

North Valley Military Institute – Board of Trustees Regular Meeting

Thursday, March 28, 2019 @ 4:00 p.m.

Room 68, 12105 Allegheny Street, Sun Valley, CA 91352

AGENDA - REGULAR MEETING

NOTE: Reasonable accommodations will be made for persons with disabilities.

Please contact the Superintendent, Dr. Mark Ryan at 323-217-4481 or via email at mryan@novamil.org at least one hour in advance of the meeting to request accommodations.

Board members may be calling in from the following remote locations (at which agendas are posted and at which the public is welcome to attend the meeting in person):

634 North Citrus Avenue, Los Angeles, California 90036

13356 Eldridge Avenue Sylmar, CA 91342

2212 NW 60th Street, Seattle, Washington 98107

8302 Colonial Rd, Brooklyn, New York 11209

1405 S. Fern St, Arlington Virginia 22202

In Accordance with the Brown Act, a majority of the members of the quorum of board members must be physically within the jurisdiction of the school (the State of California)

- I. Call to Order
- II. Adoption / Reordering of the Agenda
- III. BOARD MEMBERSHIP:
 - a. The board will consider the membership of Jim Webb, graduate of West Point and Exploring Program Director, Boy Scouts of America and US Army Major General Retired John Harrel (former Commanding General, CA National Guard) for the NVMI Board of Trustees and their assignment to the Leadership Committee with terms from now through June 30, 2021.
 - b. The board will also consider extending the terms of the following board members by one year to June 30, 2021 to help with staggering of terms: Chair Villanueva, Vice Chair Enos and Member West.
 - c. The board will also consider the resignation of member Steven Escobar effective the end of this meeting in order for member Escobar to join the NVMI staff as a Development Director/Grant Writer effective April 1, 2019.
- IV. General Public Comment – Members of the public who wish to make comments on non-agenda items are welcome to do so at this time. Speaker cards are available at the end of this agenda. Each speaker is limited to three (3) minutes. The board is not permitted to discuss matters not on the agenda, but may refer speakers to staff for follow up as appropriate.
- V. RECESS INTO CLOSED SESSION
- VI. CLOSED SESSION:
 - a. CONFERENCE WITH LEGAL COUNSEL - ANTICIPATED LITIGATION Significant exposure to litigation pursuant to subdivision (b) of Section 54956.9: 1 case
 - b. PUBLIC EMPLOYEE PERFORMANCE EVALUATION – Superintendent of the Academy
- VII. RECONVENE INTO OPEN SESSION: Report of action taken in closed session, if any.
- VIII. CONSENT AGENDA:
 - a. APPROVAL OF FEBRUARY 28 MEETING MINUTES (attached)
 - b. The board will adopt the 2019-2020 academic calendar (see attached). This is a fairly significant change from previous practice. It will align NVMI with the LA Mission College calendar which will make it easier for the Early College Program.
 - c. The board is requested to authorize the Superintendent to open a new bank account with Mission Valley Bank, a small local bank. This is in part due to a compromise of our Wells Fargo

account by forgers which required we get a new account. We are hopeful that doing business with a smaller, local institution will allow greater customer service.

- d. The board is requested to authorize the Superintendent to submit an application to Mission Valley Bank for a line of credit to help in the event NVMI experiences challenges with cash flow and the line of credit would mitigate the need for sale of receivables (Factoring) in the future. Both the NVMI Board and LACOE will need to approve any final offer of a line of credit prior to acceptance. This vote would only authorize the Superintendent to make the application on behalf of NVMI.
 - e. The LACOE charter office has advised NVMI that our current policy of allowing students to earn merits for donations is, in their opinion and in the opinion of LACOE legal counsel, a violation of the law, because it allows a student to earn something that other students incapable of making donations are not also able to earn. While NVMI legal counsel does not feel this is a violation of the law, in order to avoid spending an inordinate amount of public dollars arguing the point, the NVMI Superintendent recommends the board pass a motion directing the Superintendent to immediately cease awarding merits for student/parent donations and to come up with other ways of rewarding students and parents for such donations.
 - f. The board has received email copies of the February financial statements submitted to LACOE and will ratify the submission of those documents. (See attached)
- IX. BUDGET REVISION (Information, Discussion and Action) The Superintendent recommends the board adopt a revision to the 2018-2019 budget to more accurately align income and expenses with actuals and projections for the remaining third of the fiscal year. (See attached)
- X. PRELIMINARY 2019-2020 BUDGET DISCUSSION (Information, Discussion and Possible Action) The Superintendent will present proposals for the board to consider relative to the 2019-2020 budget, including the adoption of a proposed salary scale for teachers and non-teaching personnel, the budgetary implications of an immediate transition to the new scales versus more gradual implementation options, and policy recommendations regarding benefits packages. In addition, the Superintendent will present discussion topics relative to bus transportation, special education services, food services, uniform and accouterment purchasing, etc. The board may choose to take action on:
- a. adopting and/or modifying the salary scales (See attached salary scale proposals)
 - b. deciding an implementation plan to move to the new salary scales which may include adopting them immediately or transitioning to them over one or more years
 - c. benefits package options
 - d. bus transportation options
 - e. special education service options
 - f. food service options
 - g. uniform and accouterment purchasing options
 - h. and other topics relative to the 2019-2020 fiscal year budget.

XI. SUPERINTENDENT REPORT TO THE BOARD:

- a. The Army JROTC application submitted quite a while ago was finally accepted by US Army Cadet Command, so NVMI will officially begin an affiliation with the Army JROTC program effective May 1, 2019 (the beginning of the new federal fiscal year). This will mean the army will provide uniforms and curricula for the HS cadets, half of the salaries of at least two military staff (a senior officer and a senior NCO), some technology resources/support, and various logistical support. Ads have been put out for the full time positions and interviews are ongoing.
- b. Reenrollment begin March 13. As of March 23, 416 of 579 grades 6-11 students (or 72% have indicated their intention to return. Fourteen (two percent) have indicated their intention not to re-enroll, and the other 26% have not yet returned forms.
- c. LA Mission College – We have signed up students for the Early College program summer and fall classes and anticipate having a full contingent (35 or more) of students in EACH of grades 9 and 10 and 30 or more in each of grades 11 and 12 for the 2019-2020 school year. The state law changes in math and English eligibility have complicated our original plans, but we are working with the Academic Vice President, deans, and department chairpersons to ensure the highest likelihood of a successful program.
- d. Survival training exercise will be offered at Camp Roberts in central California April 12-16, 2019. Twenty cadets will participate chaperoned by five adults.
- e. Summer camp will take place June 20-29 at Camp Pendleton. Due to operational demands, the School of Infantry-West will not be hosting billeting or food service, but the Fifth Marines at Area 62 appear willing to host billeting and chow and the details of this are being negotiated presently. SOI-W will host training of most units, and the Navy Corpsman school will continue to host cadet medic training. Camp Pendleton Fire will host cadet firefighter training, and Edson Range appears willing to continue to allow use of the Leadership Reaction Course and Confidence Course. Dr. Ryan is working on the various logistical and operational issues and does not anticipate any “deal breakers.”
- f. NVMI dashboard for the four pillars continues to be updated for the board monthly and as additional data becomes available. <http://www.novamil.org/nvmi-data-dashboard-0>
- g. New Directions for Youth and the San Fernando Valley Partnership continue to provide addiction counseling and support for students and parents free of charge to NVMI cadets and families. As part of NVMI’s comprehensive efforts to meet the needs of students struggling with various forms of addiction and trauma, NVMI will continue to partner with these and other groups who can serve our students.
- h. NVMI was chosen to participate in the CA Department of Education Performance Indicator Review for Special Education because of English and math achievement of SPED students as well as overall discipline data for SPED students. The NVMI administration is working with our El Dorado County Charter Special Education Local Plan Agency (SELPA) to comply with the expectations of this review and anticipates being fully compliant with the expectations established by the CDE by their deadline. NVMI anticipates including the action plan to

improve these metrics being included in our Local Control Accountability Plan, a draft of which the Board of Trustees will be reviewing in April.

- i. NVMI was also chosen by the CDE to participate in Federal Program Monitoring for the English Learner Program and complied with submitting all required documents by the deadline earlier this month. We are now awaiting word about whether there are any outstanding issues to be resolved.
 - j. For the last six weeks of the school year, we are taking about two dozen of our middle school students who are at risk for retention and placing them in a specialized program taught by Dr. Ryan and Chief Pulos (who have the necessary multiple subject and/or single subject credentials) to attempt to help 100% of them avoid retention and successfully move onto the next grade. The school counseling department is providing intensive individual and small group counseling to support these students, and previous efforts at this program have proven highly successful.
 - k. High school students recently completed a Bivouac (the weekend of 22-24 March) at Vandenburg Air Force Base. Vandenburg was EXTREMELY supportive. Cadets participated in training with Vandenburg Fire Department which included emergency patient assessment, first aid/CPR practical exercises, vehicle extrication, fire suppression, the firefighter fitness challenge, and career exploration activities in Fire/EMS. Another group of students completed survival skills training, and cadet leadership participated in scenarios with the Emergency Operations Center that manages launches and other potentially hazardous situations.
 - l. A Pass in Review was held March 15 to celebrate third quarter honorees in the four NVMI pillars of academics, leadership, citizenship, and athletics. Honestly, it was not our best display of marching and discipline, so we are evaluating our successes and failures and conducting retraining. MG Harrel was the reviewing officer.
 - m. Board Chair Villanueva, Board Secretary West, and members of the NVMI administration met face to face with LACOE Charter School staff at their Downey Offices to discuss the status of NVMI operations. It was a very productive meeting and clarified/addressed a number of concerns voiced by LACOE staff. In addition, on Monday March 25, LACOE staff will have completed a site visit to NVMI for the purpose of visiting classrooms and reviewing operational protocols and compliance with the LACOE/NVMI MOU.
- XII. CONSIDERATION OF PROPOSED AGREEMENT FOR DEVELOPMENT DIRECTOR/GRANT WRITER: The board will consider agreements for Steven Henao-Escobar to serve as a contracted Director of Development/Grant Writer (see attached). (Member Henao-Escobar will not participate in this discussion/vote, and his resignation will take effect upon the termination of this meeting.)
- XIII. AGENDA ITEMS FOR NEXT MEETING
- XIV. ADJOURNMENT

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Thursday, February 28, 2019 @ 4:00 p.m.

Room 68, 12105 Allegheny Street, Sun Valley, CA 91352

MINUTES - REGULAR MEETING

- I. Call to Order at 4:01 p.m. Present Chair Danny Villanueva, Vice Chair Kelly Enos, Lanny West, Mike Camorlinga, Ahmed Saededdin, Steven Escobar (Late), Leslie Beavers (could not be heard through online means so was not an official participant). Absent John Martinez, John Pruitt
- II. Adoption of the Agenda - motion by Kelly Enos; seconded by Lanny; Unanimous (West, Villanueva, Enos, Camorlinga, Saededdin). Staff present Mark Ryan and Matt Kus.
- III. General Public Comment – none; There was one parent present who did not wish to speak.
- IV. APPROVAL OF FEBRUARY 21 MEETING MINUTES (attached) Motion by Lanny West; seconded by Kelly Enos. Unanimous (Villanueva, Enos, West, Camorlinga, Saededdin).
- V. INFORMATION AND DISCUSSION – Report on the process for hiring a Development Director/Grant Writer – not discussed
- VI. BUDGET (DISCUSSION AND ACTION): The board discussed and took unanimous action by a motion by Kelly Enos and Second by Lanny West to approve the draft Fiscal Stabilization Plan and Second Interim Financial Report. (Ayes: Villanueva, Enos, West, Camorlinga, Saededdin, and Escobar).
- VII. ADJOURNMENT at 4:15 by a motion of Lanny West seconded by Steven Escobar; unanimous (Villanueva, Enos, West, Camorlinga, Saededdin, and Escobar).

NORTH VALLEY MILITARY INSTITUTE | PROPOSED 2019-2020 CALENDAR

1 Six Week Summer School session Starts
4 Independence Day – no summer school classes
22 Entrance Camp Starts

JULY 2019						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

JANUARY 2020						
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26	27	28	29	30	31	

1- New Year's Day – no school
2 – WINTER SESSION LAMC CLASSES BEGIN
2 – NVMI Winter Credit Recovery and Academic Enrichment programs begin
2- NVMI Winter Entrance Camp Begins
20 M.L. King Day – No school

9 Summer School Ends
10 Entrance Camp Graduation
19-23 Staff Professional Development
19 Grade 6 orientation
20 Grade 7 orientation
21 Grade 8 orientation
22 Grades 9-10 orientation
23 Grades 11-12 orientation
26 FIRST DAY OF FALL CLASSES

AUGUST 2019						
S	M	T	W	Th	F	S
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FEBRUARY 2020						
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7 WINTR SESSION CLASSES END
10 SPRING SEMESTER BEGINS
17 Presidents' Day

2 Labor Day – no school
20 Fall 1 Progress Report

SEPTEMBER 2019						
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MARCH 2020						
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6 Spring 1 Progress Report

18 Fall 2 Progress Report

OCTOBER 2019						
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APRIL 2020						
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3 Spring 2 Progress Report
6-10 Spring Recess

11 Veterans Day – no classes
15 Fall 3 Progress Report
28-29 Thanksgiving Break

NOVEMBER 2019						
S	M	T	W	Th	F	S
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MAY 2019						
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31						

8 Spring 3 Progress Report
25 Memorial Day – No School

9-13 Final Exams
16-31 Winter Vacation (school closed)

DECEMBER 2019						
S	M	T	W	Th	F	S
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JUNE 2019						
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1-5 Final Exams
6 HS Graduation

FEBRUARY FINANCIAL REPORT SUMMARY SUBMITTED TO LACOE

February				July - February Summary				2018-2019		
Account Code	Description	Actual	Budget	Actual	Budget	Variance \$	Variance %	Total Budget	Remaining Budget	% Remaining
8011	LCFF Revenue	\$369,596	\$852,117	\$2,258,642	\$2,741,163	(\$482,521)	-17.6%	\$4,445,398	\$1,752,779	39.43%
8012	Education Protection Account Revenue			\$464,095	\$464,095	-	0.0%	\$896,988	\$432,893	48.26%
8019	Prior Year Income/Adjustments			-	-	-	0.0%	-	(\$1,355)	0.00%
8096	Charter Schools Funding In-Lieu of Property Taxes	-	\$214,059	\$792,156	\$1,006,214	(\$214,059)	-21.3%	\$1,434,332	\$450,967	31.44%
LCFF		\$369,596	\$1,066,176	\$3,514,893	\$4,211,473	(\$696,580)	-16.5%	\$6,776,718	\$2,635,284	38.89%
8181	Special Education - Entitlement			-	-	-	0.0%	\$66,513	\$66,513	100.00%
8291	Title I Federal Revenue			\$244,379	\$63,574	\$180,805	284.4%	\$258,253	\$13,874	5.37%
8292	Title II			\$14,826	\$12,869	\$1,957	15.2%	\$29,607	\$14,781	49.92%
8293	Title III Federal Revenue	\$2,897	-	\$5,794	\$2,897	\$2,897	100.0%	\$11,589	\$5,795	50.00%
8294	Title IV Federal Revenue			\$8,046	\$4,023	\$4,023	100.0%	\$16,091	\$8,045	50.00%
Federal Revenue		\$2,897	-	\$273,045	\$83,363	\$189,682	227.5%	\$382,053	\$109,008	28.53%
8550	Mandate Block Grants	\$52,091	-	\$69,317	\$69,317	\$1	0.0%	\$122,800	\$53,483	43.55%
8560	State Lottery Revenue			\$29,111	\$20,662	\$8,450	40.9%	\$115,329	\$86,218	74.76%
8590	All Other State Revenues	-	\$39,520	\$131,723	\$165,750	(\$34,027)	-20.5%	\$203,320	\$71,597	35.21%
8599	Prior Year State Income			\$3,924	\$728	\$3,196	438.8%	\$728	(\$3,196)	0.00%
Other State Revenue		\$52,091	\$39,520	\$234,075	\$256,456	(\$22,381)	-8.7%	\$442,178	\$208,103	47.06%
8682	Foundation Grants/Donations	\$13,750	-	\$23,300	\$9,350	\$13,950	149.2%	\$9,350	(\$13,950)	0.00%
8683	Hawk Exchange	\$3,128	-	\$13,200	\$5,362	\$7,838	146.2%	\$5,362	(\$7,838)	0.00%
8685	PAC Fundraising	\$11,107	-	\$46,413	\$29,574	\$16,839	56.9%	\$40,000	(\$8,833)	0.00%
8686	Annual Campaign	\$935	\$1,759	\$11,413	\$12,965	(\$1,552)	-12.0%	\$20,000	\$7,692	38.46%
8699	All Other Local Revenue	\$280	-	\$8,008	\$5,774	\$2,234	38.7%	\$10,000	\$1,992	19.92%
8792	SPED State/Other Transfers of Apportionments from County	-	\$57,737	\$72,252	\$129,989	(\$57,737)	-44.4%	\$288,683	\$216,431	74.97%
Local Revenue		\$29,200	\$59,495	\$174,588	\$193,014	(\$18,427)	-9.5%	\$373,395	\$195,493	52.36%
Total Revenue		\$453,784	\$1,165,191	\$4,196,600	\$4,744,306	(\$547,706)	-11.5%	\$7,974,344	\$3,147,888	39.48%
1100	Teachers' Salaries	\$209,691	\$188,942	\$1,419,553	\$1,380,447	(\$39,106)	-2.8%	\$1,947,273	\$527,720	27.10%
1120	Substitute Expense	-	\$520	\$1,200	\$2,240	\$1,040	46.4%	\$3,800	\$2,600	68.42%
1200	Certificated Pupil Support Salaries	\$12,500	\$13,636	\$66,681	\$68,953	\$2,272	3.3%	\$123,497	\$56,816	46.01%
1300	Certificated Supervisor and Administrator Salaries	\$41,000	\$36,600	\$292,613	\$288,214	(\$4,400)	-1.5%	\$434,614	\$142,000	32.67%
1900	Other Certificated Salaries			\$41,085	\$41,085	(\$0)	0.0%	\$41,085	(\$0)	0.00%
Certificated Salaries		\$263,191	\$239,698	\$1,821,132	\$1,780,938	(\$40,194)	-2.3%	\$2,550,268	\$729,136	28.59%
2100	Instructional Aide Salaries	\$61,092	\$52,468	\$460,350	\$357,410	(\$102,940)	-28.8%	\$567,282	\$106,932	18.85%
2200	Classified Support Salaries (Maintenance, Food)	\$7,145	\$3,468	\$67,957	\$145,913	\$77,956	53.4%	\$159,785	\$91,828	57.47%
2300	Classified Supervisor and Administrator Salaries	\$9,167	\$9,167	\$102,750	\$102,751	\$1	0.0%	\$139,419	\$36,669	26.30%
2400	Clerical, Technical, and Office Staff Salaries	\$24,470	\$25,328	\$214,358	\$215,268	\$910	0.4%	\$316,580	\$102,222	32.29%

2900	Other Classified Salaries (Noon and Yard Sup, etc.)	\$31,886	\$26,156	\$187,170	\$182,074	(\$5,096)	-2.8%	\$286,698	\$99,528	34.72%
Classified Salaries		\$133,760	\$116,587	\$1,032,586	\$1,003,417	(\$29,169)	-2.9%	\$1,469,765	\$437,179	29.74%
3101	State Teachers' Retirement System, certificated positions	\$42,259	\$37,682	\$292,250	\$284,170	(\$8,080)	-2.8%	\$434,896	\$142,646	32.80%
3313	OASDI	\$8,002	\$6,046	\$60,883	\$57,292	(\$3,591)	-6.3%	\$81,476	\$20,593	25.27%
3323	Medicare	\$5,666	\$4,697	\$40,764	\$39,000	(\$1,764)	-4.5%	\$57,789	\$17,025	29.46%
3403	Health & Welfare Benefits	\$26,347	\$27,263	\$217,566	\$188,797	(\$28,769)	-15.2%	\$297,847	\$80,281	26.95%
3503	State Unemployment Insurance	\$5,573	\$3,939	\$34,814	\$19,280	(\$15,534)	-80.6%	\$35,035	\$221	0.63%
3603	Worker Compensation Insurance	\$3,699	\$4,630	\$35,377	\$37,237	\$1,861	5.0%	\$55,757	\$16,647	29.86%
3903	ER 403 B			-	-	-	0.0%	-	-	
Employee Benefits		\$91,545	\$84,256	\$681,654	\$625,777	(\$55,877)	-8.9%	\$962,800	\$277,413	28.81%
Total Personnel Expenses		\$488,496	\$440,541	\$3,535,372	\$3,410,132	(\$125,240)	-3.7%	\$4,982,833	\$1,443,728	28.97%
4101	Curriculum Assessment and Software			\$28,258	\$28,258	(\$0)	0.0%	\$30,758	\$2,500	8.13%
4103	Textbooks - English	\$60	-	\$60	-	(\$60)	0.0%	-	(\$60)	0.00%
4104	Textbooks - History			\$674	\$674	\$0	0.0%	\$674	\$0	0.05%
4200	Books and Other Reference Materials			\$293	\$190	(\$103)	-54.5%	\$190	(\$103)	0.00%
4210	Testing and Exam Supplies			\$794	\$794	-	0.0%	\$1,000	\$206	20.62%
4215	STEM Materials and Supplies	-	\$880	\$1,495	\$2,298	\$803	34.9%	\$4,058	\$2,563	63.16%
4300	Materials and Supplies	\$766	\$850	\$12,658	\$11,598	(\$1,060)	-9.1%	\$15,000	\$2,342	15.61%
4301	Other Supplies -Uniforms	\$5,009	\$8,580	\$170,519	\$170,840	\$321	0.2%	\$188,000	\$17,481	9.30%
4302	Other Supplies -Athletic Uniforms	\$548	\$800	\$8,148	\$8,401	\$253	3.0%	\$10,000	\$1,852	18.52%
4303	Other Supplies - Athletic Equipment	\$63	\$1,499	\$14,223	\$17,034	\$2,812	16.5%	\$20,032	\$5,762	28.77%
4304	Other Supplies - Intramural Athletic Supplies			\$2,884	\$2,590	(\$294)	-11.4%	\$2,590	(\$294)	0.00%
4305	Staff Uniforms	-	\$393	\$215	\$1,000	\$785	78.5%	\$1,000	\$785	78.54%
4307	Other Supplies - Planners			\$11,469	\$11,469	-	0.0%	\$11,469	-	0.00%
4308	Merit Reward Supplies			\$558	\$558	-	0.0%	\$558	-	0.00%
4311	Other Supplies and Accoutrements	\$186	\$647	\$6,450	\$7,353	\$903	12.3%	\$8,000	\$1,550	19.37%
4315	Classroom Materials and Supplies	\$166	\$1,831	\$18,245	\$21,437	\$3,192	14.9%	\$25,100	\$6,855	27.31%
4400	Noncapitalized Equipment	\$1,072	\$535	\$8,003	\$7,466	(\$538)	-7.2%	\$8,000	(\$253)	0.00%
4410	Software and Software Licensing			-	-	-	0.0%	-	-	
4415	Student Band/Drama Equipment			\$6,475	\$6,475	\$0	0.0%	\$7,000	\$525	7.50%
4430	Noncapitalized Student Equipment			\$304	\$304	(\$0)	-0.2%	\$304	(\$0)	0.00%
4700	Food and Food Supplies	\$5,955	\$9,897	\$39,754	\$55,308	\$15,554	28.1%	\$85,000	\$45,246	53.23%
Books and Supplies		\$13,825	\$25,912	\$331,479	\$354,046	\$22,568	6.4%	\$418,733	\$86,957	20.77%
5200	Travel and Conferences	\$1,161	\$200	\$2,765	\$1,804	(\$961)	-53.3%	\$2,604	(\$161)	0.00%
5210	Training and Development Expense	-	\$200	\$22,715	\$22,411	(\$304)	-1.4%	\$23,011	\$296	1.29%
5300	Dues and Memberships	\$1,020	-	\$33,308	\$32,288	(\$1,020)	-3.2%	\$35,000	\$1,692	4.83%
5400	Insurance	\$6,036	\$6,036	\$60,263	\$60,263	-	0.0%	\$72,044	\$5,302	7.36%
5500	Operation and Housekeeping Services	\$328	-	\$7,366	\$6,711	(\$655)	-9.8%	\$6,711	(\$655)	0.00%
5505	Student Transportation To and From School	-	\$30,000	\$178,226	\$173,266	(\$4,960)	-2.9%	\$310,000	\$131,774	42.51%
5506	Transportation Repair	\$1,138	\$962	\$4,622	\$5,113	\$491	9.6%	\$8,961	\$4,339	48.42%
5507	SC Svcs, Foot, Supply & Facilities			-	-	-	0.0%	\$40,000	\$40,000	100.00%
5508	Merit Field Trips			-	-	-	0.0%	\$4,000	\$4,000	100.00%
5509	Gas For Vans	\$341	\$504	\$1,533	\$2,070	\$537	25.9%	\$4,086	\$2,553	62.49%
5510	Athletic Trips	-	\$2,354	\$14,008	\$16,938	\$2,930	17.3%	\$24,000	\$9,992	41.63%

5511	Transportation Non SC Field Trips	\$1,950	\$7,185	\$14,893	\$20,562	\$5,669	27.6%	\$20,562	\$5,669	27.57%
5512	Transportation Summer Camp			-	-	-	0.0%	\$8,000	\$8,000	100.00%
5513	Academic Field Trip - Food	-	\$339	\$322	\$661	\$339	51.3%	\$1,000	\$678	67.84%
5514	Academic Field Trips - Transportation	\$650	-	\$9,810	\$9,160	(\$650)	-7.1%	\$10,000	\$190	1.90%
5515	Parade- Food, Svcs & Supply	\$413	\$209	\$1,204	\$1,000	(\$204)	-20.4%	\$1,000	(\$204)	0.00%
5516	Non SC Svcs, food, supply & facilities	\$3,124	\$5,017	\$12,908	\$14,658	\$1,750	11.9%	\$14,658	\$1,750	11.94%
5517	Parade Transportation	\$3,975	\$3,599	\$15,376	\$15,000	(\$376)	-2.5%	\$15,000	(\$376)	0.00%
5600	Space Rental/Leases Expense	\$38,317	\$32,289	\$314,149	\$302,094	(\$12,054)	-4.0%	\$431,251	\$78,786	18.27%
5601	Building Maintenance			\$20	\$20	-	0.0%	\$20	-	0.00%
5602	Other Space Rental	\$1,456	-	\$6,412	\$5,724	(\$688)	-12.0%	\$5,724	(\$688)	0.00%
5603	Athletic Space Rental	-	\$500	-	\$500	\$500	100.0%	\$2,000	\$740	37.00%
5605	Equipment Rental/Lease Expense	\$3,669	\$5,712	\$37,154	\$38,322	\$1,167	3.0%	\$61,169	\$20,346	33.26%
5606	Equipment Rental School Vans			-	-	-	0.0%	-	-	
5610	Equipment Repair	\$25	-	\$261	\$236	(\$25)	-10.6%	\$236	(\$25)	0.00%
5800	Professional/Consulting Services and Operating Expenditures	\$2,036	\$27,129	\$7,862	\$58,484	\$50,622	86.6%	\$167,000	\$159,138	95.29%
5802	Project Management Consultant	\$3,600	\$3,000	\$43,827	\$40,783	(\$3,044)	-7.5%	\$52,783	\$5,321	10.08%
5803	Banking and Payroll Service Fees	\$1,018	\$1,006	\$7,352	\$7,002	(\$350)	-5.0%	\$11,027	\$3,663	33.22%
5805	Legal Services	-	\$1,000	\$22,972	\$24,972	\$2,000	8.0%	\$28,972	\$6,000	20.71%
5806	Audit Services			-	\$5,000	\$5,000	100.0%	\$5,000	\$5,000	100.00%
5810	Educational Consultants	\$1,289	\$11,135	\$50,951	\$69,259	\$18,308	26.4%	\$113,800	\$62,849	55.23%
5813	ASES Program Services	-	-	\$83,700	\$83,700	-	0.0%	\$163,800	\$80,100	48.90%
5815	Advertising/Recruiting			\$175	\$38	(\$137)	-364.2%	\$50	(\$125)	0.00%
5820	Fundraising Expense	\$1,334	-	\$28,914	\$27,580	(\$1,334)	-4.8%	\$27,580	(\$1,334)	0.00%
5836	Transportation Services			-	-	-	0.0%	-	-	
5842	School Athletics Services	\$689	\$3,321	\$6,706	\$10,038	\$3,332	33.2%	\$20,000	\$12,685	63.43%
5873	Financial Services	\$4,000	\$4,000	\$32,000	\$32,000	-	0.0%	\$48,000	\$12,000	25.00%
5874	Personnel Services	\$273	\$100	\$1,533	\$1,206	(\$328)	-27.2%	\$1,406	(\$128)	0.00%
5890	Interest Expense/Fees			\$191	\$191	-	0.0%	\$5,000	\$4,810	96.19%
5891	Sale of Revenues Fees and Discounts	\$17,180	-	\$73,634	\$66,454	(\$7,180)	-10.8%	\$66,454	(\$7,180)	0.00%
5900	Communications (Tele., Internet, Copies, Postage, Messenger)	\$666	\$500	\$4,694	\$4,586	(\$109)	-2.4%	\$6,586	\$1,673	25.40%
5901	Communications Tech	\$3,680	\$4,000	\$32,599	\$33,043	\$444	1.3%	\$49,043	\$16,444	33.53%
Services & Other Operating Expenses		\$99,367	\$150,297	\$1,134,426	\$1,193,137	\$58,711	4.9%	\$1,867,538	\$674,913	36.14%
5875	District Oversight Fee			-	-	-	0.0%	\$67,838	\$67,838	100.00%
Other Outgo				-	-	-	0.0%	\$67,838	\$67,838	100.00%
Total Operational Expenses		\$113,192	\$176,209	\$1,465,905	\$1,547,183	\$81,278	5.3%	\$2,354,109	\$829,708	35.25%
Total Expenses		\$601,688	\$616,749	\$5,001,277	\$4,957,315	(\$43,962)	-0.9%	\$7,336,942	\$2,273,436	30.99%
Net Income		(\$147,904)	\$548,442	(\$804,677)	(\$213,009)	(\$591,668)	-277.8%	\$637,402	\$874,451	

PROPOSED BUDGET REVISION

Account Code	Description	Total Budget	Remaining Budget	% Remaining	Proposed Change	Rationale
8011	LCFF Revenue	\$4,445,398	\$1,752,779	39.43%	none	
8012	Education Protection Account Revenue	\$896,988	\$432,893	48.26%	none	
8019	Prior Year Income/Adjustments	-	(\$1,355)	0.00%	\$1,355	align with actual
8096	Charter Schools Funding In-Lieu of Property Taxes	\$1,434,332	\$450,967	31.44%	none	
LCFF		\$6,776,718	\$2,635,284	38.89%		
8181	Special Education - Entitlement	\$66,513	\$66,513	100.00%	none	
8291	Title I Federal Revenue	\$258,253	\$13,874	5.37%	none	
8292	Title II	\$29,607	\$14,781	49.92%	none	
8293	Title III Federal Revenue	\$11,589	\$5,795	50.00%	none	
8294	Title IV Federal Revenue	\$16,091	\$8,045	50.00%	none	
Federal Revenue		\$382,053	\$109,008	28.53%		
8550	Mandate Block Grants	\$122,800	\$53,483	43.55%	none	
8560	State Lottery Revenue	\$115,329	\$86,218	74.76%	none	
8590	All Other State Revenues	\$203,320	\$30,647	15.07%	none	
8599	Prior Year State Income	\$728	(\$3,196)	0.00%	\$3,196	align with actual
Other State Revenue		\$442,178	\$167,153	37.80%		
8682	Foundation Grants/Donations	\$9,350	(\$14,200)	0.00%	\$14,200	align with actual
8683	Hawk Exchange	\$5,362	(\$9,949)	0.00%	\$16,500	Winter gear sales + Summer camp
8685	PAC Fundraising	\$40,000	(\$9,013)	0.00%	\$13,000	align with actual
8686	Annual Campaign	\$20,000	\$6,370	31.85%	(\$10,000)	align with actual
8699	All Other Local Revenue	\$10,000	(\$3,996)	0.00%	\$5,000	align with actual
8792	SPED State/Other Transfers of Apportionments from County	\$288,683	\$161,892	56.08%	none	
Local Revenue		\$373,395	\$131,104	35.11%		
Total Revenue		\$7,974,344	\$3,042,548	38.15%		
1100	Teachers' Salaries	\$1,947,273	\$423,220	21.73%	none	
1120	Substitute Expense	\$3,800	\$2,600	68.42%	none	
1200	Certificated Pupil Support Salaries	\$123,497	\$50,566	40.95%	none	
1300	Certificated Supervisor and Administrator Salaries	\$434,614	\$121,701	28.00%	none	
1900	Other Certificated Salaries	\$41,085	(\$0)	0.00%	none	
Certificated Salaries		\$2,550,268	\$598,086	23.45%		
2100	Instructional Aide Salaries	\$567,282	\$77,704	13.70%	none	
2200	Classified Support Salaries (Maintenance, Food)	\$159,785	\$88,256	55.23%	none	
2300	Classified Supervisor and Administrator Salaries	\$139,419	\$32,086	23.01%	none	

2400	Clerical, Technical, and Office Staff Salaries	\$316,580	\$90,277	28.52%	none	
2900	Other Classified Salaries (Noon and Yard Sup, etc.)	\$286,698	\$85,192	29.71%	none	
Classified Salaries		\$1,469,765	\$373,515	25.41%		
3101	State Teachers' Retirement System, certificated positions	\$434,896	\$121,622	27.97%	none	
3313	OASDI	\$81,476	\$16,791	20.61%	none	
3323	Medicare	\$57,789	\$14,247	24.65%	none	
3403	Health & Welfare Benefits	\$297,847	\$76,249	25.60%	none	
3503	State Unemployment Insurance	\$35,035	(\$828)	0.00%	\$1,500	align with actual
3603	Worker Compensation Insurance	\$55,757	\$16,647	29.86%	none	
Employee Benefits		\$962,800	\$244,728	25.42%		
Total Personnel Expenses		\$4,982,833	\$1,216,329	24.41%		
4101	Curriculum Assessment and Software	\$30,758	\$2,500	8.13%	(\$2,500)	align with actual
4103	Textbooks - English	-	(\$60)	0.00%	\$60	align with actual
4104	Textbooks - History	\$674	\$0	0.05%	none	
4200	Books and Other Reference Materials	\$190	(\$103)	0.00%	\$103	align with actual
4210	Testing and Exam Supplies	\$1,000	\$206	20.62%	none	
4215	STEM Materials and Supplies	\$4,058	\$1,786	44.01%	none	
4300	Materials and Supplies	\$15,000	\$1,472	9.81%	none	
4301	Other Supplies -Uniforms	\$188,000	\$17,726	9.43%	none	
4302	Other Supplies -Athletic Uniforms	\$10,000	\$711	7.11%	none	
4303	Other Supplies - Athletic Equipment	\$20,032	\$5,476	27.33%	none	
4304	Other Supplies - Intramural Athletic Supplies	\$2,590	(\$294)	0.00%	\$500	Change of decision re: sport
4305	Staff Uniforms	\$1,000	\$785	78.54%	none	
4307	Other Supplies - Planners	\$11,469	-	0.00%	none	
4308	Merit Reward Supplies	\$558	-	0.00%	\$1,000	Merit earn rate higher than anticipated
4311	Other Supplies and Accoutrements	\$8,000	\$1,550	19.37%	none	
4315	Classroom Materials and Supplies	\$25,100	\$6,855	27.31%	(\$2,500)	align with actual
4400	Noncapitalized Equipment	\$8,000	\$147	1.83%	none	
4415	Student Band/Drama Equipment	\$7,000	\$525	7.50%	none	
4430	Noncapitalized Student Equipment	\$304	(\$0)	0.00%	none	
4700	Food and Food Supplies	\$85,000	\$45,246	53.23%	none	
Books and Supplies		\$418,733	\$84,527	20.19%		
5200	Travel and Conferences	\$2,604	(\$367)	0.00%	\$500	Additional PD
5210	Training and Development Expense	\$23,011	(\$111)	0.00%	\$500	Additional PD
5300	Dues and Memberships	\$35,000	\$1,076	3.07%	none	
5400	Insurance	\$72,044	\$5,302	7.36%	\$8,000	Increased premium due to outdoor

						education
5500	Operation and Housekeeping Services	\$6,711	(\$655)	0.00%	\$1,500	Increased LAUSD costs for after hours use
5505	Student Transportation To and From School	\$310,000	\$104,167	33.60%	none	
5506	Transportation Repair	\$8,961	\$4,339	48.42%	none	
5507	SC Svcs, Food, Supply & Facilities	\$40,000	\$40,000	100.00%	\$20,000	Higher than anticipated camp participation
5508	Merit Field Trips	\$4,000	\$4,000	100.00%	none	
5509	Gas For Vans	\$4,086	\$2,501	61.20%	none	
5510	Athletic Trips	\$24,000	\$5,444	22.68%	none	
5511	Transportation Non SC Field Trips	\$20,562	\$5,669	27.57%	10000	Band San Francisco Trip
5512	Transportation Summer Camp	\$8,000	\$8,000	100.00%	40000	Different Camp Pendleton Billeting location
5513	Academic Field Trip - Food	\$1,000	\$678	67.84%	none	
5514	Academic Field Trips - Transportation	\$10,000	(\$595)	0.00%	1000	Additional field trips
5515	Parade- Food, Svcs & Supply	\$1,000	(\$204)	0.00%	750	Additional parades
5516	Non SC Svcs, food, supply & facilities	\$14,658	\$1,750	11.94%	14335	Band San Francisco Trip
5517	Parade Transportation	\$15,000	(\$376)	0.00%	4500	Additional parades
5600	Space Rental/Leases Expense	\$431,251	\$78,786	18.27%	none	
5601	Building Maintenance	\$20	-	0.00%	none	
5602	Other Space Rental	\$5,724	(\$688)	0.00%	1300	align with actual
5603	Athletic Space Rental	\$2,000	\$740	37.00%	none	
5605	Equipment Rental/Lease Expense	\$61,169	\$19,198	31.38%	none	
5610	Equipment Repair	\$236	(\$25)	0.00%	\$100	align with actual
5800	Professional/Consulting Services and Operating Expenditures	\$167,000	\$159,138	95.29%	(\$139,000)	Vendors have been moved to 5810 per advice from CSMC but never removed from this line item; add Dev. Dir/Grant Writer
5802	Project Management Consultant	\$52,783	\$5,321	10.08%	12500	Technology consultation; bus purchase consultation
5803	Banking and Payroll Fees	\$11,027	\$3,257	29.53%	none	
5805	Legal Services	\$28,972	\$6,000	20.71%	10000	Prop 39 expense

5806	Audit Services	\$5,000	\$5,000	100.00%	none	
5810	Educational Consultants	\$113,800	\$42,822	37.63%	\$50,000	Additional SPED assessments
5813	ASES Program Services	\$163,800	\$42,600	26.01%	none	
5815	Advertising/Recruiting	\$50	(\$125)	0.00%	2500	New brochure printing
5820	Fundraising Expense	\$27,580	(\$1,334)	0.00%	2000	Drill team fund raising expense
5842	School Athletics Services	\$20,000	\$11,512	57.56%	none	
5873	Financial Services	\$48,000	\$12,000	25.00%	none	
5874	Personnel Services	\$1,406	(\$128)	0.00%	500	align with actual; summer school hiring
5890	Interest Expense/Fees	\$5,000	\$4,810	96.19%	none	
5891	Sale of Revenues Fees and Discounts	\$66,454	(\$7,180)	0.00%	20000	Additional sale of revenues not anticipated in cash flow
5900	Communications (Tele., Internet, Copies,Postage,Messenger)	\$6,586	(\$2,537)	0.00%	5000	align with actual
5901	Communications Tech	\$49,043	\$16,444	33.53%	none	
Services & Other Operating Expenses		\$1,867,538	\$576,227	30.85%		
5875	District Oversight Fee	\$67,838	\$67,838	100.00%	none	
Other Outgo		\$67,838	\$67,838	100.00%		
Total Operational Expenses		\$2,354,109	\$728,592	30.95%		
Total Expenses		\$7,336,942	\$1,944,921	26.51%		
Net Income		\$637,402	\$1,097,627			
						TOTAL CHANGE IN ADDITIONAL EXPENSE
						64148
						TOTAL CHANGE IN ADDITIONAL INCOME
						43251
						NET ADDITIONS TO BUDGET
						20,897

Independent Contractor Agreement

This Independent Contractor Agreement, dated effective April 1st, 2019 and valid through June 30th, 2019 (this "Agreement"), is made and entered into by the **North Valley Military Institute** (the "Company") and **Steven Henao-Escobar** (the "Contractor").

ARTICLE 1 SCOPE OF WORK

1.1 Services. The Company has engaged Contractor to provide services in connection with their needs for a Director of Development/Grant Writer to plan, organize and manage the development functions of NVMI. In this role the Contractor will create and implement an overarching Development Plan to maximize the influx of external funds. The Contractor will work, create and finalize all products remotely. His primary residence will be in Seattle, Washington for the duration of this Agreement. In the Contractor's remote capacity, it is expected that he executes on the following deliverables:

1. Donor Brochure,
2. Recruitment Brochure,
3. Grant Template ó Physical Education
4. Grant Template ó Counseling Services
5. Establish CRM Database of Donors
6. Preliminary Creation of Development "Master Plan" & Grant Submission Calendar
7. Tasks are not limited to this list as the Director of Development operates and prioritizes in accordance with guidance from the Superintendent, Dr. Ryan, and the Board of Governors.

1.2 Time and Availability. Contractor will devote 20 hours per week (80hrs a month) in performing the services for the Company as stated herein. Contractor shall have discretion in selecting the dates and times it performs such Contracting services throughout the month giving due regard to the needs of the Company's business. If the Company deems it necessary for the Contractor to provide more than 80 hours in any month, the Contractor shall be paid on a pro rata basis of annual salary (using standard of the 40-hour work week). Prior to working beyond the 20-hour work week, the Contractor will submit a request in writing to the Company detailing the need for additional work

hours. The Company retains the authority to decline or accept any additional hours beyond the agreed upon 20-hour work week.

1.3 Confidentiality. In order for Contractor to perform the Contracting services, it may be necessary for the Company to provide Contractor with Confidential Information (as defined below) regarding the Company's business and products. The Company will rely heavily upon Contractor's integrity and prudent judgment to use this information only in the best interests of the Company.

1.4 Standard of Conduct. In rendering Contracting services under this Agreement, Contractor shall conform to the highest professional standards of work and business ethics. Contractor shall not use time, materials, or equipment of the Company without the prior written consent of the Company. In no event shall Contractor take any action or accept any assistance or engage in any activity that would result in any university, governmental body, research institute or other person, entity, or organization acquiring any rights of any nature in the results of work performed by or for the Company.

1.5 Reports. Contractor shall periodically provide the Company with written reports of his or her observations and conclusions regarding the Contracting services. Upon the termination of this Agreement, Contractor shall, upon the request of Company, prepare a final report of Contractor's activities.

ARTICLE 2 INDEPENDENT CONTRACTOR

2.1 Independent Contractor. Contractor is an independent contractor and is not an employee, partner, or co-venturer of, or in any other service relationship with, the Company. The manner in which Contractor's services are rendered shall be within Contractor's sole control and discretion. Contractor is not authorized to speak for, represent, or obligate the Company in any manner without the prior express written authorization from an officer of the Company.

2.2 Taxes. Contractor shall be responsible for all taxes arising from compensation and other amounts paid under this Agreement, and shall be responsible for all payroll taxes and fringe benefits of Contractor's employees. Neither federal, nor state, nor local income tax, nor payroll tax of any kind,

shall be withheld or paid by the Company on behalf of Contractor or his/her employees. Contractor understands that he/she is responsible to pay, according to law, Contractor's taxes and Contractor shall, when requested by the Company, properly document to the Company that any and all federal and state taxes have been paid.

2.3 Benefits. Contractor and Contractor's employees will not be eligible for, and shall not participate in, any employee pension, health, welfare, or other fringe benefit plan of the Company. No workers' compensation insurance shall be obtained by Company covering Contractor or Contractor's employees.

ARTICLE 3

COMPENSATION FOR CONTRACTING SERVICES

3.1 Compensation. The Company shall pay to Contractor on a pro rata basis the annual salary of \$85,000 for services rendered to the Company under this Agreement. The monthly compensation shall be based on the standard 40-hour work week. Per this agreement, the Contractor shall work 80 hours a month, rendering a monthly payment of \$3,541.67. The Contractor shall be paid on the first of the month following the month the services were provided. The monthly compensation shall be paid regardless of the number of Contracting hours provided by Contractor in a particular month.

3.2 Reimbursement. The Company agrees to reimburse Contractor for all actual reasonable and necessary expenditures, which are directly related to the Contracting services. All expenditures shall be requested and submitted in writing by the Contractor to the Company at least two days in advance and will need approval prior to expenses being incurred. These expenditures exclude expenses related to travel (i.e., airfare, hotel, temporary housing, meals, parking, taxis, mileage, etc.), due to the remote & work-from-home nature of the agreement. Expenses incurred by Contractor will be reimbursed by the Company within 30 days of Contractor's proper written request for reimbursement.

ARTICLE 4

TERM AND TERMINATION

4.1 Term. This Agreement shall be effective as of April 1st, 2019, and shall continue in full force and effect for 3 consecutive months. The Company and Contractor will re-negotiate to enter into a new Agreement for NVMI's Academic Year (öAYö) 2019-2020.

4.2 Termination. The Company may terminate this Agreement for öCause,ö after giving Contractor written notice of the reason. Cause means: (1) Contractor has breached the provisions of Article 5 or 7 of this Agreement in any respect, or materially breached any other provision of this Agreement and the breach continues for 30 days following receipt of a notice from the Company; (2) Contractor has committed fraud, misappropriation, or embezzlement in connection with the Company's business; (3) Contractor has been convicted of a felony; or (4) Contractor's use of narcotics, liquor, or illicit drugs has a detrimental effect on the performance of his or her employment responsibilities, as determined by the Company.

4.3 Responsibility upon Termination. Any equipment provided by the Company to the Contractor in connection with or furtherance of Contractor's services under this Agreement, including, but not limited to, computers, laptops, and personal management tools, shall, immediately upon the termination of this Agreement, be returned to the Company.

4.4 Survival. The provisions of Articles 5, 6, 7, and 8 of this Agreement shall survive the termination of this Agreement and remain in full force and effect thereafter.

ARTICLE 5

CONFIDENTIAL INFORMATION

5.1 Obligation of Confidentiality. In performing Contracting services under this Agreement, Contractor may be exposed to and will be required to use certain öConfidential Informationö (as hereinafter defined) of the Company. Contractor agrees that Contractor will not and Contractor's employees, agents, or representatives will not use, directly or indirectly, such Confidential Information for the benefit of any person, entity, or organization other than the Company, or disclose such Confidential Information without the written authorization of the Superintendent or Governing Board of the Company, either during or after the term of this Agreement, for as long as such information retains the characteristics of Confidential Information.

5.2 Definition. "Confidential Information" means information not generally known and proprietary to the Company or to a third party for whom the Company is performing work, including, without limitation, information concerning any patents or trade secrets, confidential or secret designs, processes, formulae, source codes, plans, devices or material, research and development, proprietary software, analysis, techniques, materials, or designs (whether or not patented or patentable), directly or indirectly useful in any aspect of the business of the Company, any vendor names, customer and supplier lists, databases, management systems and sales and marketing plans of the Company, any confidential secret development or research work of the Company, or any other confidential information or proprietary aspects of the business of the Company. All information which Contractor acquires or becomes acquainted with during the period of this Agreement, whether developed by Contractor or by others, which Contractor has a reasonable basis to believe to be Confidential Information, or which is treated by the Company as being Confidential Information, shall be presumed to be Confidential Information.

5.3 Property of the Company. Contractor agrees that all plans, manuals, and specific materials developed by the Contractor on behalf of the Company in connection with services rendered under this Agreement, are and shall remain the exclusive property of the Company. Promptly upon the expiration or termination of this Agreement, or upon the request of the Company, Contractor shall return to the Company all documents and tangible items, including samples, provided to Contractor or created by Contractor for use in connection with services to be rendered hereunder, including, without limitation, all Confidential Information, together with all copies and abstracts thereof.

ARTICLE 6

RIGHTS AND DATA

All drawings, models, designs, formulas, methods, documents, and tangible items prepared for and submitted to the Company by Contractor in connection with the services rendered under this Agreement shall belong exclusively to the Company and shall be deemed to be works made for hire (the "Deliverable Items"). To the extent that any of the Deliverable Items may not, by operation of law, be works made for hire, Contractor hereby assigns to the Company the ownership of copyright or mask work in the Deliverable Items, and the Company shall have the right to obtain and hold in its own name any trademark, copyright, or mask work registration, and any other registrations and similar

protection which may be available in the Deliverable Items. Contractor agrees to give the Company or its designees all assistance reasonably required to perfect such rights.

ARTICLE 7

CONFLICT OF INTEREST AND NON-SOLICITATION

7.1 Conflict of Interest. Contractor covenants and agrees not to consult or provide any services in any manner or capacity to a direct competitor of the Company during the duration of this Agreement unless express written authorization to do so is given by the Company's Superintendent or Governing Board. A direct competitor of the Company for purposes of this Agreement is defined as any individual, partnership, corporation, and/or other business entity that engages in the business of primary and/or secondary education in the state of California.

7.2 Non-Solicitation. Contractor covenants and agrees that during the term of this Agreement, Contractor will not, directly or indirectly, through an existing corporation, unincorporated business, affiliated party, successor employer, or otherwise, solicit, hire for employment or work with, on a part-time, Contracting, advising, or any other basis, other than on behalf of the Company any employee or independent contractor employed by the Company while Contractor is performing services for the Company.

ARTICLE 8

RIGHT TO INJUNCTIVE RELIEF

Contractor acknowledges that the terms of Articles 5, 6, and 7 of this Agreement are reasonably necessary to protect the legitimate interests of the Company, are reasonable in scope and duration, and are not unduly restrictive. Contractor further acknowledges that a breach of any of the terms of Articles 5, 6, or 7 of this Agreement will render irreparable harm to the Company, and that a remedy at law for breach of the Agreement is inadequate, and that the Company shall therefore be entitled to seek any and all equitable relief, including, but not limited to, injunctive relief, and to any other remedy that may be available under any applicable law or agreement between the parties. Contractor acknowledges that an award of damages to the Company does not preclude a court from ordering injunctive relief. Both damages and injunctive relief shall be proper modes of relief and are not to be considered as alternative remedies.

ARTICLE 9

GENERAL PROVISIONS

9.1 Construction of Terms. If any provision of this Agreement is held unenforceable by a court of competent jurisdiction, that provision shall be severed and shall not affect the validity or enforceability of the remaining provisions.

9.2 Governing Law. This Agreement shall be governed by and construed in accordance with the internal laws (and not the laws of conflicts) of the State of California.

9.3 Complete Agreement. This Agreement constitutes the complete agreement and sets forth the entire understanding and agreement of the parties as to the subject matter of this Agreement and supersedes all prior discussions and understandings in respect to the subject of this Agreement, whether written or oral.

9.4 Dispute Resolution. If there is any dispute or controversy between the parties arising out of or relating to this Agreement, the parties agree that such dispute or controversy will be arbitrated in accordance with proceedings under American Arbitration Association rules, and such arbitration will be the exclusive dispute resolution method under this Agreement. The decision and award determined by such arbitration will be final and binding upon both parties. All costs and expenses, including reasonable attorney's fees and expert's fees, of all parties incurred in any dispute that is determined and/or settled by arbitration pursuant to this Agreement will be borne by the party determined to be liable in respect of such dispute; provided, however, that if complete liability is not assessed against only one party, the parties will share the total costs in proportion to their respective amounts of liability so determined. Except where clearly prevented by the area in dispute, both parties agree to continue performing their respective obligations under this Agreement until the dispute is resolved.

9.5 Modification. No modification, termination, or attempted waiver of this Agreement, or any provision thereof, shall be valid unless in writing signed by the party against whom the same is sought to be enforced.

9.6 Waiver of Breach. The waiver by a party of a breach of any provision of this Agreement by the other party shall not operate or be construed as a waiver of any other or subsequent breach by the party in breach.

9.7 Successors and Assigns. This Agreement may not be assigned by either party without the prior written consent of the other party; provided, however, that the Agreement shall be assignable by the Company without Contractor's consent in the event the Company is acquired by or merged into another corporation or business entity. The benefits and obligations of this Agreement shall be binding upon and inure to the parties hereto, their successors and assigns.

9.8 No Conflict. Contractor warrants that Contractor has not previously assumed any obligations inconsistent with those undertaken by Contractor under this Agreement.

IN WITNESS WHEREOF, this Agreement is executed as of the date set forth above.

NORTH VALLEY MILITARY INSTITUTE

STEVEN HENAO-ESCOBAR

By : _____

By: _____

Its: _____

Its: _____

Independent Contractor Agreement

This Independent Contractor Agreement, dated effective July 1st, 2019 and valid through June 30th, 2020 (this "Agreement"), is made and entered into by the **North Valley Military Institute** (the "Company") and **Steven Henao-Escobar** (the "Contractor").

ARTICLE 1

SCOPE OF WORK

1.1 Services. The Company has engaged Contractor to provide services as Director of Development/Grant Writer to plan, organize and manage the development functions of NVMI. In this role the Contractor will create and implement an overarching Development Plan to maximize the influx of external funds. The Contractor will execute and manage a comprehensive NVMI development master plan aligned with the Local Control Accountability Plan (LCAP), WASC Action Plan, and Board Strategic Plan. The Contractor will manage and oversee all development efforts of the school as part of fulfilling the development master plan. The Contractor will establish priorities for work assignments, monitor progress, review work products and ensure products relative to the development master plan are delivered in a timely manner. The Contractor will formulate and recommend annual development department budget. The Contractor will constantly modify, improve and create products to further recruitment and donor initiatives. The Contractor, in consultation with the Superintendent and Administrative Team, will develop and promote NVMI grant-seeking priorities; ensure that priorities are integrated with the school's strategic planning goals; and serve as a leader for the school's strategic plan. The Contractor, in consultation with administrators, will make decisions on which grants to pursue; will provide leadership for and implement an aggressive grant-development agenda for the school; develop, coordinate and maintain an annual calendar of planned and ad-hoc grant development activities. The Contractor will work in conjunction with the Parent Coordinator to plan and implement the Annual Campaign. The Contractor will serve as lead internal consultant to the Superintendent, other school administrators, faculty and staff regarding grant-seeking and resource development. The Contractor will monitor changes/trends in the resource development environment (regulatory, political, secondary education, economic, etc.) and determine resulting implications for the school. The Contractor will serve as internal resource/expert regarding grant development trends, models and best practices; applies relevant information to school resource

development efforts; anticipates grant development needs. The Contractor will develop and maintain external contacts to facilitate funding opportunities. The Contractor will coordinate and collaborate with other institutions regarding collaborative resource development efforts, including colleges and universities, state and local agencies, non-profit organizations, other K-12 schools, etc. The Contractor will develop/maintain systems and procedures to ensure school is aware of grant opportunities, processes and awards. The Contractor will design and implement opportunities for faculty and staff to develop grant seeking and grant writing skills. The Contractor will direct the preparation of reports on the school's grant development activities as required/requested by the board of trustees and school's administrators. The Contractor will represent the school at state, regional and national meetings related to areas of resource development. The Contractor will provide technical assistance to grant project directors, school faculty and managers, and financial services staff to ensure effective grant administration and adherence to relevant government regulations. The Contractor will oversee, be responsible for, and manage all affairs related to the development of external funding.

1.2 Time and Availability. Contractor will devote 40 hours per week (or full-time) in performing the services for the Company as stated herein. Contractor shall have discretion in selecting the dates and times it performs such Contracting services throughout the month giving due regard to the needs of the Company's business. If the Company deems it necessary for the Contractor to provide more than 160 hours in any month, the Contractor shall be flexible to execute and finalize tasks of the Company as necessary and reasonable. The Contractor's primary residence will be in Manhattan Beach, California as of the effective date of this agreement. The Contractor will work, create and finalize products both remotely and in-office (at the Company's current location in Sun Valley High School, Los Angeles, California). The Contractor will be on-site two days a week, Tuesdays and Thursdays, or per the guidance of the Superintendent of the Company the two on-site days a week can be changed and/or moved with appropriate lead-time (preferably, giving notice 7 days prior). All other days will be deemed remote and off-site.

1.3 Confidentiality. In order for Contractor to perform the Contracting services, it may be necessary for the Company to provide Contractor with Confidential Information (as defined below) regarding the Company's business and products. The Company will rely heavily upon Contractor's integrity and prudent judgment to use this information only in the best interests of the Company.

1.4 Standard of Conduct. In rendering Contracting services under this Agreement, Contractor shall conform to the highest professional standards of work and business ethics. Contractor shall not use time, materials, or equipment of the Company without the prior written consent of the Company. In no event shall Contractor take any action or accept any assistance or engage in any activity that would result in any university, governmental body, research institute or other person, entity, or organization acquiring any rights of any nature in the results of work performed by or for the Company.

1.5 Reports. Contractor shall periodically provide the Company with written reports of his or her observations and conclusions regarding the Contracting services. Upon the termination of this Agreement, Contractor shall, upon the request of Company, prepare a final report of Contractor's activities.

ARTICLE 2 INDEPENDENT CONTRACTOR

2.1 Independent Contractor. Contractor is an independent contractor and is not an employee, partner, or co-venturer of, or in any other service relationship with, the Company. The manner in which Contractor's services are rendered shall be within Contractor's sole control and discretion. Contractor is not authorized to speak for, represent, or obligate the Company in any manner without the prior express written authorization from an officer of the Company.

2.2 Taxes. Contractor shall be responsible for all taxes arising from compensation and other amounts paid under this Agreement, and shall be responsible for all payroll taxes and fringe benefits of Contractor's employees. Neither federal, nor state, nor local income tax, nor payroll tax of any kind, shall be withheld or paid by the Company on behalf of Contractor or his/her employees. Contractor understands that he/she is responsible to pay, according to law, Contractor's taxes and Contractor shall, when requested by the Company, properly document to the Company that any and all federal and state taxes have been paid.

2.3 Benefits. Contractor and Contractor's employees will not be eligible for, and shall not participate in, any employee pension, health, welfare, or other fringe benefit plan of the Company. No

workers' compensation insurance shall be obtained by Company covering Contractor or Contractor's employees.

ARTICLE 3

COMPENSATION FOR CONTRACTING SERVICES

3.1 Compensation. The Company shall pay to Contractor an annual salary of \$100,000 for services rendered to the Company under this Agreement. Per this agreement, the Contractor shall receive a monthly payment of \$8,333.33. The Contractor shall be paid on the first of the month following the month the services were provided. The monthly compensation shall be paid regardless of the number of Contracting hours provided by Contractor in a particular month.

3.2 Reimbursement. The Company agrees to reimburse Contractor for all actual reasonable and necessary expenditures, which are directly related to the Contracting services. All expenditures shall be requested and submitted in writing by the Contractor to the Company at least two days in advance and will need approval prior to expenses being incurred. These expenditures include, and are not limited to, expenses related to travel (i.e., airfare, hotel, temporary housing, meals, parking, taxis, mileage, etc.). The Contractor's normal vehicular travel to and from the Company twice a week will not be reimbursable. Expenses incurred by Contractor will be reimbursed by the Company within 30 days of Contractor's proper written request for reimbursement.

ARTICLE 4

TERM AND TERMINATION

4.1 Term. This Agreement shall be effective as of July 1st, 2019, and shall continue in full force and effect for a year.

4.2 Termination. The Company may terminate this Agreement for "Cause," after giving Contractor written notice of the reason. Cause means: (1) Contractor has breached the provisions of Article 5 or 7 of this Agreement in any respect, or materially breached any other provision of this Agreement and the breach continues for 30 days following receipt of a notice from the Company; (2) Contractor has committed fraud, misappropriation, or embezzlement in connection with the Company's business; (3) Contractor has been convicted of a felony; or (4) Contractor's use of narcotics, liquor,

or illicit drugs has a detrimental effect on the performance of his or her employment responsibilities, as determined by the Company.

4.3 Responsibility upon Termination. Any equipment provided by the Company to the Contractor in connection with or furtherance of Contractor's services under this Agreement, including, but not limited to, computers, laptops, and personal management tools, shall, immediately upon the termination of this Agreement, be returned to the Company.

4.4 Survival. The provisions of Articles 5, 6, 7, and 8 of this Agreement shall survive the termination of this Agreement and remain in full force and effect thereafter.

ARTICLE 5 CONFIDENTIAL INFORMATION

5.1 Obligation of Confidentiality. In performing Contracting services under this Agreement, Contractor may be exposed to and will be required to use certain "Confidential Information" (as hereinafter defined) of the Company. Contractor agrees that Contractor will not and Contractor's employees, agents, or representatives will not use, directly or indirectly, such Confidential Information for the benefit of any person, entity, or organization other than the Company, or disclose such Confidential Information without the written authorization of the Superintendent or Governing Board of the Company, either during or after the term of this Agreement, for as long as such information retains the characteristics of Confidential Information.

5.2 Definition. "Confidential Information" means information not generally known and proprietary to the Company or to a third party for whom the Company is performing work, including, without limitation, information concerning any patents or trade secrets, confidential or secret designs, processes, formulae, source codes, plans, devices or material, research and development, proprietary software, analysis, techniques, materials, or designs (whether or not patented or patentable), directly or indirectly useful in any aspect of the business of the Company, any vendor names, customer and supplier lists, databases, management systems and sales and marketing plans of the Company, any confidential secret development or research work of the Company, or any other confidential information or proprietary aspects of the business of the Company. All information which Contractor acquires or becomes acquainted with during the period of this Agreement, whether developed by

Contractor or by others, which Contractor has a reasonable basis to believe to be Confidential Information, or which is treated by the Company as being Confidential Information, shall be presumed to be Confidential Information.

5.3 Property of the Company. Contractor agrees that all plans, manuals, and specific materials developed by the Contractor on behalf of the Company in connection with services rendered under this Agreement, are and shall remain the exclusive property of the Company. Promptly upon the expiration or termination of this Agreement, or upon the request of the Company, Contractor shall return to the Company all documents and tangible items, including samples, provided to Contractor or created by Contractor for use in connection with services to be rendered hereunder, including, without limitation, all Confidential Information, together with all copies and abstracts thereof.

ARTICLE 6 RIGHTS AND DATA

All drawings, models, designs, formulas, methods, documents, and tangible items prepared for and submitted to the Company by Contractor in connection with the services rendered under this Agreement shall belong exclusively to the Company and shall be deemed to be works made for hire (the Deliverable Items). To the extent that any of the Deliverable Items may not, by operation of law, be works made for hire, Contractor hereby assigns to the Company the ownership of copyright or mask work in the Deliverable Items, and the Company shall have the right to obtain and hold in its own name any trademark, copyright, or mask work registration, and any other registrations and similar protection which may be available in the Deliverable Items. Contractor agrees to give the Company or its designees all assistance reasonably required to perfect such rights.

ARTICLE 7 CONFLICT OF INTEREST AND NON-SOLICITATION

7.1 Conflict of Interest. Contractor covenants and agrees not to consult or provide any services in any manner or capacity to a direct competitor of the Company during the duration of this Agreement unless express written authorization to do so is given by the Company's Superintendent or Governing Board. A direct competitor of the Company for purposes of this Agreement is defined as any

individual, partnership, corporation, and/or other business entity that engages in the business of primary and/or secondary education in the state of California.

7.2 Non-Solicitation. Contractor covenants and agrees that during the term of this Agreement, Contractor will not, directly or indirectly, through an existing corporation, unincorporated business, affiliated party, successor employer, or otherwise, solicit, hire for employment or work with, on a part-time, Contracting, advising, or any other basis, other than on behalf of the Company any employee or independent contractor employed by the Company while Contractor is performing services for the Company.

ARTICLE 8

RIGHT TO INJUNCTIVE RELIEF

Contractor acknowledges that the terms of Articles 5, 6, and 7 of this Agreement are reasonably necessary to protect the legitimate interests of the Company, are reasonable in scope and duration, and are not unduly restrictive. Contractor further acknowledges that a breach of any of the terms of Articles 5, 6, or 7 of this Agreement will render irreparable harm to the Company, and that a remedy at law for breach of the Agreement is inadequate, and that the Company shall therefore be entitled to seek any and all equitable relief, including, but not limited to, injunctive relief, and to any other remedy that may be available under any applicable law or agreement between the parties. Contractor acknowledges that an award of damages to the Company does not preclude a court from ordering injunctive relief. Both damages and injunctive relief shall be proper modes of relief and are not to be considered as alternative remedies.

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9.3 Complete Agreement. This Agreement constitutes the complete agreement and sets forth the entire understanding and agreement of the parties as to the subject matter of this Agreement and supersedes all prior discussions and understandings in respect to the subject of this Agreement, whether written or oral.

9.4 Dispute Resolution. If there is any dispute or controversy between the parties arising out of or relating to this Agreement, the parties agree that such dispute or controversy will be arbitrated in accordance with proceedings under American Arbitration Association rules, and such arbitration will be the exclusive dispute resolution method under this Agreement. The decision and award determined by such arbitration will be final and binding upon both parties. All costs and expenses, including reasonable attorney's fees and expert's fees, of all parties incurred in any dispute that is determined and/or settled by arbitration pursuant to this Agreement will be borne by the party determined to be liable in respect of such dispute; provided, however, that if complete liability is not assessed against only one party, the parties will share the total costs in proportion to their respective amounts of liability so determined. Except where clearly prevented by the area in dispute, both parties agree to continue performing their respective obligations under this Agreement until the dispute is resolved.

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IN WITNESS WHEREOF, this Agreement is executed as of the date set forth above.

NORTH VALLEY MILITARY INSTITUTE

STEVEN HENAO-ESCOBAR

By : _____

By: _____

Its: _____

Its: _____

DRAFT TEACHER SCALE 2019-2020

STEP: Years of full time credentialed California Public School Teaching Experience	LEVEL "0": Intern or short-term staff or limited assignment permit	LEVEL A: BA/BS + Preliminary Full Credential	LEVEL B: BA/BS + Clear Credential with CLAD/BCLAD (no exceptions to CLAD/BCLAD	LEVEL C: MA/MS in Educ or Single Subj Content Area (or equivalent^)+ Clear Credential with	LEVEL D: National Board Certified
1	50,000	55,000	60,000	62,000	n/a
2	51,000	56,000	62,000	65,000	n/a
3 n/a		57,000	64,000	68,000	n/a
4 n/a		58,000	66,000	71,000	n/a
5 n/a		59,000	68,000	74,000	n/a
6 n/a	n/a		70,000	77,000	85,000
7 or 8 n/a	n/a		72,000	80,000	90,000
9 or 10 n/a	n/a		74,000	83,000	95,000
11 or 12 n/a	n/a		76,000	86,000	100,000
13 or 14 n/a	n/a		78,000	89,000	105,000
15 or 16 n/a	n/a	n/a		91,000	110,000
17 or 18 n/a	n/a	n/a		93,000	115,000
19 or 20 n/a	n/a	n/a		95,000	120,000
21 or 22 n/a	n/a	n/a		97,000	125,000
23 or 24 n/a	n/a	n/a		99,000	130,000
25, 26, or 27 n/a	n/a	n/a		105,000	135,000
28, 29, or 30 n/a	n/a	n/a		110,000	140,000
31+ n/a	n/a	n/a		120,000	145,000

NVMI**Longevity****Bonus****Additional****Stipends**

completed 5-7 years = \$2500; 8-10 = \$3500; 11-13=\$5000; 14+ = \$7500 (includes NOVA/Imagine)

Additional "preparations" beyond two = \$2000 each (e.g. MS math/science 7 is 2

preps; if teaching both 7MS and 8MS counts as four preps)

Varsity HS Coach = \$4000; JV = \$3000; Asst Coach = \$2500; Middle School Head coach = \$2500

Extra or Co-Curricular Moderator requiring about 60+ hours/month = \$4000 per quarter

Extra or Co-Curricular Moderator requiring about 30-60 hours/month = \$2500 per quarter

Extra or Co-Curricular Moderator requiring about 15-29 hours/month = \$1000 per quarter

Period substitutions beyond five in a semester = \$25 per period

Tracking of extra/co-curricular hours would be on a specially designed google form

All credentialed teaching experience (public school, NPS, in/out of state, private

granted 1/1 credit capped at ten years maximum

Non credentialed or "emergency or equivalent" FT teaching experience or full time

military experience granted equivalency at 1 year per 3 yrs of experience; Reserve (non-

IRR) or Nat'l Guard or CA Cadet Corps experience granted credit at one year per 5 yrs

To be placed on a column, the Teacher must have credential(s) for all subjects/courses they are

teaching; unless at admin request in emergency situation

Movement "down" down a step requires a positive culminating end-of-year evaluation

for a year to count as a "good" year; positive evaluation is defined as a "3" or "4" overall

on a four point rubric; but would not affect STRS years of service

Teachers are contracted for 200 grand total work days of teaching and professional

development; salary would be split into 24 payments over 12 months

Full day work in excess of the 200 contracted days for TEACHERS would be paid at their daily

rate (annual salary divided by 200, available on tab 2); half day work at half pay, etc

5 pers = full time; if a teacher teaches 6 pers, they receive 6/5 pay, 7 pers 7/5 pay

Hard to staff positions can be so designated by Superintendent and receive up to

\$5,000/year "hard to staff" bonus salary at discretion of Superintendent

Employees who opt out of part/all of health insurance can receive "in lieu of" amount of

\$3,500 added to base salary

^On a case by case basis, individuals with 50 or more graduate semester units in topics applicable to their teaching assignment may be placed on Column C without an earned MA/MS

Non-teacher Salary Scale Draft North Valley Military Institute

Classification Lev

	A	B	C	D	E	F	G	H	J	K
1	30,000	30,750	31,519	32,307	33,115	33,943	34,792	35,662	36,554	37,468
2	30,600	31,365	32,149	32,953	33,777	34,621	35,487	36,374	37,283	38,215
3	31,212	31,992	32,792	33,612	34,452	35,313	36,196	37,101	38,029	38,980
4	31,836	32,632	33,448	34,284	35,141	36,020	36,921	37,844	38,790	39,760
5	32,473	33,285	34,117	34,970	35,844	36,740	37,659	38,600	39,565	40,554
6	33,122	33,950	34,799	35,669	36,561	37,475	38,412	39,372	40,356	41,365
7	33,784	34,629	35,495	36,382	37,292	38,224	39,180	40,160	41,164	42,193
8	34,460	35,322	36,205	37,110	38,038	38,989	39,964	40,963	41,987	43,037
9	35,149	36,028	36,929	37,852	38,798	39,768	40,762	41,781	42,826	43,897
10	35,852	36,748	37,667	38,609	39,574	40,563	41,577	42,616	43,681	44,773
11	36,569	37,483	38,420	39,381	40,366	41,375	42,409	43,469	44,556	45,670
12	37,300	38,233	39,189	40,169	41,173	42,202	43,257	44,338	45,446	46,582
13	38,046	38,997	39,972	40,971	41,995	43,045	44,121	45,224	46,355	47,514
14	38,807	39,777	40,771	41,790	42,835	43,906	45,004	46,129	47,282	48,464
15	39,583	40,573	41,587	42,627	43,693	44,785	45,905	47,053	48,229	49,435
16	40,375	41,384	42,419	43,479	44,566	45,680	46,822	47,993	49,193	50,423
17	41,183	42,213	43,268	44,350	45,459	46,595	47,760	48,954	50,178	51,432
18	42,007	43,057	44,133	45,236	46,367	47,526	48,714	49,932	51,180	52,460
19	42,847	43,918	45,016	46,141	47,295	48,477	49,689	50,931	52,204	53,509
20	43,704	44,797	45,917	47,065	48,242	49,448	50,684	51,951	53,250	54,581
21	44,578	45,692	46,834	48,005	49,205	50,435	51,696	52,988	54,313	55,671
22	45,470	46,607	47,772	48,966	50,190	51,445	52,731	54,049	55,400	56,785
23	46,379	47,538	48,726	49,944	51,193	52,473	53,785	55,130	56,508	57,921
24	47,307	48,490	49,702	50,945	52,219	53,524	54,862	56,234	57,640	59,081
25	48,253	49,459	50,695	51,962	53,261	54,593	55,958	57,357	58,791	60,261
26	49,218	50,448	51,709	53,002	54,327	55,685	57,077	58,504	59,967	61,466
27	50,202	51,457	52,743	54,062	55,414	56,799	58,219	59,674	61,166	62,695
28	51,206	52,486	53,798	55,143	56,522	57,935	59,383	60,868	62,390	63,950
29	52,230	53,536	54,874	56,246	57,652	59,093	60,570	62,084	63,636	65,227
30	53,275	54,607	55,972	57,371	58,805	60,275	61,782	63,327	64,910	66,533
31	54,341	55,700	57,093	58,520	59,983	61,483	63,020	64,596	66,211	67,866
32	55,428	56,814	58,234	59,690	61,182	62,712	64,280	65,887	67,534	69,222
33	56,537	57,950	59,399	60,884	62,406	63,966	65,565	67,204	68,884	70,606
34	57,668	59,110	60,588	62,103	63,656	65,247	66,878	68,550	70,264	72,021
35	58,821	60,292	61,799	63,344	64,928	66,551	68,215	69,920	71,668	73,460
36	59,997	61,497	63,034	64,610	66,225	67,881	69,578	71,317	73,100	74,928
37	61,197	62,727	64,295	65,902	67,550	69,239	70,970	72,744	74,563	76,427
38	62,421	63,982	65,582	67,222	68,903	70,626	72,392	74,202	76,057	77,958
39	63,669	65,261	66,893	68,565	70,279	72,036	73,837	75,683	77,575	79,514
40	64,942	66,566	68,230	69,936	71,684	73,476	75,313	77,196	79,126	81,104
41	66,241	67,897	69,594	71,334	73,117	74,945	76,819	78,739	80,707	82,725
42	67,566	69,255	70,986	72,761	74,580	76,445	78,356	80,315	82,323	84,381
43	68,917	70,640	72,406	74,216	76,071	77,973	79,922	81,920	83,968	86,067
44	70,295	72,052	73,853	75,699	77,591	79,531	81,519	83,557	85,646	87,787
45	71,701	73,494	75,331	77,214	79,144	81,123	83,151	85,230	87,361	89,545
46	73,135	74,963	76,837	78,758	80,727	82,745	84,814	86,934	89,107	91,335
47	74,598	76,463	78,375	80,334	82,342	84,401	86,511	88,674	90,891	93,163
48	76,090	77,992	79,942	81,941	83,990	86,090	88,242	90,448	92,709	95,027
49	77,612	79,552	81,541	83,580	85,670	87,812	90,007	92,257	94,563	96,927
50	79,164	81,143	83,172	85,251	87,382	89,567	91,806	94,101	96,454	98,865
51	80,747	82,766	84,835	86,956	89,130	91,358	93,642	95,983	98,383	100,843
52	82,362	84,421	86,532	88,695	90,912	93,185	95,515	97,903	100,351	102,860
53	84,009	86,109	88,262	90,469	92,731	95,049	97,425	99,861	102,358	104,917
54	85,689	87,831	90,027	92,278	94,585	96,950	99,374	101,858	104,404	107,014
55	87,403	89,588	91,828	94,124	96,477	98,889	101,361	103,895	106,492	109,154
56	89,151	91,380	93,665	96,007	98,407	100,867	103,389	105,974	108,623	111,339
57	90,934	93,207	95,537	97,925	100,373	102,882	105,454	108,090	110,792	113,562
58	92,753	95,072	97,449	99,885	102,382	104,942	107,566	110,255	113,011	115,836
59	94,608	96,973	99,397	101,882	104,429	107,040	109,716	112,459	115,270	118,152
60	96,500	98,913	101,386	103,921	106,519	109,182	111,912	114,710	117,578	120,517
61	98,430	100,891	103,413	105,998	108,648	111,364	114,148	117,002	119,927	122,925
62	100,399	102,909	105,482	108,119	110,822	113,593	116,433	119,344	122,328	125,386
63	102,407	104,967	107,591	110,281	113,038	115,864	118,761	121,730	124,773	127,892
64	104,455	107,066	109,743	112,487	115,299	118,181	121,136	124,164	127,268	130,450
65	106,544	109,208	111,938	114,736	117,604	120,544	123,558	126,647	129,813	133,058
66	108,675	111,392	114,177	117,031	119,957	122,956	126,030	129,181	132,411	135,721
67	110,849	113,620	116,461	119,373	122,357	125,416	128,551	131,765	135,059	138,435
68	113,066	115,893	118,790	121,760	124,804	127,924	131,122	134,400	137,760	141,204
69	115,327	118,210	121,165	124,194	127,299	130,481	133,743	137,087	140,514	144,027
70	117,634	120,575	123,589	126,679	129,846	133,092	136,419	139,829	143,325	146,908
71	119,987	122,987	126,062	129,214	132,444	135,755	139,149	142,628	146,194	149,849
72	122,387	125,447	128,583	131,798	135,093	138,470	141,932	145,480	149,117	152,845
73	124,835	127,956	131,155	134,434	137,795	141,240	144,771	148,390	152,100	155,903
74	127,332	130,515	133,778	137,122	140,550	144,064	147,666	151,358	155,142	159,021
75	129,879	133,126	136,454	139,865	143,362	146,946	150,620	154,386	158,246	162,202
76	132,477	135,789	139,184	142,664	146,231	149,887	153,634	157,475	161,412	165,447
77	135,127	138,505	141,968	145,517	149,155	152,884	156,706	160,624	164,640	168,756
78	137,830	141,276	144,808	148,428	152,139	155,942	159,841	163,837	167,933	172,131
79	140,587	144,102	147,705	151,398	155,183	159,063	163,040	167,116	171,294	175,576
80	143,399	146,984	150,659	154,425	158,286	162,243	166,299	170,456	174,717	179,085

Class is a # on left column; each job is assigned a class; Step is a letter based on yrs of NVMI/other credited experience

Experience credit (movement across columns) granted by Superintendent based on 1 year for 1 if work 85-100% equivalent to NVMI role; 1 year for 2 yrs if work 60-80% equivalent to NVMI role; 1 year for 3 yrs if work 40-55% equivalent to NVMI role; 1 year for 4 years if 25-35% equivalent; no credit for less than 25% equivalency

Notes:

Longevity steps at completion of:
 11-15 Years 1% of base salary
 16-18 Years 2% of base salary
 19-21 Years 3% of base salary
 22-24 Years 4% of base salary
 25+ years 6% of base salary

SPEAKER CARD

Date: _____ Name: _____

I wish to address the NVMI Board of Trustees on the following subject:

Agenda Item Number: _____

Check one:

- ☐ Parent
- ☐ Student
- ☐ Teacher
- ☐ School Staff
- ☐ Community Member

I understand that I am limited to three minutes. I also understand that on items that are not on the agenda, the Board may not take action pursuant to Board and State regulations.

Signed: _____

This information is a Public Record

Please state your full name and affiliation with NVMI when you begin your remarks in order that the official minutes record your appearance before the Governing Board.