony, as that term is defined in Education Code section 45122.1. A complete and accurate list of all Employees who may come in contact with District pupils during the course and scope of the Agreement is attached hereto.

- Pursuant to Education Code section 45125.2, Contractor has installed or will install, prior to commencement of Work, a physical barrier at the Work Site, that will limit contact between Contractor's employees and District pupils at all times; and/or
- Pursuant to Education Code section 45125.2, Contractor certifies that all employees will be under the continual supervision of, and monitored by, an employee of the Contractor who the California Department of Justice has ascertained has not been convicted of a violent or serious felony. The name and title of the employee who will be supervising Contractor's employees and its subcontractors' employees is

Name: Dr. Emily Chung

Title: Assoc. Director of CERPP

Contractor's responsibility for background clearance extends to all of its employees, Subcontractors, and employees of Subcontractors coming into contact with District pupils regardless of whether they are designated as employees or acting as independent contractors of the Contractor.

The undersigned does hereby certify that I am a representative of the Contractor currently under contract with the District; that I am familiar with the facts herein certified, and am authorized and qualified to execute this certificate on behalf of Contractor.

Date: Jun 25, 2021

Name of Contractor or Company: University of Southern California

Representative's Name and Title: Dr. Mark Todd, Vice Provost for Academic Operations

Signature:   
Mark Todd (Jun 25, 2021 13:32 PDT)

EXHIBIT "C"

**NONCOLLUSION DECLARATION TO BE EXECUTED BY  
BIDDER AND SUBMITTED WITH BID**  
(Public Contract Code section 7106)

The undersigned declares:

I am the Authorized Signer of the University of Southern California on behalf of its Rossier School of Education, the party making the foregoing bid.

The bid is not made in the interest of, or on behalf of, any undisclosed person, partnership, company, association, organization, or corporation. The bid is genuine and not collusive or sham. The bidder has not directly or indirectly induced or solicited any other bidder to put in a false or sham bid. The bidder has not directly or indirectly colluded, conspired, connived, or agreed with any bidder or anyone else to put in a sham bid, or to refrain from bidding. The bidder has not in any manner, directly or indirectly, sought by agreement, communication, or conference with anyone to fix the bid price of the bidder or any other bidder, or to fix any overhead, profit, or cost element of the bid price, or of that of any other bidder. All statements contained in the bid are true. The bidder has not, directly or indirectly, submitted his or her bid price or any breakdown thereof, or the contents thereof, or divulged information or data relative thereto, to any corporation, partnership, company, association, organization, bid depository, or to any member or agent thereof, to effectuate a collusive or sham bid, and has not paid, and will not pay, any person or entity for such purpose.

Any person executing this declaration on behalf of a bidder that is a corporation, partnership, joint venture, limited liability company, limited liability partnership, or any other entity, hereby represents that he or she has full power to execute, and does execute, this declaration on behalf of the bidder.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct and that this declaration is executed on 05/25/2021 [date], at Los Angeles [city], California [state].

Signature:   
Mark Todd (Jun 25, 2021 13:32 PDT)

Print Name: Dr. Mark Todd



**EXHIBIT "D"**

**TUBERCULOSIS CLEARANCE**

The undersigned does hereby certify to the Governing Board of the District as follows:

University of Southern California  
on behalf of its Rossier School of

I am a representative of the Education ("Contractor") currently entering into this Agreement with the District and I am familiar with the facts herein certified, and am authorized and qualified to execute this certificate on behalf of Contractor.

Contractor's responsibility for tuberculosis clearance extends to all of its employees, subcontractors, and employees of subcontractors coming into contact with District students regardless of whether they are designated as employees or acting as independent contractors of the Contractor.

Contractor certifies that at least one of the following items applies to the Services that are the subject of the Agreement:

The Contractor has complied with the tuberculosis requirements of Education Code Section 49406.1 with respect to all Contractor's employees and all of its subcontractors' employees who may have contact with District students in the course of providing Services pursuant to the Agreement, and the California Department of Justice has determined that none of those employees has active tuberculosis, as that term is defined in Education Code Section 45122.1. A complete and accurate list of Contractor's employees and of all of its subcontractors' employees who may come in contact with District students during the course and scope of the Agreement is attached hereto; and/or

Contractor's Services under the Agreement are to be provided at an unoccupied school site only and/or will not be done on any District property and no employee and/or subcontractor or supplier of any tier of Agreement shall come in contact with District students.

Date: Jun 25, 2021

Name of Contractor: University of Southern California

Signature:   
Mark Todd (Jun 25, 2021 13:32 PDT)

Print Name and Title: Dr. Mark Todd, Vice Provost for Academic Operations

**Services cannot be rendered until all documentation is submitted and final approval is received.**

**EXHIBIT A**  
**Scope of Work**  
**University of Southern California, Rossier School of Education**  
**Glendale Unified School District**

The University of Southern California on behalf of its Rossier School of Education ("USC") is a nonprofit organization organized and existing under and pursuant to the Constitution and laws of the State of California and with a business address at 1150 South Olive Street, Suite 2300, Los Angeles, California 90015. The USC College Advising Corps program is administered by USC's Center for Enrollment Research, Policy and Practice (CERPP).

**Dates of service: July 1, 2021-June 30, 2023**

**I. Purpose**

The USC College Advising Corps program, administered by the Center for Enrollment Research, Policy and Practice (CERPP) at the Rossier School of Education at the University of Southern California will place recent university graduates as college advisers in the below designated high schools in Glendale Unified School District.

The USC College Advising Corps (Advising Corps) is a constituent program of the College Advising Corps. The program's advisers assist school counselors, teachers, and administrators to increase college-going rates in the schools they serve. Advisers assist school counselors to provide admissions and financial aid advising to students and their families through one-on-one and group sessions that help students identify colleges that will serve them well; complete their admissions and financial-aid applications; and enroll successfully at the schools they eventually choose. The program aims to increase the number of low-income, first-generation, and underrepresented students entering and completing higher education.

This Scope of Work (SOW) will include the following high schools in Glendale Unified School District:

1. Glendale High School (1 adviser)
2. Hoover High School (1 adviser)

**II. USC and the District Partnership:**

1. Work collaboratively to develop and implement an Advising Corps program and services that (a) foster access to postsecondary education and (b) include all students who wish to participate and who work in good faith to do so.
2. Work collaboratively to (a) outline current school-based efforts to foster access to postsecondary education; (b) review the Advising Corps program and services to ensure that they complement and extend these existing efforts; and (c) establish clear and mutually agreeable timelines for the implementation of the Advising Corps program and services.
3. See the adviser as a professional, well-trained resource for students around college access who will work in collaboration with school counselors to increase the number of low-income, first generation, and underrepresented students entering and completing higher education.

### III. USC Deliverables:

1. Identify, recruit, and hire two (2) advisers as employees of USC to serve the District's school for an average of 37.5 hours per week during the term beginning on July 1, 2021 and ending on June 30, 2023. Generally, an adviser will:
  - Assist in fostering a college-going culture in the partner high school;
  - Meet one-on-one and in groups with students from all grades, and intensively with seniors and juniors, to help them research and identify multiple best-fit postsecondary institutions;
  - Make classroom presentations on college planning, admissions, and financing processes;
  - Organize campus tours to a variety of colleges so that students, grades 9-12, can envision themselves as a college student and determine what type of institution is a "best-fit";
  - Organize campus rep visits and ensure that students participate;
  - Organize college fairs at the schools and take students to off-site college fairs;
  - Assist students with FAFSA completion so they meet deadlines to qualify for financial aid and scholarships;
  - Help students access SAT/ACT registration fee waivers and assist them with SAT/ACT registration;
  - Help students complete admissions and scholarship applications and admissions essays;
  - Advise and provide college preparation, application, admission, and enrollment information to family members;
  - Organize college-planning workshops for students and families, focusing on financial literacy and budgeting-for-college;
  - Conduct college eligibility analysis with students including course requirement advisement;
  - Organize events to celebrate college-going (e.g., College Decision Day);
  - Participate in four weeks of intensive pre-service training in July and August, some training at USC and some in the local district; and
  - Participate in monthly and other required training throughout the year.
  - Focus strictly on college advisement to the exclusion of any other types of counseling, case management etc.
2. Provide necessary and ongoing training, support, and professional development to each USC adviser that will allow the adviser to fulfill his or her responsibilities to the District's school and its students.
3. Employ a full-time program director at USC who will (a) supervise each adviser, meeting with him or her regularly to discuss job performance and develop strategies for improvement; (b) work closely with the on-site liaison assigned by the District's school to ensure that the relationship between each adviser, credentialed counselor and the District's school remains strong and that each adviser is effectively assisting the school counselor in serving students and advancing the goals of the Advising Corps; (c) meet with school-level post-secondary leadership teams; (d) engage in regular dialogue with school teams around strategic collaboration and to assess progress towards the goals; (e) re-evaluate the work plan and make adjustments as needed but at least on an annual basis.; (f) serve as the main liaison between the principal of the District's school and the Advising Corps, meeting at least once per year to review the partnership and ensure that its goals are being met; (g) work with the on-site supervisor to establish a mutually agreeable work schedule for each adviser; and (h) visit the school at least twice per academic year.
4. Pay the full salary of each adviser, as well as any benefits that may be provided, and manage the administration of salary and benefits.
5. Keep any and all student-level data provided by the District's schools strictly confidential, in accordance with District policy, applicable local, state, and federal law, except as may be required by

law or regulation or under subpoena.

6. USC has the right to withdraw advisers from campus for safety reasons or at the request of the funding agency, even if schools remain open. In lieu of in person advising, virtual advising services will be provided during school hours to provide continuity of services to individual and groups of students using various online platforms and tools, including but not limited to Zoom, texting, emails, online video content, and school-authorized social media.

#### **IV. The District agrees to:**

1. Welcome each adviser and work actively to facilitate the partnership between the Advising Corps program and services and any college-access, admissions, or financial-aid advising already present at the District's schools.
2. Treat each adviser as a member of the counseling team with participation in counseling meetings.
3. Under the direction of a credentialed school counselor, supply access to each adviser and the program director as necessary, to student-level data (name, date of birth, year of graduation) for the purposes of advising, grant reporting, and program evaluation, with the understanding that such data will be kept strictly confidential by the Advising Corps, in accordance with applicable local, District, state, and federal law, except as may be required by law or regulation or under subpoena. All results of data analysis will be reported in aggregate and no individual student will be identified.
4. For the purposes of accurate advising, grant reporting, and program evaluation, provide direct login and access to multiple student and school information systems including but not limited to the following: Aequitas Solutions (student information database), district email account, etc. Access is provided with the understanding that such data will be kept strictly confidential by the Advising Corps, in accordance with applicable local, District, state, and federal law, except as may be required by law or regulation or under subpoena. If any of the listed systems are replaced or systems are expanded or changed during the time of this agreement, advisers to be granted access to the new systems as well.
5. Designate an on-site liaison for each school, who will (a) serve as each adviser's primary liaison and supervisor (within the limitations of this agreement) within the respective District school, facilitating each adviser's integration into the life of the District's school and providing appropriate supervision, leadership, advice and counsel; (b) work with the school site administration and staff to ensure each adviser has all the necessary access to complete the tasks toward the goals outlined in this agreement; (c) work closely with the Advising Corps program director to ensure that the relationship between each adviser and the District's school remains strong and that each adviser is effectively serving students and advancing the goals of the Advising Corps; (d) provide input regarding each adviser's contributions; (e) work with the program director to establish a mutually agreeable work schedule for each adviser; (f) meet with school-level post-secondary leadership teams; (g) engage in regular (monthly, etc.) dialogue with school teams and program director around strategic collaboration and to assess progress towards the goals; (h) re-evaluate the work plan and make adjustments as needed but at least on an annual basis; (i) serve as the main liaison between the principal of the District's school and the Advising Corps, meeting at least once per year to review the partnership and ensure that its goals are being met.
6. Communicate clearly, both to each adviser and to the program director, any policies and procedures with which the adviser is expected to comply. If there are any issues with performance or misconduct by an adviser, the District shall notify USC immediately as the adviser's employer. USC will take the requisite steps for disciplinary action, depending on the severity of the situation and in compliance with mandatory reporting laws, with the District's input but in USC's sole and ultimate discretion.

The school or onsite liaison will not act to discipline, change the job description or duties or suspend an adviser without the previous written consent of the Advising Corps, except in cases where required for immediate child safety issues. And in such cases, the liaison or district will contact the program director immediately. The District has the authority to determine whether an adviser can remain on its campus serving District students.

7. Contribute to and participate in the design of Advising Corps training, as appropriate.
8. Each school site will support the planning and execution of an annual Decision Day event. The purpose of Decision Day is to: celebrate seniors' higher education decisions; build the college-going culture on campus by exposing students of other grades to the seniors' higher education plans; and reduce the effects of "summer melt" on seniors. Where practicable, Decision Day should be an event open to the largest cross-section of the school population as possible.
9. Provide each adviser all of the equipment, access and supplies that an equivalent district employee would use to complete equivalent work. These will include but are not limited to: dedicated and appropriate working/meeting space for each adviser, including a functioning computer with internet access and ready access to phone and voicemail, fax, photocopier, printer and sufficient office supplies, and personal protective equipment (PPE) to each adviser, for their protection and the protection of the students and others at the school.
10. Provide each adviser with a comprehensive orientation to the District's school, with introductions to key administrators, teachers, and staff, as well as an overview of the mission and culture of the school. Introduce each adviser or provide opportunities to introduce him/herself to the entire student body en masse.
11. Train each adviser in school lockdown and emergency response procedures, including advisers' roles and responsibilities pertaining to students during such situations.
12. Include each adviser in any staff emergency communication systems such as email lists, text lists or hand-held radio communications as may occur during an emergency, lockdown or other urgent situation.
13. Maintain the existing staffing level of the guidance/counseling department and not make any staffing modifications including suggesting the replacement of a counselor or counseling position with an adviser.
14. Ensure that a misassignment does not occur by requiring the role of an adviser to be an assistant to the credentialed school counselor, and that the credentialed counselor maintains responsibility for his/her caseload of students.

## **V. Payment**

1. The cost for services during the dates of service (July 1, 2021-June 30, 2023) is \$144,000. The total cost of each adviser is estimated to be \$60,000 annually, which includes 5% in indirect costs for the USC Rossier School of Education. For each adviser, the District provides 60% (\$36,000), and USC provides the remaining 40% (\$24,000).
2. This is a fixed-cost agreement. USC stipulates that the school provide payments on the following semi-annual schedule: a. August 18, 2021 \$36,000; b. June 1, 2022 \$36,000; c. August 18, 2022 \$36,000; d. June 1, 2023 \$36,000.

**VIII. Contact Information**

The contact person for USC is:

Emily Chung, Associate Director  
USC Center for Enrollment Research, Policy and Practice  
3470 Trousdale Pkwy  
Los Angeles, CA 90089  
Telephone: 213.740.7401  
Email: [emily.chung.l@usc.edu](mailto:emily.chung.l@usc.edu)



Signature: Mr. Todd  
Mark Todd (Jun 25, 2021 13:31 PDT)

Email: [mtodd@provost.usc.edu](mailto:mtodd@provost.usc.edu)

GLENDALE UNIFIED SCHOOL DISTRICT

April 18, 2023

ACTION REPORT NO. 11

TO: Dr. Vivian Ekchian, Superintendent

FROM: Dr. Christopher Coulter, Executive Director, Secondary Instruction

SUBMITTED BY: Dr. Christin Molano, Coordinator III, College & Career Division

SUBJECT: **Approval of Computer Purchases for a Virtual Reality Lab for the Online College and Career Academy**

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The Superintendent recommends that the Board of Education approve the purchase of 100 Corsair Vengeance computers in the amount of \$437,788.25 for the Online College and Career Academy (OCCA) funded by the Career Technical Education (CTE) K12 Strong Workforce Program Grant.

The Glendale Unified School District (GUSD) K12 Strong Workforce Program (SWP) application for the Online College and Career Academies (OCCA) indicates that one of the objectives is for students to participate in engaging online and in-person work-based learning (WBL) experiences. These will help them gain hands-on work experience along with technical skills, essential workplace skills such as time management, teamwork, critical thinking, problem solving, and communication mastery to be more workforce and college ready. OCCA will partner with local industry professionals on Business and Entrepreneurship (B&E) curriculum review, skills development, and ensuring equipment purchased by GUSD aligns with industry standards. One of the strategies to support this WBL objective is the purchase of high performance computers capable of supporting advanced software. Additionally, these computers will be compatible and used with the virtual reality (VR) headsets already planned for future purchases. The Corsair Vengeance computers will be purchased from CDW-G using the Irvine Unified School District Piggyback Contract, Irvine USD 19/20-01.

The Corsair Vengeance computers were selected for the following reasons:

- They help students become familiar with industry equipment since they are currently being used by companies such as Unreal games, Havoc graphics, Electronic Arts, Disney, and Universal to create stunning three-dimensional imagery and graphic engines.



- They are high performing, making them an excellent choice for companies with demanding computing requirements such as 3D modeling, video editing, and data analysis.
- They are cost-effective for GUSD with excellent value including a three-year warranty, reducing the risk of unexpected repair costs and offering easily upgradeable builds.

It is recommended to purchase 100 Corsair Vengeance computers in the amount of \$437,788.25 from CDW-G using the Irvine Unified School District Piggyback Contract.

***TO SUPPORT 2022-23 BOARD PRIORITY NO. 1: Maximize Student Achievement – Close the digital and equity gap; offer robust in-person and independent study learning programs; and accelerate learning and improve attendance and engagement.***

***TO SUPPORT 2022-23 BOARD PRIORITY NO. 2: Foster a Positive Culture of Learning – Ensure equitable teaching and learning opportunities led by excellence; support culturally relevant curriculum that emphasizes inclusion; and increase school connectedness for students, parents, and families.***



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Hardware      Software      Services      IT Solutions      Brands      Research Hub

# Review and Complete Purchase

## ACCOUNTS PAYABLE,

Thank you for considering CDW•G for your technology needs. The details of your quote are below. **If you are an eProcurement or single sign on customer, please log into your system to access the CDW site.** You can search for your quote to retrieve and transfer back into your system for processing.

For all other customers, click below to convert your quote to an order.

**Convert Quote to Order**

QUOTE #	QUOTE DATE	QUOTE REFERENCE	CUSTOMER #	GRAND TOTAL
NHFF176	3/22/2023	CORSAIR	0929958	\$437,788.25

### QUOTE DETAILS

ITEM	QTY	CDW#	UNIT PRICE	EXT. PRICE
<a href="#">CORSAIR VENGEANCE i7400 Core i9-13900K 64GB RAM 2TB M.2 RTX 4090 Gaming PC</a> Mfg. Part#: CS-9050047-NA Contract: Irvine USD 19/20-01 IT Tech & Peripherals (19/20-01 IT)	100	7278468	\$3,833.00	\$383,300.00
<a href="#">CORSAIR CS9050047NA 3YR PROTPLAN</a> Mfg. Part#: SR-CC00002 Electronic distribution - NO MEDIA Contract: Irvine USD 19/20-01 IT Tech & Peripherals (19/20-01 IT)	100	7388733	\$152.00	\$15,200.00

<b>SUBTOTAL</b>	\$398,500.00
<b>SHIPPING</b>	\$0.00
<b>SALES TAX</b>	\$39,288.25
<b>GRAND TOTAL</b>	<b>\$437,788.25</b>

PURCHASER BILLING INFO	DELIVER TO
<b>Billing Address:</b> GLENDALE UNIFIED SCHOOL DISTRICT ACCOUNTS PAYABLE 223 N JACKSON ST GLENDALE, CA 91206-4380 <b>Phone:</b> (818) 241-3111 <b>Payment Terms:</b> NET 30 Days-Govt/Ed	<b>Shipping Address:</b> GLENDALE UNIFIED SCHOOL DIST. WAREHOUSE 361 MAGNOLIA AVE GLENDALE, CA 91204-2527 <b>Shipping Method:</b> UPS Freight LTL, Special Services
	<b>Please remit payments to:</b>  CDW Government 75 Remittance Drive Suite 1515 Chicago, IL 60675-1515



### Sales Contact Info

Charleen Chu | (866) 339-5678 | [charchu@cdwg.com](mailto:charchu@cdwg.com)

GLENDALE UNIFIED SCHOOL DISTRICT

April 18, 2023

ACTION REPORT NO. 12

TO: Board of Education

FROM: Dr. Vivian Ekchian, Superintendent

SUBMITTED BY: Dr. Brook Reynolds, Executive Director, Elementary Education

SUBJECT: **Approval of Services Agreement between Glendale Unified School District and The Southern California Learning Corporation, dba Sylvan Learning Center for Thomas Edison Elementary School**

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The Superintendent recommends that the Board of Education accept approve a Services Agreement between Glendale Unified School District and The Southern California Learning Corporation, dba Sylvan Learning Center, in the amount of \$67,200, for tutoring and instructional support services for students at Thomas Edison Elementary School.

Glendale Unified School District will enter into agreement with The Southern California Learning Corporation, dba Sylvan Learning Center, to provide tutoring and instructional support services for eligible lowest-performing students at Thomas Edison Elementary School.

Each student will receive 24 hours of tutoring and instructional support (eight hours per week), in English and Mathematics in person at the school. Sylvan will prepare individual Student Learning Plans (SLP) with goals based on a pre-test and information gathered from teachers and parents. Progress reports will be provided to the school and parents citing progress towards SLP goals. Upon completion of services, provider will conduct a post-test and distribute results to the school and parents.

The agreement will be in effect from June 12, 2023, through June 30, 2023. The cost of the agreement will be \$67,200, to be funded from Thomas Edison Elementary School's Expanded Learning Opportunities Grant for 40 eligible students.

***TO SUPPORT 2022-23 BOARD PRIORITY NO. 1: Maximize Student Achievement – Close the digital and equity gap; offer robust in-person and independent study learning programs; and accelerate learning and improve attendance and engagement.***

Glendale Unified School District  
Action Report No. 12  
April 18, 2023  
Page 2

***TO SUPPORT 2022-23 BOARD PRIORITY NO. 2: Foster a Positive Culture of Learning – Ensure equitable teaching and learning opportunities led by excellence; support culturally relevant curriculum that emphasizes inclusion; and increase school connectedness for students, parents, and families.***

**GLENDALE UNIFIED SCHOOL DISTRICT**  
223 North Jackson Street  
Glendale, CA 91206  
(818) 241-3111

**SERVICES AGREEMENT**

This Agreement for Professional Services (“Agreement”) made and entered into by and between the Glendale Unified School District (“District”), a public entity, and The Southern California Learning Corporation DBA Sylvan Learning, herein after referred to as (“Contractor”).

The Parties do hereby contract and agree as follows:

1. **Term**

Contractor shall commence providing services under this Agreement on or about 06/12/23 and will diligently perform as required and complete performance by 06/29/23.

2. **Scope of Services**

Academic Summer Camp including STEM. See Addendum A.

Contractor’s specific program and services performed is described in “Scope of Work” attached hereto as Addendum A and fully incorporated herein.

3. **Compensation**

District agrees to pay the Contractor for services satisfactorily rendered pursuant to this Agreement a set for in Addendum A “Scope of Work.” District shall pay Contractor the amount set forth in Addendum B “Cost Proposal” according to the following terms and conditions: Contract shall not exceed \$67,200.

Invoices should be submitted to Accounts Payable Department, Glendale Unified School District, 223 N. Jackson Street, Glendale, CA 91206.

4. **Expenses**

District shall not be liable to Contractor for any costs or expenses paid or incurred by Contractor in performing services for District that are not specifically identified in Addendum B “Cost Proposal” and factored into the compensation paid by the District to the Contractor.

5. **Materials**

Contractor shall furnish, at its own expense, all labor, materials, equipment, supplies and other items necessary to complete the services to be provided pursuant to this Agreement.

6. **Independent Contractor**

In the performance of this Agreement, Contractor shall be and act as an independent contractor. Contractor understands and agrees that it and all of its employees shall not be considered officers, employees, agents, partner, or joint venture of the District, and are not entitled to benefits of any kind or nature normally provided to employees of the District and/or to which District’s employees are normally entitled, including, but not limited to, State Unemployment Compensation or Workers’ Compensation. Contractor shall assume full responsibility for payment of all federal, state and local taxes or contributions, including unemployment insurance, social security and income taxes with respect to Contractor’s employees. In the performance of the work herein contemplated, Contractor is an independent contractor or business entity, with the sole authority for controlling and directing the performance of the

details of the work, District being interested only in the results obtained.

## 7. **Joint Employer**

Neither Party shall be deemed a joint employer of the other Party's employees. Each Party shall indemnify the other Party from and against claims made by the indemnifying Party's employees that they are co-employed by the other Party. The indemnification requirements set forth in paragraph 11 shall be applicable to the indemnification obligations of each Party under this paragraph. Neither Party's employees will be deemed "leased" employees of the other for any purpose. In connection with this Agreement, each Party is an independent contractor and does not have any authority to bind or commit the other.

## 8. **Contractor's Employee Processing**

- (i) **Employee Eligibility Verification:** The Contractor warrants that it fully complies with all Federal and State statutes and regulations regarding the employment of aliens and others and that all its employees performing work under this Contract meet the citizenship or alien status requirement set forth in Federal statutes and regulations. The Contractor shall obtain, from all employees performing work hereunder, all verification and other documentation of employment eligibility status required by Federal or State statutes and regulations including, but not limited to, the Immigration Reform and Control Act of 1986, 8 U.S.C. §1324 et seq., as they currently exist and as they may be hereafter amended. The Contractor shall retain all such documentation for all covered employees for the period prescribed by the law. The Contractor shall indemnify, defend with counsel approved in writing by District, and hold harmless, the District, its agents, officers, and employees from employer sanctions and any other liability which may be assessed against the Contractor or the District or both in connection with any alleged violation of any Federal or State statutes or regulations pertaining to the eligibility for employment of any persons performing work under this Contract.
- (ii) **Fingerprinting and Criminal Background Check:** Contractor shall complete the background check requirements of California Education Code section 45125.1 for all of its employees who will be working on the District's school sites with students. The Contractor shall not staff the program with any employees who have been convicted of a violent felony listed in California Penal Code section 1192.7(c). The Contractor shall provide the District with fingerprinting/criminal background check for all employees who will be used to staff the program.
- (iii) **Tuberculosis Clearance:** Contractor will ensure that all of its employees who will be working on the District's school sites with students are determined to be free of active tuberculosis by a medical professional. Contractor shall submit documentation to the District verifying that all of its employees who will be working on the District's school sites are determined to be free of active tuberculosis.
- (iv) **COVID-19 Vaccination Status and Periodic Testing:** Contractor will ensure that all of its employees who will be working on the District's school sites with students have been fully vaccinated for COVID-19. Contractor shall submit documentation to the District verifying that all of its employees who will be working on the District's school sites have received the complete COVID-19 vaccination within two weeks prior to starting to provide services at a District school site. Contractor further will require all of its employees who will be working on the District's school sites to participate in regular COVID-19 testing in compliance with the District's current testing protocols. Contractor's employees can either participate in the District on-site testing program wherein the District will directly receive testing results or seek testing on their own and furnish their

test results to Contractor which upon receipt will immediately notify the District of the results.

**9. Conduct on District Premises**

Contractor shall, at all times, comply with and abide by all reasonable policies and procedures of the District (or that may be established thereby, from time to time) that pertain to conduct on the District's premises, possession or distribution of contraband, or the access to, and security of, the District's real property or facilities, to the extent that the Contractor has been provided with a copy of each such policy or procedure. Contractor shall exercise due care and diligence to prevent any injury to persons or damage to property while on the District's premises. The operation of vehicles by the Contractor's personnel on the District's property shall conform to posted and other applicable regulations and safe-driving practices. Vehicular accidents occurring on the District's property and involving either Party's personnel shall be reported promptly to the appropriate Party. Each Party covenants that at all times during the term it, and its employees, agents, and Subcontractors shall comply with, and take no action that results in the other Party being in violation of, any applicable federal, state, and local laws, ordinances, regulations, and rules. Each Party's personnel shall clearly identify themselves as the appropriate Party's personnel and not as employees of the other Party. When on the District's premises, Contractor's personnel shall wear and clearly display identification badges or tags, as approved by the District. Contractor's employees shall not smoke or use profanity or other inappropriate language while on site. Contractor's employees shall not enter the facility while under the influence of alcohol, drugs or other intoxicants and shall not have such materials in their possession. Contractor's employees shall plan their activities to minimize the number of times they must enter and exit a facility. Contractor's personnel should transport all tools, equipment and materials needed for the day at the start of the work period and restrict all breaks to the absolute minimum.

**10. Anti-Discrimination**

District programs, activities, practices shall be free from discrimination based on race, color, ancestry, national origin, ethnic group identification, age, religion, marital or parental status, physical or mental disability, sex, sexual orientation, gender, gender identity or expression, or genetic information; the perception of one or more of such characteristics; or association with a person or group with one or more of these actual or perceived characteristics and therefore the Contractor agrees to comply with applicable Federal and California laws including, but not limited to the California Fair Employment and Housing Act beginning with Government Code Section 12900 and Labor Code Section 1735 and District policy. In addition, the Contractor agrees to require like compliance by all of its subcontractor(s).

**11. Indemnification**

To the furthest extent permitted by California law, Contractor shall defend, indemnify, and hold free and harmless the District, its Board of Education, agents, representatives, officers, contractors, employees, trustees, and volunteers ("the Indemnified Parties") from any and all claims, demands, causes of action, suits, actions, costs, expenses, judgments, liability, loss, damage or injury of any kind, nature and description, in law or equity ("Claim"), to property or persons including, but not limited to, personal injury, bodily injury, death, property damage, and Contractors' and/or attorneys' fees and costs, directly or indirectly arising out of, connected with, or resulting from the negligence, recklessness, errors or omissions, or willful misconduct of Contractor, its officials, officers, employees, subcontractors, Contractors, or agents, directly or indirectly arising out of, connected with, or resulting from the performance of the Services, the Project, or this Agreement, including without limitation the payment of all consequential



damages; or from any activity, work, or thing done, permitted, or suffered by the Contractor in conjunction with this Agreement, unless the claims are caused wholly by the sole negligence or willful misconduct of the District. The District shall have the right to accept or reject any legal representation that Contractor proposes to defend the Indemnified Parties.

## **12. Limitation of District Liability**

Other than as provided in this Agreement, the District's financial obligations under this Agreement shall be limited to the payment of the compensation provided in this Agreement. Notwithstanding any other provision of this Agreement, in no event, shall the District be liable, regardless of whether any claim is based on contract or tort, for any special, consequential, indirect or incidental damages, including, but not limited to, lost profits or revenue, arising out of or in connection with this Agreement for the services performed in connection with this Agreement.

## **13. Confidentiality**

The Contractor and all Contractor's agents, personnel, employee(s), and/or subcontractor(s) shall maintain the confidentiality of all information received in the course of performing the Services. Contractor understands that student records are confidential and agrees to comply with all state and federal laws concerning the maintenance and disclosure of student records. This requirement to maintain confidentiality shall extend beyond the termination of this Agreement.

Both Parties will maintain in confidence and safeguard all confidential information, as defined in this paragraph, of the other Party, its affiliates, and its customers. "Confidential Information" means any information that is marked or otherwise identified as confidential or proprietary at the time of disclosure or by law, and includes but is not limited to, trade secrets, know-how, inventions, techniques, data, customers list, personal information, financial information, sales, and marketing plans of the other Party, its affiliates, or its customers. Both Parties recognize and acknowledge the confidential and proprietary nature of any Confidential Information and acknowledge the irreparable harm that could result if such confidential information is disclosed to a third Party or used for unauthorized purposes. Each Party agrees to use any Confidential Information only for the purpose of conducting business with each other and their clients in the manner contemplated by this Agreement. Both Parties will restrict disclosure of any Confidential Information to only those personnel who have a need to know and will bind such personnel to obligations of confidentiality to the same extent that each Party is bound by this Agreement. Upon request of the owner of the confidential information, the other Party will promptly return or destroy all materials incorporating any Confidential Information and any copies. The obligation under this paragraph do not apply to information that: 1) is or becomes generally known or in the public domain through no act or omission of the other Party; 2) was lawfully in Insight's or Client's possession without restriction as to use or disclosure before its receipt from the other Party; 3) is received from, or was made available to, a third Party without any obligation of confidentiality; 4) was independently developed; 5) is otherwise permitted to be disclosed under this Agreement; 6) is disclosed with the prior written consent of the disclosing Party; or 7) is required to be disclosed in any civil or criminal legal proceeding, regulatory proceeding or any similar process, however, the Party required to make the disclosure under the law shall give prompt notice of this to the other Party prior to such disclosure so that the other Party may seek an appropriate protective order or give its consent to such disclosure.



**14. Insurance**

The Contractor shall procure and maintain at all times it performs any portion of the Services the following insurance with minimum limits equal to the amount indicated below.

<b>Type of Coverage</b>	<b>Minimum Requirement</b>
<b>Commercial General Liability Insurance</b> , including Bodily Injury, Personal Injury, Property Damage, Advertising Injury, and Medical Payments Each Occurrence General Aggregate	 \$ 1,000,000 \$ 2,000,000
<b>Automobile Liability Insurance - Any Auto</b> Each Occurrence General Aggregate	 \$ 1,000,000 \$ 2,000,000
<b>Professional Liability</b>	\$ 1,000,000
<b>Workers Compensation</b>	Statutory Limits
<b>Employer’s Liability</b>	\$ 1,000,000

Contractor shall maintain Workers’ Compensation Insurance and Employers’ Liability Insurance for all of its employees performing any portion of the Services. In accordance with provisions of section 3700 of the California Labor Code, the Contractor shall be required to secure workers’ compensation coverage for its employees. If any class of employee or employees engaged in performing any portion of the Services under this Agreement are not protected under the Workers’ Compensation Statute, adequate insurance coverage for the protection of any employee(s) not otherwise protected must be obtained before any of those employee(s) commence performing any portion of the Services.

Contractor shall not commence performing any portion of the Services until all required insurance has been obtained and certificates indicating the required coverage have been delivered in duplicate to the District and approved by the District. Certificates and insurance policies shall include the following:

- (i) A clause stating: “SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISION.”
- (ii) Language stating in particular those insured, extent of insurance, location and operation to which insurance applies, expiration date, to which cancellation and reduction notice will be sent, and length of notice period.
- (iii) An endorsement stating that the District and its Board of Education, agents, representatives, employees, trustees, officers, contractors, and volunteers are named additional insured under all policies except Workers’ Compensation Insurance, Professional Liability, and Employers’ Liability Insurance. An endorsement shall also state that Contractor’s insurance policies shall be primary to any insurance or self-insurance maintained by District. An endorsement shall also state that there shall be a waiver of any subrogation.
- (iv) All policies except the Professional Liability, Workers’ Compensation Insurance, and Employers’ Liability Insurance Policies shall be written on an occurrence form.

Insurance is to be placed with insurers with a current A.M. Best’s rating of no less than A: VII, unless otherwise acceptable to the District.

## 15. Termination

- (i) **Without Cause by District:** District may, at any time, with or without reason, terminate this Agreement and compensate Contractor only for services satisfactorily rendered to the date of termination. Written notice by District shall be sufficient to stop further performance of services by Contractor. Notice shall be deemed given when received by the Contractor or no later than three days after the day of mailing, whichever is sooner.
- (ii) **Without Cause by Contractor:** Contractor may, upon sixty (60) days notice, with or without reason, **terminate** this Agreement. Upon this termination, District shall only be obligated to compensate Contractor for services satisfactorily rendered to the date of termination. Written notice by Contractor shall be sufficient to stop further performance of services to District. Contractor acknowledges that this sixty (60) day notice period is acceptable so that the District can attempt to procure the Services from another source.
- (iii) **With Cause by District:** District may terminate this Agreement upon giving of written notice of intention to terminate for cause. Cause shall include:
  - a) Material violation of this Agreement by the Contractor;
  - b) Any act by Contractor exposing the District to liability to others for personal injury or property damage; or
  - c) Contractor is adjudged a bankrupt, Contractor makes a general assignment for the benefit of creditors or a receiver is appointed on account of Contractor's insolvency.

Written notice by District shall contain the reasons for such intention to terminate and unless within three (3) calendar days after that notice the condition or violation shall cease, or satisfactory arrangements for the correction thereof be made, this Agreement shall upon the expiration of the three (3) calendar days cease and terminate. In the event of this termination, the District may secure the required services from another Contractor. If the expense, fees, and/or costs to the District exceed the cost of providing the service pursuant to this Agreement, the Contractor shall immediately pay the excess expense, fees, and/or costs to the District upon the receipt of the District's notice of these expense, fees, and/or costs. The foregoing provisions are in addition to and not a limitation of any other rights or remedies available to District.

## 16. Certificates/Permits/Licenses

Contractor and all Contractor's employees or agents shall secure and maintain in force such certificates, permits and licenses as are required by law in connection with the furnishing of Services pursuant to this Agreement.

## 17. Delivery

Time of delivery of goods or services is of the essence in this Agreement. District reserves the right to refuse any goods or services and to cancel all or any part of the goods not conforming to applicable specifications, drawings, samples or descriptions or services that do not conform to the prescribed statement of work. Acceptance of any part of the order of goods shall not District to accept shipments nor deprive it of the right to return goods already accepted at Contractor's expense. Over shipments and under shipments of goods shall be only as agreed to in writing by District. Delivery shall not be deemed to be complete until all goods or services have actually been received and accepted in writing by District.

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18. **Notice**

Any notice required or permitted to be given under this Agreement shall be deemed to have been given, served, and received if given in writing and either personally delivered or deposited in the United States mail, registered or certified mail, postage prepaid, return receipt required, or sent by overnight delivery service, or facsimile transmission, addressed as follows:

**District:**

**Glendale Unified School District**

223 N. Jackson Street

Glendale, California 91206

ATTN: Santhasundari (Santha) Rajiv

**Contractor:**

The Southern California Learning Corporation DBA Syllan Learning

PO Box 8132

Mission Hills CA 91346

Any notice personally given or sent by facsimile transmission shall be effective upon receipt. Any notice sent by overnight delivery service shall be effective the business day next following delivery thereof to the overnight delivery service. Any notice given by mail shall be effective three (3) days after deposit in the United States mail.

19. **Assignment**

The obligations of the Contractor pursuant to this Agreement shall not be assigned by the Contractor.

20. **No Rights in Third Parties**

This Agreement does not create any rights in, or inure to the benefit of, any third party except as expressly provided herein.

21. **Integration/Entire Agreement of Parties**

This Agreement constitutes the entire agreement between the Parties and supersedes all prior discussions, negotiations, and agreements, whether oral or written. This Agreement may be amended or modified only by a written instrument executed by both Parties. In the event an express conflict between the terms of this Agreement and the terms of the any attachments or exhibits, the terms of this Agreement will prevail.

22. **Submittal of Documents**

The Contractor shall not commence the Services under this Agreement until the Contractor has submitted and the District has approved the certificate(s) and affidavit(s), and the endorsement(s) of insurance required as indicated below:

- Signed Agreement
- Workers' Compensation Certification (Attached as Exhibit A)
- Fingerprinting/Criminal Background Investigation Certification (Attached as Exhibit B)
- Insurance Certificates and Endorsements
- W-9 Form
- Non-collusion Declaration (Attached as Exhibit C)
- Tuberculosis Clearance (Attached as Exhibit D)
- COVID-19 Vaccination Clearance (Attached as Exhibit E)
- Governor Executive Order N-6-22 (Attached as Exhibit F)

23. **Force Majeure Clause**

The Parties to the Contract shall be excused from performance thereunder during the time and to

the extent that they are prevented from obtaining, delivering, or performing by act of God, fire, strike, loss, pandemic or epidemic, or shortage of transportation facilities, lock-out, commandeering of materials, products, plants or facilities by the government, when satisfactory evidence thereof is presented to the other Party(ies), provided that it is satisfactorily established that the non-performance is not due to the fault or neglect of the Party not performing.

**24. California Law**

This Agreement shall be governed by and the rights, duties and obligations of the Parties shall be determined and enforced in accordance with the laws of the State of California, in the County of Los Angeles. The Parties further agree that any action or proceeding brought to enforce the terms and conditions of this Agreement shall be maintained in the county in which the District's administrative offices are located.

**25. Waiver**

The waiver by either Party of any breach of any term, covenant, or condition herein contained shall not be deemed to be a waiver of such term, covenant, condition, or any subsequent breach of the same or any other term, covenant, or condition herein contained.

**26. Severability**

If any term, condition or provision of this Agreement is held by a court of competent jurisdiction to be invalid, void or unenforceable, the remaining provisions will nevertheless continue in full force and effect, and shall not be affected, impaired or invalidated in any way.

**27. Provisions Required By Law Deemed Inserted**

Each and every provision of law and clause required by law to be inserted in this Contract shall be deemed to be inserted herein and this Contract shall be read and enforced as though it were included therein.

**28. Authority to Bind Parties**

Neither Party in the performance of any and all duties under this Agreement, except as otherwise provided in this Agreement, has any authority to bind the other to any agreements or undertakings.

**29. Attorneys' Fees and Costs**

Should litigation be necessary to enforce any terms or provisions of this Agreement, then each Party shall bear its own litigation and collection expenses, witness fees, court costs and attorneys' fees.

**30. Headings**

Paragraph headings in this Agreement are used solely for convenience, and shall be wholly disregarded in the construction of this Agreement. No provision of this Agreement shall be interpreted for or against a Party because that Party or its legal representative drafted such provision, and this Agreement shall be construed as if jointly prepared by the Parties.

**31. Signature Authority**

Each Party has the full power and authority to enter into and perform this Agreement, and the person signing this Agreement on behalf of each Party has been properly authorized and empowered to enter into this Agreement.

**32. Counterparts**

This Agreement and all amendments and supplements to it may be executed in counterparts, and all counterparts together shall be construed as one document.

SIGNATURE PAGE

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement on the date indicated below.

Company Name: The Southern California Learning Corporation DBA Sylvan Learning

By: Todd Crabtree  
Signature

Todd W Crabtree  
Print Name

President and CEO  
Title

Dated: April 13, 2023, 20\_\_

By: \_\_\_\_\_  
Signature

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Title

Dated: \_\_\_\_\_, 20\_\_

\*If the Contractor is a corporation, signatures of two specific corporate officers are required as further set forth. The first corporate officer signature must be one of the following: 1) Chairman of the Board; 2) the President; 3) any Vice President. The second corporate officer signature must be one of the following: 1) Secretary; 2) Assistant Secretary; 3) Chief Financial Officer; 4) Assistant Treasurer. Alternatively, a single corporate signature is acceptable when accompanied by a corporate resolution demonstrating the legal authority of the signature to bind the company. (California Corporations Code Section 313)

**Information regarding Contractor:**

License No.:  
03317974

Address: PO Box 8132  
Mission Hills CA 91346

Employer Identification Number:  
20-4020272

Telephone: 626-544-5109

Email: toddcrabtree@sylvansocal.com

Type of Business Entity:  
 Individual  
 Sole Proprietorship  
 Partnership  
 Limited Partnership  
 Corporation, State: CA  
 Limited Liability Company

Other: \_\_\_\_\_

**NOTE: Section 6041 of the Internal Revenue Code (26 U.S.C. 6041) and Section 1.6041-1 of Title 26 of the Code of Federal Regulations (26 C.F.R. 1.6041-1) requires the recipients of \$600.00 or more to furnish their taxpayer information to the payer. In order to comply with these requirements, the District requires the Contractor to furnish the information requested in this section.**

**Glendale Unified School District**

By: \_\_\_\_\_  
Signature

Dr. Kelly King  
Print Name

Assistant Superintendent  
Educational Services  
\_\_\_\_\_

Dated: April 19, 2023

## **ADDENDUM A**

### **SCOPE OF WORK**

#### **DESCRIPTION OF SERVICES TO BE PERFORMED BY CONTRACTOR**

Sylvan programs provide small group intervention for students who are identified as at-risk and who have difficulty achieving at grade level in reading or math. Aligned to state and Common Core standards, the program utilizes research-based methodologies that have been proven effective in addressing the needs of students who are struggling academically.

Our instructional approach combines pre and post-assessment, formative assessment, differentiated instruction, cooperative learning, and a student motivation system.

#### **PROVIDER SERVICES:**

Sylvan Aces It! + Makers Camp Program Details (K-12):

Student Registration Form (required):

-A 1-page parent survey / contact information form completed during the first day of the program.

#### **Learning Plan**

-Sylvan will administer the STAR assessment to every student on their first day of the program. Sylvan will group students based on their results. Each group will work on Ace It + Makers Camp curriculum during each session.

-Complementary re-assessments for all Sylvan families even when they have completed the program.

#### **Data/scoring**

-Each student will receive proficiency scores at the completion of every lesson.

-Sylvan will provide Weekly, monthly, and end-of-program reporting to the school/district on student progress

#### **Outreach/attendance tracking**

-Sylvan will call, text, and email all eligible families provided by the district to get confirmation of participation from parents and answer questions about the program.

-Sylvan will send Text message reminders to all families the day before each session.

-Sylvan will track attendance during each session and alert the district of multiple no calls/no shows.

#### **Materials**

-Sylvan will provide all student materials.

**ADDENDUM B**

**FUNDING AND RELATED COSTS**

**“Cost Proposal”**

Block A  
Sylvan Program: Ace It! Reading + Makers Camp STEM  
Approximate # of Students: 40  
Grades: K-12  
Hourly Rate: \$280/hour/group  
Group size: Up to 8 students per group, 8:1 ratio  
Total program days : 12 days  
Total Session hours: 24 sessions (2 hours a day, 1 hour English, 1 hour STEM)  
Total contract: \$280 x 5 groups x 24 (sessions per group at 2 session a day) = \$33,600  
Schedule: Monday - Thursday from 8:15am-10:15am  
Program dates: June 12th- 29th  
Location of Tutoring: In-person at Thomas Edison Elementary School  
Attendance Requirements: When a family enrolls in the program, they are filling a spot. Parent is to notify Sylvan within 24 hours if an appointment will be missed or student will lose their spot and it will be given to the next student on the waiting list.

And

Block B  
Sylvan Program: Ace It! Reading + Makers Camp STEM  
Approximate # of Students: 40  
Grades: K-12  
Hourly Rate: \$280/hour/group  
Group size: Up to 8 students per group, 8:1 ratio  
Total program days : 12 days  
Total Session hours: 24 sessions (2 hours a day, 1 hour English, 1 hour STEM)  
Total contract: \$280 x 5 groups x 24 (sessions per group at 2 session a day) = \$33,600  
Schedule: Monday - Thursday from 10:45am-12:45am  
Program Dates: June 12th-29th  
Location of Tutoring: In-person at Thomas Edison Elementary School  
Attendance Requirements: When a family enrolls in the program, they are filling a spot. Parent is to notify Sylvan within 24 hours if an appointment will be missed or student will lose their spot and it will be given to the next student on the waiting list.

Total Contract cost: \$67,200



**EXHIBIT “A”**

**WORKERS’ COMPENSATION CERTIFICATION**

California Labor Code Section 3700 in relevant part provides:

Every employer except the State shall secure the payment of compensation in one or more of the following ways:

- By being insured against liability to pay compensation by one or more insurers duly authorized to write compensation insurance in this State.
- By securing from the Director of Industrial Relations a certificate of consent to self-insure, which may be given upon furnishing satisfactory proof to the Director of Industrial Relations of ability to self-insure and to pay any compensation that may become due to its employees.

I am aware of the provisions of Section 3700 of the Labor Code which require every employer to be insured against liability for workers’ compensation or to undertake self-insurance in accordance with the provisions of that code, and I will comply with such provisions before commencing the performance of the Work of this Contract.

Date: 04/13/23  
Name of Contractor: The Southern California Learning Corporation DBA Sylvan Learning  
Signature: *Todd Crabtree*  
Print Name and Title: Todd Crabtree, President and CEO

(In accordance with Article 5 – commencing at Section 1860, Chapter 1, part 7, Division 2 of the California Labor Code, the above certificate must be signed and filed with the District prior to performing any Work under this Contract.)

**EXHIBIT “B”**  
**FINGERPRINTING/CRIMINAL BACKGROUND INVESTIGATION CERTIFICATION**

*In accordance with the Department of Justice (DOJ) fingerprint and criminal background investigation requirements of California Education Code section 45125.1 et seq.*

One of the boxes below **must** be checked, with the corresponding certification provided, and this form attached to the Agreement for Professional Services (“Agreement”).

- The fingerprinting and criminal background investigation requirements of Education Code section 45125.1 apply to Contractor’s services under this Agreement and Contractor certifies its compliance with these provisions as follows:

Contractor certifies that the Contractor has complied with the fingerprinting and criminal background investigation requirements of Education Code section 45125.1 with respect to all Contractor’s employees, subcontractors, agents, and subcontractors’ employees or agents (“Employees”) regardless of whether those Employees are paid or unpaid, concurrently employed by the District, or acting as independent contractors of the Contractor, who may have contact with District pupils in the course of providing services pursuant to the Agreement, and the California Department of Justice has determined that none of those Employees has been convicted of a felony, as that term is defined in Education Code section 45122.1. A complete and accurate list of all Employees who may come in contact with District pupils during the course and scope of the Agreement is attached hereto.

- The Contractor qualifies for a project specific waiver of the Department of Justice (DOJ) fingerprint and criminal background investigation for the following reason(s) permitted by Education Code section 45125.1 et seq. and approved by the District.

**PLEASE CHECK ALL APPROPRIATE BOXES AND SIGN BELOW:**

- The Contractor, its employees, and subcontractors will have NO CONTACT with pupils.
- The Contractor, its employees, and subcontractors will have LIMITED CONTACT with pupils. (Attach information about length of time on school grounds, proximity of work area to pupil areas; whether Contractor or its employees will be working by themselves or with others, and any other factors that substantiate limited contact.) [Education Code section 45125.1 (c)]
- The Contractor, its employees, and subcontractors will have more than LIMITED CONTACT with pupils but will assure that ONE (1) OR MORE of the following methods are utilized to ensure pupil safety. [Education Code section 45125.2 (a)]  
**Check all methods to be used:**
- 1) Installation of a physical barrier at the worksite to limit contact with students
  - 2) Continual supervision and monitoring of all employees of the Contractor by an employee of the Contractor who has not been convicted of a serious or violent felony as ascertained by the DOJ. **Contractor MUST attach DOJ Originating Agency Identification Letter and list of all employees that have successfully completed the fingerprinting and criminal background check clearance in accordance with the law (*Fingerprint Certification List*).**

- 3) Surveillance of all employees of the Contractor by OWNER AUTHORIZED REPRESENTATIVE.
- The services provided by the Contractor are for an “EMERGENCY OR EXCEPTIONAL SITUATION,” such as when pupil health or safety is endangered or when repairs are needed to make school facilities safe and habitable.” [Education Code section 45125.1(b)]

*By signing below, under penalty of perjury, I certify that the information contained on this certification form and attached employee list(s) is accurate. I understand that background clearance extends to all of Contractor’s employees, subcontractors, and employees of subcontractors coming into contact with District pupils regardless of whether they are designated as employees or acting as independent contractors of the Contractor. I understand that it is the Contractor’s sole responsibility to maintain, update, and provide the District with current “Fingerprint and Criminal Background Check Certification,” along with the employee list, throughout the duration of Contractor provided services.*

*The undersigned does hereby certify that I am a representative of the Contractor currently under contract with the District; that I am familiar with the facts herein certified, and am authorized and qualified to execute this certificate on behalf of Contractor.*

04/13/23

Date:

\_\_\_\_\_

The Southern California Learning Corporation

Name of Contractor or Company:

\_\_\_\_\_

Todd Crabtree, President

Representative’s Name and Title:

Signature:

\_\_\_\_\_

*Todd Crabtree*

\_\_\_\_\_

**EXHIBIT "C"**  
**NONCOLLUSION DECLARATION TO BE EXECUTED BY**  
**BIDDER AND SUBMITTED WITH BID**  
(Public Contract Code section 7106)

The undersigned declares:

I am the President of The Southern California Learning Corporation DBA Sylvan Learning, the party making the foregoing bid.

The bid is not made in the interest of, or on behalf of, any undisclosed person, partnership, company, association, organization, or corporation. The bid is genuine and not collusive or sham. The bidder has not directly or indirectly induced or solicited any other bidder to put in a false or sham bid. The bidder has not directly or indirectly colluded, conspired, connived, or agreed with any bidder or anyone else to put in a sham bid, or to refrain from bidding. The bidder has not in any manner, directly or indirectly, sought by agreement, communication, or conference with anyone to fix the bid price of the bidder or any other bidder, or to fix any overhead, profit, or cost element of the bid price, or of that of any other bidder. All statements contained in the bid are true. The bidder has not, directly or indirectly, submitted his or her bid price or any breakdown thereof, or the contents thereof, or divulged information or data relative thereto, to any corporation, partnership, company, association, organization, bid depository, or to any member or agent thereof, to effectuate a collusive or sham bid, and has not paid, and will not pay, any person or entity for such purpose.

Any person executing this declaration on behalf of a bidder that is a corporation, partnership, joint venture, limited liability company, limited liability partnership, or any other entity, hereby represents that he or she has full power to execute, and does execute, this declaration on behalf of the bidder.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct and that this declaration is executed on 04/13/23 [date], at Glendale [city], CA [state].

*Todd Crabtree*

\_\_\_\_\_  
Signature

Todd Crabtree  
\_\_\_\_\_  
Print Name

**EXHIBIT "D"**  
**TUBERCULOSIS CLEARANCE**

The undersigned does hereby certify to the Governing Board of the District as follows:

The Southern California Learning

I am a representative of the Corporation DBA Sylvan Learning ("Contractor") currently entering into this Agreement with the District and I am familiar with the facts herein certified, and am authorized and qualified to execute this certificate on behalf of Contractor.

Contractor's responsibility for tuberculosis clearance extends to all of its employees, subcontractors, and employees of subcontractors coming into contact with District students regardless of whether they are designated as employees or acting as independent contractors of the Contractor.

Contractor certifies that at least one of the following items applies to the Services that are the subject of the Agreement:

- D The Contractor has complied with the tuberculosis requirements of Education Code Section 49406 with respect to all Contractor's employees and all of its subcontractors' employees who may have contact with District students in the course of providing Services pursuant to the Agreement, and the Contractor has verified that none of those employees have active tuberculosis. A complete and accurate list of Contractor's employees and of all of its subcontractors' employees who may come in contact with District students during the course and scope of the Agreement is attached hereto; and/or
  
- D Contractor's Services under the Agreement are to be provided at an unoccupied school site only and/or will not be done on any District property and no employee and/or subcontractor or supplier of any tier of Agreement shall come in contact with District students.

04/13/23

Date:

\_\_\_\_\_  
The Southern California Learning Corporation DBA Sylvan Learning

Name of Contractor:

Signature:

\_\_\_\_\_  
*Todd Crabtree*  
\_\_\_\_\_  
Todd Crabtree, President

Print Name and Title:

**EXHIBIT “E”**

**COVID-19 VACCINATION ADDENDUM**  
**TO**  
**GLENDALE UNIFIED SERVICES AGREEMENT**

The undersigned does hereby certify to the Governing Board of the District as follows:

The Southern California  
Learning Corporation DBA

I am a representative of the Sylvan Learning (“Contractor”) currently entering into this Agreement with the District and I am familiar with the facts herein certified, and am authorized and qualified to execute this certificate on behalf of Contractor.

**COVID-19 Vaccination Status and Periodic Testing:** Contractor will ensure that all of its employees who will be working on the District’s school sites have been fully vaccinated for COVID-19. Contractor shall submit documentation to the District verifying that all of its employees who will be working on the District’s school sites have received the complete COVID-19 vaccination within two weeks prior to starting to provide services at a District school site. Contractor further will require all of its employees who will be working on the District’s school sites to participate in regular COVID-19 testing in compliance with the District’s current testing protocols. Contractor’s employees can either participate in the District on-site testing program wherein the District will directly receive testing results or seek testing on their own and furnish their test results to Contractor which upon receipt will immediately notify the District of the results.

Contractor’s responsibility for COVID-19 clearance extends to all of its employees, subcontractors, and employees of subcontractors coming into contact with District students regardless of whether they are designated as employees or acting as independent contractors of the Contractor.

The Southern California Learning Corporation DBA Sylvan Learning

Name of Contractor: \_\_\_\_\_

Signature: Todd Crabtree

Todd Crabtree, President

Print Name and Title: \_\_\_\_\_

04/13/23

Date: \_\_\_\_\_

**EXHIBIT “F”**

**GOVERNOR EXECUTIVE ORDER N-6-22**

On March 4, 2022, California Governor Newsom issued Order N-6-22 requiring state agencies to take steps to ensure any agency and entity under contract with state agencies comply with the Federal Order (<https://www.gov.ca.gov/wp-content/uploads/2022/03/3.4.22-Russia-Ukraine-Executive-Order.pdf>; “State Order”).

Your Firm, if it enters into a contract with the District, must comply with the economic sanctions imposed in response to Russia’s actions in Ukraine, including the orders and sanctions identified on the U.S. Department of the Treasury website (<https://home.treasury.gov/policy-issues/financial-sanctions/sanctions-programs-and-country-information/ukraine-russia-related-sanctions>).

As part of this procurement, **if the contract value of this procurement is \$5 million or more**, please include in your Response the following:

(1) a statement that your Firm is in compliance with the required economic sanctions of the Federal and State Orders;

(2) the steps your Firm has taken in response to Russia's actions in Ukraine, including, but not limited to, desisting from making new investments in, or engaging in financial transactions with, Russian entities, not transferring technology to Russia or Russian entities, and directly providing support to the government and people of Ukraine.

The Southern California Learning Corporation DBA Sylvan Learning

Name of Contractor: \_\_\_\_\_

Signature: Todd Crabtree  
\_\_\_\_\_  
Todd Crabtree, President

Print Name and Title: \_\_\_\_\_

Date: 04/13/23  
\_\_\_\_\_

GLENDALE UNIFIED SCHOOL DISTRICT

April 18, 2023

ACTION REPORT NO. 13

TO: Board of Education  
FROM: Dr. Vivian Ekchian, Superintendent  
SUBMITTED BY: Santhasundari Rajiv, Chief Financial Officer  
PREPARED BY: Karineh Savarani, Director, Financial Services  
SUBJECT: **Approval of Service Agreement with RemX**

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The Superintendent recommends that the Board of Education approve the service agreement with RemX for temporary staffing as needed through June 30, 2023, for a not-to-exceed amount of \$84,000, funded by ESSER III, 32130.0 resource code.

The Financial Services and Procurement & Contract Services Departments are experiencing staff shortages as a result of vacancies and long term leave of absences. Due to salary settlements with the different union groups of GTA, CSEA, and GSMA, there is need for temporary employees to assist with processing the retroactive salary adjustments. Also, in the Procurement & Contract Services Department, due to many summer projects submitted for bidding, as well as other projects and contracts to be generated, amended and extended, there is need for temporary employees to assist the Director with reviewing and processing all the bid documents and contracts and assist with other projects.

The temporary employees are needed to meet the required deadlines to process the retroactive salary adjustments and year-end closing deadlines, and is in addition to extending overtime to the current permanent employees in both departments. This agreement is through June 30, 2023. The estimated total cost is not-to-exceed \$84,000 and will be funded through ESSER III, 32130.0 resource code.

Attached is a copy of the agreement.

*To Support 2022-23 Board Priority No. 4 - Maintain District Solvency & Financial Responsibility - Manage district financial resources and facilities to support optimal learning, healthy working conditions, and strong enrollment to ensure long-term stability.*



# GLENDALE UNIFIED SCHOOL DISTRICT

223 North Jackson Street

Glendale, CA 91206

(818) 241-3111

## SERVICES AGREEMENT

This Agreement for Professional Services (“Agreement” or “Contract”) is made and entered into by and between the Glendale Unified School District (“District”), a public entity, and RemX, LLC (herein after referred to as “Contractor” or “Staffing Company”). Contractor and District may be referred to individually as a “Party” and collectively as the “Parties” within this Agreement.

The Parties do hereby contract and agree as follows:

### 1. Term

Contractor shall commence providing staffing services under this Agreement on April 19, 2023 and will diligently perform as required and complete performance by June 30, 2023, after which point this Agreement will renew on a month-to-month basis until terminated by either Party pursuant to this Agreement.

### 2. Scope of Services

Contractor shall provide District its administrative staff augmentation services, which consist of the administrative functions of recruiting, screening, hiring, and then assigning Contractor’s temporarily assigned employees (“Assigned Employees”) to District (“Services”) pursuant to the terms and conditions of this Agreement, which may also be further described in the "Scope of Work" attached hereto as Addendum A and fully incorporated herein.

### 3. Compensation

District agrees to pay the Contractor for Services rendered pursuant to this Agreement and as set forth in Addendum A "Scope of Work," and District shall pay Contractor the amount set forth in Addendum B "Cost Proposal" according to the following terms and conditions:

Invoices should be submitted to Account Payable Department, Glendale Unified School District, 223 N. Jackson Street, Glendale, CA 91206.

Contractor will invoice District weekly at the agreed rates. Payment is to be received by Contractor on or before the 10th day from the date of the invoice. District may pay via Electronic Funds Transfer, check, or credit card. If District pays via credit card, District will also reimburse Contractor for any credit card processing fees. Payment not received within terms may be subject to late fees. District will provide accurate information so that all Assigned Employees can be paid for all hours worked as required by federal, state, and/or local law. In its sole discretion, Contractor may investigate District's credit history before providing Services and on a periodic basis thereafter and reserves the right to adjust payment terms or credit limits or to terminate this Agreement and discontinue providing Services.

### 4. Expenses

District shall not be liable to Contractor for any costs or expenses paid or incurred by Contractor in performing Services that are not specifically identified in Addendum B "Cost Proposal" and factored into the compensation paid by the District to the Contractor.

### 5. Assigned Employees

Contractor shall assign the Assigned Employees requested by District to supplement District’s own work force and to work at District’s location(s).

### 6. Independent Contractor

In the performance of this Agreement, Contractor shall be and act as an independent contractor. Contractor understands and agrees that it and all of its employees shall not be considered officers, employees, agents, partner, or joint venture of the District, and are not entitled to benefits of any kind or nature normally provided to employees of the District and/or to which District's employees are normally entitled, including, but not limited to, State Unemployment Compensation or Workers' Compensation. Contractor shall assume full responsibility for payment of all federal, state and local taxes or contributions, including unemployment insurance, social security and income taxes with

respect to Contractor's employees. In the performance of the work herein contemplated, the District has the sole authority for controlling, supervising, and directing the performance of Assigned Employees and the details of the Assigned Employees' work.

## **7. Joint Employer**

Neither Party shall be deemed a joint employer of the other Party's employees. Each Party shall indemnify the other Party from and against claims made by the indemnifying Party's employees that they are co-employed by the other Party. The indemnification requirements set forth in Section 10 of this Agreement shall be applicable to the indemnification obligations of each Party under this Section 7. Neither Party's employees will be deemed "leased" employees of the other for any purpose. In connection with this Agreement, each Party is an independent contractor and does not have any authority to bind or commit the other.

## **8. Contractor's Employee Processing**

- (i) **Employee Eligibility Verification:** The Contractor warrants that it fully complies with all applicable Federal and State statutes and regulations regarding the employment of aliens and others and that all its Assigned Employees performing work for District under this Contract are authorized to work in the United States of America. The Contractor shall obtain, from all Assigned Employees performing work hereunder, all verification and other documentation of employment eligibility status required by Federal or State statutes and regulations including, but not limited to, the Immigration Reform and Control Act of 1986, 8 U.S.C. §1324 et seq., as they currently exist and as they may be hereafter amended. The Contractor shall retain all such documentation for all Assigned Employees for the period prescribed by the law. The Contractor shall indemnify, defend, and hold harmless, the District, its agents, officers, and employees from any federal, state, or local government-imposed claims (including fines) against District to the extent caused by Contractor assigning an Assigned Employee to District that is not authorized to work in the United States of America.
- (ii) **Criminal Background Check:** Contractor shall complete a county criminal and national database background check for all of its employees who will be working on the District premises. The Contractor shall not staff the program with any employees who have been convicted of a violent felony listed in California Penal Code Section 1192.7(c). Once applicable consent forms are obtained, the Contractor shall provide the District with an attestation of the results of the criminal background check for all employees who will be used to staff the program.
- (iii) **COVID-19 Vaccination Status and Periodic Testing:** Contractor will ensure that all of its Assigned Employees who will be working on the District's sites with students have been fully vaccinated for COVID-19 or have a legally valid exemption for approved religious or medical reasons. Upon District's request, Contractor shall provide written attestation that Contractor has verified that its Assigned Employees who will be working on the District's school sites have received the complete COVID-19 vaccination within two weeks prior to starting to provide services at a District site. Contractor further will inform all of its Assigned Employees who will be working on the District's sites that they are required by the District to participate in regular COVID-19 testing in compliance with the District's current testing protocols. Contractor's Assigned Employees will be instructed they can either participate in the District on-site testing program wherein the District will directly receive testing results, if District obtains said Assigned Employees' consent to do so, or seek testing on their own and then notify District of their test results. The parties agree to execute the "COVID-19 Vaccination Screening Agreement" attached hereto as Exhibit E prior to permitting any Assigned Employees to start working at District's school sites under this Agreement.

## **9. Conduct on District Premises**

Contractor shall, at all times, instruct Assigned Employees to comply with and abide by all lawfully permitted and reasonable policies and procedures of the District (or that may be established thereby, from time to time) that pertain to conduct on the District's premises, possession or distribution of contraband, or the access to, and security of, the District's real property or facilities, to the extent that the Contractor has been provided with a copy of each such policy or procedure to provide to the Assigned Employees. Contractor shall instruct Assigned Employees to exercise due care and diligence to prevent any injury to persons or damage to property while on the District's premises. Each Party covenants that at all times during the term it, and its employees (excluding Assigned Employees), agents, and Subcontractors shall comply with, and take no action that results in the other Party being in violation of, any applicable federal, state, and local laws, ordinances, regulations, and rules. Contractor shall instruct Assigned Employees to comply with all applicable federal, state, and local laws, ordinances, regulations, and rules. Each Party's personnel shall clearly identify themselves as the appropriate Party's personnel and not as employees of the other Party. Contractor's Assigned Employees shall be instructed not to smoke or use profanity or other inappropriate language while on District site(s). Contractor's Assigned Employees shall be instructed not to enter the District facility while under the influence of alcohol, drugs or other intoxicants and shall be instructed not to have such materials in their possession. Contractor's Assigned Employees shall be instructed to plan their activities to minimize the number of times they must enter and exit a facility.

### **Anti-Discrimination**

District programs, activities, practices shall be free from discrimination based on race, color, ancestry, national origin, ethnic group identification, age, religion, marital or parental status, physical or mental disability, sex, sexual orientation, gender, gender identity or expression, or genetic information; the perception of one or more of such characteristics; or association with a person or group with one or more of these actual or perceived characteristics and therefore the Contractor agrees to comply with applicable Federal and California laws including, but not limited to the California Fair Employment and Housing Act beginning with Government Code Section 12900 and Labor Code Section 1735 and District policy. In addition, the Contractor agrees to require like compliance by all of its subcontractor(s).

## **10. Indemnification**

To the furthest extent permitted by California law, Contractor shall defend, indemnify, and hold free and harmless the District, its Board of Education, agents, representatives, officers, contractors, employees, and trustees (the "Indemnified Parties") from any and all third-party claims, demands, causes of action, suits, actions, costs, expenses, judgments, liability, loss, damage or injury of any kind, nature and description, in law or equity, to property or persons including, but not limited to, personal injury, bodily injury, death, property damage, and Contractors' and/or reasonable attorneys' fees and costs, (all collectively "Claims") to the extent caused by: 1) Contractor's (excluding Assigned Employees') negligence, gross negligence, or willful misconduct in performing its Services for District; or 2) Assigned Employees' gross negligence or willful misconduct when performing their assigned work for District at District's location(s). The District shall have the right to accept or reject any legal representation that Contractor proposes to defend the Indemnified Parties, and District shall not unreasonably withhold its acceptance to Contractor's proposed legal representation or prejudice Contractor in fulfilling its indemnification obligations within this Agreement.

Notwithstanding anything in this Agreement to the contrary, Contractor shall not be required to indemnify, hold free and harmless, or defend District or any Indemnified Parties from any Claims, claims, or damages that arise out of, or are attributable to, District's or any Indemnified Parties': (i) breach of this Agreement, (ii) non-compliance with applicable laws, or (iii) negligence, gross negligence, or willful misconduct.

**11. Limitation of District Liability**

Other than as provided in this Agreement, the District's financial obligations under this Agreement shall be limited to the payment of the compensation provided in this Agreement. Notwithstanding any other provision of this Agreement, in no event, shall either party be liable, regardless of whether any claim is based on contract or tort, for any special, consequential, indirect or incidental damages, including, but not limited to, lost profits or revenue, arising out of or in connection with this Agreement for the services performed in connection with this Agreement.

**12. Confidentiality**

The Contractor and all Contractor's agents, personnel, employee(s), and/or subcontractor(s) shall maintain the confidentiality of all Confidential Information (as defined below) received in the course of performing the Services. Contractor understands that employee records are confidential and agrees to comply with all state and federal laws concerning the maintenance and disclosure of employee records. This requirement to maintain confidentiality shall extend beyond the termination of this Agreement.

Both Parties will maintain in confidence and safeguard all confidential information, as defined in this paragraph, of the other Party, its affiliates, and its customers. "Confidential Information" means any information that is marked or otherwise identified as confidential or proprietary at the time of disclosure or by law, and includes but is not limited to, trade secrets, know-how, inventions, techniques, data, customer list, personal information, financial information, sales, and marketing plans of the other Party, its affiliates, or its customers. Both Parties recognize and acknowledge the confidential and proprietary nature of any Confidential Information and acknowledge the irreparable harm that could result if such Confidential Information is disclosed to a third Party or used for unauthorized purposes. Each Party agrees to use any Confidential Information only for the purpose of conducting business with each other and their clients in the manner contemplated by this Agreement. Both Parties will restrict disclosure of any Confidential Information to only those personnel who have a need to know and will bind such personnel to obligations of confidentiality to the same extent that each Party is bound by this Agreement. Upon request of the owner of the Confidential Information, the other Party will promptly return or destroy all materials incorporating any Confidential Information and any copies. The obligation under this paragraph do not apply to information or Confidential Information that: 1) is or becomes generally known in the public domain through no act or omission of the other Party; 2) was lawfully in District's or Contractor's possession without restriction as to use or disclosure before its receipt from the other Party; 3) is received from, or was made available to, a third Party without any obligation of confidentiality; 4) was independently developed; 5) is otherwise permitted to be disclosed under this Agreement; 6) is disclosed with the prior written consent of the disclosing Party; or 7) is required to be disclosed in any civil or criminal legal proceeding, regulatory proceeding or any similar process, however, the Party required to make the disclosure under the law shall give prompt notice of this to the other Party prior to such disclosure so that the other Party may seek an appropriate protective order or give its consent to such disclosure.

**13. Insurance**

The Contractor shall procure and maintain at all times it performs any portion of the Services the following insurance with minimum limits equal to the amount indicated below.

Type of Coverage	Minimum Requirement
<b>Commercial General Liability Insurance</b> , including Bodily Injury, Personal Injury, Property Damage, Advertising Injury, and Medical Payments	
Each Occurrence	\$ 1,000,000
General Aggregate	\$ 2,000,000
<b>Professional Liability</b>	\$ 1,000,000

<b>Workers Compensation</b>	Statutory Limits
<b>Employer's Liability</b>	\$ 1,000,000

Contractor shall maintain Workers' Compensation Insurance and Employers' Liability Insurance for all of its employees performing any portion of the Services and all Assigned Employees. In accordance with provisions of section 3700 of the California Labor Code, the Contractor shall be required to secure workers' compensation coverage for its employees. If any Assigned Employees or class of employee or employees engaged in performing any portion of the Services under this Agreement are not protected under the Workers' Compensation Statute, adequate insurance coverage for the protection of any employee(s) not otherwise protected must be obtained before any of those employee(s) commence performing any portion of the Services.

Contractor shall not commence performing any portion of the Services until all required insurance within this Section 13 has been obtained and certificates of insurance indicating said required insurance coverage has been delivered in duplicate to the District and approved by the District. Should any of the above described policies be cancelled before the expiration date thereof, 30 days' notice will be delivered by Contractor. Certificates and insurance policies shall include the following:

- (i) Language stating in particular those insured, extent of insurance, location and operation to which insurance applies, and expiration date.
- (ii) ***Intentionally Omitted.***
- (iii) All policies except the Professional Liability, Workers' Compensation Insurance, and Employers' Liability Insurance Policies shall be written on an occurrence form.

Insurance is to be placed with insurers with a current A.M. Best's rating of no less than A: VII, unless otherwise acceptable to the District.

#### **14. Termination**

- (i) **Without Cause by District:** District may, at any time, with or without reason, terminate this Agreement and compensate Contractor only for Services rendered to the date of termination. Written notice by District to Contractor shall be sufficient to stop further performance of Services by Contractor. Notice shall be deemed given when received by the Contractor or no later than three days after the day of mailing, whichever is sooner.
- (ii) **With Cause by District:** District may terminate this Agreement upon giving Contractor prior written notice of intention to terminate for cause. Cause shall include:
  - a) Material violation of this Agreement by the Contractor;
  - b) Any act by Contractor exposing the District to liability to others for personal injury or property damage; or
  - c) Contractor is adjudged bankrupt, Contractor makes a general assignment for the benefit of creditors or a receiver is appointed on account of Contractor's insolvency.

Written notice by District shall contain the reasons for such intention to terminate, and unless within five (5) business days after that notice the condition or violation shall cease, or satisfactory arrangements for the correction thereof be made, this Agreement shall upon the expiration of the five (5) business day cease and terminate.

#### **15. Intentionally Omitted.**

#### **16. Intentionally Omitted.**

**17. Notice**

Any notice required or permitted to be given under this Agreement shall be deemed to have been given, served, and received if given in writing and either personally delivered or deposited in the United States mail, registered or certified mail, postage prepaid, return receipt required, or sent by overnight delivery service addressed as follows:

**District:**

**Glendale Unified School District**  
223 N. Jackson Street Glendale,  
California 91206  
ATTN: David Greco

**Contractor:**

**RemX, LLC**  
1507 Lyndon B Johnson Freeway, Suite 400,  
Farmers Branch, TX 75234  
Attn: Legal Department  
**With An Email Copy To:**  
notices@employbridge.com

Any notice personally given shall be effective upon receipt. Any notice sent by overnight delivery service shall be effective the business day next following delivery thereof to the overnight delivery service. Any notice given by mail shall be effective three (3) days after deposit in the United States mail.

**18. Assignment**

The obligations of the Contractor pursuant to this Agreement shall not be assigned by the Contractor. District may not assign this Agreement without the written consent of Contractor.

**19. No Rights in Third Parties**

This Agreement does not create any rights in, or inure to the benefit of, any third party.

**20. Integration/Entire Agreement of Parties**

This Agreement constitutes the entire agreement between the Parties and supersedes all prior discussions, negotiations, and agreements, whether oral or written. This Agreement may be amended or modified only by a written instrument signed and executed by both Parties. In the event of an express conflict between the terms of this Agreement and the terms of any attachments or exhibits hereto (excluding Exhibit E), the terms of this Agreement will prevail. Notwithstanding anything to the contrary within this Agreement, in the event of an express conflict between the terms of this Agreement and the terms of the COVID-19 Vaccination Screening Agreement attached as Exhibit E of this Agreement, the terms of the COVID-19 Vaccination Screening Agreement attached as Exhibit E of this Agreement shall prevail.

**21. Submittal of Documents**

The Contractor shall not commence the Services under this Agreement until the Contractor has submitted and the District has approved the certificate(s) and affidavit(s), and the endorsement(s) of insurance required by this Agreement, as indicated below:

- Signed Agreement
- Workers' Compensation Certification (Attached as Exhibit A)
- Fingerprinting/Criminal Background Investigation Certification (Attached as Exhibit B)
- Insurance Certificates and Endorsements
- W-9 Form
- Non-collusion Declaration (Attached as Exhibit C)
- COVID-19 Vaccination Clearance (Attached as Exhibit D)
- COVID-19 Vaccination Screening Agreement attached hereto as Exhibit E

**22. Force Majeure Clause**

The Parties to the Contract shall be excused from performance thereunder during the time and to the extent that they are prevented from obtaining, delivering, or performing by act of God, fire, strike, loss, pandemic or epidemic, or shortage of transportation facilities, lock-out, commandeering of materials, products, plants or facilities by the government, when satisfactory evidence thereof is presented to the other Party (ies), provided that it is satisfactorily established that the non-performance is not due to the fault or neglect of the Party not performing.

**23. California Law**

This Agreement shall be governed by and the rights, duties and obligations of the Parties shall be determined and enforced in accordance with the laws of the State of California, in the County of Los Angeles. The Parties further agree that any action or proceeding brought to enforce the terms and conditions of this Agreement shall be maintained in the applicable local, State, or Federal California courts closest to the California county in which the District's administrative offices are located.

**24. Waiver**

The waiver by either Party of any breach of any term, covenant, or condition herein contained shall not be deemed to be a waiver of any subsequent breach of the same or any other term, covenant, or condition herein contained.

**25. Severability**

If any term, condition or provision of this Agreement is held by a court of competent jurisdiction to be invalid, void or unenforceable, the remaining provisions will nevertheless continue in full force and effect, and shall not be affected, impaired or invalidated in any way.

**26. Intentionally Omitted**

**27. Authority to Bind Parties**

Neither Party in the performance of any and all duties under this Agreement has any authority to bind the other to any agreements or undertakings.

**28. Attorneys' Fees and Costs**

Should litigation be necessary to enforce any terms or provisions of this Agreement, then each Party shall bear its own litigation and collection expenses, witness fees, court costs and attorneys' fees.

**29. Headings**

Paragraph headings in this Agreement are used solely for convenience, and shall be wholly disregarded in the construction of this Agreement. No provision of this Agreement shall be interpreted for or against a Party because that Party or its legal representative drafted such provision, and this Agreement shall be construed as if jointly prepared by the Parties.

**30. Signature Authority**

Each Party has the full power and authority to enter into and perform this Agreement, and the person signing this Agreement on behalf of each Party has been properly authorized and empowered to enter into this Agreement.

**31. Counterparts**

This Agreement and all amendments and supplements to it may be executed in counterparts, and all counterparts together shall be construed as one document.

**32. Additional Terms**

- i. If District uses or intends to use any biometric data of Assigned Employees, District shall notify Contractor and comply with all applicable biometric privacy laws.

- ii. District acknowledges that Contractor's standard practice is to pay Assigned Employees on a minute-to-minute basis. If District requests that Assigned Employees' time be calculated on any other basis or with use of rounding, District accepts responsibility for any loss or liability arising from such practice.
- iii. If District directly hires an Assigned Employee currently on assignment with District or who has been provided or presented to District by Contractor within twelve (12) months, District agrees to pay a conversion fee of 20% of the Assigned Employee's estimated annualized wages at the time of hire unless the Assigned Employee has worked at least 520 hours at District's site(s).
- iv. District recognizes that Contractor spends considerable time and effort to locate, screen and identify the skill sets of its Assigned Employees and agrees that the collective information regarding the Assigned Employees' identities, contact information and skill sets are considered confidential information. District will not solicit the services of Assigned Employees outside of the assignment through Contractor during any assignment or within a year of the last date of assignment. In further recognition of the time and effort that Contractor spends to locate, screen and identify its Assigned Employees' skill sets, District agrees to pay a fee of ten percent (10%) of the Assigned Employee's annualized wages for each Assigned Employee that District or any of its affiliates (or any other entities acting under the direction or encouragement of District or its entities) encourages or facilitates, including large numbers of Assigned Employees, to leave Contractor in order to work at District's site(s) through another staffing provider. This would apply to any rollovers that take place during this Agreement or within six (6) months after the termination/expiration of this Agreement.
- v. Assigned Employees are not permitted to operate any vehicle while on assignment with District; therefore, District will not ask or permit Assigned Employees to use, drive, or operate or incidentally use, drive, or operate any vehicle.

*[Signatures On Next Page]*



**SIGNATURE PAGE**

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement as of the last date indicated within the signature blocks below.

**RemX, LLC**

By: \_\_\_\_\_  
Signature

\_\_\_\_\_ Title

\_\_\_\_\_ Print Name

Dated: \_\_\_\_\_

**Glendale Unified School District**

By: \_\_\_\_\_  
Signature

\_\_\_\_\_ Title

\_\_\_\_\_ Print Name

Dated: \_\_\_\_\_

**Information regarding Contractor:**

Type of Business Entity:

- Individual
- Sole Proprietorship
- Partnership
- Limited Partnership
- Corporation, State: \_\_\_\_\_
- Limited Liability Company

Employer Identification Number:  
For RemX, LLC: 33-0867385

Telephone: \_\_\_\_\_

Email: \_\_\_\_\_

NOTE: Section 6041 of the Internal Revenue Code (26 U.S.C. 6041) and Section 1.6041-1 of Title 26 of the Code of Federal Regulations (26 C.F.R. 1.6041-1) requires the recipients of \$600.00 or more to furnish their taxpayer information to the payer. In order to comply with these requirements, the District requires the Contractor to furnish the information requested in this section.

**ADDENDUM A**

**SCOPE OF WORK**

**DESCRIPTION OF SERVICES TO BE PERFORMED BY CONTRACTOR**

The “Services” are defined within Section 2 of this Agreement.

**Position, Rate & Fee Information Table**

LOCATION: Glendale Unified School District Locations Requested By District	H O U R L Y	
POSITION/JOB TITLES & DESCRIPTIONS:	BILL RATE	OTHER CHARGES
Payroll Position	Specific Bill Rate TBD By Parties On A Case-By-Case Basis, But Bill Rate Not To Exceed \$50.00	TBD By Parties On A Case-By-Case Basis
Buyer/Purchaser Position	Specific Bill Rate TBD By Parties On A Case-By-Case Basis, But Bill Rate Not To Exceed \$60.00	TBD By Parties On A Case-By-Case Basis
Other Positions	TBD By Parties On A Case-By-Case Basis	TBD By Parties On A Case-By-Case Basis

**\*\*Not To Exceed Pricing Table If The Following Conditions Are Met:**

LOCATION: Glendale Unified School District Locations Requested By District	
POSITION/JOB TITLES & DESCRIPTIONS:	CONDITIONAL NOT TO EXCEED PRICING AMOUNTS DUE TO CONTRACTOR
For Only Two (2) Assigned Employee Payroll Positions Between April 19, 2023 and June 30, 2023	\$40,000.00
For Only Two (2) Assigned Employee Buyer/Purchaser Positions Between April 19, 2023 and June 30, 2023	\$44,000.00

**\*\*This Not To Exceed Pricing Table only represents the not to exceed pricing amounts in the event there are Two (2) Assigned Employee Payroll Positions and Two (2) Assigned Employee Buyer/Purchaser Positions provided to District between April 19, 2023 and June 30, 2023 under this Agreement. The parties agree the actual amounts billed to District (i.e. the amounts owed to Contractor by District for rendered services under this Agreement) could ultimately be more or less than what is projected in the Not To Exceed Pricing Table based on several factors such as an increase or decrease in requested Assigned Employees, actual hours worked by the Assigned Employees, the actual hourly bill rates charged for the respective Assigned Employees, etcetera. District agrees to pay for all rendered services provided by Contractor to District under this Agreement at the rates agreed upon by the parties.**

[End Of Addendum A]

**ADDENDUM B**

**Position, Rate & Fee Information Table**

LOCATION: Glendale Unified School District Locations Requested By District	H O U R L Y	
POSITION/JOB TITLES & DESCRIPTIONS:	BILL RATE	OTHER CHARGES
Payroll Position	Specific Bill Rate TBD By Parties On A Case-By-Case Basis, But Bill Rate Not To Exceed \$50.00	TBD By Parties On A Case-By-Case Basis
Buyer/Purchaser Position	Specific Bill Rate TBD By Parties On A Case-By-Case Basis, But Bill Rate Not To Exceed \$60.00	TBD By Parties On A Case-By-Case Basis
Other Positions	TBD By Parties On A Case-By-Case Basis	TBD By Parties On A Case-By-Case Basis

**\*\*Not To Exceed Pricing Table If The Following Conditions Are Met:**

LOCATION: Glendale Unified School District Locations Requested By District	
POSITION/JOB TITLES & DESCRIPTIONS:	CONDITIONAL NOT TO EXCEED PRICING AMOUNTS DUE TO CONTRACTOR
For Only Two (2) Assigned Employee Payroll Positions Between April 19, 2023 and June 30, 2023	\$40,000.00
For Only Two (2) Assigned Employee Buyer/Purchaser Positions Between April 19, 2023 and June 30, 2023	\$44,000.00

**\*\*This Not To Exceed Pricing Table only represents the not to exceed pricing amounts in the event there are Two (2) Assigned Employee Payroll Positions and Two (2) Assigned Employee Buyer/Purchaser Positions provided to District between April 19, 2023 and June 30, 2023 under this Agreement. The parties agree the actual amounts billed to District (i.e. the amounts owed to Contractor by District for rendered services under this Agreement) could ultimately be more or less than what is projected in the Not To Exceed Pricing Table based on several factors such as an increase or decrease in requested Assigned Employees, actual hours worked by the Assigned Employees, the actual hourly bill rates charged for the respective Assigned Employees, etcetera. District agrees to pay for all rendered services provided by Contractor to District under this Agreement at the rates agreed upon by the parties.**

*[End Of Addendum B]*

**EXHIBIT "A"**

**WORKERS' COMPENSATION CERTIFICATION**

California Labor Code Section 3700 in relevant part provides:

Every employer except the State shall secure the payment of compensation in one or more of the following ways:

- By being insured against liability to pay compensation by one or more insurers duly authorized to write compensation insurance in this State.
- By securing from the Director of Industrial Relations a certificate of consent to self-insure, which may be given upon furnishing satisfactory proof to the Director of Industrial Relations of ability to self-insure and to pay any compensation that may become due to its employees.

I am aware of the provisions of Section 3700 of the Labor Code which require every employer to be insured against liability for workers' compensation or to undertake self-insurance in accordance with the provisions of that code, and I will comply with such provisions before commencing the performance of the Work of this Contract.

Date: \_\_\_\_\_

Name of Contractor: **RemX, LLC**

Signature: \_\_\_\_\_

Print Name and Title: \_\_\_\_\_

(In accordance with Article 5 - commencing at Section 1860, Chapter 1, part 7, Division 2 of the California Labor Code, the above certificate must be signed and filed with the District prior to performing any Work under this Contract.)

*[End Of Exhibit A]*

**EXHIBIT "B"**

**FINGERPRINTING/CRIMINAL BACKGROUND INVESTIGATION CERTIFICATION**

*In accordance with the Department of Justice (DOJ) fingerprint and criminal background investigation requirements of California Education Code section 45125.1 et seq.*

One of the boxes below **must** be checked, with the corresponding certification provided, and this form attached to the Agreement for Professional Services ("Agreement").

- The fingerprinting and criminal background investigation requirements of Education Code section 45125.1 apply to Contractor's services under this Agreement and Contractor certifies its compliance with these provisions as follows:

Contractor certifies that the Contractor has complied with the fingerprinting and criminal background investigation requirements of Education Code section 45125.1 with respect to all Contractor's employees, subcontractors, agents, and subcontractors' employees or agents ("Employees") regardless of whether those Employees are paid or unpaid, concurrently employed by the District, or acting as independent contractors of the Contractor, who may have contact with District pupils in the course of providing services pursuant to the Agreement, and the California Department of Justice has determined that none of those Employees has been convicted of a violent or serious felony, as that term is defined in Education Code section 45122.1. A complete and accurate list of all Employees who may come in contact with District pupils during the course and scope of the Agreement is attached hereto.

- The Contractor qualifies for a project specific waiver of the Department of Justice (DOJ) fingerprint and criminal background investigation for the following reason(s) permitted by Education Code section 45125.1 et seq. and approved by the District.

**PLEASE CHECK ALL APPROPRIATE BOXES AND SIGN BELOW:**

- The Contractor, its employees, and subcontractors will have **NO CONTACT** with pupils.
- The Contractor, its employees, and subcontractors will have **LIMITED CONTACT** with pupils. (Attach information about length of time on school grounds, proximity of work area to pupil areas; whether Contractor or its employees will be working by themselves or with others, and any other factors that substantiate limited contact.) [Education Code section 45125.1 (c)]
- The Contractor, its employees, and subcontractors will have more than **LIMITED CONTACT** with pupils but will assure that **ONE (1) OR MORE** of the following methods are utilized to ensure pupil safety. [Education Code section 45125.2 (a)]  
**Check all methods to be used:**

- 1) Installation of a physical barrier at the worksite to limit contact with students
- 2) Continual supervision and monitoring of all employees of the Contractor by an employee of the Contractor who has not been convicted of a serious or violent felony as ascertained by the DOJ. **Contractor MUST attach DOJ Originating Agency Identification Letter and list of all employees that have successfully completed the fingerprinting and criminal background check clearance in accordance with the law (*Fingerprint Certification List*).**

- 3) Surveillance of all employees of the Contractor by OWNER AUTHORIZED REPRESENTATIVE.
- The services provided by the Contractor are for an "EMERGENCY OR EXCEPTIONAL SITUATION," such as when pupil health or safety is endangered or when repairs are needed to make school facilities safe and habitable." [Education Code section 45125.1 (b)J

*By signing below, under penalty of perjury, I certify that the information contained on this certification form and attached employee list(s) is accurate. I understand that background clearance extends to all of Contractor's employees, subcontractors, and employees of subcontractors coming into contact with District pupils regardless of whether they are designated as employees or acting as independent contractors of the Contractor. I understand that it is the Contractor's sole responsibility to maintain, update, and provide the District with current "Fingerprint and Criminal Background Check Certification," along with the employee list, throughout the duration of Contractor provided services.*

*The undersigned does hereby certify that I am a representative of the Contractor currently under contract with the District; that I am familiar with the facts herein certified, and am authorized and qualified to execute this certificate on behalf of Contractor.*

Date: \_\_\_\_\_

Name of Contractor or Company: **RemX, LLC**

Representative's Name and Title: \_\_\_\_\_

Signature: \_\_\_\_\_

***[End Of Exhibit B]***

**EXHIBIT "C"**  
**NONCOLLUSION DECLARATION TO BE EXECUTED BY**  
**BIDDER AND SUBMITTED WITH BID**  
(Public Contract Code section 7106)

The undersigned declares:

**I am the \_\_\_\_\_ of RemX, LLC, the party making the foregoing bid.**

The bid is not made in the interest of, or on behalf of, any undisclosed person, partnership, company, association, organization, or corporation. The bid is genuine and not collusive or sham. The bidder has not directly or indirectly induced or solicited any other bidder to put in a false or sham bid. The bidder has not directly or indirectly colluded, conspired, connived, or agreed with any bidder or anyone else to put in a sham bid, or to refrain from bidding. The bidder has not in any manner, directly or indirectly, sought by agreement, communication, or conference with anyone to fix the bid price of the bidder or any other bidder, or to fix any overhead, profit, or cost element of the bid price, or of that of any other bidder. All statements contained in the bid are true. The bidder has not, directly or indirectly, submitted his or her bid price or any breakdown thereof, or the contents thereof, or divulged information or data relative thereto, to any corporation, partnership, company, association, organization, bid depository, or to any member or agent thereof, to effectuate a collusive or sham bid, and has not paid, and will not pay, any person or entity for such purpose.

Any person executing this declaration on behalf of a bidder that is a corporation, partnership, joint venture, limited liability company, limited liability partnership, or any other entity, hereby represents that he or she has full power to execute, and does execute, this declaration on behalf of the bidder.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct and that this declaration is executed on \_\_\_\_\_ [date], at \_\_\_\_\_ [city], \_\_\_\_\_ [state].

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Print Name

***[End Of Exhibit C]***

**EXHIBIT "D"**

**COVID-19 VACCINATION ADDENDUM  
TO  
GLENDALE UNIFIED SERVICES AGREEMENT**

The undersigned does hereby certify to the Governing Board of the District as follows:

I am a representative of RemX, LLC ("Contractor") currently entering into this Agreement with the District and I am familiar with the facts herein certified, and am authorized and qualified to execute this certificate on behalf of Contractor.

**COVID-19 Vaccination Status and Periodic Testing:** Contractor will ensure that all of its Assigned Employees who will be working on the District's sites with students have been fully vaccinated for COVID-19 or have a legally valid exemption for approved religious or medical reasons. Upon District's request, Contractor shall provide written attestation that Contractor has verified that its Assigned Employees who will be working on the District's school sites have received the complete COVID-19 vaccination within two weeks prior to starting to provide services at a District site. Contractor further will inform all of its Assigned Employees who will be working on the District's sites that they are required by the District to participate in regular COVID-19 testing in compliance with the District's current testing protocols. Contractor's Assigned Employees will be instructed they can either participate in the District on-site testing program wherein the District will directly receive testing results, if District obtains said Assigned Employees' consent to do so, or seek testing on their own and then notify District of their test results.

Contractor's responsibility for COVID-19 clearance extends to all of its Assigned Employees who will be working on the District's school sites and coming into contact with District students regardless of whether they are designated as employees or acting as independent contractors of the Contractor.

Name of Contractor: \_\_\_\_\_

Signature: \_\_\_\_\_

Print Name and Title: \_\_\_\_\_

Date: \_\_\_\_\_

*[End Of Exhibit D]*



# Exhibit E

## COVID-19 Vaccination Screening Agreement

This COVID-19 Vaccination Screening Agreement (“**Vaccination Screening Agreement**”) is made as of March 28, 2023, between Glendale Unified School District (hereinafter “**Customer**”) and RemX, LLC (“**Staffing Company**” or “**Service Provider**”).

WHEREAS, Customer and Staffing Company have entered into a service arrangement (the “**Staffing Agreement**”) under which Staffing Company provides contingent staffing services, including placement of contingent employees employed by Staffing Company (“**Assigned Worker(s)**” or “**Assigned Employee(s)**”) to Customer; and

WHEREAS, Customer has requested that all Assigned Workers placed at its worksite be fully vaccinated against COVID-19 or have a legally valid exemption for approved religious or medical reasons (“**Vaccination Requirement**”); and

WHEREAS (**choose one**),  Customer’s Vaccine Requirement is based on a federal, state, or local mandate;  Customer’s Vaccine Requirement is not based on any federal, state, or local mandate regarding the vaccination of workers at its site;

NOW, THEREFORE, in consideration of the mutual agreements and covenants contained herein, Customer and Staffing Company agree as follows:

1. Service Provider agrees, except where prohibited by law, to only place Assigned Workers who have provided documentation reflecting satisfaction of the Vaccination Requirement. Service Provider shall be responsible for using reasonable methods to ascertain and verify the vaccination status of all Assigned Employees working at Customer’s site and/or prior to placement of any Assigned Employee on assignment with Customer.
2. If an Assigned Worker claims an exemption from vaccination for any religious, medical, or other reason (“**Vaccine Exemption**”), the parties will collaborate to determine whether any such exemption is valid under applicable law. Staffing Company will not disclose the basis for such Vaccine Exemption request to Company without written consent of the Assigned Employee. In the event a Vaccine Exemption is approved, Customer will provide a reasonable accommodation with respect to such Assigned Employee.
3. Upon Customer’s request, Service Provider shall provide written attestation that Service Provider has verified that Assigned Employees are in compliance with the Vaccination Requirement. Service Provider will not release any Assigned Employee data regarding vaccination status or any exemption to Customer without such Assigned Employee’s consent.
4. Customer will defend, indemnify, and hold harmless Staffing Company and its employees, officers, agents, contractors, affiliates, subsidiaries, and parent companies in connection with any claims arising out of: (i) the Vaccine Requirement, including any failure to provide a reasonable accommodation from the Vaccine Requirement to an Assigned Worker, or (ii) any ongoing Covid-19 testing requirements or policies.

All other provisions contained in the Staffing Agreement shall remain in effect, fully valid and enforceable. Notwithstanding the foregoing, the absence of any Staffing Agreement shall not bar enforcement of this Vaccination Screening Agreement.

**RemX, LLC**

**Glendale Unified School District**

By: \_\_\_\_\_

By: \_\_\_\_\_

Title: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

GLENDALE UNIFIED SCHOOL DISTRICT

April 18, 2023

ACTION REPORT NO. 14

TO: Board of Education  
FROM: Dr. Vivian Ekchian, Superintendent  
SUBMITTED BY: Santhasundari Rajiv, Chief Financial Officer  
PREPARED BY: Frank Schlueter, Director, Educational Technology & Information Services  
SUBJECT: **Approval of Subscription for Smart Sites with Aequitas**

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The Superintendent recommends that the Board of Education approve a 3-year subscription for Smart Sites with Aequitas for web hosting services beginning with the 2023-2024 school year in the amount of \$50,840.00 funded by Educational Technology and Information Services funds.

GUSD currently subscribes to Blackboard for web hosting services. Blackboard has recently been acquired by FinalSite, and as a result, Blackboard is migrating its web hosting customers to the FinalSite platform. Content migration is a challenging process, and after learning the experiences of other districts' migration challenges, the Public Information Office (PIO) and Educational Technology & Information Services (ETIS) departments evaluated the Smart Sites web hosting solution as an alternative and determined it meets the needs of the District.

Smart Sites is owned by ParentSquare, but purchased from Aequitas, the provider of the District's Q Student Information System. The cost of Smart Sites is \$1.40 per student annually. The District negotiated the price to \$0.99/ADA for the first year, or 29% discount, and a 23% discount for the second and third year. Additionally, there is a one time charge of \$24,000 for content migration and an annual charge of \$1,990 for the Monsido application, which improves website accessibility and user experience. The resulting total cost for the first three years is:  
Year 1: \$50,840 (\$24,850 base + \$24,000 one-time migration + \$1,990 Monsido)  
Year 2: \$28,990 (\$27,000 base + \$1,990 Monsido)  
Year 3: \$28,990 (\$27,000 base + \$1,990 Monsido)

It is recommended to subscribe to ParentSquare Smart Sites with Aequitas for the 2023-2024 school year for the amount of \$50,840.00.

***TO SUPPORT 2022-23 BOARD PRIORITY NO. 2: Foster a Positive Culture of Learning – Ensure equitable teaching and learning opportunities led by excellence; support culturally relevant curriculum that emphasizes inclusion; and increase school connectedness for students, parents, and families.***

***TO SUPPORT 2022-23 BOARD PRIORITY NO. 4: Maintain District Financial Responsibility – Ensure the fiscal health of the District; implement a fiscal plan to preserve the District resources; plan for the District's future educational and facility needs.***

GLENDALE UNIFIED SCHOOL DISTRICT

April 18, 2023

CONSENT CALENDAR NO. 1

TO: Board of Education  
FROM: Dr. Vivian Ekchian, Superintendent  
PREPARED IN: Office of the Superintendent  
SUBJECT: **Minutes**

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The Superintendent recommends that the Board of Education approve the Minutes, as listed:

- a) Regular Meeting No. 17, April 4, 2023

GLENDALE UNIFIED SCHOOL DISTRICT  
223 N. Jackson Street  
Glendale, California 91206-4380

**BOARD OF EDUCATION MEETING NO. 17**  
**UNADOPTED MINUTES**  
**REGULAR MEETING, April 4, 2023**

**CALL TO ORDER AND ROLL CALL**

The regular meeting of the Glendale Unified School District Board of Education was called to order by Nayiri Nahabedian, President of the Board of Education, at 5:00 p.m., on Tuesday, April 4, 2023, in the Board Room at the Administration Center, 223 N. Jackson Street, Glendale, California. The following members were present for roll call: Kathleen Cross, Jennifer Freemon, Ingrid Gunnell, Shant Sahakian and Nayiri Nahabedian. Student Board Member Melinda Khechumyan was also present.

The following administrators were present: Dr. Vivian Ekchian, Mr. David Greco, Dr. Kelly King, Ms. Santha Rajiv, and Dr. Darneika Watson.

**PLEDGE OF ALLEGIANCE**

Emiliya Isagholian, a 12<sup>th</sup> grade student at Clark Magnet High School, led the Pledge of Allegiance.

**CERTIFICATE OF COMPLIANCE**

Ms. Nahabedian read the following statement: "To accommodate the requirements of Government Code §54954.2 and in accordance with the Brown Act revisions, I declare that the agenda for this meeting was posted on the bulletin boards in the lobby of the Administration Center and the GUSD website 72 hours prior to this meeting."

**APPROVAL OF AGENDA ORDER**

A motion was made by Ms. Gunnell and seconded by Mr. Shant to amend the agenda order by moving Consent Calendar No. 19 to Action Item No. 10. Motion approved unanimously: AYES—Cross, Gunnell, Sahakian, Freemon, and Nahabedian.

**ACKNOWLEDGEMENTS**

1. Glendale Educational Foundation – First Annual Student Grant Program

The Board of Education recognized the students who were selected to receive funding for their projects in the first annual GEF Student Grant Program. Fifty-five applications were submitted and 18 projects were selected for funding.

ACKNOWLEDGEMENTS (Continued)

2. 2023 Scholastic Bowl Essay Winners

The Board of Education recognized Crescenta Valley High School as the winning team of the District's 2023 High School Scholastic Bowl Essay Competition.

3. 2023 Scholastic Bowl Champions

The Board of Education recognized Glendale High School as the winning team of the District's 2023 High School Scholastic Bowl. The annual competition, now in its 33rd year, engages teams from Clark Magnet, Crescenta Valley, Glendale, and Hoover High Schools. This year's Scholastic Bowl was held at Glendale High School. The Glendale High School Team answered the most questions correctly from the five content areas: Science, Mathematics, Social Science, Fine Arts and Language Arts, with a final winning score of 78 points.

PRESENTATIONS

1. Recognizing April as Armenian American Heritage Month in GUSD

The Board of Education is proud to recognize April as Armenian-American Heritage Month. This is a special opportunity for students, employees, families, and community members to learn about Armenian culture, traditions, and heritage, and celebrate the many contributions Armenians have made to our country and our community. Ms. Ani Adjemian provided information on the Armenian Heritage Month event on April 22, 2023 at Hoover High.

2. Glendale Unified Adelante Latinos

In March and April, Glendale Unified proudly celebrates the legacies of Cesar Chavez and Dolores Huerta, two visionary civil rights activists, labor leaders, and fierce advocates for children. As we recognize Cesar Chavez Day and Dolores Huerta Day, representatives from GUSD Adelante Latinos shared the many ways the organization supports and advocates for Hispanic and Latinx youth in our community.

STUDENT BOARD MEMBER REPORT

Student Board Member Melinda Khechumyan reported on the activities at our high schools and middle schools.

PUBLIC COMMUNICATIONS

1. Chris Davis, president of GTA, complimented the Board for addressing hate speech and hate motivated behavior. GTA has taken a stance in support of Senator Portantino's bill, SB 596 which addresses attacks on school employees. The association looks forward to finishing wages and health benefits for this year. They want to make sure educators are compensated fairly.

PUBLIC COMMUNICATIONS (Continued)

2. Sophia Armen spoke in support of the inclusion of an Armenian Checkbox on the 2030 U.S. Census.
3. Mike Borsov spoke in support of the MENA classification of the Armenian Checkbox on the 2030 U.S. Census. They are a sizable community in the United States.
4. Jordan Henry spoke about statements made by Dr. Kelly King in a video in 2017 hosted by Gender Spectrum on gender identity. She is doing things he disagrees with.
5. Tanita Ligons, Black in Glendale (BIG) founder, spoke about the Hate Speech and Hate Motivated Behavior policy. The BIG organization feels the policy needs further revisions and, therefore, they are against the policy as is. It fails to outline clear consequences among other things.

CLOSED SESSION

The Board recessed to closed session at 6:05 p.m. to discuss the following:

1. Personnel matters relating to the appointment, employment or evaluation of school based and non-school based district management positions pursuant to Government Code §54957
2. Personnel matters relating to the discipline, dismissal and release of school-based employees pursuant to Government Code §54957
3. Conference with Labor Negotiators pursuant to Government Code § 54954.5  
Agency designated representatives: Dr. Darneika Watson and Mr. David Greco.  
Employee organization: Glendale Teachers Association and California School Employees Association-Glendale Chapter No. 3
4. Conference with Legal Counsel – Anticipated litigation – Significant exposure to litigation pursuant to paragraph (2) of subdivision (d) of Section §54956.9: Potential Litigations
5. Conference with Legal Counsel – Anticipated litigation

Initiation of litigation pursuant to Paragraph (4) of Subdivision (d) of Government Code § 54956.9: Consideration of One (1) Potential Case—Social Media Adolescent Addiction/Personal Products Liability Litigation (Social Media Litigation)

CALL TO ORDER/RETURN TO REGULAR MEETING

The meeting reconvened at 7:57 p.m.

REPORTING OUT OF CLOSED SESSION

Board President Nahabedian read the following statement: “In closed session, the Board retained and directed legal counsel to initiate or intervene in a legal action (social media litigation), by a vote of 5 – 0. The action, the defendants, and the other particulars shall, once formally commenced, be disclosed to any person upon inquiry, unless to do so would jeopardize the district’s ability to effectuate service of process on one or more unserved parties, or that to do so would jeopardize the district’s ability to conclude existing, settlement negotiations to its advantage. AYES—Cross, Freemon, Gunnell, Sahakian, and Nahabedian.

SUPERINTENDENT’S UPDATE

1. School Safety
2. Full Day Kindergarten
3. Diversity, Equity, and Inclusion

INFORMATION

1. Proposed Board of Education Schedule for 2023-2024
2. Inclusion of an Armenian Checkbox on the 2030 U.S. Census
3. Proposed Revisions to Board Policy 9150 - Student Board Member
4. GTA Proposal for 2022-2023 Re-opener Contract Negotiations
5. Proposed Secondary Summer School Programs for 2023
6. Proposed Adoption of Curriculum for Middle and High School Emerging ELD Courses
7. Acknowledgements of Service

The above reports were presented for information only; no action was taken.

ACTION REPORTS

1. Resolution No. 23 - Proclaiming April 2023 as Armenian American Heritage Month

It was moved by Mr. Sahakian and seconded by Ms. Cross to approve Action Report No. 1, as recommended. Motion approved by the following vote: AYES—Cross, Freemon, Gunnell, Sahakian, and Nahabedian.



ACTION REPORTS (Continued)

2. Approval of the Tentative Agreement with Glendale Teachers Association (GTA) and AB1200 Disclosure of Costs and Approval of Attendance Calendars for 2023-2024, 2024-2025, and 2025-2026

It was moved by Ms. Cross and seconded by Ms. Gunnell to approve Action Report No. 2, as recommended. Motion approved by the following vote: AYES—Cross, Freemon, Gunnell, Sahakian, and Nahabedian.

3. Approval of the Wage Increase with Glendale Schools Management Association (GSMA)

It was moved by Ms. Freemon and seconded by Ms. Gunnell to approve Action Report No. 3, as recommended. Motion approved by the following vote: AYES—Cross, Freemon, Gunnell, Sahakian, and Nahabedian.

4. Approval of the Wage Increase with California School Employees Association (CSEA)

It was moved by Ms. Cross and seconded by Ms. Gunnell to approve Action Report No. 4, as recommended. Motion approved by the following vote: AYES—Cross, Freemon, Gunnell, Sahakian, and Nahabedian.

5. Approval of Additional Non-Public School Master Contract

It was moved by Ms. Freemon and seconded by Ms. Gunnell to approve Action Report No. 5, as recommended. Motion approved by the following vote: AYES—Cross, Freemon, Gunnell, Sahakian, and Nahabedian.

6. Authorize GUSD to Purchase Network Infrastructure Equipment from AMS.net using the SPURR Contract

It was moved by Ms. Freemon and seconded by Ms. Cross to approve Action Report No. 6, as recommended. Motion approved by the following vote: AYES—Cross, Freemon, Gunnell, Sahakian, and Nahabedian.

7. Award of Bid No. 240-23/24 for Playground Installation at College View School

It was moved by Mr. Sahakian and seconded by Ms. Freemon to approve Action Report No. 7, as recommended. Motion approved by the following vote: AYES—Cross, Freemon, Gunnell, Sahakian, and Nahabedian.

8. Approval of Change Order No. 1 to Bid No. 236-21/22 with JB Bostick Co. Inc. for Asphalt Projects at Three (3) District Sites and Notice of Completion

It was moved by Ms. Freemon and seconded by Ms. Cross to approve Action Report No. 8, as recommended. Motion approved by the following vote: AYES—Cross, Freemon, Gunnell, Sahakian, and Nahabedian.

ACTION REPORTS (Continued)

9. Approval of Amendment No. 1 to Project Authorization No. 001 with DC Architects Professional Architectural Services at the Glenoaks Elementary School New Modular Classroom Building Construction Project.

It was moved by Ms. Freemon and seconded by Mr. Sahakian to approve Action Report No. 9, as recommended. Motion approved by the following vote: AYES— Cross, Freemon, Gunnell, Sahakian, and Nahabedian.

10. Approval of Revisions to Board Policy 5145.9 - Hate Speech and Hate-Motivated Conduct (Moved from Consent Calendar)

It was moved by Ms. Gunnell and seconded by Ms. Cross to postpone the item until the next board meeting. AYES— Gunnell, NAYS-Cross, Freemon, Sahakian and Nahabedian. Motion failed.

It was moved by Mr. Sahakian and seconded by Ms. Freemon to approve Action Report No. 9, as recommended. Motion approved by the following vote: AYES— Cross, Freemon, Gunnell, Sahakian, and Nahabedian.

CONSENT CALENDAR

1. Minutes
  - a. Regular Meeting No. 15, March 7, 2023
  - b. Special Board Meeting No. 16, March 28, 2023
2. Certificated Personnel Report No. 12
3. Classified Personnel Report No. 12
4. Warrants totaling \$19,547,964.58 for February 1, 2023 through March 29, 2023
5. Purchase Orders totaling \$6,757,878.80 for the period of February 1, 2023 through March 17, 2023
6. Appropriation Transfer and Budget Revision Report
7. Approval of Comprehensive School Safety Plans for 2023-2024 School Year
8. Authorization to Dispose of Surplus Property
9. Final Expenditure Reports and Project Closeout of Various Projects
10. Approval of the Services Agreement between Glendale Unified School District and The Southern California Learning Corporation, dba Sylvan Learning Center
11. Approval of the School Plan for Student Achievement (SPSAs)

CONSENT CALENDAR (Continued)

12. Quarterly Uniform Complaint Report Summary, Williams Settlement Legislation
13. Acceptance of the Individuals with Disabilities Education Act, Part B, Section 611 Grant for Foothill SELPA
14. Acceptance of the Individuals with Disabilities Education Act, Part B, Section 619 Federal Preschool Staff Development Grant for Foothill SELPA
15. Approval of Services Agreement between Glendale Unified School District and Nest Speech & Language Therapy, APC
16. Approval of Additional Services Agreement between Glendale Unified School District and Sign Up Interpreting Services, LLC
17. Approval of New Basic Textbook for Use in High Schools in the Area of History-Social Science
18. Approval of Modified Course of Study Outline for Use in High Schools in the Area of Career & Technical Education
19. ~~Approval of Revisions to Board Policy 5145.9—Hate Speech and Hate-Motivated Conduct~~  
This item was moved to Action Report No.10.
20. Approval of Revisions to Board Policies Relating to Business and Noninstructional Operations; Students; and Instruction
21. Approval of Services Agreement with Diligent Community
22. Approval of Services Agreement with Target River
23. Approval of Community Partnership with GUSD and YMCA of Glendale for Child Care
24. Approval of Community Partnership with GUSD and YMCA of the Foothills for Child Care
25. Acceptance of DonorsChoose Award for Mountain Avenue Elementary School
26. Acceptance of DonorsChoose Award for Wilson Middle School
27. Acceptance of Gifts

It was moved by Ms. Freemon and seconded by Ms. Gunnell to approve the Consent Calendar, as presented. (Note: Consent Calendar 19 was moved to Action Report No. 10). Motion approved unanimously. AYES—Cross, Freemon, Gunnell, Sahakian, and Nahabedian.

REPORTS FROM THE BOARD

Ms. Freemon enjoyed the Rosemont Founder's Day, the Elementary Honors Orchestra concert, and the Student Voice Panel. Our student panelists were articulate and thoughtful; they were able to share what they needed. She also enjoyed the Daily High School mini-graduation this morning.

Ms. Gunnell said the Middle School Concert was spectacular. She wants to affirm her personal support to the LGBTQ community. She spoke about the FAIR Act. "According to co-sponsors Equality California and the Gay-Straight Alliance Network, the purpose of Senate Bill 48 (SB 48) was to end the exclusion of LGBTQ history in education and to promote school safety. After it was signed by Gov. Jerry Brown, it became the FAIR Education Act. The purpose of the act is based on a study by California Safe Schools Coalition showing that inclusion of LGBTQ people in instructional materials is linked to greater student safety at school for both straight and gay students and lower rates of bullying. The California SB 48 Fact Sheet states that in schools where the contributions of the LGBTQ community are included in educational instruction, bullying declined by over half, and LGBTQ students were more likely to feel they have an opportunity to make positive contributions at school. SB 48's changes to the California Education code took effect in January 2012." She added this school board and superintendent support out LGBTQ community. She addressed the parents who write to the Board advocating for "this and that." All of "this and that" often involves funding. If a proposition similar to Prop 15, which would have benefited K-12 schools, community colleges, and local governments, comes back then we need to vote "yes." Please make sure you are an ally in increasing revenues for public education.

Ms. Cross said she saw a lot of projects come to fruition. She reflected on the road to get to completion. These projects have all taken time with the dedication of so many people working together. She looks forward to seeing our student focused voice being brought forward. This is something our school board is dedicated to.

Mr. Sahakian said last week's Student Voice Panel was one of the best interactive panels. We realized that one of best ways to know what to do for our students is to ask them. We take that feedback and implement it. He attended the Glenoaks Elementary Wellness Room and the Glendale High Wellness Room ribbon cutting ceremonies. "The Glen" at Glendale High provides a Zen environment for our students. He thanked all the staff who made that a reality. He thanked our teachers and staff with the approval of the tentative agreement with GTA and wage increases as well for CSEA and GMSA. Moving forward, we have an opportunity to set forth on a positive road together. Lastly, he congratulated Kathleen Cross for being elected to the CSBA Delegate Assembly.

Ms. Nahabedian attended the Cesar Chavez celebration, the YMCA YOUNIQUENESS Festival, the Verdugo Woodlands Elementary walking bridge ribbon cutting, and the Glenoaks' Wellness Room celebration. The Middle Schools Honors Orchestra concert was out of this world. Most importantly, the Student Voice Panel was exceptional. She hopes everyone has a chance to see it.

MINUTES: April 4, 2023 – Regular Board Meeting

REPORTS FROM THE BOARD (Continued)

Miss Khechumyan attended the Math Field Day Awards ceremony and the Student Voice Panel. Both events were impressive. She was also at the Glendale Wellness Room, “The Glen,” ribbon cutting ceremony.

REPORT FROM THE SUPERINTENDENT

Dr. Ekchian celebrated our successes. She attended the Verdugo Woodlands Bridge ribbon cutting, Elementary Robotics tournament, PTA Reflections event at the library, the Middle School Honors concert, the Glenoaks Wellness room ribbon cutting, and the ribbon cutting of the “The Glen” Wellness room at Glendale High. We are truly are a district on a move. She read the following from an article about creating a No-Slur school: “We have to state clear support for a safe, open learning environment free of slurs. Be specific; no insults related to ability, appearance, culture, gender, home language, race, ethnicity, religion, sexual orientation or social class will be tolerated. Make sure these expectations are clearly outlined in the school handbook—for students, staff and facility-and ensure that they’re rooted in education, helping to raise both awareness and empathy about the harm done by slurs.”

ADJOURNMENT

There being no further business, President Nahabedian adjourned the meeting at 9:56 p.m.

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Nayiri Nahabedian  
President, Board of Education

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Shant Sahakian  
Clerk, Board of Education

Board of Education Minutes - Regular Meeting, April 4, 2023  
Recorded by: Ms. Phyllis F. Ishisaka, Executive Assistant to the Superintendent  
Approved by the Board of Education:

GLENDALE UNIFIED SCHOOL DISTRICT

April 18, 2023

CONSENT CALENDAR NO. 2

TO: Board of Education

FROM: Dr. Vivian Ekchian, Superintendent

PREPARED BY: Dr. Darneika Watson, Chief Human Resources and Operations Officer/Director of Classified Personnel

SUBJECT: CERTIFICATED PERSONNEL REPORT NO. 13

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It is recommended that the following report be approved as presented:

	<u>Position</u>	<u>Effective Dates And Salary Rate</u>
<u>Maternity Leave of Absence</u>		
1.	Dashdemirians, Christine Teacher, Regular 1 <sup>st</sup> Grade Balboa Elementary	8/14/23 through 12/21/23
<u>Change of Maternity Leave of Absence</u>		
1.	Tumoine, Audrey Teacher, Regular Kindergarten French Immersion Franklin Elementary	4/25/23 through 6/22/23
<u>Extension of Maternity Leave of Absence</u>		
1.	Goulas, Evangeline Teacher, Special Education Rosemont Middle School	11/14/22 through 6/08/23
2.	Salmassi Arakelian, Talma Psychologist Special Education	2/14/23 through 4/17/23
<u>Parental Leave of Absence</u>		
1.	Bedrousi, Miro Teacher, Regular Science Rosemont Middle School	5/30/23 through 6/06/23

	<u>Position</u>	<u>Effective Dates And Salary Rate</u>
<u>Health Leave of Absence</u>		
1.	Kneisel, Josephine Teacher, Regular 3 <sup>rd</sup> Grade Cerritos Elementary	4/17/23 through 8/28/23
<u>Extension of Health Leave of Absence</u>		
1.	Kully, Sherry Principal Franklin Elementary	11/28/22 through 6/30/23
2.	Naka, Kimberli Teacher, Regular 6 <sup>th</sup> Grade La Crescenta Elementary	10/17/22 through 4/30/23
3.	Traber, Allister Teacher, Regular Kindergarten Marshall Elementary	1/19/23 through 5/07/23
<u>Family &amp; Medical Leave of Absence</u>		
1.	Bedrousi, Miro Teacher, Regular Science Rosemont Middle School	5/30/23 through 6/06/23
2.	Dashdemirians, Christine Teacher, Regular 1 <sup>st</sup> Grade Balboa Elementary	8/14/23 through 11/03/23
3.	Kneisel, Josephine Teacher, Regular 3 <sup>rd</sup> Grade Cerritos Elementary	4/17/23 through 8/28/23
<u>Extension of Family &amp; Medical Leave of Absence</u>		
1.	Salmassi Arakelian, Talma Psychologist Special Education	2/14/23 through 5/05/23

	<u>Position</u>	<u>Effective Dates And Salary Rate</u>
<u>General Purpose Leave of Absence</u>		
1.	Alvis, Robin Teacher, Regular 2 <sup>nd</sup> Grade Balboa Elementary	8/14/23 through 6/06/24
2.	Kim, Cindy Teacher, Regular 6 <sup>th</sup> Grade Monte Vista Elementary	8/14/23 through 6/06/24
<u>Home Responsibility Leave of Absence</u>		
1.	Belou, Natasha Teacher, Regular English Crescenta Valley High School	8/14/23 through 6/06/24
2.	Orue-Perea, Gabriela Teacher, Regular Social Science Crescenta Valley High School	8/14/23 through 6/06/24
<u>Opportunity Leave of Absence</u>		
1.	Solsona Puig, Jordi Teacher, Regular Social Studies – FLAG Toll Middle School	8/14/23 through 6/06/24
<u>Additional Assignment</u>		
1.	Almazan, Seth Chui, Peggy Trinidad, Ryan Teachers, as needed, to plan and participate as District Coach and prepare students for the County Math Field Day EAFE	3/08/23 through 4/30/23 Categorical Project Instruction rate of pay of \$34.00 per hour District Initiated Special Projects rate of pay of \$31.00 per hour (for planning) Not to exceed \$1,662.00 total. Supplemental 01.0 01000.0 11100 10000 1130 0000673



	<u>Position</u>	<u>Effective Dates And Salary Rate</u>
<u>Election to Management Position</u>		
1.	Marconllier, Amy Principal, Elementary Franklin Elementary	Effective 7/01/23 210 days
<u>Election</u>		
1.	Nazeri, Ana Teacher, TK Early Education, Probationary Marshall Elementary	Effective 4/03/23
<u>Election Hourly/Daily</u>		
1.	Ohanian, Erebuni Shahverdian, Estine Teacher/ Teacher Specialist to chaperone Clark Magnet HS ELD students at Disney Imagination Campus Education Workshop at Disneyland.	5/06/23 through 5/06/23 \$34.00 per hour NTE \$1,000.00 01.0 42030.0 11100 10000 1130 0900673
2.	Akopyan, Armine Teacher, Regular English 8 Wilson Middle School	1/09/23 through 6/07/23 One additional hour assignment at 1/5 daily rate of pay according to placement on Regular Teachers Salary Schedule 01.0 00000.0 11303 10000 1110 0800000
3.	Almazan, Seth Teacher, Regular Robotics Advisor Math Field Day Edison Elementary	Second Semester 22-23
4.	Argudo, Courtney Teacher, Temp Contract Academic Coaching Fremont Elementary	Second Semester 22-23

		<u>Position</u>	<u>Effective Dates And Salary Rate</u>
	<u>Election Hourly/Daily</u> <u>(Cont.)</u>		
5.	Arias, Melissa	Teacher, Regular Tech Advisor Verdugo Woodlands Elementary	Second Semester 22-23
6.	Beshlian, Alice	Teacher, Regular Math Club Mann Elementary	Second Semester 22-23
7.	Brown, Tracy	Teacher, Regular Robotics Advisor Verdugo Woodlands Elementary	Second Semester 22-23
8.	Brownstein, Gina	Teacher, Regular TUPE Hoover High School	8/17/22 through 12/21/22 One additional hour assignment at 1/5 daily rate of pay according to placement on Regular Teachers Salary Schedule 01.0 66950.2 11100 10000 1110 0000682
9.	Casey, Kylee	Teacher, Temp Contract Talent Show Fremont Elementary	Second Semester 22-23
10.	Cha, David	Teacher, Regular Student Council Advisor Dunsmore Elementary	Second Semester 22-23
11.	Darbinyan, Anna	Teacher, Regular Girls on the Run Math Club/Math Field Day Fremont Elementary	Second Semester 22-23

	<u>Position</u>	<u>Effective Dates And Salary Rate</u>
<u>Election Hourly/Daily (Cont.)</u>		
12.	Eisenstein, Andrew Teacher, Regular Academic Decathlon Clark Magnet High School	Second Semester 22-23
13.	France, Megan Teacher, Regular Math Field Day Marshall Elementary	Second Semester 22-23
14.	Fujie, Chie Teacher, Regular Homework Club Verdugo Woodlands Elementary	Second Semester 22-23
15.	Isayan, Sevada Teacher, Regular Business Education Department Chair CTE Department Chair Skills USA Academic Coaching Class Sponsor 11 <sup>th</sup> Grade Clark Magnet High School	Second Semester 22-23
16.	Kang, Sarah Teacher, Regular Student Council Advisor Monte Vista Elementary	Second Semester 22-23
17.	Kasmanian, Janna Teacher, Regular Health & Guidance Department Chair Hoover High School	Second Semester 22-23
18.	Kim, Yoojin Teacher, Regular Student Council Advisor Monte Vista Elementary	Second Semester 22-23
19.	Klein, Ann Teacher, Regular Talent Show Fremont Elementary	Second Semester 22-23

	<u>Position</u>	<u>Effective Dates And Salary Rate</u>
<u>Election Hourly/Daily (Cont.)</u>		
20. Lee, Jee Eun	Teacher, Regular Math Rosemont Middle School	8/17/22 through 12/21/22 One additional hour assignment at 1/5 daily rate of pay according to placement on Regular Teachers Salary Schedule 01.0 02000.0 11303 10000 1110 0600000
21. Leininger, Lorena	Teacher, Regular US History Rosemont Middle School	8/17/22 through 12/21/22 One additional hour assignment at 1/5 daily rate of pay according to placement on Regular Teachers Salary Schedule 01.0 00000.0 11303 10000 1110 0600000
22. Lyon, Cortney	Teacher, Special Education Girls on the Run Fremont Elementary	Second Semester 22-23
23. Marcucci, Victoria	Teacher, Regular World Language Department Chair Clark Magnet High School	Second Semester 22-23
24. Mardirosian-Indjeyan, Violet	Teacher, Temp Contract Math Department Co-chair Clark Magnet High School	Second Semester 22-23
25. Moreno, Heidi	Teacher, Regular Student Council Homework Club Verdugo Woodlands Elementary	Second Semester 22-23

	<u>Position</u>	<u>Effective Dates And Salary Rate</u>
<u>Election Hourly/Daily (Cont.)</u>		
26.	Nelson, Hayley Teacher, Regular Talent Show Advisor Monte Vista Elementary	Second Semester 22-23
27.	O'Rourke, Sean Teacher, Regular Math Rosemont Middle School	8/17/22 through 12/21/22 One additional hour assignment at 1/5 daily rate of pay according to placement on Regular Teachers Salary Schedule 01.0 00000.0 11303 10000 1110 0600000
28.	Ouweleen, Mark Teacher, Regular Math Club Math Field Day Verdugo Woodlands Elementary	Second Semester 22-23
29.	Paronikyan, Yeranui Teacher, Regular VAPA Department Chair Clark Magnet High School	Second Semester 22-23
30.	Patton, Tara Teacher, Regular Talent Show Fremont Elementary	Second Semester 22-23
31.	Pehar, John Teacher, Regular Pep Squad Sponsor Crescenta Valley High School	Second Semester 22-23

	<u>Position</u>	<u>Effective Dates And Salary Rate</u>
<u>Election Hourly/Daily (Cont.)</u>		
32.	Perez-Santamaria, Jennifer  Teacher, Special Education Special Education Rosemont Middle School	8/17/22 through 12/21/22 One additional hour assignment at 1/5 daily rate of pay according to placement on Regular Teachers Salary Schedule 01.0 26000.0 11303 10000 1110 001615
33.	Rios, Wendy  Teacher Specialist Tech Advisor Edison Elementary	Second Semester 22-23
34.	Shahbazian, Edit  Teacher, Regular Academic Coaching Fremont Elementary	Second Semester 22-23
35.	Tapper, Alicia  Teacher, Regular CTE Department Chair Roosevelt Middle School	Second Semester 22-23
36.	Weingarten, Jon  Teacher, Regular Robotics Advisor Monte Vista Elementary	Second Semester 22-23
37.	Yarijanyan, Ashkhen  Teacher, as needed.to work on English Language Arts with students who have performed one/two or more grade levels below the current grade level as measured by ELA i-Ready assessment at R.D. White Elementary School	4/05/23 through 6/07/23 Categorical Project instruction rate of pay of \$34 per hour (with students) Not to exceed 10 hours total Title I 01.0 30100.0 11100 10000 1130 4300000

	<u>Position</u>	<u>Effective Dates And Salary Rate</u>
	<u>Election Hourly/Daily (Cont.)</u>	
38.	Yermian, Jaklin Substitute Teacher, as needed, to conduct FLOSEM assessments to incoming students for the FLAG French Program at Franklin Elementary School.	12/16/22 through 6/30/23 \$34.00 per hour Not to exceed 50 hours total FLAG Support Program 01.000000.0 00000 21004 1130 0008682

Revision to Previous Personnel Report

- Revision to Board Report No. 5, October 11, 2022

Page 13-14, Item 20

Various names	Teachers, as needed, to provide support Intervention before and after school at Mark Keppel Elementary	8/17/22 through 6/07/23 Categorical Project Instruction rate of pay of \$34 p/hr District Initiated Special Projects rate of pay of \$31 p/hr for planning Not to exceed \$ 47,500 total Title I 01.0 30100.0 11100 10000 1130 3100000
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Add the following name:  
Grigorian, Lori

Change to read: Teachers and Substitute  
Teacher, as needed, to  
support Intervention before  
and after school at Mark  
Keppel Elementary School

Change pay limit to read: Not to exceed \$47,500.00 total

	<u>Position</u>	<u>Effective Dates And Salary Rate</u>
<u>Revision to Previous Personnel Report (Cont.)</u>		
2.	Revision to Board Report No. 7, December 13, 2022	
	<u>Page 17, Item 35</u>	
	Der Gevorkian, Narbe	Teacher, Regular
		TUPE
		Clark Magnet High School
		1/09/23 through 6/07/23
		One additional hour
		assignment at 1/5 daily rate
		of pay according to
		placement on Regular
		Teachers Salary Schedule
		01.0 66904.0 11100 10000
		1110 0000682
	Change account number to read:	01.0 66950.2 00000 21000 1110
		0000682
3.	Revision to Board Report No. 4, September 20, 2022	
	<u>Page 39, Item 46</u>	
	Der Gevorkian, Narbe	Teacher, Regular
		TUPE
		Clark Magnet High School
		8/17/22 through 12/21/22
		One additional hour
		assignment at 1/5 daily rate
		of pay according to
		placement on Regular
		Teachers Salary Schedule
		01.0 66904.0 11100 10000
		1110 0000682
	Change account number to read:	01.0 66950.2 00000 21000 1110
		0000682



Position

Effective Dates  
And Salary Rate

Revision to Previous Personnel Report (Cont.)

4. Revision to Board Report No. 9, February 7, 2023

Page 24, Item 71  
Stafford, Electra

Teacher on Special  
Assignment  
TUPE  
Glendale High School

12/19/22 through 6/07/23  
One additional hour  
assignment at 1/5 daily rate  
of pay according to  
placement on Regular  
Teachers Salary Schedule  
01.0 66904.0 11100 10000  
1110 0000682

Change account number to read:

01.0 66950.2 00000 21000 1110  
0000682

Position

Effective Dates  
And Salary Rate

Revision to Previous Personnel Report (Cont.)

5. Revision to Board Report No. 11, March 7, 2023

Page 11, Item 2

Bailey, Robert	Teachers, as needed, to work	2/15/23 through 6/07/23
Benkovich, Joseph	in Tutoring Program at	Categorical Project
Ciotti, Holly	Glendale High School	Instruction rate of pay \$34
Jahshan, Nabila		per hour (with students)
Keefer, Jonathan		Not to exceed; \$17,400.00
Keefer, Lisa		total.
Kelly, Darnell		Title I
Khalatyan, Gohar		01.0 30100.0 11100 10000
Morrison, Sarah		1130 0200000
O'Malley, James		
Christopher		
Okuda, Tae		
Palmer, Kelly		
Rangel, Amy		
Sepulveda, Martha		
Shiroyan, Hasmik		
Sinclair, Kimberly		
Whithorne, Marcus		

Add the following  
name:

Gebeshian, Peter

Position

Effective Dates  
And Salary Rate

Revision to Previous Personnel Report (Cont.)

6. Revision to Board Report No. 11, March 7, 2023

Page 6, Item 1

Emmett, RaeEtta  
Vargas, Kari

Teachers, as needed, to assist  
with essay grading for  
Scholastic Bowl  
EAFE

2/27/23 through 3/08/23  
District Initiated Special  
Projects rate of pay of \$31  
per hour (for planning)  
Not to exceed 6 hours each  
total.  
Supplemental  
01.0 01000.0 11100 10000  
1130 0000673

Add the following name:  
Doody, Melanie

7. Revision to Board Report No. 5, October 11, 2022

Page 18, Item 27

Kralik, Catherine  
Nuanez, Christine  
Wammack, Nancy

Retired teachers will provide  
classroom support at Monte  
Vista, as needed.

10/11/22 through 6/07/23  
\$34/hour  
Not to exceed fifteen hours  
per week, per teacher  
ELO Grant  
01.0 74250.0 11301 10000  
1160 3700000

Change account number to read:

01.0 74250.0 11301 10000 1130  
3700000

	<u>Position</u>	<u>Effective Dates And Salary Rate</u>
<u>Personal Services Agreement</u>		
1.	Chitilian, Nora Consultant as needed to provide counseling services to students at Armenian Sisters' Academy private school, regarding social interactions, anxiety, bullying, appropriate classroom behavior, dealing with stressful situations. Provide a similar service to teachers on a needed basis during this time period. EAFE	5/22/23 through 5/26/23 \$2300.00 Total 01.0 41270.0 11100 10000 5811 0000673

GLENDALE UNIFIED SCHOOL DISTRICT

April 18, 2023

CLASSIFIED PERSONNEL REPORT NO. 13

CONSENT CALENDAR NO. 3

TO: Board of Education

FROM: Dr. Vivian Ekchian, Superintendent

PREPARED BY: Dr. Darneika Watson, Chief Human Resources and Operations Officer/  
Director of Classified Personnel

SUBJECT: CLASSIFIED PERSONNEL REPORT NO. 13

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It is recommended that the following report be approved as presented:

	<u>Location</u>	<u>Effective Dates, Months/Hours, and Salary Rating</u>
<u>Medical Leave of Absence</u>		
1. <u>Administrative Secretary</u> Niazian, Mariam	Hoover	04/10/23 through 07/07/23
2. <u>Behavior Intervention Assistant</u> Giacoletti, Wendy	Special Education	03/29/23 through 04/13/23
3. <u>Custodian I</u> Corea, Rosa	FASO	03/08/23 through 03/24/23
4. <u>Education Assistant I</u> Sarkisian, Araks	Franklin	01/31/23 through 03/06/23
5. <u>Education Assistant II</u> Mozo, Barbara	Monte Vista	04/04/23 through 04/23/23
6. <u>Typist Clerk III</u> Shahnazari, Hilma	Student Services	03/27/23 through 04/10/23

	<u>Location</u>	<u>Effective Dates, Months/Hours, and Salary Rating</u>
<u>Extension of Medical Leave of Absence</u>		
1. <u>Education Assistant II</u> Bagramyan, Anahit	Columbus	12/06/22 through 04/18/23
<u>Family &amp; Medical Leave of Absence</u>		
1. <u>Administrative Secretary</u> Niazian, Mariam	Hoover	04/10/23 through 07/07/23
2. <u>Custodian I</u> Corea, Rosa	FASO	03/08/23 through 03/24/23
3. <u>Education Assistant I</u> Sarkisian, Araks	Franklin	01/31/23 through 03/06/23
4. <u>Occupational Therapist</u> Chuvanjan, Meri	Special Education	05/22/23 through 08/14/23
5. <u>Typist Clerk III</u> Shahnazari, Hilma	Student Services	03/27/23 through 04/10/23
<u>Maternity Leave of Absence</u>		
1. <u>Occupational Therapist</u> Chuvanjan, Meri	Special Education	05/22/23 through 08/14/23

<u>Election from Eligibility List</u>		<u>Location</u>	<u>Effective Dates, Months/Hours, and Salary Rating</u>
1.	<u>Administrative Secretary</u> Markarian, Hilda	Student Wellness	04/07/23; 12/8; 21-6 01.0 05641.0 00000 21000 2410 0000617
2.	<u>Cafeteria Worker II</u> Mirzakhany, Frida	Monte Vista	04/07/23; 9.25/6.5; 4-8 13.0 53100.0 00000 37000 2212 0200000
3.	<u>Cook/Baker</u> Khachatryan, Hermine	Crescenta Valley	04/13/23; 9.25/8; 9-8 13.0 53100.0 00000 37000 2212 0100000
4.	<u>Custodian I</u> Martinez, Thelma	Rosemont	04/04/23; 12/8; 11-1 01.0 00000.0 00000 81006 2211 0600000
	Rosales Morataya, Maria	La Crescenta	04/04/23; 12/8; 11-1 01.0 00000.0 00000 81006 2211 3200000
	Sanchez, Cory	Clark	04/04/23; 12/8; 11-1 01.0 00000.0 00000 81006 2211 0900000
	Vasquez Cordon, Jorge	Verdugo Woodlands	04/04/23; 12/8; 11-1 01.0 00000.0 00000 81006 2211 4200000
5.	<u>Electrician</u> Meissner, Jonathan	FASO	04/10/23; 12/8; 31-9 01.0 81500.0 00000 81000 2211 0000640
	Zavala, Benjamin	FASO	04/03/23; 12/8; 31-6 01.0 81500.0 00000 81000 2211 0000640
6.	<u>Electronics Technician</u> Fey, Clayton	FASO	04/03/23; 12/8; 31-4 01.0 81500.0 00000 81000 2211 0000640
	Santiago, Daniel	FASO	04/17/23; 12/8; 31-7 01.0 81500.0 00000 81000 2211 0000640

		<u>Location</u>	<u>Effective Dates, Months/Hours, and Salary Rating</u>
<u>Election from Eligibility List - Continued</u>			
7.	<u>Human Resources Analyst</u>		
	Aidie, Manik	Human Resources	04/17/23; 12/8; 29-8 01.0 00000.0 00000 72002 2410 0001615 01.0 00000.0 00000 72003 2410 0002615
8.	<u>Psychological Services Provider</u>		
	Khachatryan, Suzan	Student Wellness	04/24/23; 10/8; M64-2 01.0 32140.0 00000 21000 2910 0000617
	Mikel, Travis	Student Wellness	04/10/23; 10/8; M64-2 01.0 05641.0 00000 21000 2910 0000617=40% 01.0 74250.0 00000 21000 2910 0500000=60%
	Wight, Elizabeth	Student Wellness	04/10/23; 10/8; M64-2 01.0 32140.0 00000 21000 2910 0000617=80% 01.0 74250.0 00000 21000 2910 4100000=20%
9.	<u>Typist Clerk II</u>		
	Duke, Mackenzie	Glendale	04/10/23; 10.5/8; 12-3 01.0 00000.0 00000 27004 2410 0200000
	Kirakosyan, Inga	Student Services	04/06/23; 12/8; 12-5 01.0 00000.0 00000 31301 2410 0007682
	Leon, Krystal	Glendale	04/17; 10.5/8; 12-7 01.0 01000.0 00000 27000 2410 0200000
10.	<u>Yard Duty Assistant</u>		
	Avila, Estela	Marshall	03/06/23; 9.25/6; 1-2 01.0 00000.0 19021 10000 2910 3600000 01.0 32140.0 19021 10000 2910 3600000
<u>Reinstatement</u>			
1.	<u>Education Assistant I</u>		
	Baghramian, Annette	Mountain Avenue	04/01/23; 9.25/3.5; 3-3 01.0 91500.0 85000 10000 2110 0000671
<u>Termination – Exhaustion of Benefits</u>			
2023-cl-18588			Effective 01/31/23



	<u>Location</u>	<u>Effective Dates, Months/Hours, and Salary Rating</u>
<u>Additional Assignment Temporary - At Established Rate of Pay</u>		
1. <u>Administrative Secretary</u>		
Avakyan, Marine	Jefferson	06/16/23 through 06/30/23 Not to exceed 10 days total ELO 01.0 74250.0 00000 27004 2430 3000000
2. <u>Education Assistant I</u>		
Baghranian, Annette	CDCC	07/01/22 through 06/30/23
Kostanian, Araksi		Child Development Activities
Patatanian, Hilda		12.0 61051.0 85000 10000 2110 0000671
Tombokan, Tomi		12.0 61051.0 85000 10000 2130 0000671
		12.0 61051.0 85000 10000 2160 0000671
		California State Preschool
		12.0 61050.0 85000 10000 2110 0000671
		12.0 61050.0 85000 10000 2130 0000671
		12.0 61050.0 85000 10000 2160 0000671
		12.0 61052.0 85000 10000 2110 0000671
		12.0 61052.0 85000 10000 2130 0000671
		12.0 61052.0 85000 10000 2160 0000671
		Self-Support Combined/Self-Supporting
		01.0 91500.0 85000 10000 2110 0000671
		01.0 91500.0 85000 10000 2130 0000671
		01.0 91500.0 85000 10000 2160 0000671
		01.0 91400.0 85000 10000 2110 0000671
		01.0 91400.0 85000 10000 2130 0000671
		01.0 91400.0 85000 10000 2160 0000671
		01.0 91300.0 85000 10000 2110 0000671
		01.0 91300.0 85000 10000 2130 0000671
		01.0 91300.0 85000 10000 2160 0000671
		RAP
		01.0 91100.0 85000 10000 2110 0000671
		01.0 91100.0 85000 10000 2130 0000671
		01.0 91100.0 85000 10000 2160 0000671
		After School Education & Safety
		01.0 60100.0 11100 10000 2110 0000671
		01.0 60100.0 11100 10000 2130 0000671
		01.0 60100.0 11100 10000 2160 0000671
		ELOP
		01.0 26000.0 85000 10000 2110 0000671
		01.0 26000.0 85000 10000 2130 0000671
		01.0 26000.0 85000 10000 2160 0000671

	<u>Location</u>	<u>Effective Dates, Months/Hours, and Salary Rating</u>
<u>Additional Assignment Temporary - At Established Rate of Pay - Continued</u>		
3. <u>Education Assistant – Intensive Support</u> Valerio, Joseph	Special Education	03/29/23 through 03/31/23 Not to exceed 4 hours Special Ed-S&C-EAIS-General Fund 01.0 05000.0 57608 11200 2130 0000600
4. <u>Elementary Yard Duty Leader</u> Safarian, Diana	Fremont	10/28/22 through 03/20/23 Not to exceed 14 hours, total 01.0 00000.0 11405 10000 2130 0008616
5. <u>Library Assistant</u> Coleman, Andulela	Marshall	03/20/23 Not to exceed 3 hours total 01.0 00000.0 11405 10000 2130 0008616
6. <u>Physical Education Assistant</u> Sam, Bon Siraki, Kevin	Fremont	10/28/22 Not to exceed 6 hours each 01.0 00000.0 11405 10000 2130 0008616
7. <u>Yard Duty Assistant</u> Abnousian, Rashel Agazaryan, Armine Amirkhanyan, Anzhela Baghdasaryan, Nadya Flores, Rosa Margharian-Ghalehsari, Atina Sarkessian, Katren Shahkarami, Roobina	Balboa	08/01/22 through 06/08/23 Not to exceed \$6,000.00 total 01.0 01000.0 11100 10000 2930 2000000
Poghosyan, Erik	Monte Vista	01/17/23 through 06/07/23 Not to exceed 1 hour per day 01.0 00000.0 19021 10000 2930 3700000
Shahbazian, Nora	Mountain Avenue	03/20/23 Not to exceed 5 hours 01.0 00000.0 11405 10000 2130 0008616

<u>Change of Assignment</u>	<u>Location</u>	<u>Effective Dates, Months/Hours, and Salary Rating</u>
1. <u>Change of Location</u>		
a. <u>Custodian I</u>		
Guzman, Ceaser	Hoover From Dunsmore	03/30/23 01.0 00000.0 00000 81006 2211 0300000
2. <u>Provisional Assignment</u>		
a. <u>Education Assistant Intensive Support</u>		
Koshkerian, Carolin	Special Education From YDA 1-2	04/10/23 through 06/08/23 6 hours a day 20-1 01.0 05000.0 57608 11200 2110 0000600
b. <u>Senior Administrative Secretary</u>		
Fayaz, Ava	Hoover From Typist Clerk II 12-3	05/01/23 through 06/30/23 8 hours a day 25-1 01.0 01000.0 00000 27000 2410 0300000
c. <u>Typist Clerk III</u>		
Kirakosyan, Inga	Student Services From Typist Clerk II 12-6	05/01/2023 through 06/30/23 8 hours a day 16-6 01.0 00000.0 00000 31301 2410 0007682

Effective Dates,  
 Months/Hours, and  
Salary Rating

Location  
Revisions to Previous Board Reports

1. Revisions to Board Report #19, June 15, 2021

Page 1, Item 1

Reclassification

Buyer

Amirkhani, Hermik

Procurement  
 & Contract Services  
 From Typist Clerk III,  
 16-9

06/09/21; 12/8; 32-2  
 01.0 00000.0 00000 72006 2410 0000685

Change step to read:

32-9

2. Revisions to Board Report #4, September 14, 2021

Page 1, Item 1

Reclassification

Buyer

Sievert, Maria

Procurement  
 & Contract Services  
 From Typist Clerk III,  
 16-9

09/08/21; 12/8; 32-2  
 01.0 00000.0 00000 72006 2410 0000685

Change step to read:

32-9

	<u>Location</u>	<u>Effective Dates, Months/Hours, and Salary Rating</u>
<u>Election of Classified Hourly Substitutes (Cafeteria Worker I) through 06/30/23</u>		
Marquez, Dulce		03/30/23 through 06/30/23 13.0 53100.0 00000 37000 2232 0000662
<u>Election of Classified Hourly Substitutes through 06/30/23</u>		
Yesayan, Mariana	Financial Services	04/17/23 through 06/30/23
<u>Election of Classified/Non-Classified Hourly Substitutes through 06/30/23</u>		
<u>Student Assistant I</u>		
Rogers, Faith Sky	Glendale	03/01/23 through 06/08/23 \$15.50 per hour 13.0 53100.0 00000 37000 2280 0000662
Allen, Ethan Silva, Jordan	SELPA	04/18/23 through 06/30/23 \$15.50 per hour Not to exceed 200 hours SELPA Workability 1 01.0 65200.0 57600 11133 2180 0000668
Alcaraz, Jorge	SELPA	04/04/23 through 06/30/23 \$15.50 per hour Not to exceed 200 hours SELPA Workability 1 01.0 65200.0 57600 11133 2180 0000668

	<u>Location</u>	<u>Effective Dates, Months/Hours, and Salary Rating</u>
<u>Election of Classified/Non-Classified Hourly Substitutes through 06/30/23 - Continued</u>		
<u>Student Assistant I</u>		
Amanda An	IIAA	12/01/22 through 06/30/23
Ethan Jacob Barrios		\$15.50 per hour
Troy Taehyun Cho		Expand Learning Opp
Melissa Rae Dayag		01.0 74250.0 19012 10000 2180 0000690
Haya Eskender		Not to exceed hours as follows:
Kelly Tze Yau Fung		School in Session
Meri Hovhannisyann		Ages 16 and 17
Ava Christine Karapetian		4 hours per day on any school day
Lily Keshishyan		Ages 14 and 15
Lilian Kaitlyn Khojayan		3 hours per school day outside school hrs
Naomi Mei Leader		School not in Session
Elisha Suh Young Lee		Ages 16 and 17
Benjamin Byungwoo Lim		8 hours per day
Lleradidina Noemie Lopez		Ages 14 and 15
Davit Lrtshikyan		8 hours per day
Gohar Navasardyan		
Melani Nazarian		
Alesandra Nevell		
Nathan Pang		
Jose Gabriel Galicto Pascual		
Karine Sedrakyan		
Merissa Shahbazian		
Amariah Noelle Sotomayor		
Zavery Zufelt		

	<u>Location</u>	<u>Effective Dates, Months/Hours, and Salary Rating</u>
<u>Election of Classified/Non-Classified Hourly Substitutes through 06/30/23 - Continued</u>		
<u>Student Assistant I</u>		
Ethan Jacob Barrios	IIAA	05/04/23 through 06/30/23 \$15.50 per hour Expand Learning Opp 01.0 74250.0 19012 10000 2180 0000690 Not to exceed hours as follows: School in Session Ages 16 and 17 4 hours per day on any school day Ages 14 and 15 3 hours per school day outside school hrs School not in Session Ages 16 and 17 8 hours per day Ages 14 and 15 8 hours per day
Troy Taehyun Cho	IIAA	06/01/23 through 06/30/23 \$15.50 per hour Expand Learning Opp 01.0 74250.0 19012 10000 2180 0000690 Not to exceed hours as follows: School in Session Ages 16 and 17 4 hours per day on any school day Ages 14 and 15 3 hours per school day outside school hrs School not in Session Ages 16 and 17 8 hours per day Ages 14 and 15 8 hours per day

	<u>Location</u>	<u>Effective Dates, Months/Hours, and Salary Rating</u>
<u>Election of Classified/Non-Classified Hourly Substitutes through 06/30/23 - Continued</u>		
<u>Student Assistant I</u>		
Jose Galicto Pascual	IIAA	02/02/23 through 06/30/23 \$15.50 per hour Expand Learning Opp 01.0 74250.0 19012 10000 2180 0000690 Not to exceed hours as follows: School in Session Ages 16 and 17 4 hours per day on any school day Ages 14 and 15 3 hours per school day outside school hrs School not in Session Ages 16 and 17 8 hours per day Ages 14 and 15 8 hours per day
Melissa Rae Dayag	IIAA	12/08/22 through 06/30/23 \$15.50 per hour Expand Learning Opp 01.0 74250.0 19012 10000 2180 0000690 Not to exceed hours as follows: School in Session Ages 16 and 17 4 hours per day on any school day Ages 14 and 15 3 hours per school day outside school hrs School not in Session Ages 16 and 17 8 hours per day Ages 14 and 15 8 hours per day



Effective Dates,  
 Months/Hours, and  
Salary Rating

Location

Election of Classified/Non-Classified Hourly Substitutes through 06/30/23 - Continued

Student Assistant I

Elisha Young Lee	IIAA	12/18/22 through 06/30/23 \$15.50 per hour Expand Learning Opp 01.0 74250.0 19012 10000 2180 0000690 Not to exceed hours as follows: School in Session Ages 16 and 17 4 hours per day on any school day Ages 14 and 15 3 hours per school day outside school hrs School not in Session Ages 16 and 17 8 hours per day Ages 14 and 15 8 hours per day
Amanda An	IIAA	12/30/22 through 06/30/23 \$15.50 per hour Expand Learning Opp 01.0 74250.0 19012 10000 2180 0000690 Not to exceed hours as follows: School in Session Ages 16 and 17 4 hours per day on any school day Ages 14 and 15 3 hours per school day outside school hrs School not in Session Ages 16 and 17 8 hours per day Ages 14 and 15 8 hours per day

<u>Personal Services Agreement</u>	<u>Location</u>	<u>Effective Dates, Months/Hours, and Salary Rating</u>
1. Estrada, Thelma Garcia, Marissa	Consultant, as needed To provide Support as "Champion Parent" To the Cal Fresh Healthy Living Program Grant	04/01/23 through 06/30/23 \$25.00 per hour Not to exceed 80 hours total CalFresh Healthy Living Program Grant 01.0 94033.0 00000 37000 5811 0000662

GLENDALE UNIFIED SCHOOL DISTRICT

April 18, 2023

CONSENT CALENDAR NO. 4

TO: Board of Education  
 FROM: Dr. Vivian Ekchian, Superintendent  
 SUBMITTED BY: Santhasundari Rajiv, Chief Financial Officer  
 PREPARED BY: Karineh Savarani, Director, Financial Services  
 SUBJECT: **Warrants – District Funds**

The Superintendent recommends that “A” Form (Payroll Warrants) issued April 4, 2023 – April 12, 2023, as shown below totaling \$10,344,108.13, and “B” Form (Other than Payroll Warrants) issued March 1 2023 – March 31, 2023, totaling \$17,341,076.96 be approved. Funding for Form “A” Warrants is accounted for in the following funds: 01.0 General Fund, 12.0 Child Development Fund, 13.0 Cafeteria Fund, 21.1 Measure S Projects Fund, 40.1 Spec Reserve-Capital Projects Fund, 67.0 Self-Insurance Fund, 67.2 Early Retirement Benefits Fund and 76.0 Warrant Pass-Through Fund.

REGISTERED NUMBER	WARRANT NUMBER	DESCRIPTION	AMOUNT
C1I-C	769644 - 7696482	Certificated	\$ 7,658,805.43
089-N	769831 - 7698311	Classified	1,178.07
C5I-C	770014 - 7700199	Certificated	643,383.29
C5I-N	770020 - 7700201	Classified	7,549.04
090-N	769877 - 7698778	Classified	2,077.58
094-C	770182 - 7701821	Certificated	724.64
E4R-N	770276 - 7702856	Classified	1,542,761.85
095-C	770674 - 7706747	Certificated	2,935.02
095-N	770674 - 7706748	Classified	35.37
C3I-C		Certificated	152.14
C3I-N	770921 - 7709403	Classified	471,933.03
096-C	771287 - 7712881	Certificated	7,074.36
096-N	771288 - 7712895	Classified	2,880.97
097-C	771826 - 7718265	Certificated	378.29
097-N	771826 - 7718266	Classified	1,104.50
100-N	771839 - 7718394	Classified	1,134.55
<b>TOTAL</b>			<b>\$ <u>10,344,108.13</u></b>

***To Support 2022-23 Board Priority No. 4 – Maintain District Financial Responsibility – Ensure the fiscal health of the District, implement a fiscal plan to preserve the District resources, and plan for the District’s future educational and facility needs.***

GLENDALE UNIFIED SCHOOL DISTRICT  
 CONSENT CALENDAR NO. 4

SUMMARY OF COMMERCIAL WARRANTS ISSUED FROM  
 MARCH 1 THRU MARCH 31, 2023

OBJECT CODE	DESCRIPTION	NUMBER OF ENTRIES	AMOUNT
<b>1.0 GENERAL FUND</b>			
3402	HEALTH & WELFARE BENEFITS-CLASSIFIED	1	\$ 4,503.38
3932	OTHER DISTRICT PAID BENEFITS	3	2,879.18
4110	TEXTBOOKS	38	108,944.83
4210	BOOKS & OTHER REFERENCE MATERIAL	14	12,318.12
4310	INST. MATERIALS & SUPPLIES	729	193,426.55
4312	INST. PERIODICALS & MAGAZINES	6	449.60
4340	INSTRUCTIONAL SOFTWARE/LICENSES	28	110,383.10
4350	OFFICE & OTHER SUPPLIES	253	47,185.23
4351	PRINTING & REPRODUCTION	16	3,994.54
4353	EDIBLE SUPPLIES	56	8,897.88
4360	TIRES, FUEL AND OIL	21	221.67
4370	CUSTODIAL/OPERATION SUPPLIES	91	18,354.03
4371	GROUNDS SUPPLIES	11	393.25
4372	POOL SUPPLIES	4	3,324.29
4380	MAINTENANCE SUPPLIES	35	8,843.48
4381	REPAIR SUPPLY & MATERIALS	172	41,341.94
4410	NON-CAP AV/COMPUTER EQ UNTAGGED	58	25,951.33
4420	NON-CAP EQUIP -UNTAGGED	220	61,283.52
4430	NON-CAP EQUIP - TAGGED NON- COMPUTER	86	71,855.57
4440	NON-CAP COMPUTER EQUIP-TAGGED	68	189,819.28
4710	FOOD	1	25.26
5210	MILEAGE & CAR ALLOWANCES	39	5,579.90
5220	TRAVEL AND CONFERENCES	108	61,327.35
5310	DUES AND MEMBERSHIPS	7	8,135.00
5311	CERTIFICATES AND LICENSES	1	110.00
5510	NATURAL GAS SERVICES	11	145,639.89
5520	ELECTRICITY SERVICES	62	343,454.33
5530	WATER	53	62,531.98
5561	TRASH DISPOSAL	2	33,126.75
5562	SEWER CHARGES	52	31,171.12
5610	RENTALS, LEASES AND REPAIRS	19	29,361.82
5611	ETIS COPIER LEASES	6	13,761.74
5630	REPAIRS	90	56,933.92
5631	ETIS COPIER MAINTENANCE	4	791.53
5632	ETIS PRINTER MAINTENANCE	1	9,727.95
5802	NON-INSTRUCT. SOFTWARE LICENSE	3	7,802.00
5804	NON-PUBLIC SCHOOL	54	545,584.94
5811	PERSONAL SERVICES	62	134,098.82
5812	NON-PSA SERVICE AGREEMENT	159	1,012,694.34
5813	UNIFORM SERVICES	1	4,155.78
5814	TRANSPORTATION	28	25,171.00
5815	OPERATING SERVICES	227	1,645,115.52
5816	NON-PUBLIC SCHOOL SERVICES	676	2,978,221.93
5821	LEGAL FEES	16	51,267.80

GLENDALE UNIFIED SCHOOL DISTRICT  
 CONSENT CALENDAR NO. 4

SUMMARY OF COMMERCIAL WARRANTS ISSUED FROM  
 MARCH 1 THRU MARCH 31, 2023

OBJECT CODE	DESCRIPTION	NUMBER OF ENTRIES	AMOUNT
5823	SPED OTHER LEGAL SETTLEMENTS	7	7,358.07
5825	AUDIT FEES	2	40,750.00
5828	SPED PARENT ATTORNEY FEES	1	9,800.00
5830	ADVERTISEMENT	1	607.72
5852	NON-INSTRUCTIONAL, CONSULTANTS	4	8,910.00
5853	CONTRACTUAL SERVICES	2	101,722.60
5861	FINGERPRINTS FOR EMPLOYEES	1	1,423.00
5862	PHYSICALS FOR EMPLOYEES	4	17,192.00
5911	POSTAGE/UPS/FEDEX	4	1,159.55
5912	TELEPHONE	10	18,693.73
5916	OTHER PHONES	5	7,570.88
6210	ARCHITECT FEES ON BUILDINGS	1	297.00
6250	BUILDING CONSTRUCTION/IMPROV	12	37,898.93
6252	OTHER CONSTRUCTION	6	15,770.02
6490	CAPITALIZED EQUIPMENT	2	35,378.63
7141	TUITION, EXS CST SCH DIST	6	351,114.68
8689	ALL OTHER FEES AND CONTRACTS	19	4,757.98
8699	ALL OTHER LOCAL REVENUES	7	6,005.14
9320	STORES	10	49,875.36
9530	FRINGE BENEFITS SUBS - H&W	4	3,534,431.64
9552	USE TAX PAYABLE	19	2,279.62
		-----	-----
		3,719	12,373,157.99
<b>10.0 SELPA PASS THROUGH FUND</b>			
7211	TFR OF PMTS-THRGH REV TO DISTRICT	3	223,737.40
		-----	-----
		3	223,737.40
<b>12.0 CHILD DEVELOPMENT FUND</b>			
4310	INST. MATERIALS & SUPPLIES	22	4,026.96
4350	OFFICE & OTHER SUPPLIES	20	1,139.37
4353	REFRESHMENTS	6	1,356.66
4370	CUSTODIAL/OPERATION SUPPLIES	4	528.84
4420	NON-CAP EQUIP -UNTAGGED	4	457.43
4430	NON-CAP EQUIP - TAGGED NON- COMPUTER	2	219.00
5220	TRAVEL AND CONFERENCES	2	1,589.03
5630	REPAIRS	3	8.68
5812	NON-PSA SERVICE AGREEMENT	34	20,712.21
5815	OPERATING SERVICES	2	433.50
5916	OTHER PHONES	1	13.62
9552	USE TAX PAYABLE	1	2.55
		-----	-----
		101	30,487.85

GLENDALE UNIFIED SCHOOL DISTRICT  
 CONSENT CALENDAR NO. 4

SUMMARY OF COMMERCIAL WARRANTS ISSUED FROM  
 MARCH 1 THRU MARCH 31, 2023

OBJECT CODE	DESCRIPTION	NUMBER OF ENTRIES	AMOUNT
<b>13.0 CAFETERIA FUND</b>			
4350	OFFICE & OTHER SUPPLIES	3	315.98
4360	TIRES, FUEL AND OIL	4	2,276.47
4380	MAINTENANCE SUPPLIES	5	1,386.65
4381	REPAIR SUPPLY & MATERIALS	4	1,337.34
4395	NON-FOOD SUPPLIES	7	41,953.11
4420	NON-CAP EQUIP-UNTAGGED	6	1,109.77
4430	NON-CAP EQUIP-TAGGED NON-COMPUTER	2	5,289.81
4710	FOOD	87	578,685.86
5563	PEST CONTROL	3	7,041.75
5610	RENTALS, LEASES AND REPAIRS	3	6,512.57
5630	REPAIRS	5	1,420.00
5815	OPERATING SERVICES	1	126.25
5817	MONEY PICK-UP	4	2,651.85
5916	OTHER PHONES	1	79.51
8634	FOOD SERVICE SALES	4	805.70
9552	USE TAX PAYABLE	1	15.63
		----- 140	----- 651,008.25
<b>21.1 MEASURE S PROJECTS FUND</b>			
4350	OFFICE & OTHER SUPPLIES	2	321.02
4440	NON-CAP COMPUTER EQUIP TAGGED	1	89.00
5220	TRAVEL AND CONFERENCES	2	892.30
5590	OPERATIONS & OTH HOUSEKEEPING	1	68.94
5610	RENTALS, LEASES AND REPAIRS	1	109.15
5802	NON-INSTRUCT. SOFTWARE LICENSE	4	1,194.77
5852	NON-INSTRUCTIONAL CONSULTANTS	1	980.00
6210	ARCHITECT FEES ON BUILDINGS	6	27,408.62
6231	DSA PLAN CHECK FEES	1	3,278.75
6250	BUILDING CONSTRUCTION/IMPROV	5	513,297.47
6252	OTHER CONSTRUCTION	31	189,402.16
6275	CONST TSTNG ON BLDNGS & IMPROV	1	2,596.00
6280	BUILDING INSPECTIONS	6	15,280.00
6293	PRINTING & DISTRIBUTION	2	1,188.54
6455	DATA/CABLING	2	47,626.06
9552	USE TAX PAYABLE	3	222.94
		----- 69	----- 803,955.72
<b>40.1 SPEC RESERVE - CAPITAL PROJECTS</b>			
5520	ELECTRICITY SERVICES	1	49.95
5530	WATER	1	270.45
5562	SEWER CHARGES	1	130.79

GLENDALE UNIFIED SCHOOL DISTRICT  
 CONSENT CALENDAR NO. 4

SUMMARY OF COMMERCIAL WARRANTS ISSUED FROM  
 MARCH 1 THRU MARCH 31, 2023

OBJECT CODE	DESCRIPTION	NUMBER OF ENTRIES	AMOUNT
7438	DEBT SERVICE - INTEREST	1	142,602.25
7439	OTHER DEBT SERVICE PAYMENTS	1	292,000.00
		-----	-----
		5	435,053.44
	<b>67.0 SELF-INSURANCE FUND</b>		
5872	DELTA ADMINISTRATIVE FEES	5	20,645.95
5873	VSP CLAIMS	7	17,259.36
5874	VSP ADMINISTRATIVE FEES	1	3,973.28
5875	DELTA PAYMENTS	1	253,941.00
5877	MEDIMPACT CLAIMS	2	12,424.49
5878	MEDIMPACT PAYMENTS	2	741,160.49
8699	ALL OTHER LOCAL REVENUES	1	-363,289.19
		-----	-----
		19	686,115.38
	<b>67.1 WORKERS' COMPENSATION FUND</b>		
5815	OPERATING SERVICES	1	755,019.00
8699	ALL OTHER LOCAL REVENUES	1	59,907.35
		-----	-----
		2	814,926.35
	<b>67.2 EARLY RETIREMENT BENEFITS FUND</b>		
5815	OPERATING SERVICES	1	179,249.76
		-----	-----
		1	179,249.76
	<b>73.0 FOUNDATION TRUST FUND</b>		
		-----	-----
		0	0.00
	<b>76.0 WARRANT PASS-THROUGH FUND</b>		
9517	VOLUNTARY DEDUCTIONS	18	690,634.32
9518	TAX SHELTER ANNUITY	4	56,121.50
9550	Roth IRA- LACOE Used Only	3	396,629.00
		-----	-----
		25	1,143,384.82
	<b>TOTALS</b>	<b>4,084</b>	<b>\$ 17,341,076.96</b>
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GLENDALE UNIFIED SCHOOL DISTRICT

APRIL 18, 2023

CONSENT CALENDAR NO. 5

TO: Board of Education  
FROM: Dr. Vivian Ekchian, Superintendent  
SUBMITTED BY: Santhasundari Rajiv, Chief Financial Officer  
PREPARED BY : Barbara Howard, Director, Procurement & Contract Services  
SUBJECT: **PURCHASE ORDER LISTING**

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The Superintendent recommends that the Board of Education approve Purchase Orders totaling \$1,619,605.25 for the period of March 20, 2023 to April 7, 2023 as listed on the attached.

SUMMARY OF PURCHASE ORDERS ISSUED FROM MARCH 20, 2023 THROUGH APRIL 7, 2023

<b>Funding Source</b>	<b>Number of Purchase Orders</b>	<b>Amount</b>
UNRESTRICTED RESOURCES	111	264,693.32
CONTINUING EDUCATION - RESTRICTED	4	38,575.36
FEDERAL RESTRICTED RESOURCES	35	114,783.62
STATE RESTRICTED RESOURCES	88	394,500.09
LOCAL RESTRICTED RESOURCES	39	184,586.90
CHILD DEVELOPMENT FUND	2	1,175.03
FOOD SERVICES FUND	3	13,742.75
MEASURE S PROJECTS FUND	13	395,025.60
CAPITAL PROJECTS & IMPROVEMENT FUND	1	212,522.58
<b>TOTAL</b>	<b>296</b>	<b>\$1,619,605.25</b>

*TO SUPPORT 2022-23 BOARD PRIORITY NO. 4: Maintain District Financial Responsibility – Ensure the fiscal health of the District; implement a fiscal plan to preserve the District resources; plan for the District's future educational and facility needs.*



PO NUMBER	UNRESTRICTED RESOURCES VENDOR	AMOUNT
PO1-230000003472	JOELINE MEGAN AQUIRRE GARCIA PROVIDE MENTAL HEALTH COUNSELING SERVICES - STUDENT WELLNESS SERVICES	1,550.00
PO1-230000003473	PHIL MOORE	300.00
PO1-230000003474	LIONEL BARTON	400.00
PO1-230000003475	ANGELA BACA	300.00
PO1-230000003479	ANDREA SMICE	800.00
PO1-230000003485	ALEA CAMILLE LORILLA	925.00
PO1-230000003486	EDNNIE M COSS Y LEON	800.00
PO1-230000003487	GABRIELLE ROSE COLLINS	650.00
PO1-230000003488	BRITTANY DANIELS	400.00
PO1-230000003489	RODNEY BRUCE YONKERS	300.00
PO1-230000003490	SHARON P MARTINEZ	525.00
PO1-230000003492	CINDY ELIZABETH MARTINEZ	650.00
PO1-230000003493	KELLY J FINLEY	900.00
PO1-230000003494	SCARLET K KHODI	750.00
PO1-230000003495	CATHERINE ESTACIO	650.00
PO1-230000003496	AMY J RHINE	350.00
PO1-230000003500	CROWN AWARDS	377.04
PO1-230000003502	AV PARTY RENTALS, INC GRADUATION EXPENSES - GLENDALE HIGH SCHOOL	5,338.85
PO1-230000003503	BORREGO SOLAR SYSTEMS, INC. SOLAR OPERATIONS AND MAINTENANCE - FACILITY & SUPPORT OPERATIONS	17,535.03
PO1-230000003505	CENTRAL SANITARY SUPPLY, LLC (RANCHO JANITORIAL) OPERATIONS EQUIPMENT & SUPPLIES - FACILITY & SUPPORT OPERATIONS	2,297.61
PO1-230000003508	FOLLETT CONTENT SOLUTIONS, LLC	305.99
PO1-230000003511	COPY NETWORK	392.49
PO1-230000003512	AMERICAN EXPRESS CPS	648.00
PO1-230000003514	RYDIN DECAL	750.00
PO1-230000003516	CENTER FOR LEADERSHIP IN SCHOOL REFORM MEMBERSHIP DUES - SUPERINTENDENT'S OFFICE	2,500.00
PO1-230000003517	NICOLE KEYLLIAN	775.00
PO1-230000003523	BEST BEST & KRIEGER, LLP PROFESSIONAL SERVICES - BUSINESS SERVICES	20,000.00
PO1-230000003532	LAWN & CONSTRUCTION EQUIPMENT DEPOT INC	772.42
PO1-230000003536	TEBRA TECHNOLOGY, INC. MENTAL HEALTH COUNSELING DOCUMENTATION SOFTWARE - STUDENT WELLNESS SERVICES	26,010.00

PO NUMBER	UNRESTRICTED RESOURCES (CONTINUATION) VENDOR	AMOUNT
PO1-230000003538	KAHOOT! AS	156.00
PO1-230000003543	THE HOME DEPOT PRO (SUPPLYWORKS)	277.62
PO1-230000003548	ASSOCIATION OF TWO-WAY & DUAL LANGUAGE EDUCATION CONFERENCE EXPENSES - EDUCATIONAL SERVICES	1,270.00
PO1-230000003552	ODP BUSINESS SOLUTIONS, LLC (F/K/A/ OFFICE DEPOT BUSINESS SO BLANKET PURCHASE ORDER FOR WORKERS' COMPENSATION ERGONOMIC SUPPLIES - HUMAN RESOURCES	5,000.00
PO1-230000003559	SCARLET K KHODI	750.00
PO1-230000003561	KIANA GRIDER BAND COACH TO WORK WITH MUSIC TEACHER AT GLENDALE HIGH SCHOOL, BOARD APPROVED 8/30/2022 - HUMAN RESOURCES	2,750.00
PO1-230000003563	JOURNEYED.COM INC	140.00
PO1-230000003565	SIRAMARK INC DBA ABRIL BOOKSTORE	462.00
PO1-230000003567	AMERICAN EXPRESS CPS TUSHCUSH.COM - WORKERS' COMPENSATION EQUIPMENT - HUMAN RESOURCES	71.02
PO1-230000003568	NELSON SOUND GRADUATION EXPENSES - GLENDALE HIGH SCHOOL	6,950.00
PO1-230000003579	AMERICAN EXPRESS CPS ACSA CAREER CENTER - ADVERTISEMENT - HUMAN RESOURCES	332.00
PO1-230000003583	INSTITUTE FOR STUDENT EMPOWERMENT PROVIDE PROFESSIONAL DEVELOPMENT WORKSHOP TO DISTRICT LEADERSHIP - EDUCATIONAL SERVICES	9,500.00
PO1-230000003585	4IMPRINT, INC	372.44
PO1-230000003587	PRINTING BY HARVEY	241.45
PO1-230000003590	SUBWAY	373.56
PO1-230000003593	THE HOME DEPOT PRO (SUPPLYWORKS)	680.92
PO1-230000003601	BURBANK PRINTING BLANKET PURCHASE ORDER FOR PRINTING SERVICES - GLENDALE HIGH SCHOOL	3,000.00
PO1-230000003605	THOMAS DENTON ENGRAVING GRADUATION EXPENSES - GLENDALE HIGH SCHOOL	2,091.99
PO1-230000003607	CINELEASE, INC EQUIPMENT & TRUCK RENTAL FOR FILMING OF GLENDALE HIGH SCHOOL CINEMATOGRAPHY CAPSTONE FILM PROJECT - SECONDARY SERVICES	6,310.00

PO NUMBER	UNRESTRICTED RESOURCES (CONTINUATION) VENDOR	AMOUNT
PO1-230000003608	LA STUDIOS OPERATING COMPANY, LLC LOCATION RENTAL FOR FILMING OF CINEMATOGRAPHY CAPSTONE FILM PROJECT - GLENDALE HIGH SCHOOL	2,500.00
PO1-230000003609	CLAY PLANET	400.00
PO1-230000003610	CHAPMAN/LEONARD STUDIO EQUIPMENT, INC EQUIPMENT RENTAL FOR CINEMATOGRAPHY FILM PROJECT - GLENDALE HIGH SCHOOL	1,365.65
PO1-230000003611	BOXWOOD TECHNOLOGY INC	490.00
PO1-230000003612	STUDENT TELEVISION NETWORK, INC.	25.00
PO1-230000003613	BURBANK PRINTING	300.00
PO1-230000003620	AMAZON CAPITAL SERVICES, INC. BLANKET PURCHASE ORDER INSTRUCTIONAL SUPPLIES - MOUNTAIN AVENUE ELEMENTARY SCHOOL	5,000.00
PO3W-230000001493	INTERMOUNTAIN LOCK & SECURITY SUPPLY STORAGE SAFE - GLENDALE HIGH SCHOOL	2,185.71
PO3W-230000001575	AMAZON CAPITAL SERVICES, INC.	56.21
PO3W-230000001604	AMAZON CAPITAL SERVICES, INC. OFFICE FURNITURE - CRESCENTA VALLEY HIGH SCHOOL	1,366.99
PO3W-230000001724	CDW GOVERNMENT COMPUTER SUPPLIES - CRESCENTA VALLEY HIGH SCHOOL	1,041.86
PO3W-230000001730	COMPUTER & PERIPHERALS GROUP INC INSTRUCTIONAL MATERIALS - CLARK MAGNET HIGH SCHOOL	1,800.72
PO3W-230000001732	THE HOME DEPOT PRO (SUPPLYWORKS) CUSTODIAL SUPPLIES - R.D. WHITE ELEMENTARY SCHOOL	1,046.64
PO3W-230000001733	COMPUTER & PERIPHERALS GROUP INC INSTRUCTIONAL SUPPLIES - CLARK MAGNET HIGH SCHOOL	1,172.64
PO3W-230000001734	AMAZON CAPITAL SERVICES, INC.	131.39
PO3W-230000001736	THE HOME DEPOT PRO (SUPPLYWORKS)	672.88
PO3W-230000001737	BORREGO SOLAR SYSTEMS, INC. SOLAR OPERATIONS AND MAINTENANCE - FACILITY & SUPPORT OPERATIONS	1,410.63
PO3W-230000001747	THE HOME DEPOT PRO (SUPPLYWORKS) WAREHOUSE STOCK - PROCUREMENT & CONTRACT SERVICES	6,413.24
PO3W-230000001750	THE HOME DEPOT PRO (SUPPLYWORKS)	535.08
PO3W-230000001753	BURBANK PRINTING	181.91
PO3W-230000001754	SCHOOL NURSE SUPPLY INC	162.68
PO3W-230000001755	THE HOME DEPOT PRO (SUPPLYWORKS)	769.35

PO NUMBER	UNRESTRICTED RESOURCES (CONTINUATION) VENDOR	AMOUNT
PO3W-230000001769	WILLIAM V. MACGILL & CO.	511.84
PO3W-230000001770	CN SCHOOL AND OFFICE SOLUTIONS, INC. OFFICE FURNITURES - GLENDALE HIGH SCHOOL	42,329.24
PO3W-230000001781	AMAZON CAPITAL SERVICES, INC.	618.63
PO3W-230000001783	SIRAMARK INC DBA ABRIL BOOKSTORE TEXTBOOKS - GLENDALE HIGH SCHOOL	1,633.08
PO3W-230000001789	THE HOME DEPOT PRO (SUPPLYWORKS) WAREHOUSE STOCK - PROCUREMENT & CONTRACT SERVICES	19,322.51
PO3W-230000001791	RAPTOR TECHNOLOGIES LLC	837.90
PO3W-230000001792	CLEAN SWEEP SUPPLY CO INC WAREHOUSE STOCK - PROCUREMENT & CONTRACT SERVICES	3,935.93
PO3W-230000001793	VETERAN BUILDING MAINTENANCE, LLC WAREHOUSE STOCK - PROCUREMENT & CONTRACT SERVICES	11,973.20
PO3W-230000001794	BEST BUY AUDIOVISUAL EQUIPMENT - CRESCENTA VALLEY HIGH SCHOOL	1,275.68
PO3W-230000001795	B & H PHOTO VIDEO AUDIOVISUAL EQUIPMENT - ROOSEVELT MIDDLE SCHOOL	1,430.69
PO3W-230000001798	AMAZON CAPITAL SERVICES, INC.	627.68
PO3W-230000001805	THE HOME DEPOT PRO (SUPPLYWORKS)	440.44
PO3W-230000001807	THE HOME DEPOT PRO (SUPPLYWORKS)	398.09
PO3W-230000001809	THE HOME DEPOT PRO (SUPPLYWORKS)	236.29
PO3W-230000001810	SCHOOL SPECIALTY LLC	250.27
PO3W-230000001811	THE HOME DEPOT PRO (SUPPLYWORKS)	57.79
PO3W-230000001812	ERGODIRECT INC WORKERS' COMP CHAIRS - HUMAN RESOURCES	1,288.49
PO3W-230000001821	B & H PHOTO VIDEO AUDIOVISUAL EQUIPMENT & SUPPLIES - ROSEMONT MIDDLE	12,045.03
PO3W-230000001832	CLAY PLANET CLASSROOM EQUIPMENT - CRESCENTA VALLEY HIGH SCHOOL	1,708.88
PO3W-230000001835	ACADEMIC LEARNING COMPANY	406.89
PO3W-230000001836	ACADEMIC LEARNING COMPANY	491.66
PO3W-230000001837	BURBANK PRINTING	34.00
PO3W-230000001839	BSN SPORTS BENCH FOR ATHLETIC FIELDS - HOOVER HIGH SCHOOL	1,795.48
PO3W-230000001840	BSN SPORTS	119.74
PO3W-230000001843	LAKESHORE LEARNING	322.44

PO NUMBER	UNRESTRICTED RESOURCES (CONTINUATION) VENDOR	AMOUNT
PO3W-230000001845	ODP BUSINESS SOLUTIONS, LLC (F/K/A/ OFFICE DEPOT BUSINESS SO	451.80
PO3W-230000001852	AMAZON CAPITAL SERVICES, INC. OFFICE MATERIALS & SUPPLIES - VERDUGO WOOELANDS ELEMENTARY SCHOOL	1,289.16
PO3W-230000001857	AMAZON CAPITAL SERVICES, INC. INSTRUCTIONAL MATERIAL & SUPPLIES - CRESCENTA VALLEY HIGH SCHOOL	1,150.48
TOTAL		264,693.32
CONTINUING EDUCATION - RESTRICTED		
PO1-230000002821	YMCA OF GLENDALE BLANKET PURCHASE ORDER FOR ELOP QUALIFIED CHID CARE - CORWIN - CDCC	10,260.00
PO1-230000002823	HOMENETMEN BLANKET PURCHASE ORDER FOR ELOP QUALIFIED CHID CARE - CORWIN - CDCC	27,540.00
PO1-230000003509	SCHOOLSFIRST FEDERAL CREDIT UNION - VISA HOTEL FOR BOOST CONFERENCE FOR 3 CDCC TEACHERS - CORWIN - CDCC	370.76
PO1-230000003520	FIRST RESPONSE	404.60
TOTAL		38,575.36
FEDERAL RESTRICTED RESOURCES		
PO1-230000003527	FOLLETT SCHOOL SOLUTIONS, INC.	150.00
PO1-230000003537	LACOE	75.00
PO1-230000003539	TURNITIN LLC INSTRUCTIONAL SOFTWARE LICENSE - CLARK MAGNET HIGH SCHOOL	5,725.00
PO1-230000003556	AMAZON CAPITAL SERVICES, INC. BLANKET PURCHASE ORDER FOR INSTRUCTIONAL SUPPLIES - COLLEGE VIEW SCHOOL	3,000.00
PO1-230000003577	MINUTEMAN PRESS BLANKET PURCHASE ORDER FOR PRINTING SERVICES - CERRITOS ELEMENTARY SCHOOL	4,000.00
PO1-230000003580	ODP BUSINESS SOLUTIONS, LLC (F/K/A/ OFFICE DEPOT BUSINESS SO BLANKET PURCHASE ORDER INSTRUCTIONAL SUPPLIES - CERRITOS ELEMENTARY SCHOOL	5,000.00

PO NUMBER	FEDERAL RESTRICTED RESOURCES (CONTINUATION) VENDOR	AMOUNT
PO1-230000003581	AMAZON CAPITAL SERVICES, INC. BLANKET PURCHASE ORDER FOR INSTRUCTIONAL SUPPLIES - CERRITOS ELEMENTARY SCHOOL	4,200.00
PO1-230000003582	AMAZON CAPITAL SERVICES, INC. BLANKET PURCHASE ORDER INSTRUCTIONAL SUPPLIES - CERRITOS ELEMENTARY SCHOOL	5,000.00
PO1-230000003602	AMAZON CAPITAL SERVICES, INC. BLANKET PURCHASE ORDER FOR INSTRUCTIONAL SUPPLIES - CERRITOS ELEMENTARY SCHOOL	2,000.00
PO1-230000003622	AVIDEX INDUSTRIES, LLC AUDIOVISUAL EQUIPMENT INSTALLATIONS & MATERIALS - GLENDALÉ HIGH SCHOOL	25,681.70
PO1-230000003624	WALLWISHER INC INSTRUCTIONAL SOFTWARE LICENSE - GLENDALÉ HIGH SCHOOL	2,000.00
PO1-230000003628	AMAZON CAPITAL SERVICES, INC. BLANKET PURCHASE ORDER FOR INSTRUCTIONAL SUPPLIES - VERDUGO ACADEMY	4,500.00
PO3W-230000001678	AMAZON CAPITAL SERVICES, INC.	402.33
PO3W-230000001707	AMAZON CAPITAL SERVICES, INC. INSTRUCTIONAL MATERIALS & SUPPLIES - JEFFERSON ELEMENTARY SCHOOL	1,087.42
PO3W-230000001723	FROG STREET PRESS	343.42
PO3W-230000001727	INSECT LORE PRODUCTS, INC.	84.82
PO3W-230000001735	DAZIAN LLC AUDITORIUM EQUIPMENT - ROOSEVELT MIDDLE SCHOOL	1,924.64
PO3W-230000001738	VWR FUNDING, LLC	529.12
PO3W-230000001741	TEACHERS DISCOVERY	77.13
PO3W-230000001742	AMAZON CAPITAL SERVICES, INC. COMPUTER SUPPLIES - CLARK MAGNET HIGH SCHOOL	3,441.27
PO3W-230000001748	HAND2MIND INC	93.70
PO3W-230000001767	SCHOLASTIC INC. INSTRUCTIONAL BOOKS/ MATERIALS - EQUITY, ACCESS & FAMILY ENGAGEMENT	4,427.00
PO3W-230000001768	APPLE COMPUTER COMPUTER EQUIPMENT - ROOSEVELT MIDDLE SCHOOL	4,193.05
PO3W-230000001771	CDW GOVERNMENT COMPUTER EQUIPMENT - CLARK MAGNET HIGH SCHOOL	17,683.60

PO NUMBER	FEDERAL RESTRICTED RESOURCES (CONTINUATION) VENDOR	AMOUNT
PO3W-230000001799	AMAZON CAPITAL SERVICES, INC.	326.48
PO3W-230000001800	AMAZON CAPITAL SERVICES, INC.	482.79
PO3W-230000001815	CDW GOVERNMENT AUDIOVISUAL EQUIPMENT - ROOSEVELT MIDDLE SCHOOL	2,199.98
PO3W-230000001820	CDW GOVERNMENT PRINTERS - MUIR ELEMENTARY SCHOOL	1,341.87
PO3W-230000001823	AREY JONES EDUCATIONAL SOLUTIONS PRINTERS - VERDUGO ACADEMY	1,964.46
PO3W-230000001827	SOUTHPAW ENTERPRISES CLASSROOM EQUIPMENT - MUIR ELEMENTARY SCHOOL	4,210.53
PO3W-230000001828	LEGO EDUCATION INSTRUCTIONAL MATERIALS - CERRITOS ELEMENTARY SCHOOL	4,120.37
PO3W-230000001829	CDW GOVERNMENT AUDIOVISUAL EQUIPMENT - ROOSEVELT MIDDLE SCHOOL	2,209.90
PO3W-230000001847	AMAZON CAPITAL SERVICES, INC.	713.54
PO3W-230000001856	CDW GOVERNMENT OFFICE SUPPLIES - CERRITOS ELEMENTARY SCHOOL	1,062.81
PO3W-230000001860	AMAZON CAPITAL SERVICES, INC.	531.69
	TOTAL	114,783.62
STATE RESTRICTED RESOURCES		
PO1-230000003463	LAKESHORE LEARNING BLANKET PURCHASE ORDER FOR INSTRUCTIONAL SUPPLIES - SPECIAL EDUCATION	63,000.00
PO1-230000003464	ODP BUSINESS SOLUTIONS, LLC (F/K/A/ OFFICE DEPOT BUSINESS SO BLANKET PURCHASE ORDER FOR INSTRUCTIONAL SUPPLIES - SPECIAL EDUCATION	1,400.00
PO1-230000003465	SCHOOL SPECIALTY LLC BLANKET PURCHASE ORDER FOR INSTRUCTIONAL SUPPLIES - SPECIAL EDUCATION	1,800.00
PO1-230000003466	AMAZON CAPITAL SERVICES, INC. BLANKET PURCHASE ORDER FOR INSTRUCTIONAL SUPPLIES - SPECIAL EDUCATION	4,000.00

PO NUMBER	STATE RESTRICTED RESOURCES (CONTINUATION) VENDOR	AMOUNT
PO1-230000003469	AMERICAN EXPRESS CPS PORTO'S BAKERY - EDIBLE SUPPLIES - ONLINE COLLEGE & CAREER ACADEMY	500.00
PO1-230000003497	SUCCESS FOR KIDS WITH HEARING LOSS	170.00
PO1-230000003501	ROCKETLIT, INC. SOFTWARE LICENSE - SECONDARY SERVICES	7,440.00
PO1-230000003513	USA BEAUTY LLC REGISTRATION FOR PREMIER ANAHEIM SHOW - GLENDALE	3,000.00
PO1-230000003520	FIRST RESPONSE	260.10
PO1-230000003521	BERPL INC. SCHOOL EQUIPMENT - EDISON ELEMENTARY SCHOOL	5,900.76
PO1-230000003541	DICK BLICK ART MATERIALS BLANKET PURCHASE ORDER FOR INSTRUCTIONAL SUPPLIES - JEFFERSON ELEMENTARY SCHOOL	2,500.00
PO1-230000003554	SCHOOL SPECIALTY LLC BLANKET PURCHASE ORDER FOR OFFICE SUPPLIES - FREMONT ELEMENTARY SCHOOL	5,000.00
PO1-230000003555	ODP BUSINESS SOLUTIONS, LLC (F/K/A/ OFFICE DEPOT BUSINESS SO	248.56
PO1-230000003558	AXIOMPRINT, INC.	32.03
PO1-230000003560	YESACCESSIBLE	150.00
PO1-230000003562	ALICIA PELETZ PROFESSIONAL DEVELOPMENT SERVICES - DAILY HIGH SCHOOL	1,900.00
PO1-230000003564	AMAZON CAPITAL SERVICES, INC. BLANKET PURCHASE ORDER FOR INSTRUCTIONAL SUPPLIES - JEFFERSON ELEMENTARY SCHOOL	2,500.00
PO1-230000003569	COMFY CAPS	136.04
PO1-230000003570	BURBANK UNIFIED SCHOOL DISTRICT REIMBURSEMENT FOR SPECIAL EDUCATION EQUIPMENT - FOOTHILL SELPA	3,232.86
PO1-230000003571	AMAZON CAPITAL SERVICES, INC. BLANKET PURCHASE ORDER FOR INSTRUCTIONAL SUPPLIES - VALLEY VIEW ELEMENTARY SCHOOL	7,200.00
PO1-230000003573	ODP BUSINESS SOLUTIONS, LLC (F/K/A/ OFFICE DEPOT BUSINESS SO BLANKET PO FOR CLASSES TK-6TH GBLANKET PURCHASE ORDER FOR IN - VALLEY VIEW ELEMENTARY SCHOOL	2,068.00
PO1-230000003574	LAKESHORE LEARNING	500.00



PO NUMBER	STATE RESTRICTED RESOURCES (CONTINUATION) VENDOR	AMOUNT
PO1-230000003575	AMAZON CAPITAL SERVICES, INC. BLANKET PURCHASE ORDER FOR INSTRUCTIONAL SUPPLIES - VALLEY VIEW ELEMENTARY SCHOOL	4,410.00
PO1-230000003576	LAKESHORE LEARNING	478.00
PO1-230000003578	SKILLS USA CALIFORNIA SKILLSUSA STATE LEADERSHIP CONFERENCE REGISTRATION CMHS - COULTER - CTE	6,510.00
PO1-230000003584	SKILLS USA CALIFORNIA SKILLSUSA STATE LEADERSHIP CONFERENCE REGISTRATION - CRESCENTA VALLEY HIGH SCHOOL	7,560.00
PO1-230000003586	THE WILDWOODS FOUNDATION PROVIDE THE WATER-SCIENCE PROGRAM A DROPN IN THE BUCKET CLASS - JEFFERSON ELEMENTARY SCHOOL	2,400.00
PO1-230000003589	FIRST STUDENT	606.39
PO1-230000003591	AMAZON CAPITAL SERVICES, INC. BLANKET PURCHASE ORDER FOR INSTRUCTIONAL SUPPLIES - CERRITOS ELEMENTARY SCHOOL	1,000.00
PO1-230000003599	AMAZON CAPITAL SERVICES, INC. BLANKET PURCHASE ORDER FOR INSTRUCTIONAL SUPPLIES - CERRITOS ELEMENTARY SCHOOL	2,000.00
PO1-230000003600	BELLA PRINTING SERVICES PRINTING & REPORODUCTION SERVICES - MANN ELEMENTARY SCHOOL	5,247.91
PO1-230000003603	ELLEN'S SILKSCREENING BLANKET PURCHASE ORDER FOR PRINTING SERVICES - CERRITOS ELEMENTARY SCHOOL	6,000.00
PO1-230000003604	AMAZON CAPITAL SERVICES, INC. BLANKET PURCHASE ORDER FOR INSTRUCTIONAL MATERIALS - CRESCENTA VALLEY HIGH SCHOOL	1,000.00
PO1-230000003606	LIMINEX, INC ONLINE SUBSCRIPTION - FRANKLIN ELEMENTARY SCHOOL	1,003.00
PO1-230000003615	ODP BUSINESS SOLUTIONS, LLC (F/K/A/ OFFICE DEPOT BUSINESS SO BLANKET PURCHASE ORDER FOR INSTRUCTIONAL SUPPLIES - VALLEY VIEW ELEMENTARY SCHOOL	1,300.00
PO1-230000003617	AMERICAN EXPRESS CPS ASCD - CONFERENCE EXPENSES - TEACHING AND LEARNING	365.43

PO NUMBER	STATE RESTRICTED RESOURCES (CONTINUATION) VENDOR	AMOUNT
PO1-230000003619	DON'T LET IT POP	130.00
PO1-230000003623	RENAISSANCE LEARNING INC SOFTWARE - DUNSMORE ELEMENTARY SCHOOL	2,028.20
PO3W-230000001602	BARNES & NOBLE BOOKS - VERDUGO WOODLANDS ELEMENTARY SCHOOL	1,429.62
PO3W-230000001654	AMAZON CAPITAL SERVICES, INC. INSTRUCTIONAL SUPPLIES - CRESCENTA VALLEY HIGH SCHOOL	1,450.66
PO3W-230000001706	BARNES & NOBLE READING MATERIAL WITH VARIOUS TITLED - NOVELS - VERDUGO WOODLANDS ELEMENTARY SCHOOL	5,282.07
PO3W-230000001728	AMAZON CAPITAL SERVICES, INC.	485.71
PO3W-230000001729	ROSE BRAND WEST	293.79
PO3W-230000001739	APPLE COMPUTER COMPUTER EQUIPMENT - MONTE VISTA ELEMENTARY SCHOOL	1,241.16
PO3W-230000001744	AMAZON CAPITAL SERVICES, INC. SPECIAL EDUATION EQUIPMENT - FOOTHILL SELPA	1,126.62
PO3W-230000001745	THE PADCASTER, LLC COMPUTER EQUIPMENT - MONTE VISTA ELEMENTARY SCHOOL	1,880.98
PO3W-230000001746	AMAZON CAPITAL SERVICES, INC.	453.23
PO3W-230000001756	AMAZON CAPITAL SERVICES, INC.	31.96
PO3W-230000001757	LAKESHORE LEARNING PRESCHOOL FURNITURE FOR CERRITOS ELEMENTARY SCHOOL - SPECIAL EDUCATION	11,749.29
PO3W-230000001758	LAKESHORE LEARNING PRESCHOOL FURNITURE FOR JEFFRESON ELEMENTARY SCHOOL - SPECIAL EDUCATION	14,195.88
PO3W-230000001759	LAKESHORE LEARNING PRESCHOOL FURNITURE FOR PAEC - SPECIAL EDUCATION	6,067.45
PO3W-230000001761	LAKESHORE LEARNING PRESCHOOL FURNITURE FOR COLLEGE VIEW - SPECIAL EDUCATION	19,352.86
PO3W-230000001762	LAKESHORE LEARNING FURNITURE FOR CLOUD PRE-SCHOOL - SPECIAL EDUCATION	18,544.84
PO3W-230000001763	LAKESHORE LEARNING CLASSROOM FURNITURE FOR PACIFIC PRESCHOOL CLASSES - SPECIAL EDUCATION	46,967.42

PO NUMBER	STATE RESTRICTED RESOURCES (CONTINUATION) VENDOR	AMOUNT
PO3W-230000001764	LAKESHORE LEARNING PRESCHOOL FURNITURE FOR CDCC PRESCHOOL - SPECIAL EDUCATION	12,131.52
PO3W-230000001772	ODP BUSINESS SOLUTIONS, LLC (F/K/A/ OFFICE DEPOT BUSINESS SO PRINTING SUPPLIES - CRESCENTA VALLEY HIGH SCHOOL	2,859.53
PO3W-230000001775	LAKESHORE LEARNING PRESCHOOL OUTDOOR FURNITURE FOR CERRITOS	1,255.80
PO3W-230000001776	LAKESHORE LEARNING PRESCHOOL FURNITURE FOR FOR JEFFERSON ELEMENTARY - SPECIAL EDUCATION	4,048.07
PO3W-230000001778	LAKESHORE LEARNING PRESCHOOL OUTDOOR FURNITURE FOR PAEC AND CDCC - SPECIAL EDUCATION	3,063.58
PO3W-230000001779	ODP BUSINESS SOLUTIONS, LLC (F/K/A/ OFFICE DEPOT BUSINESS SO ROOM DIVIDER FOR PAEC PRESCHOOL SPEECH ROOM - SPECIAL EDUCATION	1,680.85
PO3W-230000001782	SCHOOL SPECIALTY LLC INSTRUCTIONAL SUPPLIES - DUNSMORE ELEMENTARY SCHOOL	3,219.00
PO3W-230000001784	ODP BUSINESS SOLUTIONS, LLC (F/K/A/ OFFICE DEPOT BUSINESS SO PRINTING SUPPLIES - CRESCENTA VALLEY HIGH SCHOOL	1,065.63
PO3W-230000001785	AMAZON CAPITAL SERVICES, INC.	424.46
PO3W-230000001786	ZANER-BLOSER INSTRUCTIONAL MATERIALS - DUNSMORE ELEMENTARY SCHOOL	8,212.86
PO3W-230000001787	AMAZON CAPITAL SERVICES, INC.	57.82
PO3W-230000001788	LED SALES AND RENTALS INC AUDITORIUM SUPPLIES AND EQUIPMENT - CRESCENTA VALLEY HIGH SCHOOL	40,569.59
PO3W-230000001796	ODP BUSINESS SOLUTIONS, LLC (F/K/A/ OFFICE DEPOT BUSINESS SO	724.95
PO3W-230000001797	MAXI AIDS	486.97
PO3W-230000001802	AMAZON CAPITAL SERVICES, INC.	35.27
PO3W-230000001803	AMAZON CAPITAL SERVICES, INC.	76.61
PO3W-230000001804	AMAZON CAPITAL SERVICES, INC.	766.24
PO3W-230000001806	AMAZON CAPITAL SERVICES, INC. COMPUTER SUPPLIES - CRESCENTA VALLEY HIGH SCHOOL	1,663.67
PO3W-230000001808	VIRCO INC. CLASSROOM FURNITURE - DUNSMORE ELEMENTARY SCHOOL	1,923.91

STATE RESTRICTED RESOURCES (CONTINUATION)		AMOUNT
PO NUMBER	VENDOR	
PO3W-230000001813	BELNICK HOLDCO LLC	127.49
PO3W-230000001814	AMAZON CAPITAL SERVICES, INC. BOOKS - VERDUGO WOODLANDS ELEMENTARY SCHOOL	1,055.25
PO3W-230000001816	APPLE COMPUTER	715.27
PO3W-230000001817	BARNES & NOBLE	996.35
PO3W-230000001819	AMAZON CAPITAL SERVICES, INC.	540.75
PO3W-230000001822	CDW GOVERNMENT CHROMEBOOK CARTS - VERDUGO WOODLANDS ELEMENTARY SCHOOL	6,449.63
PO3W-230000001826	AMAZON CAPITAL SERVICES, INC.	709.35
PO3W-230000001830	NEBRASKA SCIENTIFIC	769.32
PO3W-230000001841	LAKESHORE LEARNING CLASSROOM FURNITURE - CERRITOS ELEMENTARY SCHOOL	6,734.63
PO3W-230000001848	NASCO EDUCATION LLC	279.54
PO3W-230000001849	AMBUTECH	100.46
PO3W-230000001853	GOOD-LITE COMPANY	106.45
PO3W-230000001854	ARBOR SCIENTIFIC	384.39
PO3W-230000001855	LAKESHORE LEARNING CLASSROOM FURNITURE - CERRITOS ELEMENTARY SCHOOL	1,671.61
PO3W-230000001866	EXCEL PRINTING USA, INC. ONE LOT PURCHASE ORDER FOR COPYING KOREAN BOOKS GRADE 5-6 - MONTE VISTA ELEMENTARY SCHOOL	4,062.45
		394,500.09
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	TOTAL	394,500.09
LOCAL RESTRICTED RESOURCES		
PO1-230000003467	BRIGHTLY SOFTWARE, INC SOFTWARE - FACILITY & SUPPORT OPERATIONS	40,460.34
PO1-230000003470	PIONEER MANUFACTURING COMPANY GROUNDS MAINTENANCE AT STENGEL FIELD - FACILITY & SUPPORT OPERATIONS	1,144.27
PO1-230000003476	PAR INC NEUROPSYCHOLOGICAL ASSESSMENT PROTOCOLS - SPECIAL EDUCATION	4,866.78
PO1-230000003504	MSI MOVER SERVICES, INC. SERVICES TO REMOVE ALL BROKEN TENTS FROM VARIOUS SITES - FACILITY & SUPPORT OPERATIONS	15,000.00

PO NUMBER	LOCAL RESTRICTED RESOURCES (CONTINUATION) VENDOR	AMOUNT
PO1-230000003506	5M CONTRACTING, INC ABATEMENT FOR STORAGE ROOMS AT MONTE VISTA ELEMENTARY SCHOOL - FACILITY & SUPPORT OPERATIONS	9,800.00
PO1-230000003507	RUSSELL SIGLER INC REPAIR SERVICES AT GLENDALE HIGH SCHOOL CAFETERIA - FACILITY & SUPPORT OPERATIONS	2,500.00
PO1-230000003509	SCHOOLSFIRST FEDERAL CREDIT UNION - VISA SONDER HOSPITALITY USA - CONFERENCE EXPENSES - CHILD DEVELOPMENT & CHILD CARE	370.76
PO1-230000003510	OPEN TOP CREATIVITY, INC. PROVIDE PROFESSIONAL DEVELOPMENT FOR THE ARTS BLOCK GRANT - SECONDARY SERVICES	1,312.50
PO1-230000003515	COPY NETWORK	137.81
PO1-230000003520	FIRST RESPONSE	346.80
PO1-230000003526	DECKER EQUIPMENT/SCHOOL FIX	419.81
PO1-230000003530	TOTAL ACCESS ELEVATOR CORP ELEVATOR REPAIR SERVICES DISTRICTWIDE - FACILITY & SUPPORT OPERATIONS	20,000.00
PO1-230000003531	TRANE U.S. INC.	684.42
PO1-230000003534	ACCO ENGINEERED SYSTEMS, INC REPAIR PARTS AND SERVICES TO AIR CONDITION UNITS AT ADMINISTRATION BUILDING A - FACILITY & SUPPORT OPERATIONS	19,741.00
PO1-230000003535	ACCO ENGINEERED SYSTEMS, INC REPAIR PARTS AND SERVICES TO AIR CONDITION UNITS AT ADMINISTRATION BUILDING B - FACILITY & SUPPORT OPERATIONS	16,205.00
PO1-230000003540	APPLE COMPUTER	100.00
PO1-230000003545	CHLOE FOLLIN PROVIDE CLASSROOM ASSISTANCE IN THE FRENCH DUAL LANGUAGE PROGRAM, BOARD APPROVED 2/21/2023 - FRANKLIN ELEMENTARY SCHOOL	2,500.00
PO1-230000003546	CHIARA CORBELLA PROVIDE CLASSROOM ASSISTANCE IN THE ITALIAN DUAL LANGUAGE PROGRAM, BOARD APPROVED 2/21/2023 - FRANKLIN ELEMENTARY SCHOOL	3,000.00
PO1-230000003547	CALIFORNIA ACADEMY OF NUTRITION AND DIETETICS	485.00
PO1-230000003549	A-TECH CONSULTING, INC PROVIDE LEAD IN WATER SAMPLING AT VARIOUS SCHOOL SITES - FACILITY & SUPPORT OPERATIONS	8,100.00

PO NUMBER	LOCAL RESTRICTED RESOURCES (CONTINUATION) VENDOR	AMOUNT
PO1-230000003550	APPLE VALLEY COMMUNICATIONS MAINTENANCE SUPPLIES - FACILITY & SUPPORT OPERATIONS	8,842.92
PO1-230000003551	OOF INC	194.35
PO1-230000003588	FIRST STUDENT	920.34
PO1-230000003594	AMERICAN EXPRESS CPS HIGH COUNTRY GARDENS - GARDEN SUPPLIES - GLENDALE HIGH SCHOOL	3,485.26
PO1-230000003595	QUALITY WINDOW BLINDS	200.66
PO1-230000003596	POWERHOUSE COMBUSTION & MECHANICAL CORP. EMERGENCY SERVICES FOR BOILER AT GLENDALE HIGH SCHOOL - FACILITY & SUPPORT OPERATIONS	1,170.00
PO1-230000003597	POWERHOUSE COMBUSTION & MECHANICAL CORP. TROUBLESHOOT AND REPAIR BOILER AT GLENDALE HIGH SCHOOL - FACILITY & SUPPORT OPERATIONS	10,000.00
PO1-230000003614	GOPHER	964.69
PO1-230000003621	MAUERHAN PLUMBING, INC. EMERGENCY SERVICES FOR WATER LEAK AT FRANKLIN ELEMENTARY SCHOOL - FACILITY & SUPPORT OPERATIONS	7,145.62
PO3W-230000001514	AMAZON CAPITAL SERVICES, INC.	134.49
PO3W-230000001660	PRO-ED	115.44
PO3W-230000001722	DIGI-KEY CORP DBA DIGI-KEY ELECTRONICS	219.84
PO3W-230000001725	CN SCHOOL AND OFFICE SOLUTIONS, INC.	587.05
PO3W-230000001726	SPEECH CORNER LLC	303.96
PO3W-230000001740	VEX ROBOTICS, INC.	474.25
PO3W-230000001765	NAESP PEAP ACA ORDERS	431.75
PO3W-230000001766	AREY JONES EDUCATIONAL SOLUTIONS	612.70
PO3W-230000001773	AMAZON CAPITAL SERVICES, INC.	829.08
PO3W-230000001780	ANDYMARK, INC.	780.01
	TOTAL	184,586.90
CHILD DEVELOPMENT FUND		
PO1-230000003509	SCHOOLSFIRST FEDERAL CREDIT UNION - VISA HOTEL FOR BOOST CONFERENCE FOR 3 CDCC TEACHERS - CORWIN - CDCC	741.53
PO1-230000003520	FIRST RESPONSE	433.50
	TOTAL	1,175.03

PO NUMBER	FOOD SERVICES FUND VENDOR	AMOUNT
PO1-230000003471	THE FRUITGUYS FRUIT DELIVERIES TO MIDDLE & HIGH SCHOOLS - FOOD SERVICES	12,764.00
PO3W-230000001825	SAF-GARD SAFETY SHOES CO.	242.53
PO3W-230000001842	APPLE COMPUTER	736.22
	TOTAL	13,742.75
	MEASURE S PROJECTS FUND	
PO1-230000003468	ARC (AMERICAN REPROGRAPHICS COMPANY,LLC) BLUEPRINTING SERVICES - HOOVER HIGH SCHOOL	1,302.80
PO1-230000003480	VORTEX INDUSTRIES, INC INSTALL ROLL UP DOOR - CRESCENTA VALLEY HIGH SCHOOL	24,819.65
PO1-230000003518	DEPARTMENT OF GENERAL SERVICES DSA FEE - MONTE VISTA ELEMENTARY SCHOOL	3,278.75
PO1-230000003519	CHALMERS CONSTRUCTION SERVICES, INC OUTDOOR LEARNING AREA PROJECT AT LINCOLN ELEMENTARY SCHOOL, BID #239-22/23, BOE 2/21/2023 - PLANNING, DEVELOPMENT & FACILITIES	278,000.00
PO1-230000003522	EWING IRRIGATION PRODUCTS PURCHASE IRRIGATION MATERIAL - CLARK MAGNET HIGH SCHOOL	1,463.34
PO1-230000003524	J B BOSTICK COMPANY, INC. REMOVE ASPHALT AND REPLACE CONCRETE - MONTE VISTA ELEMENTARY SCHOOL	59,610.00
PO1-230000003525	THE HOME DEPOT PRO (SUPPLYWORKS)	183.02
PO1-230000003528	CERTIFIED WHOLESALE ELECTRIC	151.31
PO1-230000003529	HOME DEPOT CREDIT SERVICES	220.87
PO1-230000003533	INDEPENDENT SHEET METAL	266.81
PO1-230000003616	CROSBY PLUMBING PLUMBING SERVICES - MONTE VISTA ELEMENTARY SCHOOL	17,150.00
PO1-230000003618	INTERMOUNTAIN LOCK & SECURITY SUPPLY	769.66
PO3W-230000001731	GLOBAL EQUIPMENT COMPANY INC WORKBENCH TABLE - CLARK MAGNET HIGH SCHOOL	7,809.39
	TOTAL	395,025.60
	CAPITAL PROJECTS & IMPROVEMENT FUND	
PO1-230000003566	BANC OF AMERICA LEASING CLEAN RENEWABLE ENERGY BOND LEASE PAYMENT - PLANNING & DEVELOPMENT	212,522.58
	TOTAL	212,522.58

**LIST OF PO CHANGE ORDERS  
DURING THE PERIOD ENDING APRIL 7, 2023  
CONSENT CALENDAR NO. 5 , APRIL 18, 2023**

Change Order Date	PO Number	Vendor	Reason of Change	Original Amount	Net Increase / Decrease	New Total
3/21/2023	PO1-230000000973	FIRST STUDENT	INCREASED PO AMOUNT FOR ADDITIONAL TRANSPORTATION SERVICES	\$100,000.00	\$45,000.00	\$145,000.00
3/21/2023	PO1-230000002374	CALIFORNIA PSYCHCARE	PO INCREASED TO PROVIDE SERVICES TO ADDITIONAL STUDENTS WITH SPECIAL NEEDS	\$50,000.00	\$500,000.00	\$550,000.00
3/24/2023	PO1-230000000298	AAA ELECTRIC MOTORS	INCREASE PO TO COVER EXPENSES THROUGH THE END OF THE FISCAL YEAR	\$3,500.00	\$1,500.00	\$5,000.00
3/24/2023	PO1-230000000524	UNIFIRST	INCREASE PO TO REFLECT RATE INCREASE OF 2/13/2023; AND ADDITIONAL STAFFING	\$42,000.00	\$25,000.00	\$67,000.00
3/24/2023	PO1-230000001487	MCMMASTER-CARR	INCREASE PO FOR THE PURCHASE OF ADDITIONAL ITEMS	\$3,750.00	\$2,500.00	\$6,250.00
3/24/2023	PO1-230000000667	SUNBELT RENTALS	INCREASE PO TO COVER ESTIMATED EXPENSES TO THE END OF THE FISCAL YEAR	\$10,000.00	\$3,000.00	\$13,000.00
3/28/2023	PO1-230000001734	FIRST STUDENT	INCREASED PO AMOUNT FOR ALL FUTURE FIELDTRIPS	\$10,000.00	\$5,000.00	\$15,000.00
3/29/2023	PO1-230000000176	GOLD STAR FOODS	INCREASED PO AMOUNT TO PAY FOR PENDING AND/OR FUTURE INVOICES	\$685,000.00	\$500,000.00	\$1,185,000.00
3/29/2023	PO1-230000000177	GOLD STAR FOODS	INCREASED PO AMOUNT TO PAY FOR PENDING AND/OR FUTURE INVOICES	\$595,000.00	\$455,000.00	\$1,050,000.00
4/3/2023	PO1-2300000003422	AMAZON	INCREASED PO AMOUNT TO PAY FOR PENDING AND/OR FUTURE INVOICES FOR CLARK MAGNET.	\$1,500.00	\$500.00	\$2,000.00
4/3/2023	PO1-2300000003184	SIRAMARK DBA ABRIL	INCREASED PO AMOUNT DUE TO PRICE INCREASE	\$3,000.00	\$5,951.64	\$8,951.64



GLENDALE UNIFIED SCHOOL DISTRICT

April 18, 2023

CONSENT CALENDAR NO. 6

TO: Board of Education  
FROM: Dr. Vivian Ekchian, Superintendent  
SUBMITTED BY: Santhasundari Rajiv, Chief Financial Officer  
PREPARED BY: Craig Larimer, Financial Analyst  
SUBJECT: **Appropriation Transfer and Budget Revision Report**

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The Superintendent recommends that the Board of Education approve Appropriation Transfers and Budget Revisions for Fund 01.0 Unrestricted and Restricted, Fund 12.0, Fund 13.0, Fund 21.1, Fund 25.0 and Fund 67.1.

***TO SUPPORT 2022-23 BOARD PRIORITY NO. 4: Maintain District Financial Responsibility – Ensure the fiscal health of the District; implement a fiscal plan to preserve the District resources; plan for the District's future educational and facility needs.***

GLENDALE UNIFIED SCHOOL DISTRICT

April 18, 2023

CONSENT CALENDAR NO. 6

BUDGET TRANSFER AND ADJUSTMENT REPORT

GENERAL FUND UNRESTRICTED (01.0) Resource Codes 00000.0 thru 19999.0

REVENUES	BUDGET TRANSFERS	BUDGET ADJUSTMENTS
8010-8099 Local Control Funding Formula	\$0	\$597,647
8100-8299 Federal	\$0	\$0
8300-8599 Other State	\$0	\$0
8600-8799 Local	\$0	\$3,355
8910-8999 Transfers In/Contributions	\$0	(\$3,355,107)
<b>TOTAL REVENUES</b>	<b>\$0</b>	<b>(\$2,754,105)</b>

APPROPRIATION OBJECT	BUDGET TRANSFERS	BUDGET ADJUSTMENTS
1000 Certificated Salaries	\$0	\$14,545,656
2000 Classified Salaries	\$5,462	(\$311,325)
3000 Employee Benefits	\$2,522	\$2,753,529
4000 Instructional Supplies	(\$3,824)	(\$718,343)
5000 Contract Services	(\$4,160)	\$613,432
6000 Capital Outlay	\$0	(\$100,000)
7000 Other Outgo/Indirect/Transfers Out	\$0	(\$364,233)
<b>TOTAL BUDGETED APPROPRIATIONS</b>	<b>\$0</b>	<b>\$16,418,716</b>

<b>NET INCREASE/DECREASE IN FUND BALANCE</b>	<b>\$0</b>	<b>(\$19,172,821)</b>
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April 18, 2023  
 BUDGET TRANSFER AND ADJUSTMENT REPORT  
 CONSENT CALENDAR NO. 6  
 BUDGET TRANSFER AND ADJUSTMENT DETAIL REPORT  
 GENERAL FUND, UNRESTRICTED (01.0) Resource Codes 00000.0 thru 19999.0

**BUDGET TRANSFERS**

Dept./School	Program Description	1,000	2,000	3,000	4,000	5,000	6,000	7,000	9,000	Total	Transfer provides funds for:
Verdugo Acadey	General Fund	0	0	0	1,500	(1,500)	0	0	0	\$0	Supplies
Fremont	General Fund	0	0	0	2,660	(2,660)	0	0	0	\$0	Supplies
Various	Supplemental	0	5,462	2,522	(7,984)	0	0	0	0	\$0	
		\$0	\$5,462	\$2,522	(\$3,824)	(\$4,160)	\$0	\$0	\$0	\$0	

Dept./School	Program Description	1,000	2,000	3,000	4,000	5,000	6,000	7,000	9,000	Total	Adjustment appropriates funds for:
GHS	Custodial program	0	1,523	556	0	0	0	0	0	\$2,079	Custodial coverage
Educational Services	Instrumental Music	0	0	0	30	0	0	0	0	\$30	Supplies
Educational Services	Instrumental Music	0	0	0	220	0	0	0	0	\$220	Supplies
District	Community Services- Civic Center	0	0	0	0	0	0	0	53	\$53	Insurance fees
Educational Services	Instrumental Music	0	0	0	973	0	0	0	0	\$973	Supplies
District	2nd Interim Adj -Unrestricted	(1,310,940)	(600,428)	(1,168,816)	(719,566)	613,432	(100,000)	(364,233)	4,248,198	\$597,647	2nd Interim Adj- Unrestricted
District	Unrestricted General Fund - CSEA	0	194,125	70,788	0	0	0	0	(355,111)	(\$90,198)	Unrestricted - CSEA Settlement
District	Unrestricted General Fund - GSMA	93,455	93,455	68,163	0	0	0	0	(418,347)	(\$163,274)	Unrestricted - GSMA Settlement
District	Unrestricted - GTA Salary Settlement	15,763,141	0	3,782,838	0	0	0	0	(22,647,614)	(\$3,101,635)	Unrestricted - GTA Salary Settlement
		0	0	0	0	0	0	0	0	\$0	
		\$14,545,656	(\$311,325)	\$2,753,529	(\$718,343)	\$613,432	(\$100,000)	(\$364,233)	(\$19,172,821)	(\$2,754,105)	

Object Codes

- |                            |  |
|----------------------------|--|
| 1000 Certificated Salaries | 5000 Services & Other Operating Supplies |
| 2000 Classified Salaries   | 6000 Capital Outlay                      |
| 3000 Employee Benefits     | 7000 Other Outgo                         |
| 4000 Books & Supplies      | 9000 Reserves                            |

GLENDALE UNIFIED SCHOOL DISTRICT

April 18, 2023

CONSENT CALENDAR NO. 6

BUDGET TRANSFER AND ADJUSTMENT REPORT

GENERAL FUND RESTRICTED (01.0) Resource Codes 20000.0 thru 99999.0

REVENUES		BUDGET TRANSFERS	BUDGET ADJUSTMENTS
8010-8099	Local Control Funding Formula	\$0	\$0
8100-8299	Federal	\$0	\$81,889
8300-8599	Other State	\$0	\$59,185
8600-8799	Local	\$0	\$2,667,389
8910-8999	Transfers In/Contributions	\$0	\$3,355,107
<b>TOTAL REVENUES</b>		<b>\$0</b>	<b>\$6,163,570</b>

APPROPRIATION OBJECT		BUDGET TRANSFERS	BUDGET ADJUSTMENTS
1000	Certificated Salaries	\$0	\$3,721,645
2000	Classified Salaries	(\$178,114)	(\$150,703)
3000	Employee Benefits	\$29,514	\$954,156
4000	Instructional Supplies	\$53,700	(\$1,295,103)
5000	Contract Services	\$94,900	\$2,185,385
6000	Capital Outlay	\$0	\$579,200
7000	Other Outgo/Indirect/Transfers Out	\$0	\$7,178
<b>TOTAL BUDGETED APPROPRIATIONS</b>		<b>\$0</b>	<b>\$6,001,758</b>

<b>NET INCREASE/DECREASE IN FUND BALANCE</b>	<b>\$0</b>	<b>\$161,812</b>
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GLENDALE UNIFIED SCHOOL DISTRICT  
 April 18, 2023  
 CONSENT CALENDAR NO. 6  
 BUDGET TRANSFER AND ADJUSTMENT REPORT  
 GENERAL FUND, RESTRICTED (01.0) Resource Codes 20000.0 thru 99999.0

BUDGET TRANSFERS		Resource								Total	Transfer provides funds for:	
Total Budget Trsfers	Program Description	Resource	1000	2000	3000	4000	5000	6000	7000	9000	Total	Transfer provides funds for:
Edison	ELO program	74250.0	0	(50,157)	30,957	0	19,200	0	0	0	\$0	Benefits and Services
Fremont	ELO program	74250.0	0	(62,000)	0	26,650	35,350	0	0	0	\$0	Supplies and Services
Fremont	ELO program	74250.0	0	(62,000)	0	21,650	40,350	0	0	0	\$0	Supplies and Services
Various	TITLE I	30100.0	0	(3,957)	(1,443)	5,400	0	0	0	0	\$0	Supplies
Various	TITLE III	42030.0	0	0	0	0	0	0	0	0	\$0	Supplies and Services
			0	0	0	0	0	0	0	0	\$0	
			\$0	(\$178,114)	\$29,514	\$53,700	\$94,900	\$0	\$0	\$0	\$0	

BUDGET ADJUSTMENTS		Resource								Total	Adjustment appropriates funds for:	
Dept/Site	Program Description	Code	1000	2000	3000	4000	5000	6000	7000	9000	Total	Adjustment appropriates funds for:
Seipa	Workability	65200.0	0	0	0	0	465	0	0	0	\$465	To update system with total amount granted
Balboa	School Site Donations	95100.0	0	0	0	0	10,800	0	0	0	\$10,800	To allocate income
Balboa	School Site Donations	95100.0	0	0	0	0	880	0	0	0	\$880	To allocate income
Columbus	School Site Donations	95100.0	0	0	0	37	0	0	0	0	\$37	To allocate income
EAFE	Donation from Adelante Latinos	94340.0	0	0	0	0	500	0	0	0	\$500	To allocate income
College View	School Site Donations	95100.0	0	0	0	29	0	0	0	0	\$29	To allocate income
Rosemont	School Site Donations	95100.0	0	0	0	155	0	0	0	0	\$155	To allocate income
Glencaks	Donation from American Heart Association and Parker-And	95100.0	0	0	0	890	0	0	0	0	\$890	To allocate income
Valley View	School Site Donations	95100.0	0	0	0	0	725	0	0	0	\$725	To allocate income
Educational Services	Donation from Ms. N F	94377.0	0	0	0	250	0	0	0	0	\$250	To allocate income
Planning and Developm	Donation from BPI Inspections Service	94230.0	0	0	0	100	0	0	0	0	\$100	To allocate income
EAFE	Donation from Adelante Latinos	94340.0	0	0	0	0	100	0	0	0	\$100	To allocate income
Keppel	School Site Donations	95100.0	0	0	0	0	441	0	0	0	\$441	To allocate income
Keppel	School Site Donations	95100.0	0	0	0	0	227	0	0	0	\$227	To allocate income
Columbus	ELO program	74250.0	0	0	0	58,720	0	0	0	0	\$58,720	To allocate income (increase budget)
FACTS	School Site Donations	95100.0	0	0	0	300	0	0	0	0	\$300	To allocate income
Mountain Avenue	School Site Donations	95100.0	0	258	94	0	0	0	0	0	\$352	To allocate income
GHS	School Site Donations	95100.0	0	0	0	0	1,000	0	0	0	\$1,000	To allocate income (band coaching)
Franklin	School Site Donations	95100.0	0	0	0	3,011	0	0	0	0	\$3,011	To allocate income
Student Support Service	TUPE6-12	66904.0	(126,521)	(6,018)	(47,407)	(12,272)	(48,200)	0	(6,372)	0	(\$246,788)	To allocate income (To transfer income to 66904.0)
Student Support Service	TUPE6-12	66950.2	126,521	6,203	43,188	13,518	47,184	0	10,174	0	\$246,788	To allocate income (To transfer income to 66950.2)
Administration	RSI	42161.4	4,000	9,256	6,995	(1)	58,263	0	3,376	0	\$81,889	To allocate income (new funding for 2023)
Educational Services	Donation from CAPITAL GROUP	94377.0	0	0	0	160	0	0	0	0	\$160	To allocate income
District	2nd Interim Adj - Restricted Contra	94000.0	(911,219)	(345,260)	(237,533)	(1,360,000)	2,113,000	579,200	0	161,812	\$0	2nd Interim adj- Restricted Contra
District	Restricted Fund - CSEA Settlement	94000.0	0	100,089	36,500	0	0	0	0	0	\$136,589	Restricted - CSEA Settlement
District	Restricted Fund - GSMA Settlement	94000.0	84,767	84,767	61,827	0	0	0	0	0	\$231,361	Restricted - GSMA Settlement
District	Restricted - GTA Salary Settlement	94000.0	4,544,097	0	1,090,492	0	0	0	0	0	\$5,634,589	Restricted - GTA Salary Settlement
			0	0	0	0	0	0	0	0	\$0	

**Total Budget Adjustments**      **\$3,721,646**    **(\$150,703)**    **\$954,156**    **(\$1,295,103)**    **\$2,185,385**    **\$579,200**    **\$7,178**    **\$161,812**    **\$6,163,570**

Object Codes  
 1000 Certificated Salaries      4000 Books & Supplies      7000 Other Outgo  
 2000 Classified Salaries      5000 Services & Other Operating Expenses      8000 Income  
 3000 Employee Benefits      6000 Capital Outlay      9000 Designated Reserves

GLENDALE UNIFIED SCHOOL DISTRICT  
 April 18, 2023  
 CONSENT CALENDAR NO. 6  
 BUDGET TRANSFER AND ADJUSTMENT REPORT

CHILD DEVELOPMENT FUND (12.0)

REVENUES		BUDGET TRANSFERS	BUDGET ADJUSTMENTS
8010-8099	Revenue Limit	\$0	\$0
8100-8299	Federal	\$0	\$0
8300-8599	Other State	\$0	\$319,184
8600-8799	Local	\$0	\$0
8910-8999	Transfers In/Contributions	\$0	\$0
TOTAL REVENUES		\$0	\$319,184

APPROPRIATION OBJECT		BUDGET TRANSFERS	BUDGET ADJUSTMENTS
1000	Certificated Salaries	\$0	\$250,614
2000	Classified Salaries	\$0	\$5,843
3000	Employee Benefits	\$0	\$62,727
4000	Instructional Supplies	\$0	\$0
5000	Contract Services	\$0	\$0
6000	Capital Outlay	\$0	\$0
7000	Other Outgo/Indirect/Transfers Out	\$0	\$0
TOTAL BUDGETED APPROPRIATIONS		\$0	\$319,184

NET INCREASE/DECREASE IN FUND BALANCE	\$0	\$0
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April 18, 2023

Consent Calendar No.6

**BUDGET TRANSFER AND ADJUSTMENT DETAIL REPORT**

**CHILD DEVELOPMENT FUND (12.0)**

**BUDGET TRANSFERS**

Dept.	Program Description	1000	2000	3000	4000	5000	6000	7000	9000	Total	Transfer provides funds for:
0	0	0	0	0	0	0	0	0	0	0	
<b>Total Budget Transfers</b>		<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	

Dept.	Program Description	1000	2000	3000	4000	5000	6000	7000	9000	Total	Adjustment appropriates funds for:
District	Fund 12.0 - CSEA Settlement	0	5,843	2,131	0	0	0	0	0	\$7,974	Fund 12.0 - CSEA Settlement
District	Fund 12.0 - GSMA Settlement	3,642	0	1,328	0	0	0	0	0	\$4,970	Fund 12.0 - GSMA Settlement
District	Fund 12.0 - GTA Settlement	246,972	0	59,268	0	0	0	0	0	\$306,240	Fund 12.0 - GTA Settlement
0	0	0	0	0	0	0	0	0	0	0	
<b>Total Budget Adjustments</b>		<b>\$250,614</b>	<b>\$5,843</b>	<b>\$62,727</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$319,184</b>	

Object Codes

- 1000 Certificated Salaries
- 2000 Classified Salaries
- 3000 Employee Benefits

- 4000 Books & Supplies
- 5000 Services & Other Operating Supplies
- 6000 Capital Outlay

GLENDALE UNIFIED SCHOOL DISTRICT  
 April 18, 2023  
 CONSENT CALENDAR NO. 6  
 BUDGET TRANSFER AND ADJUSTMENT REPORT

NUTRITION SERVICES FUND (13.0)

REVENUES		BUDGET TRANSFERS	BUDGET ADJUSTMENTS
8010-8099	Revenue Limit	\$0	\$0
8100-8299	Federal	\$0	\$0
8300-8599	Other State	\$0	\$0
8600-8799	Local	\$0	\$0
8910-8999	Transfers In/Contributions	\$0	\$0
TOTAL REVENUES		\$0	\$0

APPROPRIATION OBJECT		BUDGET TRANSFERS	BUDGET ADJUSTMENTS
1000	Certificated Salaries	\$0	\$0
2000	Classified Salaries	\$0	\$29,359
3000	Employee Benefits	\$0	\$10,706
4000	Instructional Supplies	\$0	\$0
5000	Contract Services	\$0	\$0
6000	Capital Outlay	\$0	\$0
7000	Other Outgo/Indirect/Transfers Out	\$0	\$0
TOTAL BUDGETED APPROPRIATIONS		\$0	\$40,065

NET INCREASE/DECREASE IN FUND BALANCE	\$0	(\$40,065)
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GLENDALE UNIFIED SCHOOL DISTRICT  
 April 18, 2023  
 CONSENT CALENDAR NO. 6  
 Nutrition Services (13.0)

BUDGET TRANSFERS

Dept.	Program Description	1000	2000	3000	4000	5000	6000	7000	9000	Total	Transfer provides funds for:
Total Budget Transfers		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	

BUDGET ADJUSTMENTS

Dept./Site	Program Description	1000	2000	3000	4000	5000	6000	7000	9000	Total	Revision appropriates funds for:
District	Fund 13.0 - CSEA Settlement	0	19,214	7,007	0	0	0	0	(26,221)	0	Fund 13.0 - CSEA Settlement
District	Fund 13.0 - GSMA Settlement	0	10,145	3,699	0	0	0	0	(13,844)	0	Fund 13.0 - GSMA Settlement
Total Budget Adjustments		\$0	\$29,359	\$10,706	\$0	\$0	\$0	\$0	(\$40,065)	\$0	

Object Codes

1000 Certificated Salaries  
 2000 Classified Salaries  
 3000 Employee Benefits

4000 Books & Supplies  
 5000 Services & Other Operating Supplies  
 6000 Capital Outlay

7000 Other Outgo  
 8000 Income  
 9000 Reserves

GLENDALE UNIFIED SCHOOL DISTRICT  
 April 18, 2023  
 CONSENT CALENDAR NO. 6  
 BUDGET TRANSFER AND ADJUSTMENT REPORT

Measure S Project Fund (21.1)

REVENUES		BUDGET TRANSFERS	BUDGET ADJUSTMENTS
8010-8099	Revenue Limit	\$0	\$0
8100-8299	Federal	\$0	\$0
8300-8599	Other State	\$0	\$0
8600-8799	Local	\$0	\$0
8910-8999	Transfers In/Contributions	\$0	\$0
<b>TOTAL REVENUES</b>		<b>\$0</b>	<b>\$0</b>

APPROPRIATION OBJECT		BUDGET TRANSFERS	BUDGET ADJUSTMENTS
1000	Certificated Salaries	\$0	\$0
2000	Classified Salaries	\$0	\$12,938
3000	Employee Benefits	\$0	\$4,718
4000	Instructional Supplies	\$0	\$0
5000	Contract Services	\$0	\$0
6000	Capital Outlay	\$0	\$0
7000	Other Outgo/Indirect/Transfers Out	\$0	\$0
<b>TOTAL BUDGETED APPROPRIATIONS</b>		<b>\$0</b>	<b>\$17,656</b>

<b>NET INCREASE/DECREASE IN FUND BALANCE</b>	<b>\$0</b>	<b>(\$17,656)</b>
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GLENDALE UNIFIED SCHOOL DISTRICT  
 April 18, 2023  
 CONSENT CALENDAR NO. 6  
 BUDGET TRANSFER AND ADJUSTMENT REPORT

Developer Fee Fund (25.0)

REVENUES		BUDGET TRANSFERS	BUDGET ADJUSTMENTS
8010-8099	Revenue Limit	\$0	\$0
8100-8299	Federal	\$0	\$0
8300-8599	Other State	\$0	\$0
8600-8799	Local	\$0	\$0
8910-8999	Transfers In/Contributions	\$0	\$0
<b>TOTAL REVENUES</b>		<b>\$0</b>	<b>\$0</b>

APPROPRIATION OBJECT		BUDGET TRANSFERS	BUDGET ADJUSTMENTS
1000	Certificated Salaries	\$0	\$0
2000	Classified Salaries	\$0	\$553
3000	Employee Benefits	\$0	\$202
4000	Instructional Supplies	\$0	\$0
5000	Contract Services	\$0	\$0
6000	Capital Outlay	\$0	\$0
7000	Other Outgo/Indirect/Transfers Out	\$0	\$0
<b>TOTAL BUDGETED APPROPRIATIONS</b>		<b>\$0</b>	<b>\$755</b>

<b>NET INCREASE/DECREASE IN FUND BALANCE</b>	<b>\$0</b>	<b>(\$755)</b>
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GLENDALE UNIFIED SCHOOL DISTRICT  
 April 18, 2023  
 CONSENT CALENDAR NO. 6  
 BUDGET TRANSFER AND ADJUSTMENT REPORT

Workers' Compensation Fund (67.1)

REVENUES	BUDGET TRANSFERS	BUDGET ADJUSTMENTS
8010-8099 Revenue Limit	\$0	\$0
8100-8299 Federal	\$0	\$0
8300-8599 Other State	\$0	\$0
8600-8799 Local	\$0	\$0
8910-8999 Transfers In/Contributions	\$0	\$0
<b>TOTAL REVENUES</b>	<b>\$0</b>	<b>\$0</b>

APPROPRIATION OBJECT	BUDGET TRANSFERS	BUDGET ADJUSTMENTS
1000 Certificated Salaries	\$0	\$0
2000 Classified Salaries	\$0	\$1,509
3000 Employee Benefits	\$0	\$550
4000 Instructional Supplies	\$0	\$0
5000 Contract Services	\$0	\$0
6000 Capital Outlay	\$0	\$0
7000 Other Outgo/Indirect/Transfers Out	\$0	\$0
<b>TOTAL BUDGETED APPROPRIATIONS</b>	<b>\$0</b>	<b>\$2,059</b>

<b>NET INCREASE/DECREASE IN FUND BALANCE</b>	<b>\$0</b>	<b>(\$2,059)</b>
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GLENDALE UNIFIED SCHOOL DISTRICT

April 18, 2023

CONSENT CALENDAR NO. 7

TO: Board of Education

FROM: Dr. Vivian Ekchian, Superintendent

SUBMITTED BY: Dr. Kelly King, Assistant Superintendent, Educational Services

SUBJECT: **Approval of Revisions to Board Policy 9150 - Student Board Member**

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The Superintendent recommends that the Board of Education approve revisions to Board Policy 9150 - Student Board Member as recommended by the Student Advisory Council and member of the Board of Education.

**BP 9150 - Student Board Member**

CSBA Update: December 2021

Last GUSD Update: February 2022

At the March 7, 2023, Board meeting, staff recommended to the Board that updates be made to Board Policy (BP) 9150 to reflect a request from the Student Advisory Council that all five high schools should have equal representation and votes when selecting the student Board member.

As a result of further discussion by the Board and the Student Board member, additional language was requested that, whenever possible, the Student Advisory Council should represent the diversity present amongst the overall high school population including students who participate in the free/reduced meal program, English learners, foster/homeless youth, and other numerically significant student subgroups. Further, language has also been added to align with the new LCAP requirement that the Student Advisory Council should review and comment on the local control and accountability plan (LCAP) development in addition to discussing issues of mutual concern, exchanging ideas, and providing advice on topics affecting students of the District.

A copy of the revised policy is attached to this memo.

***TO SUPPORT 2022-23 BOARD PRIORITY NO. 2: Foster a Positive Culture of Learning – Ensure equitable teaching and learning opportunities led by excellence;***



Glendale Unified School District  
Consent Calendar No. 7  
April 18, 2023  
Page 2

*support culturally relevant curriculum that emphasizes inclusion; and increase school connectedness for students, parents, and families.*

***TO SUPPORT 2022-23 BOARD PRIORITY NO. 3:*** *Ensure the Health and Safety of Students and Employees – Strengthen mental health support and programs; ensure best practices for safe and healthy learning environments; and support physical, social, and emotional wellbeing.*

### Student Board Member

The Board believes it is important to seek out and consider students' opinions, viewpoints and reactions to the educational program and to those issues affecting students in order to provide student input and involvement.

The duties of the student Board member include the following:

1. To represent all students and contribute to the discussion of issues affecting students.
2. To strengthen communications between the Board and District students.
3. To provide information to the Board regarding student issues and activities in the District.

The Board shall include a student representative. The term of the student Board member shall be one school year with no term limits, commencing in the fall semester and concluding in June. However, the Board may adjust the term of a student Board member only if a vacancy occurs or in order to give more students an opportunity to serve on the Board (Education Code 35012).

The student representative shall be elected annually by the Student Advisory Council from its membership, comprised of students from each high school: Clark Magnet, Crescenta Valley, Daily, Hoover and Glendale High Schools. Each high school will have three votes when selecting the Student Board member. Schools may have more than three representatives participate on the Student Advisory Council. When a school has more than three students participating on the Student Advisory Council, three members will be designated as "voting members" for the purpose of selecting the Student Board member.

In the event that a student is unable to complete a term on the Board, the Student Advisory Council shall declare a vacancy and elect another student from its membership to fill the unexpired term. If the Board determines that the student Board member's duties are not being fulfilled, the Board may appoint another student to serve as an alternate student Board member or request that the Student Advisory Council appoint an alternate. If an alternate student Board member is appointed, the Board shall suspend the prior student Board member's rights and privileges related to service on the Board. (Education Code 35012)

All materials presented to Board members, except those related to closed sessions, shall be presented to student Board members at the same time they are presented to other Board members. Student Board member(s) shall also be invited to attend staff briefings or be provided with a separate staff briefing within the same timeframe as the briefing of other Board members. In addition, all materials given to Board members by the District between meetings, except for materials that pertain to closed session items, shall be distributed to student Board members. (Education Code 35012)

### Student Board Member

Student Board member(s) shall be recognized at Board meetings as full member(s), shall be seated with other members of the Board, and shall be allowed to participate in questioning witnesses and discussing issues. (Education Code 35012)

Student Board member(s) shall be allowed to cast preferential votes on all matters except those subject to closed session discussion. Preferential voting means a formal expression of opinion that is recorded in the minutes and cast before the official vote of the Board. Preferential votes shall not affect the final numerical outcome of a vote. (Education Code 35012)

Student Board members shall be appointed to subcommittees of the Board in the same manner as other Board members, be made aware of the time commitment required to participate in subcommittee meetings and work, and have the right to decline an appointment. The availability of all subcommittee members, including the availability of student Board members, may be considered when scheduling subcommittee meetings. (Education Code 35012)

Student Board members shall be invited to attend functions of the Board, such as forums, meetings with students and parents/guardians, and other general assemblies. (Education Code 35012)

Student Board members may, at the Board's discretion, receive elective course credit for service as a student Board member based on the number of equivalent daily instructional minutes for the student Board member's services provide. (Education Code 35012, 35120)

Student Board member(s) shall be entitled to be reimbursed for mileage to the same extent as other members of the Board, but shall not receive monetary compensation for attendance at Board meetings. (Education Code 35012)

A student Board member shall not be liable for any acts of the Board. (Education Code 35012)

Student Board members shall not be considered members of a legislative body for purposes of the Brown Act. (Education Code 35012)

A student Board member shall not be counted in determining whether a quorum of the Board is in attendance.

### Student Board Member Training

The Superintendent or designee may, at District expense, provide learning opportunities to student Board members through trainings, workshops, and conferences, such as those offered by the California School Boards Association and other organizations, to enhance their knowledge, understanding, and performance of leadership skills and their Board responsibilities.

Student Board Member

The Superintendent or designee may periodically provide information to student Board member candidates to give them an understanding of the position. Once chosen or appointed, incoming student Board members shall be provided an orientation designed to build knowledge of the District and an understanding of the responsibilities and expectations of the position.

Elimination of Position

Once established, the student Board member position shall continue to exist until the Board, by majority vote of all voting Board members, approves a motion to eliminate the position. Such a motion shall be listed as a public agenda item for a Board meeting prior to the motion being voted upon. (Education Code 35012)

Student Advisory Council

The Board of Education believes that student opinion and input are important to the decision-making process affecting the educational program of the District. To help facilitate and strengthen communications among the Board of Education, District administration and students, a Student Advisory Council shall be established for the purpose of discussing issues of mutual concern, exchanging ideas, providing advice on topics affecting students of the District, and review and comment on the local control and accountability plan (LCAP) development. Matters relating directly to the interest of students may include: rights and responsibilities, curriculum, grading, graduation requirements, school standards, attendance, discipline, and co-curricular activities. Whenever possible the Student Advisory Council should represent the diversity present amongst the overall high school population including students who participate in the free/reduced meal program, English learners, foster/homeless youth, and other numerically significant student subgroups.

Legal Reference: Education Code, Sections 33000.5; 35012; 35120; 35160; 52060  
Government Code, Sections 3540-3549.3; 54950-54964

Policy Adopted: 01/21/1992

Policy Amended: 11/06/2001; 06/24/2003; 03/10/2020; 02/01/2022, 04/18/2023

Formerly BP 9120

GLENDALE UNIFIED SCHOOL DISTRICT

April 18, 2023

CONSENT CALENDAR NO. 8

TO: Board of Education  
FROM: Dr. Vivian Ekchian, Superintendent  
SUBMITTED BY: Santhasundari Rajiv, Chief Financial Officer  
SUBJECT: **Authorization to Dispose of Surplus Property**

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The Superintendent recommends that the Board of Education declare the following items as obsolete and surplus, and authorize disposal in the most cost efficient and environmentally responsible manner.

- One (1) portable classroom building located at Dunsmore Elementary School, serial numbers 97-336-101-419A and 97-336-101-419B.
- One (1) portable classroom building located at Glenoaks Elementary School, serial numbers 1176 and 1177.
- One (1) glass door refrigerator roll-in located at Roosevelt Middle School.

***TO SUPPORT 2022-23 BOARD PRIORITY NO. 4: Maintain District Financial Responsibility – Ensure the fiscal health of the District; implement a fiscal plan to preserve the District resources; plan for the District's future educational and facility needs.***

## GUSD: Surplus Property/Equipment Disposal Form

**Date:** 4/7/2023  
**Originating Site:** Nutrition Services/Roosevelt Middle School Cafeteria  
**Contact Person:** Jennifer Gonzales  
**Contact Phone #:** (818) 552-2677  
**Dead Line Date:** 4/22/2023  
(15 days from date listed above)

rev. 3/7/2019

Please complete the following information pertaining to property/equipment to be declared surplus and send this form to the Warehouse. Form will be faxed to other sites. **ALL TAGGED TECHNOLOGY ITEMS REQUIRE A GUSD TAG NUMBER AND/OR SERIAL NUMBER BEFORE SUBMITTING.**

A sample of the completed form would be as follows:

Quantity	Description of Item	GUSD Bar Code	Serial Number	Manufacturer/Supplier	Location at Site	Condition
1	Copier Machine	1234567	Z756319832A	ABC Manufacture	Room 244	Usable
25	Student desks	None	None	ABC Furniture Company	Room 213/324	Junk
1	Overhead Projector	2345678	L1765790	3m, Model 66-AC	Room 316	Not Working

### Surplus Property/Equipment Disposal Form

Quantity	Description of Item	GUSD Bar Code	Serial Number	Manufacturer/Supplier	Location at Site	Condition
1	Refrigerator Roll-In, 1-Section and glass door	N/A	5035764	TRUE TG1RRI-1G	Kitchen	Not longer working and cannot be fixed

GLENDALE UNIFIED SCHOOL DISTRICT

April 18, 2023

CONSENT CALENDAR NO. 9

TO: Board of Education  
FROM: Dr. Vivian Ekchian, Superintendent  
SUBMITTED BY: Santhasundari Rajiv, Chief Financial Officer  
PREPARED BY: Karineh Savarani, Director, Financial Services  
SUBJECT: **Renewal of Agreement with CONEXIS/WageWorks/Health Equity to Provide Full-Service Administration of Retiree Payment Function and COBRA Enrollees and Collection Process**

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The Superintendent recommends that the Board of Education approve a renewal agreement with CONEXIS/WageWorks/Health Equity to provide full-service administration of retiree payment function and COBRA enrollees and collection process for an estimated amount of \$25,000, paid from the Unrestricted General Fund.

An agreement with CONEXIS, currently Health Equity, for full-service administration of retiree payment function and COBRA enrollees and collection process was approved by the Board of Education on January 8, 2008. The District has renewed the original agreement with CONEXIS/WageWorks/Health Equity every two (2) years since the contract commenced in March 2008.

The current renewal agreement is for the period February 1, 2023 through January 31, 2025. The cost for this service is projected to be \$25,000. Funding for these services will be paid from the Early Retirement Benefits Fund (67.2).

We are recommending that the Board of Education approve the renewal agreement with CONEXIS/WageWorks/Health Equity for the (2) year period February 1, 2023 through January 31, 2025.

*To Support 2022-23 Board Priority No. 4 - Maintain District Solvency & Financial Responsibility - Manage district financial resources and facilities to support optimal learning, healthy working conditions, and strong enrollment to ensure long-term stability.*



Order Form

*Employer:*

Glendale Unified School District  
 223 N Jackson Street  
 Glendale, CA 91206

Effective Date\*: 2/1/2023  
 Initial Term End Date: 1/31/2025

Payment Method: Check  
 Payment Terms: Within 30 days of receipt of invoice  
 Service Charge on Overdue Amounts: 2% Per Month

*Services:*

Service Name	Fee Type	Fee	Description
Direct Bill	Admin Fee	\$5.25 PPM	Per Participant Per Month
Direct Bill	Monthly Minimum	\$0.00	
COBRA Open Enrollment	Additional Service Fee	\$15.00	Standard Service Open Enrollment: WW will manage adding, updating or terminating plans; carrier and billing updates; and will produce and mail an updated premium statement to Qualified Beneficiaries and COBRA Continuant(s) announcing the applicable COBRA premium change for the Employer's plan(s)' next determination period. WW updates, prints, and mails OE notifications on behalf of the Employer, up to 7 sheets of paper (double-sided), to Qualified Beneficiaries and COBRA Continuant(s) (to the extent requested by Employer). WW will provide carrier and billing updates. Postage and additional printing fees may apply in some situations and will be disclosed to the Employer. Fee billed per OE packet mailed.
COBRA	Admin Fee	\$0.00 PCPM	Per Continuant Per Month
COBRA	General Notice Fee	\$0.00	
COBRA	Monthly Minimum	\$50.00	
COBRA	QE Notice Fee	\$33.60	
Direct Bill Invoice	Additional Service Fee	\$0.00	Fee billed per invoice sent.
Takeover of Existing COBRA Participants	Additional Service Fee	\$10.00	Acquisition and integration of existing COBRA participant information including the production of new monthly payment invoices, tracking the remainder of the eligibility period, and providing 24/7 access to participant information via IVR, Internet, and toll-free participant services support. One-time fee per takeover processed.
Monthly Carrier Eligibility Reporting	Additional Service Fee	\$25.00	Provide reports via automated electronic updates to each identified carrier. Fee per Employer designee per month.



# HealthEquity®

Fee			
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*Terms and Conditions:*

- This Order Form is subject to HQY's General Terms and Conditions of Service that may be viewed at [https://resources.healthequity.com/Documents/Employer/General\\_Terms\\_and\\_Conditions\\_All\\_Accounts.pdf](https://resources.healthequity.com/Documents/Employer/General_Terms_and_Conditions_All_Accounts.pdf), and all terms defined therein shall have the same meaning in this Order Form unless otherwise specified herein.
- \*This Order Form shall be effective as of 2/1/2023 or the date on which it is fully executed, returned and activated in the HQY system, whichever is later (unless this Order Form is incomplete or does not match our records). Any changes to Fees for current Services shall be effective as of the next billing period following the effective date.

Signature:

Name (print): Santhasundari Rajiv

Title: Chief Financial Officer

Employer: Glendale Unified School District

Date:

GLENDALE UNIFIED SCHOOL DISTRICT

April 18, 2023

CONSENT CALENDAR NO. 10

TO: Board of Education

FROM: Dr. Vivian Ekchian, Superintendent

SUBMITTED BY: David Greco, Chief Counsel and Business Operations Officer

PREPARED BY: Hagop Kassabian, Administrator: Facilities Planning & Maintenance

SUBJECT: **Approval of Notice of Completion for Bid No. 222-21/22 with AMB Group, Inc. for HVAC Improvement Project at Clark Magnet High School P.E. Locker Rooms**

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The Superintendent recommends that the Board of Education approve a Notice of Completion for Bid No. 222-21/22 with AMB Group, Inc. for HVAC improvement project at Clark Magnet High School P.E. locker rooms, funded by COVID-19 funds.

On November 2, 2021, the Board of Education approved the award of Bid No. 222-21/22 to AMB Group, Inc. for the HVAC improvement project at the Clark Magnet High School P.E. locker rooms in the amount of \$227,500.

This project had no Change Orders and was completed in a satisfactory manner as of March 28, 2023. The final project cost was \$227,500. This project was funded by COVID-19 funds.

***TO SUPPORT 2022-23 BOARD PRIORITY NO. 4: Maintain District Financial Responsibility Ensure the fiscal health of the District; implement a fiscal plan to preserve the District resources; plan for the District's future educational and facility needs.***

Recording Requested by  
Glendale Unified School District.

When recorded please mail to:

**Attn: Business Services  
Glendale Unified School Dist.  
223 N. Jackson Street  
Glendale, CA 91206**

(Space above this line for Recorders Use)

### **NOTICE OF COMPLETION**

**PROPERTY:** Clark Magnet High School  
**ADDRESS:** 4747 New York Ave.  
La Crescenta, CA 91214

**OWNER:** Glendale Unified School District  
223 North Jackson Street  
Glendale, CA 91205

**IMPROVEMENT:** HVAC Improvement Project (P.E. Locker Room)  
**DATE OF COMPLETION:** March 28, 2023  
**CONTRACTOR:** AMB GROUP Inc.  
**BOARD APPROVAL:** November 2, 2021  
**CONTRACT DATE:** November 17, 2021  
**BID No.:** 222-21/22  
**PURCHASE ORDER No.:** 220000002607

### **VERIFICATION**

I, the undersigned, say: I am the Glendale Unified School District Official, the declarant of the foregoing notice of completion. I have read the Notice of Completion and know the contents thereof: the same is true of my own knowledge. I declare under penalty of perjury that the foregoing is true and correct.

Executed on April 19, 2023 at Glendale, California

Hagop Kassabian  
**Glendale Unified School District**  
Administrator, Planning, Development and Facilities

GLENDALE UNIFIED SCHOOL DISTRICT

April 18, 2023

CONSENT CALENDAR NO. 11

TO: Board of Education

FROM: Dr. Vivian Ekchian, Superintendent

SUBMITTED BY: David Greco, Chief Counsel and Business Operations Officer

PREPARED BY: Hagop Kassabian, Administrator: Facilities Planning & Maintenance

SUBJECT: **Approval of Notice of Completion for Bid No. 231-21/22 with AMB Group, Inc. for HVAC Improvement Project at Rosemont Middle School (MPR)**

---

The Superintendent recommends that the Board of Education approve a Notice of Completion for Bid No. 231-21/22 with AMB Group, Inc. for HVAC Improvement Project at Rosemont Middle School multipurpose room, funded by COVID-19 funds.

On February 15, 2022, the Board of Education approved the award of Bid No. 232-21/22 to AMB Group, Inc. for the HVAC improvement project at the Rosemont Middle School multipurpose room (MPR) in the amount of \$415,900.

This project had no Change Orders and was completed in a satisfactory manner as of March 1, 2023. The final project cost was \$415,900. This project was funded by COVID-19 funds.

***TO SUPPORT 2022-23 BOARD PRIORITY NO. 4: Maintain District Financial Responsibility  
Ensure the fiscal health of the District; implement a fiscal plan to preserve the District resources; plan for the District's future educational and facility needs.***

Recording Requested by  
Glendale Unified School District.

When recorded please mail to:

**Attn: Business Services  
Glendale Unified School Dist.  
223 N. Jackson Street  
Glendale, CA 91206**

(Space above this line for Recorders Use)

### **NOTICE OF COMPLETION**

**PROPERTY:** Rosemont Middle School  
**ADDRESS:** 4725 Rosemont Ave.  
La Crescenta, CA 91214

**OWNER:** Glendale Unified School District  
223 North Jackson Street  
Glendale, CA 91205

**IMPROVEMENT:** HVAC Improvement Project (MPR)  
**DATE OF COMPLETION:** March 26, 2023  
**CONTRACTOR:** AMB GROUP Inc.  
**BOARD APPROVAL:** February 15, 2022  
**CONTRACT DATE:** March 1, 2022  
**BID No.:** 231-21/22  
**PURCHASE ORDER No.:** 220000003277

### **VERIFICATION**

I, the undersigned, say: I am the Glendale Unified School District Official, the declarant of the foregoing notice of completion. I have read the Notice of Completion and know the contents thereof: the same is true of my own knowledge. I declare under penalty of perjury that the foregoing is true and correct.

Executed on April 19, 2023 at Glendale, California

Hagop Kassabian  
**Glendale Unified School District**  
Administrator, Planning, Development and Facilities

GLENDALE UNIFIED SCHOOL DISTRICT

April 18, 2023

CONSENT CALENDAR NO. 12

TO: Board of Education

FROM: Dr. Vivian Ekchian, Superintendent

SUBMITTED BY: David Greco, Chief Counsel and Business Operations Officer

PREPARED BY: Hagop Kassabian, Administrator: Facilities Planning & Maintenance

SUBJECT: **Approval of Notice of Completion for Bid No. 232-21/22 with A&B Construction Co. for HVAC Improvement Project at Wilson Middle School (MPR)**

---

The Superintendent recommends that the Board of Education approve a Notice of Completion for Bid No. 232-21/22 with A&B Construction Co. for the HVAC improvement project at Wilson Middle School multipurpose room, funded by COVID-19 funds.

On February 15, 2022, the Board of Education approved the award of Bid No. 232-21/22 to A&B Construction Co. for the HVAC improvement project at Wilson Middle School multipurpose room (MPR) in the amount of \$385,000.

This project had no Change Orders and was completed in a satisfactory manner as of March 12, 2023. The final project cost was \$385,000. This project was funded by COVID-19 funds.

***TO SUPPORT 2022-23 BOARD PRIORITY NO. 4: Maintain District Financial Responsibility  
Ensure the fiscal health of the District; implement a fiscal plan to preserve the District resources;  
plan for the District's future educational and facility needs.***

Recording Requested by  
Glendale Unified School District.

When recorded please mail to:

**Attn: Business Services  
Glendale Unified School Dist.  
223 N. Jackson Street  
Glendale, CA 91206**

(Space above this line for Recorders Use)

### **NOTICE OF COMPLETION**

**PROPERTY:** Wilson Middle School  
**ADDRESS:** 1221 Monterey Road  
Glendale, CA 91206

**OWNER:** Glendale Unified School District  
223 North Jackson Street  
Glendale, CA 91205

**IMPROVEMENT:** HVAC Improvement Project (MPR)  
**DATE OF COMPLETION:** March 12, 2023  
**CONTRACTOR:** Belderian Enterprises, LLC (DBA A&B Construction)  
**BOARD APPROVAL:** February 15, 2022  
**CONTRACT DATE:** February 17, 2022  
**BID No.:** 232-21/22  
**PURCHASE ORDER No.:** 220000003594

### **VERIFICATION**

I, the undersigned, say: I am the Glendale Unified School District Official, the declarant of the foregoing notice of completion. I have read the Notice of Completion and know the contents thereof: the same is true of my own knowledge. I declare under penalty of perjury that the foregoing is true and correct.

Executed on April 19, 2023 at Glendale, California

Hagop Kassabian  
**Glendale Unified School District**  
Administrator, Planning, Development and Facilities

GLENDALE UNIFIED SCHOOL DISTRICT

April 18, 2023

CONSENT CALENDAR NO. 13

TO: Board of Education

FROM: Dr. Vivian Ekchian, Superintendent

SUBMITTED BY: David Greco, Chief Counsel and Business Operations Officer

PREPARED BY: Hagop Kassabian, Administrator: Facilities Planning & Maintenance

SUBJECT: **Approval of Notice of Completion with Iceberg Heating & Air Conditioning for Filter Replacement and HVAC Unit Servicing at All District Sites**

---

The Superintendent recommends that the Board of Education approve a Notice of Completion with Iceberg Heating & Air Conditioning for filter replacement and HVAC unit servicing at all District sites, funded by COVID-19 funds.

On March 8, 2022, the Board of Education awarded a contract to Iceberg Heating & Air Conditioning for filter replacement and HVAC unit servicing at all District sites for a not-to-exceed cost of \$1,051,000 funded by COVID-19 and General funds. Upon Board approval, the General Fund was not used due to the emergency nature of the project. The amount was reduced to \$570,647, funded by COVID-19 funds only.

This project had no Change Orders and was completed in a satisfactory manner with the final project cost of \$550,522.12 and savings of \$20,124.88, as of February 13, 2023. This project was funded by COVID-19 funds.

***TO SUPPORT 2022-23 BOARD PRIORITY NO. 4: Maintain District Financial Responsibility Ensure the fiscal health of the District; implement a fiscal plan to preserve the District resources; plan for the District's future educational and facility needs.***



Recording Requested by  
Glendale Unified School District.

When recorded please mail to:

**Attn: Business Services  
Glendale Unified School Dist.  
223 N. Jackson Street  
Glendale, CA 91206**

(Space above this line for Recorders Use)

### **NOTICE OF COMPLETION**

**PROPERTY:** District Wide  
**ADDRESS:**

**OWNER:** Glendale Unified School District  
223 North Jackson Street  
Glendale, CA 91205

**IMPROVEMENT:** Filter Replacement & HVAC Unit Servicing  
**DATE OF COMPLETION:** February 13, 2023  
**CONTRACTOR:** Iceberg Heating & Air Conditioning  
**BOARD APPROVAL:** March 08, 2022  
**CONTRACT DATE:** May 9, 2022  
**BID No.:** N/A  
**PURCHASE ORDER No.:** 23000000491

### **VERIFICATION**

I, the undersigned, say: I am the Glendale Unified School District Official, the declarant of the foregoing notice of completion. I have read the Notice of Completion and know the contents thereof: the same is true of my own knowledge. I declare under penalty of perjury that the foregoing is true and correct.

Executed on April 19, 2023 at Glendale, California

Hagop Kassabian  
**Glendale Unified School District**  
Administrator, Planning, Development and Facilities

GLENDALE UNIFIED SCHOOL DISTRICT

April 18, 2023

CONSENT CALENDAR NO. 14

TO: Board of Education

FROM: Dr. Vivian Ekchian, Superintendent

SUBMITTED BY: David Greco, Chief Counsel and Business Operations Officer

PREPARED BY: Hagop Kassabian, Administrator: Facilities Planning & Maintenance

SUBJECT: **Approval of Correction to Bid No. 239-22/23 to Chalmers Construction Services, Inc. for the Outdoor Learning Area Project at Lincoln Elementary School**

---

The Superintendent recommends that the Board of Education approve a correction to Bid No. 239-22/23 to Chalmers Construction Services, Inc. for the Outdoor Learning Area Project at Lincoln Elementary School in the amount of \$900 funded by Measure S funds.

On February 21, 2023, the Board of Education approved the award of Bid No. 239-22/23 to Chalmers, Inc. for the Outdoor Learning Area Project at Lincoln Elementary School in the amount of \$278,000 funded by Measure S funds. A typographical error was noted in the bid amount presented. The original bid amount received for Bid No. 239-22/23 was for \$278,900.

Staff is presenting a correction of \$900 to this bid amount for Chalmers Construction Services, Inc. to proceed with the project, for a total of \$278,900. Bid details may be reviewed in the Procurement & Contracts Services Department.

This project will be funded by Measure S funds.

***TO SUPPORT 2022-23 BOARD PRIORITY NO. 4: Maintain District Financial Responsibility Ensure the fiscal health of the District; implement a fiscal plan to preserve the District resources; plan for the District's future educational and facility needs.***

GLENDALE UNIFIED SCHOOL DISTRICT

April 18, 2023

CONSENT CALENDAR NO. 15

TO: Dr. Vivian Ekchian, Superintendent

FROM: Dr. Christopher Coulter, Executive Director, Secondary Instruction

SUBMITTED BY: Dr. Christin Molano, Coordinator III, College & Career Division

SUBJECT: **Approval of Services Agreement with Bayha Group**

---

The Superintendent recommends that the Board of Education approve a services agreement between the Glendale Unified School District and Bayha Group in the amount of \$15,000 to provide work-based learning opportunities for Glendale Unified School District high school students that participate in the Online College and Career Academy from February-August 2023.

The Glendale Unified School District (GUSD) K12 Strong Workforce Program (SWP) application, Online College and Career Academies (OCCA), indicated work-based learning activities as one of its main goals and objectives detailed in the program description. The Career and Technical Education (CTE) department has provided the OCCA teachers the opportunity to utilize Xello and Pathfinder, work-based learning tools accessible virtually to all students. To expand and complete the SWP program objective, staff recommends contracting with Bayha Group to build a robust work-based learning program for OCCA students, to include internships, guest speakers, mock interviews, and career readiness activities. The work-based learning (WBL) program is one of the goals and strategies outlined in the SWP application.

Bayha Group will partner with Glendale Unified School District to offer a Work-Based Learning (WBL) Program. The internship program will be open to three students who participate in OCCA. Selected interns will collaborate on work-based learning projects for seven weeks led by industry professionals. The Deep Dive Leads will mentor interns in career exploration, industry knowledge, and hands-on project development.

The hired interns will collaborate with the Deep Dive Leads to instill:

- Core workplace skills including self-awareness of skills and strengths; an understanding appropriate workplace attire; time management; awareness of workplace expectations; email etiquette; professional written, phone, and video

conference correspondence; and establishing, managing, and completing excellent, high-quality deliverables.

- Work-based learning to include career exploration, hands-on project development, and portfolio showcase presentation.
- Communication mastery; diversity, equity, and inclusion; and leadership in teams and as individual contributors.

The K12 Strong Workforce Program Grant will fund the Bayha Group services agreement in the amount of \$15,000 for the 2023 Work-Based Learning Program.

***TO SUPPORT 2022-23 BOARD PRIORITY NO. 1: Maximize Student Achievement – Close the digital and equity gap; offer robust in-person and independent study learning programs; and accelerate learning and improve attendance and engagement.***

***TO SUPPORT 2022-23 BOARD PRIORITY NO. 2: Foster a Positive Culture of Learning – Ensure equitable teaching and learning opportunities led by excellence; support culturally relevant curriculum that emphasizes inclusion; and increase school connectedness for students, parents, and families.***

## GLENDALE UNIFIED SCHOOL DISTRICT

223 North Jackson Street  
Glendale, CA 91206  
(818) 241-3111

### SERVICES AGREEMENT

This Agreement for Professional Services (“Agreement”) made and entered into by and between the Glendale Unified School District (“District”), a public entity, and Bayha Group, herein after referred to as (“Contractor”).

The Parties do hereby contract and agree as follows:

1. **Term**

Contractor shall commence providing services under this Agreement on or about 2/15/23 and will diligently perform as required and complete performance by 8/4/23

2. **Scope of Services**

Bayha Group will partner with GUSD to prepare and implement 2023 Summer Work-Based Learning Program.

Contractor’s specific program and services performed is described in “Scope of Work” attached hereto as Addendum A and fully incorporated herein.

3. **Compensation**

District agrees to pay the Contractor for services satisfactorily rendered pursuant to this Agreement as set forth in Addendum A “Scope of Work.” District shall pay Contractor the amount set forth in Addendum B “Cost Proposal” according to the following terms and conditions: \$15,000 fixed price.

Invoices should be submitted to Accounts Payable Department, Glendale Unified School District, 223 N. Jackson Street, Glendale, CA 91206.

4. **Expenses**

District shall not be liable to Contractor for any costs or expenses paid or incurred by Contractor in performing services for District that are not specifically identified in Addendum B “Cost Proposal” and factored into the compensation paid by the District to the Contractor.

5. **Materials**

Contractor shall furnish, at its own expense, all labor, materials, equipment, supplies and other items necessary to complete the services to be provided pursuant to this Agreement.

6. **Independent Contractor**

In the performance of this Agreement, Contractor shall be and act as an independent contractor. Contractor understands and agrees that it and all of its employees shall not be considered officers, employees, agents, partner, or joint venture of the District, and are not entitled to benefits of any kind or nature normally provided to employees of the District and/or to which District’s employees are normally entitled, including, but not limited to, State Unemployment Compensation or Workers’ Compensation. Contractor shall assume full responsibility for payment of all federal, state and local taxes or contributions, including unemployment insurance, social security and income taxes with respect to Contractor’s employees. In the performance of the work herein contemplated, Contractor is an independent contractor or business entity, with the sole authority for controlling and directing the performance of the



details of the work, District being interested only in the results obtained.

## 7. **Joint Employer**

Neither Party shall be deemed a joint employer of the other Party's employees. Each Party shall indemnify the other Party from and against claims made by the indemnifying Party's employees that they are co-employed by the other Party. The indemnification requirements set forth in paragraph 11 shall be applicable to the indemnification obligations of each Party under this paragraph. Neither Party's employees will be deemed "leased" employees of the other for any purpose. In connection with this Agreement, each Party is an independent contractor and does not have any authority to bind or commit the other.

## 8. **Contractor's Employee Processing**

- (i) **Employee Eligibility Verification:** The Contractor warrants that it fully complies with all Federal and State statutes and regulations regarding the employment of aliens and others and that all its employees performing work under this Contract meet the citizenship or alien status requirement set forth in Federal statutes and regulations. The Contractor shall obtain, from all employees performing work hereunder, all verification and other documentation of employment eligibility status required by Federal or State statutes and regulations including, but not limited to, the Immigration Reform and Control Act of 1986, 8 U.S.C. §1324 et seq., as they currently exist and as they may be hereafter amended. The Contractor shall retain all such documentation for all covered employees for the period prescribed by the law. The Contractor shall indemnify, defend with counsel approved in writing by District, and hold harmless, the District, its agents, officers, and employees from employer sanctions and any other liability which may be assessed against the Contractor or the District or both in connection with any alleged violation of any Federal or State statutes or regulations pertaining to the eligibility for employment of any persons performing work under this Contract.
- (ii) **Fingerprinting and Criminal Background Check:** Contractor shall complete the background check requirements of California Education Code section 45125.1 for all of its employees who will be working on the District's school sites with students. The Contractor shall not staff the program with any employees who have been convicted of a violent felony listed in California Penal Code section 1192.7(c). The Contractor shall provide the District with fingerprinting/criminal background check for all employees who will be used to staff the program.
- (iii) **Tuberculosis Clearance:** Contractor will ensure that all of its employees who will be working on the District's school sites with students are determined to be free of active tuberculosis by a medical professional. Contractor shall submit documentation to the District verifying that all of its employees who will be working on the District's school sites are determined to be free of active tuberculosis.
- (iv) **COVID-19 Vaccination Status and Periodic Testing:** Contractor will ensure that all of its employees who will be working on the District's school sites with students have been fully vaccinated for COVID-19. Contractor shall submit documentation to the District verifying that all of its employees who will be working on the District's school sites have received the complete COVID-19 vaccination within two weeks prior to starting to provide services at a District school site. Contractor further will require all of its employees who will be working on the District's school sites to participate in regular COVID-19 testing in compliance with the District's current testing protocols. Contractor's employees can either participate in the District on-site testing program wherein the District will directly receive testing results or seek testing on their own and furnish their

test results to Contractor which upon receipt will immediately notify the District of the results.

9. **Conduct on District Premises**

Contractor shall, at all times, comply with and abide by all reasonable policies and procedures of the District (or that may be established thereby, from time to time) that pertain to conduct on the District's premises, possession or distribution of contraband, or the access to, and security of, the District's real property or facilities, to the extent that the Contractor has been provided with a copy of each such policy or procedure. Contractor shall exercise due care and diligence to prevent any injury to persons or damage to property while on the District's premises. The operation of vehicles by the Contractor's personnel on the District's property shall conform to posted and other applicable regulations and safe-driving practices. Vehicular accidents occurring on the District's property and involving either Party's personnel shall be reported promptly to the appropriate Party. Each Party covenants that at all times during the term it, and its employees, agents, and Subcontractors shall comply with, and take no action that results in the other Party being in violation of, any applicable federal, state, and local laws, ordinances, regulations, and rules. Each Party's personnel shall clearly identify themselves as the appropriate Party's personnel and not as employees of the other Party. When on the District's premises, Contractor's personnel shall wear and clearly display identification badges or tags, as approved by the District. Contractor's employees shall not smoke or use profanity or other inappropriate language while on site. Contractor's employees shall not enter the facility while under the influence of alcohol, drugs or other intoxicants and shall not have such materials in their possession. Contractor's employees shall plan their activities to minimize the number of times they must enter and exit a facility. Contractor's personnel should transport all tools, equipment and materials needed for the day at the start of the work period and restrict all breaks to the absolute minimum.

10. **Anti-Discrimination**

District programs, activities, practices shall be free from discrimination based on race, color, ancestry, national origin, ethnic group identification, age, religion, marital or parental status, physical or mental disability, sex, sexual orientation, gender, gender identity or expression, or genetic information; the perception of one or more of such characteristics; or association with a person or group with one or more of these actual or perceived characteristics and therefore the Contractor agrees to comply with applicable Federal and California laws including, but not limited to the California Fair Employment and Housing Act beginning with Government Code Section 12900 and Labor Code Section 1735 and District policy. In addition, the Contractor agrees to require like compliance by all of its subcontractor(s).

11. **Indemnification**

To the furthest extent permitted by California law, Contractor shall defend, indemnify, and hold free and harmless the District, its Board of Education, agents, representatives, officers, contractors, employees, trustees, and volunteers ("the Indemnified Parties") from any and all claims, demands, causes of action, suits, actions, costs, expenses, judgments, liability, loss, damage or injury of any kind, nature and description, in law or equity ("Claim"), to property or persons including, but not limited to, personal injury, bodily injury, death, property damage, and Contractors' and/or attorneys' fees and costs, directly or indirectly arising out of, connected with, or resulting from the negligence, recklessness, errors or omissions, or willful misconduct of Contractor, its officials, officers, employees, subcontractors, Contractors, or agents, directly or indirectly arising out of, connected with, or resulting from the performance of the Services, the Project, or this Agreement, including without limitation the payment of all consequential



damages; or from any activity, work, or thing done, permitted, or suffered by the Contractor in conjunction with this Agreement, unless the claims are caused wholly by the sole negligence or willful misconduct of the District. The District shall have the right to accept or reject any legal representation that Contractor proposes to defend the Indemnified Parties.

**12. Limitation of District Liability**

Other than as provided in this Agreement, the District's financial obligations under this Agreement shall be limited to the payment of the compensation provided in this Agreement. Notwithstanding any other provision of this Agreement, in no event, shall the District be liable, regardless of whether any claim is based on contract or tort, for any special, consequential, indirect or incidental damages, including, but not limited to, lost profits or revenue, arising out of or in connection with this Agreement for the services performed in connection with this Agreement.

**13. Confidentiality**

The Contractor and all Contractor's agents, personnel, employee(s), and/or subcontractor(s) shall maintain the confidentiality of all information received in the course of performing the Services. Contractor understands that student records are confidential and agrees to comply with all state and federal laws concerning the maintenance and disclosure of student records. This requirement to maintain confidentiality shall extend beyond the termination of this Agreement. Both Parties will maintain in confidence and safeguard all confidential information, as defined in this paragraph, of the other Party, its affiliates, and its customers. "Confidential Information" means any information that is marked or otherwise identified as confidential or proprietary at the time of disclosure or by law, and includes but is not limited to, trade secrets, know-how, inventions, techniques, data, customers list, personal information, financial information, sales, and marketing plans of the other Party, its affiliates, or its customers. Both Parties recognize and acknowledge the confidential and proprietary nature of any Confidential Information and acknowledge the irreparable harm that could result if such confidential information is disclosed to a third Party or used for unauthorized purposes. Each Party agrees to use any Confidential Information only for the purpose of conducting business with each other and their clients in the manner contemplated by this Agreement. Both Parties will restrict disclosure of any Confidential Information to only those personnel who have a need to know and will bind such personnel to obligations of confidentiality to the same extent that each Party is bound by this Agreement. Upon request of the owner of the confidential information, the other Party will promptly return or destroy all materials incorporating any Confidential Information and any copies. The obligation under this paragraph do not apply to information that: 1) is or becomes generally known or in the public domain through no act or omission of the other Party; 2) was lawfully in District's or Client's possession without restriction as to use or disclosure before its receipt from the other Party; 3) is received from, or was made available to, a third Party without any obligation of confidentiality; 4) was independently developed; 5) is otherwise permitted to be disclosed under this Agreement; 6) is disclosed with the prior written consent of the disclosing Party; or 7) is required to be disclosed in any civil or criminal legal proceeding, regulatory proceeding or any similar process, however, the Party required to make the disclosure under the law shall give prompt notice of this to the other Party prior to such disclosure so that the other Party may seek an appropriate protective order or give its consent to such disclosure.



**14. Insurance**

The Contractor shall procure and maintain at all times it performs any portion of the Services the following insurance with minimum limits equal to the amount indicated below.

<b>Type of Coverage</b>	<b>Minimum Requirement</b>
<b>Commercial General Liability Insurance</b> , including Bodily Injury, Personal Injury, Property Damage, Advertising Injury, and Medical Payments Each Occurrence General Aggregate	 \$ 1,000,000 \$ 2,000,000
<b>Automobile Liability Insurance - Any Auto</b> Each Occurrence General Aggregate	 \$ 1,000,000 \$ 2,000,000
<b>Professional Liability</b>	\$ 1,000,000
<b>Workers Compensation</b>	Statutory Limits
<b>Employer’s Liability</b>	\$ 1,000,000

Contractor shall maintain Workers’ Compensation Insurance and Employers’ Liability Insurance for all of its employees performing any portion of the Services. In accordance with provisions of section 3700 of the California Labor Code, the Contractor shall be required to secure workers’ compensation coverage for its employees. If any class of employee or employees engaged in performing any portion of the Services under this Agreement are not protected under the Workers’ Compensation Statute, adequate insurance coverage for the protection of any employee(s) not otherwise protected must be obtained before any of those employee(s) commence performing any portion of the Services.

Contractor shall not commence performing any portion of the Services until all required insurance has been obtained and certificates indicating the required coverage have been delivered in duplicate to the District and approved by the District. Certificates and insurance policies shall include the following:

- (i) A clause stating: “SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISION.”
- (ii) Language stating in particular those insured, extent of insurance, location and operation to which insurance applies, expiration date, to which cancellation and reduction notice will be sent, and length of notice period.
- (iii) An endorsement stating that the District and its Board of Education, agents, representatives, employees, trustees, officers, contractors, and volunteers are named additional insured under all policies except Workers’ Compensation Insurance, Professional Liability, and Employers’ Liability Insurance. An endorsement shall also state that Contractor’s insurance policies shall be primary to any insurance or self-insurance maintained by District. An endorsement shall also state that there shall be a waiver of any subrogation.
- (iv) All policies except the Professional Liability, Workers’ Compensation Insurance, and Employers’ Liability Insurance Policies shall be written on an occurrence form.

Insurance is to be placed with insurers with a current A.M. Best’s rating of no less than A: VII, unless otherwise acceptable to the District.

## 15. Termination

- (i) **Without Cause by District:** District may, at any time, with or without reason, terminate this Agreement and compensate Contractor only for services satisfactorily rendered to the date of termination. Written notice by District shall be sufficient to stop further performance of services by Contractor. Notice shall be deemed given when received by the Contractor or no later than three days after the day of mailing, whichever is sooner.
- (ii) **Without Cause by Contractor:** Contractor may, upon sixty (60) days notice, with or without reason, **terminate** this Agreement. Upon this termination, District shall only be obligated to compensate Contractor for services satisfactorily rendered to the date of termination. Written notice by Contractor shall be sufficient to stop further performance of services to District. Contractor acknowledges that this sixty (60) day notice period is acceptable so that the District can attempt to procure the Services from another source.
- (iii) **With Cause by District:** District may terminate this Agreement upon giving of written notice of intention to terminate for cause. Cause shall include:
  - a) Material violation of this Agreement by the Contractor;
  - b) Any act by Contractor exposing the District to liability to others for personal injury or property damage; or
  - c) Contractor is adjudged a bankrupt, Contractor makes a general assignment for the benefit of creditors or a receiver is appointed on account of Contractor's insolvency.

Written notice by District shall contain the reasons for such intention to terminate and unless within three (3) calendar days after that notice the condition or violation shall cease, or satisfactory arrangements for the correction thereof be made, this Agreement shall upon the expiration of the three (3) calendar days cease and terminate. In the event of this termination, the District may secure the required services from another Contractor. If the expense, fees, and/or costs to the District exceed the cost of providing the service pursuant to this Agreement, the Contractor shall immediately pay the excess expense, fees, and/or costs to the District upon the receipt of the District's notice of these expense, fees, and/or costs. The foregoing provisions are in addition to and not a limitation of any other rights or remedies available to District.

## 16. Certificates/Permits/Licenses

Contractor and all Contractor's employees or agents shall secure and maintain in force such certificates, permits and licenses as are required by law in connection with the furnishing of Services pursuant to this Agreement.

17. **Pre-Existing Materials.** Contractor retains exclusive interest in, and ownership of, all Pre-Existing Materials. For purposes of this Agreement, "Pre-Existing Materials" means any and all proprietary tools, know-how, works of authorship, compilations, programs, and methodologies used in performing the services or creating work product whether or not patentable or registrable under copyright or similar laws, and any knowledge or information relating thereto, created, developed or authored by or for Contractor prior to, or outside the scope of, the Services or that have general applicability to Contractor's business, and all modifications, improvements and enhancements thereto and derivative works thereof.

## 18. Delivery

Time of delivery of goods or services is of the essence in this Agreement. District reserves the right to refuse any goods or services and to cancel all or any part of the goods not conforming to applicable specifications, drawings, samples or descriptions or services that do not conform to the prescribed statement of work. Acceptance of any part of the order of goods shall not District to accept shipments nor deprive it of the right to return goods already accepted at Contractor's expense. Over shipments and under shipments of goods shall be only as agreed to in writing by District. Delivery shall not be deemed to be complete until all goods or services have actually been received and accepted in writing by District.

///

**18. Notice**

Any notice required or permitted to be given under this Agreement shall be deemed to have been given, served, and received if given in writing and either personally delivered or deposited in the United States mail, registered or certified mail, postage prepaid, return receipt required, or sent by overnight delivery service, or facsimile transmission, addressed as follows:

**District:**

**Glendale Unified School District**  
223 N. Jackson Street  
Glendale, California 91206  
ATTN:

**Contractor:**

Bayha Group  
7875 Highland Village Pl. Suite B102-383  
San Diego, CA 92129  
Attn: June Bayha, CEO

Any notice personally given or sent by facsimile transmission shall be effective upon receipt. Any notice sent by overnight delivery service shall be effective the business day next following delivery thereof to the overnight delivery service. Any notice given by mail shall be effective three (3) days after deposit in the United States mail.

**19. Assignment**

The obligations of the Contractor pursuant to this Agreement shall not be assigned by the Contractor.

**20. No Rights in Third Parties**

This Agreement does not create any rights in, or inure to the benefit of, any third party except as expressly provided herein.

**21. Integration/Entire Agreement of Parties**

This Agreement constitutes the entire agreement between the Parties and supersedes all prior discussions, negotiations, and agreements, whether oral or written. This Agreement may be amended or modified only by a written instrument executed by both Parties. In the event an express conflict between the terms of this Agreement and the terms of the any attachments or exhibits, the terms of this Agreement will prevail.

**22. Submittal of Documents**

The Contractor shall not commence the Services under this Agreement until the Contractor has submitted and the District has approved the certificate(s) and affidavit(s), and the endorsement(s) of insurance required as indicated below:

- Signed Agreement
- Workers' Compensation Certification (Attached as Exhibit A)
- Fingerprinting/Criminal Background Investigation Certification (Attached as Exhibit B)
- Insurance Certificates and Endorsements
- W-9 Form
- Non-collusion Declaration (Attached as Exhibit C)
- Tuberculosis Clearance (Attached as Exhibit D)
- COVID-19 Vaccination Clearance (Attached as Exhibit E)
- Governor Executive Order N-6-22 (Attached as Exhibit F)

**23. Force Majeure Clause**

The Parties to the Contract shall be excused from performance thereunder during the time and to

the extent that they are prevented from obtaining, delivering, or performing by act of God, fire, strike, loss, pandemic or epidemic, or shortage of transportation facilities, lock-out, commandeering of materials, products, plants or facilities by the government, when satisfactory evidence thereof is presented to the other Party(ies), provided that it is satisfactorily established that the non-performance is not due to the fault or neglect of the Party not performing.

**24. California Law**

This Agreement shall be governed by and the rights, duties and obligations of the Parties shall be determined and enforced in accordance with the laws of the State of California, in the County of Los Angeles. The Parties further agree that any action or proceeding brought to enforce the terms and conditions of this Agreement shall be maintained in the county in which the District's administrative offices are located.

**25. Waiver**

The waiver by either Party of any breach of any term, covenant, or condition herein contained shall not be deemed to be a waiver of such term, covenant, condition, or any subsequent breach of the same or any other term, covenant, or condition herein contained.

**26. Severability**

If any term, condition or provision of this Agreement is held by a court of competent jurisdiction to be invalid, void or unenforceable, the remaining provisions will nevertheless continue in full force and effect, and shall not be affected, impaired or invalidated in any way.

**27. Provisions Required By Law Deemed Inserted**

Each and every provision of law and clause required by law to be inserted in this Contract shall be deemed to be inserted herein and this Contract shall be read and enforced as though it were included therein.

**28. Authority to Bind Parties**

Neither Party in the performance of any and all duties under this Agreement, except as otherwise provided in this Agreement, has any authority to bind the other to any agreements or undertakings.

**29. Attorneys' Fees and Costs**

Should litigation be necessary to enforce any terms or provisions of this Agreement, then each Party shall bear its own litigation and collection expenses, witness fees, court costs and attorneys' fees.

**30. Headings**

Paragraph headings in this Agreement are used solely for convenience, and shall be wholly disregarded in the construction of this Agreement. No provision of this Agreement shall be interpreted for or against a Party because that Party or its legal representative drafted such provision, and this Agreement shall be construed as if jointly prepared by the Parties.

**31. Signature Authority**

Each Party has the full power and authority to enter into and perform this Agreement, and the person signing this Agreement on behalf of each Party has been properly authorized and empowered to enter into this Agreement.

**32. Counterparts**

This Agreement and all amendments and supplements to it may be executed in counterparts, and all counterparts together shall be construed as one document.

SIGNATURE PAGE

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement on the date indicated below.

Company Name: Bayha Group

By:   
Signature

June Bayha  
Print Name

CEO  
Title

Dated: March 20, 2023

By: \_\_\_\_\_  
Signature

Harlen Bayha  
Print Name

CFO  
Title

Dated: March 20, 2023

\*If the Contractor is a corporation, signatures of two specific corporate officers are required as further set forth. The first corporate officer signature must be one of the following: 1) Chairman of the Board; 2) the President; 3) any Vice President. The second corporate officer signature must be one of the following: 1) Secretary; 2) Assistant Secretary; 3) Chief Financial Officer; 4) Assistant Treasurer. Alternatively, a single corporate signature is acceptable when accompanied by a corporate resolution demonstrating the legal authority of the signature to bind the company. (California Corporations Code Section 313)

**Information regarding Contractor:**

License No.: \_\_\_\_\_  
\_\_\_\_\_

Employer Identification Number:  
47-557511

Address: 7875 Highland Village Pl. Suite B102-383  
San Diego, CA 92129

Telephone: 858.837.1360

Email: june@bayhagroup.com

Type of Business Entity:

- Individual
- Sole Proprietorship
- Partnership
- Limited Partnership
- Corporation, State: CA
- Limited Liability Company

Other: \_\_\_\_\_

**NOTE: Section 6041 of the Internal Revenue Code (26 U.S.C. 6041) and Section 1.6041-1 of Title 26 of the Code of Federal Regulations (26 C.F.R. 1.6041-1) requires the recipients of \$600.00 or more to furnish their taxpayer information to the payer. In order to comply with these requirements, the District requires the Contractor to furnish the information requested in this section.**

**Glendale Unified School District**

By: \_\_\_\_\_  
Signature  
Dr. Kelly King  
\_\_\_\_\_  
Print Name

Assistant Superintendent  
\_\_\_\_\_  
Title  
Dated: April 19, 2023

**ADDENDUM A**

**SCOPE OF WORK**

**DESCRIPTION OF SERVICES TO BE PERFORMED BY CONTRACTOR**

See attached Scope of Work.

**ADDENDUM B**

**“Cost Proposal”**

See attached Scope of Work.



**EXHIBIT "A"**

**WORKERS' COMPENSATION CERTIFICATION**

California Labor Code Section 3700 in relevant part provides:

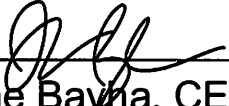
Every employer except the State shall secure the payment of compensation in one or more of the following ways:

- By being insured against liability to pay compensation by one or more insurers duly authorized to write compensation insurance in this State.
- By securing from the Director of Industrial Relations a certificate of consent to self-insure, which may be given upon furnishing satisfactory proof to the Director of Industrial Relations of ability to self-insure and to pay any compensation that may become due to its employees.

I am aware of the provisions of Section 3700 of the Labor Code which require every employer to be insured against liability for workers' compensation or to undertake self-insurance in accordance with the provisions of that code, and I will comply with such provisions before commencing the performance of the Work of this Contract.

Date: March 20, 2022

Name of Contractor: Bayha Group

Signature: 

Print Name and Title: June Bayha, CEO

(In accordance with Article 5 – commencing at Section 1860, Chapter 1, part 7, Division 2 of the California Labor Code, the above certificate must be signed and filed with the District prior to performing any Work under this Contract.)

**EXHIBIT "B"**

**FINGERPRINTING/CRIMINAL BACKGROUND INVESTIGATION CERTIFICATION**

*In accordance with the Department of Justice (DOJ) fingerprint and criminal background investigation requirements of California Education Code section 45125.1 et seq.*

One of the boxes below **must** be checked, with the corresponding certification provided, and this form attached to the Agreement for Professional Services ("Agreement").

- The fingerprinting and criminal background investigation requirements of Education Code section 45125.1 apply to Contractor's services under this Agreement and Contractor certifies its compliance with these provisions as follows:

Contractor certifies that the Contractor has complied with the fingerprinting and criminal background investigation requirements of Education Code section 45125.1 with respect to all Contractor's employees, subcontractors, agents, and subcontractors' employees or agents ("Employees") regardless of whether those Employees are paid or unpaid, concurrently employed by the District, or acting as independent contractors of the Contractor, who may have contact with District pupils in the course of providing services pursuant to the Agreement, and the California Department of Justice has determined that none of those Employees has been convicted of a felony, as that term is defined in Education Code section 45122.1. A complete and accurate list of all Employees who may come in contact with District pupils during the course and scope of the Agreement is attached hereto.

- The Contractor qualifies for a project specific waiver of the Department of Justice (DOJ) fingerprint and criminal background investigation for the following reason(s) permitted by Education Code section 45125.1 et seq. and approved by the District.

**PLEASE CHECK ALL APPROPRIATE BOXES AND SIGN BELOW:**

- The Contractor, its employees, and subcontractors will have NO CONTACT with pupils.
- The Contractor, its employees, and subcontractors will have LIMITED CONTACT with pupils. (Attach information about length of time on school grounds, proximity of work area to pupil areas; whether Contractor or its employees will be working by themselves or with others, and any other factors that substantiate limited contact.) [Education Code section 45125.1 (c)]
- The Contractor, its employees, and subcontractors will have more than LIMITED CONTACT with pupils but will assure that ONE (1) OR MORE of the following methods are utilized to ensure pupil safety. [Education Code section 45125.2 (a)]  
**Check all methods to be used:**

- 1) Installation of a physical barrier at the worksite to limit contact with students
- 2) Continual supervision and monitoring of all employees of the Contractor by an employee of the Contractor who has not been convicted of a serious or violent felony as ascertained by the DOJ. **Contractor MUST attach DOJ Originating Agency Identification Letter and list of all employees that have successfully completed the fingerprinting and criminal background check clearance in accordance with the law (*Fingerprint Certification List*).**

- 3) Surveillance of all employees of the Contractor by OWNER AUTHORIZED REPRESENTATIVE.
- The services provided by the Contractor are for an “EMERGENCY OR EXCEPTIONAL SITUATION,” such as when pupil health or safety is endangered or when repairs are needed to make school facilities safe and habitable.” [Education Code section 45125.1(b)]

*By signing below, under penalty of perjury, I certify that the information contained on this certification form and attached employee list(s) is accurate. I understand that background clearance extends to all of Contractor’s employees, subcontractors, and employees of subcontractors coming into contact with District pupils regardless of whether they are designated as employees or acting as independent contractors of the Contractor. I understand that it is the Contractor’s sole responsibility to maintain, update, and provide the District with current “Fingerprint and Criminal Background Check Certification,” along with the employee list, throughout the duration of Contractor provided services.*

*The undersigned does hereby certify that I am a representative of the Contractor currently under contract with the District; that I am familiar with the facts herein certified, and am authorized and qualified to execute this certificate on behalf of Contractor.*

Date: March 20, 2023

Name of Contractor or Company: Bayha Group

Representative’s Name and Title: June Bayha, CEO

Signature: 

**EXHIBIT "C"**  
**NONCOLLUSION DECLARATION TO BE EXECUTED BY**  
**BIDDER AND SUBMITTED WITH BID**  
(Public Contract Code section 7106)

The undersigned declares:

I am the CEO of Bayha Group, the party making the foregoing bid.

The bid is not made in the interest of, or on behalf of, any undisclosed person, partnership, company, association, organization, or corporation. The bid is genuine and not collusive or sham. The bidder has not directly or indirectly induced or solicited any other bidder to put in a false or sham bid. The bidder has not directly or indirectly colluded, conspired, connived, or agreed with any bidder or anyone else to put in a sham bid, or to refrain from bidding. The bidder has not in any manner, directly or indirectly, sought by agreement, communication, or conference with anyone to fix the bid price of the bidder or any other bidder, or to fix any overhead, profit, or cost element of the bid price, or of that of any other bidder. All statements contained in the bid are true. The bidder has not, directly or indirectly, submitted his or her bid price or any breakdown thereof, or the contents thereof, or divulged information or data relative thereto, to any corporation, partnership, company, association, organization, bid depository, or to any member or agent thereof, to effectuate a collusive or sham bid, and has not paid, and will not pay, any person or entity for such purpose.

Any person executing this declaration on behalf of a bidder that is a corporation, partnership, joint venture, limited liability company, limited liability partnership, or any other entity, hereby represents that he or she has full power to execute, and does execute, this declaration on behalf of the bidder.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct and that this declaration is executed on 3/20/2023 [date], at San Diego [city], CA [state].

  
\_\_\_\_\_  
Signature

June Bayha  
\_\_\_\_\_  
Print Name

**EXHIBIT "D"**  
**TUBERCULOSIS CLEARANCE**

The undersigned does hereby certify to the Governing Board of the District as follows:

I am a representative of the Bayha Group ("Contractor") currently entering into this Agreement with the District and I am familiar with the facts herein certified, and am authorized and qualified to execute this certificate on behalf of Contractor.

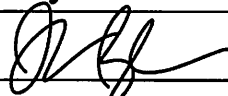
Contractor's responsibility for tuberculosis clearance extends to all of its employees, subcontractors, and employees of subcontractors coming into contact with District students regardless of whether they are designated as employees or acting as independent contractors of the Contractor.

Contractor certifies that at least one of the following items applies to the Services that are the subject of the Agreement:

- The Contractor has complied with the tuberculosis requirements of Education Code Section 49406 with respect to all Contractor's employees and all of its subcontractors' employees who may have contact with District students in the course of providing Services pursuant to the Agreement, and the Contractor has verified that none of those employees have active tuberculosis. A complete and accurate list of Contractor's employees and of all of its subcontractors' employees who may come in contact with District students during the course and scope of the Agreement is attached hereto; and/or
- Contractor's Services under the Agreement are to be provided at an unoccupied school site only and/or will not be done on any District property and no employee and/or subcontractor or supplier of any tier of Agreement shall come in contact with District students.

Date: March 20, 2023

Name of Contractor: Bayha Group

Signature: 

Print Name and Title: June Bayha, CEO

**EXHIBIT “E”**

**COVID-19 VACCINATION ADDENDUM**  
**TO**  
**GLENDALE UNIFIED SERVICES AGREEMENT**

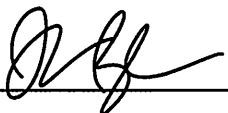
The undersigned does hereby certify to the Governing Board of the District as follows:

I am a representative of the Bayha Group (“Contractor”) currently entering into this Agreement with the District and I am familiar with the facts herein certified, and am authorized and qualified to execute this certificate on behalf of Contractor.

**COVID-19 Vaccination Status and Periodic Testing:** Contractor will ensure that all of its employees who will be working on the District’s school sites have been fully vaccinated for COVID-19. Contractor shall submit documentation to the District verifying that all of its employees who will be working on the District’s school sites have received the complete COVID-19 vaccination within two weeks prior to starting to provide services at a District school site. Contractor further will require all of its employees who will be working on the District’s school sites to participate in regular COVID-19 testing in compliance with the District’s current testing protocols. Contractor’s employees can either participate in the District on-site testing program wherein the District will directly receive testing results or seek testing on their own and furnish their test results to Contractor which upon receipt will immediately notify the District of the results.

Contractor’s responsibility for COVID-19 clearance extends to all of its employees, subcontractors, and employees of subcontractors coming into contact with District students regardless of whether they are designated as employees or acting as independent contractors of the Contractor.

Name of Contractor: Bayha Group

Signature: 

Print Name and Title: June Bayha, CEO

Date: March 20, 2023

**EXHIBIT “F”**


**GOVERNOR EXECUTIVE ORDER N-6-22**

On March 4, 2022, California Governor Newsom issued Order N-6-22 requiring state agencies to take steps to ensure any agency and entity under contract with state agencies comply with the Federal Order (<https://www.gov.ca.gov/wp-content/uploads/2022/03/3.4.22-Russia-Ukraine-Executive-Order.pdf>; “State Order”).

Your Firm, if it enters into a contract with the District, must comply with the economic sanctions imposed in response to Russia’s actions in Ukraine, including the orders and sanctions identified on the U.S. Department of the Treasury website (<https://home.treasury.gov/policy-issues/financial-sanctions/sanctions-programs-and-country-information/ukraine-russia-related-sanctions>).

As part of this procurement, **if the contract value of this procurement is \$5 million or more**, please include in your Response the following:

- (1) a statement that your Firm is in compliance with the required economic sanctions of the Federal and State Orders;
- (2) the steps your Firm has taken in response to Russia's actions in Ukraine, including, but not limited to, desisting from making new investments in, or engaging in financial transactions with, Russian entities, not transferring technology to Russia or Russian entities, and directly providing support to the government and people of Ukraine.

Name of Contractor: Bayha Group  
Signature:   
Print Name and Title: June Bayha, CEO  
Date: March 20, 2023



7875 Highland Village Place, Suite B102-383  
San Diego, CA 92129

## GLENDALE UNIFIED 2023 SUMMER WORK-BASED LEARNING (WBL) SCOPE OF WORK

Bayha Group will partner with Glendale Unified School District to prepare and implement 2023 Summer Work-Based Learning (WBL) Program.

The WBL program will be open to 3 Online College and Career Academy (OCCA) students. Selected students will collaborate on work-based learning projects for 7 weeks with industry professionals, starting June 2023, as well as several onboarding sessions between April - June 2023. Selected students have various Deep Dive topics to select from on their online WBL application. After their interview, students will be assigned to a Deep Dive topic.

Selected students will learn:

- Core workplace skills include self-awareness of skills and strengths; employee onboarding; understanding appropriate workplace attire; time management; awareness of workplace expectations; email etiquette; professional written, phone, and video conference correspondence; and establishing, managing, and completing excellent, high-quality deliverables.
- Work-based learning to include career exploration, hands-on project development, and portfolio showcase presentation.
- Effective speaking; diversity, equity, and inclusion; and leadership in teams and as individual contributors.

### PROPOSED SCOPE OF WORK

The proposed budget is \$15,000, from February 16, 2023 to August 4, 2023, as a fixed price contract. The following table outlines the activities to be conducted by Bayha Group:

Deliverables & Services	Timeline	Budget
Design Summer WBL Set Up and Planning <ul style="list-style-type: none"> <li>• Design structure, parameters, and timeline for Summer WBL Set Up               <ul style="list-style-type: none"> <li>○ Marketing and outreach to selected students</li> <li>○ Summer WBL informational session</li> <li>○ Deep Dive Lead job descriptions</li> <li>○ Summer WBL website</li> </ul> </li> </ul>	2/16/23 - 3/31/23	\$1,000





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San Diego, CA 92129

Deliverables & Services	Timeline	Budget
<ul style="list-style-type: none"> <li>○ Online WBL application</li> <li>○ Online interview scheduling system</li> <li>○ Interview protocols for Deep Dive Leads</li> <li>● Summer WBL Planning               <ul style="list-style-type: none"> <li>○ Onboarding process (includes parental paperwork, pre-interview communication, program expectations and policies)</li> <li>○ Human Resources functions (overview of HR communication and paperwork)</li> <li>○ Check-ins for progress and challenges</li> <li>○ Meetings logistics</li> </ul> </li> </ul>		
<p>Manage and Implement Summer WBL from February to August 2023 (see attached timeline):</p> <ul style="list-style-type: none"> <li>● Outreach and Recruitment of 11<sup>th</sup> graders to participate</li> <li>● Provide resume and mock interview workshops hosted by Co-Designers (including alumni from GUSD)</li> <li>● Online application, screen applicants</li> <li>● Host online interview sessions between Deep Dive Leads and applicants</li> <li>● Work with Deep Dive Leads in selecting 3 students based on resume and interviews</li> <li>● Notify and assign selected applicants to Deep Dives</li> <li>● Onboarding sessions from April to June 2023:               <ul style="list-style-type: none"> <li>○ Orientation/Welcome</li> <li>○ Microsoft Teams - how to use</li> <li>○ Business email etiquette</li> <li>○ Effective communication skills</li> <li>○ Leadership skills</li> <li>○ Social Justice in the Workplaces - 5 sessions</li> <li>○ Financial Literacy</li> </ul> </li> <li>● Kick-off event</li> <li>● Deep Dive 7-week experience to produce a project</li> </ul>	2/16/23 - 8/4/23	\$5,000



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 San Diego, CA 92129

Deliverables & Services	Timeline	Budget
<ul style="list-style-type: none"> <li>• Showcase project in Final Expo</li> <li>• Host Celebration</li> <li>• Culminate in digital Proof of Work</li> </ul>		
<p>Operations and Data Collection</p> <ul style="list-style-type: none"> <li>• Oversee logistics, communication, legal paperwork with all selected participants and Deep Dive Leads</li> <li>• Implement technology for meetings, project management, email addresses, file management, etc.</li> <li>• Maintain online community of practice</li> <li>• Administer daily surveys and weekly reflection journals for continuous quality monitoring and improvement</li> <li>• Issue digital Proof of Work to each participating students upon successful completion</li> </ul>	2/16/23 - 8/4/23	\$1,000
<p>Curate and Manage Industry Professionals to be Deep Dive Leads</p> <ul style="list-style-type: none"> <li>• Ensure Deep Dive Leads are supporting:             <ul style="list-style-type: none"> <li>○ On-going mentoring</li> <li>○ Work-based learning (WBL) aligned to industry standards for entry-level workers</li> <li>○ Final project deliverable to add to participating students' portfolio</li> <li>○ Expo event for all participating students to share final projects</li> </ul> </li> <li>• Manage Summer WBL guidelines, logistics, and technology for Deep Dive Leads             <ul style="list-style-type: none"> <li>○ Bayha Group management of the Deep Dive Leads includes background checks, written guidelines, expectations, and timeline for Deep Dive Leads in working with participating students</li> <li>○ Weekly check-in meetings with all Deep Dive Leads</li> <li>○ Daily survey from all participating students for ongoing feedback and shared with Deep Dive Leads</li> </ul> </li> </ul>	2/16/23 - 8/4/23	\$5,250





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San Diego, CA 92129

Deliverables & Services	Timeline	Budget
<ul style="list-style-type: none"> <li>○ Weekly Reflection Journals collected from all participating students and shared with Deep Dive Leads Co-Designers (including GUSD alums) supporting Deep Dive sessions</li> <li>● Advise Deep Dive Leads on contract process and procedures</li> <li>● Review contract to ensure grant alignment</li> <li>● Screen and coach projects and activities</li> <li>● Lead continuous quality improvement</li> <li>● 10 Deep Dives include:               <ol style="list-style-type: none"> <li>1. Audiovisual/Music Production</li> <li>2. Biotechnology</li> <li>3. Business &amp; Entrepreneurship - Product Development</li> <li>4. Computer Science - Technical Awareness &amp; Technical Know-How</li> <li>5. CRISPR</li> <li>6. Documentary Storytelling</li> <li>7. Engineering Design</li> <li>8. Event Production &amp; Planning</li> <li>9. Film Production</li> <li>10. Regenerative Product Design</li> </ol> </li> </ul>		
<p>Summer WBL Showcase/Expo</p> <ul style="list-style-type: none"> <li>● Plan, coordinate, and implement showcase event</li> <li>● Secure venue</li> <li>● Promote event via print and social media</li> <li>● Outreach to stakeholders, industry leaders, parents, and community to attend event</li> </ul>	6/1/23 - 8/4/23	\$1000
<p>Summer WBL Close-out</p> <ul style="list-style-type: none"> <li>● Present survey results to GUSD CTE and OCCA team</li> <li>● Provide findings from surveys and reflection journals to GUSD stakeholders</li> </ul>	8/4/23	\$500



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 San Diego, CA 92129

Deliverables & Services	Timeline	Budget
<ul style="list-style-type: none"> <li>• Create an archive for students to later access Summer WBL deliverables for college applications, employer portfolio consideration, and university/employer references</li> <li>• Digital Proof of Work issued upon WBL completion that can be attached to LinkedIn profile</li> </ul>		
<p>College Admissions Academy (college essay coaching)</p> <ul style="list-style-type: none"> <li>• Recruit industry partner to be a writing coach</li> <li>• Coordinate with industry partner to plan the schedule for college essay coaching</li> <li>• Assign Co-Designers (DUSD alums) to provide administrative and writing support</li> <li>• Develop and distribute recruitment materials</li> <li>• Host informational session</li> <li>• Develop College Admissions Academy online application and attendance tracking system</li> <li>• Schedule one-on-one session for industry partner and participant</li> <li>• Host college essay coaching sessions</li> <li>• Review draft essays and provide writing/editing feedback to participants</li> <li>• Collect and analyze participant's first draft and compare to the final version to assess learning and change over time</li> <li>• Gather all participant sign-in information for data to assess optimal number of sessions and potential impact of sessions</li> <li>• Create and implement pre-survey and post-survey for participants to collect data about the colleges they plan to apply to before the sessions and another survey after the sessions to find out where they actually applied</li> <li>• Be available to answer any parent and participant questions about the program</li> </ul>	6/12/23	\$1,000





7875 Highland Village Place, Suite B102-383  
San Diego, CA 92129

<b>Deliverables &amp; Services</b>	<b>Timeline</b>	<b>Budget</b>
	<b>Total</b>	<b>\$15,000</b>

**RESOURCES:**

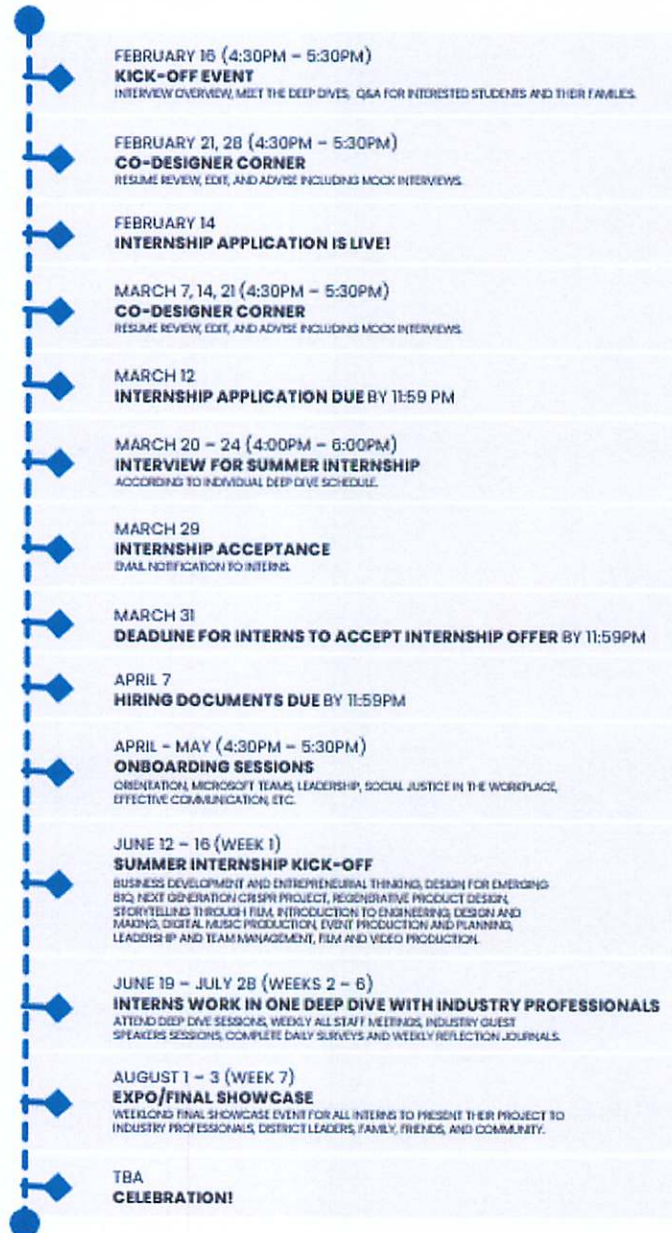
<b>Resource</b>	<b>Role</b>
June Bayha	Executive Director
Monica Nishimoto	Operations Manager
Sandy Lee	Event & Marketing Manager
22 Co-Designers (including GUSD alumni)	Summer WBL Coordinators
Barbarella Fokos	Storytelling Specialist
Harlen Bayha	Database and Survey Administrator

SUMMER WBL TIMELINE

TIMELINE



2023 SUMMER INTERNSHIP PROGRAM



GLENDALE UNIFIED SCHOOL DISTRICT

April 18, 2023

CONSENT CALENDAR NO. 16

TO: Board of Education

FROM: Dr. Vivian Ekchian, Superintendent

SUBMITTED BY: Lena Kortoshian, Director, Teaching & Learning

PREPARED BY: Rebecca Mieliwocki, Coordinator, Teaching & Learning

SUBJECT: **Approval for the Purchase of Elementary Arts Curriculum for 2023-2024 Pilot at Five GUSD Schools**

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The Superintendent recommends that the Board of Education approve the purchase of The Art of Education University Flex Curriculum in the amount of \$25,369.20 to be piloted at five GUSD schools in the 2023-2024 school year.

In 2021, the District was awarded \$25,000 from the Los Angeles County Arts Education Collective Advancement Grant. In addition, the Glendale Educational Foundation matched the grant with another \$25,000 in order to help fund the expansion of a district-wide elementary arts curriculum development, professional development and coaching for K-6 teachers, as well as purchase supplies and materials for piloting sites. Some of the grant monies have been spent on resident teaching artists to work with the VAPA standards and create exemplar lessons by grade band for district teachers. At this time, the remaining balance of the funds is \$45,000.

Teaching & Learning is recommending the purchase of The Art of Education University Flex Curriculum, a K-12 digital arts curriculum and professional learning platform. This program is a modern, flexible curriculum with vetted, standards-aligned materials, demonstration videos, literacy activities, assessments, and extension/acceleration activities that help the youngest learners become excited about, and skilled in, visual arts. On March 9, 2023, a preview day was held with interested principals and teachers. Ten principals and a selected teacher from their site attended a preview day with The Art of Education University representatives to see the program, learn how it is used in classrooms, and to ask questions about best implementation practices. All of the teachers and principals in attendance voted yes to a small cohort pilot. Of the ten sites, five schools asked to be part of the pilot: Edison, Glenoaks, Keppel and Mann Elementary Schools and Toll Middle School.

The cost for a five-site license plus a coaching package to create lead teachers at each site is 25,369.20. Teaching & Learning will work to build a pilot plan and coaching schedule for the 2023-2024 school year along with a data-gathering component to determine whether or not it will be proposed to adopt the curriculum district-wide in 2024-2025 using remaining grant funds and Proposition 28 Arts Funding.

***TO SUPPORT 2022-23 BOARD PRIORITY NO. 1: Maximize Student Achievement – Close the digital and equity gap; offer robust in-person and independent study learning programs; and accelerate learning and improve attendance and engagement.***

***TO SUPPORT 2022-23 BOARD PRIORITY NO. 2: Foster a Positive Culture of Learning – Ensure equitable teaching and learning opportunities led by excellence; support culturally relevant curriculum that emphasizes inclusion; and increase school connectedness for students, parents, and families.***



GLENDALE UNIFIED SCHOOL DISTRICT

April 18, 2023

CONSENT CALENDAR NO. 17

TO: Board of Education

FROM: Dr. Vivian Ekchian, Superintendent

PREPARED BY: Dr. Stepan Mekhitarian, Director, Innovation, Instruction, Assessment & Accountability

**SUBJECT: Approval for the Purchase of Apex Learning Licenses for 2023-2024**

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The Superintendent recommends that the Board of Education approve a contract with Edmentum in the amount of \$44,000 for subscriptions to Apex Learning comprehensive courses to provide rigorous digital coursework used for credit recovery, remediation, intervention, and exam preparation in the 2023-2024 schoolyear.

Apex Learning/Edmentum is the leading provider of blended and virtual learning solutions to the nation's schools. Their digital curriculum provides an active learning experience that engages all students in rigorous coursework to prepare them for college and work. The standards-based digital curriculum in math, science, English, social studies, world languages, electives and Advanced Placement is widely used for original credit, credit recovery, remediation, intervention, acceleration and exam preparation.

Glendale Unified School District (GUSD) began implementing Apex Learning in 2007 to provide digital curriculum to support students who needed to recover credits for high school graduation and continues to be the main use of Apex today. Currently, most of the Apex courses are a-g approved and another option for students in GUSD to ensure college readiness.

The total cost of \$44,000 includes 340 licenses for unlimited course enrollment and allows sites to continue to provide rigorous digital coursework used for credit recovery, remediation, interventions, limited first-time use, and exam preparation.

The cost for these services will be paid from Educational Services funding.

Glendale Unified School District  
Consent Calendar No. 17  
April 18, 2023  
Page 2

***TO SUPPORT 2022-23 BOARD PRIORITY NO. 1: Maximize Student Achievement – Close the digital and equity gap; offer robust in-person and independent study learning programs; and accelerate learning and improve attendance and engagement.***

***TO SUPPORT 2022-23 BOARD PRIORITY NO. 2: Foster a Positive Culture of Learning – Ensure equitable teaching and learning opportunities led by excellence; support culturally relevant curriculum that emphasizes inclusion; and increase school connectedness for students, parents, and families.***



Date: 03/29/2023  
 Order Number: Q-527958  
 Revision: 1  
 Order Form Expiration Date: 08/20/2023

ORDER FORM

Please fax all pages to 1.877.519.9555 or email to orders@edmentum.com  
 Orders Under \$25,000.00 may pay by Credit Card:  
 Call 214.294.9901 or e-mail creditcardprocessing@edmentum.com

Customer and Billing Address

Customer No.: 111822  
 Customer Name: Glendale Unified School Dist  
 Billing Address: 223 N Jackson St  
 Glendale, CA 91206-4380

Products and Services

Glendale Unified School Dist

Products	Qty	License Start Date	License End Date	License Term (Months)
Apex Learning Courses: Unlimited enrollment subscription	340	08/21/2023	08/20/2024	12
Customer Success Services	1	08/21/2023	08/20/2024	12

Glendale Unified School Dist Subtotal: \$44,000.00

Subtotal:	\$44,000.00
Estimated Tax:	\$0.00
Total US Funds:	\$44,000.00

\*\* Unless otherwise specified in this Order Form, the Start Date for your license(s) will be one of the following: (a) the day immediately following the expiration date of the prior license term or (b) the date in which we have accepted your order and have issued log-in credentials for your software license.

\*\*\* Services purchased are valid for an annual term. Any service offering that is not used during the applicable term will expire and cannot be carried over or used in subsequent periods.

Invoicing and Payment Terms

Payment Due Date	Amount
8/16/2023	USD 44,000.00
Total	USD 44,000.00

Terms and Conditions

For the purposes of this Order Form, "you" and "your" refer to Customer, and "we", "us" and "our" refer to edmentum Inc. and affiliates. This Order Form and any documents it incorporates (including the Standard Purchase and License Terms located at

Edmentum | P.O. Box 776725 | Chicago, IL 60677-6725 | www.edmentum.com





Date: 03/29/2023  
 Order Number: Q-527958  
 Revision: 1  
 Order Form Expiration Date: 08/20/2023

ORDER FORM

Please fax all pages to 1.877.519.9555 or email to [orders@edmentum.com](mailto:orders@edmentum.com)  
 Orders Under \$25,000.00 may pay by Credit Card:  
 Call 214.294.9901 or e-mail [creditcardprocessing@edmentum.com](mailto:creditcardprocessing@edmentum.com)

<http://www.edmentum.com/standardterms> and the documents it references) form the entire agreement between you and us ("Agreement"). You acknowledge that any terms and conditions in your purchase order or any other documents you provide that enhance our obligations or restrictions or contradict the Agreement do not have force and effect.

Purchase Order

You acknowledge that this Agreement is non-cancellable and you will submit a purchase order for the full amount of this Order Form. Your order will not be scheduled for delivery until you have submitted a purchase order referencing and conforming to this Order Form.

Acceptance

This offer will expire on the Order Form Expiration Date noted above unless we earlier withdraw or extend the offer in writing.

I represent that I have read the terms and conditions included in this Agreement, that I am authorized to accept this offer and the Agreement's terms and conditions on behalf of the customer identified above and that I do accept this offer on behalf of the customer who agrees to adhere to the Agreement's terms and conditions. To the extent that either parties process does not require that I execute this Order Form, I accept, acknowledge and agree to the terms and conditions identified in and referenced in this Agreement as signified by my receipt, use or access of the products and/or services identified. Please fax all pages to 1.877.519.9555 or email to [orders@edmentum.com](mailto:orders@edmentum.com).

Customer Signature

\_\_\_\_\_  
 Name (Printed or Typed)  
 \_\_\_\_\_  
 Title  
 \_\_\_\_\_  
 Date  
 \_\_\_\_\_



GLENDALE UNIFIED SCHOOL DISTRICT

April 18, 2023

CONSENT CALENDAR NO. 18

TO: Board of Education

FROM: Dr. Vivian Ekchian, Superintendent

SUBMITTED BY: Dr. Kelly King, Assistant Superintendent, Educational Services

PREPARED BY: Dr. Nancy Hong, Director, Dual Language Immersion and Magnet Programs

SUBJECT: **Acceptance of Grant Funds from the French-American Cultural Exchange (FACE) Foundation for Franklin Elementary School**

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The Superintendent recommends that the Board of Education accept funds in the amount of \$4,000 from the FACE Foundation to support the French Dual Language Immersion Program at Franklin Elementary School in the 2023-2024 school year.

Glendale Unified School District has been awarded funding from the FACE (French-American Cultural Exchange) Foundation in the amount of \$4,000 to support the French Dual Language Immersion Program at Franklin Elementary School.

In partnership with the Cultural Services of the French Embassy in the United States, FACE launched the Fund for French Dual Language and Immersion programs in the United States. This Fund aims to support the burgeoning nationwide network of French bilingual programs in American public schools. To this end, the Fund prioritizes training and supporting teachers and administrators, and promoting the design and diffusion of pedagogical resources for robust French-speaking classrooms.

The grant funds will be used to hire an intern to support French language development in classrooms for the 2023-24 academic year. The intern was identified and selected through France Education International in cooperation with the Office of the Ambassador of France to the United States.

The District and the French Dual Language Immersion Program are extremely thankful for the ongoing generosity and support they receive annually for this program from the FACE Foundation.

***TO SUPPORT 2022-23 BOARD PRIORITY NO. 1: Maximize Student Achievement – Close the digital and equity gap; offer robust in-person and independent study learning programs; and accelerate learning and improve attendance and engagement.***

***TO SUPPORT 2022-23 BOARD PRIORITY NO. 2: Foster a Positive Culture of Learning – Ensure equitable teaching and learning opportunities led by excellence; support culturally relevant curriculum that emphasizes inclusion; and increase school connectedness for students, parents, and families.***

***TO SUPPORT 2022-23 BOARD PRIORITY NO. 4: Maintain District Financial Responsibility – Ensure the fiscal health of the District; implement a fiscal plan to preserve the District resources; plan for the District's future educational and facility needs.***

GLENDALE UNIFIED SCHOOL DISTRICT

April 18, 2023

CONSENT CALENDAR NO. 19

TO: Board of Education

FROM: Dr. Vivian Ekchian, Superintendent

SUBMITTED BY: Dr. Brook Reynolds, Executive Director, Elementary Instruction  
Dr. Chris Coulter, Executive Director, Secondary Instruction

SUBJECT: **Acceptance of DonorsChoose Awards for Balboa Elementary School, Cerritos Elementary School, and Hoover High School**

The Superintendent recommends that the Board of Education accept funding from DonorsChoose in the amount of \$5,370.65, to support projects submitted by Balboa Elementary School, Cerritos Elementary School, and Hoover High School.

DonorsChoose is an organization that connects concerned individuals, called "Citizen Philanthropists," with classroom teachers, to provide funds or materials for class projects. Public school teachers create student project proposals and submit the one-page essay and list of resources needed. These concerned individuals fund the student projects of their choice, in whole or in part.

DonorsChoose purchases the student materials and ships items directly to the school, using a network of partnerships and vendors. Teachers are required to complete a feedback package, including documenting the project with photographs, which in turn are shared with the individual that funded the project.

The following projects were submitted and awarded by DonorsChoose:

**Balboa Elementary School – Narine Yapundjian, Teacher**

Project: Those Who Read, Lead!

This project was awarded new sets books, furnished by Amazon Business, valued at \$491.46. The new books will be added to the classroom library, giving Ms. Yapundjian's 6<sup>th</sup> grade students access to a variety of genres to read from to develop a love for reading, regardless of reading level. The teacher feels that the new books will open creative opportunities for both her novice readers and the master readers alike and provide a chance for her students to go from reading to leading.

Balboa Elementary School – Anna Martirosyan, Teacher, Special Education

Project: Especially Amazing Students!

This project was awarded new sets of sensory toys and learning materials, furnished by Amazon Business, valued at \$298.00. The new materials will be useful tools for Ms. Martirosyan’s special needs students who will benefit from additional sensory support. The materials include squeeze toys, play sand, stress relief and anxiety relief toys, which will help in getting students to relax, focus and keep calm. They will also be used as incentives for students that have behavior charts as motivation to be productive and earn rewards.

Cerritos Elementary School – Karineh Avanesian, Teacher

Project: Earbuds for Technology!

This project was awarded 200 sets of JustJamz Bulk Earbuds Kidz, valued at \$295.62. The earbuds will be distributed to Ms. Avanesian’s 6<sup>th</sup> grade students for use with their chromebooks in class as well as at home. More than 90% of students’ assignments and projects are completed online along with personalized instruction. Having a set of earbuds in the classroom and at home will greatly benefit students with their learning. With this award, Ms. Avanesian will also be able to replace any broken earbuds to allow students to continue learning without interruption.

Hoover High School – Ann Collard, Teacher

Ms. Collard submitted several project proposals and was awarded a large number of books, valued at a total of \$4,581.19, to be used in the school’s new Collaboratory. The Hoover Collaboratory is a space dedicated to inquiry and the investigation of academic and personal interests. It offers a collection of literature that is relevant and diverse, encouraging reading for learning and pleasure. The titles received offer students a wide variety of reading material, including the classics, popular book series, and newer releases, that will be of interest to high school students. The books will engage students and encourage reading for pleasure, recognizing that any type of reading can help students grow academically. Following are the projects and amounts received for Ms. Collard’s projects:

<b>Project Title</b>	<b>Amount</b>
The Classics	\$550.20
Popular Book Series	\$870.82
New Books for New Shelves (3 projects under this name)	\$2,547.45
Manga for the Library	\$612.72
<b>Total</b>	<b>\$4,581.19</b>



***TO SUPPORT 2022-23 BOARD PRIORITY NO. 1: Maximize Student Achievement – Close the digital and equity gap; offer robust in-person and independent study learning programs; and accelerate learning and improve attendance and engagement.***

***TO SUPPORT 2022-23 BOARD PRIORITY NO. 2: Foster a Positive Culture of Learning – Ensure equitable teaching and learning opportunities led by excellence; support culturally relevant curriculum that emphasizes inclusion; and increase school connectedness for students, parents, and families.***

***TO SUPPORT 2022-23 BOARD PRIORITY NO. 3: Ensure the Health and Safety of Students and Employees – Strengthen mental health support and programs; ensure best practices for safe and healthy learning environments; and support physical, social, and emotional wellbeing.***

***TO SUPPORT 2022-23 BOARD PRIORITY NO. 4: Maintain District Financial Responsibility – Ensure the fiscal health of the District; implement a fiscal plan to preserve the District resources; plan for the District's future educational and facility needs.***

GLENDALE UNIFIED SCHOOL DISTRICT

April 18, 2023

CONSENT CALENDAR NO. 20

TO: Board of Education  
FROM: Dr. Vivian Ekchian, Superintendent  
SUBMITTED BY: Dr. Darneika Watson, Chief Human Resources & Operations Officer  
**SUBJECT: Agreement with Grand Canyon University**

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The Superintendent recommends that the Board of Education approve the School Counseling Affiliation Agreement between Glendale Unified School District and Grand Canyon University.

This Agreement is between the Glendale Unified School District and Grand Canyon University to implement a field educational program in which University students may participate in the School Counseling Internships, Practicum, and Observations.

The term of the Agreement begins on 3/1/2023 and end 2/28/2026. Either party, upon thirty (30) days' written notice to the other party, may terminate this agreement. There is no fiscal impact to the District.

In accordance with the provisions of Sections 44225 and 44227 of the California Education Code, the Governing Board of any school district is authorized to enter into agreements with the California State Universities and Colleges, the University of California, or any other university or college approved by the Commission on Teacher Credentialing as a teacher education institution to provide teaching experience through practice teaching to students enrolled in teacher education curriculum of such institutions.

***TO SUPPORT 2022-23 BOARD PRIORITY NO. 2: Foster a Positive Culture of Learning – Ensure equitable teaching and learning opportunities led by excellence; support culturally relevant curriculum that emphasizes inclusion; and increase school connectedness for students, parents, and families.***

## School Counseling Affiliation Agreement Between Grand Canyon University and Glendale Unified School District

1. **Parties:** This agreement is entered into on the March 1, 2023 day by and between Grand Canyon University and Glendale Unified School District #205 at 223 North Jackson Street, Glendale, CA 91206 referred to as the “District.”
2. **Purpose:** The purpose of this non-exclusive Agreement is to establish the terms and conditions under which students of Grand Canyon University may participate in School Counseling Internships, Practicum and Observations at the schools located in the District.
3. **Responsibilities of Grand Canyon University**
  - A. To promptly and thoroughly investigate any complaint by any participating student of unlawful discrimination or harassment at the FIELDWORK SITE or involving employees or agents of the FIELDWORK SITE, to take prompt and effective remedial action when discrimination or harassment is found to have occurred, and to promptly notify the District of the existence and outcome of any complaint of harassment by, against, or involving any participating student.
  - B. Grand Canyon University agrees to comply with all federal, state and local statutes and regulations applicable to the operation of the Agreement, including without limitations, laws relating to the confidentiality of student records.
  - C. University shall conduct background checks for all students that meet the requirements of California Education Code section 45125.1. University shall not place any student at Learning Site who has been convicted of a violent felony listed in California Penal Code section 1192.7(c).
  - D. That each student will be required to provide proof of his/her own professional liability insurance in the amounts of \$1,000,000/\$3,000,000 to the GCU field experience office.
  - E. Grand Canyon University will maintain in full force and effect, at its sole expense and written by carriers acceptable to District:
    - i. Commercial General Liability (Minimum Requirements):  
Limits of Liability:  
\$1,000,000 Combined Single Limit  
\$2,000,000 General Aggregate  
\$1,000,000 Products Aggregate  
\$1,000,000 Personal Injury  
\$5,000 Medical Payments  
  
Coverage:  
Premises/Operation Liability  
Medical Payments Liability  
Contractual Liability

Personal Injury Liability  
Independent Contractors

ii. Certificates of Insurance:

4. **Term**: The term of this Agreement begins 3/1/2023 and ends 2/28/2026.
5. **Compliance with Handbook and Policy**: Grand Canyon University and Grand Canyon University's participating students shall comply with all policies of the University and District. Students accepted to the District for clinical training shall be subject to all applicable policies and regulations of the District and Grand Canyon University. Prior to assignment of students to the District, Grand Canyon University will advise students of any specific requirements that must be met to participate in the clinical. These specific requirements are outlined in Grand Canyon University's student teaching manual. Failure to complete the requirements will result in non-placement of students.
6. **Confidentiality**: Grand Canyon University shall inform each participating student of Federal law governing the confidentiality of District student information, including FERPA. The District shall inform each participating student of any applicable state law governing the confidentiality of student information. The District shall also inform each participating Clinical Supervisor that he/she is bound to maintain in confidence, any documents or other confidential information about Grand Canyon University to which he/she might have access. Any breach of confidentiality by a participating Student or Clinical Supervisor shall be grounds for immediate termination of the clinical experience. Student must sign an agreement agreeing to comply with FERPA.
7. **Indemnification and Hold Harmless**: The University agrees to indemnify, defend and hold harmless the Facility, its agents, officers, and employees from and against any and all liability, expense, including defense costs and legal fees, and claims for damages relating to any negligent acts of University employees, including, but not limited to, bodily injury, death, personal injury, or property damage suits arising from services performed by the University employees pursuant to this agreement.
8. **Notices**: Notices under this agreement shall be mailed or delivered to the parties as follows:

**Grand Canyon University**  
Dr. Anna Edgeston  
Program Director, Associate Professor  
College of Humanities and Social Sciences  
Grand Canyon University  
3300 West Camelback Road  
Phoenix, Arizona. 85017

**Glendale Unified School District**  
223 North Jackson Street  
Glendale, CA 91206

9. **Partnership/Joint Venture/Employment:** Nothing herein shall in any way be construed or intended to create a partnership or joint venture between the parties or to create the relationship of principal and agent between or among any of the parties.
  
10. **Nondiscrimination:** The parties shall comply with Title VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, section 504 of the Rehabilitation Act of 1973, the Americans with Disability Act of 1990 and the regulations related thereto. The parties will not discriminate against any individual including but not limited to employees or applicants for employment and/or students because of race, religion, creed, color, sex, age, disability, veteran status, national origin, sexual orientation, gender, gender identity or expression, or genetic information; the perception of one or more of such characteristics; or association with a person or group with one or more of these actual or perceived characteristics. In addition, the UNIVERSITY agrees to require like compliance by all of its students. This section shall not apply to discrimination in employment on the basis of religion that is specifically exempt under the Civil Rights Act of 1964 (42 U.S.C. §2000 e).
  
11. **Assignment:** The provisions of this agreement shall insure to the benefit of and shall be binding upon the successors of the parties hereto. Neither this agreement nor any of the rights or obligations hereunder may be transferred or assigned without prior written consent of the other party.
  
12. **Modification of Agreement:** This agreement may be modified only by written amendment executed by all parties.
  
13. **Termination:** Either party, upon thirty (30) days' written notice to the other party, may terminate this agreement.

Any audio or video recordings of District students must have parent consent, and a copy of the recordings must be provided to the District. This agreement shall be governed by California law, and venue shall be in Los Angeles County, CA.

In witness whereof, the parties hereto have caused this Agreement to be duly executed and delivered by their respective officials thereunto duly authorized as of the date first above written.

**Grand Canyon University**

**Glendale Unified School District**

By: Dr. Anna Edgeston  
 (Signature)

By: \_\_\_\_\_  
 (Signature)

Name Dr. Anna Edgeston, EdD, LPC-MHSP  
 Title: Program Director, Associate Professor,  
 College of Humanities and Social Sciences

Name: Dr. Darneika Watson  
 Title: Chief Human Resources and Operations Officer  
 Director, Classified Personnel

Date: January 20, 2023

Date: March 8, 2023

GLENDALE UNIFIED SCHOOL DISTRICT

April 18, 2023

CONSENT CALENDAR NO. 21

TO: Board of Education  
FROM: Dr. Vivian Ekchian, Superintendent  
SUBJECT: **Acceptance of Gifts**

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The Superintendent recommends that the following gifts to the District be accepted and that letters of appreciation be written to the donors:

- a. Parker Anderson Learning Center, Inc. wishes to donate to the District \$790.00 to purchase materials and supplies for use at Glenoaks Elementary School.
- b. American Heart Association wishes to donate to the District \$100.00 to purchase materials and supplies for use at Glenoaks Elementary School.
- c. Nora Davoudi wishes to donate to the District a wheelchair for use at Thomas Jefferson Elementary School.
- d. Naomi Fink wishes to donate to the District through the Educational Services Department \$250.00 to purchase materials and supplies for use in the Japanese Dual Immersion Program at Verdugo Woodlands Elementary School.
- e. Valley View Edu Foundation wishes to donate to the District \$725.34 to support programs at Valley View Elementary School.
- f. BPI Inspection Services wishes to donate to the District \$100.00 to purchase supplies for the bridge ribbon cutting ceremony at Verdugo Woodlands Elementary School.
- g. Capital Group on behalf of Capital Group Co Charitable Foundation wishes to donate to the District through the Educational Services Department \$160.00 to purchase instructional materials and supplies for use in the Japanese Dual Immersion Program at Verdugo Woodlands Elementary School.
- h. William Gallimore II and Robert Crocker wish to donate to the District \$500.00 to support Adelante Latinos.
- i. Jacqueline Tabor wishes to donate to the District \$100.00 to support Adelante Latinos.