Mendocino Unified School District

Agenda

Regular Board Meeting

AUGUST 27, 2026

MENDOCINO HIGH SCHOOL
10700 FORD STREET
MENDOCINO, CA 95460

4:00 P.M. CLOSED SESSION – VIA TELECONFERENCE
(Closed Session Public Hearing – link on page 2)

5:00 P.M. OPEN SESSION – IN PERSON at MENDOCINO HIGH & VIA TELECONFERENCE

Please click the link below to join the webinar:
https://us02web.zoom.us/j/88143754510?pwd=7pUhG9G63z1B2XfAHcUY0YmKgkgshL.1
Passcode: 338004

Please "mute" your device during the meeting.
MUSD is not available for technical support for remote meetings.

Board Priorities

- *Develop and expand community partnerships and communication*
- *Increase learning and achievement for all students, families, and staff*
- *Plan wisely for the future while maintaining fiscal integrity*
- *Maintain and improve the physical plant*

Any writings distributed either as part of the Board packet, or within 72 hours of a meeting, can be viewed at the MUSD website at https://www.mendocinousd.org/District/3146-2026-27-Agendas.html. In compliance with Government Code section 54954.2(a) Mendocino Unified School District will, on request, make agendas available in appropriate alternative formats to persons with a disability, as required by Section 202 of the Americans with Disabilities Act of 1990 (42 U.S.C. Sec. 12132), and the federal rules and regulations adopted in implementation thereof. Individuals who need this agenda in an alternative format or who need a disability related modification or accommodation in order to participate in the meeting should contact, Erin Placido Exec. Assistant to the Superintendent, in writing at P.O. Box 1154, Mendocino, CA 95460 or via email at doerin@mcn.org.

MENDOCINO UNIFIED SCHOOL DISTRICT IS PROUD TO BE AN EQUAL OPPORTUNITY EMPLOYER

1. 4:00 P.M. CLOSED SESSION CALL TO ORDER AND ROLL CALL

1.1. Call to order and roll call

1.2. The President will verbally identify the agenda items to be discussed during closed session as listed below.

2. PUBLIC HEARING FOR CLOSED SESSION

Members of the public may take this opportunity to comment on closed session agenda items per Board Policy 9322. Under the requirements of the Brown Act open meeting law, members of the community wishing to address an item on the closed session agenda may do so at this time. Items not on the agenda cannot be addressed at this time. A three-minute limit is set for each speaker on all items. The total time for public input on each item is limited to 20 minutes. (Government Code 54954.3).

Join Zoom Meeting
https://us02web.zoom.us/j/82470183616?pwd=t3WUeOrppoD7zY6qvOcPMWRUtbvWnW.1
Passcode: 253800

3. CLOSED SESSION

The Board will adjourn to closed session pursuant to Government Code 54950 - 54962.

3.1. Conference with labor negotiators (Govt. Code 54957.6) Agency Representative: Superintendent Jason Morse
Employee organizations: CEMUS, MTA bargaining units and unrepresented employees

3.2. Employment/Personnel Changes

3.3. Employee Discipline/Dismissal/Release

3.4. Superintendent Evaluation

4. 5:00 P.M. OPEN SESSION

4.1. Call to order and roll call

4.2. Closed session disclosure
Any reportable action taken during closed session will be disclosed at this time.

4.3. Approval of agenda
Items to be removed from the agenda or changes to the agenda should be done at this time.

5. SWEARING IN OF NEW STUDENT TRUSTEE

6. CONSENT AGENDA

Items on the consent agenda are passed in one motion without discussion. Any item may be pulled from the consent agenda by any member of the Board and moved to action when approving the agenda.

6.1. Approval of Warrants
- 6.1.1. 6/3/26, 6/10/26, 6/17/26, 6/24/26, 7/1/26, 7/8/26, 7/15/26, 7/22/26, 7/29/26, 8/5/26, 8/12/26, 8/19/26

6.2. Approval of Minutes
- 6.2.1. Board Meeting Minutes: 6/4/26, 6/9/26

6.3. Approval of Employment/Personnel Changes
- 6.3.1. Accept Retirement, Classified Management, 8.0 hrs/day, 12 mos/yr, effective 9/30/26
- 6.3.2. Increase hours, Classified Management, from 5.0 hrs/day to 7.5 hrs/day, effective 8/13/26
- 6.3.3. Increase hours, Classified Employee, from 5.0 hrs/day to 7.5 hrs/day, effective 8/19/26

6.3.4. Hire, Temporary Certificated Summer Employee, 3.0 hrs/day, effective 6/15/26 thru 7/10/26
6.3.5. Hire, Temporary Certificated Summer Employee, 3.0 hrs/day, effective 6/15/26 thru 7/10/26
6.3.6. Hire, Temporary Classified Summer Employee, 2.0 hrs/day, effective 6/15/26 thru 7/10/26
6.3.7. Allow, Additional Days, Classified Management, 10 days for training, effective 6/18/26 thru 8/13/26.
6.3.8. Hire, Certificated Employee, 1.0 FTE, effective 8/1/26
6.3.9. Hire, Certificated Employee, 1.0 FTE, effective 8/13/26
6.3.10. Hire, Classified Employee, 8.0 hrs/day, 10 mos/yr, effective 8/19/26
6.3.11. Approve, Certificated Employee, return from approved leave of absence, 1.0 FTE, effective 7/1/26
6.3.12. Hire, Temporary Certificated Employee, .20 FTE, effective 7/1/26 thru 6/30/27
6.3.13. Award, Educational Advancement, Certificated Employee, from column 4 to column 5, effective 7/1/26
6.3.14. Increase, Classified Employee, Temporary increase in hours from 6.0 hrs/day to 7.0 hrs/day, effective 7/1/26 thru 6/11/27
6.3.15. Approve, Classified Employee, Temporary reduction in hours from 6.5 hrs/day, 5 days/week to 6.5 hrs/day, 3 days/week, effective 7/1/26 thru 6/11/27

6.4. Approval of the Current Budget Change Report

6.5. Approval of Student Body Reports – June & July 2026

6.6. Approval of the MUSD Quarterly Investment Reports

6.7. Approval of the MUSD Compensation Time Report

6.8. Approval of the MUSD ELOP Plan

6.9. Approval of the ASES MOU between MUSD and Community Center of Mendocino (CCM)

6.10. Approval of the 2026-27 MTA Contract

6.11. Approval of the 2026-27 CEMUS Contract

6.12. Approval of the Williams Settlement Report for 2025-26 Quarter 4

6.13. Final Approval of Board Policies, Bylaws and Administrative Regulations
6.13.1. BP 6151: Class Size (instruction)

7. REPORTS

7.1. Student Trustee – Melea Garner

7.2. Administrative
7.2.1. Principal – Kim Humrichouse
7.2.2. Superintendent – Jason Morse

7.3. Bargaining Units

7.3.1. Mendocino Unified Teachers Association (MUTA)
7.3.2. Classified Employees of Mendocino Unified Schools (CEMUS)

7.4. Board Trustee Reports

8. TIMED ITEM 5:30 P.M. - PARENT/COMMUNITY COMMENT

Items not on the agenda, but within the jurisdiction of this body, may be addressed at this time or be submitted to the Superintendent in writing for Board consideration as an agenda item. A three-minute limit is set for each speaker on all items. The total time for public input on each item is limited to 20 minutes (Government Code 54952). The Brown Act does not permit the Board to take action on any item that is not on the agenda. In addition, in order to protect the rights of all involved, complaints about employees should be addressed through the District complaint process. Speaking about a personnel issue at a Board meeting may prevent the Board from being able to act on it. Please see an administrator to initiate the complaint process.
The Board may briefly respond to public comments by asking questions to clarify the speaker's comments and refer the speaker to the Superintendent for further clarification. We thank you for your comments and participation at this meeting.

9. INFORMATION/DISCUSSION/POSSIBLE ACTION ITEMS

9.1. Mendocino Unified Construction Update
The Board will discuss the small construction projects included in Phase III of the High School Modernization Project, Water Storage Project and Solar Project.

9.2. Pop 98 Art & Music Annual Report 2025-26
Superintendent, Jason Morse, will provide the 2025-26 Prop 98 Annual Report for board approval per EC 8820(g)(4).

9.3. 45-Day Budget Review
Business Manager, Christina Delgado, will provide the Board with a 45-Day Revised Budget, per EC 42427(h).

9.4. Board Meeting Calendar
The Board will discuss possible changes to the board calendar.

9.5. Temporary Water Tanks
The Board will discuss the process they would like to use to surplus the temporary water tanks from the Water Storage Project.

9.6. Adoption of the Declaration of Need (DON) for Fully Qualified Educators (2026-27)
In order to be able to fill potential certificated openings in areas where the applicants are typically limited in numbers, the attached DON is required. This allows the District to fill these areas with teachers on emergency permits if needed.

9.7. Consideration of Resolution 2026-13: Naming District Representatives. As required by the Office of Public School Construction (OPSC), all authorized "District Representatives" must be approved by the school board to act on behalf of the school district.

9.8. Consideration of Resolution 2026-14: Amend Bylaws of Northern California Schools Insurance Group (NCSIG). The Board will consider and possibly approve the resolution to approve the amendment to the NCSIG Bylaws as proposed.

9.9. Final Approval Board Policies, Bylaws and Administrative Regulations (information only)
9.9.1. AR 3440: Inventories (business/nonistructional operations)
9.9.2. BP 4119.24: Maintaining Appropriate Adult-Student Interactions

10. FUTURE AGENDA ITEMS

Enrollment Report, NCLB Attestation, GANN Resolution, Public Hearing Instructional Materials, Unaudited Actuals

11. ADJOURNMENT

The next regular Board meeting is scheduled for **September 10, 2026 at the Mendocino High School.**

Register 000428 - 06/04/2026 **Bank Account COUNTY - AP Checks**

Payment Id		Comment					
Check # 5050627	01	Check Amt	**30.00**	Status **Cleared**	**Wendell Knott (Wendell Kno - Payee)**		
STMT052726-1		Finger Prints		01- 0000- 0- 5814- 001- 0000- 7200- 0000			30.00
Check # 5050628	01	Check Amt	**83.78**	Status **Cleared**	**BLASER, SASHA E (000184 - Emp)**		
STMT051526		classroom supplies		01- 0795- 0- 4300- 220- 1110- 1000- 0000			83.78
Check # 5050629	01	Check Amt	**134.81**	Status **Cleared**	**DU VIGNEAUD, MICHELLE A (000060 - Emp)**		
STMT050426		Supplies Ans Food For Class		01- 0795- 0- 4300- 220- 1110- 1000- 0000			134.81
Check # 5050630	14	Check Amt	**39,067.00**	Status **Cleared**	**ACT ENVIRO (ACTENV/1)**		
1419376		Tank Removal K8 Site		14- 0000- 0- 5800- 220- 0000- 8100- 0000			39,067.00
Check # 5050631	01	Check Amt	**1,055.00**	Status **Cleared**	**ALPHA ANALYTICAL LABS INC (ALPHAA/1)**		
6057200		Musd Coliform test		01- 8150- 0- 5800- 001- 0000- 8110- 2096			215.00
6057294		Albion lead & Copper test		01- 8150- 0- 5800- 246- 0000- 8110- 2096			705.00
6057627		Albion Coliform		01- 8150- 0- 5800- 246- 0000- 8110- 2096			135.00
Check # 5050632	01	Check Amt	**1,206.40**	Status **Cleared**	**AT&T (AT&TC3/2)**		
000025271129		DO Bill		01- 0000- 0- 5903- 001- 0000- 7200- 0000			129.34
				01- 0000- 0- 5903- 150- 0000- 2700- 0000			256.07
				01- 0000- 0- 5903- 155- 3100- 2700- 0000			32.39
				01- 0000- 0- 5903- 220- 0000- 2700- 0000			373.24
				01- 0000- 0- 5903- 221- 0000- 2700- 0000			96.00
				01- 0000- 0- 5903- 246- 0000- 2700- 0000			125.61
				01- 0740- 0- 5903- 001- 0000- 3600- 0000			32.39
				12- 6105- 0- 5903- 222- 7110- 8200- 0000			96.06
000025271467		Performing Art bill		01- 0000- 0- 5903- 150- 0000- 2700- 0000			32.91
000025271468		K8 Bill		01- 0000- 0- 5903- 220- 0000- 2700- 0000			32.39
Check # 5050633	01	Check Amt	**1,116.00**	Status **Cleared**	**C.V. STARR CENTER (CVSTAR/1)**		
340709		K8 Swim day Jessies Meuschke		01- 0001- 0- 5800- 220- 1110- 1000- 8327			500.00
340709-1		K8 Swim day Jessies Meuschke		01- 0795- 0- 5800- 220- 1110- 1000- 0000			616.00
Check # 5050634	25	Check Amt	**3,000.00**	Status **Cleared**	**CASEY'S BOBCAT AND EARTHWORKS (CASEY/1)**		
1015		Additional pplayground work		25- 9010- 0- 6400- 220- 0000- 8500- 6206			3,000.00
Check # 5050635	01	Check Amt	**895.00**	Status **Cleared**	**DOCUMENT TRACKING SERVICE LLC (DOCUME/1)**		
9546013		doc. tracking service		01- 0000- 0- 5800- 001- 0000- 7200- 0000			895.00
Check # 5050636	01	Check Amt	**150.66**	Status **Cleared**	**FORT BRAGG ELECTRIC INC (FBELEC/1)**		
W35075		Generator for Radio		01- 6387- 0- 5800- 150- 3800- 1000- 8167			150.66
Check # 5050637	35	Check Amt	**20,587.43**	Status **Cleared**	**FORT BRAGG FURNITURE MART (FBFURN/1)**		
15659		Tile for HS		35- 9013- 0- 6170- 150- 0000- 8500- 9917			20,587.43
Check # 5050638	01	Check Amt	**2,862.00**	Status **Cleared**	**GALLERY BOOKSHOP (GALLER/1)**		
10851916		Cultural Anthropology HS		01- 7339- 0- 4100- 150- 1110- 1000- 0026			875.41

Selection Sorted by Check Number, Inv #, Include Address=No, (Org = 46, Source = N, Pay To = N, Payment Method = N, Starting Check Date = 6/3/2026, Ending Check Date = 8/19/2026, Summary? = Y, Sort/Group 1 = 1, Sort/Group 2 =)

Register 000428 - 06/04/2026 **Bank Account COUNTY - AP Checks**

Payment Id		Comment					
Check # 5050638	01	Check Amt	**2,862.00**	Status	**Cleared**	**GALLERY BOOKSHOP (GALLER/1) - continued**	
10851917		Cultural Anthropology HS			01- 7339- 0- 4100- 150- 1110- 1000- 0026		943.10
10867256		Textbooks Com. School			01- 6300- 0- 4100- 150- 1110- 1000- 0000		306.42
10869134		Libary books			01- 0001- 0- 4200- 220- 0000- 2420- 8327		737.07
Check # 5050639	13	Check Amt	**231.64**	Status	**Cleared**	**HOPPER DAIRY (HOPPER/1)**	
67318459		Milk For Cafeteria			13- 5310- 0- 4700- 001- 0000- 3700- 0000		231.64
Check # 5050640	01	Check Amt	**1,408.00**	Status	**Cleared**	**MATT ROWLAND EVENTS (MATTRO/1)**	
STMT052926-1		k8 Grad ceremony			01- 0794- 0- 5800- 220- 1110- 1000- 0000		1,408.00
Check # 5050641	13	Check Amt	**430.00**	Status	**Cleared**	**MENDOCINO COAST PRODUCE (MCOPRO/2)**	
38575		Produce For Cafeteria			13- 5310- 0- 4700- 001- 0000- 3700- 0000		430.00
Check # 5050642	01	Check Amt	**148.00**	Status	**Cleared**	**MOUNTAIN FRESH SPRING WATER (MOUNTA/1)**	
043970		Delivery Fee			01- 0794- 0- 5800- 220- 1110- 1000- 0000		8.00
043970-1		5 gl Water			01- 0794- 0- 4300- 220- 1110- 1000- 0000		140.00
Check # 5050643	01	Check Amt	**1,455.17**	Status	**Cleared**	**PG&E (00PG&E/1)**	
12483-4		HS Bill			01- 0000- 0- 5510- 150- 0000- 8200- 0000		1,455.17
Check # 5050644	13	Check Amt	**169.62**	Status	**Cleared**	**SAFEWAY INC. (SAFEWA/2)**	
STMT052126		Cafeteria Food			13- 5310- 0- 4700- 001- 0000- 3700- 0000		169.62
Check # 5050645	13	Check Amt	**1,048.90**	Status	**Cleared**	**US FOODS INC. SAN FRANCISCO (USFOOD/2)**	
4613866		Cafeteria Produce			13- 5310- 0- 4700- 001- 0000- 3700- 0000		1,048.90
* Break in sequence							
Check # VCH-00001193	01	Check Amt	**194.01**	Status	**Printed**	**DELGADO, CHRISTINA R (001659 - Emp)**	
STMT052726		MCOE Busi. manager meeting			01- 0000- 0- 5200- 001- 0000- 7200- 0000		194.01
Check # VCH-00001194	01	Check Amt	**141.19**	Status	**Printed**	**DUNCAN, PAMELA C (000062 - Emp)**	
STMT051326		Classroom supplies, Notebook			01- 0794- 0- 4300- 150- 1110- 1000- 0000		141.19
Check # VCH-00001195	01	Check Amt	**108.03**	Status	**Printed**	**GOLD, NOAH G (000078 - Emp)**	
STMT052926		AD Meeting			01- 0000- 0- 5200- 150- 1110- 4200- 0000		108.03
Check # VCH-00001196	01	Check Amt	**865.40**	Status	**Printed**	**JIMENEZ, MARTHA C (001455 - Emp)**	
STMT051126		Food cards			01- 0001- 0- 4300- 220- 1110- 1000- 1137		500.00
STMT051426		Toiletries for student			01- 0001- 0- 4300- 220- 0000- 3130- 1137		216.45
STMT052226		Visa card for student haircut			01- 0001- 0- 4300- 220- 0000- 3130- 1137		148.95
Check # VCH-00001197	01	Check Amt	**172.80**	Status	**Printed**	**LEVY, ANNA (000277 - Emp)**	
STMT052626		Supplies for Student			01- 0001- 0- 4300- 150- 0000- 3130- 1137		172.80
Check # VCH-00001198	01	Check Amt	**84.79**	Status	**Printed**	**PORTER, IANA T (001441 - Emp)**	
STMT051826		Classroom supplies			01- 0795- 0- 4300- 220- 1110- 1000- 0000		84.79

Register 000428 - 06/04/2026 **Bank Account COUNTY - AP Checks**

Payment Id		Comment					
Check # VCH-00001199	01	Check Amt	**1,467.56**	Status	**Printed**	**EAN SERVICES, LLC (ENTREN/2)**	
2VW5VX		Car Rental for Yosemite			01- 0002- 0- 5800- 150- 1110- 1000- 8121		398.59
2VW7QC		Car rental for collage tour			01- 0002- 0- 5800- 150- 1110- 1000- 0020		355.95
2VW8GD		Car rental for AShland			01- 0002- 0- 5800- 150- 1110- 1000- 8140		356.51
2VW95W		Car Rental for Ashland			01- 0002- 0- 5800- 150- 1110- 1000- 8140		356.51
Check # VCH-00001200	01	Check Amt	**90.63**	Status	**Printed**	**US BANK (FPMAIL/3)**	
R1107269497		Postage Meter Rental			01- 0000- 0- 5600- 001- 0000- 7200- 0000		90.63
Check # VCH-00001201	13	Check Amt	**58.00**	Status	**Printed**	**NORTH COAST OPPORTUNITIES (MENDOL/2)**	
80256		Cafe micro mix			13- 5310- 0- 4700- 001- 0000- 3700- 0000		58.00
Check # VCH-00001202	01	Check Amt	**161.36**	Status	**Printed**	**QUILL CORPORATION (QUILLC/2)**	
48808998		Comp Book Asst 4 clr			01- 0794- 0- 4200- 150- 1110- 1000- 0000		161.36
Check # VCH-00001203	68	Check Amt	**1,032.06**	Status	**Printed**	**REDWOOD HEALTH SERVICES (RWHEAL/1)**	
STMT052426		Dental claims			68- 0000- 0- 5800- 000- 0000- 6000- 0000		1,032.06
Check # VCH-00001204	01	Check Amt	**537.48**	Status	**Printed**	**WAXIE SANITARY SUPPLY (009737/1)**	
839421143		Custodial supplies			01- 0000- 0- 4300- 001- 0000- 8200- 0000		537.48

Number of Items **31** **79,992.72** **Totals for Register 000428**

2026 FUND-OBJ Expense Summary / Register 000428

01-4100	2,124.93	
01-4200	898.43	
01-4300	2,160.25	
01-5200	302.04	
01-5510	1,455.17	
01-5600	90.63	
01-5800	6,100.22	
01-5814	30.00	
01-5903	1,110.34	
01-9110*		14,272.01-
Totals for Fund 01	**14,272.01**	**14,272.01-**
12-5903	96.06	
12-9110*		96.06-
Totals for Fund 12	**96.06**	**96.06-**
13-4700	1,938.16	
13-9110*		1,938.16-

Register 000428 - Fund/Obj Expense Summary **Bank Account COUNTY - AP Checks**

2026 FUND-OBJ Expense Summary / Register 000428 (continued)

Totals for Fund 13	**1,938.16**	**1,938.16-**
14-5800	39,067.00	
14-9110*		39,067.00-
Totals for Fund 14	**39,067.00**	**39,067.00-**
25-6400	3,000.00	
25-9110*		3,000.00-
Totals for Fund 25	**3,000.00**	**3,000.00-**
35-6170	20,587.43	
35-9110*		20,587.43-
Totals for Fund 35	**20,587.43**	**20,587.43-**
68-5800	1,032.06	
68-9110*		1,032.06-
Totals for Fund 68	**1,032.06**	**1,032.06-**
Totals for Register 000428	**79,992.72**	**79,992.72-**

* denotes System Generated entry

Net change to Cash 9110 **79,992.72- Credit**

Register 000429 - 06/11/2026 **Bank Account COUNTY - AP Checks**

Payment Id		Comment					
Check # 5051049	01	Check Amt	**120.00**	Status	**Cleared**	**BARTY, TAIMI (001533 - Emp)**	
STMT060226		5 Bear Pizzas			01- 6387- 0- 4300- 150- 3800- 1000- 0000		120.00
Check # 5051050	01	Check Amt	**200.61**	Status	**Cleared**	**MARTIN, AMANDA M (000130 - Emp)**	
STMT052626		TK Classroom Supplies			01- 0001- 0- 4300- 220- 1110- 1000- 8327		100.26
STMT052626-1		Books			01- 0001- 0- 4300- 220- 1110- 1000- 8327		100.35
Check # 5051051	01	Check Amt	**1,781.60**	Status	**Cleared**	**POTTER, JOSHUA C (001465 - Emp)**	
STMT052726		Hybrid learning conference			01- 6266- 0- 5200- 220- 1110- 1000- 0000		1,781.60
Check # 5051052	01	Check Amt	**135.00**	Status	**Cleared**	**ALPHA ANALYTICAL LABS INC (ALPHAA/1)**	
6063825		Comptche Coliform test			01- 8150- 0- 5800- 221- 0000- 8110- 2096		135.00
Check # 5051053	01	Check Amt	**3,388.88**	Status	**Cleared**	**Angie Heimann Sochacki (ANGIEH/1)**	
MAY K8 STMT		May K8 Music			01- 9003- 0- 5800- 220- 1110- 1000- 8357		1,888.88
MAY STMT		May 7/8 Music			01- 6770- 0- 5800- 220- 1110- 1000- 8357		1,500.00
Check # 5051054	01	Check Amt	**8,190.00**	Status	**Cleared**	**CHRISTY WHITE ASSOCIATES (CHRIST/1)**	
25203		District Audit			01- 0000- 0- 5801- 001- 0000- 7190- 0000		8,190.00
Check # 5051055	40	Check Amt	**15,000.00**	Status	**Cleared**	**CLM INSPECTION SERVICES (CLMINS/1)**	
WP010		Water system for May			40- 9022- 0- 6170- 001- 0000- 8500- 0000		15,000.00
Check # 5051056	01	Check Amt	**135.00**	Status	**Cleared**	**CMC (000CMC/1)**	
DUES 060126		Dues for Spring entry			01- 0000- 0- 5300- 150- 1110- 4200- 0000		135.00
Check # 5051057	01	Check Amt	**3,829.44**	Status	**Cleared**	**COLLEGE BOARD (COLLEG/3)**	
A271057651		Ap examinations			01- 0795- 0- 5800- 150- 1110- 1000- 0000		3,480.00
N2610576541		SAT School Spring 10/11th gr			01- 0795- 0- 5800- 150- 1110- 1000- 0000		349.44
Check # 5051058	01	Check Amt	**250.00**	Status	**Printed**	**Christine de Pierro (DEPIER/1)**	
STMT052926		Comptche Music			01- 6770- 0- 5800- 221- 1110- 1000- 0000		250.00
Check # 5051059	01	Check Amt	**1,306.97**	Status	**Cleared**	**FERRELL GAS (FERREL/1)**	
1133761152		Comptche Fuel			01- 0000- 0- 5520- 221- 0000- 8200- 0000		639.39
1133865163		K8 Fuel			01- 1100- 0- 5520- 220- 0000- 8200- 0000		667.58
Check # 5051060	13	Check Amt	**469.41**	Status	**Cleared**	**HOPPER DAIRY (HOPPER/1)**	
67318477		Milk , Cream Cheese Cafe			13- 5310- 0- 4700- 001- 0000- 3700- 0000		212.35
67516059		Milk, Buttermil, Cream cheese Cafe			13- 5310- 0- 4700- 001- 0000- 3700- 0000		160.80
67702978		Milk Cafe			13- 5310- 0- 4700- 001- 0000- 3700- 0000		96.26
Check # 5051061	01	Check Amt	**5,501.63**	Status	**Cleared**	**LIBERTY PAPER (LIBPAP/1)**	
327537		Copy Paper			01- 0000- 0- 4300- 001- 0000- 7200- 0000		5,501.63
Check # 5051062	01	Check Amt	**4,022.51**	Status	**Cleared**	**MENDOCINO CITY COMM. SERV'S (MCITYC/1)**	
R20443		Sewer Service			01- 0000- 0- 5530- 220- 0000- 8200- 0000		1,854.14
R20448		Sewer Service			01- 0000- 0- 5530- 150- 0000- 8200- 0000		172.73

Selection Sorted by Check Number, Inv #, Include Address=No, (Org = 46, Source = N, Pay To = N, Payment Method = N, Starting Check Date = 6/3/2026, Ending Check Date = 8/19/2026, Summary? = Y, Sort/Group 1 = 1, Sort/Group 2 =)

Register 000429 - 06/11/2026 **Bank Account COUNTY - AP Checks**

Payment Id		Comment					
Check # 5051062	01		Check Amt	**4,022.51**	Status **Cleared**	**MENDOCINO CITY COMM. SERV'S (MCITYC/1) - continued**	
R20510		Sewer Serivce			01- 0000- 0- 5530- 001- 0000- 8200- 0000		486.05
R20511		Sewer service			01- 0000- 0- 5530- 006- 0000- 8200- 0000		220.51
R20512		Sewer Service			01- 0000- 0- 5530- 150- 0000- 8200- 0000		1,289.08
Check # 5051063	13		Check Amt	**1,653.00**	Status **Cleared**	**MENDOCINO COAST PRODUCE (MCOPRO/2)**	
38605		Cafe Produce			13- 5310- 0- 4700- 001- 0000- 3700- 0000		542.00
38639		Cafe Produce			13- 5310- 0- 4700- 001- 0000- 3700- 0000		412.00
38666		Cafe Produce			13- 5310- 0- 4700- 001- 0000- 3700- 0000		699.00
Check # 5051064	01		Check Amt	**3,000.00**	Status **Cleared**	**MENDOCINO DANCE PROJECT (MDANCE/1)**	
STMT052826		K-5 Dance program			01- 0000- 0- 5800- 220- 1110- 1000- 0000		3,000.00
Check # 5051065	01		Check Amt	**1,021.26**	Status **Cancelled**	**MYERS-STEVENS & CO INC (MYERSS/1)**	
1448037		Student Accident ins. ashland			01- 0795- 0- 5800- 150- 1110- 1000- 8140		152.44
		Reversal of EX26-02694			01- 0795- 0- 5800- 150- 1110- 1000- 8140		152.44-
1448038		Reversal of EX26-02695			01- 0795- 0- 5800- 150- 1110- 1000- 0020		85.75-
		Student Accident ins. college tour			01- 0795- 0- 5800- 150- 1110- 1000- 0020		85.75
1448039		Student Ins. AE First responders			01- 0795- 0- 5800- 150- 1110- 1000- 8157		133.39
		Reversal of EX26-02692			01- 0795- 0- 5800- 150- 1110- 1000- 8157		133.39-
1448041		Reversal of EX26-02693			01- 0795- 0- 5800- 150- 1110- 1000- 8157		66.69-
		Student Accident ins. mount biking			01- 0795- 0- 5800- 150- 1110- 1000- 8157		66.69
1448045		Student Accident ins. Surfing self defense			01- 0795- 0- 5800- 150- 1110- 1000- 8157		85.75
		Reversal of EX26-02691			01- 0795- 0- 5800- 150- 1110- 1000- 8157		85.75-
1448367		Student Accident ins. Yosetmite			01- 0795- 0- 5800- 150- 1110- 1000- 8121		47.64
		Reversal of EX26-02689			01- 0795- 0- 5800- 150- 1110- 1000- 8121		47.64-
1448402		Reversal of EX26-02690			01- 0795- 0- 5800- 150- 1110- 1000- 8121		171.50-
		Students Ins Yosemite			01- 0795- 0- 5800- 150- 1110- 1000- 8121		171.50
144848		AEW Student Insurnce			01- 0795- 0- 5800- 150- 1110- 1000- 8158		278.10
		Reversal of EX26-02688			01- 0795- 0- 5800- 150- 1110- 1000- 8158		278.10-
Check # 5051066	01		Check Amt	**936.00**	Status **Cleared**	**REDWOOD EMPIRE OFFICIALS ASSN (RWEMPI/1)**	
593		MIddle school soccer			01- 0000- 0- 5800- 220- 1110- 4200- 0000		936.00
Check # 5051067	01		Check Amt	**2,538.11**	Status **Cleared**	**REDWOOD WASTE SOLUTIONS INC (RWWAST/1)**	
17779649U041		Greenwood Bill			12- 6105- 0- 5540- 222- 7110- 8200- 0000		102.05
177822146U039		K8 Bill			01- 0000- 0- 5540- 220- 0000- 8200- 0000		1,875.90
177822147U039		Bus Barn Bill			01- 0000- 0- 5540- 001- 0000- 8200- 0000		453.60
177822157U039		Comptche Bill			01- 0000- 0- 5540- 221- 0000- 8200- 0000		106.56
Check # 5051068	01		Check Amt	**168.93**	Status **Cleared**	**ROSSI BUILDING MATERIALS (ROSSIB/1)**	
1438361		Woodshop Paint			01- 8150- 0- 4300- 150- 0000- 8110- 0000		168.93
Check # 5051069	01		Check Amt	**103,458.00**	Status **Cleared**	**SISC MEDICAL (SISCME/1)**	

Register 000429 - 06/11/2026 **Bank Account COUNTY - AP Checks**

Payment Id		Comment					
Check # 5051069	01		Check Amt	**103,458.00**	Status **Cleared**	**SISC MEDICAL (SISCME/1) - continued**	
STMT JUNE		Claim For June			01- - - 9514- - - -		103,458.00
Check # 5051070	13		Check Amt	**727.25**	Status **Cleared**	**SYSCO FOOD SERVICES OF SF INC (SYSCOF/1)**	
631483590		Cafe Produce			13- 5310- 0- 4700- 001- 0000- 3700- 0000		727.25
Check # 5051071	01		Check Amt	**6,334.90**	Status **Cleared**	**TREERING CORPORATION (TREERI/1)**	
243739-2025		Yearbooks HS			01- 0002- 0- 4300- 150- 1110- 1000- 0000		6,334.90
Check # 5051072	13		Check Amt	**682.56**	Status **Cleared**	**UKIAH PAPER SUPPLY INC (UKIAHP/1)**	
579079		Cafe Paper			13- 5310- 0- 4300- 001- 0000- 3700- 0000		682.56
Check # 5051073	13		Check Amt	**1,600.53**	Status **Cleared**	**WILD OAK DAIRY (UNNATU/2)**	
016812909-003		Cafe Proudce			13- 5310- 0- 4700- 001- 0000- 3700- 8634		908.51
016825232-003		cafe produce			13- 5310- 0- 4700- 001- 0000- 3700- 8634		692.02
Check # 5051074	01		Check Amt	**167.34**	Status **Cleared**	**VERIZON WIRELESS (VERIZO/1)**	
5362551984		Superintendent bill			01- 0000- 0- 5902- 001- 0000- 7150- 0000		167.34
* Break in sequence							
Check # VCH-00001205	01		Check Amt	**35.82**	Status **Printed**	**ANAYA-MARTINEZ, MARIA M (001643 - Emp)**	
STMT042926		Mail Mileage			01- 0000- 0- 5200- 001- 0000- 7200- 0000		35.82
Check # VCH-00001206	12		Check Amt	**82.22**	Status **Printed**	**BALLARD, JESSICA C (000273 - Emp)**	
STMT042326DUPE		CSPP Meeting at MCOE			12- 6105- 0- 5200- 222- 7110- 1000- 0000		82.22
Check # VCH-00001207	01		Check Amt	**50.31**	Status **Printed**	**LUCIER, LAURA E (000022 - Emp)**	
STMT060426		Icecream Sundae			01- 0795- 0- 4300- 220- 1110- 1000- 0000		50.31
Check # VCH-00001208	01		Check Amt	**43.50**	Status **Printed**	**STARKWEATHER, MATTHEW A (001214 - Emp)**	
STMT052926		Comptche Firealarm Help			01- 0000- 0- 5200- 001- 0000- 2420- 0000		43.50
Check # VCH-00001209	01		Check Amt	**2,194.46**	Status **Printed**	**YANEZ, ANNA E (001530 - Emp)**	
STMT060126		WACAC Annual Confernce			01- 6266- 0- 5200- 150- 0000- 3110- 0000		2,194.46
Check # VCH-00001210	01		Check Amt	**1,716.21**	Status **Printed**	**US BANK (AMAZON/3)**	
0369059		Office supplies			01- 0794- 0- 4300- 150- 1110- 1000- 0000		225.94
1514664		Classroom Supplies			01- 0794- 0- 4300- 150- 1110- 1000- 0000		282.05
2610609		office Supplies			01- 0794- 0- 4300- 150- 0000- 2700- 0000		26.21
3150625		Headphones for Testing			01- 0794- 0- 4300- 150- 0000- 2700- 0000		32.35
5209847		AE Week first Responder			01- 0002- 0- 4300- 150- 1110- 1000- 8157		90.38
5380248		Woodshop Tools			01- 6387- 0- 4300- 150- 3800- 1000- 8168		97.06
5380248-1		woodshop tools			01- 6387- 0- 4300- 150- 3800- 1000- 8168		204.00
69-5380248		woodshop tools			01- 0794- 0- 4300- 150- 1110- 1000- 0000		750.00
769-5380248		woodshop tools			01- 6387- 0- 4300- 150- 3800- 1000- 8168		8.22
Check # VCH-00001211	01		Check Amt	**2,150.00**	Status **Printed**	**DARK GULCH LLC (DARK/1)**	

Register 000429 - 06/11/2026 **Bank Account COUNTY - AP Checks**

Payment Id		Comment					
Check # VCH-00001211	01	Check Amt	**2,150.00**	Status	**Printed**	**DARK GULCH LLC (DARK/1) - continued**	
1699A		Water System Monitoring			01- 8150- 0- 5800- 150- 0000- 8110- 2096		390.00
					01- 8150- 0- 5800- 155- 0000- 8110- 2096		390.00
					01- 8150- 0- 5800- 220- 0000- 8110- 2096		540.00
					01- 8150- 0- 5800- 221- 0000- 8110- 2096		495.00
					01- 8150- 0- 5800- 246- 0000- 8110- 2096		335.00
Check # VCH-00001212	13	Check Amt	**112.00**	Status	**Printed**	**NORTH COAST OPPORTUNITIES (MENDOL/2)**	
80266		Cafe lettuce			13- 5310- 0- 4700- 001- 0000- 3700- 0000		112.00
Check # VCH-00001213	01	Check Amt	**7,729.18**	Status	**Printed**	**NICK BARBIERI TRUCKING, LLC (RWCOAS/2)**	
1287029-IN		Bus Garge Fuel			01- 0740- 0- 4361- 001- 0000- 3600- 0000		3,373.20
1287030-IN		K8 Fuel			01- 1100- 0- 5520- 220- 0000- 8200- 0000		4,355.98
Check # VCH-00001214	68	Check Amt	**1,142.65**	Status	**Printed**	**REDWOOD HEALTH SERVICES (RWHEAL/1)**	
STMT JUNE2026		Admin Fees			01- 0000- 0- 9514- 000- 0000- 0000- 3498		460.50
					01- 0000- 0- 9514- 000- 0000- 0000- 3499		150.50
STMT MAY3126		Dental Claims for May			68- 0000- 0- 5800- 000- 0000- 6000- 0000		531.65
Check # VCH-00001215	01	Check Amt	**13,498.76**	Status	**Printed**	**US BANK CORPORATE PAYMENT SYS (USBANK/2)**	
1270063233		Tv for Gym			01- 0000- 0- 4300- 150- 1110- 4200- 0000		815.04
1357-2912		Yosemite Food			01- 0002- 0- 4300- 150- 1110- 1000- 8121		2.45
16P5E2-3		Yosemite Cabin Stay			01- 0002- 0- 5800- 150- 1110- 1000- 8121		5,719.94
2679-5812-6969		AI Subscription			01- 9010- 0- 5800- 150- 1110- 1000- 9111		200.00
7000138798		Starter Kit Classroom pk			01- 6387- 0- 4300- 150- 3800- 1000- 8170		1,216.83
80EE8372B0EB		Spotify Radio subscription			01- 6387- 0- 5800- 150- 3800- 1000- 8167		21.99
B1101079706		Saw Blades for Woodshop			01- 6387- 0- 4400- 150- 3800- 1000- 8167		1,582.48
DJQ12U-3		Travel Tac Oaxaca			01- 0002- 0- 5800- 150- 1110- 1000- 0000		1,157.31
STMT032826		Food Yosemite Trip			01- 0002- 0- 4300- 150- 1110- 1000- 8121		227.66
STMT032926		Food Yosemite Trip			01- 0002- 0- 4300- 150- 1110- 1000- 8121		17.55
STMT033026		Yosemite Food			01- 0002- 0- 4300- 150- 1110- 1000- 8121		36.32
STMT033026-1		Yosemite Food			01- 0002- 0- 4300- 150- 1110- 1000- 8121		53.14
STMT033026-2		Yosemite Food			01- 0002- 0- 4300- 150- 1110- 1000- 8121		73.82
STMT033026-3		Yosemite Food			01- 0002- 0- 4300- 150- 1110- 1000- 8121		71.88
STMT033026-4		Yosemite Food			01- 0002- 0- 4300- 150- 1110- 1000- 8121		199.64
STMT033026-5		Yosemite Food			01- 0002- 0- 4300- 150- 1110- 1000- 8121		395.48
STMT033126		Yosemite Food			01- 0002- 0- 4300- 150- 1110- 1000- 8121		263.56
STMT040126		Yosemite Food			01- 0002- 0- 4300- 150- 1110- 1000- 8121		231.60
STMT040126-1		Yosmite Food			01- 0002- 0- 4300- 150- 1110- 1000- 8121		281.71
STMT040226		Yosemite Food			01- 0002- 0- 4300- 150- 1110- 1000- 8121		203.70
STMT040226-1		Yosemite Food			01- 0002- 0- 4300- 150- 1110- 1000- 8121		31.42
STMT040226-2		Yosemite Food			01- 0002- 0- 4300- 150- 1110- 1000- 8121		233.50

Register 000429 - 06/11/2026 **Bank Account COUNTY - AP Checks**

Payment Id		Comment					
Check # VCH-00001215	01		Check Amt	13,498.76	Status Printed	US BANK CORPORATE PAYMENT SYS (USBANK/2) - continued	
STMT040326		Yosemite Gas			01-0002-0-4300-150-1110-1000-8121		71.71
STMT040326-2		Yosemite Food			01-0002-0-4300-150-1110-1000-8121		254.43
STMT052826		Yosemite Gas			01-0002-0-4300-150-1110-1000-8121		135.60

Number of Items **37** **195,374.04** **Totals for Register 000429**

2026 FUND-OBJ Expense Summary / Register 000429

01-4300	18,909.63	
01-4361	3,373.20	
01-4400	1,582.48	
01-5200	4,055.38	
01-5300	135.00	
01-5520	5,662.95	
01-5530	4,022.51	
01-5540	2,436.06	
01-5800	20,788.56	
01-5801	8,190.00	
01-5902	167.34	
01-9110*		173,392.11-
01-9514	104,069.00	
Totals for Fund 01	**173,392.11**	**173,392.11-**
12-5200	82.22	
12-5540	102.05	
12-9110*		184.27-
Totals for Fund 12	**184.27**	**184.27-**
13-4300	682.56	
13-4700	4,562.19	
13-9110*		5,244.75-
Totals for Fund 13	**5,244.75**	**5,244.75-**
40-6170	15,000.00	
40-9110*		15,000.00-
Totals for Fund 40	**15,000.00**	**15,000.00-**
68-5800	531.65	
68-9110*		531.65-

Register 000429 - Fund/Obj Expense Summary **Bank Account COUNTY - AP Checks**

2026 FUND-OBJ Expense Summary / Register 000429 (continued)

Totals for Fund 68	**531.65**	**531.65-**
Totals for Register 000429	**194,352.78**	**194,352.78-**

* denotes System Generated entry

Net change to Cash 9110 **194,352.78- Credit**

Register 000430 - 06/18/2026 **Bank Account COUNTY - AP Checks**

Payment Id		Comment					
Check # 5051499	01		Check Amt	**42.50**	Status **Cleared**	**Laurel Sheard (Laurel Shea - Payee)**	
STMT061526		Finger Prints			01- 0000- 0- 5814- 001- 0000- 7200- 0000		42.50
Check # 5051500	01		Check Amt	**162.00**	Status **Cleared**	**CA DEPT OF JUSTICE (STOFC2/1)**	
049673		Finger Printing			01- 0000- 0- 5814- 001- 0000- 7200- 0000		162.00
Check # 5051501	12		Check Amt	**259.74**	Status **Cleared**	**ELK CO. WATER DISTRICT (ELKCOW/1)**	
26926		Meter usage, Pipe Replacement			12- 6105- 0- 5530- 222- 7110- 8200- 0000		259.74
Check # 5051502	01		Check Amt	**134.72**	Status **Cleared**	**GRAINGER (GRAING/2)**	
9937146901		Vacuum Repair Kit			01- 8150- 0- 4300- 220- 0000- 8110- 0000		134.72
Check # 5051503	13		Check Amt	**376.19**	Status **Cleared**	**HOPPER DAIRY (HOPPER/1)**	
67318492		Milk Cafe			13- 5310- 0- 4700- 001- 0000- 3700- 0000		277.43
67318500		Milk Cafe			13- 5310- 0- 4700- 001- 0000- 3700- 0000		98.76
Check # 5051504	25		Check Amt	**42,353.01**	Status **Cleared**	**JetMulch, Inc. (JETM/1)**	
31880-OL		Mulch for K8			25- 9010- 0- 6400- 220- 0000- 8500- 6206		42,353.01
Check # 5051505	35		Check Amt	**435.74**	Status **Cleared**	**MENDO MILL (MENDOM/2)**	
STMT053126		Paint supplies , lumber			35- 9013- 0- 6170- 150- 0000- 8500- 9917		435.74
Check # 5051506	13		Check Amt	**715.00**	Status **Cleared**	**MENDOCINO COAST PRODUCE (MCOPRO/2)**	
38698		Cafe Produce			13- 5310- 0- 4700- 001- 0000- 3700- 0000		296.00
38721		Cafe Produce			13- 5310- 0- 4700- 001- 0000- 3700- 0000		419.00
Check # 5051507	01		Check Amt	**820.00**	Status **Cleared**	**Mendocino HIgh ASB (MHSASB/1)**	
STMT042525		MCCF Student Prom Tickets 2025			01- 0001- 0- 5800- 150- 0000- 3130- 1137		330.00
STMT061724		MCCF Student yr Books 2024			01- 0001- 0- 4300- 150- 0000- 3130- 1137		490.00
Check # 5051508	01		Check Amt	**185.00**	Status **Cleared**	**MOUNTAIN FRESH SPRING WATER (MOUNTA/1)**	
044706		5Gl water			01- 0794- 0- 4300- 220- 1110- 1000- 0000		105.00
045133		Water Rental machine			01- 0794- 0- 5600- 220- 1110- 1000- 0000		80.00
Check # 5051509	01		Check Amt	**4,589.20**	Status **Cleared**	**REDWOOD WASTE SOLUTIONS INC (RWWAST/1)**	
177821798U039		Albion Trash Bill			01- 0000- 0- 5540- 246- 0000- 8200- 0000		254.46
177822144U039		HS Trash Bill			01- 0000- 0- 5540- 150- 0000- 8200- 0000		3,427.54
177822145U039		Com School Trash Bill			01- 0000- 0- 5540- 150- 0000- 8200- 0000		907.20
Check # 5051510	13		Check Amt	**414.92**	Status **Cleared**	**UKIAH PAPER SUPPLY INC (UKIAHP/1)**	
579310		Cafe paper			13- 5310- 0- 4300- 001- 0000- 3700- 0000		414.92
Check # 5051511	13		Check Amt	**599.19**	Status **Cleared**	**WILD OAK DAIRY (UNNATU/2)**	
016834530-003		Cafe Produce			13- 5310- 0- 4700- 001- 0000- 3700- 8634		599.19
Check # 5051512	13		Check Amt	**768.48**	Status **Cleared**	**US FOODS INC. SAN FRANCISCO (USFOOD/2)**	
5010634		Cafe Produce			13- 5310- 0- 4700- 001- 0000- 3700- 0000		768.48
Check # 5051513	01		Check Amt	**158.50**	Status **Cleared**	**WHISPERING PINES WATER (WHISPE/2)**	

Selection Sorted by Check Number, Inv #, Include Address=No, (Org = 46, Source = N, Pay To = N, Payment Method = N, Starting Check Date = 6/3/2026, Ending Check Date = 8/19/2026, Summary? = Y, Sort/Group 1 = 1, Sort/Group 2 =)

Register 000430 - 06/18/2026 **Bank Account COUNTY - AP Checks**

Payment Id		Comment					
Check # 5051513	01	Check Amt	158.50	Status	Cleared	WHISPERING PINES WATER (WHISPE/2) - continued	
20260531		HS Water				01- 0794- 0- 4300- 150- 0000- 2700- 0000	121.50
20260531-1		Water Service charge				01- 0794- 0- 5800- 150- 0000- 2700- 0000	5.00
20260531-2		5GL water				01- 0000- 0- 4300- 001- 0000- 7200- 0000	27.00
20260531-3		Water serivce charge				01- 0000- 0- 5800- 001- 0000- 7200- 0000	5.00
Check # 5051514	01	Check Amt	2,490.63	Status	Cleared	XEROX CORPORATION (XEROXC/2)	
025726023		Copy machine Rental				01- 0000- 0- 4300- 220- 0000- 2700- 1074	992.19
						01- 0000- 0- 5600- 220- 0000- 2700- 1074	134.38
025736020		CopyMachine Rental				01- 0000- 0- 4300- 150- 0000- 2700- 1074	35.67
						01- 0000- 0- 5600- 150- 0000- 2700- 1074	114.94
025736021		Copy Machine rental				01- 0000- 0- 4300- 220- 0000- 2420- 1074	128.66
						01- 0000- 0- 5600- 220- 0000- 2420- 1074	123.97
025736022		Copy Machine Rental				01- 0000- 0- 4300- 150- 0000- 2420- 1074	55.62
						01- 0000- 0- 5600- 150- 0000- 2420- 1074	123.97
025736024		Copy Machine Rental				01- 0000- 0- 4300- 150- 0000- 2700- 1074	310.72
						01- 0000- 0- 5600- 150- 0000- 2700- 1074	125.33
025736025		Copy Machine Rental				01- 0000- 0- 4300- 001- 0000- 7200- 1074	122.75
						01- 0000- 0- 5600- 001- 0000- 7200- 1074	125.33
025736026		Copy Machine Rental				01- 0000- 0- 4300- 246- 0000- 2700- 1074	11.86
						01- 0000- 0- 5600- 246- 0000- 2700- 1074	23.48
025736027		Copy Machine Rental				01- 0000- 0- 4300- 221- 0000- 2700- 1074	12.37
						01- 0000- 0- 5600- 221- 0000- 2700- 1074	23.46
025736028		Copy Machine Rental				12- 6105- 0- 4300- 222- 7110- 1000- 1074	2.47
						12- 6105- 0- 5600- 222- 7110- 1000- 1074	23.46
* Break in sequence							
Check # VCH-00001216	01	Check Amt	100.00	Status	Printed	ARTER, MARCI L (000257 - Emp)	
STMT060426		Cap/ Gowns				01- 0794- 0- 4300- 150- 1110- 1000- 0000	100.00
Check # VCH-00001217	01	Check Amt	337.89	Status	Printed	BROWN, MARSHALL C (000028 - Emp)	
STMT060426		Iphone and Plan				01- 0001- 0- 4300- 150- 3800- 1000- 0015	337.89
Check # VCH-00001218	01	Check Amt	140.65	Status	Printed	MORSE, JASON J (000146 - Emp)	
STMT052726-1		superintendent mileage				01- 0000- 0- 5200- 001- 0000- 7150- 0000	29.58
STMT052726-2		maintance mileage				01- 8150- 0- 5200- 001- 0000- 8110- 0000	10.44
STMT060526		SuperintendentMIlage				01- 0000- 0- 5200- 001- 0000- 7150- 0000	93.67
STMT060526-1		Maintance Mileage				01- 8150- 0- 5200- 001- 0000- 8110- 0000	6.96
Check # VCH-00001219	01	Check Amt	2,331.67	Status	Printed	US BANK (AMAZON/3)	
0593022		USB-C Cables				01- 0000- 0- 4300- 220- 0000- 2420- 9015	101.86
1309057		Pans w/ Lids Cafe				01- 7032- 0- 4300- 001- 0000- 3700- 0000	64.71
1805055		Kamalas Drive				01- 0000- 0- 4300- 150- 0000- 2700- 9015	32.31

Register 000430 - 06/18/2026 **Bank Account COUNTY - AP Checks**

Payment Id		Comment					
Check # VCH-00001219	01	Check Amt	**2,331.67**	Status	**Printed**	**US BANK (AMAZON/3) - continued**	
2183420		Kitchen Supplies			01- 7032- 0- 4300- 001- 0000- 3700- 0000		785.91
2529800		DO Hard drives			01- 0000- 0- 4300- 001- 0000- 7200- 9015		403.78
3422641		Vacuum Filter			01- 8150- 0- 4300- 001- 0000- 8110- 0000		227.70
3505827		Cable Cover			01- 0794- 0- 4300- 150- 1110- 1000- 0000		31.27
4052205		Cafe Containers			01- 7032- 0- 4300- 001- 0000- 3700- 0000		30.69
4789843		Kamalas Hard Drive			01- 0000- 0- 4300- 150- 0000- 2700- 9015		264.28
5363405		Waste Bags			01- 8150- 0- 4300- 001- 0000- 8110- 0000		74.41
6729850		AC to PC converter			01- 0000- 0- 4300- 001- 0000- 7200- 0000		129.42
9507446		Cafe Storage Supplies			01- 7032- 0- 4300- 001- 0000- 3700- 0000		58.05
9507446-1		Cafe Storage Supplies			01- 7032- 0- 4300- 001- 0000- 3700- 0000		34.72
9507446-2		Cafe storage supples			01- 7032- 0- 4300- 001- 0000- 3700- 0000		92.56
Check # VCH-00001220	40	Check Amt	**2,802.01**	Status	**Printed**	**GHD INC. (000GHD/2)**	
380-0089450		REQ 18			40- 9022- 0- 6170- 001- 0000- 8500- 0000		2,802.01
Check # VCH-00001221	35	Check Amt	**3,833.69**	Status	**Printed**	**US BANK CORPORATE PAYMENT SYS (USBANK/2)**	
0-056-909-926		CDTFA			01- 0740- 0- 5800- 001- 0000- 3600- 0000		.09
0-056-909-926-1		CDTFA			01- 0740- 0- 5800- 001- 0000- 3600- 0000		4.00
3633-448332		Window washer			01- 0740- 0- 4300- 001- 0000- 3600- 0000		27.29
5554840465		Gogle Al Pro			01- 0000- 0- 5800- 001- 1110- 1000- 0000		959.97
9IY7		Board Food Mendo market			01- 0000- 0- 4300- 001- 0000- 7110- 0000		88.90
H8408-255172		Wood, Paiint, Paint supplies			35- 9013- 0- 6170- 150- 0000- 8500- 9917		2,713.44
INV353118289		Zoom Cloud			01- 0000- 0- 5800- 001- 0000- 7110- 0000		40.00
Check # VCH-00001222	40	Check Amt	**95,541.14**	Status	**Printed**	**WAHLUND CONSTRUCTION INC (WAHLU/1)**	
13		REQ 18			40- 9022- 0- 6170- 001- 0000- 8500- 0000		95,541.14
Check # VCH-00001223	01	Check Amt	**259.92**	Status	**Printed**	**WAXIE SANITARY SUPPLY (009737/1)**	
83962060		Custodial Supplies			01- 0000- 0- 4300- 001- 0000- 8200- 0000		259.92

Number of Items **24** **159,851.79** **Totals for Register 000430**

2026 FUND-OBJ Expense Summary / Register 000430

01-4300	5,693.73	
01-5200	140.65	
01-5540	4,589.20	
01-5600	874.86	
01-5800	1,344.06	
01-5814	204.50	
01-9110*		12,847.00-

Selection Sorted by Check Number, Inv #, Include Address=No, (Org = 46, Source = N, Pay To = N, Payment Method = N, Starting Check Date = 6/3/2026, Ending Check Date = 8/19/2026, Summary? = Y, Sort/Group 1 = 1, Sort/Group 2 =)

Register 000430 - Fund/Obj Expense Summary **Bank Account COUNTY - AP Checks**

2026 FUND-OBJ Expense Summary / Register 000430 (continued)

Totals for Fund 01	**12,847.00**	**12,847.00-**
12-4300	2.47	
12-5530	259.74	
12-5600	23.46	
12-9110*		285.67-
Totals for Fund 12	**285.67**	**285.67-**
13-4300	414.92	
13-4700	2,458.86	
13-9110*		2,873.78-
Totals for Fund 13	**2,873.78**	**2,873.78-**
25-6400	42,353.01	
25-9110*		42,353.01-
Totals for Fund 25	**42,353.01**	**42,353.01-**
35-6170	3,149.18	
35-9110*		3,149.18-
Totals for Fund 35	**3,149.18**	**3,149.18-**
40-6170	98,343.15	
40-9110*		98,343.15-
Totals for Fund 40	**98,343.15**	**98,343.15-**
Totals for Register 000430	**159,851.79**	**159,851.79-**

* denotes System Generated entry

Net change to Cash 9110 **159,851.79- Credit**

Register 000431 - 06/25/2026 **Bank Account COUNTY - AP Checks**

Payment Id		Comment					
Check # 5051859	01	Check Amt	**49.12**	Status	**Cleared**	**FREDERICK, AIMEE J (001541 - Emp)**	
3942667		Tapestry needles , hoops			01- 0795- 0- 4300- 220- 1110- 1000- 0000		49.12
Check # 5051860	01	Check Amt	**13.04**	Status	**Cleared**	**MIZE, TAYLOR L (000292 - Emp)**	
STMT060226		Cardstock			01- 0794- 0- 4300- 220- 1110- 1000- 0000		13.04
Check # 5051861	01	Check Amt	**610.45**	Status	**Cleared**	**OLSON DAY, RYAN R (000160 - Emp)**	
STMT060926-1		Comptche, Albion commute			01- 0000- 0- 5200- 220- 1110- 4200- 0000		610.45
Check # 5051862	01	Check Amt	**22,800.61**	Status	**Cleared**	**COMMUNITY CENTER OF MENDOCINO (COMMUN/1)**	
2057		CCM ELOP			01- 2600- 0- 5800- 220- 1110- 4900- 8342		22,800.61
Check # 5051863	01	Check Amt	**63.50**	Status	**Cleared**	**Flory Systems LLC (FLOSYS/1)**	
2685		LCAP Finalization			01- 0000- 0- 5800- 001- 0000- 7200- 0000		63.50
Check # 5051864	01	Check Amt	**989.50**	Status	**Cleared**	**HARDWARE TECH INC (HARDWA/1)**	
82658		Keys			01- 8150- 0- 4300- 001- 0000- 8110- 0000		177.00
82665		K8 multi purpose service			01- 8150- 0- 5800- 220- 0000- 8110- 0000		812.50
Check # 5051865	01	Check Amt	**1,650.00**	Status	**Cleared**	**MATT ROWLAND EVENTS (MATTRO/1)**	
STMT060926		Com School GRAD			01- 0794- 0- 5800- 150- 1110- 1000- 0000		1,650.00
Check # 5051866	01	Check Amt	**1,020.00**	Status	**Printed**	**Mendocino HIgh ASB (MHSASB/1)**	
DANCE060926		Student HC Dance			01- 0001- 0- 5800- 150- 1110- 1000- 1137		70.00
PROM060926		Student Prom			01- 0001- 0- 5800- 150- 1110- 1000- 1137		180.00
YEARBOOK060926		Student Yearbook			01- 0001- 0- 5800- 150- 1110- 1000- 1137		770.00
Check # 5051867	01	Check Amt	**3,463.24**	Status	**Cleared**	**PG&E (00PG&E/1)**	
20613-3		Albion PGE bill			01- 0000- 0- 5510- 246- 0000- 8200- 0000		3,463.24
Check # 5051868	01	Check Amt	**12.41**	Status	**Cleared**	**PG&E (00PG&E/1)**	
STMT060826-0983		EV HS Bill			01- 0000- 0- 5510- 150- 0000- 8200- 0000		12.41
Check # 5051869	01	Check Amt	**167.42**	Status	**Cleared**	**PG&E (00PG&E/1)**	
STMT060926-6230		Water Tank Bill			01- 0000- 0- 5510- 001- 0000- 8200- 0000		167.42
Check # 5051870	01	Check Amt	**1,855.17**	Status	**Cleared**	**PG&E (00PG&E/1)**	
STMT060926-7771		Bus Barn Bill			01- 0740- 0- 5510- 001- 0000- 8200- 0000		1,855.17
* Break in sequence							
Check # VCH-00001224	01	Check Amt	**53.47**	Status	**Printed**	**ARTER, MARCI L (000257 - Emp)**	
STMT061726		Grad Flowers			01- 0794- 0- 4300- 150- 1110- 1000- 0000		53.47
Check # VCH-00001225	01	Check Amt	**250.00**	Status	**Printed**	**JIMENEZ, MARTHA C (001455 - Emp)**	
STMT061126-1		Food Cards			01- 0001- 0- 4300- 220- 1110- 1000- 1137		250.00
Check # VCH-00001226	01	Check Amt	**148.01**	Status	**Printed**	**LEVY, ANNA (000277 - Emp)**	
102003494077788		Mattress for student			01- 0001- 0- 4300- 150- 0000- 3130- 1137		148.01

Register 000431 - 06/25/2026 **Bank Account COUNTY - AP Checks**

Payment Id		Comment					
Check # VCH-00001227	01	Check Amt	**58.09**	Status	**Printed**	**LUCIER, LAURA E (000022 - Emp)**	
STMT060926		Pro Act Snacks			01- 6266- 0- 4300- 220- 1110- 1000- 0000		48.41
STMT061226		Dixie Cups			01- 0795- 0- 4300- 150- 1110- 1000- 0000		9.68
Check # VCH-00001228	01	Check Amt	**40.00**	Status	**Printed**	**MALAGON REAL, NINIVE (001604 - Emp)**	
STMT061726-1		Shelf for student kitchen			01- 0794- 0- 4300- 150- 0000- 2700- 0000		40.00
Check # VCH-00001229	01	Check Amt	**1,229.51**	Status	**Printed**	**OATNEY, MARK D (000159 - Emp)**	
000219		Burritos for Art Trip			01- 9003- 0- 4300- 220- 1110- 1000- 0000		500.00
000219-1		ART Fund - Burritos			01- 0002- 0- 4300- 220- 1110- 1000- 0000		29.58
STMT061126		Materials for rebuild of Dragon			01- 0795- 0- 4300- 220- 1110- 1000- 0000		119.93
STMT061626		ART at Comptche, Albion			01- 0000- 0- 5200- 220- 1110- 4200- 0000		580.00
Check # VCH-00001230	01	Check Amt	**756.25**	Status	**Printed**	**AMAZON CAPITAL SERVICES, INC (AMAZON/2)**	
0-8251448		Classroom Supplies			01- 0794- 0- 4300- 150- 1110- 1000- 0000		176.72
289-9752226		Classroom Supplies			01- 0794- 0- 4300- 150- 5760- 1120- 0000		32.35
2992204		Classroom Supplies			01- 0794- 0- 4300- 150- 1110- 1000- 0000		75.64
3624257		Amazon Zip Ties			01- 0794- 0- 4300- 150- 1110- 1000- 0000		22.64
4337851		Blackbook Binding tape			01- 0794- 0- 4300- 150- 1110- 1000- 0000		12.93
5155420		Paper Shredder			01- 0794- 0- 4300- 150- 0000- 2700- 0000		192.02
6881805		Office Supplies			01- 0794- 0- 4300- 150- 0000- 2700- 0000		144.01
9752226		MAA Classroom Supplies			01- 0811- 0- 4300- 150- 5760- 1120- 0000		99.94
Check # VCH-00001231	01	Check Amt	**2,085.61**	Status	**Printed**	**US BANK (AMAZON/3)**	
0269030		Bandages , Stapler			01- 0794- 0- 4300- 220- 1110- 1000- 0000		59.82
0626664		Office Supplies			01- 0794- 0- 4300- 150- 0000- 2700- 0000		163.96
1-2992204		Classroom Supplies			01- 0794- 0- 4300- 150- 0000- 3110- 0000		68.35
1262663		Cables office supplies			01- 0794- 0- 4300- 150- 0000- 2700- 0000		144.50
1343424		Squeege			01- 0794- 0- 4300- 220- 0000- 2700- 0000		14.01
1997040		Replacement Filter			01- 0794- 0- 4300- 220- 0000- 2700- 0000		29.74
2767408		Wallpaper Rolls			01- 0794- 0- 4300- 220- 0000- 2700- 0000		28.02
2827457		Pencils , Puddy			01- 0795- 0- 4300- 220- 0000- 2700- 0000		53.22
2878606		Kids Headphones			01- 0811- 0- 4300- 220- 5760- 1120- 0000		76.55
3105841		Dum- Dum pops			01- 0794- 0- 4300- 220- 1110- 1000- 0000		71.98
3289-97552226		Classroom Supplies			01- 0794- 0- 4300- 150- 5760- 1120- 0000		10.78
3437823		Office Supplies			01- 0794- 0- 4300- 220- 0000- 2700- 0000		473.22
4545826		Modeling Clay			01- 0794- 0- 4300- 150- 1110- 1000- 0000		49.20
4622660		Classrooom Supplies			01- 0811- 0- 4300- 220- 5760- 1120- 0000		608.91
6531435		Amazon Subscription			01- 0794- 0- 4300- 220- 0000- 2700- 0000		16.17
8251448		Coloring Pencils			01- 0794- 0- 4300- 150- 1110- 1000- 0000		40.77
89-9752226		Classroom Supplies			01- 0794- 0- 4300- 150- 5760- 1120- 0000		58.19
91346030		Notebooks			01- 0794- 0- 4300- 220- 1110- 1000- 0000		31.27

Register 000431 - 06/25/2026 **Bank Account COUNTY - AP Checks**

Payment Id		Comment					
Check # VCH-00001231	01	Check Amt	**2,085.61**	Status	**Printed**	**US BANK (AMAZON/3) - continued**	
9728255		Squeege			01- 0794- 0- 4300- 220- 0000- 2700- 0000		23.72
STMT052126		Hole Puncher/ supplies			01- 0794- 0- 4300- 220- 0000- 2700- 0000		63.23
Check # VCH-00001232	01	Check Amt	**3,608.10**	Status	**Printed**	**Faraday Defense (FARADA/1)**	
INV3369		Phone Bags			01- 0795- 0- 4300- 150- 1110- 1000- 0000		3,608.10
					01- 0795- 0- 4300- 150- 1110- 1000- 0000		284.14
Check # VCH-00001233	01	Check Amt	**500.00**	Status	**Printed**	**Kevin Huntley (KEVHUN/1)**	
STMT052626		Natural history educational speaker			01- 9003- 0- 5800- 220- 1110- 1000- 0000		500.00
Check # VCH-00001234	68	Check Amt	**2,516.00**	Status	**Printed**	**REDWOOD HEALTH SERVICES (RWHEAL/1)**	
STMT061426		Claims for 6-14-26			68- 0000- 0- 5800- 000- 0000- 6000- 0000		2,516.00
Check # VCH-00001235	01	Check Amt	**9,452.71**	Status	**Printed**	**US BANK CORPORATE PAYMENT SYS (USBANK/2)**	
000230		Teacher Appreciation Food			01- 0000- 0- 4300- 150- 0000- 2700- 9075		348.21
10005G6QR		Cabin Stay Yosemite			01- 0002- 0- 5800- 150- 1110- 1000- 8121		2,093.04
1316-6748		Internet service			01- 6387- 0- 5800- 150- 3800- 1000- 8167		18.00
13510256		Lab Materials			01- 0794- 0- 4300- 150- 1110- 1000- 0000		219.24
1448037		Ashland Trip Student ins.			01- 0795- 0- 5800- 150- 1110- 1000- 8140		152.44
1448038		College Tour Student ins.			01- 0795- 0- 5800- 150- 1110- 1000- 0020		85.75
1448039		First Responder Student ins.			01- 0795- 0- 5800- 150- 1110- 1000- 8157		133.39
1448041		Montain Bike student ins.			01- 0795- 0- 5800- 150- 1110- 1000- 8157		66.69
1448045		Surfing/Self Def. Student ins,			01- 0795- 0- 5800- 150- 1110- 1000- 8157		85.75
1448048		Oaxaca Student ins.			01- 0795- 0- 5800- 150- 1110- 1000- 8158		278.10
1448367		Yosemite Trip Student ins.			01- 0795- 0- 5800- 150- 1110- 1000- 8121		47.64
1448402		Yosemite Trip Student ins.			01- 0795- 0- 5800- 150- 1110- 1000- 0000		171.50
15897248		Sport Rewards			01- 0000- 0- 4300- 150- 1110- 4200- 0000		237.76
16017		Stoke Certificate			01- 0794- 0- 4300- 150- 0000- 3110- 0000		172.63
375328		Culinary Supplies			01- 6387- 0- 4300- 150- 3800- 1000- 8171		800.73
5313039		Classroom Supplies			01- 0794- 0- 4300- 150- 0000- 3110- 0000		13.55
552534		Capstone Cords			01- 6387- 0- 4300- 150- 3800- 1000- 8170		597.12
599529-5		CTE Fair Balloons			01- 6387- 0- 4300- 150- 3800- 1000- 0000		62.22
6-4337851		Classroom supplies			01- 0794- 0- 4300- 150- 1110- 1000- 0000		157.31
7AE4C74		Spotify Radio			01- 6387- 0- 5800- 150- 3800- 1000- 8167		21.99
8-5313039		Classroom Supplies			01- 0794- 0- 4300- 150- 0000- 3110- 0000		25.46
86180053		ASB Yearbook			01- 0002- 0- 5800- 150- 1110- 1000- 0000		1,056.45
M10QLX		Flight for APSI 2026			01- 6266- 0- 5200- 150- 3800- 1000- 0000		583.21
NCNLGMHZQPT		APSI 2026			01- 6266- 0- 5200- 150- 3800- 1000- 0000		830.00
S113063		Craft Supplies			01- 6387- 0- 4300- 150- 3800- 1000- 8168		1,416.59
					01- 6387- 0- 4300- 150- 3800- 1000- 8168		111.16
STMT042226		Food			01- 6266- 0- 4300- 220- 0000- 2700- 0000		76.68

Selection Sorted by Check Number, Inv #, Include Address=No, (Org = 46, Source = N, Pay To = N, Payment Method = N, Starting Check Date = 6/3/2026, Ending Check Date = 8/19/2026, Summary? = Y, Sort/Group 1 = 1, Sort/Group 2 =)

Register 000431 - 06/25/2026 **Bank Account COUNTY - AP Checks**

Payment Id		Comment			
Check # VCH-00001235	01	Check Amt	9,452.71	Status **Printed**	**US BANK CORPORATE PAYMENT SYS (USBANK/2) - continued**
STMT050226		Refund for Casper center		01-0002-0-5800-150-1110-1000-0000	125.00-
STMT050526		Odp Classroom Supplies		01-0794-0-4300-150-1110-1000-0000	67.01
STMT050726		Parking Sonoma State		01-7339-0-5200-150-1110-1000-0025	9.25
STMT051126		Refund for Casper Center		01-0002-0-5800-150-1110-1000-0000	250.00-

Number of Items **24** **53,392.21** **Totals for Register 000431**

2026 FUND-OBJ Expense Summary / Register 000431

01-4300	12,478.01	
01-5200	2,612.91	
01-5510	5,498.24	
01-5800	30,682.35	
01-9110*		50,876.21-
01-9550*		395.30-
Totals for Fund 01	**51,271.51**	**51,271.51-**
68-5800	2,516.00	
68-9110*		2,516.00-
Totals for Fund 68	**2,516.00**	**2,516.00-**
Totals for Register 000431	**53,787.51**	**53,787.51-**

* denotes System Generated entry

Net change to Cash 9110 **53,392.21- Credit**

Register 000432 - 07/02/2026 **Bank Account COUNTY - AP Checks**

Payment Id		Comment					
Check # 5052454	01		Check Amt	**79.32**	Status **Cleared**	**AUM, WINDSPIRIT (001450 - Emp)**	
JUNE STMT3		BoardMileage			01- 0000- 0- 5200- 001- 0000- 7110- 0000		79.32
Check # 5052455	01		Check Amt	**55.68**	Status **Cleared**	**BLOYD, MEA A (001637 - Emp)**	
JUNE STMT4		Board Milage			01- 0000- 0- 5200- 001- 0000- 7110- 0000		55.68
Check # 5052456	01		Check Amt	**24.80**	Status **Cleared**	**GRIFFEN, EMILY V (001493 - Emp)**	
JUNE STMT5		Board Milage			01- 0000- 0- 5200- 001- 0000- 7110- 0000		24.80
Check # 5052457	01		Check Amt	**62.79**	Status **Cleared**	**MORTON, MARK D (000148 - Emp)**	
JUNE STMT2		Board Mileage			01- 0000- 0- 5200- 001- 0000- 7110- 0000		62.79
Check # 5052458	01		Check Amt	**157.33**	Status **Cleared**	**SCHAEFFER, MICHAEL M (000190 - Emp)**	
JUNE STMT		Board Mileage			01- 0000- 0- 5200- 001- 0000- 7110- 0000		157.33
Check # 5052459	01		Check Amt	**211.00**	Status **Cleared**	**ALPHA ANALYTICAL LABS INC (ALPHAA/1)**	
6065601		Water Quality Comptche			01- 8150- 0- 5800- 221- 0000- 8110- 2096		156.00
6066646-MENUSD		Comptche Coliform			01- 8150- 0- 5800- 221- 0000- 8110- 2096		55.00
Check # 5052460	01		Check Amt	**949.00**	Status **Cleared**	**ASSOCIATION OF CALIFORNIA (ASSOCI/1)**	
INV31000		2025 SCSA			01- 0000- 0- 5200- 001- 0000- 7150- 0000		949.00
Check # 5052461	01		Check Amt	**1,197.67**	Status **Cleared**	**AT&T (AT&TC3/2)**	
000025408582		District Phone Bill			01- 0000- 0- 5903- 001- 0000- 7200- 0000		128.34
					01- 0000- 0- 5903- 150- 0000- 2700- 0000		254.05
					01- 0000- 0- 5903- 155- 3100- 2700- 0000		32.14
					01- 0000- 0- 5903- 220- 0000- 2700- 0000		370.05
					01- 0000- 0- 5903- 221- 0000- 2700- 0000		95.43
					01- 0000- 0- 5903- 246- 0000- 2700- 0000		124.71
					01- 0740- 0- 5903- 001- 0000- 3600- 0000		32.14
					12- 6105- 0- 5903- 222- 7110- 8200- 0000		96.01
000025408920		MHS Phone BIll			01- 0000- 0- 5903- 150- 0000- 2700- 0000		32.66
000025408921		K8 Phone Bill			01- 0000- 0- 5903- 220- 0000- 2700- 0000		32.14
Check # 5052462	21		Check Amt	**14,518.75**	Status **Cleared**	**CRAWFORD & ASSOCIATES (CRAWFO/1)**	
44930		Material Testing and Special Inspection Svcs			21- 9014- 0- 6170- 150- 0000- 8500- 1142		14,518.75
Check # 5052463	01		Check Amt	**4,074.91**	Status **Cleared**	**CYPRESS HOLDINGS INC (HARVES/2)**	
STMT053126		May maint/ trans bill			01- 0000- 0- 4300- 001- 0000- 8200- 0000		68.33
					01- 8150- 0- 4300- 001- 0000- 8110- 0000		137.77
					01- 8150- 0- 4300- 150- 0000- 8110- 0000		350.51
					01- 8150- 0- 4300- 150- 3800- 8110- 8168		418.13
					01- 8150- 0- 4300- 220- 0000- 8110- 0000		3.68
					01- 8150- 0- 4300- 223- 8100- 5000- 0000		8.82
					01- 8150- 0- 4300- 223- 8100- 5000- 8345		17.43
					21- 9013- 0- 4300- 150- 0000- 8500- 9917		571.90

Selection Sorted by Check Number, Inv #, Include Address=No, (Org = 46, Source = N, Pay To = N, Payment Method = N, Starting Check Date = 6/3/2026, Ending Check Date = 8/19/2026, Summary? = Y, Sort/Group 1 = 1, Sort/Group 2 =)

Register 000432 - 07/02/2026 **Bank Account COUNTY - AP Checks**

Payment Id		Comment					
Check # 5052463	01		Check Amt	**4,074.91**	Status **Cleared**	**CYPRESS HOLDINGS INC (HARVES/2) - continued**	
STMT53126		Do/ Cafe Bill				12- 6105- 0- 4300- 222- 7110- 1000- 4700	286.31
						13- 5310- 0- 4300- 001- 0000- 3700- 0000	8.28
						13- 5310- 0- 4700- 001- 0000- 3700- 0000	427.44
STMTMAY3126		MHS Bill				01- 0000- 0- 4300- 001- 0000- 7150- 0000	87.71
						01- 0000- 0- 4300- 150- 0000- 2700- 9075	156.04
						01- 0794- 0- 4300- 150- 0000- 2700- 0000	358.15
						01- 0811- 0- 4300- 150- 5760- 1120- 0000	27.59
						01- 6387- 0- 4300- 150- 3800- 1000- 8171	1,146.82
Check # 5052464	35		Check Amt	**44.76**	Status **Cleared**	**MENDO MILL (MENDOM/2)**	
4976764		Floor Scraper , trowel notched				35- 9013- 0- 6170- 150- 0000- 8500- 9917	44.76
Check # 5052465	01		Check Amt	**25.00**	Status **Cleared**	**MENDOCINO COAST CLINICS INC (MCOCLI/1)**	
STMT062226		TB assesment				01- 0000- 0- 5812- 001- 0000- 7200- 0000	25.00
Check # 5052466	01		Check Amt	**3,000.00**	Status **Cleared**	**MENDOCINO COAST JAZZ SOCIETY (MCOJAZ/1)**	
523963		Music in the School				01- 9003- 0- 5800- 220- 1110- 1000- 8334	3,000.00
Check # 5052467	01		Check Amt	**1,657.28**	Status **Cleared**	**PG&E (00PG&E/1)**	
12483-4 STMT061726		MHS Electric Bill				01- 0000- 0- 5510- 150- 0000- 8200- 0000	1,657.28
Check # 5052468	01		Check Amt	**11,428.32**	Status **Cleared**	**PG&E (00PG&E/1)**	
2137-3 STMT060326		District Bill				01- 0000- 0- 5510- 001- 0000- 8200- 0000	818.92
						01- 0000- 0- 5510- 150- 0000- 8200- 0000	8,944.80
						01- 0000- 0- 5510- 220- 0000- 8200- 0000	24.64
						01- 0000- 0- 5510- 221- 0000- 8200- 0000	249.32
						01- 0000- 0- 5510- 223- 0000- 8200- 0000	43.90
						01- 0740- 0- 5510- 001- 0000- 8200- 0000	423.97
						12- 6105- 0- 5510- 222- 7110- 8200- 0000	922.77
Check # 5052469	13		Check Amt	**31.94**	Status **Cleared**	**SAFEWAY INC. (SAFEWA/2)**	
STMT062126		Cafe bill				13- 5310- 0- 4700- 001- 0000- 3700- 0000	31.94
Check # 5052470	01		Check Amt	**730.00**	Status **Cleared**	**SCHOOL SERVICES OF CALIFORNIA (SCHSER/2)**	
W149453		May Revision Workshop				01- 0000- 0- 5200- 001- 0000- 7200- 0000	730.00
Check # 5052471	01		Check Amt	**1,000.00**	Status **Cleared**	**SCHOOLS FOR SOUND FINANCE /Attn: Tina Gerges (SCHFOR/3)**	
2026-05-44		Memmberships and due				01- 0000- 0- 5300- 001- 0000- 7110- 0000	1,000.00
Check # 5052472	01		Check Amt	**1,952.06**	Status **Cleared**	**XEROX CORPORATION (XEROXC/2)**	
025890796		Copy Machine Rental				01- 0000- 0- 4300- 150- 0000- 2700- 1074	29.02
						01- 0000- 0- 5600- 150- 0000- 2700- 1074	114.94
025890797		Copy Machine Rental				01- 0000- 0- 4300- 220- 0000- 2420- 1074	79.96
						01- 0000- 0- 5600- 220- 0000- 2420- 1074	123.97
025890798		Copy Machine Rental				01- 0000- 0- 4300- 150- 0000- 2420- 1074	34.07

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Register 000432 - 07/02/2026 **Bank Account COUNTY - AP Checks**

Payment Id		Comment					
Check # 5052472	01		Check Amt	1,952.06	Status	Cleared	XEROX CORPORATION (XEROXC/2) - continued
025890798		Copy Machine Rental				01- 0000- 0- 5600- 150- 0000- 2420- 1074	123.97
025890799		Copy Machine Rental				01- 0000- 0- 4300- 220- 0000- 2700- 1074	541.25
						01- 0000- 0- 5600- 220- 0000- 2700- 1074	134.38
025890801		Copy Machine Rental				01- 0000- 0- 4300- 001- 0000- 7200- 1074	234.38
						01- 0000- 0- 5600- 001- 0000- 7200- 1074	125.33
025890802		Copy Machine Rental				01- 0000- 0- 4300- 246- 0000- 2700- 1074	7.57
						01- 0000- 0- 5600- 246- 0000- 2700- 1074	23.48
025890803		Copy Machine Rental				01- 0000- 0- 4300- 221- 0000- 2700- 1074	5.53
						01- 0000- 0- 5600- 221- 0000- 2700- 1074	23.46
025890804		Copy Machine Rental				12- 6105- 0- 4300- 222- 7110- 1000- 1074	1.64
						12- 6105- 0- 5600- 222- 7110- 1000- 1074	23.46
0258908800		Copy Machine Rental				01- 0000- 0- 4300- 150- 0000- 2700- 1074	200.32
						01- 0000- 0- 5600- 150- 0000- 2700- 1074	125.33
* Break in sequence							
Check # VCH-00001236	01		Check Amt	12.00	Status	Printed	DRAYER, JESSICA (000559 - Emp)
333633862-8994		Learning Games				01- 0794- 0- 4300- 220- 1110- 1000- 0000	12.00
						01- 0794- 0- 4300- 220- 1110- 1000- 0000	.95
Check # VCH-00001237	01		Check Amt	240.00	Status	Printed	MEYER LANCE, KAMALA (000115 - Emp)
STMT062326		Phone Reimb for kamala				01- 0000- 0- 5902- 150- 0000- 2700- 0000	240.00
Check # VCH-00001238	01		Check Amt	105.21	Status	Printed	STARKWEATHER, MATTHEW A (001214 - Emp)
STMT062326		Aerate Soccer field				01- 0000- 0- 9500- - - -	105.21
Check # VCH-00001239	01		Check Amt	263.12	Status	Printed	YANEZ, ANNA E (001530 - Emp)
STMT061526		Garduaction Leis				01- 0001- 0- 4300- 150- 0000- 3130- 1137	75.00
STMT061726		CSU Registration				01- 6266- 0- 9500- - - -	188.12
Check # VCH-00001240	01		Check Amt	1,983.41	Status	Printed	Castino Resturant Equipment an d Supply Inc. (CASTIN/1)
706689		Can Storage Rack				01- 7032- 0- 4400- 001- 0000- 3700- 0000	1,983.41
Check # VCH-00001241	15		Check Amt	4,945.48	Status	Printed	InCharge Energy (INCHAR/1)
S-INV010987		Diagnostic Visit				15- 0000- 0- 5600- 001- 0000- 3600- 7237	4,945.48
Check # VCH-00001242	01		Check Amt	1,268.47	Status	Printed	NICK BARBIERI TRUCKING, LLC (RWCOAS/2)
1291051-IN		Bus Garage Fuel				01- 0740- 0- 4361- 001- 0000- 3600- 0000	1,268.47
Check # VCH-00001243	68		Check Amt	919.06	Status	Printed	REDWOOD HEALTH SERVICES (RWHEAL/1)
STMT062426		Dental Claims				68- 0000- 0- 5800- 000- 0000- 6000- 0000	919.06
Check # VCH-00001244	01		Check Amt	3,538.16	Status	Printed	WAXIE SANITARY SUPPLY (009737/1)
83984040		Custodial Supplies				01- 0000- 0- 4300- 001- 0000- 8200- 0000	3,538.16

Register 000432 - 07/02/2026 **Bank Account COUNTY - AP Checks**

Payment Id	Comment		
Number of Items	**28**	**54,475.52**	**Totals for Register 000432**

2027 FUND-OBJ Expense Summary / Register 000432

01-5300	1,000.00	
01-9110*		31,677.72-
01-9500	293.33	
01-9500*	30,384.39	
Totals for Fund 01	**31,677.72**	**31,677.72-**
12-9110*		1,330.19-
12-9500*	1,330.19	
Totals for Fund 12	**1,330.19**	**1,330.19-**
13-9110*		467.66-
13-9500*	467.66	
Totals for Fund 13	**467.66**	**467.66-**
15-9110*		4,945.48-
15-9500*	4,945.48	
Totals for Fund 15	**4,945.48**	**4,945.48-**
21-9110*		15,090.65-
21-9500*	15,090.65	
Totals for Fund 21	**15,090.65**	**15,090.65-**
35-9110*		44.76-
35-9500*	44.76	
Totals for Fund 35	**44.76**	**44.76-**
68-9110*		919.06-
68-9500*	919.06	
Totals for Fund 68	**919.06**	**919.06-**
Totals for Register 000432	**54,475.52**	**54,475.52-**

2026 FUND-OBJ Summary / Register 000432

01-4300	7,539.19
01-4361	1,268.47
01-4400	1,983.41

Register 000432 - Fund/Obj Summary **Bank Account COUNTY - AP Checks**

2026 FUND-OBJ Summary / Register 000432 (continued)

01-5200	2,058.92	
01-5510	12,162.83	
01-5600	794.86	
01-5800	3,211.00	
01-5812	25.00	
01-5902	240.00	
01-5903	1,101.66	
01-9110*	.00	.00
01-9502*		30,384.39-
01-9550*		.95-
Totals for Fund 01	**30,385.34**	**30,385.34-**
12-4300	287.95	
12-5510	922.77	
12-5600	23.46	
12-5903	96.01	
12-9502*		1,330.19-
Totals for Fund 12	**1,330.19**	**1,330.19-**
13-4300	8.28	
13-4700	459.38	
13-9502*		467.66-
Totals for Fund 13	**467.66**	**467.66-**
15-5600	4,945.48	
15-9502*		4,945.48-
Totals for Fund 15	**4,945.48**	**4,945.48-**
21-4300	571.90	
21-6170	14,518.75	
21-9502*		15,090.65-
Totals for Fund 21	**15,090.65**	**15,090.65-**
35-6170	44.76	
35-9502*		44.76-
Totals for Fund 35	**44.76**	**44.76-**
68-5800	919.06	
68-9502*		919.06-

Register 000432 - Fund/Obj Summary **Bank Account COUNTY - AP Checks**

2026 FUND-OBJ Summary / Register 000432 (continued)

Totals for Fund 68	**919.06**	**919.06-**
Total for Fiscal Year 2026	**53,183.14**	**53,183.14-**
01-5300	1,000.00	
01-9110*		31,677.72-
01-9500	293.33	
01-9500*	30,384.39	
Totals for Fund 01	**31,677.72**	**31,677.72-**
12-9110*		1,330.19-
12-9500*	1,330.19	
Totals for Fund 12	**1,330.19**	**1,330.19-**
13-9110*		467.66-
13-9500*	467.66	
Totals for Fund 13	**467.66**	**467.66-**
15-9110*		4,945.48-
15-9500*	4,945.48	
Totals for Fund 15	**4,945.48**	**4,945.48-**
21-9110*		15,090.65-
21-9500*	15,090.65	
Totals for Fund 21	**15,090.65**	**15,090.65-**
35-9110*		44.76-
35-9500*	44.76	
Totals for Fund 35	**44.76**	**44.76-**
68-9110*		919.06-
68-9500*	919.06	
Totals for Fund 68	**919.06**	**919.06-**
Total for Fiscal Year 2027	**54,475.52**	**54,475.52-**
Totals for Register 000432	**107,658.66**	**107,658.66-**

* denotes System Generated entry

Net change to Cash 9110 **54,475.52- Credit**

Register 000433 - 07/09/2026 **Bank Account COUNTY - AP Checks**

Payment Id		Comment					
Check # 5052657	01	Check Amt	**999.00**	Status	**Cleared**	**ADVANCED SECURITY SYSTEMS (ADVSEC/1)**	
780772		Security and Monitoring			01- 8150- 0- 5800- 221- 0000- 8110- 2089		120.00
782105		Security and Monitoring			01- 8150- 0- 5800- 006- 0000- 8110- 2089		106.50
					01- 8150- 0- 5800- 150- 0000- 8110- 2089		226.50
					01- 8150- 0- 5800- 220- 0000- 8110- 2089		226.50
					01- 8150- 0- 5800- 221- 0000- 8110- 2089		106.50
					01- 8150- 0- 5800- 246- 0000- 8110- 2089		106.50
					12- 6105- 0- 5800- 222- 7110- 8200- 2089		106.50
Check # 5052658	01	Check Amt	**120.00**	Status	**Cleared**	**ALPHA ANALYTICAL LABS INC (ALPHAA/1)**	
6068616		MUSD Coliform Test			01- 8150- 0- 5800- 001- 0000- 8110- 2096		55.00
6068619		Albion School Coliform			01- 8150- 0- 5800- 246- 0000- 8110- 2096		65.00
Check # 5052659	01	Check Amt	**9,797.00**	Status	**Cleared**	**CSBA c/o West America Bank (00CSBA/2)**	
INV-81219-S7F3D3		CSBA Membership 2026/27			01- 0000- 0- 5800- 001- 0000- 7110- 0000		7,847.00
INV-82327-N3M8C8		Gamut Policy 2026-27			01- 0000- 0- 5800- 001- 0000- 7110- 0000		1,950.00
Check # 5052660	01	Check Amt	**149.57**	Status	**Cleared**	**FERRELL GAS (FERREL/1)**	
1134065219		MCN Fuel			01- 0000- 0- 5520- 006- 0000- 8200- 0000		149.57
Check # 5052661	01	Check Amt	**257.48**	Status	**Cleared**	**FRANCOTYP-POSTALIA, INC. (FPMAIL/1)**	
RI107200831-1		INk cartrage			01- 0000- 0- 4300- 001- 0000- 7200- 0000		166.85
RI107269497-1		Postage Meter Rental			01- 0000- 0- 5600- 001- 0000- 7200- 0000		90.63
Check # 5052662	01	Check Amt	**4,683.09**	Status	**Cleared**	**HI STAR ELECTRIC LLC (HISTAR/1)**	
840		CCM underground power			01- 0000- 0- 5800- 223- 8100- 5000- 0000		4,683.09
Check # 5052663	01	Check Amt	**131.25**	Status	**Cleared**	**MOUNTAIN FRESH SPRING WATER (MOUNTA/1)**	
046153		5GL water for K8			01- 0794- 0- 4300- 220- 1110- 1000- 0000		131.25
Check # 5052664	01	Check Amt	**101,250.00**	Status	**Cleared**	**SISC MEDICAL (SISCME/1)**	
JULY26 STMT		Medical Insurance			01- - - 9514- - - -		101,250.00
Check # 5052665	01	Check Amt	**857.69**	Status	**Cleared**	**SUN LIFE FINANCIAL (SUNLIF/1)**	
JULY26 STMT		Life Insurance July			01- - - 9526- - - -		857.69
* Break in sequence							
Check # VCH-00001245	01	Check Amt	**1,476.61**	Status	**Printed**	**OATNEY, MARK D (000159 - Emp)**	
STMTJUNE1126		Art Fund , Supplies			01- 0002- 0- 4300- 220- 1110- 1000- 0000		1,476.61
Check # VCH-00001246	01	Check Amt	**16,201.41**	Status	**Printed**	**AERIES SOFTWARE (AERIES/1)**	
REN-12104		Annual Membership Aeries			01- 0000- 0- 5800- 001- 0000- 7200- 1078		16,201.41
Check # VCH-00001247	01	Check Amt	**1,562.12**	Status	**Printed**	**US BANK (AMAZON/3)**	
1732247		Floor Finish			01- 0000- 0- 4300- 001- 0000- 8200- 0000		718.36
1940261		Folders and envelopes			01- 0000- 0- 4300- 001- 0000- 7200- 0000		39.49
2043426		Gloves for Custodial			01- 0000- 0- 4300- 001- 0000- 8200- 0000		286.88

Selection Sorted by Check Number, Inv #, Include Address=No, (Org = 46, Source = N, Pay To = N, Payment Method = N, Starting Check Date = 6/3/2026, Ending Check Date = 8/19/2026, Summary? = Y, Sort/Group 1 = 1, Sort/Group 2 =)

Register 000433 - 07/09/2026 **Bank Account COUNTY - AP Checks**

Payment Id		Comment					
Check # VCH-00001247	01	Check Amt	**1,562.12**	Status	**Printed**	**US BANK (AMAZON/3) - continued**	
2845867		Albion Mouse insect trap				01- 8150- 0- 4300- 246- 0000- 8110- 0000	12.25
4488250		Moving Boxes				01- 8150- 0- 4300- 001- 0000- 8110- 0000	27.57
5-4488250		Moving Boxes				01- 8150- 0- 4300- 001- 0000- 8110- 0000	248.13
5109008		Noise Reducer				01- 8150- 0- 4300- 001- 0000- 8110- 0000	70.11
6205840		Faucet Aerator for DO				01- 8150- 0- 4300- 001- 0000- 8110- 0000	15.89
7-2043426		Gloves for Custodial				01- 0000- 0- 4300- 001- 0000- 8200- 0000	143.44
Check # VCH-00001248	01	Check Amt	**3,755.31**	Status	**Printed**	**DARK GULCH LLC (DARK/1)**	
1735A		Monthly water treatment				01- 8150- 0- 5800- 001- 0000- 8110- 2096	200.00
						01- 8150- 0- 5800- 150- 0000- 8110- 2096	908.43
						01- 8150- 0- 5800- 155- 0000- 8110- 2096	908.44
						01- 8150- 0- 5800- 220- 0000- 8110- 2096	908.44
						01- 8150- 0- 5800- 221- 0000- 8110- 2096	495.00
						01- 8150- 0- 5800- 246- 0000- 8110- 2096	335.00
Check # VCH-00001249	13	Check Amt	**4,241.45**	Status	**Printed**	**EMS LINQ INC. (EMSLIN/1)**	
INV-13246		Cafeteria POS Software Annual				13- 5310- 0- 5800- 001- 0000- 3700- 0000	4,241.45
Check # VCH-00001250	01	Check Amt	**4,183.99**	Status	**Printed**	**ParentSquare (PARSQU/1)**	
2024-29958		Aeries Communication				01- 0000- 0- 5800- 001- 0000- 7200- 1078	4,183.99
Check # VCH-00001251	01	Check Amt	**5,307.40**	Status	**Printed**	**NICK BARBIERI TRUCKING, LLC (RWCOAS/2)**	
1293702		K8 Heating Fuel				01- 1100- 0- 5520- 220- 0000- 8200- 0000	5,307.40
Check # VCH-00001252	68	Check Amt	**2,019.82**	Status	**Printed**	**REDWOOD HEALTH SERVICES (RWHEAL/1)**	
JUNE282026		Dental Claims for 6-28-26				68- 0000- 0- 5800- 000- 0000- 6000- 0000	2,019.82
Check # VCH-00001253	35	Check Amt	**5,326.50**	Status	**Printed**	**US BANK CORPORATE PAYMENT SYS (USBANK/2)**	
000236		District Wide Food				01- 0000- 0- 4300- 001- 0000- 7200- 0000	1,057.27
094899		Refund				01- 0000- 0- 4300- 001- 0000- 7200- 0000	165.36-
2857529		Coaching, mentoring, postive school climate				01- 6266- 0- 5200- 001- 0000- 7150- 0000	1,700.00
8434717		Banker Boxes				01- 8150- 0- 4300- 001- 0000- 8110- 0000	119.72
H8408-258905		Window				35- 9013- 0- 6170- 150- 0000- 8500- 9917	2,485.47
						35- 9013- 0- 6170- 150- 0000- 8500- 9917	202.08-
INV357307255		Zoom Cloud Subscription				01- 0000- 0- 5800- 001- 0000- 7110- 0000	40.00
STMT060926 JXFB		Board Food				01- 0000- 0- 4300- 001- 0000- 7110- 0000	89.40

Number of Items **18** **162,319.69** **Totals for Register 000433**

2027 FUND-OBJ Expense Summary / Register 000433

01-5800	30,182.40	
01-9110*		153,466.45-

Selection Sorted by Check Number, Inv #, Include Address=No, (Org = 46, Source = N, Pay To = N, Payment Method = N, Starting Check Date = 6/3/2026, Ending Check Date = 8/19/2026, Summary? = Y, Sort/Group 1 = 1, Sort/Group 2 =)

Register 000433 - Fund/Obj Expense Summary **Bank Account COUNTY - AP Checks**

2027 FUND-OBJ Expense Summary / Register 000433 (continued)

01-9500*	21,176.36	
01-9514	101,250.00	
01-9526	857.69	
Totals for Fund 01	**153,466.45**	**153,466.45-**
12-9110*		106.50-
12-9500*	106.50	
Totals for Fund 12	**106.50**	**106.50-**
13-5800	4,241.45	
13-9110*		4,241.45-
Totals for Fund 13	**4,241.45**	**4,241.45-**
35-9110*		2,485.47-
35-9500*	2,485.47	
Totals for Fund 35	**2,485.47**	**2,485.47-**
68-9110*		2,019.82-
68-9500*	2,019.82	
Totals for Fund 68	**2,019.82**	**2,019.82-**
Totals for Register 000433	**162,319.69**	**162,319.69-**

2026 FUND-OBJ Summary / Register 000433

01-4300	4,437.86	
01-5200	1,700.00	
01-5520	5,456.97	
01-5600	90.63	
01-5800	9,490.90	
01-9502*		21,176.36-
Totals for Fund 01	**21,176.36**	**21,176.36-**
12-5800	106.50	
12-9502*		106.50-
Totals for Fund 12	**106.50**	**106.50-**
35-6170	2,283.39	
35-9110*	.00	.00
35-9502*		2,485.47-

Register 000433 - Fund/Obj Summary **Bank Account COUNTY - AP Checks**

2026 FUND-OBJ Summary / Register 000433 (continued)

35-9550*	202.08	
Totals for Fund 35	**2,485.47**	**2,485.47-**
68-5800	2,019.82	
68-9502*		2,019.82-
Totals for Fund 68	**2,019.82**	**2,019.82-**
Total for Fiscal Year 2026	**25,788.15**	**25,788.15-**
01-5800	30,182.40	
01-9110*		153,466.45-
01-9500*	21,176.36	
01-9514	101,250.00	
01-9526	857.69	
Totals for Fund 01	**153,466.45**	**153,466.45-**
12-9110*		106.50-
12-9500*	106.50	
Totals for Fund 12	**106.50**	**106.50-**
13-5800	4,241.45	
13-9110*		4,241.45-
Totals for Fund 13	**4,241.45**	**4,241.45-**
35-9110*		2,485.47-
35-9500*	2,485.47	
Totals for Fund 35	**2,485.47**	**2,485.47-**
68-9110*		2,019.82-
68-9500*	2,019.82	
Totals for Fund 68	**2,019.82**	**2,019.82-**
Total for Fiscal Year 2027	**162,319.69**	**162,319.69-**
Totals for Register 000433	**188,107.84**	**188,107.84-**

* denotes System Generated entry

Net change to Cash 9110 **162,319.69- Credit**

Register 000434 - 07/16/2026 **Bank Account COUNTY - AP Checks**

Payment Id		Comment						
Check # 5052964	01		Check Amt	**3,927.71**	Status	**Cleared**	**ASSOCIATION OF CALIFORNIA (ASSOCI/1)**	
INV000181279		ACSA For Kim					01- 0000- 0- 5300- 220- 0000- 2700- 0000	1,234.96
INV000181585		ACSA For Jason					01- 0000- 0- 5300- 001- 0000- 7150- 0000	1,457.79
INV000187834		ACSA For Tobin					01- 0000- 0- 5300- 150- 0000- 2700- 0000	1,234.96
Check # 5052965	01		Check Amt	**3,174.96**	Status	**Cleared**	**CYPRESS HOLDINGS INC (HARVES/2)**	
JUNE302026 STMT		Cafe Harvest Bill					01- 0000- 0- 4300- 001- 0000- 7110- 0000	8.04
							12- 6105- 0- 4300- 222- 7110- 1000- 4700	61.57
							13- 5310- 0- 4700- 001- 0000- 3700- 0000	335.27
JUNE302026 STMT1		MHS Harvst Bill					01- 6387- 0- 4300- 150- 3800- 1000- 8171	363.91
JUNE302026 STMT2		Maint/Transp Bill					01- 0000- 0- 4300- 001- 0000- 8200- 0000	154.98
							01- 0001- 0- 4300- 150- 1110- 1000- 1145	54.36
							01- 0740- 0- 4300- 001- 0000- 3600- 0000	93.82
							01- 8150- 0- 4300- 001- 0000- 8110- 0000	48.51
							01- 8150- 0- 4300- 001- 8100- 8110- 0000	48.36
							01- 8150- 0- 4300- 150- 0000- 8110- 0000	1,020.54
							01- 8150- 0- 4300- 150- 3800- 8110- 8168	117.24
							01- 8150- 0- 4300- 222- 0000- 8110- 0000	69.41
							01- 8150- 0- 4300- 223- 8100- 5000- 0000	119.00
							35- 9013- 0- 6170- 150- 0000- 8500- 9917	679.95
Check # 5052966	01		Check Amt	**4,603.00**	Status	**Cleared**	**MATT ROWLAND EVENTS (MATTRO/1)**	
JUNE2026		Gradution Setup					01- 0794- 0- 5800- 150- 1110- 1000- 0000	4,603.00
Check # 5052967	01		Check Amt	**80.00**	Status	**Cleared**	**MOUNTAIN FRESH SPRING WATER (MOUNTA/1)**	
046731		Machine rental H/C					01- 0794- 0- 5600- 220- 1110- 1000- 0000	80.00
Check # 5052968	01		Check Amt	**2,538.11**	Status	**Cleared**	**REDWOOD WASTE SOLUTIONS INC (RWWAST/1)**	
177879602U041		Greenwood Waste Bill					12- 6105- 0- 5540- 222- 7110- 8200- 0000	102.05
177917477U039		K8 Waste Bill					01- 0000- 0- 5540- 220- 0000- 8200- 0000	1,875.90
177917478U039		Bus Barn Waste Bill					01- 0000- 0- 5540- 001- 0000- 8200- 0000	453.60
177917488U039		Comptche Waste Bill					01- 0000- 0- 5540- 221- 0000- 8200- 0000	106.56
Check # 5052969	01		Check Amt	**167.34**	Status	**Cleared**	**VERIZON WIRELESS (VERIZO/1)**	
5370161093		Superintendent Phone					01- 0000- 0- 5902- 001- 0000- 7150- 0000	167.34
* Break in sequence								
Check # VCH-00001254	01		Check Amt	**6,784.57**	Status	**Printed**	**Castino Resturant Equipment an d Supply Inc. (CASTIN/1)**	
705721		Mobile Heated Cabinet					01- 7032- 0- 4400- 001- 0000- 3700- 0000	6,784.57
Check # VCH-00001255	01		Check Amt	**1,313.25**	Status	**Printed**	**KONE INC (KONEIN/2)**	
872065943		Maintence 07/01-09/30/26					01- 8150- 0- 5800- 150- 0000- 8100- 2099	1,313.25
Check # VCH-00001256	68		Check Amt	**1,733.00**	Status	**Printed**	**REDWOOD HEALTH SERVICES (RWHEAL/1)**	
060926		Claims for June72026					68- 0000- 0- 5800- 000- 0000- 6000- 0000	1,733.00

Selection Sorted by Check Number, Inv #, Include Address=No, (Org = 46, Source = N, Pay To = N, Payment Method = N, Starting Check Date = 6/3/2026, Ending Check Date = 8/19/2026, Summary? = Y, Sort/Group 1 = 1, Sort/Group 2 =)

Register 000434 - 07/16/2026 **Bank Account COUNTY - AP Checks**

Payment Id	Comment		
Number of Items	**9**	**24,321.94**	**Totals for Register 000434**

2027 FUND-OBJ Expense Summary / Register 000434

01-5300	3,927.71	
01-5600	80.00	
01-5800	1,313.25	
01-9110*		21,410.10-
01-9500*	16,089.14	
Totals for Fund 01	**21,410.10**	**21,410.10-**
12-9110*		163.62-
12-9500*	163.62	
Totals for Fund 12	**163.62**	**163.62-**
13-9110*		335.27-
13-9500*	335.27	
Totals for Fund 13	**335.27**	**335.27-**
35-9110*		679.95-
35-9500*	679.95	
Totals for Fund 35	**679.95**	**679.95-**
68-9110*		1,733.00-
68-9500*	1,733.00	
Totals for Fund 68	**1,733.00**	**1,733.00-**
Totals for Register 000434	**24,321.94**	**24,321.94-**

2026 FUND-OBJ Summary / Register 000434

01-4300	2,098.17	
01-4400	6,784.57	
01-5540	2,436.06	
01-5800	4,603.00	
01-5902	167.34	
01-9502*		16,089.14-
Totals for Fund 01	**16,089.14**	**16,089.14-**
12-4300	61.57	
12-5540	102.05	

Register 000434 - Fund/Obj Summary **Bank Account COUNTY - AP Checks**

2026 FUND-OBJ Summary / Register 000434 (continued)

12-9502*		163.62-
Totals for Fund 12	**163.62**	**163.62-**
13-4700	335.27	
13-9502*		335.27-
Totals for Fund 13	**335.27**	**335.27-**
35-6170	679.95	
35-9502*		679.95-
Totals for Fund 35	**679.95**	**679.95-**
68-5800	1,733.00	
68-9502*		1,733.00-
Totals for Fund 68	**1,733.00**	**1,733.00-**
Total for Fiscal Year 2026	**19,000.98**	**19,000.98-**
01-5300	3,927.71	
01-5600	80.00	
01-5800	1,313.25	
01-9110*		21,410.10-
01-9500*	16,089.14	
Totals for Fund 01	**21,410.10**	**21,410.10-**
12-9110*		163.62-
12-9500*	163.62	
Totals for Fund 12	**163.62**	**163.62-**
13-9110*		335.27-
13-9500*	335.27	
Totals for Fund 13	**335.27**	**335.27-**
35-9110*		679.95-
35-9500*	679.95	
Totals for Fund 35	**679.95**	**679.95-**
68-9110*		1,733.00-
68-9500*	1,733.00	
Totals for Fund 68	**1,733.00**	**1,733.00-**
Total for Fiscal Year 2027	**24,321.94**	**24,321.94-**

Register 000434 - Fund/Obj Summary **Bank Account COUNTY - AP Checks**

2027 FUND-OBJ Summary / Register 000434 (continued)

Totals for Register 000434	**43,322.92**	**43,322.92-**

* denotes System Generated entry

Net change to Cash 9110 **24,321.94- Credit**

Register 000435 - 07/23/2026 **Bank Account COUNTY - AP Checks**

Payment Id		Comment					
Check # 5053203	01		Check Amt	**1,056.00**	Status **Cleared**	**ALPHA ANALYTICAL LABS INC (ALPHAA/1)**	
6075132-MENUSD		Albion School SCM			01- 8150- 0- 5800- 246- 0000- 8110- 2096		1,056.00
Check # 5053204	40		Check Amt	**12,000.00**	Status **Cleared**	**CLM INSPECTION SERVICES (CLMINS/1)**	
WP011		Billing for June			40- 9022- 0- 6170- 001- 0000- 8500- 0000		12,000.00
Check # 5053205	01		Check Amt	**98,091.32**	Status **Cleared**	**COMMUNITY CENTER OF MENDOCINO (COMMUN/1)**	
2073		CCM Summer Session			01- 2600- 0- 5800- 220- 1110- 1000- 1091		21,185.32
2077		Additional Expense			01- 2600- 0- 5800- 220- 1110- 4900- 8342		76,906.00
Check # 5053206	01		Check Amt	**32.00**	Status **Cleared**	**CA DEPT OF JUSTICE (STOFC2/1)**	
056609		Finger Prints			01- 0000- 0- 5814- 001- 0000- 7200- 0000		32.00
Check # 5053207	12		Check Amt	**279.11**	Status **Cleared**	**ELK CO. WATER DISTRICT (ELKCOW/1)**	
27019		Pipe replacment / meter usage			12- 6105- 0- 5530- 222- 7110- 8200- 0000		279.11
Check # 5053208	01		Check Amt	**1,136.93**	Status **Cleared**	**FLORENCE FILTER CORP (FLOREN/1)**	
2026-01324		K8 Filter			01- 8150- 0- 4300- 220- 0000- 8110- 0000		1,136.93
Check # 5053209	01		Check Amt	**2,019.47**	Status **Cleared**	**FORT BRAGG PLUMBING INC (FBPLUM/1)**	
DP26-00053		Friendship park repairs			01- 0000- 0- 5600- 223- 8100- 5000- 0000		2,019.47
Check # 5053210	01		Check Amt	**4,176.06**	Status **Cleared**	**HARE CREEK NURSERY & POWER (HARECR/1)**	
848870		Grass Seed			01- 0000- 0- 4300- 150- 0000- 8110- 0000		4,176.06
Check # 5053211	01		Check Amt	**826.90**	Status **Cleared**	**MCN (000MCN/1)**	
2557087		Phone Replacement			01- 0000- 0- 5903- 001- 0000- 7200- 5903		129.40
2560958		Mcn June Digital Voice			01- 0000- 0- 5903- 001- 0000- 7200- 5903		697.50
Check # 5053212	35		Check Amt	**87.01**	Status **Cleared**	**MENDO MILL (MENDOM/2)**	
5001194		Paint			35- 9013- 0- 6170- 150- 0000- 8500- 9917		87.01
Check # 5053213	01		Check Amt	**4,519.25**	Status **Cleared**	**MENDOCINO CITY COMM. SERV'S (MCITYC/1)**	
R20783		Sewer Service			01- 0000- 0- 5530- 001- 0000- 8200- 0000		770.71
R20785		Sewer Service			01- 0000- 0- 5530- 006- 0000- 8200- 0000		233.74
R20786		Sewer Service			01- 0000- 0- 5530- 220- 0000- 8200- 0000		1,965.33
R20787		Sewer Service			01- 0000- 0- 5530- 150- 0000- 8200- 0000		1,366.38
R20788		Sewer Service			01- 0000- 0- 5530- 150- 0000- 8200- 0000		183.09
Check # 5053214	01		Check Amt	**3,445.47**	Status **Printed**	**Mendocino HIgh ASB (MHSASB/1)**	
REIMBURSE HS ASB		Rock Climbing			01- 0002- 0- 9500- - - -		246.40
REIMBURSE HS ASB-1		Model UN			01- 0002- 0- 9500- - - -		1,566.00
REIMBURSE HS ASB-2		Model Un Ret Pmt .			01- 0002- 0- 8699- 150- 0000- 0000- 9048		1,633.07
Check # 5053215	01		Check Amt	**1,000.00**	Status **Cancelled**	**NCSIG (0NCSIG/1)**	
JULY7 CLAIM		Liability Deductible			01- 0000- 0- 5450- 001- 0000- 7200- 0000		1,000.00
		Reversal of EX27-00115			01- 0000- 0- 5450- 001- 0000- 7200- 0000		1,000.00-

Selection Sorted by Check Number, Inv #, Include Address=No, (Org = 46, Source = N, Pay To = N, Payment Method = N, Starting Check Date = 6/3/2026, Ending Check Date = 8/19/2026, Summary? = Y, Sort/Group 1 = 1, Sort/Group 2 =)

Register 000435 - 07/23/2026 **Bank Account COUNTY - AP Checks**

Payment Id		Comment						
Check # 5053216	01		Check Amt	**130,037.64**	Status	**Cleared**	**NCSIG (NCSIGN/1)**	
JULY2627		Premium 26/27				01- 0000- 0- 5450- 001- 0000- 7200- 0000		122,037.64
						01- 0000- 0- 5450- 001- 1110- 1000- 8323		2,000.00
						01- 0740- 0- 5450- 001- 0000- 3600- 0000		6,000.00
Check # 5053217	14		Check Amt	**9,870.00**	Status	**Cleared**	**OLD GROWTH SPORT FLOORS (OLDGRO/1)**	
313		Maintance scrub, coat				14- 0000- 0- 5600- 150- 0000- 8110- 0000		9,870.00
Check # 5053218	01		Check Amt	**470.65**	Status	**Cleared**	**PACE SUPPLY CORP (PACESU/1)**	
0211569005		PVC Pipes, Adapter				01- 8150- 0- 4300- 150- 0000- 8110- 0000		470.65
Check # 5053219	01		Check Amt	**1,548.10**	Status	**Cleared**	**PG&E (00PG&E/1)**	
JUNE STMT 37771-4		Bus Barn Elec Bill				01- 0740- 0- 5510- 001- 0000- 8200- 0000		1,548.10
Check # 5053220	01		Check Amt	**10,375.22**	Status	**Cleared**	**PG&E (00PG&E/1)**	
JUNE STMT 52137-3		District Wide Elec Bill				01- 0000- 0- 5510- 001- 0000- 8200- 0000		660.46
						01- 0000- 0- 5510- 150- 0000- 8200- 0000		8,130.42
						01- 0000- 0- 5510- 220- 0000- 8200- 0000		28.75
						01- 0000- 0- 5510- 221- 0000- 8200- 0000		156.35
						01- 0000- 0- 5510- 223- 0000- 8200- 0000		17.95
						01- 0740- 0- 5510- 001- 0000- 8200- 0000		437.97
						12- 6105- 0- 5510- 222- 7110- 8200- 0000		943.32
Check # 5053221	01		Check Amt	**12.41**	Status	**Cleared**	**PG&E (00PG&E/1)**	
JUNE STMT 60983-7		HS Electric Bill				01- 0000- 0- 5510- 150- 0000- 8200- 0000		12.41
Check # 5053222	01		Check Amt	**226.13**	Status	**Cleared**	**PG&E (00PG&E/1)**	
JUNE STMT6230-9		Water Tank Elec. Bill				01- 0000- 0- 5510- 001- 0000- 8200- 0000		226.13
Check # 5053223	01		Check Amt	**665.14**	Status	**Cleared**	**PROFESSIONAL BINDING PRODUCTS (PROFES/1)**	
PS10225652		Lamination Film				01- 0794- 0- 4300- 220- 0000- 2700- 0000		665.14
Check # 5053224	01		Check Amt	**839.54**	Status	**Cleared**	**REDWOOD WASTE SOLUTIONS INC (RWWAST/1)**	
7833D042C		Dump Weight				01- 8150- 0- 5800- 001- 0000- 8110- 0000		839.54
Check # 5053225	01		Check Amt	**800.00**	Status	**Cleared**	**SAN JOAQUIN CO OFFICE OF ED (SANJOA/1)**	
260375		Account Fees				01- 0000- 0- 5800- 001- 0000- 7200- 0000		800.00
Check # 5053226	01		Check Amt	**580.00**	Status	**Cleared**	**SCHOOL SERVICES OF CALIFORNIA (SCHSER/2)**	
W150122-IN		closing books Mrg/ Christina				01- 0000- 0- 5800- 001- 0000- 7200- 0000		580.00
* Break in sequence								
Check # VCH-00001257	01		Check Amt	**41.47**	Status	**Printed**	**ANAYA-MARTINEZ, MARIA M (001643 - Emp)**	
070726		Mail Run				01- 0000- 0- 5200- 001- 0000- 7200- 0000		41.47
Check # VCH-00001258	01		Check Amt	**445.00**	Status	**Printed**	**LEVY, ANNA (000277 - Emp)**	
061026		professional ED course				01- 6266- 0- 5200- 150- 0000- 3130- 0000		445.00

Register 000435 - 07/23/2026 **Bank Account COUNTY - AP Checks**

Payment Id		Comment					
Check # VCH-00001259	01		Check Amt	**4,879.23**	Status **Printed**	**A-Z BUS SALES INC (A-ZBUS/3)**	
INVSAC4799448212		Preventative Main. Plans			01- 0740- 0- 5800- 001- 0000- 3600- 7237		4,879.23
Check # VCH-00001260	15		Check Amt	**1,255.00**	Status **Printed**	**InCharge Energy (INCHAR/1)**	
S-INV009537		Diagnostic Visit			15- 0000- 0- 5600- 001- 0000- 3600- 7237		1,255.00
Check # VCH-00001261	01		Check Amt	**26,995.78**	Status **Printed**	**PROMEVO LLC (PROMEV/2)**	
285779		K8/ MHS Computers			01- 0000- 0- 4400- 150- 0000- 2420- 1171		17,997.18
					01- 0000- 0- 4400- 220- 0000- 2420- 1171		8,998.60
Check # VCH-00001262	68		Check Amt	**3,964.18**	Status **Printed**	**REDWOOD HEALTH SERVICES (RWHEAL/1)**	
JULY CLAIMS070526		Dental claims 07/05			01- 0000- 0- 9514- 000- 0000- 0000- 3498		276.78
JULY15 CLAIMS		Dental Claims July 15			68- 0000- 0- 5800- 000- 0000- 6000- 0000		3,035.70
JULYCLAIM0709		Dental claims07/09			01- 0000- 0- 9514- 000- 0000- 0000- 3498		478.70
					01- 0000- 0- 9514- 000- 0000- 0000- 3499		173.00
Number of Items	**30**			**321,675.01**	**Totals for Register 000435**		

2027 FUND-OBJ Expense Summary / Register 000435

01-4300	6,448.78	
01-4400	26,995.78	
01-5450	130,037.64	
01-5800	800.00	
01-9110*		293,204.87-
01-9500*	127,994.19	
01-9514	928.48	
Totals for Fund 01	**293,204.87**	**293,204.87-**
12-9110*		1,222.43-
12-9500*	1,222.43	
Totals for Fund 12	**1,222.43**	**1,222.43-**
14-5600	9,870.00	
14-9110*		9,870.00-
Totals for Fund 14	**9,870.00**	**9,870.00-**
15-9110*		1,255.00-
15-9500*	1,255.00	
Totals for Fund 15	**1,255.00**	**1,255.00-**
35-6170	87.01	
35-9110*		87.01-

Register 000435 - Fund/Obj Expense Summary **Bank Account COUNTY - AP Checks**

2027 FUND-OBJ Expense Summary / Register 000435 (continued)

Totals for Fund 35	**87.01**	**87.01-**
40-9110*		12,000.00-
40-9500*	12,000.00	
Totals for Fund 40	**12,000.00**	**12,000.00-**
68-5800	3,035.70	
68-9110*		3,035.70-
Totals for Fund 68	**3,035.70**	**3,035.70-**
Totals for Register 000435	**320,675.01**	**320,675.01-**

2026 FUND-OBJ Summary / Register 000435

01-5200	486.47	
01-5510	11,218.54	
01-5530	4,519.25	
01-5600	2,019.47	
01-5800	105,446.09	
01-5814	32.00	
01-5903	826.90	
01-8699	1,633.07	
01-9500	1,812.40	
01-9502*		127,994.19-
Totals for Fund 01	**127,994.19**	**127,994.19-**
12-5510	943.32	
12-5530	279.11	
12-9502*		1,222.43-
Totals for Fund 12	**1,222.43**	**1,222.43-**
15-5600	1,255.00	
15-9502*		1,255.00-
Totals for Fund 15	**1,255.00**	**1,255.00-**
40-6170	12,000.00	
40-9502*		12,000.00-
Totals for Fund 40	**12,000.00**	**12,000.00-**
Total for Fiscal Year 2026	**142,471.62**	**142,471.62-**

Register 000435 - Fund/Obj Summary **Bank Account COUNTY - AP Checks**

2027 FUND-OBJ Summary / Register 000435 (continued)

01-4300	6,448.78	
01-4400	26,995.78	
01-5450	130,037.64	
01-5800	800.00	
01-9110*		293,204.87-
01-9500*	127,994.19	
01-9514	928.48	
Totals for Fund 01	**293,204.87**	**293,204.87-**
12-9110*		1,222.43-
12-9500*	1,222.43	
Totals for Fund 12	**1,222.43**	**1,222.43-**
14-5600	9,870.00	
14-9110*		9,870.00-
Totals for Fund 14	**9,870.00**	**9,870.00-**
15-9110*		1,255.00-
15-9500*	1,255.00	
Totals for Fund 15	**1,255.00**	**1,255.00-**
35-6170	87.01	
35-9110*		87.01-
Totals for Fund 35	**87.01**	**87.01-**
40-9110*		12,000.00-
40-9500*	12,000.00	
Totals for Fund 40	**12,000.00**	**12,000.00-**
68-5800	3,035.70	
68-9110*		3,035.70-
Totals for Fund 68	**3,035.70**	**3,035.70-**
Total for Fiscal Year 2027	**320,675.01**	**320,675.01-**
Totals for Register 000435	**463,146.63**	**463,146.63-**

* denotes System Generated entry

Net change to Cash 9110 **320,675.01- Credit**

Register 000435 - Fund/Obj Summary **Bank Account COUNTY - AP Checks**

2027 FUND-OBJ Summary / Register 000435 (continued)

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Register 000436 - 07/30/2026 — Bank Account COUNTY - AP Checks

Payment Id		Comment					
Check # 5053532	01	Check Amt	**55.00**	Status	**Cleared**	**ALPHA ANALYTICAL LABS INC (ALPHAA/1)**	
6077153-MENUSD		Comptche Coliform Test			01- 8150- 0- 5800- 221- 0000- 8110- 2096		55.00
Check # 5053533	01	Check Amt	**132.50**	Status	**Cleared**	**ATLANTIS HEATING & COOLING (ATLANT/1)**	
6523		Search for Leak on gas valve			01- 8150- 0- 5600- 150- 0000- 8110- 0000		132.50
Check # 5053534	13	Check Amt	**204.75**	Status	**Cleared**	**CALIFORNIA DEPT OF ED (CALDEP/1)**	
26 SF-52711		June Commedities			13- 5310- 0- 9500- - - -		204.75
Check # 5053535	21	Check Amt	**283.20**	Status	**Cleared**	**CRAWFORD & ASSOCIATES (CRAWFO/1)**	
44211-1		Solar Outstanding balance			21- 9014- 0- 6170- 150- 0000- 8500- 1142		283.20
Check # 5053536	01	Check Amt	**2,700.00**	Status	**Cleared**	**INTERACTIVE EDUCATIONAL SERVS (INTERA/1)**	
189797		Annual Web Hosting			01- 0000- 0- 5800- 001- 0000- 2420- 1098		2,700.00
Check # 5053537	01	Check Amt	**1,000.00**	Status	**Cleared**	**Knak & Company (KNAKCO/1)**	
260093		Liability Deduction			01- 0000- 0- 5450- 001- 0000- 7200- 0000		1,000.00
Check # 5053538	01	Check Amt	**697.50**	Status	**Cleared**	**MCN (000MCN/1)**	
2567534		MCN Digital Phones Districtwide			01- 0000- 0- 5903- 001- 0000- 7200- 5903		697.50
Check # 5053539	01	Check Amt	**79.73**	Status	**Cleared**	**PG&E (00PG&E/1)**	
JUNESTMT20613-3		Albion Electirc Bill			01- 0000- 0- 5510- 246- 0000- 8200- 0000		79.73
Check # 5053540	01	Check Amt	**879.39**	Status	**Cleared**	**SUN LIFE FINANCIAL (SUNLIF/1)**	
AUGUST STMT		August Life Insurnce			01- - - 9526- - - -		879.39
Check # 5053541	01	Check Amt	**859.22**	Status	**Cleared**	**THOMPSON'S PORTASEPTIC INC. (THOMPS/1)**	
25526		Repairs at CCM			01- 0000- 0- 5600- 223- 8100- 5000- 0000		859.22
Check # 5053542	01	Check Amt	**220.12**	Status	**Cleared**	**THOMSON REUTERS - WEST//PAYMEN T CENTER (THOMSO/2)**	
6172678888		Vehicle Code 2026			01- 0740- 0- 4300- 001- 0000- 3600- 0000		220.12
* Break in sequence							
Check # VCH-00001263	01	Check Amt	**12,798.87**	Status	**Printed**	**APPLE INC (APPLEC/2)**	
MC83436470		Mac Mini and Apple Care			01- 7339- 0- 9500- - - -		833.05
MC86217983		MacBook MHS			01- 0000- 0- 4400- 150- 0000- 2420- 1171		4,989.51
MC86259918		MacBook K8			01- 0000- 0- 4400- 220- 0000- 2420- 1171		4,989.51
MC86326267		MacBooks K8			01- 0000- 0- 4400- 220- 0000- 2420- 1171		1,986.80

Number of Items **12** **19,910.28** **Totals for Register 000436**

2027 FUND-OBJ Expense Summary / Register 000436

01-4300	220.12
01-4400	11,965.82
01-5450	1,000.00

Selection Sorted by Check Number, Inv #, Include Address=No, (Org = 46, Source = N, Pay To = N, Payment Method = N, Starting Check Date = 6/3/2026, Ending Check Date = 8/19/2026, Summary? = Y, Sort/Group 1 = 1, Sort/Group 2 =)

Register 000436 - Fund/Obj Expense Summary **Bank Account COUNTY - AP Checks**

2027 FUND-OBJ Expense Summary / Register 000436 (continued)

01-5600	991.72	
01-5800	2,755.00	
01-5903	697.50	
01-9110*		19,422.33-
01-9500	833.05	
01-9500*	79.73	
01-9526	879.39	
Totals for Fund 01	**19,422.33**	**19,422.33-**
13-9110*		204.75-
13-9500	204.75	
Totals for Fund 13	**204.75**	**204.75-**
21-9110*		283.20-
21-9500*	283.20	
Totals for Fund 21	**283.20**	**283.20-**
Totals for Register 000436	**19,910.28**	**19,910.28-**

2026 FUND-OBJ Summary / Register 000436

01-5510	79.73	
01-9502*		79.73-
Totals for Fund 01	**79.73**	**79.73-**
21-6170	283.20	
21-9502*		283.20-
Totals for Fund 21	**283.20**	**283.20-**
Total for Fiscal Year 2026	**362.93**	**362.93-**
01-4300	220.12	
01-4400	11,965.82	
01-5450	1,000.00	
01-5600	991.72	
01-5800	2,755.00	
01-5903	697.50	
01-9110*		19,422.33-
01-9500	833.05	
01-9500*	79.73	

Register 000436 - Fund/Obj Summary **Bank Account COUNTY - AP Checks**

2027 FUND-OBJ Summary / Register 000436 (continued)

01-9526	879.39	
Totals for Fund 01	**19,422.33**	**19,422.33-**
13-9110*		204.75-
13-9500	204.75	
Totals for Fund 13	**204.75**	**204.75-**
21-9110*		283.20-
21-9500*	283.20	
Totals for Fund 21	**283.20**	**283.20-**
Total for Fiscal Year 2027	**19,910.28**	**19,910.28-**
Totals for Register 000436	**20,273.21**	**20,273.21-**

* denotes System Generated entry

Net change to Cash 9110 **19,910.28- Credit**

Register 000436 - Fund/Obj Summary **Bank Account COUNTY - AP Checks**

2027 FUND-OBJ Summary / Register 000436 (continued)

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Register 000437 - 08/06/2026 **Bank Account COUNTY - AP Checks**

Payment Id		Comment					
Check # 5053851	01	Check Amt	**69.50**	Status	**Cleared**	**ALCOHOL & DRUG TESTING SERVICE (ALCOHO/1)**	
227845		Drug Screening			01- 0740- 0- 5815- 001- 0000- 3600- 0000		69.50
Check # 5053852	01	Check Amt	**230.00**	Status	**Cleared**	**ALPHA ANALYTICAL LABS INC (ALPHAA/1)**	
6077971		Water Quality			01- 8150- 0- 5800- 001- 0000- 8110- 2096		120.00
6078325		Albion Coliform test			01- 8150- 0- 5800- 246- 0000- 8110- 2096		55.00
6078335		MUSD Coliform Test			01- 8150- 0- 5800- 001- 0000- 8110- 2096		55.00
Check # 5053853	01	Check Amt	**3,000.00**	Status	**Printed**	**CDE-SCHOOL TRANSPORTATION (CDETRA/1)**	
06302026-1		CDE Driver Test Sac			01- 0740- 0- 5200- 001- 0000- 3600- 0000		3,000.00
Check # 5053854	40	Check Amt	**12,000.00**	Status	**Cleared**	**CLM INSPECTION SERVICES (CLMINS/1)**	
WP009		Bill for Apirl			40- 9022- 0- 6170- 001- 0000- 8500- 0000		12,000.00
Check # 5053855	01	Check Amt	**1,065.81**	Status	**Cleared**	**Office Furniture 2go (OFFIFU/1)**	
EZ202A32-INV		Kamalas Desk			01- 0794- 0- 4300- 150- 0000- 2700- 0000		1,065.81
Check # 5053856	01	Check Amt	**2,329.17**	Status	**Cleared**	**MATSON'S BLDG MATERIALS (MATSON/1)**	
A189805		Water Heater , Check Valve			01- 8150- 0- 4300- 220- 0000- 8110- 0000		744.89
D13787		Panels, Clips, Screws			01- 8150- 0- 4300- 150- 0000- 8110- 0000		1,584.28
Check # 5053857	01	Check Amt	**129.74**	Status	**Cleared**	**MENDO MILL (MENDOM/2)**	
5010224		Drill, drill Bit set			01- 0000- 0- 4300- 001- 0000- 8200- 0000		129.74
Check # 5053858	01	Check Amt	**535.50**	Status	**Printed**	**MENDOCINO MIDDLE SCHOOL (MMIDDL/1)**	
MUSE WOODLANDS		MUSE Portion Woodlands			01- 9003- 0- 5800- 220- 1110- 1000- 8334		535.50
Check # 5053859	01	Check Amt	**1,874.00**	Status	**Cleared**	**MR. KLEAN (MKLEAN/1)**	
229580		MHS Carpet cleaning			01- 8150- 0- 5600- 150- 0000- 8110- 0000		484.00
229580-1		K8 Carpet Cleaning			01- 8150- 0- 5600- 150- 0000- 8110- 0000		1,390.00
Check # 5053860	01	Check Amt	**1,585.87**	Status	**Cleared**	**OFFICE DEPOT (OFFICE/2)**	
475136858001		Folders, Erasers, Glue			01- 0794- 0- 4300- 220- 1110- 1000- 0000		134.09
475136859001		Folders			01- 0794- 0- 4300- 220- 1110- 1000- 0000		29.15
475136860001		Blk Markers			01- 0794- 0- 4300- 220- 1110- 1000- 0000		43.68
475148776001		Markers, clay , Crayons			01- 0794- 0- 4300- 220- 1110- 1000- 0000		156.54
475148777001		Paper, Sponges			01- 0794- 0- 4300- 220- 1110- 1000- 0000		54.92
475148781001		Paper, Organizer			01- 0794- 0- 4300- 220- 1110- 1000- 0000		123.34
475148786001		Folders			01- 0794- 0- 4300- 220- 1110- 1000- 0000		54.36
475166615001		3rd/4th grade classroom supplies			01- 0794- 0- 4300- 220- 1110- 1000- 0000		564.49
475166616001		Masking Tape			01- 0794- 0- 4300- 220- 1110- 1000- 0000		73.62
47518607001		Rubberbands, Markers, Glue Stick			01- 0794- 0- 4300- 220- 1110- 1000- 0000		325.38
475186071001		Glue Sticks			01- 0794- 0- 4300- 220- 1110- 1000- 0000		26.30
Check # 5053861	01	Check Amt	**1,877.83**	Status	**Cleared**	**PG&E (00PG&E/1)**	
JUNE STMT2483-4		HS EV bill			01- 0000- 0- 5510- 150- 0000- 8200- 0000		1,877.83

Selection Sorted by Check Number, Inv #, Include Address=No, (Org = 46, Source = N, Pay To = N, Payment Method = N, Starting Check Date = 6/3/2026, Ending Check Date = 8/19/2026, Summary? = Y, Sort/Group 1 = 1, Sort/Group 2 =)

Register 000437 - 08/06/2026 **Bank Account COUNTY - AP Checks**

Payment Id		Comment					
Check # 5053862	01	Check Amt	**291.15**	Status	**Cleared**	**SCHOOL NURSE SUPPLY INC (SCHNUR/1)**	
INV1095888		School Nurse Supply K8			01- 0794- 0- 4300- 220- 1110- 1000- 0000		291.15
Check # 5053863	01	Check Amt	**417.86**	Status	**Cleared**	**SPORT & CYCLE TEAM ATHLETICS (SPORT&/1)**	
233112		Balls for Volleyball			01- 0002- 0- 4300- 220- 1110- 4200- 0000		417.86
Check # 5053864	01	Check Amt	**474.27**	Status	**Cleared**	**XEROX CORPORATION (XEROXC/2)**	
0256070654		Copy Machine Rental			01- 0000- 0- 4300- 221- 0000- 2700- 1074		.09
					01- 0000- 0- 5600- 221- 0000- 2700- 1074		23.46
026070649		Copy Machine rental			01- 0000- 0- 4300- 150- 0000- 2420- 1074		1.51
					01- 0000- 0- 5600- 150- 0000- 2420- 1074		123.97
026070650		Copy Machine Rental			01- 0000- 0- 4300- 220- 0000- 2700- 1074		10.67
					01- 0000- 0- 5600- 220- 0000- 2700- 1074		134.38
026070651		Copy Machine rental			01- 0000- 0- 4300- 150- 0000- 2700- 1074		6.80
					01- 0000- 0- 5600- 150- 0000- 2700- 1074		125.33
026070653		Copy Machine Rental			01- 0000- 0- 4300- 246- 0000- 2700- 1074		.47
					01- 0000- 0- 5600- 246- 0000- 2700- 1074		23.48
026070655		Copy Machine Rental			12- 6105- 0- 4300- 222- 7110- 1000- 1074		.65
					12- 6105- 0- 5600- 222- 7110- 1000- 1074		23.46
* Break in sequence							
Check # VCH-00001264	13	Check Amt	**1,560.00**	Status	**Printed**	**HEARTLAND SCHOOL SOLUTIONS (HEARTL/2)**	
HSSREC042573		Annual Software Subscription			13- 5310- 0- 5800- 001- 0000- 3700- 0000		1,560.00
Check # VCH-00001265	01	Check Amt	**2,042.89**	Status	**Printed**	**NICK BARBIERI TRUCKING, LLC (RWCOAS/2)**	
1298122		K8 fuel			01- 1100- 0- 5520- 220- 0000- 8200- 0000		4,505.18
MFPD CK 9430		Credit from MFPD for fuel			01- 0740- 0- 4361- 001- 0000- 3600- 0000		2,462.29-
Check # VCH-00001266	68	Check Amt	**2,999.61**	Status	**Printed**	**REDWOOD HEALTH SERVICES (RWHEAL/1)**	
JULY 26 STMT		Vision Claims July			69- 0000- 0- 5800- 000- 0000- 6000- 0000		315.00
JULY26 STMT		Dental Claims July			68- 0000- 0- 5800- 000- 0000- 6000- 0000		2,684.61
Number of Items	**17**		**32,483.20**		**Totals for Register 000437**		

2027 FUND-OBJ Expense Summary / Register 000437

01-4300	5,839.14	
01-4361		2,462.29-
01-5200	3,000.00	
01-5520	4,505.18	
01-5600	2,304.62	
01-5800	230.00	
01-9110*		15,899.48-

Selection Sorted by Check Number, Inv #, Include Address=No, (Org = 46, Source = N, Pay To = N, Payment Method = N, Starting Check Date = 6/3/2026, Ending Check Date = 8/19/2026, Summary? = Y, Sort/Group 1 = 1, Sort/Group 2 =)

Register 000437 - Fund/Obj Expense Summary **Bank Account COUNTY - AP Checks**

2027 FUND-OBJ Expense Summary / Register 000437 (continued)

01-9500*	2,482.83	
Totals for Fund 01	**18,361.77**	**18,361.77-**
12-4300	.65	
12-5600	23.46	
12-9110*		24.11-
Totals for Fund 12	**24.11**	**24.11-**
13-5800	1,560.00	
13-9110*		1,560.00-
Totals for Fund 13	**1,560.00**	**1,560.00-**
40-9110*		12,000.00-
40-9500*	12,000.00	
Totals for Fund 40	**12,000.00**	**12,000.00-**
68-5800	2,684.61	
68-9110*		2,684.61-
Totals for Fund 68	**2,684.61**	**2,684.61-**
69-5800	315.00	
69-9110*		315.00-
Totals for Fund 69	**315.00**	**315.00-**
Totals for Register 000437	**34,945.49**	**34,945.49-**

2026 FUND-OBJ Summary / Register 000437

01-5510	1,877.83	
01-5800	535.50	
01-5815	69.50	
01-9502*		2,482.83-
Totals for Fund 01	**2,482.83**	**2,482.83-**
40-6170	12,000.00	
40-9502*		12,000.00-
Totals for Fund 40	**12,000.00**	**12,000.00-**
Total for Fiscal Year 2026	**14,482.83**	**14,482.83-**
01-4300	5,839.14	
01-4361		2,462.29-

Register 000437 - Fund/Obj Summary **Bank Account COUNTY - AP Checks**

2027 FUND-OBJ Summary / Register 000437 (continued)

01-5200	3,000.00	
01-5520	4,505.18	
01-5600	2,304.62	
01-5800	230.00	
01-9110*		15,899.48-
01-9500*	2,482.83	
Totals for Fund 01	**18,361.77**	**18,361.77-**
12-4300	.65	
12-5600	23.46	
12-9110*		24.11-
Totals for Fund 12	**24.11**	**24.11-**
13-5800	1,560.00	
13-9110*		1,560.00-
Totals for Fund 13	**1,560.00**	**1,560.00-**
40-9110*		12,000.00-
40-9500*	12,000.00	
Totals for Fund 40	**12,000.00**	**12,000.00-**
68-5800	2,684.61	
68-9110*		2,684.61-
Totals for Fund 68	**2,684.61**	**2,684.61-**
69-5800	315.00	
69-9110*		315.00-
Totals for Fund 69	**315.00**	**315.00-**
Total for Fiscal Year 2027	**34,945.49**	**34,945.49-**
Totals for Register 000437	**49,428.32**	**49,428.32-**

* denotes System Generated entry

Net change to Cash 9110 **32,483.20- Credit**

Register 000438 - 08/06/2026 **Bank Account COUNTY - AP Checks**

Payment Id		Comment					
Check # 5053865	01		Check Amt	**2,503.20**	Status **Printed**	**MENDOCINO MIDDLE SCHOOL (MMIDDL/1)**	
LCSSP PORTION		Woodlands			01-7085-0-5800-220-7110-1000-0000		2,503.20

Number of Items **1** **2,503.20** **Totals for Register 000438**

2027 FUND-OBJ Expense Summary / Register 000438

01-9110*		2,503.20-
01-9500*	2,503.20	
Totals for Register 000438	**2,503.20**	**2,503.20-**

2026 FUND-OBJ Summary / Register 000438

01-5800	2,503.20	
01-9502*		2,503.20-
Total for Fiscal Year 2026 and Fund 01	**2,503.20**	**2,503.20-**
01-9110*		2,503.20-
01-9500*	2,503.20	
Total for Fiscal Year 2027 and Fund 01	**2,503.20**	**2,503.20-**
Totals for Register 000438	**5,006.40**	**5,006.40-**

* denotes System Generated entry

Net change to Cash 9110 **2,503.20- Credit**

Register 000438 - Fund/Obj Summary **Bank Account COUNTY - AP Checks**

2027 FUND-OBJ Summary / Register 000438 (continued)

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Register 000439 - 08/13/2026 **Bank Account COUNTY - AP Checks**

Payment Id		Comment				
Check # 5054230	01	Check Amt	**8.21**	Status **Printed**	**KNOTT, WENDELL M (001664 - Emp)**	
STMT073126-1		Maintance Gas		01-8150-0-5200-001-0000-8110-0000		8.21
Check # 5054231	01	Check Amt	**3,630.00**	Status **Printed**	**ALPHA ANALYTICAL LABS INC (ALPHAA/1)**	
6084116-MENUSD		MUSD Coliform Test		01-8150-0-5800-001-0000-8110-2096		550.00
6084211-MENUSD		Lead & Copper Test		01-8150-0-5800-001-0000-8110-2096		2,530.00
6084350-MENUSD		MUSD Coliform Test		01-8150-0-5800-001-0000-8110-2096		550.00
Check # 5054232	01	Check Amt	**1,198.67**	Status **Printed**	**AT&T (AT&TC3/2)**	
000025552897		District Wide Phone Bill		01-0000-0-5903-001-0000-7200-0000		128.34
				01-0000-0-5903-150-0000-2700-0000		254.02
				01-0000-0-5903-155-3100-2700-0000		32.14
				01-0000-0-5903-220-0000-2700-0000		370.22
				01-0000-0-5903-221-0000-2700-0000		95.15
				01-0000-0-5903-246-0000-2700-0000		125.27
				01-0740-0-5903-001-0000-3600-0000		32.14
				12-6105-0-5903-222-7110-8200-0000		96.59
000025553235		Performing arts Phone		01-0000-0-5903-150-0000-2700-0000		32.66
000025553236		K8 District Phone Bill		01-0000-0-5903-220-0000-2700-0000		32.14
Check # 5054233	40	Check Amt	**12,000.00**	Status **Printed**	**CLM INSPECTION SERVICES (CLMINS/1)**	
WP012		Bill for July		40-9022-0-6170-001-0000-8500-0000		12,000.00
Check # 5054234	01	Check Amt	**3,495.62**	Status **Printed**	**EUREKA OXYGEN COMPANY INC (EUREKA/1)**	
492384		Fire Extinguisher Maintenance		01-0000-0-5800-223-8100-5000-0000		291.39
				01-8150-0-5800-001-0000-8110-0000		250.12
				01-8150-0-5800-220-0000-8110-0000		1,111.99
				01-8150-0-5800-221-0000-8110-0000		235.78
				01-8150-0-5800-246-0000-8110-0000		235.79
492385		K8 Fire Extinguisher Maintenance		01-8150-0-5800-220-0000-8110-0000		339.73
492386		MHS Fire Extinguisher Maintenance		01-8150-0-5800-150-0000-8110-0000		1,030.82
Check # 5054235	01	Check Amt	**438.28**	Status **Printed**	**FERRELL GAS (FERREL/1)**	
2048877594		Com school Fuel		01-1100-0-5520-150-0000-8200-0000		313.28
2048911448		Gas Leak Check		01-1100-0-5520-150-0000-8200-0000		125.00
Check # 5054236	01	Check Amt	**176.70**	Status **Printed**	**HARE CREEK NURSERY & POWER (HARECR/1)**	
851503		Asst 5GL Pernnal		01-0000-0-4300-150-0000-8110-0000		176.70
Check # 5054237	01	Check Amt	**3,458.45**	Status **Printed**	**MATH LEARNING CENTER (MATHLE/1)**	
SO73958		Students Math Books		01-6300-0-4100-220-1110-1000-0000		3,458.45
Check # 5054238	01	Check Amt	**782.74**	Status **Printed**	**MATSON'S BLDG MATERIALS (MATSON/1)**	
A1899834		Wire Mesh		01-8150-0-4300-150-0000-8110-0000		782.74
Check # 5054239	01	Check Amt	**4,254.84**	Status **Printed**	**MENDOCINO CITY COMM. SERV'S (MCITYC/1)**	

Register 000439 - 08/13/2026 **Bank Account COUNTY - AP Checks**

Payment Id		Comment				
Check # 5054239	01	Check Amt	**4,254.84**	Status **Printed**	**MENDOCINO CITY COMM. SERV'S (MCITYC/1) - continued**	
R21058		Sewer Service		01- 0000- 0- 5530- 001- 0000- 8200- 0000		506.30
R21060		Sewer Service		01- 0000- 0- 5530- 006- 0000- 8200- 0000		233.74
R21061		Sewer Service		01- 0000- 0- 5530- 220- 0000- 8200- 0000		1,965.33
R21062		Sewer Service		01- 0000- 0- 5530- 150- 0000- 8200- 0000		1,366.38
R21063		Sewer Service		01- 0000- 0- 5530- 150- 0000- 8200- 0000		183.09
Check # 5054240	01	Check Amt	**80.00**	Status **Printed**	**MOUNTAIN FRESH SPRING WATER (MOUNTA/1)**	
048211		Water Machine Rental		01- 0794- 0- 5600- 220- 1110- 1000- 0000		80.00
Check # 5054241	01	Check Amt	**1,203.65**	Status **Printed**	**OFFICE DEPOT (OFFICE/2)**	
475157285001		3rd/ 4th Classroom supplies		01- 0794- 0- 4300- 220- 1110- 1000- 0000		481.32
475157286001		Pencils		01- 0794- 0- 4300- 220- 1110- 1000- 0000		37.64
475157287001		Construction Paper		01- 0794- 0- 4300- 220- 1110- 1000- 0000		10.20
475178737001		5th Grade Classroom Supplies		01- 0794- 0- 4300- 220- 1110- 1000- 0000		380.11
475178738001		5th Grade Classroom Supplies		01- 0794- 0- 4300- 220- 1110- 1000- 0000		148.64
475178747001		5th Grade Classroom Supplies		01- 0794- 0- 4300- 220- 1110- 1000- 0000		3.39
475178748001		5th Grade Classroom Supplies		01- 0794- 0- 4300- 220- 1110- 1000- 0000		142.35
Check # 5054242	01	Check Amt	**4,832.71**	Status **Printed**	**REDWOOD WASTE SOLUTIONS INC (RWWAST/1)**	
177957134U041		Greenwood Trash Bill		12- 6105- 0- 5540- 222- 7110- 8200- 0000		102.05
177994717U039		Albion Trash Bill		01- 0000- 0- 5540- 246- 0000- 8200- 0000		127.23
177995059U039		HS Trash Bill		01- 0000- 0- 5540- 150- 0000- 8200- 0000		1,713.77
177995060U039		Com School Trash Bill		01- 0000- 0- 5540- 150- 0000- 8200- 0000		453.60
177995061U039		K8 Trash Bill		01- 0000- 0- 5540- 220- 0000- 8200- 0000		1,875.90
177995062U039		Bus Barn Trash Bill		01- 0000- 0- 5540- 001- 0000- 8200- 0000		453.60
177995072U039		Comptche Trash Bill		12- 6105- 0- 5540- 222- 7110- 8200- 0000		106.56
Check # 5054243	01	Check Amt	**700.01**	Status **Printed**	**ROSSI BUILDING MATERIALS (ROSSIB/1)**	
1519181		4x4 Boards soccer field		01- 8150- 0- 4300- 150- 0000- 8110- 0000		632.98
1568721		4x4 Boards		01- 8150- 0- 4300- 150- 0000- 8110- 0000		67.03
Check # 5054244	01	Check Amt	**142.45**	Status **Printed**	**SCHOOL NURSE SUPPLY INC (SCHNUR/1)**	
INV1095825		Nurse Supply K8		01- 0002- 0- 4300- 220- 1110- 4200- 0000		142.45
Check # 5054245	01	Check Amt	**102,020.00**	Status **Printed**	**SISC MEDICAL (SISCME/1)**	
AUG STMT		Medical Payment for August		01- - - 9514- - - -		102,020.00
Check # 5054246	01	Check Amt	**830.64**	Status **Printed**	**THOMPSON'S PORTASEPTIC INC. (THOMPS/1)**	
986360		Writers Assoc Porta Rental		01- 8150- 0- 5600- 220- 0000- 8110- 0000		830.64
Check # 5054247	01	Check Amt	**177.46**	Status **Printed**	**VERIZON WIRELESS (VERIZO/1)**	
5377800650		Superintendent Phone		01- 0000- 0- 5902- 001- 0000- 7150- 0000		177.46
Check # 5054248	01	Check Amt	**236.00**	Status **Printed**	**XEROX CORPORATION (XEROXC/2)**	

Register 000439 - 08/13/2026 **Bank Account COUNTY - AP Checks**

Payment Id		Comment					
Check # 5054248	01	Check Amt	**236.00**	Status	**Printed**	**XEROX CORPORATION (XEROXC/2) - continued**	
026070652		Copy Machine rental			01- 0000- 0- 4300- 001- 0000- 7200- 1074		110.67
					01- 0000- 0- 5600- 001- 0000- 7200- 1074		125.33
* Break in sequence							
Check # VCH-00001267	01	Check Amt	**31.62**	Status	**Printed**	**ANAYA-MARTINEZ, MARIA M (001643 - Emp)**	
STMT073126		Mail Run			01- 0000- 0- 5200- 001- 0000- 7200- 0000		31.62
Check # VCH-00001268	01	Check Amt	**103.82**	Status	**Printed**	**DELGADO, CHRISTINA R (001659 - Emp)**	
STMT080326		Business Manager Meeting			01- 0000- 0- 5200- 001- 0000- 7200- 0000		103.82
Check # VCH-00001269	01	Check Amt	**9,430.68**	Status	**Printed**	**APPLE INC (APPLEC/2)**	
MC87126477		Macbook K8			01- 0000- 0- 4400- 220- 0000- 2420- 1171		1,436.42
MC87262611		Macbook HS			01- 0000- 0- 4400- 150- 0000- 2420- 1171		1,436.42
MC89324668		MacBook Pro for HS			01- 0000- 0- 4400- 150- 0000- 2420- 1171		3,319.42
MC89472100		MacBook Pro for HS			01- 0000- 0- 4400- 150- 0000- 2420- 1171		3,238.42
Check # VCH-00001270	01	Check Amt	**11,363.08**	Status	**Printed**	**CALIFORNIA BOILER (CALBOI/1)**	
10035845		Boiler Inspection			01- 8150- 0- 5600- 220- 0000- 8110- 2091		11,363.08
Check # VCH-00001271	01	Check Amt	**1,116.51**	Status	**Printed**	**CPM EDUCATIONAL PROGRAM (CPMEDU/1)**	
2601975-IN		Core Education Student Books			01- 6300- 0- 4200- 220- 1110- 1000- 0000		1,116.51
Check # VCH-00001272	01	Check Amt	**2,500.00**	Status	**Printed**	**GENESIS TECHNOLOGIES (GENESI/1)**	
3035891		Adobe Creative Cloud Apps			01- 0000- 0- 5800- 001- 0000- 2420- 1171		2,500.00
Check # VCH-00001273	01	Check Amt	**300.00**	Status	**Printed**	**GREAT MINDS (GREATM/2)**	
INV284706		Digital Teacher License			01- 6300- 0- 4100- 220- 1110- 1000- 0000		300.00
Check # VCH-00001274	01	Check Amt	**955.99**	Status	**Printed**	**LAKESHORE LEARNING (LAKESH/1)**	
94153888		Classroom Supplies			01- 0794- 0- 4300- 220- 1110- 1000- 0000		955.99
Check # VCH-00001275	68	Check Amt	**9,239.79**	Status	**Printed**	**REDWOOD HEALTH SERVICES (RWHEAL/1)**	
AUG STMT		Dental Claims for Aug			68- 0000- 0- 5800- 000- 0000- 6000- 0000		8,581.64
AUG STMT FEE		Admin Fees for AUG			01- 0000- 0- 9514- 000- 0000- 0000- 3498		483.40
					01- 0000- 0- 9514- 000- 0000- 0000- 3499		174.75

Number of Items **28** **174,707.92** **Totals for Register 000439**

2027 FUND-OBJ Expense Summary / Register 000439

01-4100	3,758.45
01-4200	1,116.51
01-4300	4,072.21
01-4400	9,430.68
01-5200	143.65

Selection Sorted by Check Number, Inv #, Include Address=No, (Org = 46, Source = N, Pay To = N, Payment Method = N, Starting Check Date = 6/3/2026, Ending Check Date = 8/19/2026, Summary? = Y, Sort/Group 1 = 1, Sort/Group 2 =)

Register 000439 - Fund/Obj Expense Summary **Bank Account COUNTY - AP Checks**

2027 FUND-OBJ Expense Summary / Register 000439 (continued)

01-5520	438.28	
01-5530	4,254.84	
01-5540	4,624.10	
01-5600	12,399.05	
01-5800	9,625.62	
01-5902	177.46	
01-5903	1,102.08	
01-9110*		153,821.08-
01-9514	102,678.15	
Totals for Fund 01	**153,821.08**	**153,821.08-**
12-5540	208.61	
12-5903	96.59	
12-9110*		305.20-
Totals for Fund 12	**305.20**	**305.20-**
40-6170	12,000.00	
40-9110*		12,000.00-
Totals for Fund 40	**12,000.00**	**12,000.00-**
68-5800	8,581.64	
68-9110*		8,581.64-
Totals for Fund 68	**8,581.64**	**8,581.64-**
Totals for Register 000439	**174,707.92**	**174,707.92-**

* denotes System Generated entry

Net change to Cash 9110 **174,707.92- Credit**

Bank Account COUNTY - AP Checks

Number of Items	**259**	**1,281,007.52**	**Totals for Org 046 - Mendocino Unified School District**

Mendocino Unified School District

MINUTES

REGULAR BOARD MEETING

JUNE 4, 2026

MENDOCINO HIGH SCHOOL
10700 FORD STREET
MENDOCINO, CA 95460

5:00 P.M. OPEN SESSION

Please click the link below to join the webinar:
https://us02web.zoom.us/j/85423615402?pwd=hKGkReHwCehvk7Ys5DjuFac4S7TSp3.1
Passcode: 205275

Please "mute" your device during the meeting.
MUSD is not available for technical support for remote meetings.

Board Priorities

- *Develop and expand community partnerships and communication*
- *Increase learning and achievement for all students, families, and staff*
- *Plan wisely for the future while maintaining fiscal integrity*
- *Maintain and improve the physical plant*

Any writings distributed either as part of the Board packet, or within 72 hours of a meeting, can be viewed at the District Office: 44141 Little Lake Road, Mendocino, CA 95460. Board backup materials are also located on the MUSD website at https://www.mendocinousd.org/District/3051-Untitled.html

In compliance with Government Code section 54954.2(a) Mendocino Unified School District will, on request, make agendas available in appropriate alternative formats to persons with a disability, as required by Section 202 of the Americans with Disabilities Act of 1990 (42 U.S.C. Sec. 12132), and the federal rules and regulations adopted in implementation thereof. Individuals who need this agenda in an alternative format or who need a disability related modification or accommodation in order to participate in the meeting should contact, Erin Placido Exec. Assistant to the Superintendent, in writing at P.O. Box 1154, Mendocino, CA 95460 or via email at doerin@mcn.org.

MENDOCINO UNIFIED SCHOOL DISTRICT IS PROUD TO BE AN EQUAL OPPORTUNITY EMPLOYER

1. 5:00 P.M. OPEN MEETING, CALL TO ORDER AND ROLL CALL

1.1. Call to order and roll call

The meeting was called to order at 5:00 PM. Present were Trustees Morton, Bloyd, Griffen, Schaeffer and Aum.

1.2. Closed session disclosure
Any reportable action taken during closed session will be disclosed at this time.

1.3. Approval of agenda
Items to be removed from the agenda or changes to the agenda should be done at this time.

MSA Griffen/Morton (5/0) to approve the agenda.

2. TIMED ITEM 5:00 P.M. - PARENT/COMMUNITY COMMENT

Items not on the agenda, but within the jurisdiction of this body, may be addressed at this time or be submitted to the Superintendent in writing for Board consideration as an agenda item. A three-minute limit is set for each speaker on all items. The total time for public input on each item is limited to 20 minutes (Government Code 54952). The Brown Act does not permit the Board to take action on any item that is not on the agenda. In addition, in order to protect the rights of all involved, complaints about employees should be addressed through the District complaint process. Speaking about a personnel issue at a Board meeting may prevent the Board from being able to act on it. Please see an administrator to initiate the complaint process.
The Board may briefly respond to public comments by asking questions to clarify the speaker's comments and refer the speaker to the Superintendent for further clarification. We thank you for your comments and participation at this meeting.

There were no parent/community comments.

3. TIMED ITEM 5:05 P.M. – PUBLIC HEARINGS

3.1. **Public Hearing** regarding the Local Control Accountability Plan (LCAP). Under the Local Control Funding Formula (LCFF), all school districts are required to prepare a plan which describes how they intend to meet annual goals for all pupils with specific activities identified to address state and local priorities.

The Public Hearing opened at 5:02 PM and closed at 5:02 PM.

3.2. **Public Hearing** regarding the Mendocino Unified School District's 2026-27 Budget and MUSD's statement of reason for reserves in excess of minimum recommendation.

The Public Hearing opened at 5:02 PM and closed at 5:02 PM.

4. INFORMATION/DISCUSSION

4.1. Jason Morse, Superintendent, will present the 2026-27 Local Control Accountability Plan (LCAP).

Superintendent Jason Morse presented the 2026-27 Local Control Accountability Plan (LCAP) which the board will give final approval on at the June 9, 2026 board meeting.

4.2. Meg Kailikole, Business Manager, will present the 2026-27 MUSD Budget and MUSD's statement of reason for reserves in excess of minimum recommendation.

Business Manager, Meg Kailikole, present the 2026-27 MUSD Budget and statement of reason for reserves in excess of minimum recommendation. These will both be up for approval at the June 9, 2026 board meeting.

5. ADJOURNMENT

The next regular Board meeting is scheduled for **June 9, 2026 at the Mendocino High School.**

The meeting was adjourned at 6:53 PM.

Mendocino Unified School District

MINUTES

Regular Board Meeting

JUNE 9, 2026

MENDOCINO HIGH SCHOOL
10700 FORD STREET
MENDOCINO, CA 95460

4:30 P.M. CLOSED SESSION – VIA TELECONFERENCE
(Closed Session Public Hearing - link on page 2)

5:00 P.M. OPEN SESSION – IN PERSON at MENDOCINO HIGH & VIA TELECONFERENCE

Please click the link below to join the webinar:
https://us02web.zoom.us/j/89446122045?pwd=29meh5LTYESwDZJrGBI4XKjwILEfnY.1
Passcode: 884338

Please "mute" your device during the meeting.
MUSD is not available for technical support for remote meetings.

Board Priorities

- *Develop and expand community partnerships and communication*
- *Increase learning and achievement for all students, families, and staff*
- *Plan wisely for the future while maintaining fiscal integrity*
- *Maintain and improve the physical plant*

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MENDOCINO UNIFIED SCHOOL DISTRICT IS PROUD TO BE AN EQUAL OPPORTUNITY EMPLOYER

1. 4:30 P.M. CLOSED SESSION CALL TO ORDER AND ROLL CALL

1.1. Call to order and roll call

The meeting was called to order at 4:30 PM. Present were Trustees Morton, Bloyd, Griffen, Schaeffer and Aum.

1.2. The President will verbally identify the agenda items to be discussed during closed session as listed below.

The President verbally identified the agenda items to be discussed.

2. PUBLIC HEARING FOR CLOSED SESSION

Members of the public may take this opportunity to comment on closed session agenda items per Board Policy 9322. Under the requirements of the Brown Act open meeting law, members of the community wishing to address an item on the closed session agenda may do so at this time. Items not on the agenda cannot be addressed at this time. A three-minute limit is set for each speaker on all items. The total time for public input on each item is limited to 20 minutes. (Government Code 54954.3).

Join Zoom Meeting
https://us02web.zoom.us/j/88672277536?pwd=NLnbLa5AFuuO7rxMB5uBnrdAYdpK2o.1
Passcode: 635368

3. CLOSED SESSION

The Board will adjourn to closed session pursuant to Government Code 54950 - 54962.

3.1. Conference with labor negotiators (Govt. Code 54957.6) Agency Representative: Superintendent Jason Morse
Employee organizations: CEMUS, MTA bargaining units and unrepresented employees

3.2. Conference with labor negotiators (Govt. Cod 54957.5) Agency Representative: None
Unrepresented Employee: District Superintendent

3.3. Employment/Personnel Changes

4. 5:00 P.M. OPEN SESSION

4.1. Call to order and roll call

The meeting was called to order at 5:00 PM. Present were Trustees Morton, Bloyd, Griffen, Schaeffer and Aum.

4.2. Closed session disclosure
Any reportable action taken during closed session will be disclosed at this time.

Nothing was disclosed from closed session.

4.3. Approval of agenda
Items to be removed from the agenda or changes to the agenda should be done at this time.

MSA Griffen/Aum (5.0) to approve the agenda.

5. 5:05 P.M. PUBLIC HEARING – TIMED ITEM

5.1. Public Hearing regarding the **Education Protection Account Funding Plan (EPAFP)**. The District is required to create an EPAFP to determine how the monies received from the Educational Protection Account will be spent. The Board requests public input at this time before the plan is adopted in a resolution later in the agenda.

The Public Hearing opened at 5:05 PM and closed at 5:05 PM.

5.2. Public Hearing regarding the formation of the **Mendocino Unified School District Maintenance Assessment District (MAD)**, ordering the improvements as described, and confirming the diagram and assessment: Levy of the Assessment for Fiscal Year 2026-27. The Board requests public input at this time before the plan is adopted later in the agenda.

The Public Hearing opened at 5:05 PM and closed at 5:05 PM.

6. CONSENT AGENDA

Items on the consent agenda are passed in one motion without discussion. Any item may be pulled from the consent agenda by any member of the Board and moved to action when approving the agenda.

6.1. Approval of Warrants
- 6.1.1. 5/6/26, 5/13/26, 5/20/26, 5/27/26

6.2. Approval of Minutes
- 6.2.1. Board Meeting Minutes: 5/21/26

6.3. Approval of Employment/Personnel Changes
- 6.3.1. Accept Resignation, Classified Employee, 6.5 hrs/day, 10 mos/yr, effective 6/12/26
- 6.3.2. Accept Resignation, Certificated Employee, 1.0 FTE, effective 6/12/26
- 6.3.3. Accept Resignation, Classified Employee, 8.0 hrs/day, 10 mos/yr, effective 6/12/26
- 6.3.4. Hire, Classified Employee, 6.0 hrs/day, 10 mos/yr, effective 7/1/26
- 6.3.5. Hire, Temporary Categorical Certificated Employee, .438626 FTE, effective 7/1/26 – 6/30/27
- 6.3.6. Hire, Temporary Summer Classified Employee, 2 hrs/day, effective 6/19/26 – 7/10/26
- 6.3.7. Hire, Temporary Summer Classified Employee, 2 hrs/day, effective 6/19/26 – 7/10/26
- 6.3.8. Hire, Temporary Summer Certificated Employee, 3 hrs/day, effective 6/19/26 – 7/10/26
- 6.3.9. Hire, Temporary Summer Certificated Employee, 3 hrs/day, effective 6-19-26 – 7/10/26
- 6.3.10. Hire, Classified Employee, 8.0 hrs/day, 12 mos/yr, effective 7/1/26
- 6.3.11. Hire, Certificated Employee, 1.0 FTE, effective 8/13/26

6.4. Approval of the Current Budget Change Report

6.5. Approval of Student Body Reports – May 2026

6.6. Recognition of scholarships received by the MUSD 2026 graduating class totaling $159,500

6.7. Approval of Title IX report for website

6.8. Approval of the Spring Consolidated Application 2025-26

6.9. Approval of the Memorandum of Understanding (MOU) between MUSD and the Community Center of Mendocino regarding the Expanded Learning Opportunities Program (ELOP)

6.10. Approval of the 2026-27 CEMUS, MTA and Management Salary Schedules

6.11. Approval of the MUTA Tentative Agreement 2025-26-01: Compensatory Time

6.12. Approval of the MUTA Tentative Agreement 2025-26-02: District Mandated Trainings

6.13. Approval of the MUTA Tentative Agreement 2025-26-03: Class Size Recommendations

MSA Aum/Morton (5/0) to approve the consent agenda.

7. REPORTS

7.1. Student Trustee – Max Oatney

Student Trustee Oatney gave his last updated before graduating. Preparations for the ASB Field Day are underway. The event takes place on Thursday with graduation on Friday. Four students recently biked from Mendocino to San Francisco and raised over $1700 for cancer research.

7.2. Administrative

7.2.1. Principal – Tobin Hahn

Principal Hahn reported that the will be changes at the high school next year in relation to the following: (1) Grading deadlines/extensions, (2) Use of cell phone pouches, and (3) Restrictions on Chromebooks. Congratulations to Max Oatney on his graduation. Congratulations to Trustee Morton on his retirement (again) from the board. Amy Johnston, an aide at the high school and Pam Duncan, a teacher at the high school also have retired.

7.2.2. Superintendent – Jason Morse

Superintendent Morse gave the attached presentation.

7.3. Bargaining Units

7.3.1. Mendocino Unified Teachers Association (MUTA)

None

7.3.2. Classified Employees of Mendocino Unified Schools (CEMUS)

None

7.4. Board Trustee Reports

Trustee Griffen: Thank you to Trustee Morton for all the years of service to the district.
Trustee Morton: AI is going to be a big issue going forward.
Trustee Aum: Advised on the political decommission of the Potter Valley Dam removal.
Trustee Bloyd: Thank you to Trustee Morton. Good luck on retirement.
Trustee Schaeffer: Thank you Trustee Morton.

8. TIMED ITEM 5:30 P.M. - PARENT/COMMUNITY COMMENT

Items not on the agenda, but within the jurisdiction of this body, may be addressed at this time or be submitted to the Superintendent in writing for Board consideration as an agenda item. A three-minute limit is set for each speaker on all items. The total time for public input on each item is limited to 20 minutes (Government Code 54952). The Brown Act does not permit the Board to take action on any item that is not on the agenda. In addition, in order to protect the rights of all involved, complaints about employees should be addressed through the District complaint process. Speaking about a personnel issue at a Board meeting may prevent the Board from being able to act on it. Please see an administrator to initiate the complaint process.

The Board may briefly respond to public comments by asking questions to clarify the speaker's comments and refer the speaker to the Superintendent for further clarification. We thank you for your comments and participation at this meeting.

There were no parent/community comments.

9. INFORMATION/DISCUSSION/POSSIBLE ACTION ITEMS

9.1. Mendocino Unified Construction Update

The Board will discuss the small construction projects included in Phase III of the High School Modernization Project, Water Storage Project and Solar Project.

Solar Project should be onsite June 22nd. The potable water project should be completed prior to the start of school.

9.2. Citizen's Oversight Committee Annual Report
Superintendent, Jason Morse, will present the Citizen's Oversight Committee Annual Report regarding Measure H bond proceeds.

MSA Aum/Morton (5/0) to approve the Citizen's Oversight Committee Annual Report.

9.3. Public Disclosure of Collective Bargaining Unit Agreements. Assembly Bill (AB) 1200 requires local education agencies to publicly disclose the provisions of all collective bargaining agreement before entering into a written agreement.
9.3.1. Approval of the Disclosure of Collective Bargaining Unit Agreement between the district and CEMUS, MUTA and Unrepresented units.

MSA Griffen/Aum (5/0) to approve the Public Disclosure of Collective Bargaining Unit Agreements.

9.4. Approval of the 2025-26 Local Performance Indicators Self Reflection
Superintendent, Jason Morse, will present the 2025-26 Performance Indicators Self Reflection

MSA Morton/Griffen (5/0) to approve the 2025-26 Local Performance Indicators Self Reflection.

9.5. Adoption of the 2026-27 Local Control and Accountability Plan
Superintendent, Jason Morse, will provide the Board with updates to the LCAP since its presentation and public hearing at the 6/4/26 Board meeting. The Local Control Accountability Plan (LCAP) is an important component for the Local Control Funding Formula (LCFF). Under the LCFF, all School Districts are required to prepare a plan which describes how they intend to meet annual goals for all pupils, with specific activities to address state and local priorities identified

MSA Griffen/Aum (5/0) to adopt the 2026-27 Local Control and Accountability Plan.

9.6. Adoption of the 2026-27 MUSD Budget
As required, the Board is being presented a budget proposal that incorporates the best information available in projecting revenues and expenditures for the next three years. A presentation and public hearing on the budget were held at the 6/4/26 Board meeting. As required by E.C. 42127, school districts are to adopt a budget on or before July 1 of each year.

MSA Aum/Morton (5/0) to adopt the 2026-27 MUSD Budget.

9.7. Discussion and Possible Action to Amend Superintendent's Employment Contract
The Board will consider and may take action to amend the employment contract of the District Superintendent. The proposed amendment may include an increase in the Superintendent's annual base salary and may also include adjustments to other compensation terms and benefits. Any final action taken will be reported in open session, including a summary of the salary and/or compensation changes in compliance with Government Code § 54953, subd. (c)(3)

MSA Griffen/Morton (4/1: Aum was a Nay) to amend the Superintendent's Employment Contract.

9.8. Model of Education at Albion & Comptche Schools
The Board will discuss the recommendation to have 3rd graders attend classes at the K8 School.

MSA Griffen/Morton (3/2: Aum and Schaeffer were Nay) to have 3rd graders attend the K8 School beginning the 2027-28 school year

9.9. Consideration of Resolution 2026-08: Regarding the formation of the Mendocino Unified School District Maintenance Assessment District (MAD), ordering the improvements as described, and confirming the Diagram and Assessment: Levy of

the Assessment for the fiscal year 2025-26. The attached resolution is required in order to continue the implementation of fees within the MAD.

MSA Griffen/Morton (5/0) to approve Resolution 2026-08.

9.10. Consideration of Resolution 2026-09: Regarding the Educational Protection Account (EPA). With the approval of Proposition 30, Article XIII, Section 36 was added to the California Constitution, which provides for the Education Protection Account. The Board is required to approve the expenditure of monies from the EPA and certify the expenditures are in compliance with the guidelines.

MSA Morton/Aum (5/0) to approve Resolution 2026-09.

9.11. Consideration of Resolution 2026-10: In the Matter of the Delegation of Authority to Purchase Supplies, Equipment and Services.

MSA Aum/Morton (5/0) to approve Resolution 2026-10.

9.12. Consideration of Resolution 2026-11: Regarding the authorization for 2026-27 Inter-Fund Transfer.

MSA Aum/Morton (5/0) to approve Resolution 2026-11.

9.13. Consideration of Resolution 2026-12: Regarding the authorization for inter-fund temporary cash transfers at the close of the year. This resolution provides the flexibility, under specific parameters, to transfer funds between accounts when necessary, as the District closes its books for the year.

MSA Aum/Morton (5/0) to approve Resolution 2026-12.

9.14. Board Policies, Bylaws and Administrative Regulations (first reading)
9.14.1. BP 6151: Class Size (instruction)

MSA Griffen/Morton (5/0) to move to final approval.

10. FUTURE AGENDA ITEMS

Comp Time Report, Facility or Equipment Leases, MFPD Fuel Use Agreement, Chromebook/Assets, Quarterly Investment Reports, Williams Settlement Report, Declaration of Need.

Surplus Items, Fund 35 , Developer Fee Fund at October Workshop.

11. ADJOURNMENT

The next regular Board meeting is scheduled for **August 27, 2026 at the Mendocino High School.**

The meeting was adjourned at 6:57 PM.

SUPERINTENDENT'S REPORT

JUNE 9TH, 2026

1

THANK YOU

- Max
- Mark

2

STAFFING

3

RETIRING STAFF

Pam Duncan – 20 Years

Amy Johnston – 12 Years

Ceil McDonnell – 31 Years

Meg Kailikole – 5 Years

4

NEW STAFF

Courtney Thiesen – K-5 Special Education

Laurel Sheard – MHS English

Gabe Hernandez – School Psychologist

Eric Rochester – Kitchen Supervisor

Christina Delgado – Business Manager

David Aguirre – MHS Custodian

Wendell Knott - Maintenance

5

CONSTRUCTION AND MAINTENANCE

6

CONSTRUCTION BOND PROJECTS SINCE JULY, 2025

- Community High School siding
- Community High School carpet
- Wood shop windows, doors, and siding
- Removal and patching of spray booth
- Band room railing
- Band room windows and siding
- MHS locker rooms
- PAC metal post grinding

7

CONSTRUCTION BOND PROJECTS PLANNED 2026-27

- Finish band room improvements
- Proactive siding exploration and repair
- Community High School tiled flooring
- Tennis court wood frame and fencing
- PAC siding repairs and paint
- Possible work on MCN building

8

MHS BOND PROJECTS

- Hazardous tree removal at PAC
- Hazardous tree removal at MCHS
- Tree trimming for solar project
- Soccer field improvements
- Solar panel project
- MHS gym floor refinishing

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MAINTENANCE PROJECTS

- Maintenance yard and workshop cleanup
- K-8 storage room cleanup
- Albion School leak and siding repair
- Greenwood Preschool gate repairs
- Comptche School door replacements
- Kiln installation
- Leak investigations and repair
- Removal of wood shop outer shed

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MAINTENANCE PROJECTS

- Lacrosse field bleacher repair
- HVAC servicing
- Fire extinguisher servicing
- AED pad replacements
- Hazmat inspections
- Monthly school inspections – attempting to be more proactive than in the past
- Paper and file storage improvements
- Daily requests and needs

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PROJECTS WITH CONTRACTORS

- K-8 Playground site work and installation
- Bus barn drainage ditch
- K-8 diesel tanks closure and removal
- Hazmat removal and training
- K-8 gutter and PV repair

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COMMUNITY PARTNERS

- Tennis court (MCRPD and MUSE)
- Rec Center Fencing (Mendocino Rotary Club)
- Greenwood Preschool fencing repair (parent volunteers)
- MHS Baseball Field (Fort Bragg Little League)
- Friendship Park (parent volunteers)
- K-8 Baseball Field (West Coast Sports Academy)
- Community High School beam cleaning (Circus MECCA)

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SPECIAL EDUCATION

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SPECIAL EDUCATION – THANK YOU KIM!

- SELPA Steering Committee
- IEP Implementation Data Collection
- SELPA Personnel Data Report
- Quarterly special education staff meetings
  - IEP notes template
  - Alternative pathways to graduation
  - SEIS management
  - Troubleshooting/tips
  - Children and Youth Behavioral Health Initiative

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Mendocino Unified School District
2026-27 Combined General Fund Budget Change Report
August 2026

REVENUES:	data as of:	June Adoption View 6/9/2026	August View 8/18/2026	Change	
REVENUE LIMIT SOURCES					
8011	State Aid - Current Year	1,685,354	1,685,354	-	
8012	Education Protection Account	78,520	78,520	-	
8019	EPA Prior Year Adjustment	-		-	
8021	Homeowners' Exemptions Tax	34,470	34,470	-	
8022	Timber Yield Tax	120,000	120,000	-	
8029	Other Subventions/In-Lieu Taxes	60	60	-	
8041	Secured Roll Taxes	7,112,554	7,112,554	-	
8042	Unsecured Taxes	165,000	165,000	-	
8043	Prior Years' Taxes	5,000	5,000	-	
8044	Supplemental Taxes			-	
8091	Revenue Limit Transfers (Def Maint Trf)	(50,000)	(50,000)	-	
Total Revenue Limit Sources		9,150,958	9,150,958	-	
				-	
FEDERAL REVENUES				-	
8181	Special Education Entitlement	89,369	89,369	-	
8182	Discretionary Grants	7,655	7,655	-	
8285	Interagency Contracts between LEAs			-	
8290	All other Federal Revenue	290,481	290,481	-	
Total Federal Revenues		387,505	387,505	-	
				-	
OTHER STATE REVENUES				-	
8311	Other St. Apportionments Current Yr.			-	
8520	State Nutrition KIT Grant			-	
8550	Mandated Cost Reimbursements	21,000	21,000	-	
8560	State Lottery Revenue	108,672	108,672	-	
8590	All Other State Revenue	898,162	860,148	(38,014)	ELOP penalty- the difference between prior year penalties budgeted and additional penalties.
Total Other State Revenues		1,027,834	989,820	(38,014)	
				-	
OTHER LOCAL REVENUES				-	
8622	Non-Ad Valorem Taxes	95,640	95,640	-	
8631	Sale of Equipment & Supplies			-	
8639	All Other Sales	50,000	50,000	-	
8650	Leases and Rentals	26,900	26,900	-	
8660	Interest	20,000	20,000	-	
8662	Net Increase in Fair Value Investment			-	
8675	Transport. Fees from Individuals			-	
8677	Transportation & Interagency Services			-	
8689	Other Fees and Contracts	-	-	-	
8699	All Other Local Revenue	9,200	9,200	-	
8792	Transfer of Apportionment from COE	343,273	343,273	-	
Total Other Local Revenues		545,013	545,013	-	
TOTAL REVENUES		11,111,310	11,073,296	(38,014)	

		June Adoption View	August View	Change	
	data as of:	6/9/2026	8/18/2026		
EXPENDITURES:					
CERTIFICATED SALARIES					
1100	Teachers' Salaries	3,480,389	3,477,789	(2,600)	
1200	Pupil Support Salaries	451,924	451,924	-	
1300	Supervisors' and Admin Salaries	467,164	467,164	-	
1900	Other Certificated Salaries	2,400	2,400	-	
Total Certificated Salaries		4,401,878	4,399,278	(2,600)	Reduced a Stipend in CTEIG
				-	
CLASSIFIED SALARIES				-	
2100	Instructional Aides' Salaries	563,942	563,942	-	
2200	Support Salaries	689,950	690,550	600	
2300	Supervisors' and Admin Salaries	332,197	331,449	(748)	
2400	Clerical and Office Salaries	464,597	464,597	-	
2900	Other Classified Salaries	14,122	14,122	-	
Total Classified Salaries		2,064,808	2,064,660	(148)	
				-	
EMPLOYEE BENEFITS				-	
310X	STRS	1,197,131	1,197,131	-	
320X	PERS	531,157	531,157	-	Salary and Benefits updated with staff changes
33XX	OASDI/Medicare	221,771	221,676	(95)	
340X	Health & Welfare Benefits	902,505	901,905	(600)	
350X	Unemployment Insurance	3,233	3,231	(2)	
360X	Workers' Compensation	247,623	247,594	(29)	
370X	Other Post-Employment Benefits	3,000	3,000	-	
390X	Other Benefits (Ret. Inc. & Board bene.)	5,000	5,000	-	
		-	-	-	
Total Employee Benefits		3,111,419	3,110,694	(725)	
				-	
BOOKS AND SUPPLIES				-	
4100	Approved Textbooks & Core Materials	35,000	37,433	2,433	LUMP redistribution
4200	Books & Other Reference Materials			-	
4300	Materials and Supplies	336,920	337,541	621	
4400	Noncapitalized Equipment	52,648	58,379	5,731	Added Technology. Bear Saver Trash Can.
Total Books and Supplies		424,568	433,353	8,785	
				-	
SERVICES, OTHER OPERATING EXPENSES				-	
5100	Subagreements for Services			-	
5200	Travel & Conference	12,200	17,200	5,000	Transportation Supervisor traning
5300	Dues and Memberships	24,150	24,150	-	
5450	Insurance	208,061	208,061	-	
5500	Operation & Housekeeping Services	454,545	456,612	2,067	Increased to cover the increase in sewer and fuel
5600	Rentals, Leases, Repairs, Improvmts	48,746	48,346	(400)	
5700		-	-	-	
5800	Consulting Svcs and Op Expenses	773,689	777,116	3,427	Tech ESET +5984. Redistr. Maint. to Bear Saver -2556.
5900	Communications	33,110	33,135	25	
Total Services and Other Operating Expenses		1,554,501	1,564,621	10,120	
				-	
CAPITAL OUTLAY				-	
6100	Land	-		-	
6200	Buildings/Improvement of Buildings	-		-	
6400	Equipment / Equipment Replacement	99,829	99,829	-	
Total Capital Outlay		99,829	99,829	-	

		June Adoption View	August View	Change
	data as of:	6/9/2026	8/18/2026	
OTHER OUTGO				
7142	County Operated ADA	-	-	-
7299	All Other Transfer Out to All Other	-	-	-
7300-7399	Transfer of Indirect Costs	(6,000)	(6,000)	-
7439	Debt Service - Principal & Interest			-
Total Other Outgo		(6,000)	(6,000)	-
				-
TOTAL EXPENDITURES		**11,651,003**	**11,666,435**	15,432
				-
OTHER FINANCING SOURCES AND USES				-
8919	Transfer In from MCN Fund	-	-	-
7611	Transfer Out to State Preschool Fund	(83,513)	(94,505)	(10,992) Extended Preschool to Full day
7616	Transfer Out to Cafeteria	(94,202)	(94,202)	-
7619	Transfer Out Other Authorized			-
TOT. OTHER FINANCING SOURCES & USES		(177,715)	(188,707)	(10,992)
				-
NET INCREASE (DECR) IN FUND BALANCE		**(717,409)**	**(781,846)**	(64,437)
				-
FUND BALANCE, RESERVES				-
Beginning Fund Balance		2,975,760	2,975,760	-
Ending Fund Balance		**2,258,351**	**2,193,914**	(64,437)
				-
COMPONENTS OF ENDING FUND BALANCE				-
9711	Revolving Cash	10,000	10,000	-
9740	Restricted Balances	313,501	325,487	11,986
9789	Reserved for Econ Uncertainty	473,149	473,149	-
9780	Other Designations:			-
9780	SLIP/LUMP/Site Accts	46,265	84,858	38,593
				-
9790	General (Undesignated) Reserve	**1,415,436**	**1,300,419**	(115,017)
				-
				-
				-
9780 Other Designations:				-
Locally Defined (Site Accts)			47,199.90	-
SLIP/LUMP			37,658.36	-
				-
		-	84,858.26	-

Restricted Balances	($000)
ELOP	10,917
Title I	-
Lottery Inst Mat'l c/o	56,190
SPED Early Intervention PS	-
SSPDDBG (6019)	50,289
Prop 28 Art/Music	13,465
KIT Grant	2,055
Dual Enroll	-
LRBG	115,373
Other State	18,405
Clay Craig Grant	7,848
MediCal Reimb	
TECH FUND	50,000
FMV	
Community Foundation Grant	946
	325,487

MENDOCINO MIDDLE SCHOOL
STUDENT BODY ACCOUNT
2025-26 MONTHLY SUMMARY
PERIOD: JUNE 2026

DESCRIPTION	Beginning Balance	Income	Expenses	Ending Balance
6-8 Boys Free Throw	$ -			$ -
6-8 Girls Free Throw	$ -			$ -
6th Grade	$ 5,132.15	$40.00	$174.50	$ 4,997.65
7-8 Boy's BB	$ 9,678.64		$2.63	$ 9,676.01
7-8 Girl's BB	$ 3,463.90		$2.63	$ 3,461.27
7th Grade Class	$ 2,144.56	$170.00	$2.63	$ 2,311.93
8th Grade Class	$ 4,734.76		$2.63	$ 4,732.13
8th Grade Trip	$ 3,246.15		$2.63	$ 3,243.52
Art Fund	$ 3,084.62	$328.00	$1,531.31	$ 1,881.31
Athletics	$ 1,435.69		$2.63	$ 1,433.06
AVID	$ -			$ -
Chess Club	$ -			$ -
Chorus	$ -			$ -
Cooking Club	$ 231.53		$2.63	$ 228.90
Film Club	$ 62.57		$2.63	$ 59.94
Grad Dance	$ 5.45		$2.63	$ 2.82
Leadership	$ 151.08		$2.63	$ 148.45
Maker Faire	$ -			$ -
MMS Dance	$ 412.80	$224.00	$2.63	$ 634.17
Outdoor Survival	$ -			$ -
PE Fund	$ -			$ -
School Supplies	$ 21.12		$2.63	$ 18.49
Science	$ 263.36		$2.63	$ 260.73
Soccer	$ 276.98		$2.63	$ 274.35
Student Council	$ 1,418.84	$2.03	$2.63	$ 1,418.24
Volleyball	$ 11,415.61		$2.63	$ 11,412.98
Woodlands	$ 2,979.80			$ 2,979.80
Yearbook	$ (1,284.83)	$675.00		$ (609.83)
Yearend Activities	$ -		$2.63	$ (2.63)
TOTAL	**$ 48,874.78**	**$1,439.03**	**$1,750.52**	**$ 48,563.29**

$	48,563.29	
$	-	DIF

MENDOCINO MIDDLE SCHOOL
STUDENT BODY ACCOUNT
2026-27 MONTHLY SUMMARY
PERIOD: JULY 2026

DESCRIPTION	Beginning Balance	Income	Expenses	Ending Balance
6-8 Boys Free Throw	$ -			$ -
6-8 Girls Free Throw	$ -			$ -
6th Grade	$ 4,997.65			$ 4,997.65
7-8 Boy's BB	$ 9,676.01			$ 9,676.01
7-8 Girl's BB	$ 3,461.27			$ 3,461.27
7th Grade Class	$ 2,311.93			$ 2,311.93
8th Grade Class	$ 4,732.13			$ 4,732.13
8th Grade Trip	$ 3,243.52			$ 3,243.52
Art Fund	$ 1,881.31			$ 1,881.31
Athletics	$ 1,433.06			$ 1,433.06
AVID	$ -			$ -
Chess Club	$ -			$ -
Chorus	$ -			$ -
Cooking Club	$ 228.90			$ 228.90
Film Club	$ 59.94			$ 59.94
Grad Dance	$ 2.82			$ 2.82
Leadership	$ 148.45			$ 148.45
Maker Faire	$ -			$ -
MMS Dance	$ 634.17			$ 634.17
Outdoor Survival	$ -			$ -
PE Fund	$ -			$ -
School Supplies	$ 18.49			$ 18.49
Science	$ 260.73			$ 260.73
Soccer	$ 274.35			$ 274.35
Student Council	$ 1,418.24	$2.13		$ 1,420.37
Volleyball	$ 11,412.98			$ 11,412.98
Woodlands	$ 2,979.80			$ 2,979.80
Yearbook	$ (609.83)			$ (609.83)
Yearend Activities	$ (2.63)			$ (2.63)
TOTAL	**$ 48,563.29**	**$2.13**	**$0.00**	**$ 48,565.42**

MENDOCINO HIGH SCHOOL
STUDENT BODY ACCOUNT
2025-26 MONTHLY SUMMARY
PERIOD: JUNE 2026

	DESCRIPTION	Begin Balance	Income	Expenses	Ending Balance
GENERAL FUNDS					
	AP Exams	263.00			263.00
	Athletic Travel/Requests	1703.26			1703.26
	Athletics - Officials only	4305.30			4305.30
	CTE Art	1749.84			1749.84
	CTE Media	200.00			200.00
	CTE Woodshop	2694.73			2694.73
	Facilities (key dep)	3038.16			3038.16
	Library	111.20			111.20
	MCHS General	2278.17	280.00	360.00	2198.17
	MCHS Outdoor Leadership	533.15			533.15
	MCHS Yearbook	70.00			70.00
	PACT Testing	525.00			525.00
	PE Shirts	200.00			200.00
	PSAT/SAT workbooks	1115.31			1115.31
	Request (donations/interest)	466.44	5.11		471.55
	Sober Grad	2164.49			2164.49
	Skate Ramp Fund	500.87			500.87
	SONAR	4236.34			4236.34
	Store	160.33			160.33
	Student Council	781.80		91.89	689.91
	Youth Prevention	92.50			92.50
CLASSES					
	Class of 25	2000.18			2000.18
	Class of 26	6011.91		51.02	5960.89
	Class of 27	5070.04		161.75	4908.29
	Class of 28	147.23			147.23
	Class of 29	0.00	410.46		410.46
SPORTS - GENERAL		501.85		40.43	461.42
FALL SPORTS					
	Boys Soccer	216.14			216.14
	Girls Soccer	335.86			335.86
	Volleyball	401.71			401.71
WINTER SPORTS					
	Boys Basketball	11292.57			11292.57
	Girls Basketball	2755.78			2755.78
SPRING SPORTS					
	Baseball	500.00			500.00
	Golf	1000.00			1000.00
	Swim Team	1996.00		1713.00	283.00

	Tennis	64.97			64.97
	Track	0.00			0.00
CLUB					
	CLUBS - GENERAL	716.49			716.49
	Body Positive	0.00			0.00
	CSF	738.39	673.47		1411.86
	Culinary	3486.48			3486.48
	Electronics	1226.69			1226.69
	Farm2Table	135.00			135.00
	Horticulture/Botany Club	652.07			652.07
	Improv club	4192.76			4192.76
	Interact Club	6074.33		775.32	5299.01
	Leadership	56.44			56.44
	Model U.N.	-2917.12			-2917.12
	Multi-Cultural Club	305.00			305.00
	Radio	4586.63	39.33		4625.96
	Science Club	272.62	400.00		672.62
	Spectrum	80.00			80.00
	Yearbook	8262.26	890.00		9152.26
	Yoga Club	0.00			0.00
A/E WEEK					
	AE WEEK - GENERAL	544.64		4.51	540.13
	AE WEEK Art Center	25.00			25.00
	AE WEEK Ashland	1759.55			1759.55
	AE WEEK Biking	166.29		166.29	0.00
	AE WEEK Climbing	266.01			266.01
	AE WEEK Coastal Adventures	-15.00			-15.00
	AE WEEK College Tours	2030.12			2030.12
	AE WEEK Creative Writing	0.00			0.00
	AE WEEK Drivers Ed Class	300.00			300.00
	AW WEEK E-Lab	45.00			45.00
	AE WEEK First Responder Academy	1856.29			1856.29
	AE WEEK Media Film	0.00			0.00
	AE WEEK Oaxaca	19177.58			19177.58
	AE WEEK Think Global	156.80			156.80
	AE WEEK Top Sail	0.00			0.00
	AW WEEK Woodworking	0.00			0.00
	AE WEEK Yosemite Institute	10553.12			10553.12
TO BE REFUNDED		0.00			0.00
TOTAL		124217.57	2698.37	3364.21	123551.73

MENDOCINO HIGH SCHOOL
STUDENT BODY ACCOUNT
2026-27 MONTHLY SUMMARY
PERIOD: JULY 2026

	DESCRIPTION	Begin Balance	Income	Expenses	Ending Balance
GENERAL FUNDS					
	AP Exams	263.00			263.00
	Athletic Travel/Requests	1703.26			1703.26
	Athletics - Officials only	4305.30			4305.30
	CTE Art	1749.84			1749.84
	CTE Media	200.00			200.00
	CTE Woodshop	2694.73			2694.73
	Facilities (key dep)	3038.16			3038.16
	Library	111.20			111.20
	MCHS General	2198.17			2198.17
	MCHS Outdoor Leadership	533.15			533.15
	MCHS Yearbook	70.00			70.00
	PACT Testing	525.00			525.00
	PE Shirts	200.00			200.00
	PSAT/SAT workbooks	1115.31			1115.31
	Request (donations/interest)	471.55	5.31		476.86
	Sober Grad	2164.49			2164.49
	Skate Ramp Fund	500.87			500.87
	SONAR	4236.34			4236.34
	Store	160.33			160.33
	Student Council	689.91			689.91
	Youth Prevention	92.50			92.50
CLASSES					
	Class of 25	2000.18			2000.18
	Class of 26	5960.89			5960.89
	Class of 27	4908.29			4908.29
	Class of 28	147.23			147.23
	Class of 29	410.46			410.46
SPORTS - GENERAL		461.42			461.42
FALL SPORTS					
	Boys Soccer	216.14			216.14
	Girls Soccer	335.86			335.86
	Volleyball	401.71			401.71
WINTER SPORTS					
	Boys Basketball	11292.57			11292.57
	Girls Basketball	2755.78			2755.78
SPRING SPORTS					
	Baseball	500.00			500.00
	Golf	1000.00			1000.00
	Swim Team	283.00			283.00

	Tennis	64.97			64.97
	Track	0.00			0.00
CLUB					
	CLUBS - GENERAL	716.49			716.49
	Body Positive	0.00			0.00
	CSF	1411.86			1411.86
	Culinary	3486.48			3486.48
	Electronics	1226.69			1226.69
	Farm2Table	135.00			135.00
	Horticulture/Botany Club	652.07			652.07
	Improv club	4192.76			4192.76
	Interact Club	5299.01			5299.01
	Leadership	56.44			56.44
	Model U.N.	-2917.12			-2917.12
	Multi-Cultural Club	305.00			305.00
	Radio	4625.96	30.72		4656.68
	Science Club	672.62			672.62
	Spectrum	80.00			80.00
	Yearbook	9152.26			9152.26
	Yoga Club	0.00			0.00
A/E WEEK					
	AE WEEK - GENERAL	540.13			540.13
	AE WEEK Art Center	25.00			25.00
	AE WEEK Ashland	1759.55			1759.55
	AE WEEK Biking	0.00			0.00
	AE WEEK Climbing	266.01			266.01
	AE WEEK Coastal Adventures	-15.00			-15.00
	AE WEEK College Tours	2030.12			2030.12
	AE WEEK Creative Writing	0.00			0.00
	AE WEEK Drivers Ed Class	300.00			300.00
	AW WEEK E-Lab	45.00			45.00
	AE WEEK First Responder Academy	1856.29			1856.29
	AE WEEK Media Film	0.00			0.00
	AE WEEK Oaxaca	19177.58			19177.58
	AE WEEK Think Global	156.80			156.80
	AE WEEK Top Sail	0.00			0.00
	AW WEEK Woodworking	0.00			0.00
	AE WEEK Yosemite Institute	10553.12			10553.12
TO BE REFUNDED		0.00			0.00
TOTAL		123551.73	36.03	0.00	123587.76

Callan

March 31, 2026

Mendocino County Employees' Retirement Association

Investment Measurement Service Quarterly Review

Important Disclosures regarding the use of this document are included at the end of this document. These disclosures are an integral part of this document and should be considered by the user.

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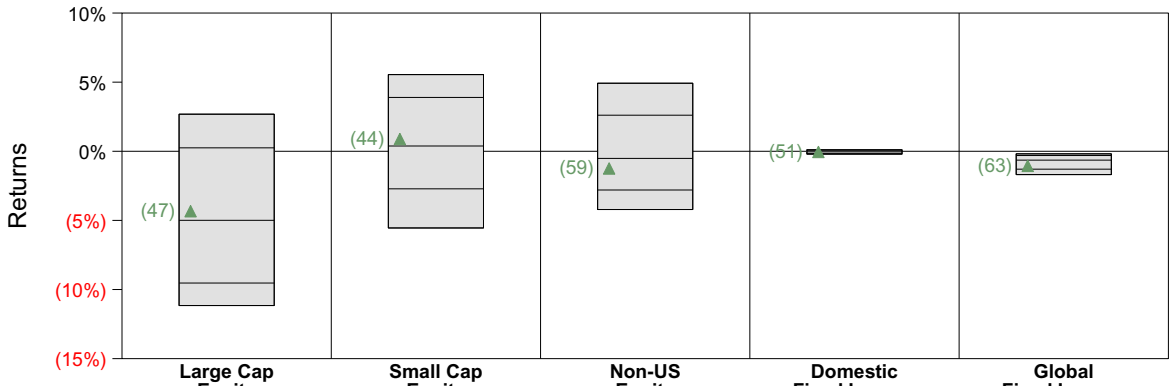
Market Overview
Active Management vs Index Returns

Market Overview

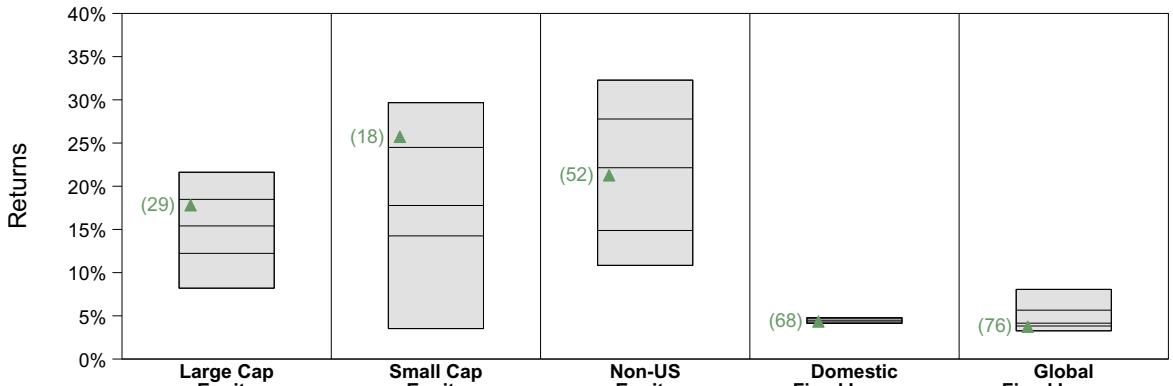
The charts below illustrate the range of returns across managers in Callan's Mutual Fund database over the most recent one quarter and one year time periods. The database is broken down by asset class to illustrate the difference in returns across those asset classes. An appropriate index is also shown for each asset class for comparison purposes. As an example, the first bar in the upper chart illustrates the range of returns for domestic equity managers over the last quarter. The triangle represents the S&P 500 return. The number next to the triangle represents the ranking of the S&P 500 in the Large Cap Equity manager database.

Range of Mutual Fund Returns by Asset Class
One Quarter Ended March 31, 2026



	Large Cap Equity vs S&P 500	Small Cap Equity vs Russell 2000	Non-US Equity vs MSCI EAFE	Domestic Fixed Income vs Blmbg Aggr Bd	Global Fixed Income vs Citi World Govt
10th Percentile	2.68	5.55	4.92	0.11	(0.18)
25th Percentile	0.25	3.90	2.61	0.04	(0.31)
Median	(4.99)	0.38	(0.52)	(0.04)	(0.64)
75th Percentile	(9.53)	(2.72)	(2.80)	(0.17)	(1.29)
90th Percentile	(11.16)	(5.55)	(4.21)	(0.20)	(1.69)
Index ▲	(4.33)	0.89	(1.24)	(0.05)	(1.05)

Range of Mutual Fund Returns by Asset Class
One Year Ended March 31, 2026



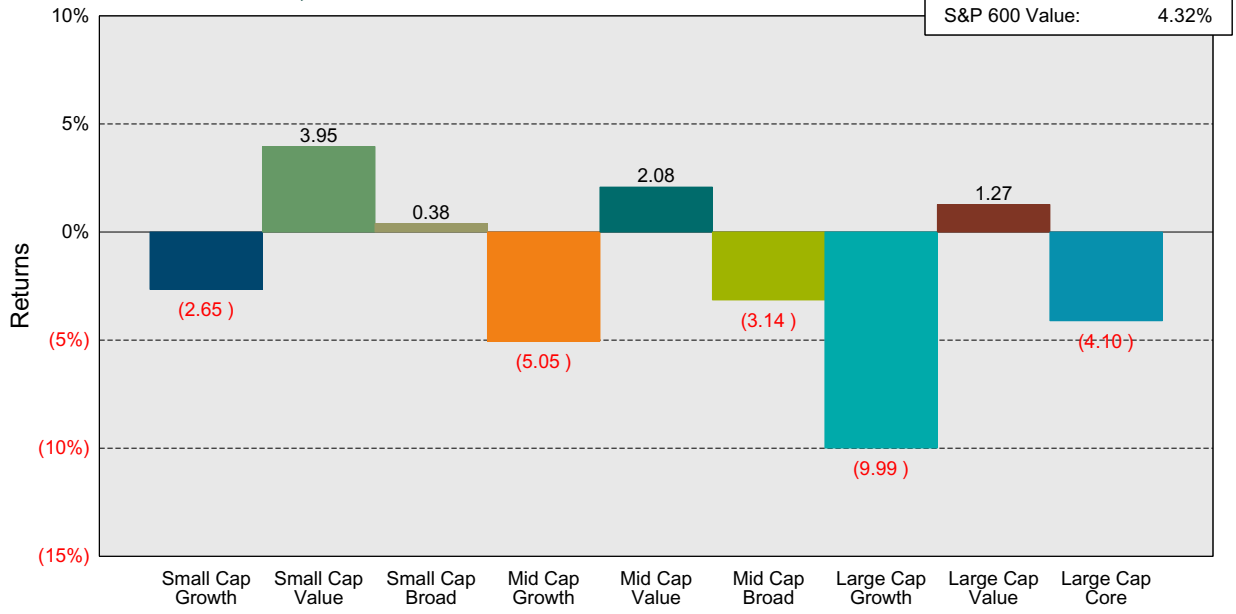
	Large Cap Equity vs S&P 500	Small Cap Equity vs Russell 2000	Non-US Equity vs MSCI EAFE	Domestic Fixed Income vs Blmbg Aggr Bd	Global Fixed Income vs Citi World Govt
10th Percentile	21.62	29.67	32.28	4.79	8.06
25th Percentile	18.48	24.50	27.78	4.66	5.66
Median	15.41	17.77	22.14	4.43	4.15
75th Percentile	12.23	14.25	14.88	4.27	3.82
90th Percentile	8.20	3.52	10.84	4.12	3.26
Index ▲	17.80	25.72	21.27	4.35	3.75

Domestic Equity
Active Management Overview

The S&P 500 declined 4.4% in 1Q, driven by weakness in growth-oriented sectors as higher yields pressured valuations. Technology declined (Russell 3000 Technology: -9.6%), with the Magnificent 7 underperforming the broader market as investors rotated away from mega-cap technology stocks. Energy (+37.0%) was the strongest-performing sector, supported by higher commodity prices and geopolitical tensions, while Materials (+13.8%) and Utilities (+11.5%) also advanced. In contrast, Financials (-7.8%) and Health Care (-4.9%) lagged alongside broader risk assets. Value significantly outperformed Growth, with the Russell 1000 Value Index rising 2.1% compared to a 9.8% decline in Growth, reflecting a rotation toward more defensive and inflation-sensitive segments of the market. Small-cap performance was mixed, with the Russell 2000 posting a modest gain (+0.9%) as Value (+5.0%) offset weakness in small-cap Growth.

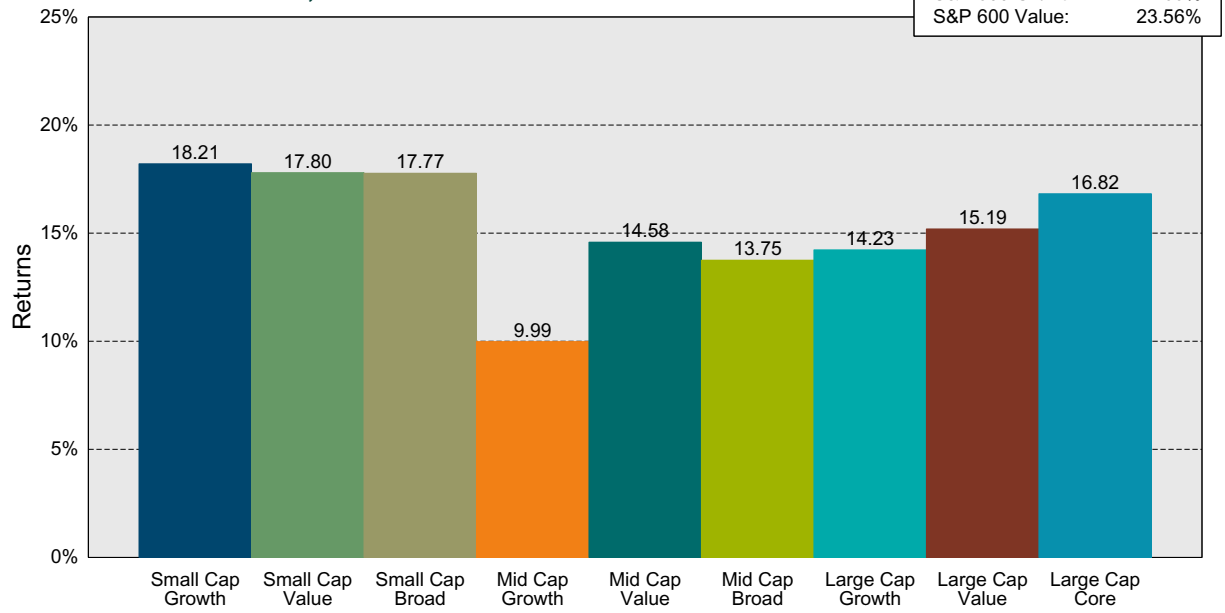
Mutual Fund Style Group Median Returns for Quarter Ended March 31, 2026

S&P 500:	(4.33%)
S&P 500 Growth:	(8.11%)
S&P 500 Value:	0.03%
S&P Mid Cap:	2.50%
S&P 600:	3.51%
S&P 600 Growth:	2.74%
S&P 600 Value:	4.32%



Mutual Fund Style Group Median Returns for One Year Ended March 31, 2026

S&P 500:	17.80%
S&P 500 Growth:	22.67%
S&P 500 Value:	12.91%
S&P Mid Cap:	17.35%
S&P 600:	20.50%
S&P 600 Growth:	17.63%
S&P 600 Value:	23.56%

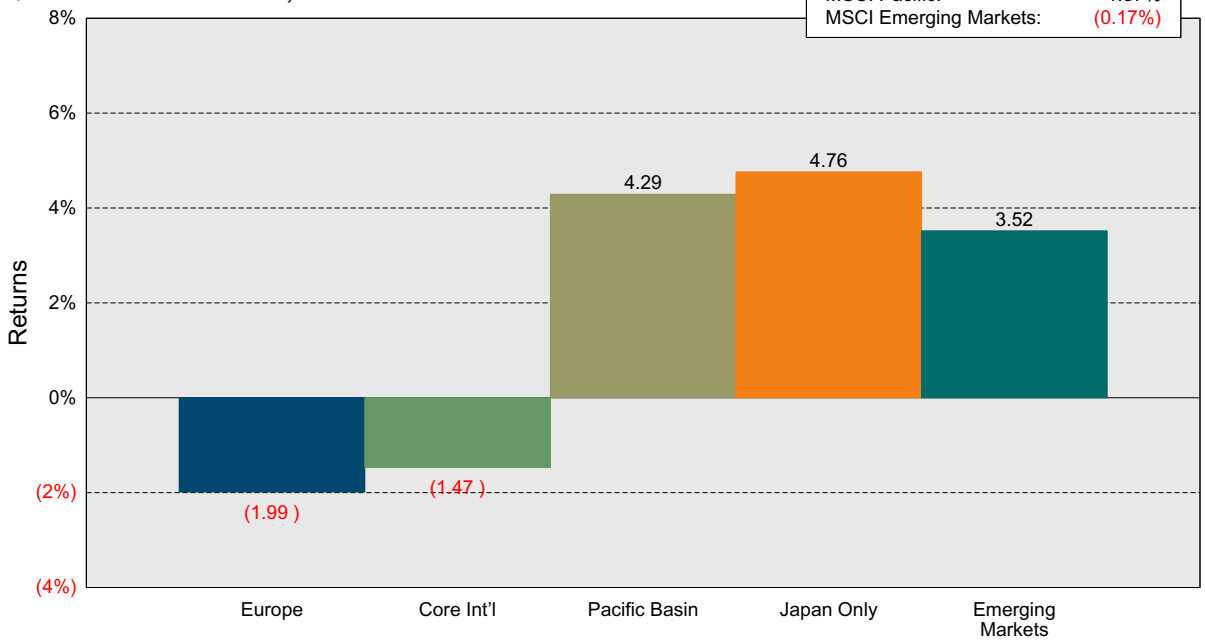


International Equity
Active Management Overview

Non-U.S. equities declined (MSCI ACWI ex-US: -0.7%) in 1Q as elevated geopolitical and macro risk weighed on risk sentiment. Developed market equities were mixed, with the Eurozone down 5.0%, while the U.K. (+2.0%) and Japan (+1.4%) posted gains. Emerging markets were broadly flat (MSCI EM: -0.2%), though performance diverged significantly across regions. Latin America outperformed, led by Brazil (+19.1%), supported by currency strength and commodity exposure, while Emerging Asia lagged, driven by declines in China (-8.9%) and India (-18.1%). Semiconductor-oriented markets such as Korea (+16.5%) and Taiwan (+9.1%) were notable exceptions.

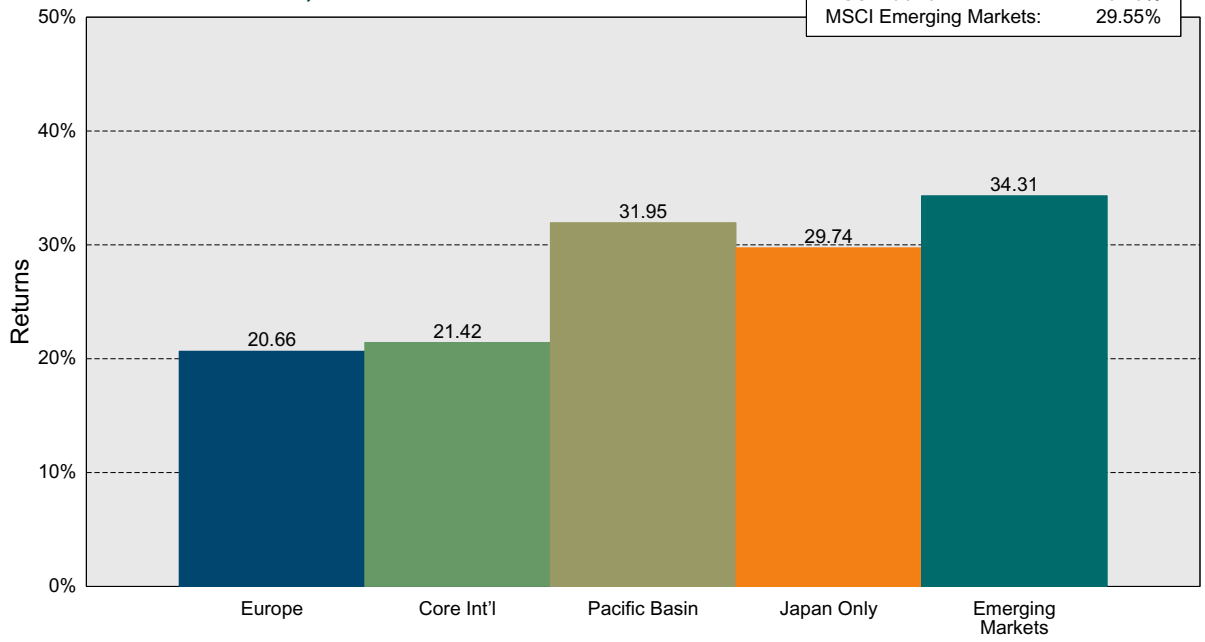
Mutual Fund Style Group Median Returns for Quarter Ended March 31, 2026

MSCI AC World Index	(3.11%)
MSCI ACW ex US Free:	(0.71%)
MSCI EAFE:	(1.24%)
MSCI Europe:	(2.82%)
MSCI Pacific:	1.87%
MSCI Emerging Markets:	(0.17%)



Mutual Fund Style Group Median Returns for One Year Ended March 31, 2026

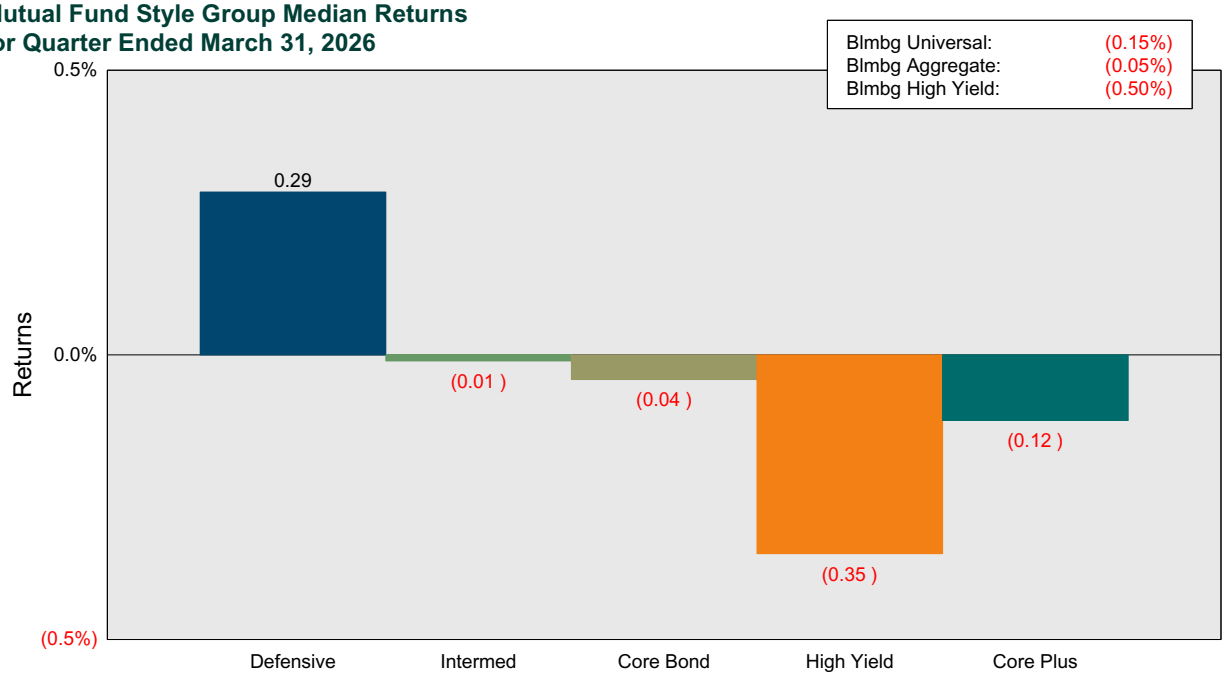
MSCI AC World Index	20.52%
MSCI ACW ex US Free:	24.91%
MSCI EAFE:	21.27%
MSCI Europe:	19.11%
MSCI Pacific:	25.18%
MSCI Emerging Markets:	29.55%



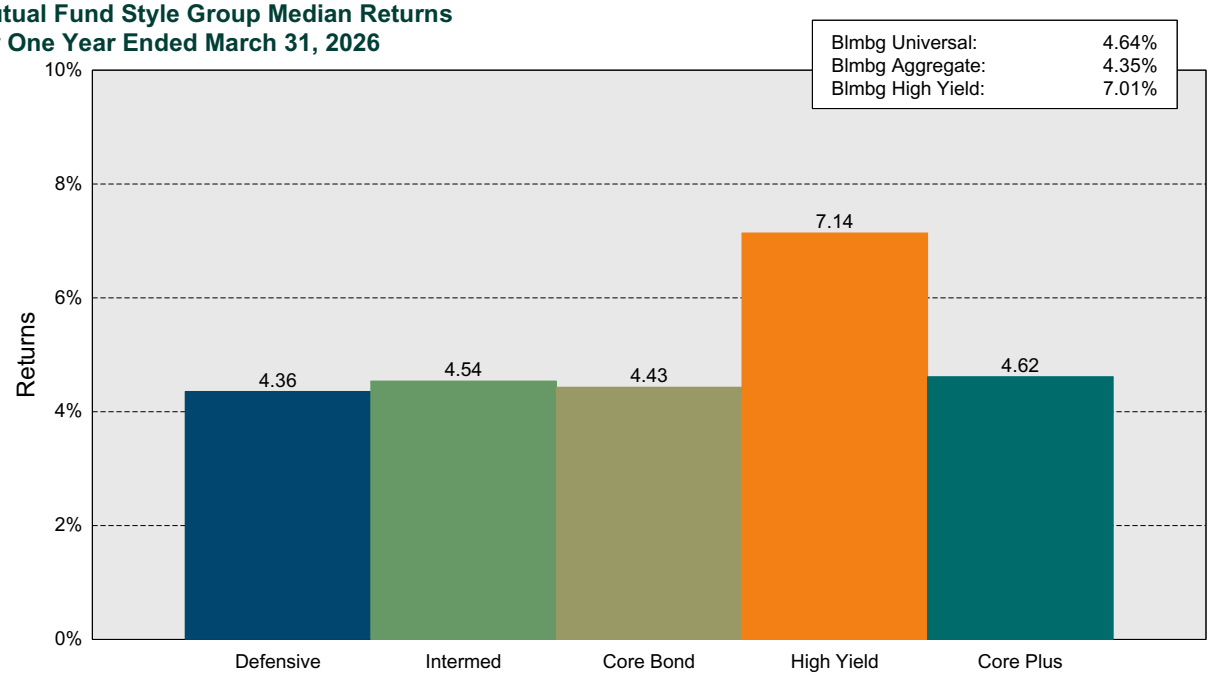
Domestic Fixed Income
Active Management Overview

Fixed income markets were broadly flat to modestly negative in 1Q, as rising yields and spread widening offset income. The Bloomberg U.S. Aggregate Bond Index declined 0.1% for the quarter. Treasury yields moved higher across the curve and flattened, with the 2s/10s spread narrowing by 20 basis points. Credit markets weakened during the quarter as spreads widened. Investment grade corporate bonds (-0.5%) underperformed Treasuries, while high yield declined 0.5%. Securitized assets were a relative bright spot, with MBS (+0.4%), ABS (+0.3%), and CMBS (+0.3%) generating modest positive returns. TIPS (+0.3%) outperformed nominal Treasuries, supported by rising inflation expectations.

Mutual Fund Style Group Median Returns for Quarter Ended March 31, 2026



Mutual Fund Style Group Median Returns for One Year Ended March 31, 2026



Asset Allocation
and Performance

ASSET ALLOCATION AND PERFORMANCE

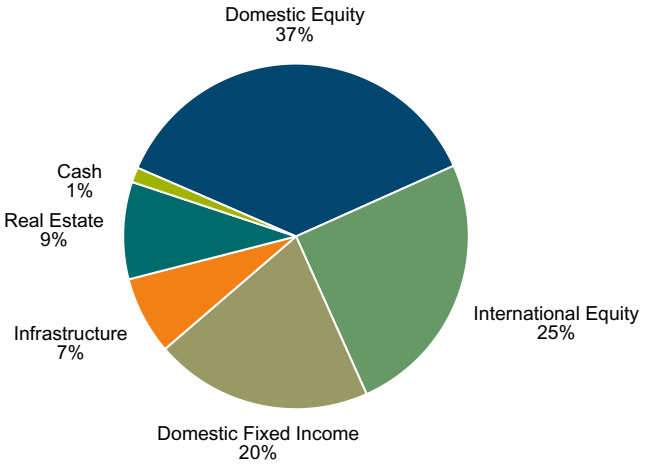
Asset Allocation and Performance

This section begins with an overview of the fund's asset allocation at the broad asset class level. This is followed by a top down performance attribution analysis which analyzes the fund's performance relative to the performance of the fund's policy target asset allocation. The fund's historical performance is then examined relative to funds with similar objectives. Performance of each asset class is then shown relative to the asset class performance of other funds. Finally, a summary is presented of the holdings of the fund's investment managers, and the returns of those managers over various recent periods.

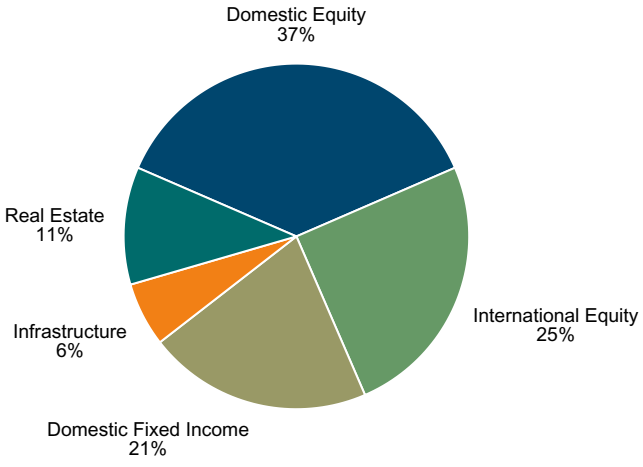
Actual vs Target Asset Allocation
As of March 31, 2026

The top left chart shows the Fund's asset allocation as of March 31, 2026. The top right chart shows the Fund's target asset allocation as outlined in the investment policy statement. The bottom chart ranks the fund's asset allocation and the target allocation versus the Callan Public Fund Sponsor Database.

Actual Asset Allocation

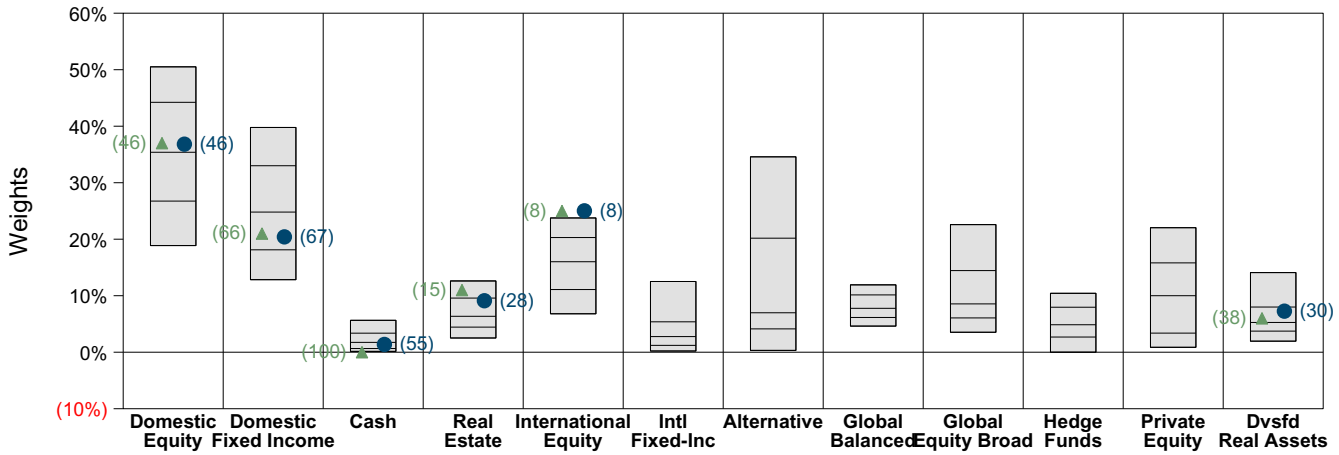


Target Asset Allocation



Asset Class	$000s Actual	Weight Actual	Target	Percent Difference	$000s Difference
Domestic Equity	311,268	36.8%	37.0%	(0.2%)	(1,538)
International Equity	211,540	25.0%	25.0%	0.0%	185
Domestic Fixed Income	172,558	20.4%	21.0%	(0.6%)	(4,980)
Infrastructure	61,418	7.3%	6.0%	1.3%	10,693
Real Estate	77,032	9.1%	11.0%	(1.9%)	(15,964)
Cash	11,605	1.4%	0.0%	1.4%	11,605
Total	845,422	100.0%	100.0%		

Asset Class Weights vs Callan Public Fund Sponsor Database



	Domestic Equity	Domestic Fixed Income	Cash	Real Estate	International Equity	Intl Fixed-Inc	Alternative	Global Balanced	Global Equity Broad	Hedge Funds	Private Equity	Dvsfd Real Assets
10th Percentile	50.51	39.78	5.65	12.61	23.76	12.52	34.58	11.92	22.58	10.42	22.03	14.09
25th Percentile	44.22	33.00	3.37	9.58	20.30	5.38	20.18	10.14	14.44	7.96	15.81	8.00
Median	35.39	24.80	1.74	6.36	16.01	2.76	6.98	7.77	8.55	4.86	10.00	5.27
75th Percentile	26.74	18.12	0.65	4.44	11.09	1.21	4.13	6.15	6.07	2.69	3.38	3.73
90th Percentile	18.87	12.84	0.15	2.51	6.80	0.21	0.32	4.62	3.53	0.02	0.87	1.96
Fund ●	36.82	20.41	1.37	9.11	25.02	-	-	-	-	-	-	7.26
Target ▲	37.00	21.00	0.00	11.00	25.00	-	-	-	-	-	-	6.00
% Group Invested	99.01%	99.01%	91.13%	73.40%	94.58%	29.56%	39.21%	11.82%	32.02%	25.62%	41.87%	28.57%

* Current Quarter Target = 37.0% Russell 3000 Index, 25.0% MSCI ACWI xUS (Net), 21.0% Blmbg:Aggregate, 11.0% NCREIF NFI-ODCE Eq Wt Net and 6.0% NCREIF NFI-ODCE Eq Wt Net.

Investment Manager Asset Allocation

The table below contrasts the distribution of assets across the Fund's investment managers as of March 31, 2026, with the distribution as of December 31, 2025. The change in asset distribution is broken down into the dollar change due to Net New Investment and the dollar change due to Investment Return.

Asset Distribution Across Investment Managers

	March 31, 2026				December 31, 2025	
	Market Value	Weight	Net New Inv.	Inv. Return	Market Value	Weight
Domestic Equities	**$311,268,117**	**36.82%**	**$3,600,000**	**$(10,172,342)**	**$317,840,459**	**37.14%**
Large Cap Equities	**$216,893,094**	**25.66%**	**$3,600,000**	**$(9,566,714)**	**$222,859,808**	**26.04%**
Vanguard S&P 500 Index	216,893,094	25.66%	3,600,000	(9,566,714)	222,859,808	26.04%
Mid Cap Equities	**$47,222,523**	**5.59%**	**$1,500,000**	**$(1,130,361)**	**$46,852,885**	**5.47%**
Fidelity Low Price Stocks	23,627,407	2.79%	0	221,400	23,406,006	2.73%
Janus Enterprise	23,595,117	2.79%	1,500,000	(1,351,762)	23,446,878	2.74%
Small Cap Equities	**$47,152,500**	**5.58%**	**$(1,500,000)**	**$524,734**	**$48,127,767**	**5.62%**
Prudential Small Cap Value	23,457,219	2.77%	(1,500,000)	1,173,533	23,783,686	2.78%
AB Small Cap Growth	23,695,282	2.80%	0	(648,799)	24,344,081	2.84%
International Equities	**$211,540,078**	**25.02%**	**$(9,658,535)**	**$981,295**	**$220,217,318**	**25.73%**
SSGA World Developed ex U.S.	134,028,772	15.85%	(4,108,535)	798,075	137,339,232	16.05%
Brandes Intl Small Cap	10,571,797	1.25%	(650,000)	(128,871)	11,350,668	1.33%
T. Rowe Price Intl Small Cap	10,571,306	1.25%	(550,000)	(126,546)	11,247,852	1.31%
Artisan EM	28,306,284	3.35%	(1,750,000)	(99,873)	30,156,157	3.52%
NinetyOne	28,061,919	3.32%	(2,600,000)	538,511	30,123,409	3.52%
Domestic Fixed Income	**$172,558,472**	**20.41%**	**$(3,330,036)**	**$(334,271)**	**$176,222,779**	**20.59%**
Dodge & Cox Income	86,076,974	10.18%	(1,640,018)	(13,369)	87,730,361	10.25%
PIMCO	86,481,498	10.23%	(1,690,018)	(320,902)	88,492,418	10.34%
Infrastructure	**$61,417,899**	**7.26%**	**$(731,725)**	**$1,310,520**	**$60,839,103**	**7.11%**
IFM Global Infrastructure	31,311,967	3.70%	(369,522)	516,292	31,165,198	3.64%
JP Morgan Infrastructure	30,105,932	3.56%	(362,202)	794,228	29,673,906	3.47%
Real Estate	**$77,032,134**	**9.11%**	**$2,095,432**	**$958,565**	**$73,978,136**	**8.64%**
RREEF Private Fund	34,366,910	4.07%	(5,081,002)	513,095	38,934,817	4.55%
Barings Core Property Fund	32,605,224	3.86%	(1,371,777)	393,682	33,583,319	3.92%
Kayne Anderson Core Real Estate	8,600,000	1.02%	8,600,000	0	-	-
625 Kings Court	1,460,000	0.17%	(31,824)	31,824	1,460,000	0.17%
Cash	**$11,604,909**	**1.37%**	**$4,833,308**	**$0**	**$6,771,601**	**0.79%**
Cash	204,909	0.02%	736,153	0	-531,244	(0.06%)
Pending Trade	11,400,000	1.35%	4,097,155	0	7,302,845	0.85%
Total Fund	**$845,421,609**	**100.0%**	**$(3,191,554)**	**$(7,256,232)**	**$855,869,396**	**100.0%**

Investment Manager Returns

The table below details the rates of return for the Fund's investment managers over various time periods ended March 31, 2026. Negative returns are shown in red, positive returns in black. Returns for one year or greater are annualized. The first set of returns for each asset class represents the composite returns for all the fund's accounts for that asset class.

Returns for Periods Ended March 31, 2026

	Last Quarter	Last Year	Last 3 Years	Last 5 Years	Last 7 Years
Domestic Equities	**(3.24%)**	**17.88%**	**16.16%**	**9.97%**	**13.22%**
Russell 3000 Index	(3.96%)	18.09%	17.86%	10.87%	13.81%
Large Cap Equities					
Vanguard S&P 500 Index	(4.34%)	17.78%	18.30%	12.04%	14.42%
S&P 500 Index	(4.33%)	17.80%	18.32%	12.06%	14.44%
Mid Cap Equities					
Fidelity Low Priced Stock	0.95%	17.42%	11.95%	7.90%	10.96%
Russell MidCap Value Idx	3.68%	17.62%	13.14%	7.94%	9.86%
Janus Enterprise (1)	(5.94%)	5.58%	8.37%	5.39%	9.50%
Russell MidCap Growth Idx	(6.35%)	9.56%	12.74%	5.37%	10.28%
Small Cap Equities					
Prudential Small Cap Value (2)	5.05%	30.59%	15.21%	7.83%	9.73%
MSCI US Small Cap Value Idx	3.55%	23.46%	13.78%	7.69%	9.71%
Russell 2000 Value Index	4.96%	28.09%	13.80%	5.79%	9.08%
AB US Small Growth (3)	(2.67%)	19.28%	9.39%	(1.31%)	7.53%
Russell 2000 Growth Index	(2.81%)	23.58%	12.27%	1.62%	7.68%

(1) Switched share class in July 2016.
(2) Switched share class in September 2015.
(3) Switched to a mutual fund in September 2015.

Investment Manager Returns

The table below details the rates of return for the Fund's investment managers over various time periods ended March 31, 2026. Negative returns are shown in red, positive returns in black. Returns for one year or greater are annualized. The first set of returns for each asset class represents the composite returns for all the fund's accounts for that asset class.

Returns for Periods Ended March 31, 2026

	Last 10 Years	Last 15 Years
Domestic Equities	**13.63%**	**12.37%**
Russell 3000 Index	13.72%	12.81%
Mid Cap Equities		
Fidelity Low Priced Stock	10.25%	10.20%
Russell MidCap Value Idx	9.75%	10.01%
Janus Enterprise (1)	11.79%	11.58%
Russell MidCap Growth Idx	11.69%	11.12%
Small Cap Equities		
AB US Small Growth (2)	12.18%	10.53%
Russell 2000 Growth Index	9.79%	9.09%

(1) Switched share class in July 2016.
(2) Switched to a mutual fund in September 2015.

Investment Manager Returns

The table below details the rates of return for the Fund's investment managers over various time periods ended March 31, 2026. Negative returns are shown in red, positive returns in black. Returns for one year or greater are annualized. The first set of returns for each asset class represents the composite returns for all the fund's accounts for that asset class.

Returns for Periods Ended March 31, 2026

	Last Quarter	Last Year	Last 3 Years	Last 5 Years	Last 7 Years
International Equities	**0.40%**	**27.84%**	**14.38%**	**6.19%**	**8.92%**
MSCI ACWI ex-US Index	(0.71%)	24.91%	14.77%	7.38%	8.91%
SSGA World Developed ex U.S.	0.56%	-	-	-	-
MSCI World xUS	(0.94%)	22.99%	14.30%	8.40%	9.25%
Brandes Intl Small Cap	(1.31%)	-	-	-	-
MSCI ACWI xUS Small	(0.48%)	27.82%	13.67%	5.66%	8.43%
T. Rowe Price Intl Small Cap	(1.22%)	22.37%	12.25%	1.99%	8.60%
MSCI ACWI xUS Small	(0.48%)	27.82%	13.67%	5.66%	8.43%
Artisan EM	(0.19%)	-	-	-	-
MSCI EM	(0.17%)	29.55%	14.84%	3.69%	6.59%
NinetyOne	1.50%	35.32%	18.74%	5.35%	7.98%
MSCI EM	(0.17%)	29.55%	14.84%	3.69%	6.59%
Domestic Fixed Income	**(0.12%)**	**5.34%**	**4.96%**	**1.23%**	**2.54%**
Blmbg Aggregate Index	(0.05%)	4.35%	3.63%	0.31%	1.56%
Dodge & Cox Income	0.04%	5.34%	4.99%	1.57%	2.89%
PIMCO	(0.28%)	5.33%	4.93%	0.89%	2.16%
Blmbg Aggregate Index	(0.05%)	4.35%	3.63%	0.31%	1.56%
Infrastructure	**2.17%**	**10.34%**	**9.77%**	**9.59%**	**-**
IFM Global Infrastructure	1.68%	9.56%	8.40%	-	-
JP Morgan Infrastructure	2.68%	11.15%	11.13%	10.42%	-
NFI-ODCE Equal Weight Net	0.97%	3.06%	(3.07%)	2.45%	2.68%
Real Estate	**1.03%**	**4.25%**	**(3.07%)**	**1.79%**	**2.27%**
Real Estate Custom Benchmark (1)	0.97%	3.06%	(3.07%)	2.45%	2.68%
RREEF Private	1.27%	4.20%	(1.84%)	3.14%	3.34%
Barings Core Property Fund	0.99%	4.05%	(4.51%)	0.05%	0.80%
NFI-ODCE Equal Weight Net	0.97%	3.06%	(3.07%)	2.45%	2.68%
625 Kings Court	2.18%	18.21%	1.32%	9.42%	10.26%
Total Fund	**(0.89%)**	**15.66%**	**10.81%**	**6.33%**	**8.83%**
Total Fund Benchmark*	(1.37%)	14.29%	10.49%	6.51%	8.50%

* Current Quarter Target = 37.0% Russell 3000 Index, 25.0% MSCI ACWI xUS (Net), 21.0% Blmbg:Aggregate, 11.0% NCREIF NFI-ODCE Eq Wt Net and 6.0% NCREIF NFI-ODCE Eq Wt Net.
(1) Real Estate Custom Benchmark is 50% NAREIT Composite Index and 50% NFI-ODCE Equal Wt Net through 12/31/2011; 20% NAREIT Composite Index and 80% NFI-ODCE Equal Wt Net through 12/31/2016 and NFI-ODCE Equal Wt Net thereafter.

Investment Manager Returns

The table below details the rates of return for the Fund's investment managers over various time periods ended March 31, 2026. Negative returns are shown in red, positive returns in black. Returns for one year or greater are annualized. The first set of returns for each asset class represents the composite returns for all the fund's accounts for that asset class.

Returns for Periods Ended March 31, 2026

	Last 10 Years	Last 15 Years
International Equities	**8.22%**	**5.69%**
MSCI ACWI ex-US Index	8.82%	6.06%
Domestic Fixed Income	**2.74%**	**3.07%**
Blmbg Aggregate Index	1.70%	2.39%
Dodge & Cox Income	3.11%	3.34%
PIMCO	2.35%	2.79%
Blmbg Aggregate Index	1.70%	2.39%
Real Estate	**3.56%**	**6.03%**
Real Estate Custom Benchmark (1)	3.99%	6.45%
RREEF Private	4.49%	7.15%
Barings Core Property Fund	2.59%	-
NFI-ODCE Equal Weight Net	4.03%	6.69%
625 Kings Court	11.37%	10.50%
Total Fund	**8.86%**	**7.96%**
Total Fund Benchmark*	8.61%	7.96%

* Current Quarter Target = 37.0% Russell 3000 Index, 25.0% MSCI ACWI xUS (Net), 21.0% Blmbg:Aggregate, 11.0% NCREIF NFI-ODCE Eq Wt Net and 6.0% NCREIF NFI-ODCE Eq Wt Net.
(1) Real Estate Custom Benchmark is 50% NAREIT Composite Index and 50% NFI-ODCE Equal Wt Net through 12/31/2011; 20% NAREIT Composite Index and 80% NFI-ODCE Equal Wt Net through 12/31/2016 and NFI-ODCE Equal Wt Net thereafter.

Investment Manager Returns

The table below details the rates of return for the Fund's investment managers over various time periods. Negative returns are shown in red, positive returns in black. Returns for one year or greater are annualized. The first set of returns for each asset class represents the composite returns for all the fund's accounts for that asset class.

	12/2025-3/2026	2025	2024	2023	2022
Domestic Equities	**(3.24%)**	**15.51%**	**20.73%**	**23.54%**	**(18.04%)**
Russell 3000 Index	(3.96%)	17.15%	23.81%	25.96%	(19.21%)
Large Cap Equities					
Vanguard S&P 500 Index	(4.34%)	17.86%	24.99%	26.27%	(18.13%)
S&P 500 Index	(4.33%)	17.88%	25.02%	26.29%	(18.11%)
Mid Cap Equities					
Fidelity Low Priced Stock	0.95%	14.77%	7.09%	14.35%	(5.80%)
Russell MidCap Value Idx	3.68%	11.05%	13.07%	12.71%	(12.03%)
Janus Enterprise (1)	(5.94%)	7.75%	15.39%	18.10%	(15.94%)
Russell MidCap Growth Idx	(6.35%)	8.66%	22.10%	25.87%	(26.72%)
Small Cap Equities					
Prudential Small Cap Value (2)	5.05%	13.81%	5.14%	17.07%	(11.12%)
MSCI US Small Cap Value Idx	3.55%	11.56%	9.65%	15.75%	(9.64%)
Russell 2000 Value Index	4.96%	12.59%	8.05%	14.65%	(14.48%)
AB US Small Growth (3)	(2.67%)	5.09%	18.90%	18.27%	(38.85%)
Russell 2000 Growth Index	(2.81%)	13.01%	15.15%	18.66%	(26.36%)

(1) Switched share class in July 2016.
(2) Switched share class in September 2015.
(3) Switched to a mutual fund in September 2015.

Investment Manager Returns

The table below details the rates of return for the Fund's investment managers over various time periods. Negative returns are shown in red, positive returns in black. Returns for one year or greater are annualized. The first set of returns for each asset class represents the composite returns for all the fund's accounts for that asset class.

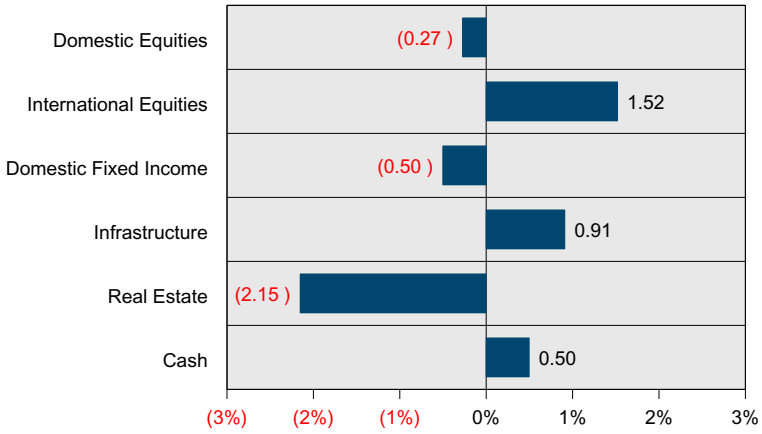
	12/2025-3/2026	2025	2024	2023	2022
International Equities	**0.40%**	**34.51%**	**3.72%**	**16.42%**	**(18.55%)**
MSCI ACWI ex-US Index	(0.60%)	33.11%	6.09%	16.21%	(15.57%)
T. Rowe Price Intl Small Cap	(1.22%)	26.27%	5.13%	14.46%	(29.51%)
MSCI ACWI ex US Small Cap	(0.48%)	29.26%	3.36%	15.66%	(19.97%)
NinetyOne	1.50%	38.14%	13.91%	9.90%	(22.66%)
MSCI Emerging Markets Index	(0.17%)	33.57%	7.50%	9.83%	(20.09%)
Domestic Fixed Income	**(0.12%)**	**8.83%**	**2.43%**	**7.01%**	**(12.50%)**
Blmbg Aggregate Index	(0.05%)	7.30%	1.25%	5.53%	(13.01%)
Dodge & Cox Income	0.04%	8.32%	2.26%	7.69%	(10.88%)
PIMCO	(0.28%)	9.33%	2.60%	6.30%	(14.09%)
Blmbg Aggregate Index	(0.05%)	7.30%	1.25%	5.53%	(13.01%)
Infrastructure	**2.17%**	**11.05%**	**8.67%**	**9.87%**	**9.27%**
IFM Global Infrastructure	1.68%	11.27%	6.24%	8.71%	8.17%
JP Morgan Infrastructure	2.68%	10.83%	11.09%	11.04%	10.06%
Real Estate	**1.03%**	**4.75%**	**0.47%**	**(18.33%)**	**4.98%**
Real Estate Custom Benchmark (1)	0.97%	2.93%	(2.43%)	(13.33%)	7.56%
RREEF Private	1.27%	4.59%	(0.41%)	(15.41%)	7.65%
Barings Core Property Fund	0.99%	4.38%	1.23%	(21.51%)	2.21%
NFI-ODCE Equal Weight Net	0.97%	2.93%	(2.43%)	(13.33%)	7.56%
625 Kings Court	2.18%	18.49%	6.90%	(18.69%)	5.29%
Total Fund	**(0.89%)**	**17.19%**	**9.64%**	**11.60%**	**(12.81%)**
Total Fund Benchmark*	(1.37%)	16.20%	9.81%	11.94%	(12.37%)

* Current Quarter Target = 37.0% Russell 3000 Index, 25.0% MSCI ACWI xUS (Net), 21.0% Blmbg:Aggregate, 11.0% NCREIF NFI-ODCE Eq Wt Net and 6.0% NCREIF NFI-ODCE Eq Wt Net.
(1) Real Estate Custom Benchmark is 50% NAREIT Composite Index and 50% NFI-ODCE Equal Wt Net through 12/31/2011; 20% NAREIT Composite Index and 80% NFI-ODCE Equal Wt Net through 12/31/2016 and NFI-ODCE Equal Wt Net thereafter.

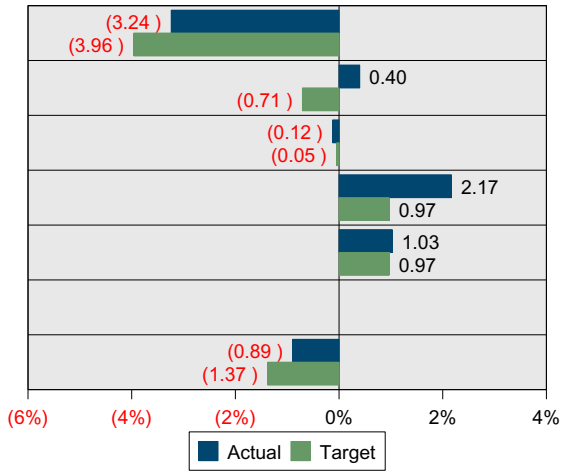
Quarterly Total Fund Relative Attribution - March 31, 2026

The following analysis approaches Total Fund Attribution from the perspective of relative return. Relative return attribution separates and quantifies the sources of total fund excess return relative to its target. This excess return is separated into two relative attribution effects: Asset Allocation Effect and Manager Selection Effect. The Asset Allocation Effect represents the excess return due to the actual total fund asset allocation differing from the target asset allocation. Manager Selection Effect represents the total fund impact of the individual managers excess returns relative to their benchmarks.

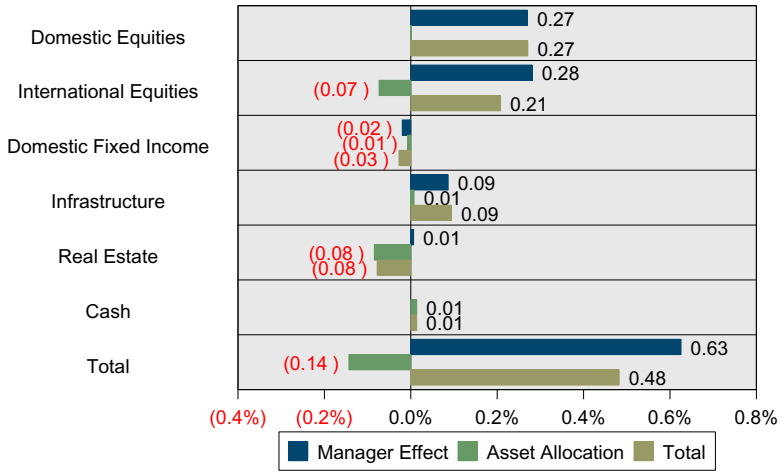
Asset Class Under or Overweighting



Actual vs Target Returns



Relative Attribution by Asset Class



Relative Attribution Effects for Quarter ended March 31, 2026

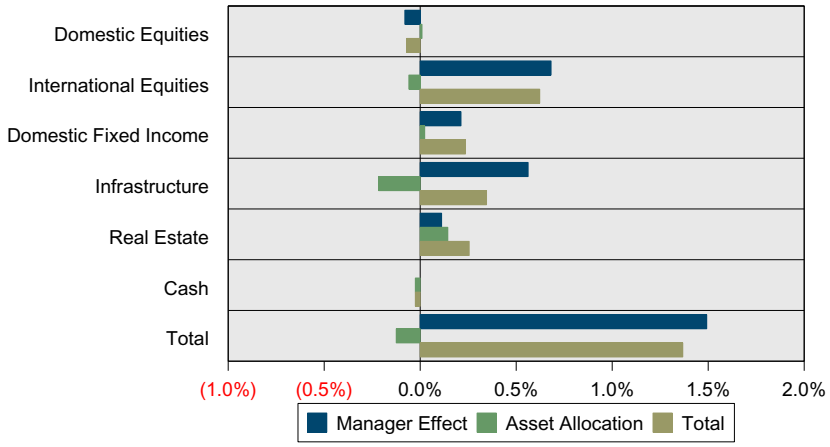
Asset Class	Effective Actual Weight	Effective Target Weight	Actual Return	Target Return	Manager Effect	Asset Allocation	Total Relative Return
Domestic Equities	37%	37%	(3.24%)	(3.96%)	0.27%	0.00%	0.27%
International Equities	27%	25%	0.40%	(0.71%)	0.28%	(0.07%)	0.21%
Domestic Fixed Income	20%	21%	(0.12%)	(0.05%)	(0.02%)	(0.01%)	(0.03%)
Infrastructure	7%	6%	2.17%	0.97%	0.09%	0.01%	0.09%
Real Estate	9%	11%	1.03%	0.97%	0.01%	(0.08%)	(0.08%)
Cash	0%	0%	0.00%	0.00%	0.00%	0.01%	0.01%
Total			**(0.89%)**	**= (1.37%) +**	**0.63% +**	**(0.14%)**	**0.48%**

* Current Quarter Target = 37.0% Russell 3000 Index, 25.0% MSCI ACWI xUS (Net), 21.0% Blmbg:Aggregate, 11.0% NCREIF NFI-ODCE Eq Wt Net and 6.0% NCREIF NFI-ODCE Eq Wt Net.

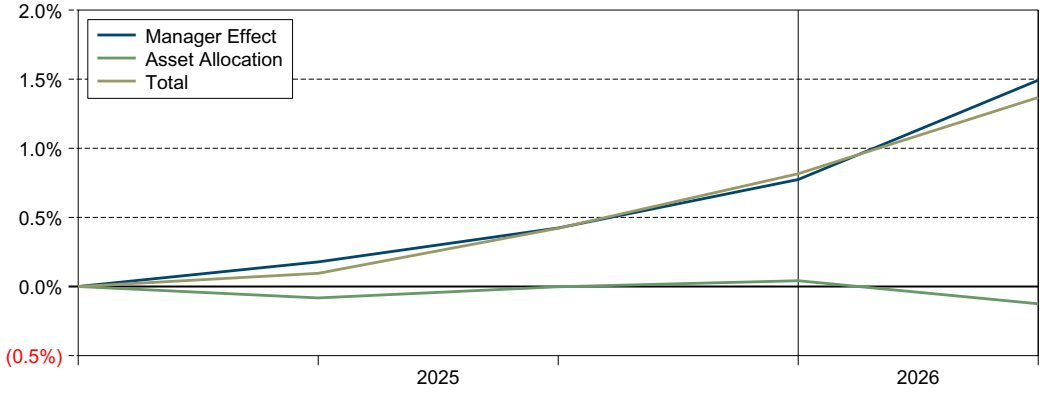
Cumulative Total Fund Relative Attribution - March 31, 2026

The charts below accumulate the Total Fund Attribution Analysis (shown earlier) over multiple periods to examine the cumulative sources of excess total fund performance relative to target. These cumulative results quantify the longer-term sources of total fund excess return relative to target by asset class. These relative attribution effects separate the cumulative sources of total fund excess return into Asset Allocation Effect and Manager Selection Effect.

One Year Relative Attribution Effects



Cumulative Relative Attribution Effects



One Year Relative Attribution Effects

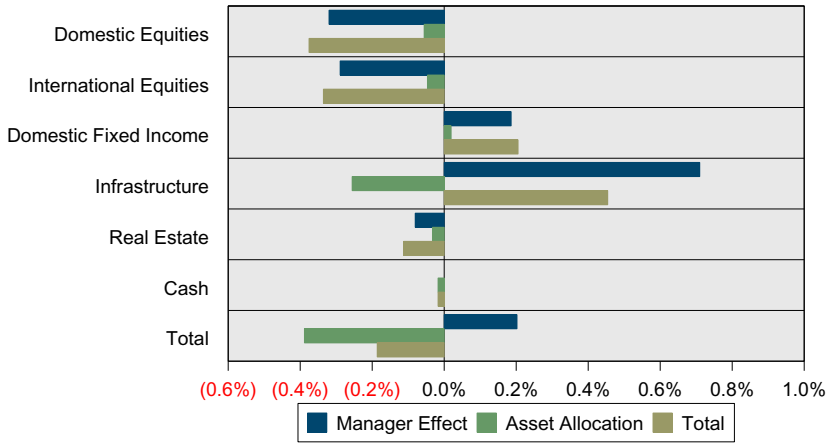
Asset Class	Effective Actual Weight	Effective Target Weight	Actual Return	Target Return	Manager Effect	Asset Allocation	Total Relative Return
Domestic Equities	37%	37%	17.88%	18.09%	(0.08%)	0.01%	(0.07%)
International Equities	26%	25%	27.84%	24.91%	0.68%	(0.06%)	0.62%
Domestic Fixed Income	21%	21%	5.34%	4.35%	0.21%	0.02%	0.24%
Infrastructure	7%	6%	10.34%	3.06%	0.56%	(0.22%)	0.35%
Real Estate	9%	11%	4.25%	3.06%	0.11%	0.14%	0.26%
Cash	0%	0%	0.01%	0.01%	0.00%	(0.03%)	(0.03%)
Total			**15.66%**	**= 14.29%**	**+ 1.49%**	**+ (0.12%)**	**1.37%**

* Current Quarter Target = 37.0% Russell 3000 Index, 25.0% MSCI ACWI xUS (Net), 21.0% Blmbg:Aggregate, 11.0% NCREIF NFI-ODCE Eq Wt Net and 6.0% NCREIF NFI-ODCE Eq Wt Net.

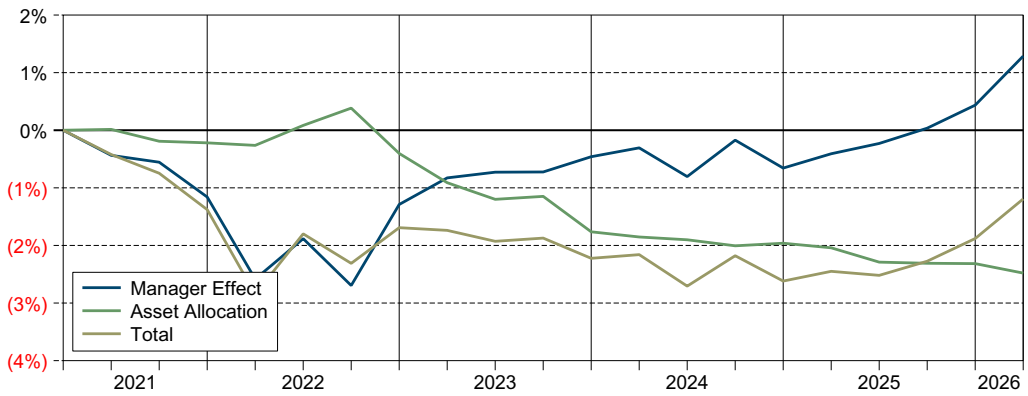
Cumulative Total Fund Relative Attribution - March 31, 2026

The charts below accumulate the Total Fund Attribution Analysis (shown earlier) over multiple periods to examine the cumulative sources of excess total fund performance relative to target. These cumulative results quantify the longer-term sources of total fund excess return relative to target by asset class. These relative attribution effects separate the cumulative sources of total fund excess return into Asset Allocation Effect and Manager Selection Effect.

Five Year Annualized Relative Attribution Effects



Cumulative Relative Attribution Effects



Five Year Annualized Relative Attribution Effects

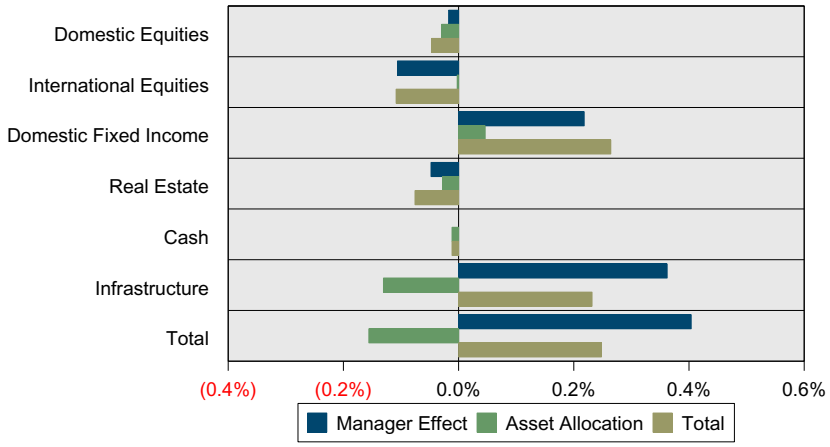
Asset Class	Effective Actual Weight	Effective Target Weight	Actual Return	Target Return	Manager Effect	Asset Allocation	Total Relative Return
Domestic Equities	37%	37%	9.97%	10.87%	(0.32%)	(0.06%)	(0.38%)
International Equities	25%	25%	6.19%	7.38%	(0.29%)	(0.05%)	(0.34%)
Domestic Fixed Income	20%	21%	1.23%	0.31%	0.19%	0.02%	0.21%
Infrastructure	7%	6%	9.59%	2.45%	0.71%	(0.26%)	0.45%
Real Estate	11%	11%	1.79%	2.45%	(0.08%)	(0.03%)	(0.11%)
Cash	0%	0%	0.00%	0.00%	0.00%	(0.02%)	(0.02%)
Total			**6.33%**	**= 6.51%**	**+ 0.20%**	**+ (0.39%)**	**(0.19%)**

* Current Quarter Target = 37.0% Russell 3000 Index, 25.0% MSCI ACWI xUS (Net), 21.0% Blmbg:Aggregate, 11.0% NCREIF NFI-ODCE Eq Wt Net and 6.0% NCREIF NFI-ODCE Eq Wt Net.

Cumulative Total Fund Relative Attribution - March 31, 2026

The charts below accumulate the Total Fund Attribution Analysis (shown earlier) over multiple periods to examine the cumulative sources of excess total fund performance relative to target. These cumulative results quantify the longer-term sources of total fund excess return relative to target by asset class. These relative attribution effects separate the cumulative sources of total fund excess return into Asset Allocation Effect and Manager Selection Effect.

Ten Year Annualized Relative Attribution Effects



Cumulative Relative Attribution Effects



Ten Year Annualized Relative Attribution Effects

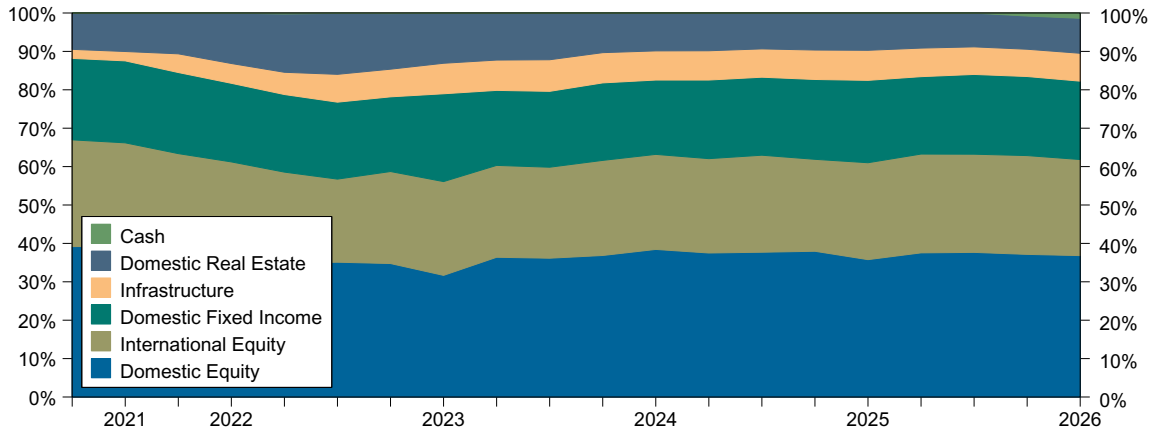
Asset Class	Effective Actual Weight	Effective Target Weight	Actual Return	Target Return	Manager Effect	Asset Allocation	Total Relative Return
Domestic Equities	38%	38%	13.63%	13.72%	(0.02%)	(0.03%)	(0.05%)
International Equities	27%	27%	8.22%	8.82%	(0.11%)	(0.00%)	(0.11%)
Domestic Fixed Income	21%	22%	2.74%	1.70%	0.22%	0.05%	0.26%
Real Estate	11%	11%	3.56%	3.99%	(0.05%)	(0.03%)	(0.08%)
Cash	0%	0%	0.00%	0.00%	0.00%	(0.01%)	(0.01%)
Infrastructure	3%	3%	-	-	0.36%	(0.13%)	0.23%
Total			**8.86%**	**= 8.61%**	**+ 0.40%**	**+ (0.16%)**	**0.25%**

* Current Quarter Target = 37.0% Russell 3000 Index, 25.0% MSCI ACWI xUS (Net), 21.0% Blmbg:Aggregate, 11.0% NCREIF NFI-ODCE Eq Wt Net and 6.0% NCREIF NFI-ODCE Eq Wt Net.

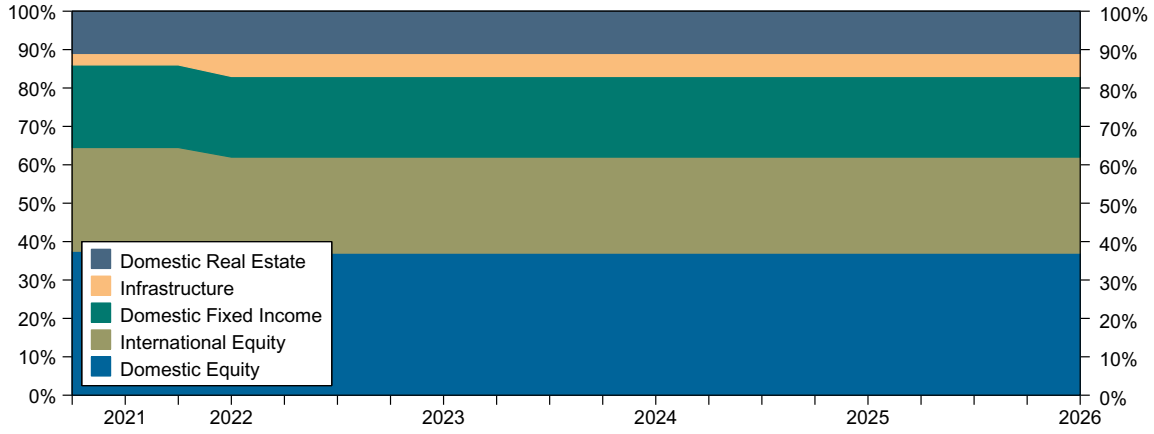
Actual vs Target Historical Asset Allocation

The Historical asset allocation for a fund is by far the largest factor explaining its performance. The charts below show the fund's historical actual asset allocation, the fund's historical target asset allocation, and the historical asset allocation of the average fund in the Callan Public Fund Sponsor Database.

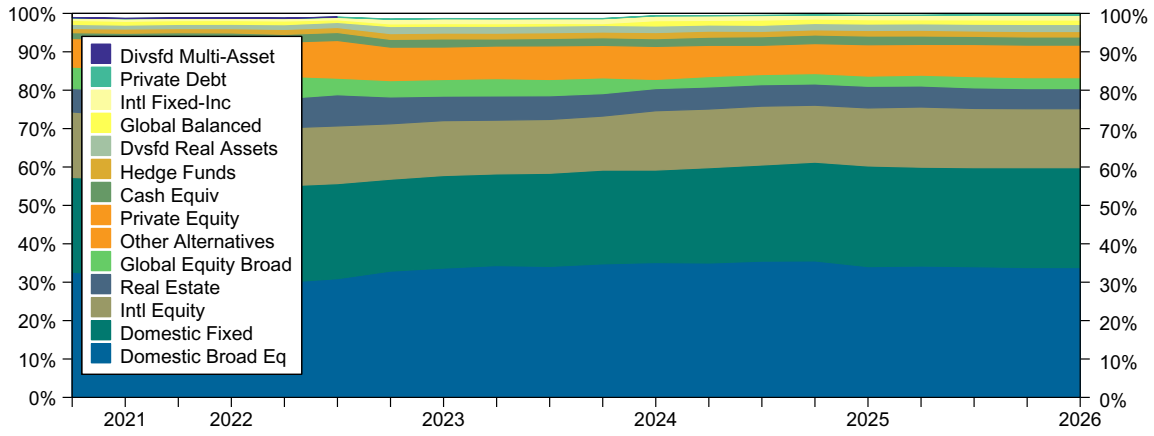
Actual Historical Asset Allocation



Target Historical Asset Allocation



Average Callan Public Fund Sponsor Database Historical Asset Allocation

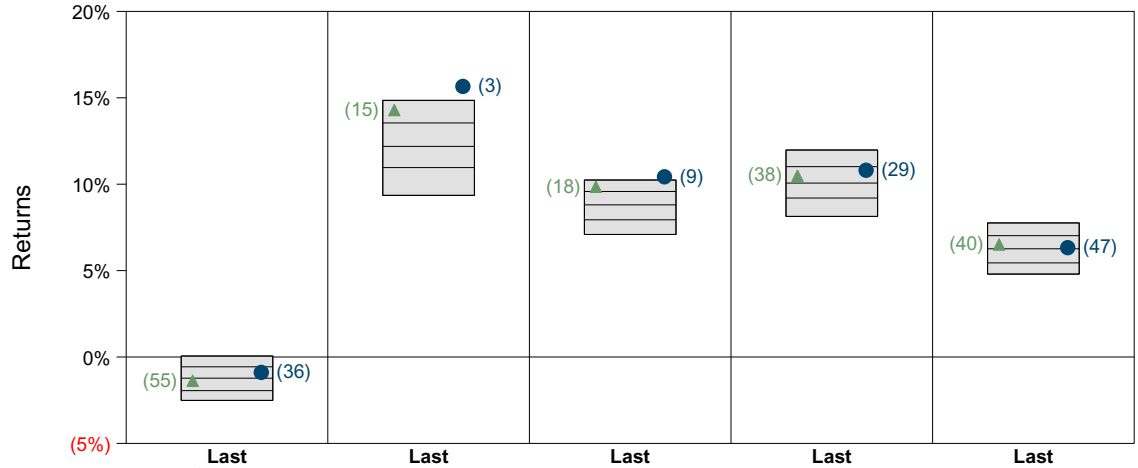


* Current Quarter Target = 37.0% Russell 3000 Index, 25.0% MSCI ACWI xUS (Net), 21.0% Blmbg:Aggregate, 11.0% NCREIF NFI-ODCE Eq Wt Net and 6.0% NCREIF NFI-ODCE Eq Wt Net.

Total Fund Ranking

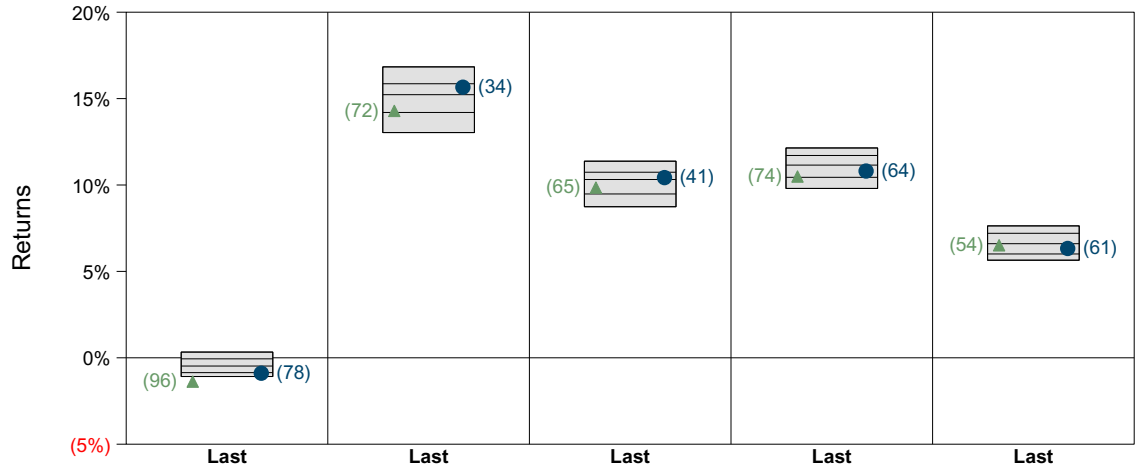
The first two charts show the ranking of the Total Fund's performance relative to that of the Callan Public Fund Sponsor Database for periods ended March 31, 2026. The first chart is a standard unadjusted ranking. In the second chart each fund in the database is adjusted to have the same historical asset allocation as that of the Total Fund.

Callan Public Fund Sponsor Database



	Last Quarter	Last Year	Last 2 Years	Last 3 Years	Last 5 Years
10th Percentile	0.06	14.85	10.24	11.98	7.76
25th Percentile	(0.57)	13.54	9.58	11.01	7.02
Median	(1.23)	12.19	8.80	10.06	6.26
75th Percentile	(1.95)	10.96	7.94	9.20	5.45
90th Percentile	(2.51)	9.35	7.09	8.14	4.80
Total Fund ●	(0.89)	15.66	10.43	10.81	6.33
Policy Target ▲	(1.37)	14.29	9.85	10.49	6.51

Asset Allocation Adjusted Ranking



	Last Quarter	Last Year	Last 2 Years	Last 3 Years	Last 5 Years
10th Percentile	0.33	16.84	11.38	12.14	7.63
25th Percentile	(0.06)	15.86	10.74	11.71	7.20
Median	(0.48)	15.23	10.32	11.15	6.60
75th Percentile	(0.86)	14.20	9.48	10.44	6.01
90th Percentile	(1.08)	13.03	8.74	9.80	5.65
Total Fund ●	(0.89)	15.66	10.43	10.81	6.33
Policy Target ▲	(1.37)	14.29	9.85	10.49	6.51

* Current Quarter Target = 37.0% Russell 3000 Index, 25.0% MSCI ACWI xUS (Net), 21.0% Blmbg:Aggregate, 11.0% NCREIF NFI-ODCE Eq Wt Net and 6.0% NCREIF NFI-ODCE Eq Wt Net.

Total Fund
Period Ended March 31, 2026

Investment Philosophy

The Public Fund Sponsor Database consists of public employee pension total funds including both Callan LLC client and surveyed non-client funds.

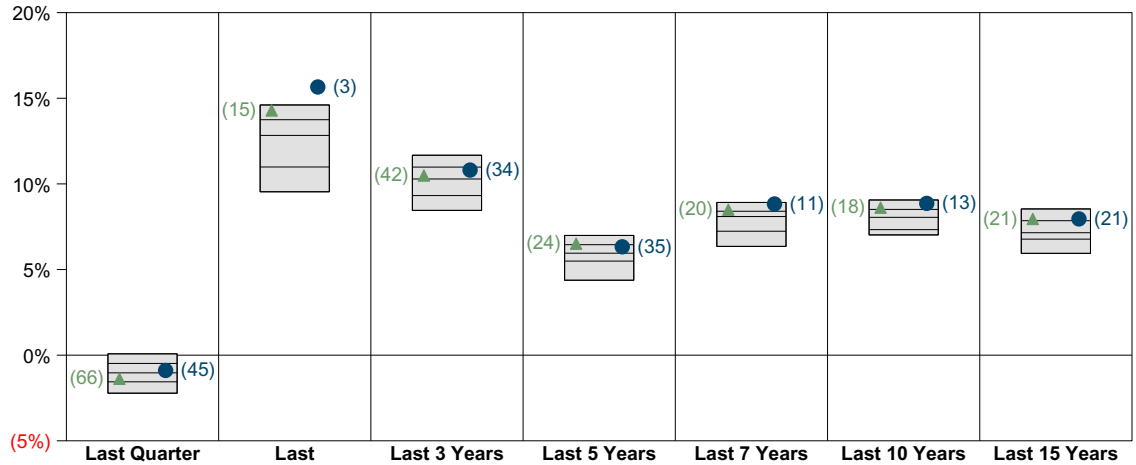
Quarterly Summary and Highlights

- Total Fund's portfolio posted a (0.89)% return for the quarter placing it in the 45 percentile of the Callan Public Fund Spr DB (Net) group for the quarter and in the 3 percentile for the last year.
- Total Fund's portfolio outperformed the Total Fund Benchmark by 0.48% for the quarter and outperformed the Total Fund Benchmark for the year by 1.37%.

Quarterly Asset Growth

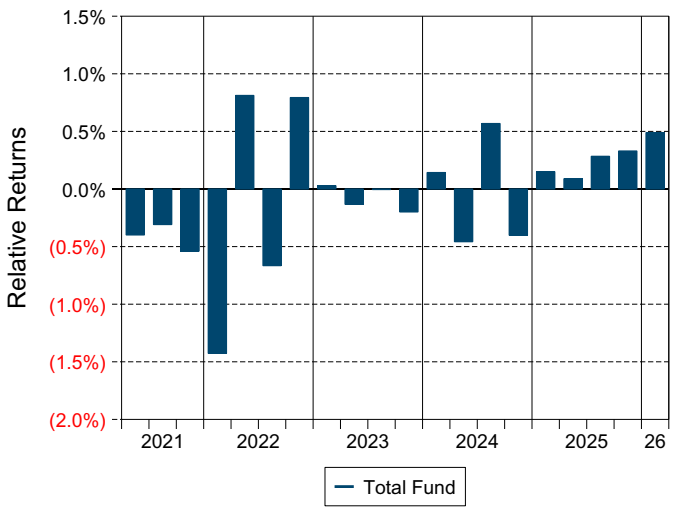
Beginning Market Value	$855,869,396
Net New Investment	$-3,191,554
Investment Gains/(Losses)	$-7,256,232
Ending Market Value	$845,421,609

Performance vs Callan Public Fund Sponsor Database (Net)

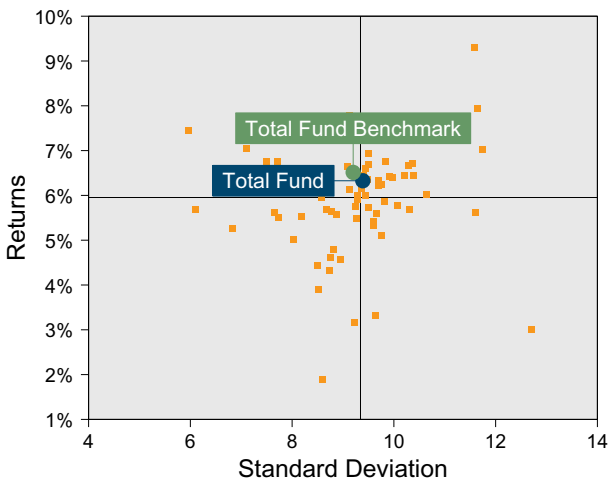


10th Percentile	0.08	14.61	11.68	6.99	8.92	9.06	8.54
25th Percentile	(0.48)	13.75	10.98	6.45	8.40	8.51	7.85
Median	(1.03)	12.83	10.29	5.95	8.09	8.05	7.15
75th Percentile	(1.56)	10.99	9.32	5.49	7.24	7.33	6.77
90th Percentile	(2.22)	9.54	8.45	4.38	6.35	7.02	5.94
Total Fund ●	(0.89)	15.66	10.81	6.33	8.83	8.86	7.96
Total Fund Benchmark ▲	(1.37)	14.29	10.49	6.51	8.50	8.61	7.96

Relative Return vs Total Fund Benchmark



Callan Public Fund Sponsor Database (Net) Annualized Five Year Risk vs Return

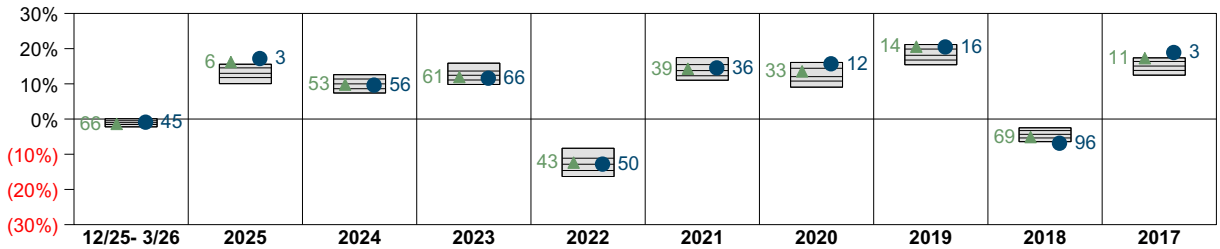


Total Fund
Return Analysis Summary

Return Analysis

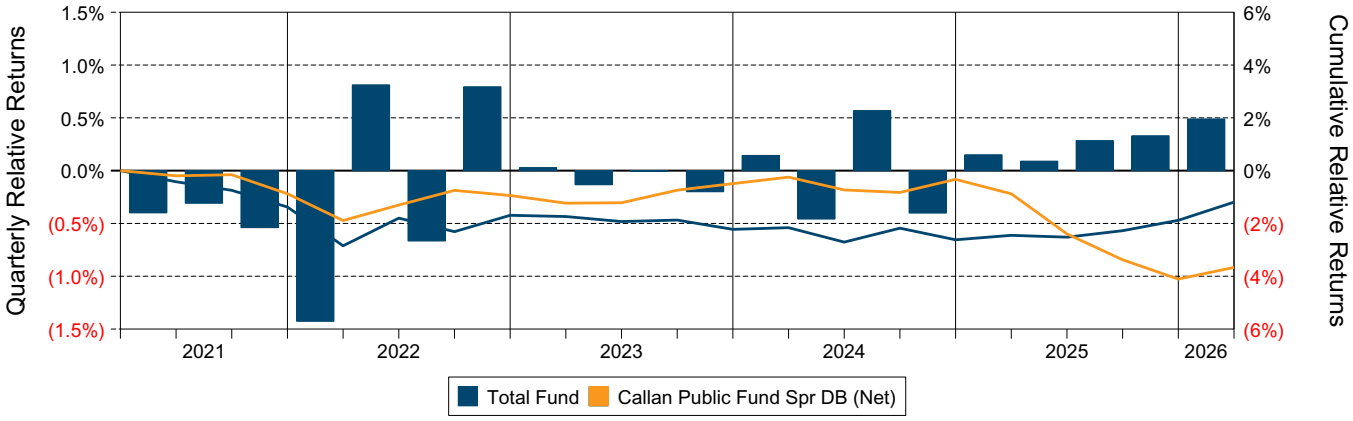
The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

Performance vs Callan Public Fund Sponsor Database (Net)

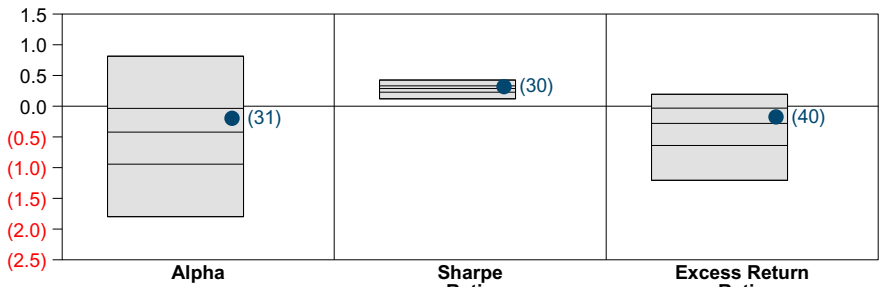


	12/25- 3/26	2025	2024	2023	2022	2021	2020	2019	2018	2017
10th Percentile	0.08	15.57	12.60	15.87	(8.30)	17.46	16.07	21.17	(2.49)	17.39
25th Percentile	(0.48)	14.54	11.37	13.64	(11.13)	15.46	14.42	19.88	(3.28)	16.35
Median	(1.03)	12.99	10.00	12.43	(12.84)	13.77	12.05	18.11	(4.35)	15.06
75th Percentile	(1.56)	11.78	8.61	11.09	(14.62)	12.29	10.79	16.76	(5.37)	13.81
90th Percentile	(2.22)	10.05	7.39	9.82	(16.33)	11.03	9.06	15.42	(6.43)	12.46
Total Fund ●	(0.89)	17.19	9.64	11.60	(12.81)	14.52	15.70	20.48	(6.87)	18.90
Total Fund Benchmark ▲	(1.37)	16.20	9.81	11.94	(12.37)	14.29	13.55	20.57	(5.12)	17.30

Cumulative and Quarterly Relative Returns vs Total Fund Benchmark



Risk Adjusted Return Measures vs Total Fund Benchmark
Rankings Against Callan Public Fund Sponsor Database (Net)
Five Years Ended March 31, 2026

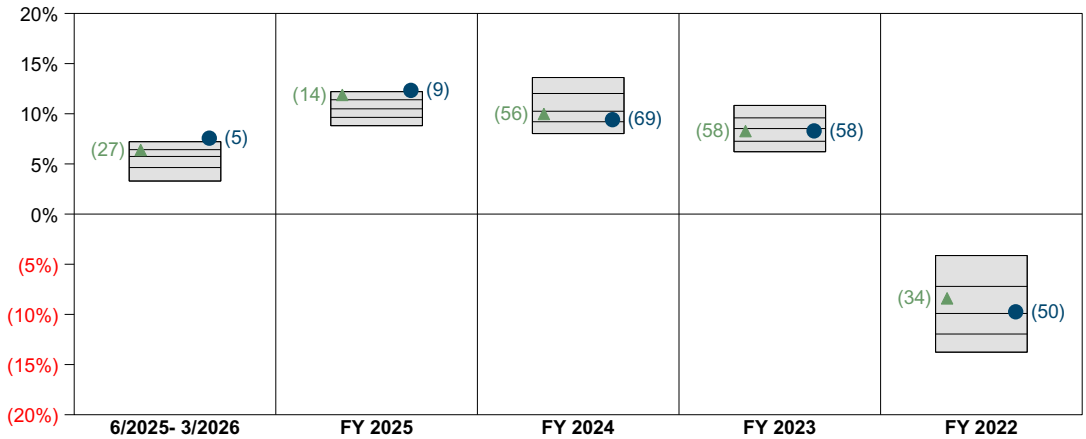


	Alpha	Sharpe Ratio	Excess Return Ratio
10th Percentile	0.81	0.43	0.19
25th Percentile	(0.04)	0.33	(0.03)
Median	(0.42)	0.29	(0.28)
75th Percentile	(0.94)	0.23	(0.64)
90th Percentile	(1.80)	0.12	(1.21)
Total Fund ●	(0.20)	0.32	(0.17)

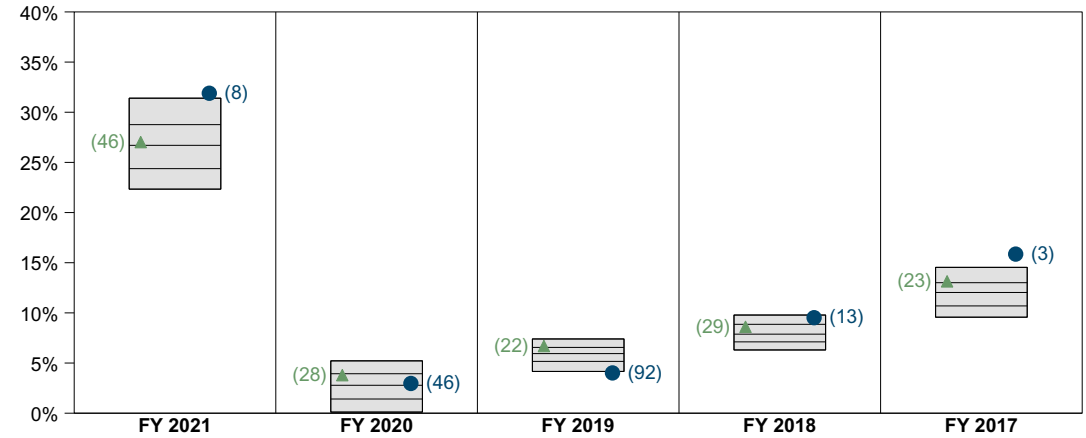
Mendocino County Employees' Retirement Association
Performance vs Callan Public Fund Sponsor Database

Return Ranking

The chart below illustrates fund rankings over various periods versus the Callan Public Fund Sponsor Database. The bars represent the range of returns from the 10th percentile to the 90th percentile for each period for all funds in the Callan Public Fund Sponsor Database. The numbers to the right of the bar represent the percentile rankings of the fund being analyzed. The table below the chart details the rates of return plotted in the graph above.



	6/2025- 3/2026	FY 2025	FY 2024	FY 2023	FY 2022
10th Percentile	7.22	12.21	13.61	10.83	(4.13)
25th Percentile	6.42	11.40	12.02	9.59	(7.21)
Median	5.74	10.49	10.25	8.52	(9.91)
75th Percentile	4.64	9.64	9.20	7.26	(11.96)
90th Percentile	3.29	8.81	8.03	6.22	(13.77)
Total Fund ●	7.57	12.33	9.41	8.29	(9.74)
Total Fund Benchmark ▲	6.39	11.88	9.98	8.27	(8.40)



	FY 2021	FY 2020	FY 2019	FY 2018	FY 2017
10th Percentile	31.40	5.22	7.40	9.78	14.54
25th Percentile	28.76	3.93	6.56	8.86	13.01
Median	26.70	2.78	5.94	7.88	12.03
75th Percentile	24.38	1.41	5.16	7.11	10.69
90th Percentile	22.33	0.11	4.16	6.30	9.57
Total Fund ●	31.89	2.96	4.01	9.52	15.86
Total Fund Benchmark ▲	27.03	3.79	6.70	8.61	13.14

* Current Quarter Target = 37.0% Russell 3000 Index, 25.0% MSCI ACWI xUS (Net), 21.0% Blmbg:Aggregate, 11.0% NCREIF NFI-ODCE Eq Wt Net and 6.0% NCREIF NFI-ODCE Eq Wt Net.

Domestic Equity

Domestic Equity
Period Ended March 31, 2026

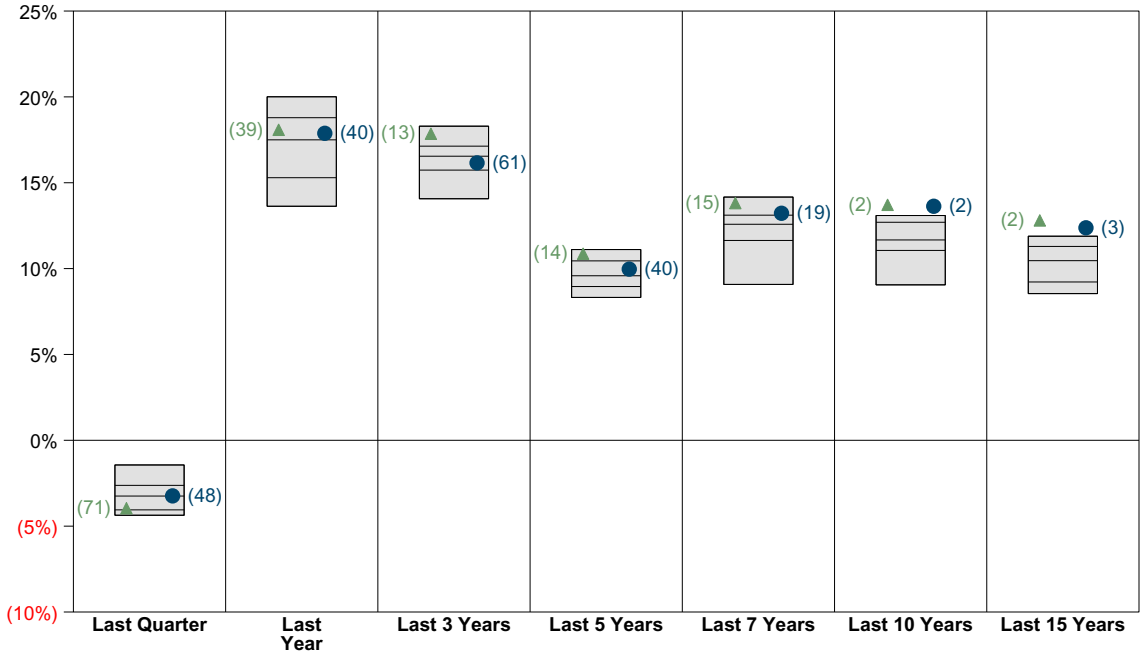
Quarterly Summary and Highlights

- Domestic Equity's portfolio posted a (3.24)% return for the quarter placing it in the 48 percentile of the Callan Public Fund Spr DB-Domestic Equity (Nt) group for the quarter and in the 40 percentile for the last year.
- Domestic Equity's portfolio outperformed the Russell 3000 Index by 0.72% for the quarter and underperformed the Russell 3000 Index for the year by 0.21%.

Quarterly Asset Growth

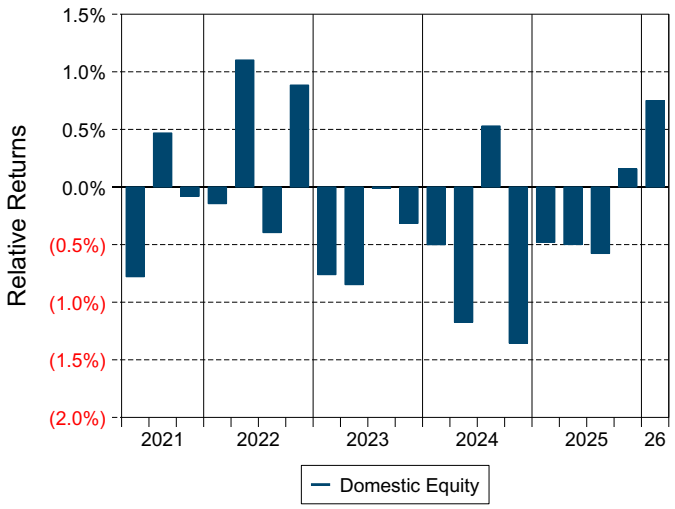
Beginning Market Value	$317,840,459
Net New Investment	$3,600,000
Investment Gains/(Losses)	$-10,172,342
Ending Market Value	$311,268,117

Performance vs Callan Public Fund Sponsor Database-Domestic Equity (Nt)

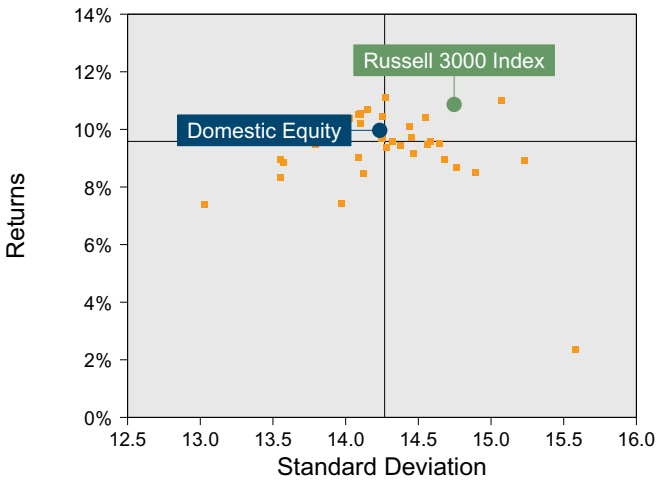


10th Percentile	(1.44)	20.01	18.29	11.11	14.17	13.09	11.89
25th Percentile	(2.62)	18.79	17.13	10.45	13.11	12.70	11.29
Median	(3.25)	17.50	16.55	9.58	12.58	11.67	10.46
75th Percentile	(4.05)	15.29	15.74	8.96	11.64	11.06	9.22
90th Percentile	(4.37)	13.63	14.07	8.32	9.08	9.05	8.54
Domestic Equity ●	(3.24)	17.88	16.16	9.97	13.22	13.63	12.37
Russell 3000 Index ▲	(3.96)	18.09	17.86	10.87	13.81	13.72	12.81

Relative Return vs Russell 3000 Index



Callan Public Fund Sponsor Database-Domestic Equity (Nt) Annualized Five Year Risk vs Return

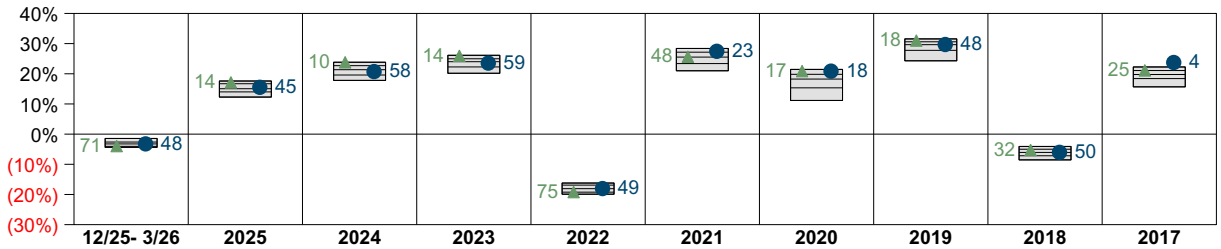


Domestic Equity
Return Analysis Summary

Return Analysis

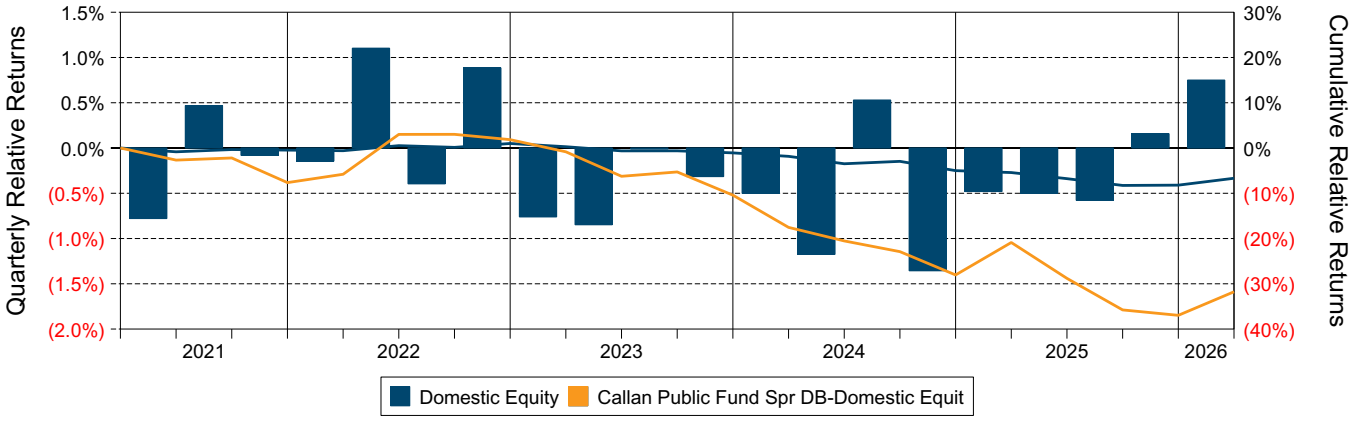
The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

Performance vs Callan Public Fund Sponsor Database-Domestic Equity (Nt)

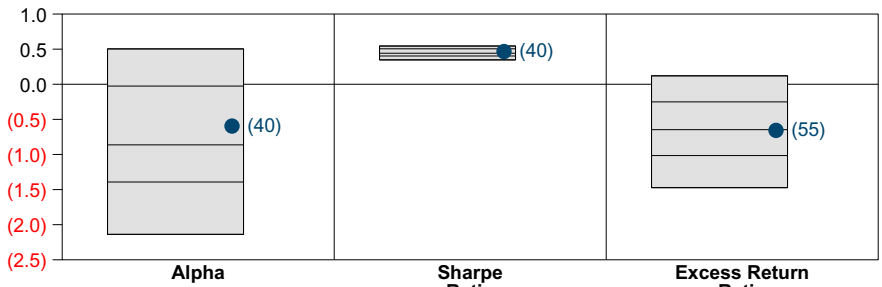


	12/25- 3/26	2025	2024	2023	2022	2021	2020	2019	2018	2017
10th Percentile	(1.44)	17.60	23.82	26.12	(16.21)	28.40	21.45	31.55	(4.08)	22.26
25th Percentile	(2.62)	16.71	22.70	24.98	(16.90)	27.16	19.82	30.61	(5.01)	21.08
Median	(3.25)	15.05	21.35	24.00	(18.08)	25.53	18.25	29.65	(6.07)	19.76
75th Percentile	(4.05)	13.99	19.59	22.27	(19.24)	23.38	15.34	27.77	(7.17)	18.41
90th Percentile	(4.37)	12.28	17.81	20.17	(19.90)	21.00	11.16	24.30	(8.54)	15.66
Domestic Equity ●	(3.24)	15.51	20.73	23.54	(18.04)	27.45	20.87	29.71	(6.04)	23.74
Russell 3000 Index ▲	(3.96)	17.15	23.81	25.96	(19.21)	25.66	20.89	31.02	(5.24)	21.13

Cumulative and Quarterly Relative Returns vs Russell 3000 Index



Risk Adjusted Return Measures vs Russell 3000 Index
Rankings Against Callan Public Fund Sponsor Database-Domestic Equity (Nt)
Five Years Ended March 31, 2026



	Alpha	Sharpe Ratio	Excess Return Ratio
10th Percentile	0.50	0.54	0.12
25th Percentile	(0.03)	0.51	(0.25)
Median	(0.86)	0.44	(0.65)
75th Percentile	(1.39)	0.40	(1.02)
90th Percentile	(2.14)	0.35	(1.47)
Domestic Equity ●	(0.60)	0.47	(0.66)

Domestic Equity
Equity Characteristics Analysis Summary

Portfolio Characteristics

This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

Portfolio Characteristics Percentile Rankings
Rankings Against Callan Public Fund Sponsor Database-Domestic Equity (Gr)
as of March 31, 2026

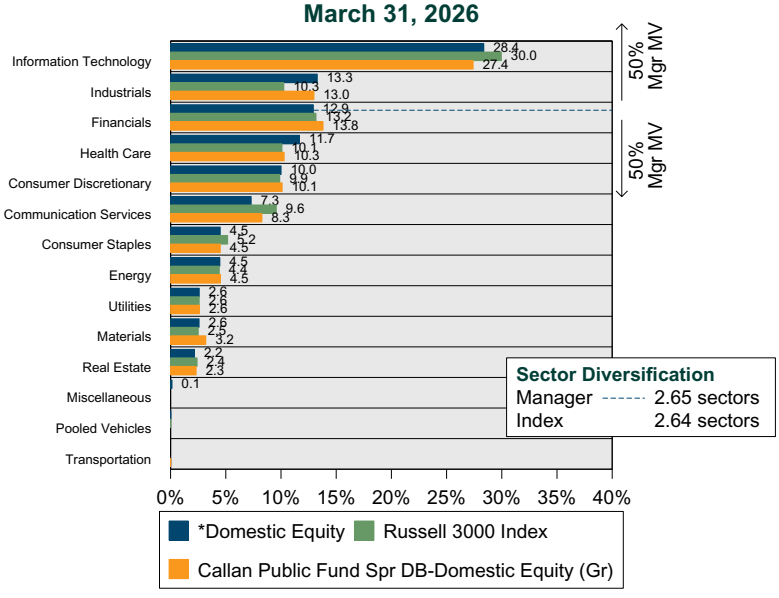


	Weighted Median Market Cap	Price/Fore-casted Earnings	Price/Book	Forecasted Earnings Growth	Dividend Yield	MSCI Combined Z-Score
10th Percentile	335.26	19.64	4.77	18.33	1.43	0.04
25th Percentile	146.12	19.38	4.06	18.16	1.23	0.02
Median	117.05	18.65	3.72	17.79	1.21	(0.01)
75th Percentile	80.41	18.09	3.43	16.94	1.16	(0.06)
90th Percentile	68.22	16.91	3.34	16.17	1.14	(0.14)
*Domestic Equity ●	113.34	18.97	3.61	17.71	1.20	(0.03)
Russell 3000 Index ▲	249.02	19.67	4.29	18.22	1.22	0.02

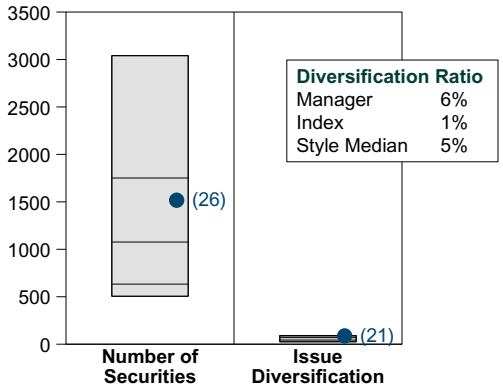
Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. Diversification by number and concentration of holdings are also compared to the benchmark and peer group. Issue Diversification represents by count, and Diversification Ratio by percent, the number of holdings that account for half of the portfolio's market value.

Sector Allocation
March 31, 2026



Diversification
March 31, 2026



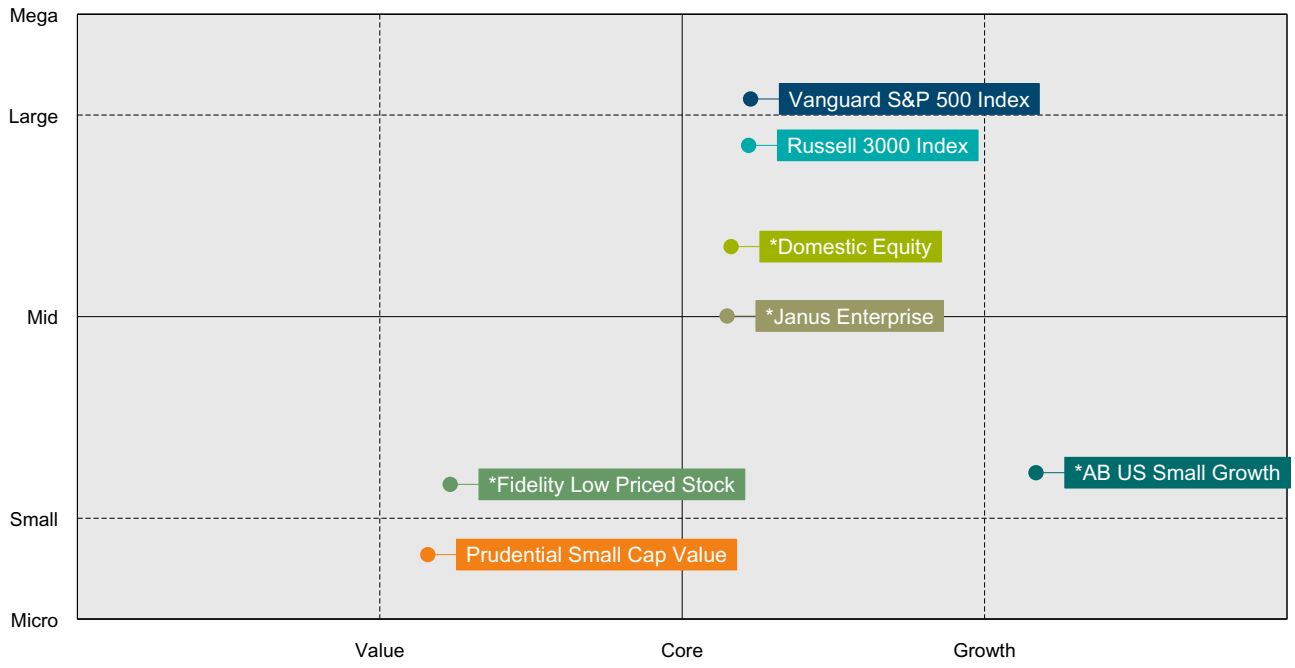
	Number of Securities	Issue Diversification
10th Percentile	3040	91
25th Percentile	1751	87
Median	1077	69
75th Percentile	633	44
90th Percentile	505	26
*Domestic Equity ●	1517	87
Russell 3000 Index ▲	2938	39

*3/31/26 portfolio characteristics generated using most recently available holdings (12/31/25) modified based on a "buy-and-hold" assumption (repriced and adjusted for corporate actions). Analysis is then done using current market and company financial data.

Holdings Based Style Analysis
For One Quarter Ended March 31, 2026

This page analyzes and compares the investment styles of multiple portfolios using a detailed holdings-based style analysis methodology. The size component of style is measured by the weighted median market capitalization of the holdings. The value/core/growth style dimension is captured by the "Combined Z-Score" of the portfolio. This score is based on eight fundamental factors used in the MSCI stock style scoring system. The table below gives a more detailed breakdown of several relevant style metrics on the portfolios.

Style Map
Holdings for One Quarter Ended March 31, 2026



	Weight %	Wtd Median Mkt Cap	Combined Z-Score	Growth Z-Score	Value Z-Score	Number of Securities	Security Diversification
Vanguard S&P 500 Index	69.68%	334.73	0.03	(0.00)	(0.03)	503	25.83
*Fidelity Low Priced Stock	7.59%	6.15	(0.79)	(0.23)	0.56	554	85.10
*Janus Enterprise	7.58%	20.37	(0.04)	(0.14)	(0.11)	77	20.51
Prudential Small Cap Value	7.54%	2.39	(0.85)	(0.23)	0.63	411	85.14
*AB US Small Growth	7.61%	7.08	0.82	0.11	(0.72)	101	27.43
*Domestic Equity	100.00%	113.34	(0.03)	(0.03)	(0.01)	1517	86.99
Russell 3000 Index	-	249.02	0.02	(0.00)	(0.03)	2938	38.89

*3/31/26 portfolio characteristics generated using most recently available holdings (12/31/25) modified based on a "buy-and-hold" assumption (repriced and adjusted for corporate actions). Analysis is then done using current market and company financial data.

Vanguard S&P 500 Index
Period Ended March 31, 2026

Investment Philosophy

Vanguard's Institutional Index Fund is passively administered using a "full replication" approach. Under this method, the fund holds all of the 500 underlying securities in proportion to their weighting in the index. The fund remains fully invested in equities at all times and does not make judgement calls on the direction of the S&P 500 Index. Portfolio was funded September 2013. Historical returns are that of the manager's composite.

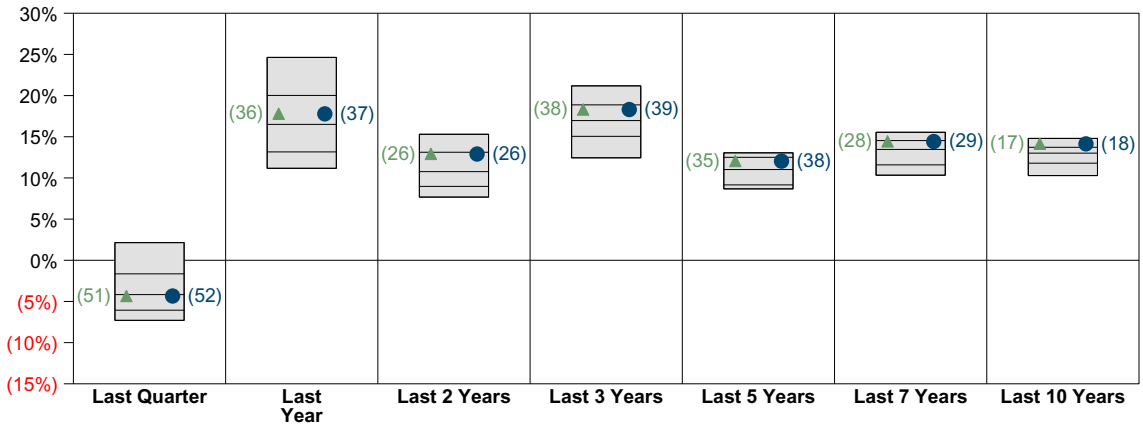
Quarterly Summary and Highlights

- Vanguard S&P 500 Index's portfolio posted a (4.34)% return for the quarter placing it in the 52 percentile of the Callan Large Cap Core MFs (Net) group for the quarter and in the 37 percentile for the last year.
- Vanguard S&P 500 Index's portfolio underperformed the S&P 500 Index by 0.01% for the quarter and underperformed the S&P 500 Index for the year by 0.03%.

Quarterly Asset Growth

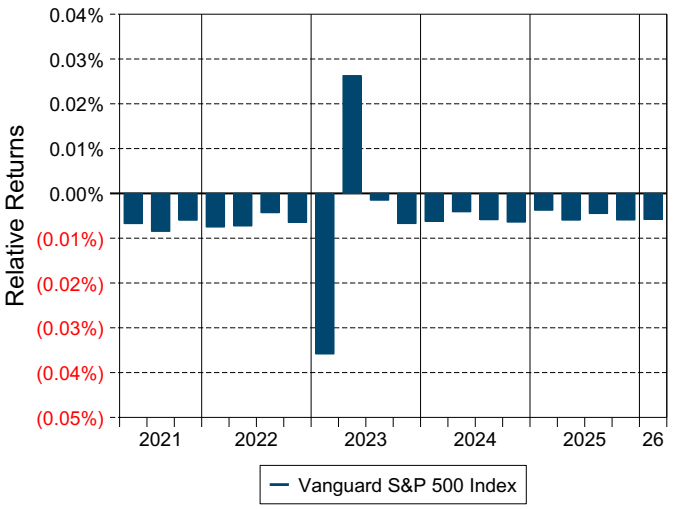
Beginning Market Value	$222,859,808
Net New Investment	$3,600,000
Investment Gains/(Losses)	$-9,566,714
Ending Market Value	$216,893,094

Performance vs Callan Large Cap Core Mutual Funds (Net)

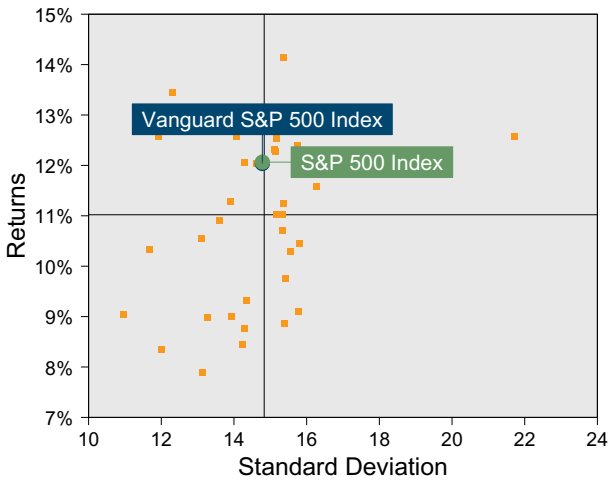


	Last Quarter	Last Year	Last 2 Years	Last 3 Years	Last 5 Years	Last 7 Years	Last 10 Years
10th Percentile	2.14	24.64	15.30	21.18	13.05	15.54	14.80
25th Percentile	(1.65)	20.02	13.12	18.87	12.50	14.54	13.72
Median	(4.17)	16.50	10.76	16.97	11.02	13.46	13.01
75th Percentile	(6.06)	13.16	8.97	15.05	9.15	11.59	11.79
90th Percentile	(7.30)	11.17	7.67	12.44	8.67	10.33	10.28
Vanguard S&P 500 Index ●	(4.34)	17.78	12.90	18.30	12.04	14.42	14.13
S&P 500 Index ▲	(4.33)	17.80	12.93	18.32	12.06	14.44	14.16

Relative Return vs S&P 500 Index



Callan Large Cap Core Mutual Funds (Net) Annualized Five Year Risk vs Return

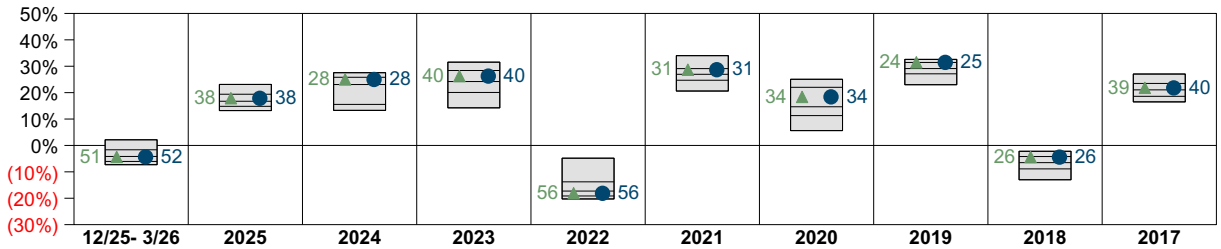


Vanguard S&P 500 Index
Return Analysis Summary

Return Analysis

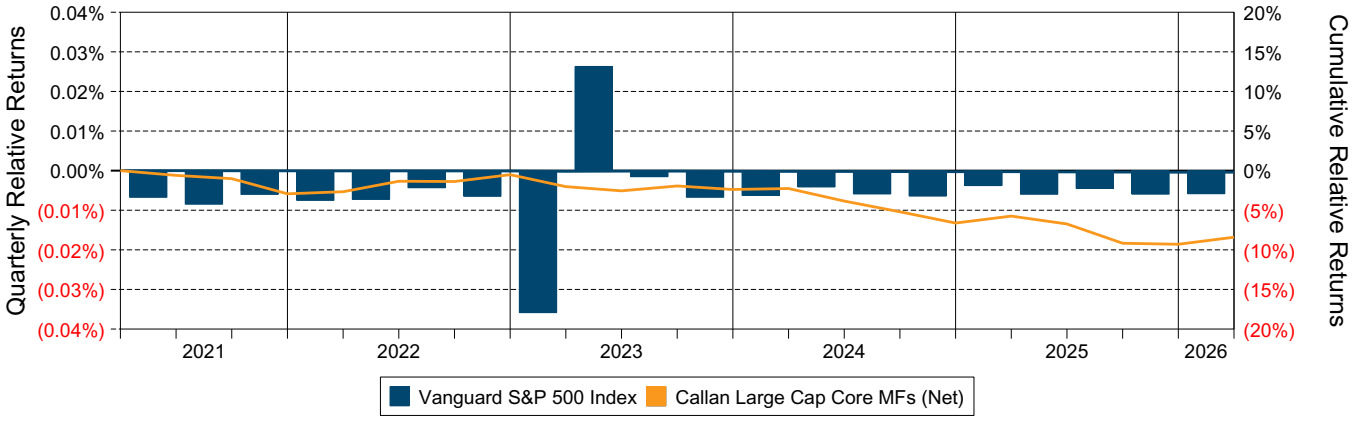
The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

Performance vs Callan Large Cap Core Mutual Funds (Net)

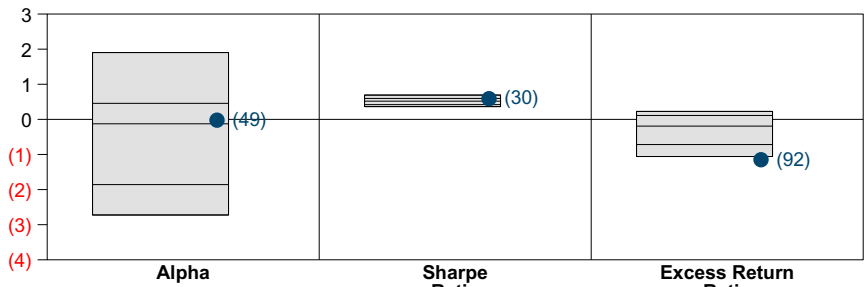


	12/25- 3/26	2025	2024	2023	2022	2021	2020	2019	2018	2017
10th Percentile	2.14	23.11	27.55	31.54	(4.83)	34.01	25.07	32.60	(2.22)	27.05
25th Percentile	(1.65)	19.40	25.81	28.38	(13.79)	29.10	22.02	31.43	(4.21)	23.49
Median	(4.17)	16.74	23.07	24.20	(17.28)	26.95	14.65	29.12	(6.52)	21.05
75th Percentile	(6.06)	14.82	15.55	20.07	(19.14)	24.70	11.31	27.13	(8.88)	18.60
90th Percentile	(7.30)	13.21	13.28	14.24	(20.28)	20.61	5.62	23.00	(13.00)	16.49
Vanguard S&P 500 Index ●	(4.34)	17.86	24.99	26.27	(18.13)	28.69	18.39	31.46	(4.42)	21.79
S&P 500 Index ▲	(4.33)	17.88	25.02	26.29	(18.11)	28.71	18.40	31.49	(4.38)	21.83

Cumulative and Quarterly Relative Returns vs S&P 500 Index



Risk Adjusted Return Measures vs S&P 500 Index
Rankings Against Callan Large Cap Core Mutual Funds (Net)
Five Years Ended March 31, 2026



	Alpha	Sharpe Ratio	Excess Return Ratio
10th Percentile	1.90	0.69	0.23
25th Percentile	0.46	0.60	0.11
Median	(0.13)	0.52	(0.19)
75th Percentile	(1.86)	0.42	(0.72)
90th Percentile	(2.72)	0.36	(1.06)
Vanguard S&P 500 Index ●	(0.02)	0.59	(1.15)

Vanguard S&P 500 Index
Equity Characteristics Analysis Summary

Portfolio Characteristics

This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

Portfolio Characteristics Percentile Rankings
Rankings Against Callan Large Cap Core Mutual Funds
as of March 31, 2026

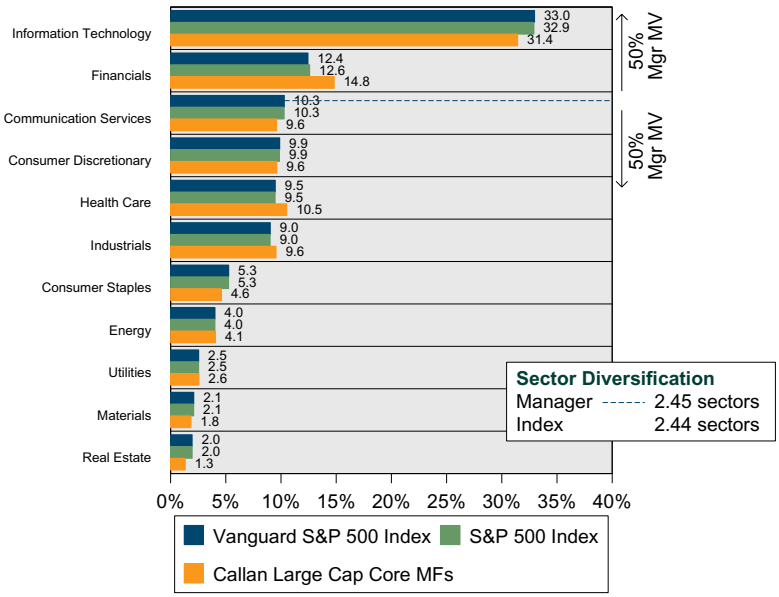


	Weighted Median Market Cap	Price/Fore-casted Earnings	Price/Book	Forecasted Earnings Growth	Dividend Yield	MSCI Combined Z-Score
10th Percentile	591.07	21.00	5.47	20.93	1.71	0.24
25th Percentile	391.30	20.05	5.13	18.48	1.47	0.18
Median	266.18	18.87	4.61	16.97	1.17	0.05
75th Percentile	165.16	17.79	3.63	13.05	1.08	(0.29)
90th Percentile	94.00	16.07	3.26	10.79	0.97	(0.59)
Vanguard S&P 500 Index ●	334.73	19.71	4.80	18.46	1.22	0.03
S&P 500 Index ▲	334.98	19.68	4.79	18.51	1.21	0.03

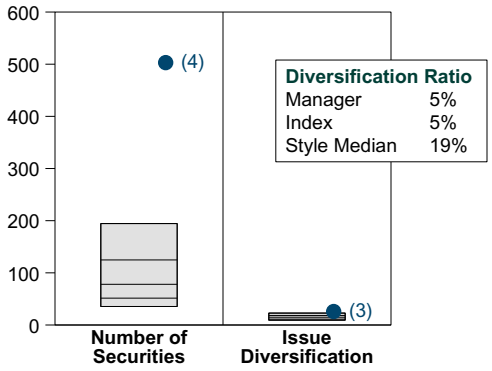
Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. Diversification by number and concentration of holdings are also compared to the benchmark and peer group. Issue Diversification represents by count, and Diversification Ratio by percent, the number of holdings that account for half of the portfolio's market value.

Sector Allocation
March 31, 2026



Diversification
March 31, 2026



	Number of Securities	Issue Diversification
10th Percentile	195	23
25th Percentile	125	18
Median	78	15
75th Percentile	52	11
90th Percentile	36	9
Vanguard S&P 500 Index ●	503	26
S&P 500 Index ▲	503	26

Fidelity Low Priced Stock
Period Ended March 31, 2026

Investment Philosophy

Longtime portfolio manager Joel Tillinghast and a dedicated small cap team at Fidelity utilize a fundamental, bottom-up investment process to identify stocks priced at $35 or less or with an earnings yield in excess of the Russell 2000 index at time of purchase. Candidates must also exhibit modest valuations, good return on capital, strong or improving cash flows, and improving business environments. The portfolio is well diversified and may invest in up to 35% outside the U.S. and is well diversified with between 600 and 1000 holdings.

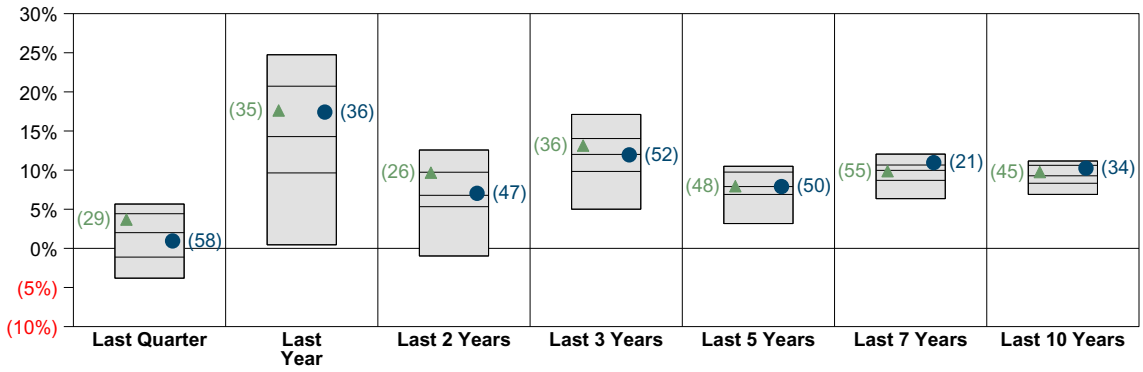
Quarterly Summary and Highlights

- Fidelity Low Priced Stock's portfolio posted a 0.95% return for the quarter placing it in the 58 percentile of the Callan Mid Cap Value MFs (Net) group for the quarter and in the 36 percentile for the last year.
- Fidelity Low Priced Stock's portfolio underperformed the Russell MidCap Value Idx by 2.74% for the quarter and underperformed the Russell MidCap Value Idx for the year by 0.21%.

Quarterly Asset Growth

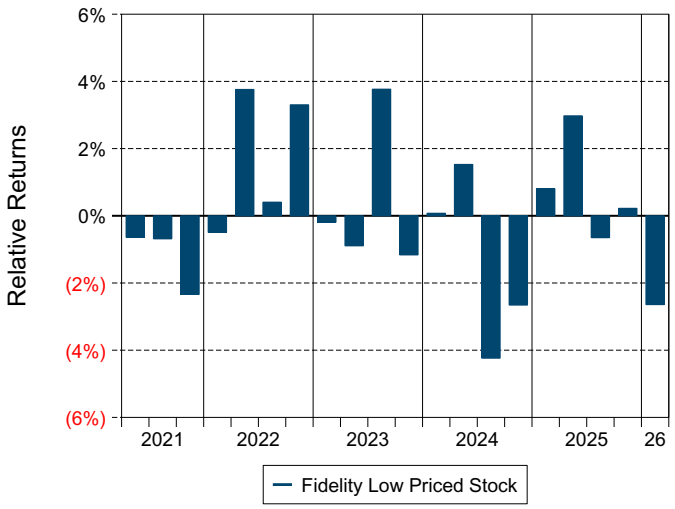
Beginning Market Value	$23,406,006
Net New Investment	$0
Investment Gains/(Losses)	$221,400
Ending Market Value	$23,627,407

Performance vs Callan Mid Cap Value Mutual Funds (Net)

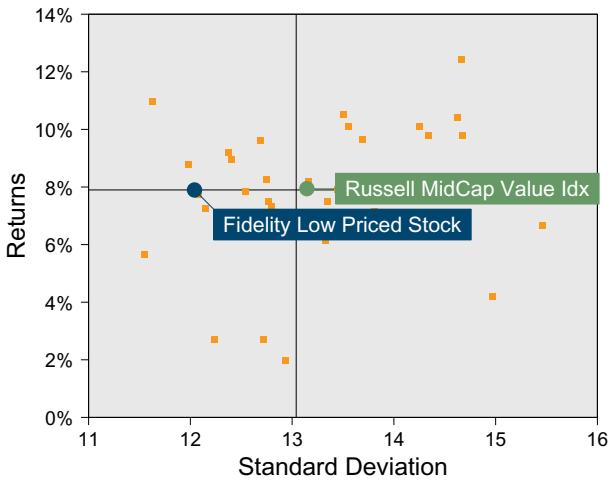


	Last Quarter	Last Year	Last 2 Years	Last 3 Years	Last 5 Years	Last 7 Years	Last 10 Years
10th Percentile	5.66	24.75	12.57	17.12	10.49	12.05	11.17
25th Percentile	4.43	20.73	9.73	14.04	9.75	10.65	10.61
Median	2.01	14.28	6.78	12.01	7.90	9.97	9.27
75th Percentile	(1.12)	9.64	5.33	9.83	6.89	8.69	8.32
90th Percentile	(3.81)	0.45	(0.97)	5.00	3.17	6.35	6.89
Fidelity Low Priced Stock ●	0.95	17.42	7.03	11.95	7.90	10.96	10.25
Russell MidCap Value Idx ▲	3.68	17.62	9.68	13.14	7.94	9.86	9.75

Relative Return vs Russell MidCap Value Idx



Callan Mid Cap Value Mutual Funds (Net) Annualized Five Year Risk vs Return

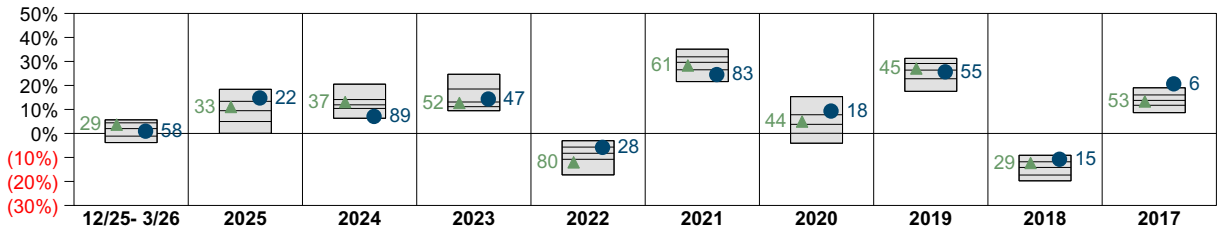


Fidelity Low Priced Stock
Return Analysis Summary

Return Analysis

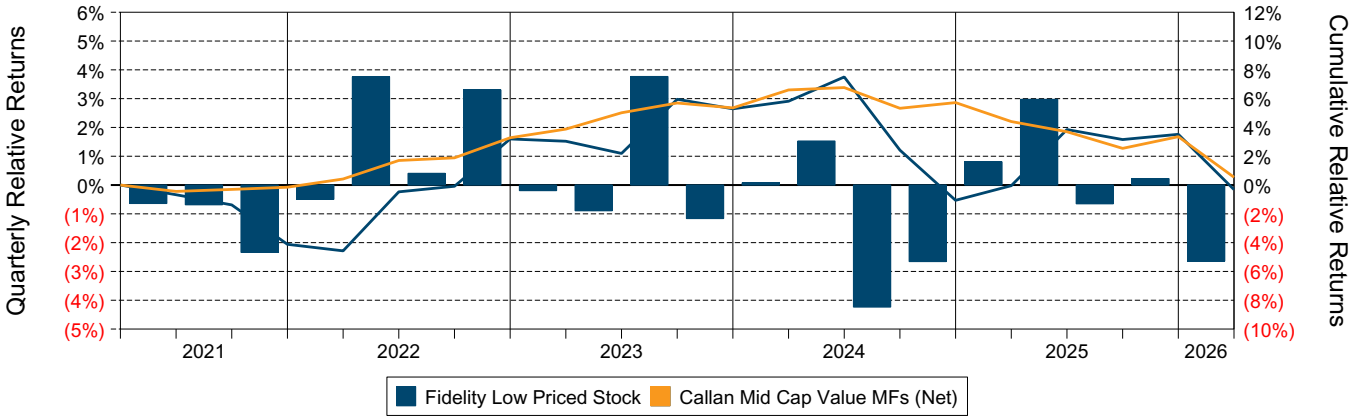
The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

Performance vs Callan Mid Cap Value Mutual Funds (Net)

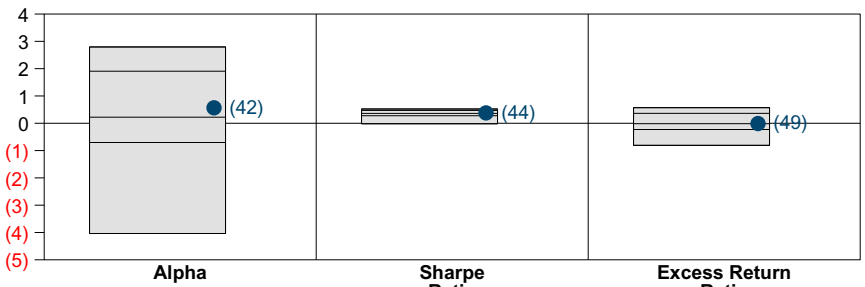


	12/25- 3/26	2025	2024	2023	2022	2021	2020	2019	2018	2017
10th Percentile	5.66	18.39	20.54	24.65	(3.03)	35.11	15.33	31.29	(9.10)	19.02
25th Percentile	4.43	13.38	14.12	18.51	(5.69)	31.92	7.79	29.14	(11.81)	16.04
Median	2.01	9.47	11.92	13.10	(8.27)	29.63	3.79	26.38	(14.17)	13.77
75th Percentile	(1.12)	4.96	10.42	11.16	(10.78)	26.52	0.06	22.79	(17.34)	11.74
90th Percentile	(3.81)	0.04	6.32	9.47	(17.27)	21.60	(4.07)	17.55	(19.74)	8.66
Fidelity Low Priced Stock ●	0.95	14.77	7.09	14.35	(5.80)	24.52	9.32	25.66	(10.75)	20.67
Russell MidCap Value Idx ▲	3.68	11.05	13.07	12.71	(12.03)	28.34	4.96	27.06	(12.29)	13.34

Cumulative and Quarterly Relative Returns vs Russell MidCap Value Idx



Risk Adjusted Return Measures vs Russell MidCap Value Idx
Rankings Against Callan Mid Cap Value Mutual Funds (Net)
Five Years Ended March 31, 2026



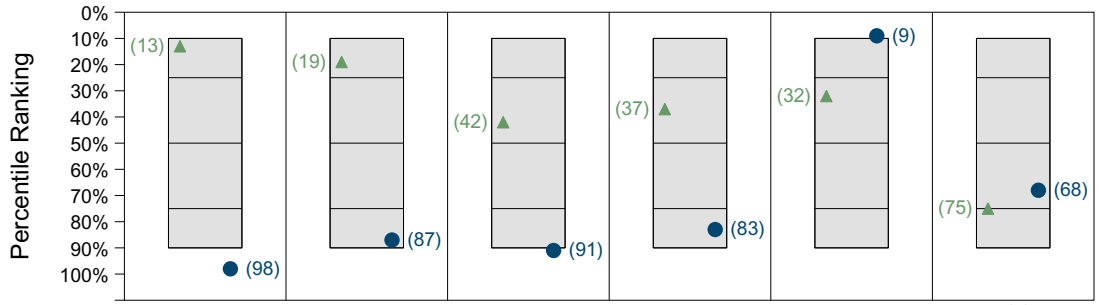
	Alpha	Sharpe Ratio	Excess Return Ratio
10th Percentile	2.79	0.52	0.57
25th Percentile	1.91	0.47	0.36
Median	0.22	0.36	(0.02)
75th Percentile	(0.70)	0.28	(0.23)
90th Percentile	(4.04)	(0.02)	(0.81)
Fidelity Low Priced Stock ●	0.57	0.38	(0.01)

Fidelity Low Priced Stock
Equity Characteristics Analysis Summary

Portfolio Characteristics

This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

Portfolio Characteristics Percentile Rankings
Rankings Against Callan Mid Cap Value Mutual Funds
as of March 31, 2026

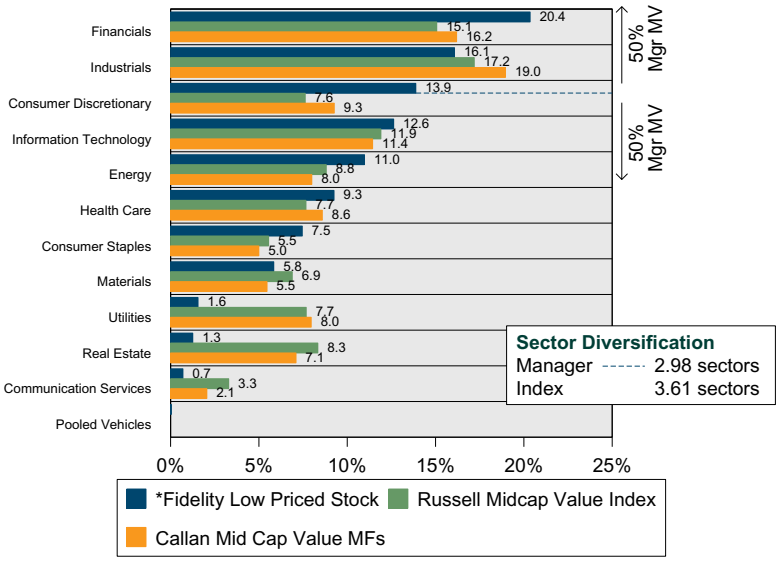


	Weighted Median Market Cap	Price/Forecasted Earnings	Price/Book	Forecasted Earnings Growth	Dividend Yield	MSCI Combined Z-Score
10th Percentile	25.97	16.45	2.78	15.12	2.29	(0.41)
25th Percentile	21.51	15.74	2.58	13.09	1.91	(0.46)
Median	18.24	14.99	2.37	11.35	1.68	(0.69)
75th Percentile	13.53	13.55	2.15	10.55	1.52	(0.82)
90th Percentile	11.12	10.87	1.74	8.86	1.32	(1.31)
*Fidelity Low Priced Stock ●	6.15	11.36	1.68	9.92	2.34	(0.79)
Russell Midcap Value Index ▲	24.59	16.13	2.40	12.18	1.82	(0.81)

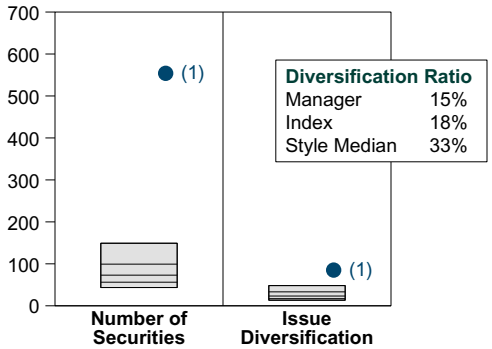
Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. Diversification by number and concentration of holdings are also compared to the benchmark and peer group. Issue Diversification represents by count, and Diversification Ratio by percent, the number of holdings that account for half of the portfolio's market value.

Sector Allocation
March 31, 2026



Diversification
March 31, 2026



	Number of Securities	Issue Diversification
10th Percentile	149	48
25th Percentile	99	33
Median	73	23
75th Percentile	56	17
90th Percentile	43	13
*Fidelity Low Priced Stock ●	554	85
Russell Midcap Value Index ▲	713	129

*3/31/26 portfolio characteristics generated using most recently available holdings (1/31/26) modified based on a "buy-and-hold" assumption (repriced and adjusted for corporate actions). Analysis is then done using current market and company financial data.

Janus Enterprise
Period Ended March 31, 2026

Investment Philosophy

Janus believes that investing in companies with sustainable growth and high return on invested capital can drive consistent returns with moderate risk. The team seeks to identify mid cap companies with high quality management teams that wisely allocate capital to drive growth over time. Switched from Class T Shares to Class I Shares in December 2009 and Class N Shares in July 2016.

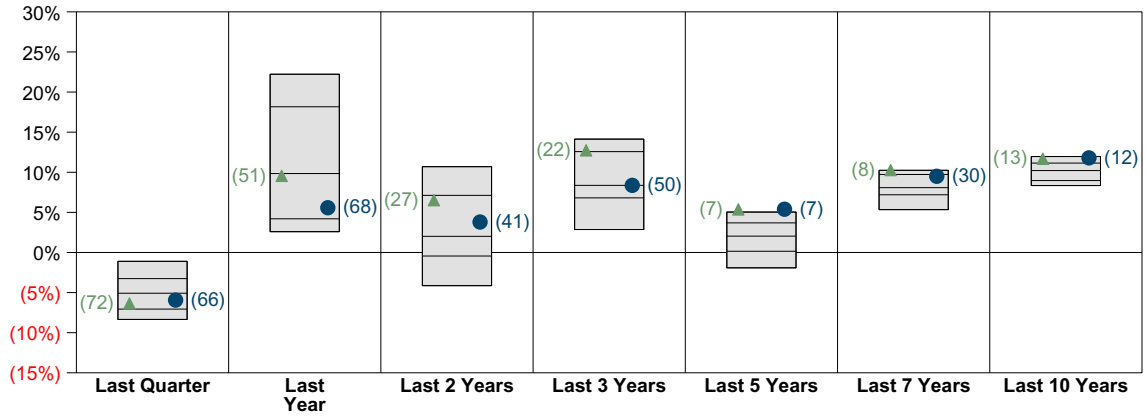
Quarterly Summary and Highlights

- Janus Enterprise's portfolio posted a (5.94)% return for the quarter placing it in the 66 percentile of the Callan Mid Cap Growth MFs (Net) group for the quarter and in the 68 percentile for the last year.
- Janus Enterprise's portfolio outperformed the Russell MidCap Growth Idx by 0.41% for the quarter and underperformed the Russell MidCap Growth Idx for the year by 3.98%.

Quarterly Asset Growth

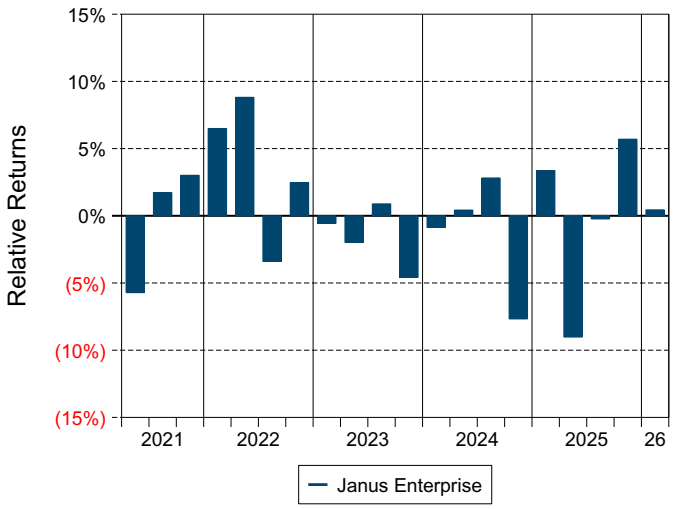
Beginning Market Value	$23,446,878
Net New Investment	$1,500,000
Investment Gains/(Losses)	$-1,351,762
Ending Market Value	$23,595,117

Performance vs Callan Mid Cap Growth Mutual Funds (Net)

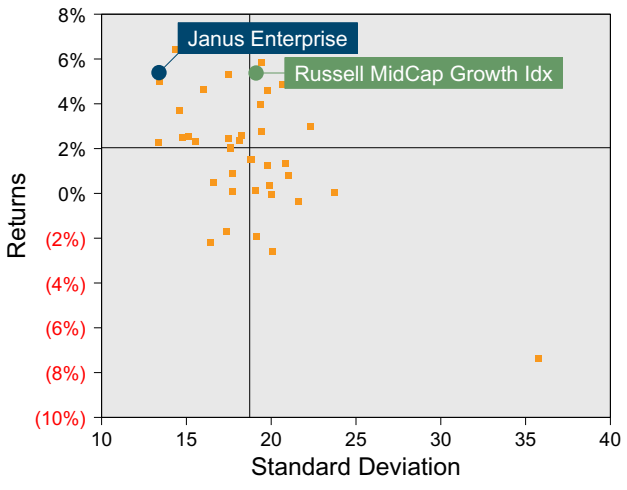


	Last Quarter	Last Year	Last 2 Years	Last 3 Years	Last 5 Years	Last 7 Years	Last 10 Years
10th Percentile	(1.10)	22.22	10.70	14.13	5.04	10.24	11.96
25th Percentile	(3.26)	18.17	7.12	12.57	3.69	9.72	11.14
Median	(5.08)	9.84	2.01	8.37	2.04	8.08	10.21
75th Percentile	(7.06)	4.20	(0.44)	6.81	0.15	7.20	8.97
90th Percentile	(8.35)	2.59	(4.14)	2.86	(1.91)	5.34	8.34
Janus Enterprise ●	(5.94)	5.58	3.80	8.37	5.39	9.50	11.79
Russell MidCap Growth Idx ▲	(6.35)	9.56	6.52	12.74	5.37	10.28	11.69

Relative Return vs Russell MidCap Growth Idx



Callan Mid Cap Growth Mutual Funds (Net) Annualized Five Year Risk vs Return

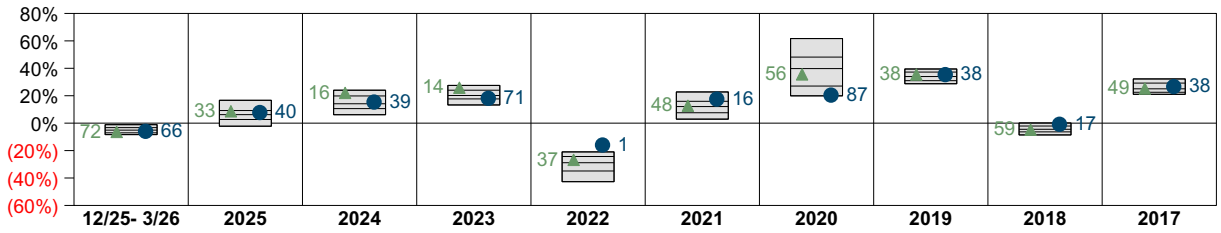


Janus Enterprise
Return Analysis Summary

Return Analysis

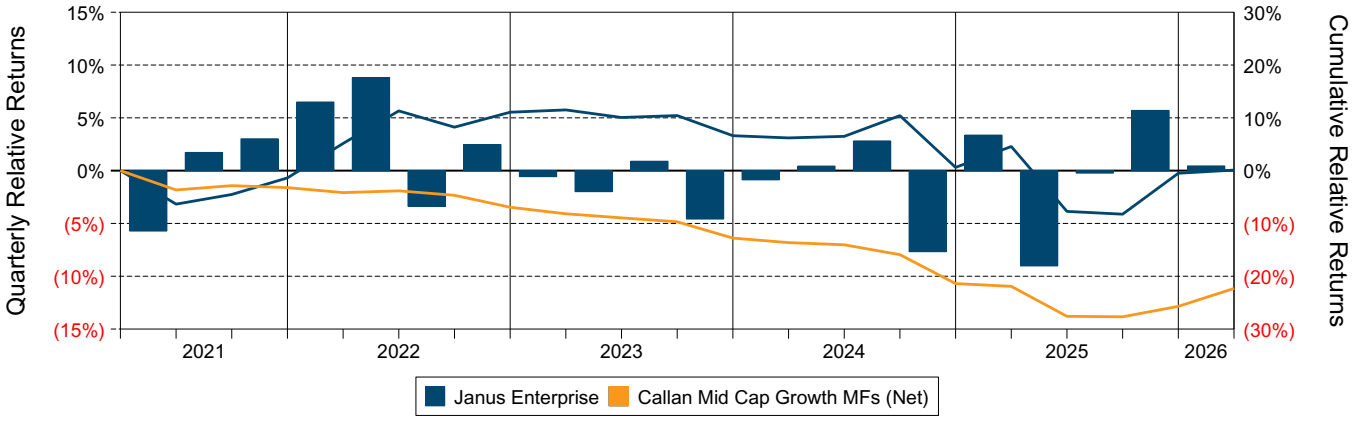
The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

Performance vs Callan Mid Cap Growth Mutual Funds (Net)

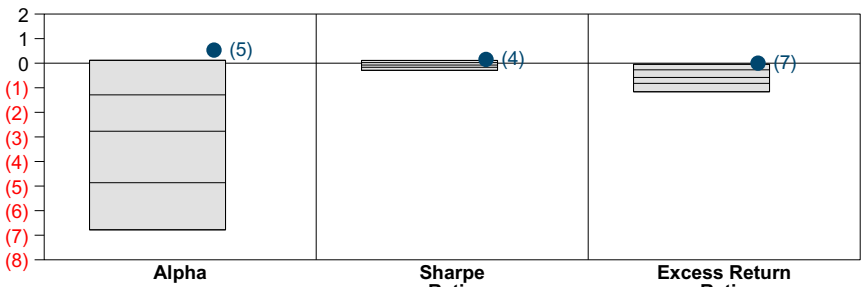


	12/25- 3/26	2025	2024	2023	2022	2021	2020	2019	2018	2017
10th Percentile	(1.10)	16.66	24.03	27.52	(20.96)	22.76	61.69	39.49	0.09	32.25
25th Percentile	(3.26)	9.20	19.85	24.02	(24.33)	15.94	48.18	37.24	(2.10)	29.20
Median	(5.08)	6.21	14.15	20.16	(28.85)	12.09	39.79	34.00	(4.47)	25.04
75th Percentile	(7.06)	2.67	10.61	17.67	(34.88)	7.59	27.06	30.99	(6.36)	22.53
90th Percentile	(8.35)	(2.23)	6.15	13.27	(42.67)	2.92	19.91	28.74	(8.60)	21.03
Janus Enterprise ●	(5.94)	7.75	15.39	18.10	(15.94)	17.50	20.44	35.40	(0.81)	26.65
Russell MidCap Growth Idx ▲	(6.35)	8.66	22.10	25.87	(26.72)	12.73	35.59	35.47	(4.75)	25.27

Cumulative and Quarterly Relative Returns vs Russell MidCap Growth Idx



Risk Adjusted Return Measures vs Russell MidCap Growth Idx
Rankings Against Callan Mid Cap Growth Mutual Funds (Net)
Five Years Ended March 31, 2026



	Alpha	Sharpe Ratio	Excess Return Ratio
10th Percentile	0.12	0.11	(0.04)
25th Percentile	(1.29)	0.02	(0.27)
Median	(2.77)	(0.08)	(0.58)
75th Percentile	(4.86)	(0.17)	(0.82)
90th Percentile	(6.78)	(0.29)	(1.16)
Janus Enterprise ●	0.53	0.15	0.00

Janus Enterprise
Equity Characteristics Analysis Summary

Portfolio Characteristics

This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

Portfolio Characteristics Percentile Rankings
Rankings Against Callan Mid Cap Growth Mutual Funds
as of March 31, 2026

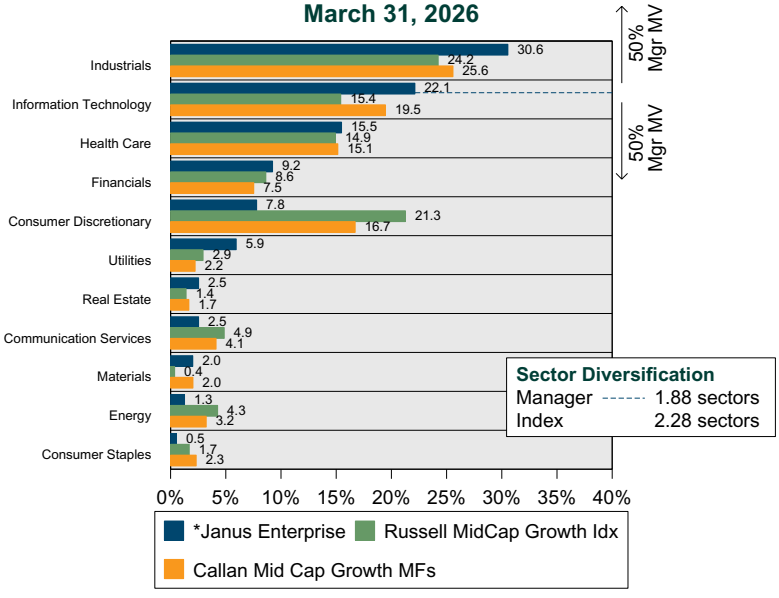


	Weighted Median Market Cap	Price/Fore-casted Earnings	Price/Book	Forecasted Earnings Growth	Dividend Yield	MSCI Combined Z-Score
10th Percentile	35.60	35.49	8.01	30.11	0.72	1.03
25th Percentile	31.50	29.71	6.77	26.20	0.60	0.89
Median	27.56	26.25	5.90	22.66	0.47	0.70
75th Percentile	22.98	23.97	5.03	18.31	0.38	0.47
90th Percentile	15.60	21.53	4.35	17.08	0.30	0.21
*Janus Enterprise ●	20.37	19.47	3.54	17.25	0.84	(0.04)
Russell MidCap Growth Idx ▲	32.82	24.21	8.75	23.64	0.70	0.75

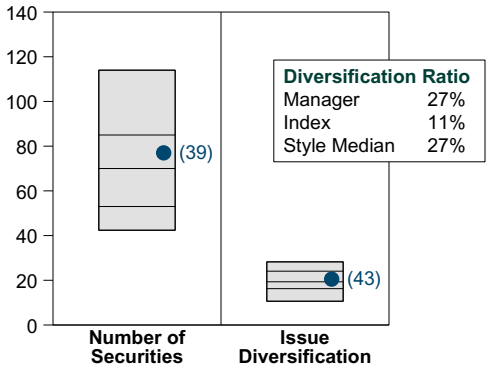
Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. Diversification by number and concentration of holdings are also compared to the benchmark and peer group. Issue Diversification represents by count, and Diversification Ratio by percent, the number of holdings that account for half of the portfolio's market value.

Sector Allocation
March 31, 2026



Diversification
March 31, 2026



	Number of Securities	Issue Diversification
10th Percentile	114	28
25th Percentile	85	24
Median	70	19
75th Percentile	53	16
90th Percentile	42	11
*Janus Enterprise ●	77	21
Russell MidCap Growth Idx ▲	277	32

*3/31/26 portfolio characteristics generated using most recently available holdings (1/31/26) modified based on a "buy-and-hold" assumption (repriced and adjusted for corporate actions). Analysis is then done using current market and company financial data.

Prudential Small Cap Value
Period Ended March 31, 2026

Investment Philosophy

Quantitative Management Associates LLC (QMA) is an SEC-registered investment adviser and a limited liability company. QMA operated for many years as a unit within Prudential Financial's asset management business, known as Prudential Investment Management, Inc. (PIM). In July 2004, the quantitative management business of PIM was transferred to QMA. The QMA Small Cap Value strategy is a quantitatively based investment approach. The team believes a systematic approach that focuses on stocks with low valuations and confirming signals of attractiveness can outperform a small cap value benchmark. Its research shows that adapting to changing market conditions by dynamically shifting the weight on specific factors, while simultaneously maintaining a focus on value stocks, leads to better performance than using static factor exposures. It is a diversified portfolio typically holding between 250 to 350 securities with the Russell 2000 Value Index as the appropriate benchmark. Switched share class in Septemeber 2015.

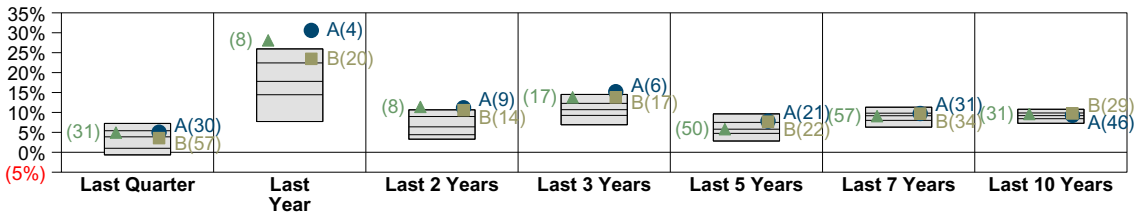
Quarterly Summary and Highlights

- Prudential Small Cap Value's portfolio posted a 5.05% return for the quarter placing it in the 30 percentile of the Callan Sm Cap Value MF (Net) group for the quarter and in the 4 percentile for the last year.
- Prudential Small Cap Value's portfolio outperformed the Russell 2000 Value Index by 0.09% for the quarter and outperformed the Russell 2000 Value Index for the year by 2.50%.

Quarterly Asset Growth

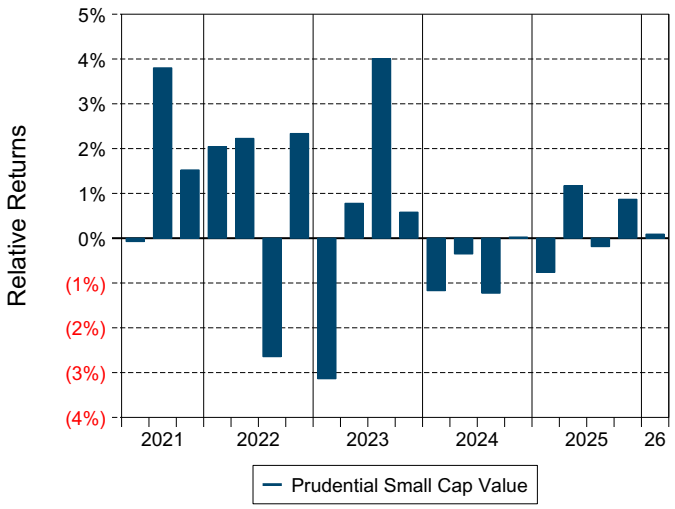
Beginning Market Value	$23,783,686
Net New Investment	$-1,500,000
Investment Gains/(Losses)	$1,173,533
Ending Market Value	$23,457,219

Performance vs Callan Small Cap Value Mutual Funds (Net)

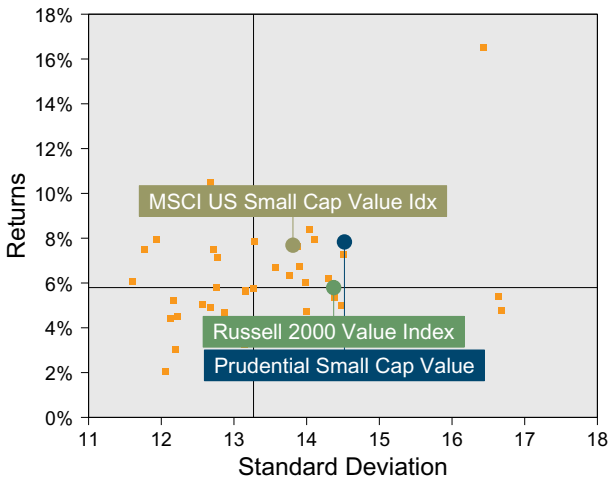


		Last Quarter	Last Year	Last 2 Years	Last 3 Years	Last 5 Years	Last 7 Years	Last 10 Years
10th Percentile		7.24	25.95	10.66	14.52	9.64	11.31	10.80
25th Percentile		5.41	22.43	8.98	12.28	7.51	9.82	9.86
Median		3.88	17.80	6.39	10.69	5.80	9.17	9.20
75th Percentile		1.00	14.45	4.41	9.25	4.75	8.01	8.43
90th Percentile		(0.66)	7.72	3.29	6.91	2.83	6.30	7.28
Prudential Small Cap Value	A	5.05	30.59	11.18	15.21	7.83	9.73	9.27
MSCI US Small Cap Value Idx	B	3.55	23.46	10.57	13.78	7.69	9.71	9.74
Russell 2000 Value Index	▲	4.96	28.09	11.40	13.80	5.79	9.08	9.61

Relative Return vs Russell 2000 Value Index



Callan Small Cap Value Mutual Funds (Net) Annualized Five Year Risk vs Return

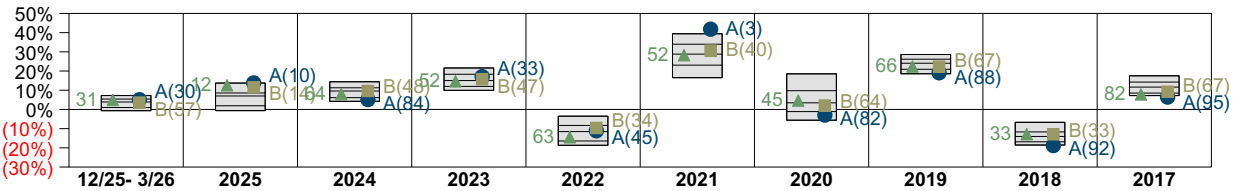


Prudential Small Cap Value
Return Analysis Summary

Return Analysis

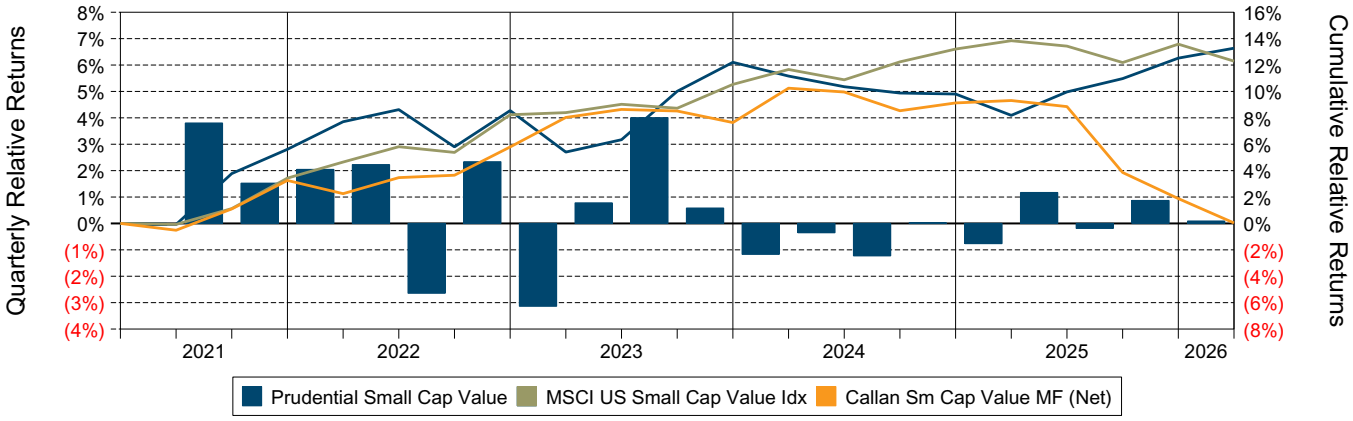
The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

Performance vs Callan Small Cap Value Mutual Funds (Net)

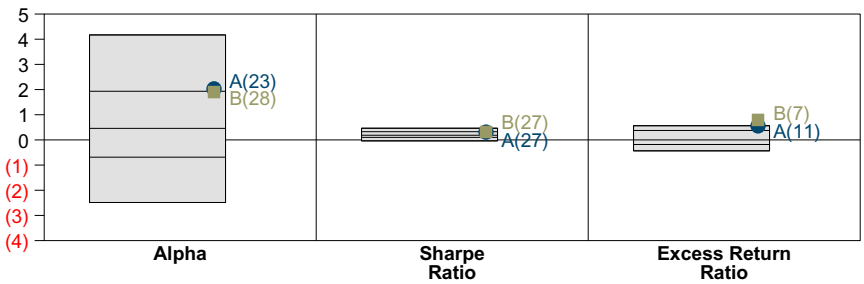


	12/25- 3/26	2025	2024	2023	2022	2021	2020	2019	2018	2017
10th Percentile	7.24	13.74	14.42	21.59	(3.52)	39.41	18.54	28.62	(6.71)	17.52
25th Percentile	5.41	8.57	11.28	18.33	(8.33)	33.97	9.76	26.16	(11.71)	14.25
Median	3.88	7.02	9.60	15.04	(11.54)	28.81	3.44	24.07	(14.06)	11.64
75th Percentile	1.00	1.91	6.13	12.00	(16.43)	23.07	(1.12)	20.92	(16.85)	8.51
90th Percentile	(0.66)	(0.62)	4.23	9.93	(18.69)	16.55	(5.61)	18.59	(18.54)	7.20
Prudential Small Cap Value (A)	5.05	13.81	5.14	17.07	(11.12)	41.79	(2.96)	19.09	(18.82)	6.43
MSCI US Small Cap Value Idx (B)	3.55	11.56	9.65	15.75	(9.64)	30.61	2.04	22.29	(12.94)	9.22
Russell 2000 Value Index	4.96	12.59	8.05	14.65	(14.48)	28.27	4.63	22.39	(12.86)	7.84

Cumulative and Quarterly Relative Returns vs Russell 2000 Value Index



Risk Adjusted Return Measures vs Russell 2000 Value Index
Rankings Against Callan Small Cap Value Mutual Funds (Net)
Five Years Ended March 31, 2026



	Alpha	Sharpe Ratio	Excess Return Ratio
10th Percentile	4.17	0.46	0.56
25th Percentile	1.93	0.33	0.37
Median	0.46	0.19	0.00
75th Percentile	(0.69)	0.10	(0.18)
90th Percentile	(2.49)	(0.04)	(0.43)
Prudential Small Cap Value (A)	2.03	0.31	0.56
MSCI US Small Cap Value Idx (B)	1.90	0.31	0.79

Prudential Small Cap Value
Equity Characteristics Analysis Summary

Portfolio Characteristics

This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

Portfolio Characteristics Percentile Rankings
Rankings Against Callan Small Cap Value Mutual Funds
as of March 31, 2026

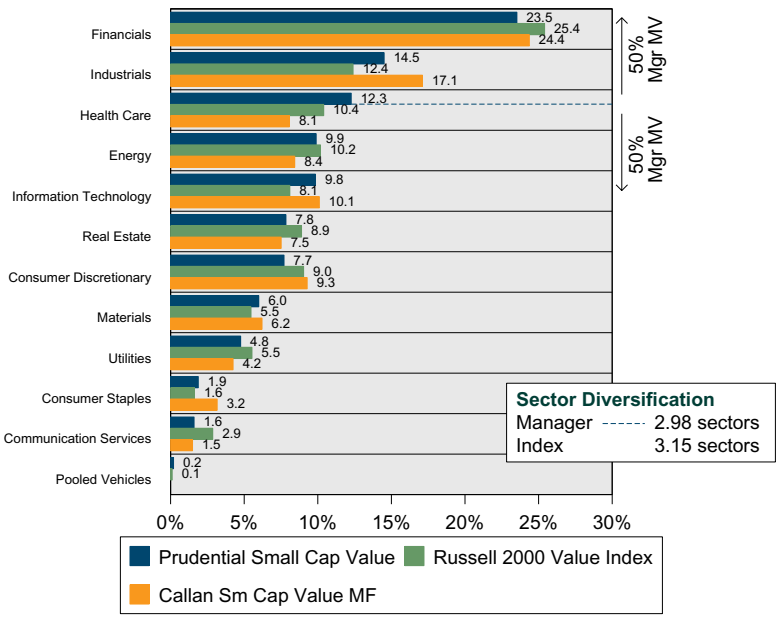


	Weighted Median Market Cap	Price/Fore-casted Earnings	Price/Book	Forecasted Earnings Growth	Dividend Yield	MSCI Combined Z-Score
10th Percentile	5.78	17.39	2.06	15.25	2.29	(0.21)
25th Percentile	4.68	15.75	1.84	11.55	1.94	(0.44)
Median	3.62	14.13	1.62	9.40	1.75	(0.64)
75th Percentile	2.92	12.02	1.45	7.20	1.53	(0.84)
90th Percentile	2.38	10.98	1.19	3.56	1.35	(1.12)
Prudential Small Cap Value ● A	2.39	11.59	1.43	10.42	1.82	(0.85)
MSCI US Small Cap Value Idx ■ B	4.17	13.19	1.44	6.62	2.57	(1.00)
Russell 2000 Value Index ▲	2.92	19.60	1.40	6.05	1.93	(0.84)

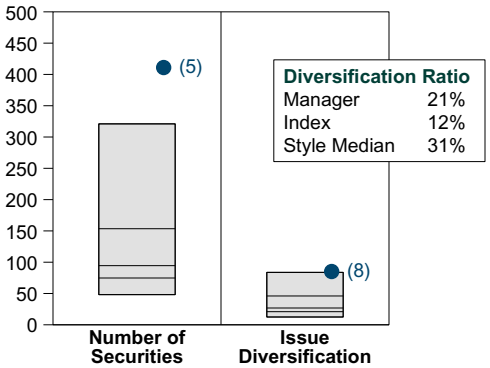
Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. Diversification by number and concentration of holdings are also compared to the benchmark and peer group. Issue Diversification represents by count, and Diversification Ratio by percent, the number of holdings that account for half of the portfolio's market value.

Sector Allocation
March 31, 2026



Diversification
March 31, 2026



	Number of Securities	Issue Diversification
10th Percentile	321	84
25th Percentile	154	46
Median	95	27
75th Percentile	75	21
90th Percentile	48	12
Prudential Small Cap Value ●	411	85
Russell 2000 Value Index ▲	1409	170

AB US Small Growth
Period Ended March 31, 2026

Investment Philosophy

AB's small cap growth investment process emphasizes in-house fundamental research and direct management contact in order to identify rapidly growing companies with accelerating earnings power and reasonable valuations.

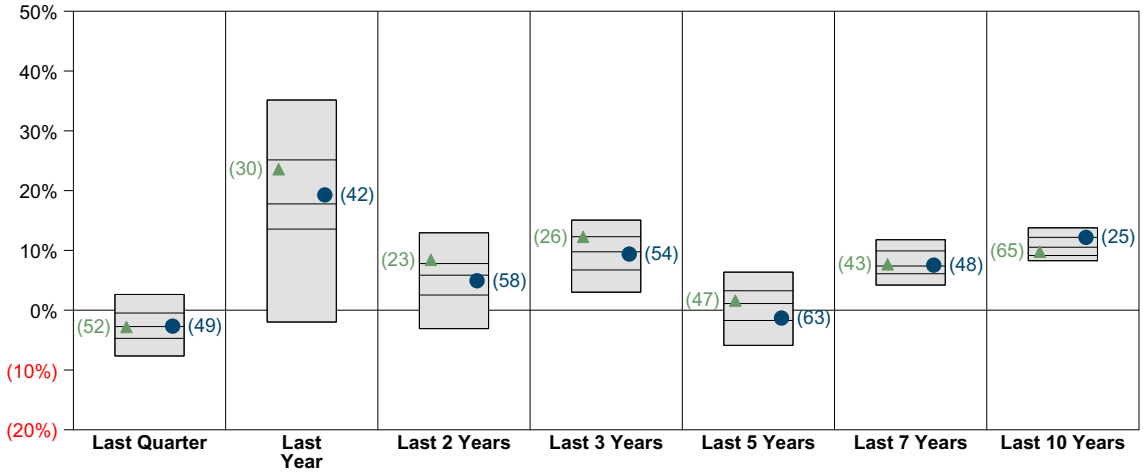
Quarterly Summary and Highlights

- AB US Small Growth's portfolio posted a (2.67)% return for the quarter placing it in the 49 percentile of the Callan Sm Cap Growth MF (Net) group for the quarter and in the 42 percentile for the last year.
- AB US Small Growth's portfolio outperformed the Russell 2000 Growth Index by 0.14% for the quarter and underperformed the Russell 2000 Growth Index for the year by 4.30%.

Quarterly Asset Growth

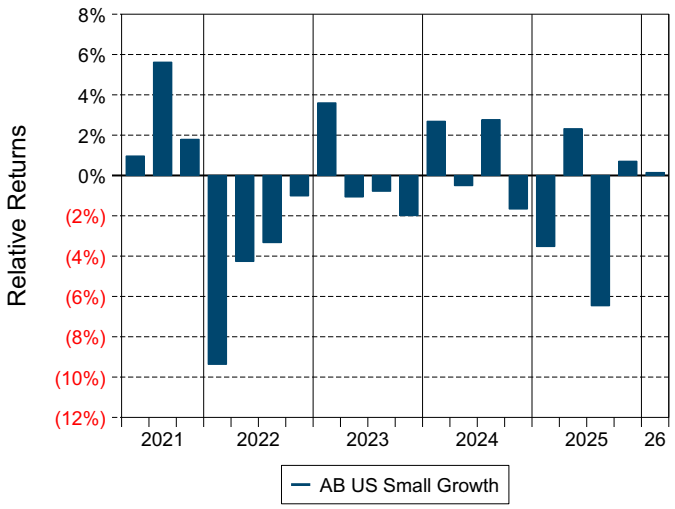
Beginning Market Value	$24,344,081
Net New Investment	$0
Investment Gains/(Losses)	$-648,799
Ending Market Value	$23,695,282

Performance vs Callan Small Cap Growth Mutual Funds (Net)

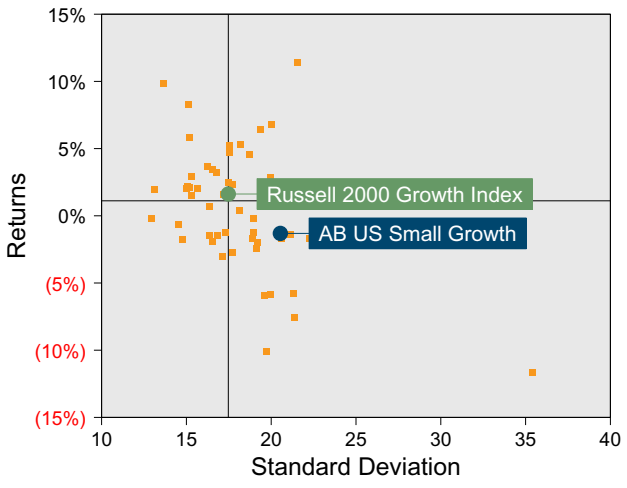


	Last Quarter	Last Year	Last 2 Years	Last 3 Years	Last 5 Years	Last 7 Years	Last 10 Years
10th Percentile	2.63	35.15	12.95	15.07	6.37	11.79	13.78
25th Percentile	(0.47)	25.14	7.80	12.29	3.25	9.92	12.18
Median	(2.74)	17.78	5.86	9.77	1.11	7.39	10.53
75th Percentile	(4.71)	13.56	2.54	6.73	(1.72)	6.10	9.15
90th Percentile	(7.66)	(1.98)	(3.09)	3.02	(5.88)	4.20	8.28
AB US Small Growth ●	(2.67)	19.28	4.92	9.39	(1.31)	7.53	12.18
Russell 2000 Growth Index ▲	(2.81)	23.58	8.43	12.27	1.62	7.68	9.79

Relative Return vs Russell 2000 Growth Index



Callan Small Cap Growth Mutual Funds (Net) Annualized Five Year Risk vs Return

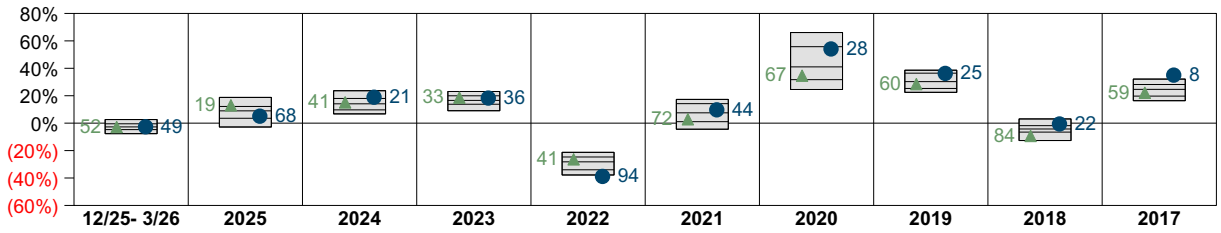


AB US Small Growth
Return Analysis Summary

Return Analysis

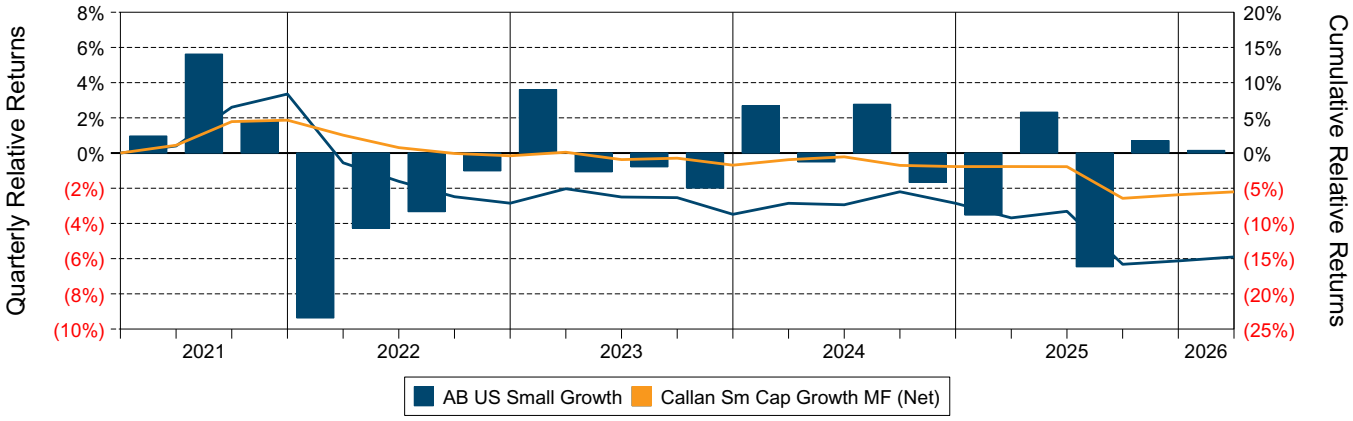
The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

Performance vs Callan Small Cap Growth Mutual Funds (Net)

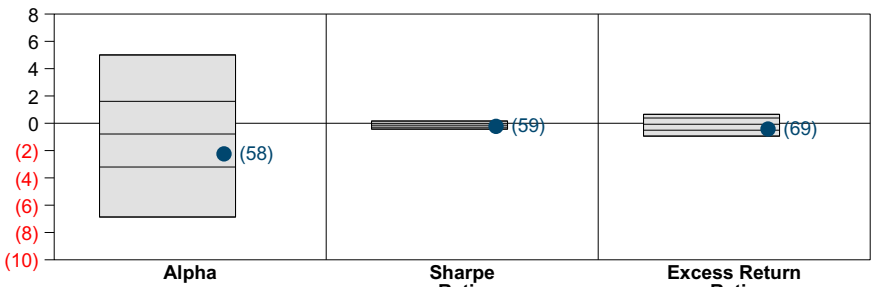


	12/25- 3/26	2025	2024	2023	2022	2021	2020	2019	2018	2017
10th Percentile	2.63	18.77	23.65	23.08	(21.28)	17.31	66.08	38.61	3.08	32.13
25th Percentile	(0.47)	12.18	18.02	19.96	(24.66)	14.23	55.75	36.45	(1.82)	28.18
Median	(2.74)	8.96	14.11	16.59	(28.21)	7.54	41.04	30.28	(4.26)	24.63
75th Percentile	(4.71)	3.56	9.69	13.79	(34.00)	1.08	31.71	25.30	(6.53)	19.72
90th Percentile	(7.66)	(2.81)	6.75	9.07	(37.79)	(4.43)	24.54	22.47	(12.66)	16.38
AB US Small Growth ●	(2.67)	5.09	18.90	18.27	(38.85)	9.72	54.10	36.26	(0.60)	35.03
Russell 2000 Growth Index ▲	(2.81)	13.01	15.15	18.66	(26.36)	2.83	34.63	28.48	(9.31)	22.17

Cumulative and Quarterly Relative Returns vs Russell 2000 Growth Index



Risk Adjusted Return Measures vs Russell 2000 Growth Index
Rankings Against Callan Small Cap Growth Mutual Funds (Net)
Five Years Ended March 31, 2026



	Alpha	Sharpe Ratio	Excess Return Ratio
10th Percentile	5.00	0.16	0.65
25th Percentile	1.61	(0.00)	0.39
Median	(0.79)	(0.14)	(0.07)
75th Percentile	(3.20)	(0.29)	(0.51)
90th Percentile	(6.87)	(0.43)	(0.94)
AB US Small Growth ●	(2.24)	(0.23)	(0.42)

AB US Small Growth
Equity Characteristics Analysis Summary

Portfolio Characteristics

This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

Portfolio Characteristics Percentile Rankings
Rankings Against Callan Small Cap Growth Mutual Funds
as of March 31, 2026

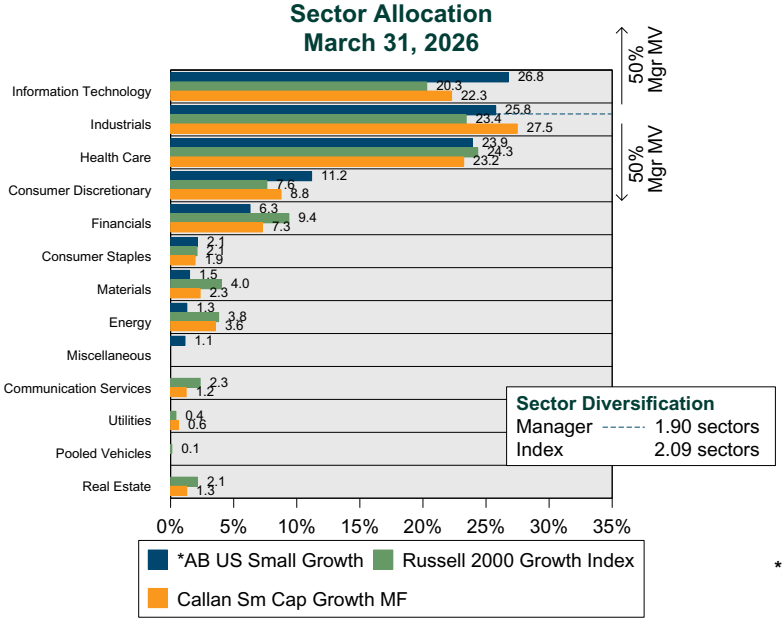


	Weighted Median Market Cap	Price/Fore-casted Earnings	Price/Book	Dividend Yield	MSCI Combined Z-Score
10th Percentile	7.55	43.02	4.61	0.57	0.89
25th Percentile	6.72	33.58	4.07	0.50	0.74
Median	5.90	29.52	3.77	0.35	0.64
75th Percentile	5.03	25.45	3.38	0.27	0.59
90th Percentile	4.01	22.04	2.94	0.17	0.43
*AB US Small Growth	7.08	52.41	5.28	0.16	0.82
Russell 2000 Growth Index	4.16	31.64	3.97	0.51	0.66

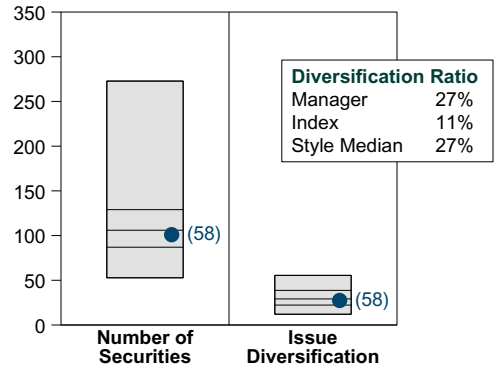
Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. Diversification by number and concentration of holdings are also compared to the benchmark and peer group. Issue Diversification represents by count, and Diversification Ratio by percent, the number of holdings that account for half of the portfolio's market value.

Sector Allocation
March 31, 2026



Diversification
March 31, 2026



	Number of Securities	Issue Diversification
10th Percentile	273	55
25th Percentile	129	39
Median	106	29
75th Percentile	87	22
90th Percentile	53	12
*AB US Small Growth	101	27
Russell 2000 Growth Index	1106	119

*3/31/26 portfolio characteristics generated using most recently available holdings (12/31/25) modified based on a "buy-and-hold" assumption (repriced and adjusted for corporate actions). Analysis is then done using current market and company financial data.

International Equity
Period Ended March 31, 2026

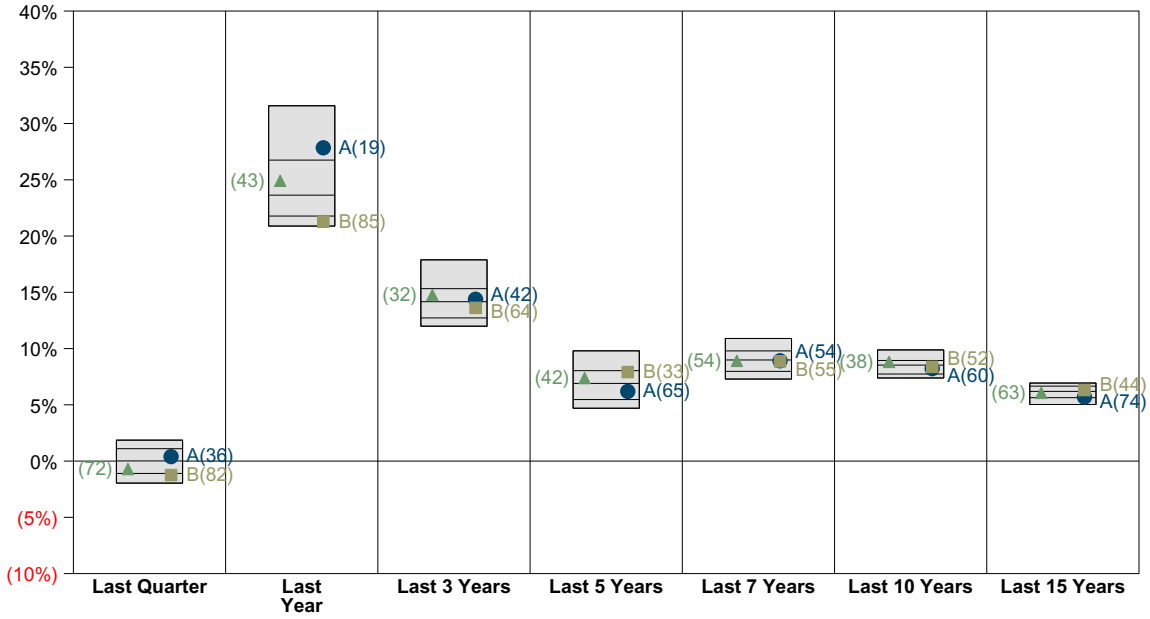
Quarterly Summary and Highlights

- International Equity's portfolio posted a 0.40% return for the quarter placing it in the 36 percentile of the Callan Public Fund Spr DB-International Equity (Nt) group for the quarter and in the 19 percentile for the last year.
- International Equity's portfolio outperformed the MSCI ACWI xUS (Net) by 1.10% for the quarter and outperformed the MSCI ACWI xUS (Net) for the year by 2.93%.

Quarterly Asset Growth

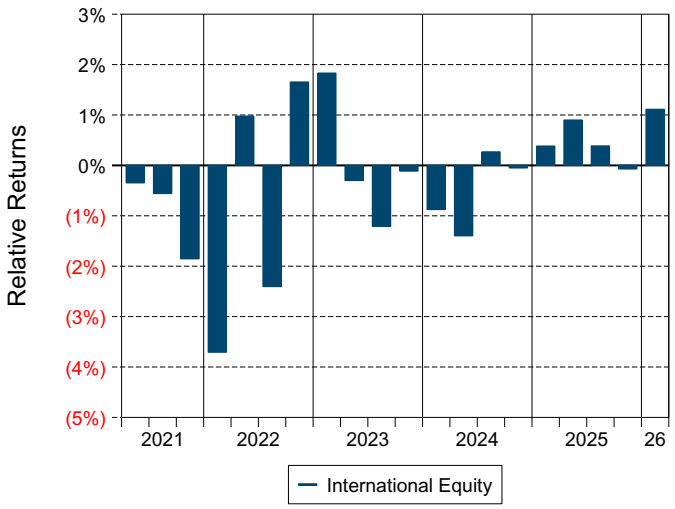
Beginning Market Value	$220,217,318
Net New Investment	$-9,658,535
Investment Gains/(Losses)	$981,295
Ending Market Value	$211,540,078

Performance vs Callan Public Fund Sponsor Database-International Equity (Nt)

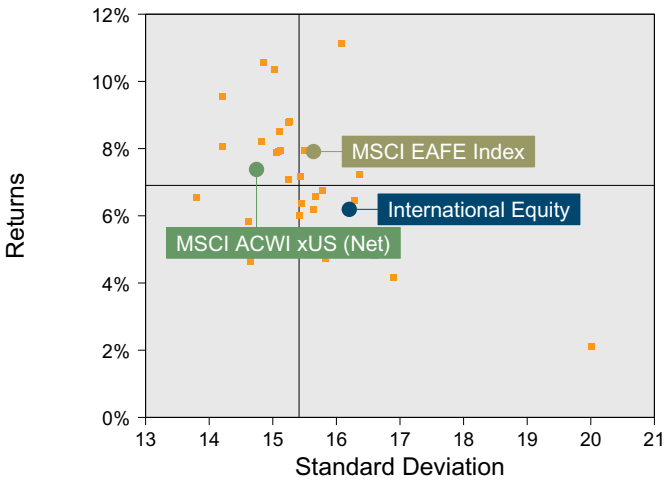


		Last Quarter	Last Year	Last 3 Years	Last 5 Years	Last 7 Years	Last 10 Years	Last 15 Years
10th Percentile		1.86	31.58	17.89	9.80	10.90	9.88	6.94
25th Percentile		1.10	26.75	15.33	8.04	9.79	8.94	6.66
Median		0.01	23.64	14.17	6.90	8.99	8.53	6.19
75th Percentile		(1.10)	21.78	12.72	5.47	7.98	7.74	5.64
90th Percentile		(1.96)	20.89	11.99	4.70	7.29	7.38	5.03
International Equity	A	0.40	27.84	14.38	6.19	8.92	8.22	5.69
MSCI EAFE Index	B	(1.24)	21.27	13.62	7.91	8.86	8.38	6.31
MSCI ACWI xUS (Net)	▲	(0.71)	24.91	14.77	7.38	8.91	8.82	6.06

Relative Return vs MSCI ACWI xUS (Net)



Callan Public Fund Sponsor Database-International Equity (Nt)
Annualized Five Year Risk vs Return

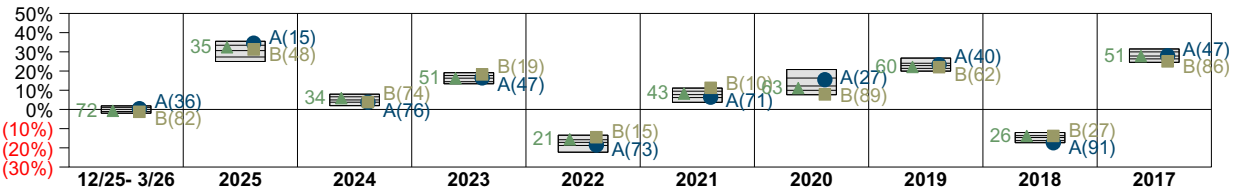


International Equity
Return Analysis Summary

Return Analysis

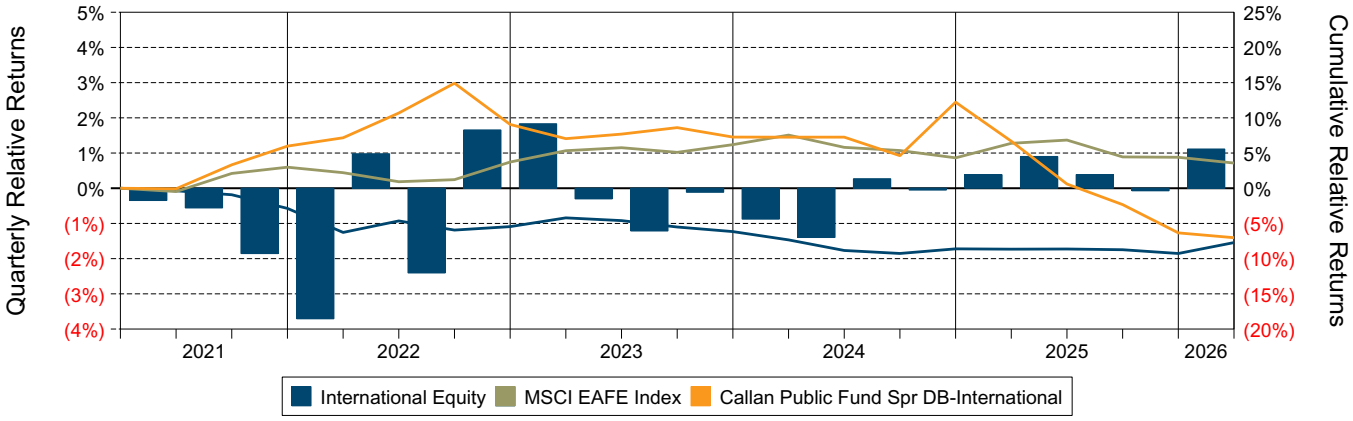
The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

Performance vs Callan Public Fund Sponsor Database-International Equity (Nt)

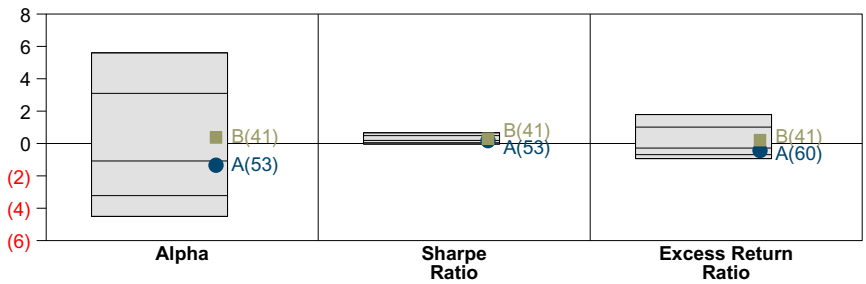


	12/25- 3/26	2025	2024	2023	2022	2021	2020	2019	2018	2017
10th Percentile	1.86	35.49	7.94	19.14	(13.42)	11.12	20.80	26.75	(12.02)	31.50
25th Percentile	1.10	33.43	6.58	17.65	(15.78)	9.51	16.35	24.06	(13.63)	29.97
Median	0.01	30.64	4.94	16.28	(17.15)	7.73	12.22	22.83	(14.62)	27.81
75th Percentile	(1.10)	27.32	3.77	14.46	(18.76)	6.18	9.96	21.39	(16.24)	26.33
90th Percentile	(1.96)	24.98	1.97	13.38	(22.28)	3.71	7.67	19.96	(17.32)	24.52
International Equity ● A	0.40	34.51	3.72	16.42	(18.55)	6.37	15.49	23.32	(17.36)	28.00
MSCI EAFE Index ■ B	(1.24)	31.22	3.82	18.24	(14.45)	11.26	7.82	22.01	(13.79)	25.03
MSCI ACWI xUS (Net) ▲	(0.71)	32.39	5.88	16.21	(15.57)	8.29	11.13	22.13	(13.77)	27.77

Cumulative and Quarterly Relative Returns vs MSCI ACWI xUS (Net)



Risk Adjusted Return Measures vs MSCI ACWI xUS (Net)
Rankings Against Callan Public Fund Sponsor Database-International Equity (Nt)
Five Years Ended March 31, 2026



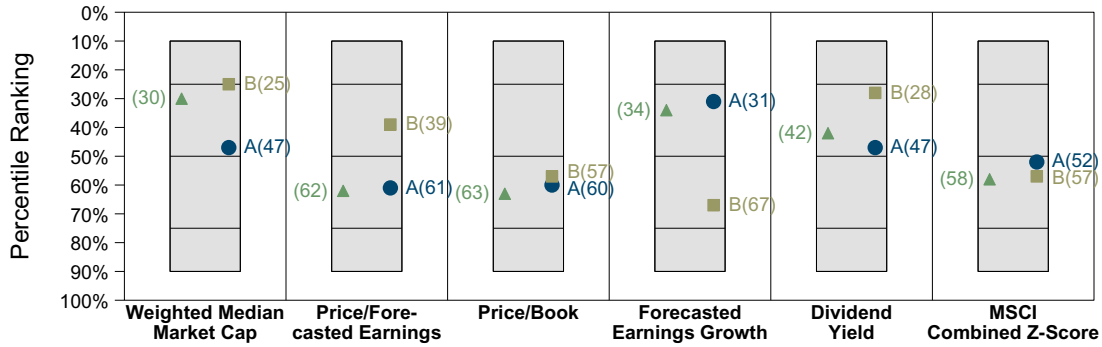
	Alpha	Sharpe Ratio	Excess Return Ratio
10th Percentile	5.60	0.66	1.79
25th Percentile	3.10	0.49	1.01
Median	(1.08)	0.19	(0.28)
75th Percentile	(3.22)	0.05	(0.69)
90th Percentile	(4.51)	(0.04)	(0.93)
International Equity ● A	(1.34)	0.18	(0.44)
MSCI EAFE Index ■ B	0.37	0.29	0.21

International Equity
Equity Characteristics Analysis Summary

Portfolio Characteristics

This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

Portfolio Characteristics Percentile Rankings
Rankings Against Callan Non-US Equity
as of March 31, 2026

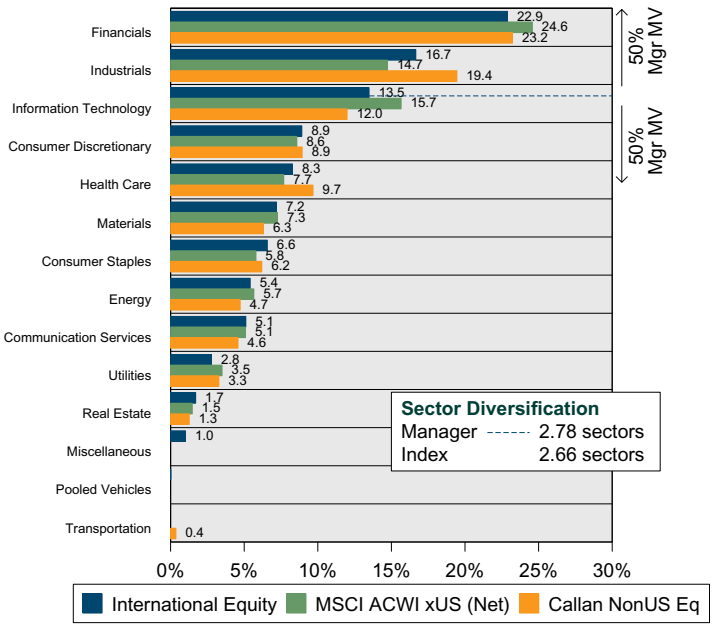


	Weighted Median Market Cap	Price/Fore-casted Earnings	Price/Book	Forecasted Earnings Growth	Dividend Yield	MSCI Combined Z-Score
10th Percentile	89.01	18.07	3.49	17.93	3.19	0.73
25th Percentile	66.13	15.97	2.95	15.86	2.77	0.50
Median	47.11	14.20	2.23	13.58	2.38	0.22
75th Percentile	37.46	12.47	1.72	11.60	1.97	(0.16)
90th Percentile	26.50	10.99	1.49	9.63	1.64	(0.56)
International Equity ● A	49.49	13.71	2.12	14.79	2.41	0.19
MSCI EAFE Index ■ B	66.91	14.98	2.15	12.23	2.73	0.14
MSCI ACWI xUS (Net) ▲	58.58	13.62	2.05	14.44	2.54	0.13

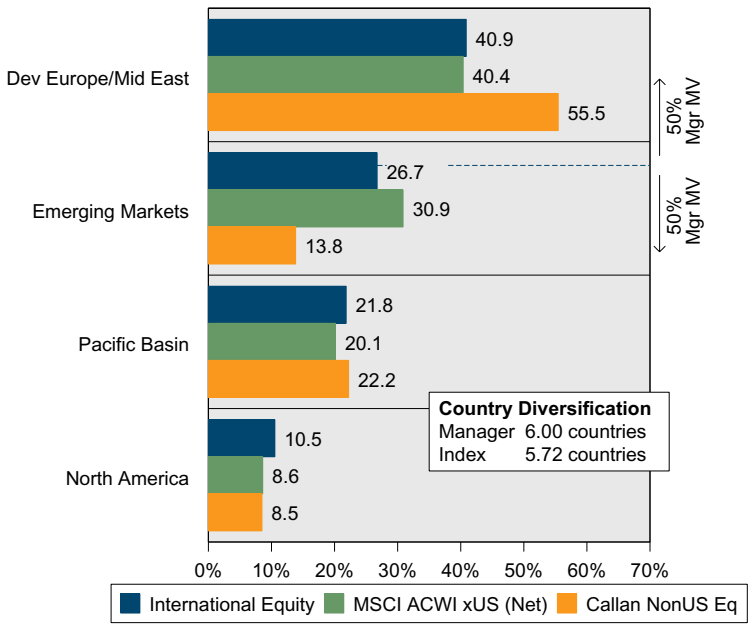
Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. The regional allocation chart compares the manager's geographical region weights with those of the benchmark as well as the median region weights of the peer group.

Sector Allocation
March 31, 2026



Regional Allocation
March 31, 2026

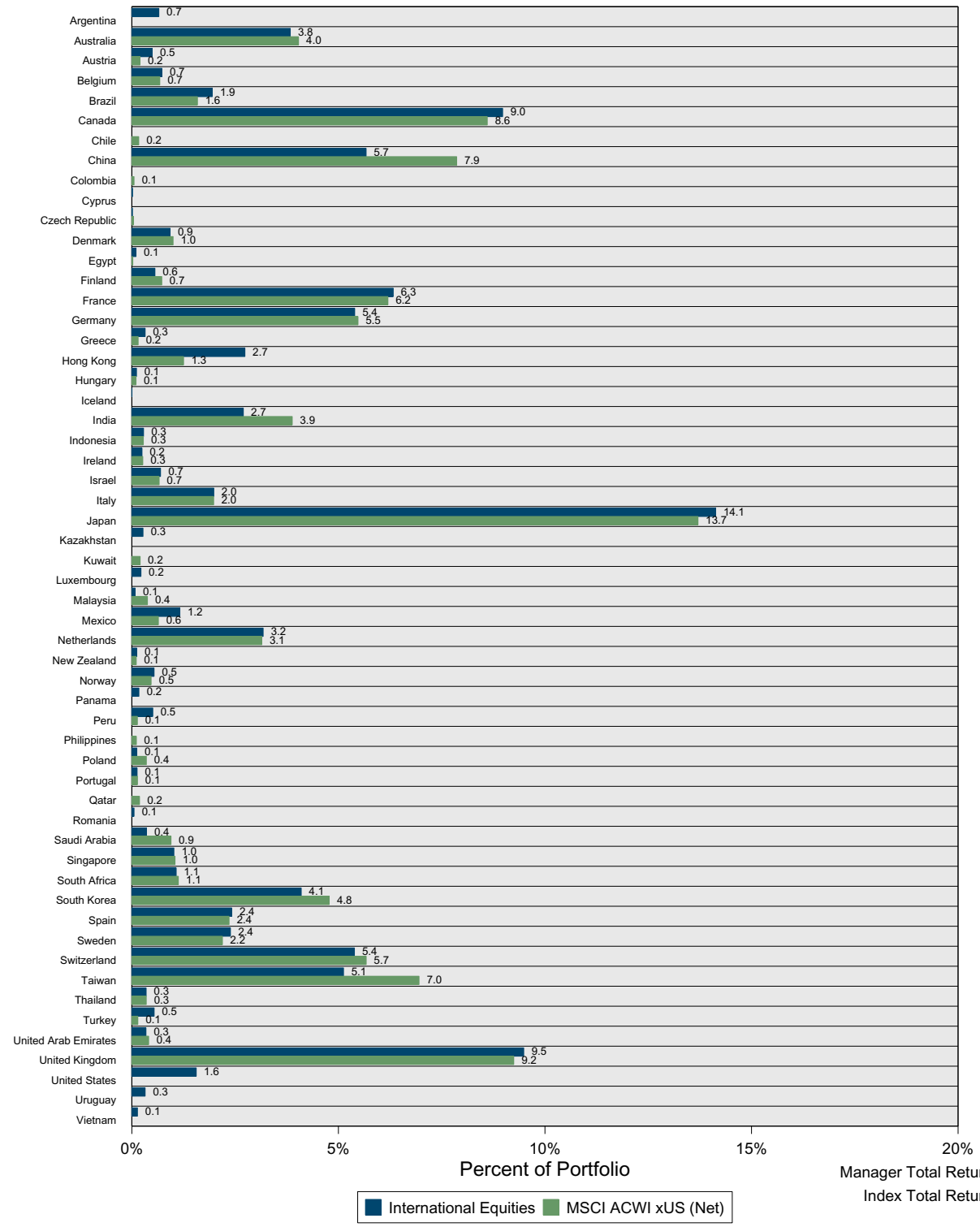


Country Allocation
International Equities VS MSCI ACWI xUS (Net)

Country Allocation

The chart below contrasts the portfolio's country allocation with that of the index as of March 31, 2026. This chart is useful because large deviations in country allocation relative to the index are often good predictors of tracking error in the subsequent quarter. To the extent that the portfolio allocation is similar to the index, the portfolio should experience more "index-like" performance. In order to illustrate the performance effect on the portfolio and index of these country allocations, the individual index country returns are also shown.

Country Weights as of March 31, 2026



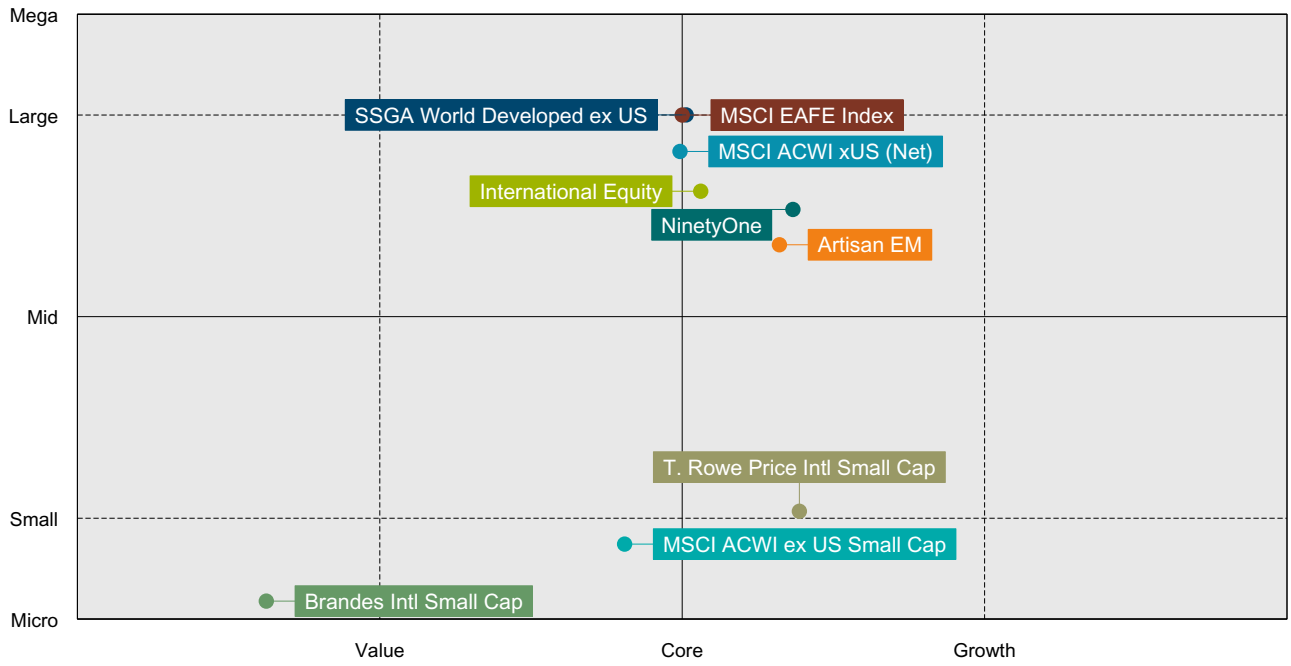
Index Rtns
3.44%
3.44%
(3.46%)
(1.74%)
19.10%
1.27%
(1.99%)
(8.94%)
21.12%
(13.89%)
(10.07%)
(14.45%)
(3.67%)
1.96%
(5.38%)
(8.47%)
(6.53%)
5.54%
4.67%
(9.81%)
(18.13%)
(20.68%)
(10.15%)
2.48%
(3.35%)
1.35%
2.74%
(5.29%)
(0.76%)
2.47%
7.68%
2.72%
(0.85%)
31.49%
(3.21%)
20.79%
(3.17%)
0.83%
11.41%
(3.35%)
(3.81%)
9.23%
(0.96%)
(3.40%)
16.54%
(3.24%)
(3.79%)
(4.21%)
9.09%
15.43%
13.70%
(7.10%)
2.02%
-
-
-

Manager Total Return:	0.48%
Index Total Return:	(0.71%)

International Holdings Based Style Analysis
For One Quarter Ended March 31, 2026

This page analyzes and compares the investment styles of multiple portfolios using a detailed holdings-based style analysis methodology. The size component of style is measured by the weighted median market capitalization of the holdings. The value/core/growth style dimension is captured by the "Combined Z-Score" of the portfolio. This score is based on eight fundamental factors used in the MSCI stock style scoring system. The table below gives a more detailed breakdown of several relevant style metrics on the portfolios.

Style Map
Holdings for One Quarter Ended March 31, 2026



	Weight %	Wtd Median Mkt Cap	Combined Z-Score	Growth Z-Score	Value Z-Score	Number of Securities	Security Diversification
SSGA World Developed ex US	63.36%	67.25	0.15	0.07	(0.08)	773	94.97
Brandes Intl Small Cap	5.00%	2.04	(0.87)	(0.27)	0.61	55	17.37
T. Rowe Price Intl Small Cap	5.00%	4.07	0.46	0.22	(0.24)	240	69.38
Artisan EM	13.38%	37.25	0.40	0.20	(0.21)	66	14.60
NinetyOne	13.27%	45.32	0.44	0.22	(0.22)	79	17.03
International Equity	100.00%	49.49	0.19	0.10	(0.09)	1160	134.42
MSCI ACWI ex US Small Cap	-	3.02	(0.00)	(0.01)	(0.01)	4093	711.09
MSCI EAFE Index	-	66.91	0.14	0.06	(0.08)	690	82.00
MSCI ACWI xUS (Net)	-	58.58	0.13	0.06	(0.07)	1977	137.20

SSGA World Developed ex U.S.
Period Ended March 31, 2026

Investment Philosophy

SSGA's investment process is built on meeting the clients objectives, minimizing transaction costs and making decisions through a team framework. To determine which indexing methodology to use, they begin by considering the following factors: size of the portfolio, breadth of the benchmark, liquidity of constituents, custody costs, tracking error tolerance, availability of data, and the seasoning of the portfolio. Most often, full replication is used due to their belief in efficient markets. Portfolio was funded April 2025. Historical returns are that of the manager's composite.

Quarterly Summary and Highlights

- SSGA World Developed ex U.S.'s portfolio posted a 0.56% return for the quarter placing it in the 41 percentile of the Callan Non US Equity MFs (Net) group for the quarter and in the 39 percentile for the last year.
- SSGA World Developed ex U.S.'s portfolio outperformed the MSCI World xUS by 1.50% for the quarter and outperformed the MSCI World xUS for the year by 2.15%.

Quarterly Asset Growth

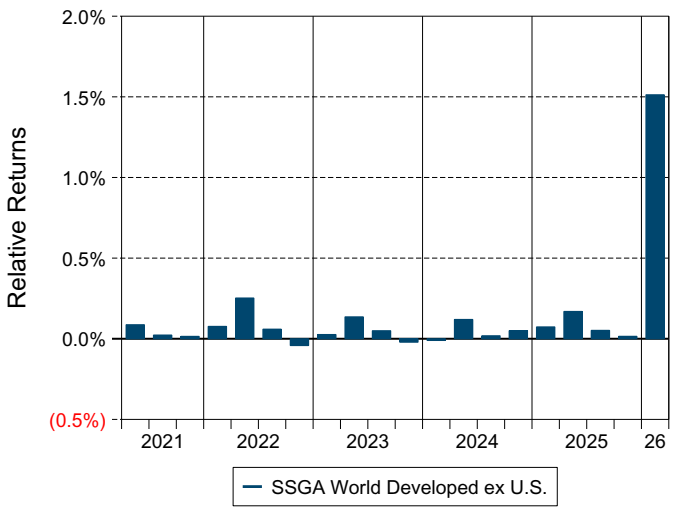
Beginning Market Value	$137,339,232
Net New Investment	$-4,108,535
Investment Gains/(Losses)	$798,075
Ending Market Value	$134,028,772

Performance vs Callan Non US Equity Mutual Funds (Net)

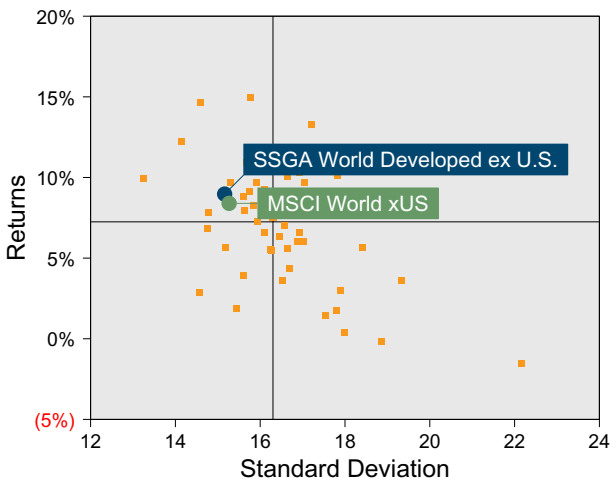


	Last Quarter	Last Year	Last 2 Years	Last 3 Years	Last 5 Years	Last 7 Years	Last 10 Years
10th Percentile	4.91	31.88	21.29	19.60	10.93	11.38	10.06
25th Percentile	2.58	27.75	17.83	16.36	9.69	10.25	9.12
Median	(0.58)	21.75	13.01	13.58	7.25	8.91	8.32
75th Percentile	(2.88)	14.79	8.89	10.82	4.92	7.77	7.02
90th Percentile	(4.28)	10.64	6.97	8.16	1.78	5.96	6.16
SSGA World Developed ex U.S. ●	0.56	25.15	14.95	15.12	8.97	9.73	9.10
MSCI World xUS ▲	(0.94)	22.99	13.81	14.30	8.40	9.25	8.66

Relative Return vs MSCI World xUS



Callan Non US Equity Mutual Funds (Net) Annualized Five Year Risk vs Return

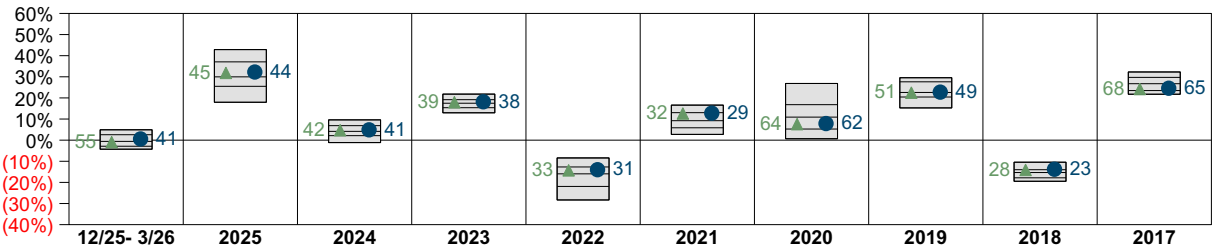


SSGA World Developed ex U.S.
Return Analysis Summary

Return Analysis

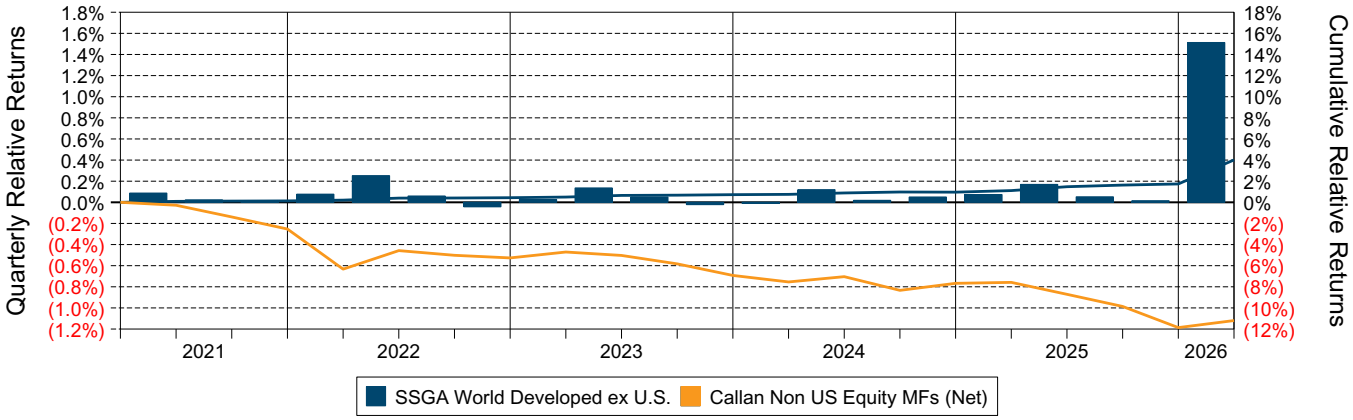
The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

Performance vs Callan Non US Equity Mutual Funds (Net)

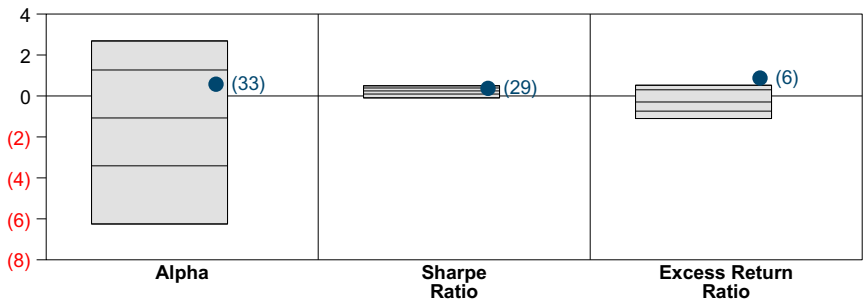


	12/25- 3/26	2025	2024	2023	2022	2021	2020	2019	2018	2017
10th Percentile	4.91	42.88	9.61	21.81	(8.42)	16.59	26.84	29.56	(10.44)	32.28
25th Percentile	2.58	37.07	6.87	19.17	(12.68)	13.02	16.80	27.63	(13.99)	29.72
Median	(0.58)	29.98	4.16	17.48	(15.94)	9.22	10.91	22.59	(15.33)	26.73
75th Percentile	(2.88)	25.49	2.14	15.37	(21.90)	5.86	5.26	20.43	(17.83)	23.49
90th Percentile	(4.28)	17.94	(1.15)	12.96	(28.33)	2.72	0.67	15.27	(19.47)	21.74
SSGA World Developed ex U.S. ●	0.56	32.26	4.89	18.16	(13.99)	12.79	7.87	22.73	(13.77)	24.59
MSCI World xUS ▲	(0.94)	31.85	4.70	17.94	(14.29)	12.62	7.59	22.49	(14.09)	24.21

Cumulative and Quarterly Relative Returns vs MSCI World xUS



Risk Adjusted Return Measures vs MSCI World xUS
Rankings Against Callan Non US Equity Mutual Funds (Net)
Five Years Ended March 31, 2026



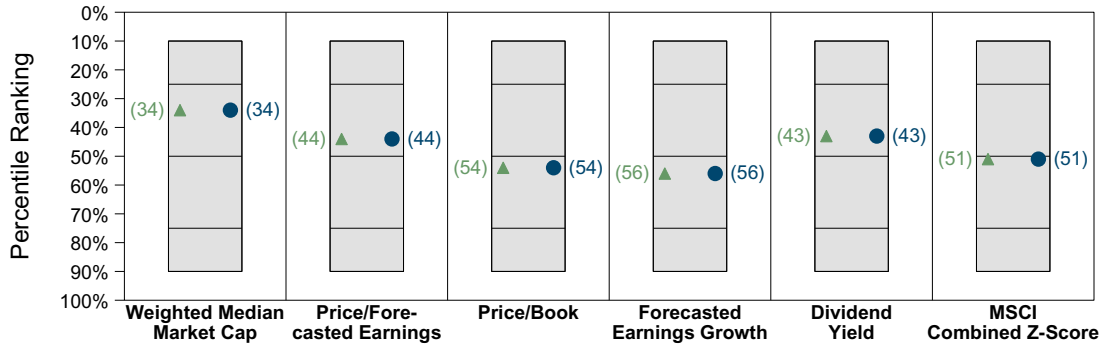
	Alpha	Sharpe Ratio	Excess Return Ratio
10th Percentile	2.69	0.50	0.52
25th Percentile	1.27	0.39	0.30
Median	(1.07)	0.25	(0.29)
75th Percentile	(3.41)	0.09	(0.74)
90th Percentile	(6.25)	(0.09)	(1.10)
SSGA World Developed ex U.S. ●	0.57	0.37	0.88

SSGA World Developed ex U.S.
Equity Characteristics Analysis Summary

Portfolio Characteristics

This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

Portfolio Characteristics Percentile Rankings
Rankings Against Callan Non US Equity Mutual Funds
as of March 31, 2026

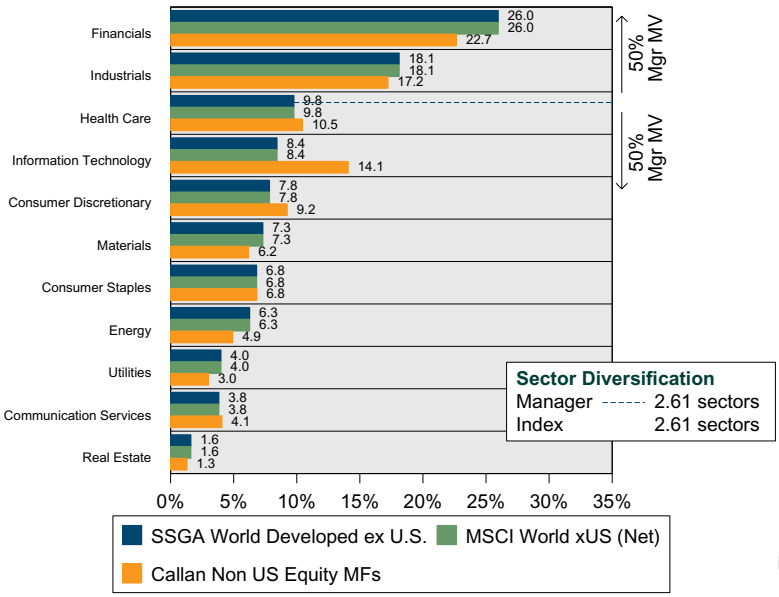


	Weighted Median Market Cap	Price/Forecasted Earnings	Price/Book	Forecasted Earnings Growth	Dividend Yield	MSCI Combined Z-Score
10th Percentile	98.65	19.29	3.47	17.46	3.39	0.71
25th Percentile	79.82	16.55	2.92	15.05	2.86	0.47
Median	49.68	14.66	2.31	12.90	2.62	0.16
75th Percentile	40.33	12.85	1.86	11.43	2.13	(0.17)
90th Percentile	30.54	11.77	1.61	10.20	1.73	(0.44)
SSGA World Developed ex U.S. ●	67.25	15.13	2.20	12.57	2.68	0.15
MSCI World xUS (Net) ▲	67.25	15.13	2.20	12.57	2.68	0.15

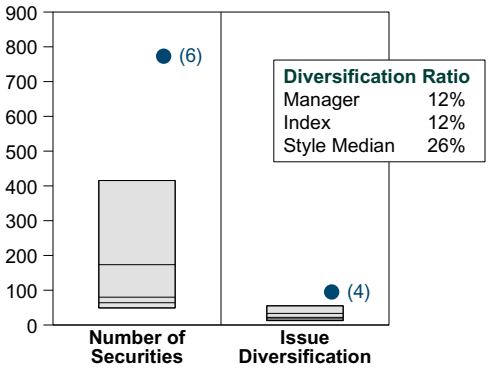
Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. Diversification by number and concentration of holdings are also compared to the benchmark and peer group. Issue Diversification represents by count, and Diversification Ratio by percent, the number of holdings that account for half of the portfolio's market value.

Sector Allocation
March 31, 2026



Diversification
March 31, 2026



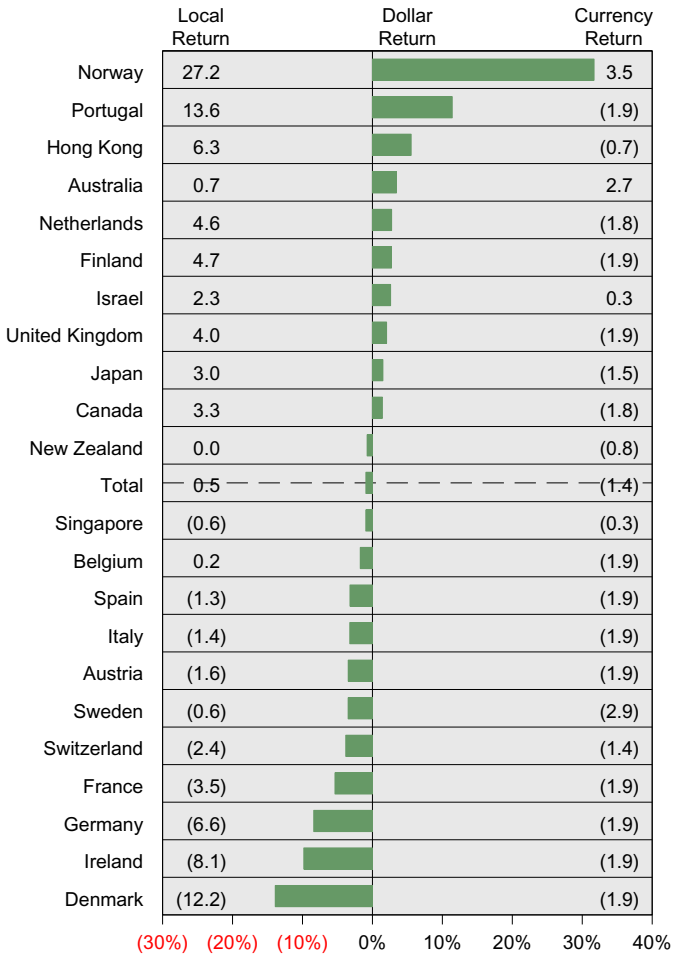
	Number of Securities	Issue Diversification
10th Percentile	416	55
25th Percentile	174	33
Median	80	22
75th Percentile	64	17
90th Percentile	49	13
SSGA World Developed ex U.S. ●	773	95
MSCI World xUS (Net) ▲	773	95

SSGA World Developed ex U.S. vs MSCI World xUS
Attribution for Quarter Ended March 31, 2026

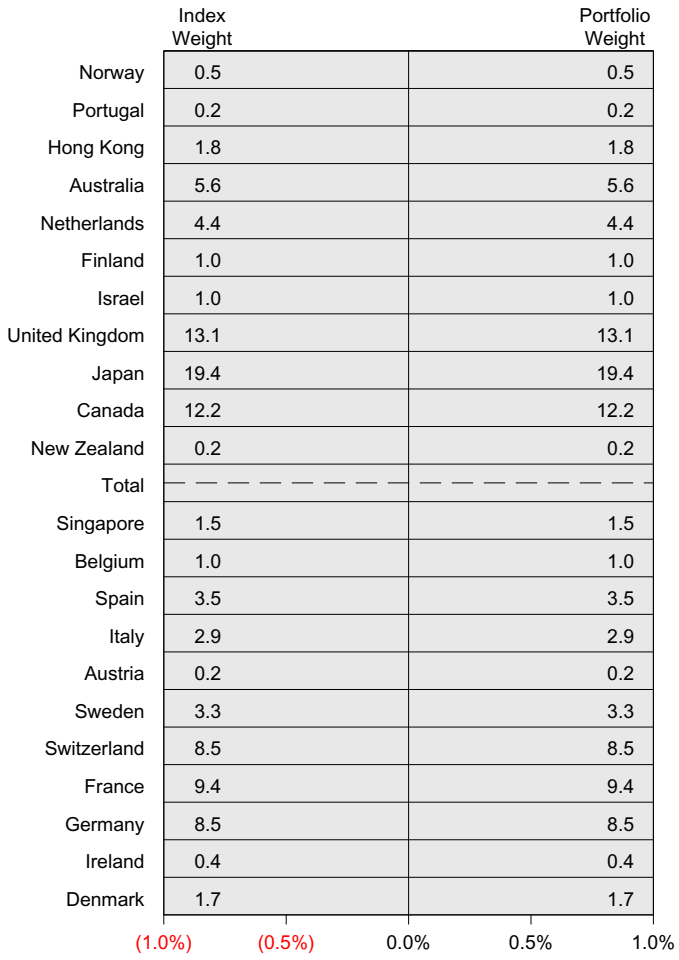
International Attribution

The first chart below illustrates the return for each country in the index sorted from high to low. The total return for the index is highlighted with a dotted line. The second chart (countries presented in the same order) illustrates the manager's country allocation decisions relative to the index. To the extent that the manager over-weighted a country that had a higher return than the total return for the index (above the dotted line) it contributes positively to the manager's country (or currency) selection effect. The last chart details the manager return, the index return, and the attribution factors for the quarter.

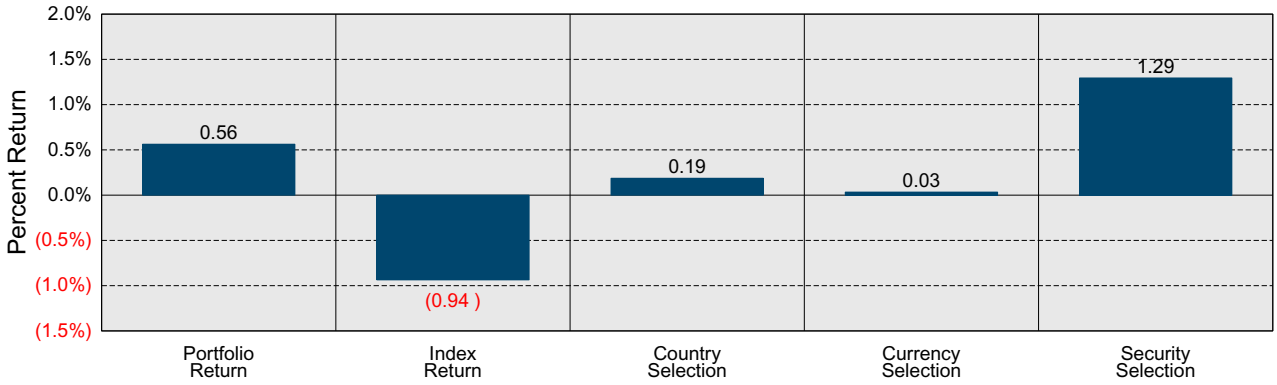
Index Returns by Country



Beginning Relative Weights (Portfolio - Index)



Attribution Factors for Quarter Ended March 31, 2026



Brandes Intl Small Cap
Period Ended March 31, 2026

Investment Philosophy

Brandes International Small Cap strategy is a fundamental deep value strategy. Brandes seeks to build portfolios with a high overall average margin of safety which the firm believes offers attractive long-term appreciation potential. The focus is given to stocks that are selling at a discount to the firm's estimates of their intrinsic business value, seen as an opportunity for competitive performance. Given the strategy's contrarian value approach, its pattern exhibits higher relative return volatility and higher tracking error. Patience is required in contrarian investing and it is best reviewed over a long-term time horizon. Portfolio was funded May 2025. Historical returns are that of the manager's composite.

Quarterly Summary and Highlights

- Brandes Intl Small Cap's portfolio posted a (1.31)% return for the quarter placing it in the 63 percentile of the Callan Intl Small Cap MFs (Net) group for the quarter and in the 29 percentile for the last year.
- Brandes Intl Small Cap's portfolio underperformed the MSCI ACWI xUS Small by 0.83% for the quarter and outperformed the MSCI ACWI xUS Small for the year by 3.85%.

Quarterly Asset Growth

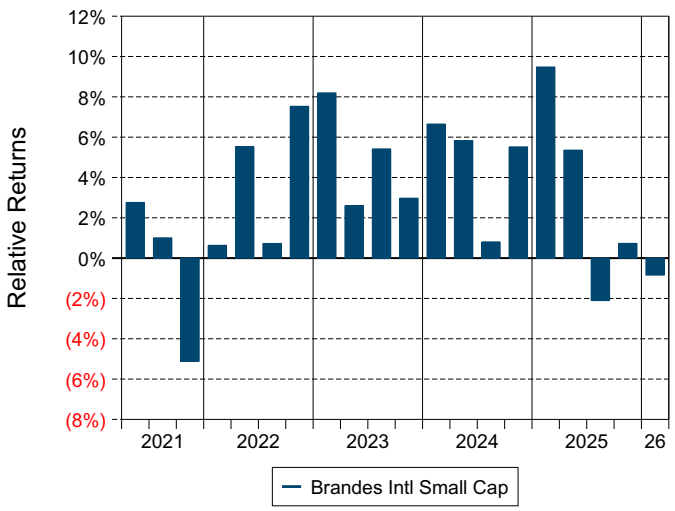
Beginning Market Value	$11,350,668
Net New Investment	$-650,000
Investment Gains/(Losses)	$-128,871
Ending Market Value	$10,571,797

Performance vs Callan International Small Cap Mut Funds (Net)

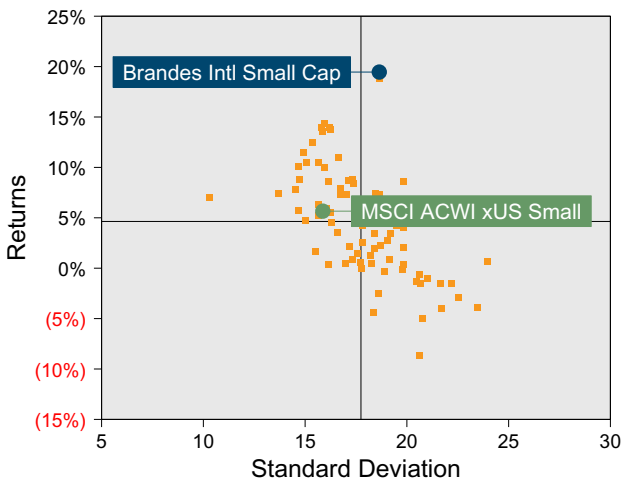


	Last Quarter	Last Year	Last 2 Years	Last 3 Years	Last 5 Years	Last 7 Years	Last 8-1/2 Years
10th Percentile	6.27	38.55	23.04	21.25	12.34	11.05	8.56
25th Percentile	2.97	33.72	18.73	16.83	8.31	9.68	7.19
Median	0.06	22.63	12.19	11.50	4.64	7.67	5.63
75th Percentile	(2.49)	14.79	7.38	7.37	0.51	5.57	3.97
90th Percentile	(6.17)	7.36	2.18	3.74	(1.55)	3.24	2.42
Brandes Intl Small Cap ●	(1.31)	31.67	28.57	30.34	19.46	17.03	11.67
MSCI ACWI xUS Small ▲	(0.48)	27.82	14.11	13.67	5.66	8.43	6.40

Relative Return vs MSCI ACWI xUS Small



Callan International Small Cap Mut Funds (Net) Annualized Five Year Risk vs Return

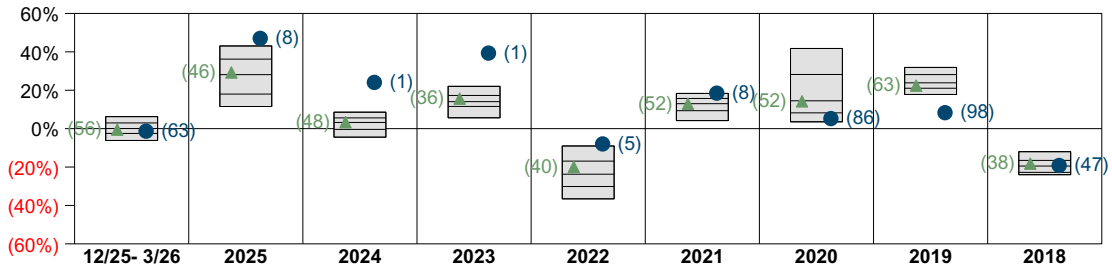


Brandes Intl Small Cap
Return Analysis Summary

Return Analysis

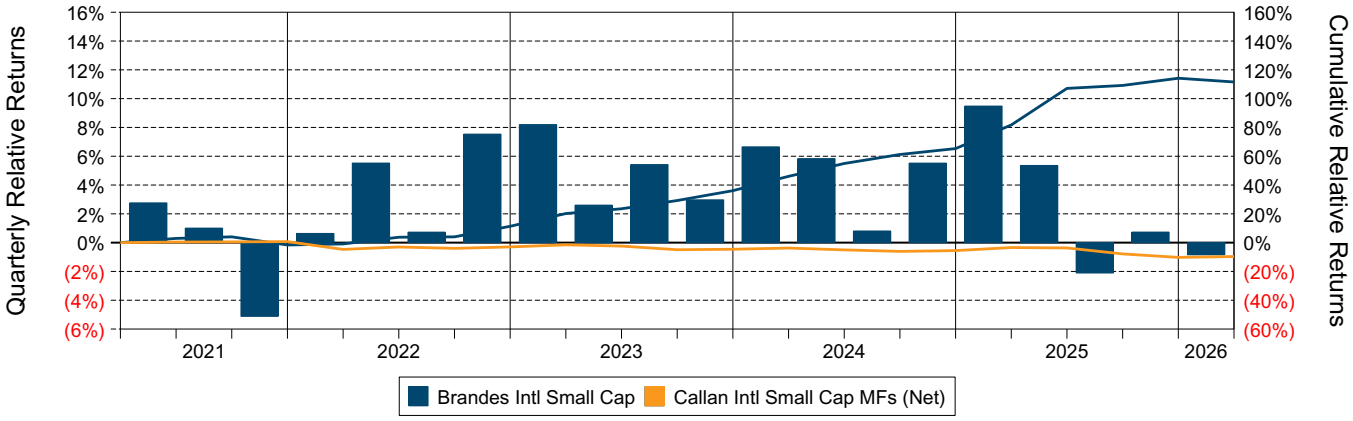
The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

Performance vs Callan International Small Cap Mut Funds (Net)

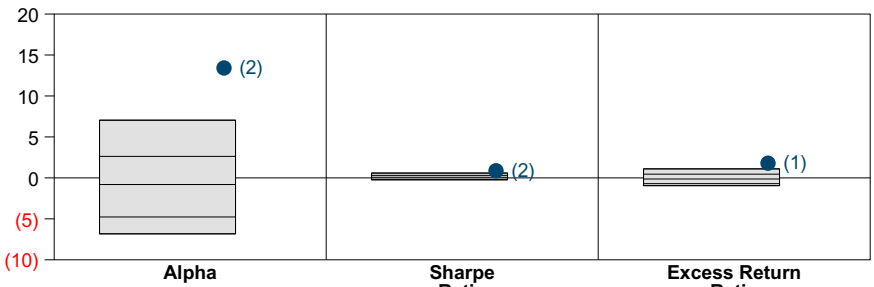


	12/25- 3/26	2025	2024	2023	2022	2021	2020	2019	2018
10th Percentile	6.27	43.08	8.57	22.02	(9.03)	18.33	41.76	31.88	(12.00)
25th Percentile	2.97	36.21	5.60	17.27	(16.92)	15.72	28.20	28.15	(16.54)
Median	0.06	28.12	3.22	14.05	(23.74)	13.00	14.50	23.86	(19.48)
75th Percentile	(2.49)	18.00	(0.38)	11.57	(30.13)	9.34	8.22	21.04	(22.78)
90th Percentile	(6.17)	11.53	(4.45)	5.66	(36.58)	4.19	3.56	17.79	(23.99)
Brandes Intl Small Cap ●	(1.31)	47.01	24.07	39.35	(7.97)	18.48	5.24	8.30	(19.19)
MSCI ACWI xUS Small ▲	(0.48)	29.26	3.36	15.66	(19.97)	12.93	14.24	22.42	(18.20)

Cumulative and Quarterly Relative Returns vs MSCI ACWI xUS Small



Risk Adjusted Return Measures vs MSCI ACWI xUS Small
Rankings Against Callan International Small Cap Mut Funds (Net)
Five Years Ended March 31, 2026



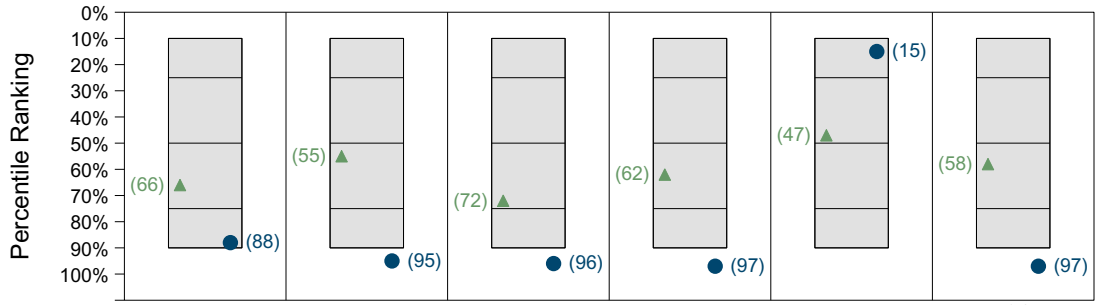
	Alpha	Sharpe Ratio	Excess Return Ratio
10th Percentile	7.04	0.59	1.10
25th Percentile	2.62	0.31	0.45
Median	(0.81)	0.07	(0.14)
75th Percentile	(4.77)	(0.15)	(0.70)
90th Percentile	(6.83)	(0.23)	(0.95)
Brandes Intl Small Cap ●	13.42	0.86	1.79

Brandes Intl Small Cap
Equity Characteristics Analysis Summary

Portfolio Characteristics

This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

Portfolio Characteristics Percentile Rankings
Rankings Against Callan International Small Cap Mut Funds
as of March 31, 2026

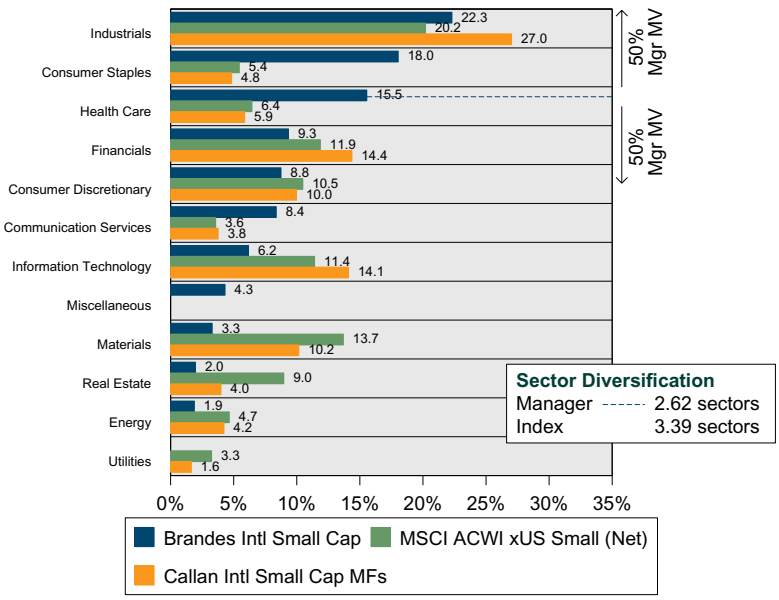


	Weighted Median Market Cap	Price/Forecasted Earnings	Price/Book	Forecasted Earnings Growth	Dividend Yield	MSCI Combined Z-Score
10th Percentile	7.78	19.17	3.54	21.18	3.47	0.99
25th Percentile	4.95	17.40	2.84	17.24	2.89	0.61
Median	3.52	14.73	1.99	13.64	2.55	0.17
75th Percentile	2.74	12.30	1.46	10.85	2.01	(0.17)
90th Percentile	1.77	11.28	1.21	7.89	1.47	(0.59)
Brandes Intl Small Cap ●	2.04	9.74	0.98	5.11	3.31	(0.87)
MSCI ACWI xUS Small (Net) ▲	3.02	14.13	1.52	12.06	2.58	(0.00)

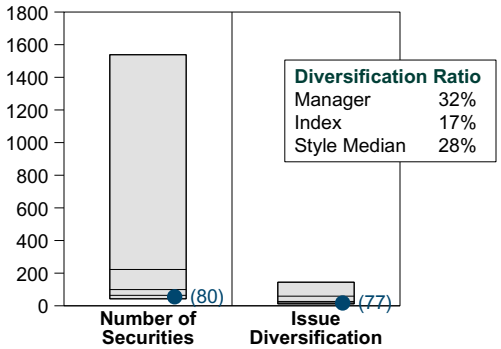
Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. Diversification by number and concentration of holdings are also compared to the benchmark and peer group. Issue Diversification represents by count, and Diversification Ratio by percent, the number of holdings that account for half of the portfolio's market value.

Sector Allocation
March 31, 2026



Diversification
March 31, 2026



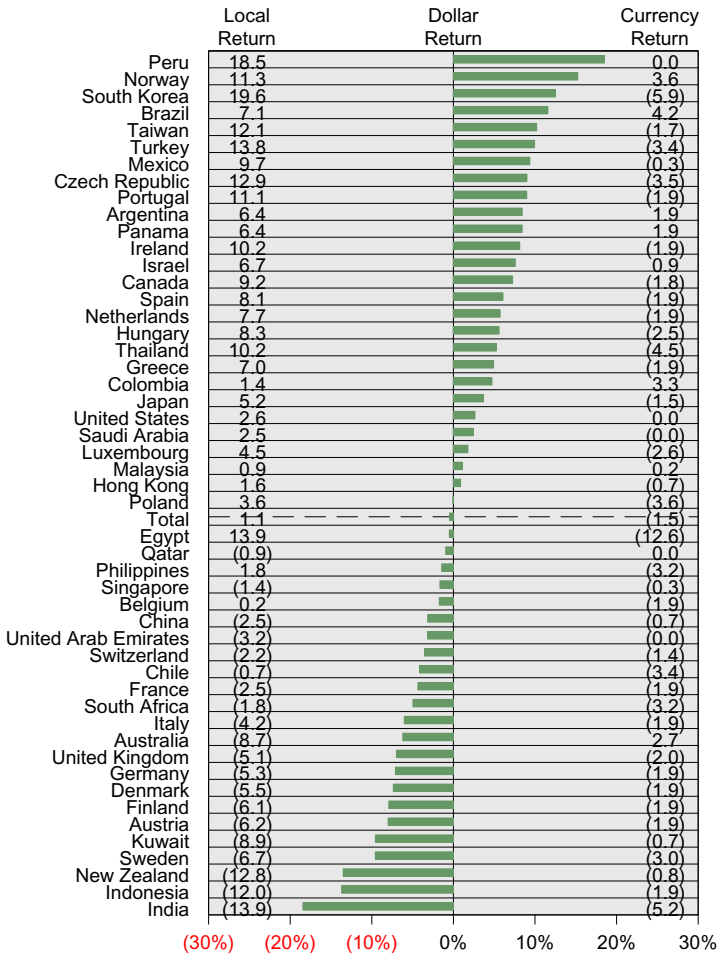
	Number of Securities	Issue Diversification
10th Percentile	1538	145
25th Percentile	223	59
Median	100	27
75th Percentile	64	18
90th Percentile	43	12
Brandes Intl Small Cap ●	55	17
MSCI ACWI xUS Small (Net) ▲	4093	711

Brandes Intl Small Cap vs MSCI ACWI xUS Small
Attribution for Quarter Ended March 31, 2026

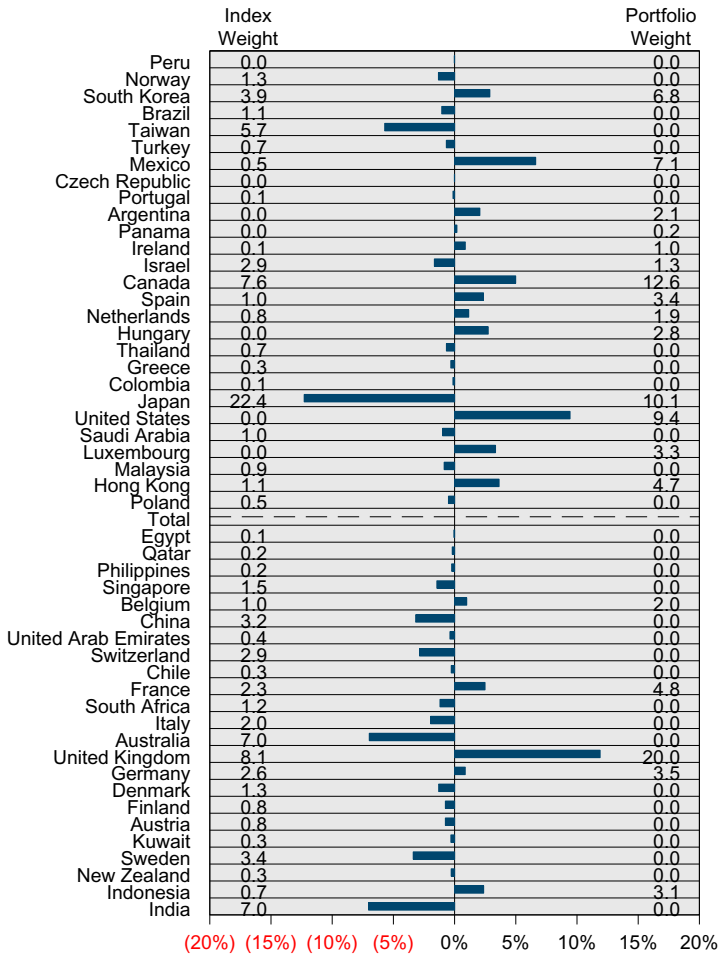
International Attribution

The first chart below illustrates the return for each country in the index sorted from high to low. The total return for the index is highlighted with a dotted line. The second chart (countries presented in the same order) illustrates the manager's country allocation decisions relative to the index. To the extent that the manager over-weighted a country that had a higher return than the total return for the index (above the dotted line) it contributes positively to the manager's country (or currency) selection effect. The last chart details the manager return, the index return, and the attribution factors for the quarter.

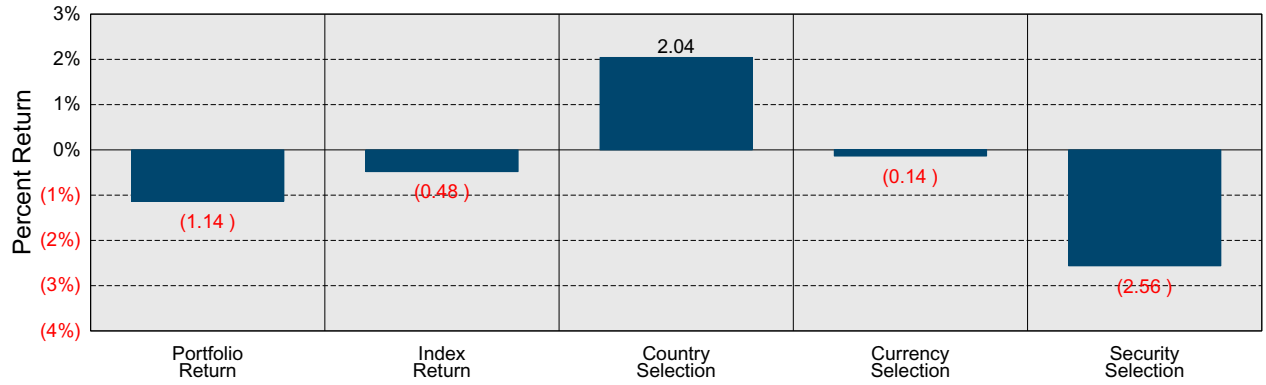
Index Returns by Country



Beginning Relative Weights (Portfolio - Index)



Attribution Factors for Quarter Ended March 31, 2026



T. Rowe Price Intl Small Cap
Period Ended March 31, 2026

Investment Philosophy

T. Rowe's International Small Cap strategy has been managed within a multi-portfolio manager structure with regional responsibilities since inception. The team's composition has evolved in recent years with a leadership transition and new portfolio management appointment. The investment process focuses on finding high quality businesses that can generate performance beyond a business cycle. The team takes a long-term approach to identify 200 to 250 stocks for the portfolio, diversified across sectors and regions. The portfolio's investments in compounding growth companies should perform well in average to more aggressive growth market environments, but the strategy may struggle in commodity-driven and/or deeper value, cyclical regimes. Portfolio was funded September 2017.

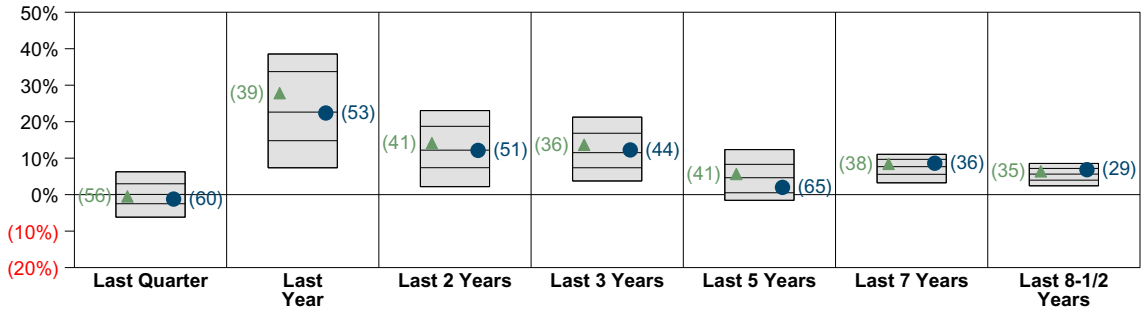
Quarterly Summary and Highlights

- T. Rowe Price Intl Small Cap's portfolio posted a (1.22)% return for the quarter placing it in the 60 percentile of the Callan Intl Small Cap MFs (Net) group for the quarter and in the 53 percentile for the last year.
- T. Rowe Price Intl Small Cap's portfolio underperformed the MSCI ACWI xUS Small by 0.74% for the quarter and underperformed the MSCI ACWI xUS Small for the year by 5.45%.

Quarterly Asset Growth

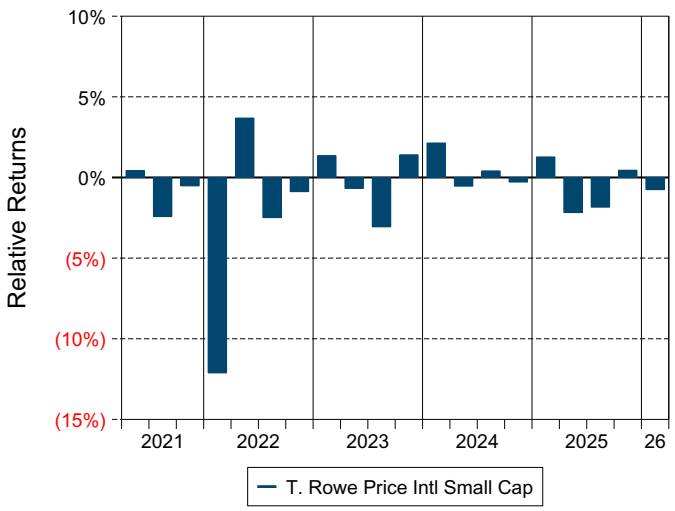
Beginning Market Value	$11,247,852
Net New Investment	$-550,000
Investment Gains/(Losses)	$-126,546
Ending Market Value	$10,571,306

Performance vs Callan International Small Cap Mut Funds (Net)

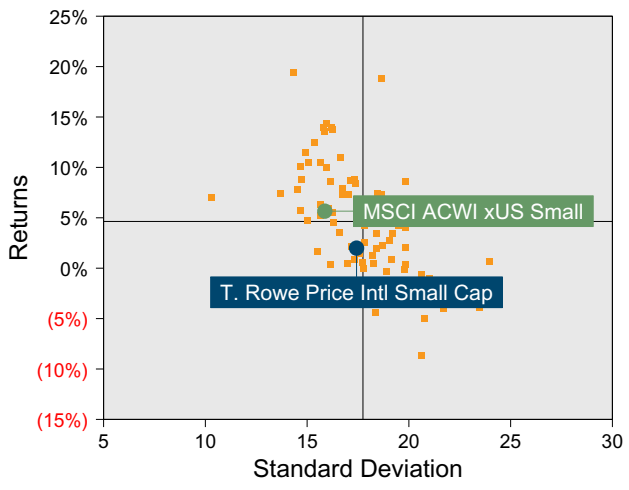


	Last Quarter	Last Year	Last 2 Years	Last 3 Years	Last 5 Years	Last 7 Years	Last 8-1/2 Years
10th Percentile	6.27	38.55	23.04	21.25	12.34	11.05	8.56
25th Percentile	2.97	33.72	18.73	16.83	8.31	9.68	7.19
Median	0.06	22.63	12.19	11.50	4.64	7.67	5.63
75th Percentile	(2.49)	14.79	7.38	7.37	0.51	5.57	3.97
90th Percentile	(6.17)	7.36	2.18	3.74	(1.55)	3.24	2.42
T. Rowe Price Intl Small Cap ●	(1.22)	22.37	12.13	12.25	1.99	8.60	6.84
MSCI ACWI xUS Small ▲	(0.48)	27.82	14.11	13.67	5.66	8.43	6.40

Relative Return vs MSCI ACWI xUS Small



Callan International Small Cap Mut Funds (Net) Annualized Five Year Risk vs Return

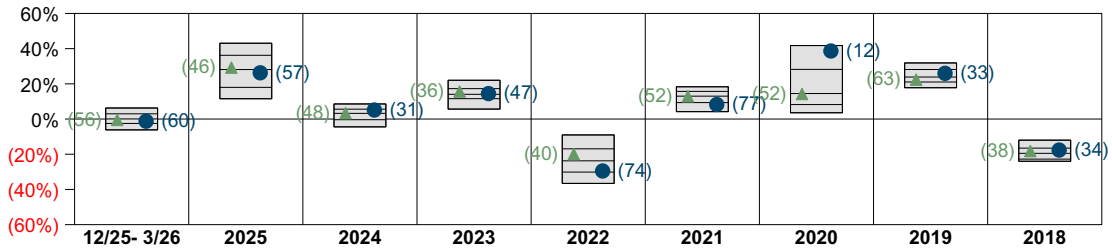


T. Rowe Price Intl Small Cap
Return Analysis Summary

Return Analysis

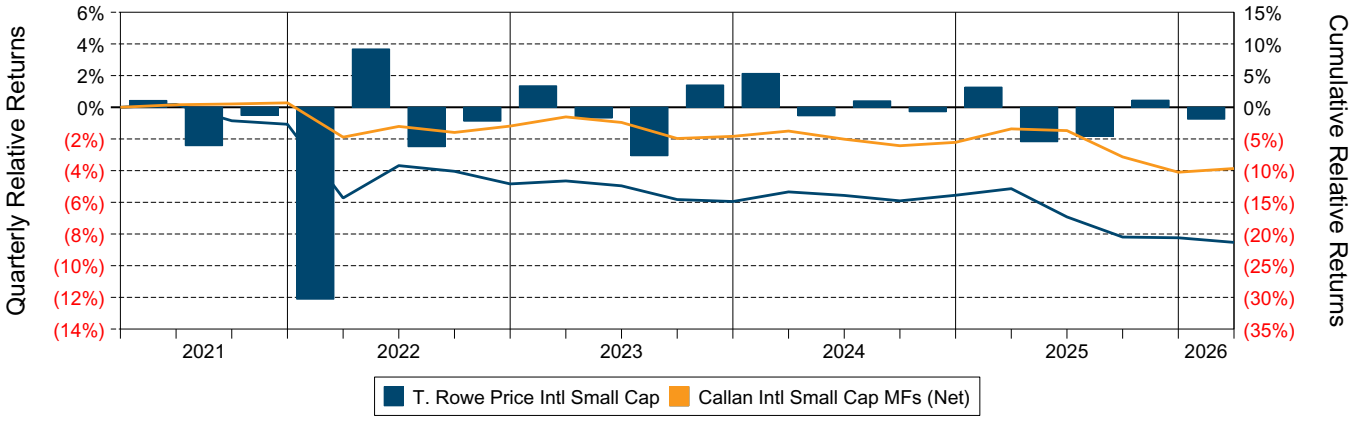
The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

Performance vs Callan International Small Cap Mut Funds (Net)

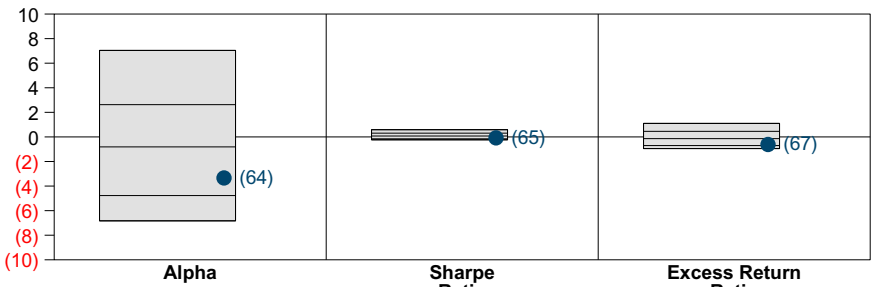


	12/25- 3/26	2025	2024	2023	2022	2021	2020	2019	2018
10th Percentile	6.27	43.08	8.57	22.02	(9.03)	18.33	41.76	31.88	(12.00)
25th Percentile	2.97	36.21	5.60	17.27	(16.92)	15.72	28.20	28.15	(16.54)
Median	0.06	28.12	3.22	14.05	(23.74)	13.00	14.50	23.86	(19.48)
75th Percentile	(2.49)	18.00	(0.38)	11.57	(30.13)	9.34	8.22	21.04	(22.78)
90th Percentile	(6.17)	11.53	(4.45)	5.66	(36.58)	4.19	3.56	17.79	(23.99)
T. Rowe Price Intl Small Cap ●	(1.22)	26.27	5.13	14.46	(29.51)	8.25	38.67	25.96	(17.63)
MSCI ACWI xUS Small ▲	(0.48)	29.26	3.36	15.66	(19.97)	12.93	14.24	22.42	(18.20)

Cumulative and Quarterly Relative Returns vs MSCI ACWI xUS Small



Risk Adjusted Return Measures vs MSCI ACWI xUS Small
Rankings Against Callan International Small Cap Mut Funds (Net)
Five Years Ended March 31, 2026



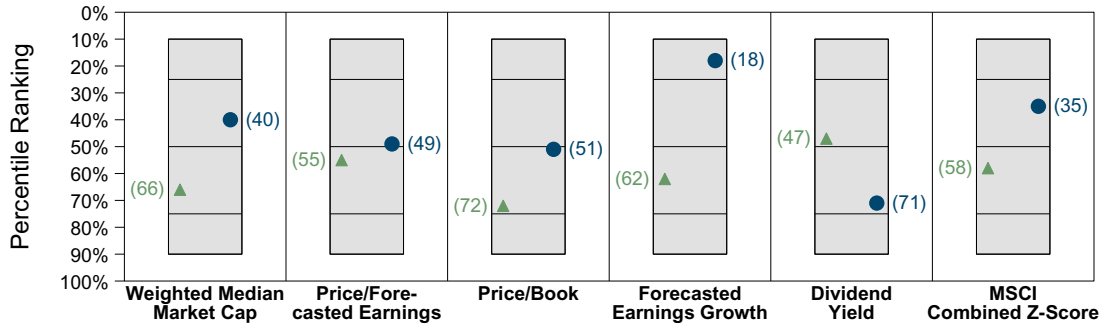
	Alpha	Sharpe Ratio	Excess Return Ratio
10th Percentile	7.04	0.59	1.10
25th Percentile	2.62	0.31	0.45
Median	(0.81)	0.07	(0.14)
75th Percentile	(4.77)	(0.15)	(0.70)
90th Percentile	(6.83)	(0.23)	(0.95)
T. Rowe Price Intl Small Cap ●	(3.34)	(0.08)	(0.62)

T. Rowe Price Intl Small Cap
Equity Characteristics Analysis Summary

Portfolio Characteristics

This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

Portfolio Characteristics Percentile Rankings
Rankings Against Callan International Small Cap Mut Funds
as of March 31, 2026

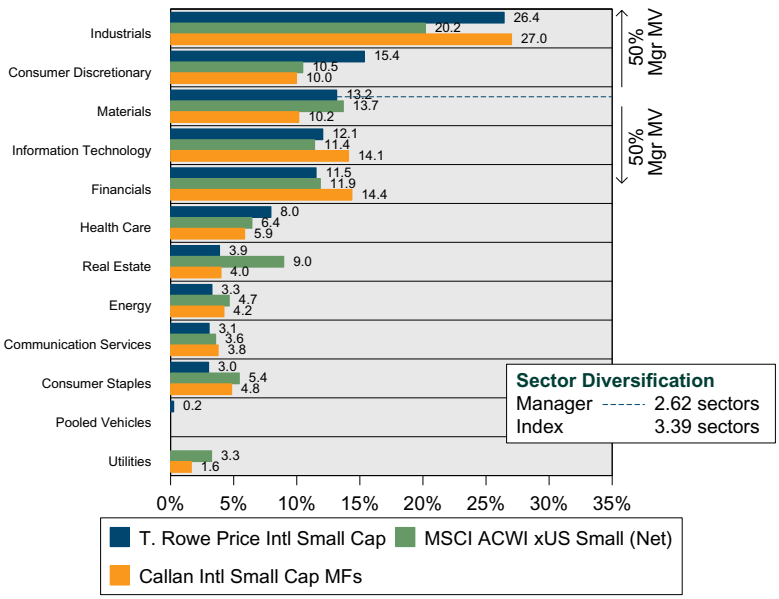


	Weighted Median Market Cap	Price/Fore-casted Earnings	Price/Book	Forecasted Earnings Growth	Dividend Yield	MSCI Combined Z-Score
10th Percentile	7.78	19.17	3.54	21.18	3.47	0.99
25th Percentile	4.95	17.40	2.84	17.24	2.89	0.61
Median	3.52	14.73	1.99	13.64	2.55	0.17
75th Percentile	2.74	12.30	1.46	10.85	2.01	(0.17)
90th Percentile	1.77	11.28	1.21	7.89	1.47	(0.59)
T. Rowe Price Intl Small Cap ●	4.07	14.91	1.96	18.68	2.07	0.46
MSCI ACWI xUS Small (Net) ▲	3.02	14.13	1.52	12.06	2.58	(0.00)

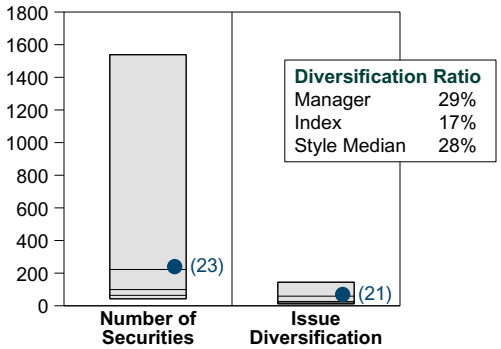
Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. Diversification by number and concentration of holdings are also compared to the benchmark and peer group. Issue Diversification represents by count, and Diversification Ratio by percent, the number of holdings that account for half of the portfolio's market value.

Sector Allocation
March 31, 2026



Diversification
March 31, 2026



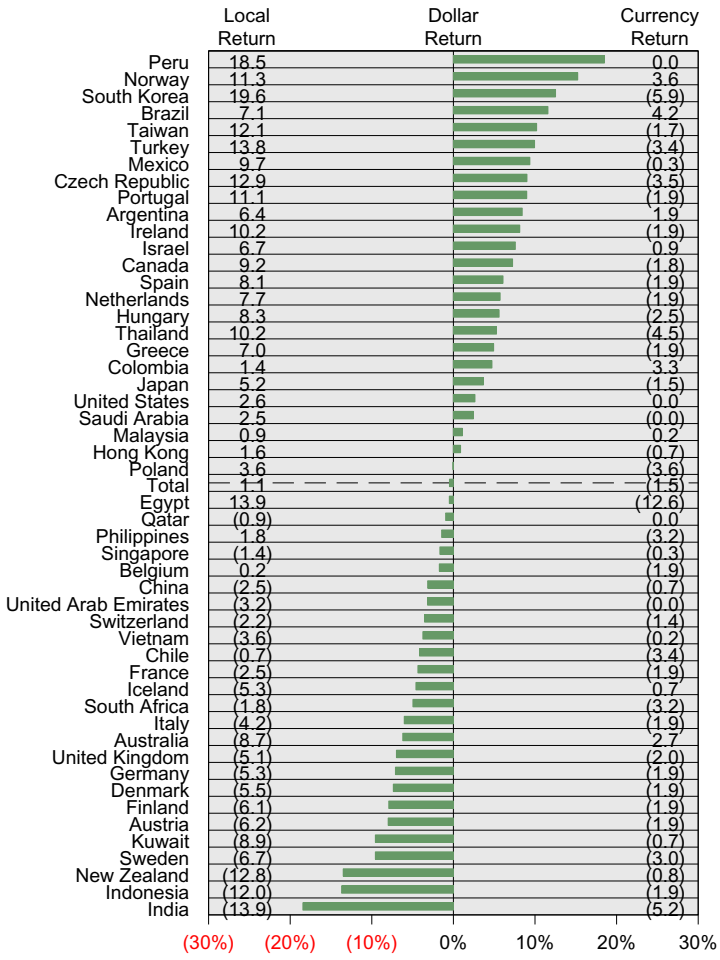
	Number of Securities	Issue Diversification
10th Percentile	1538	145
25th Percentile	223	59
Median	100	27
75th Percentile	64	18
90th Percentile	43	12
T. Rowe Price Intl Small Cap ●	240	69
MSCI ACWI xUS Small (Net) ▲	4093	711

T. Rowe Price Intl Small Cap vs MSCI ACWI xUS Small
Attribution for Quarter Ended March 31, 2026

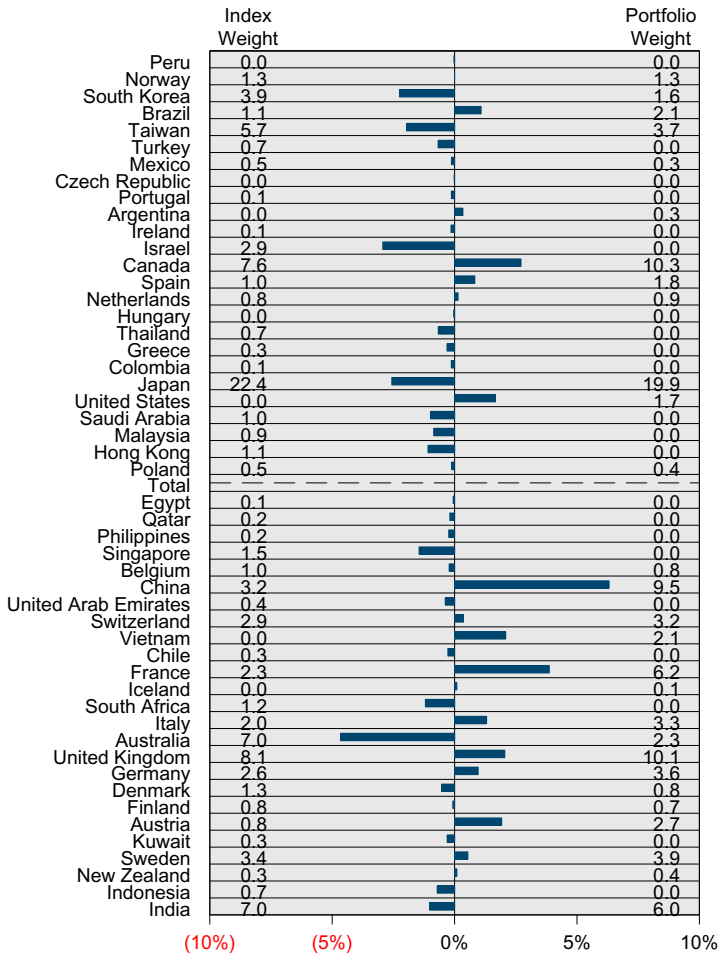
International Attribution

The first chart below illustrates the return for each country in the index sorted from high to low. The total return for the index is highlighted with a dotted line. The second chart (countries presented in the same order) illustrates the manager's country allocation decisions relative to the index. To the extent that the manager over-weighted a country that had a higher return than the total return for the index (above the dotted line) it contributes positively to the manager's country (or currency) selection effect. The last chart details the manager return, the index return, and the attribution factors for the quarter.

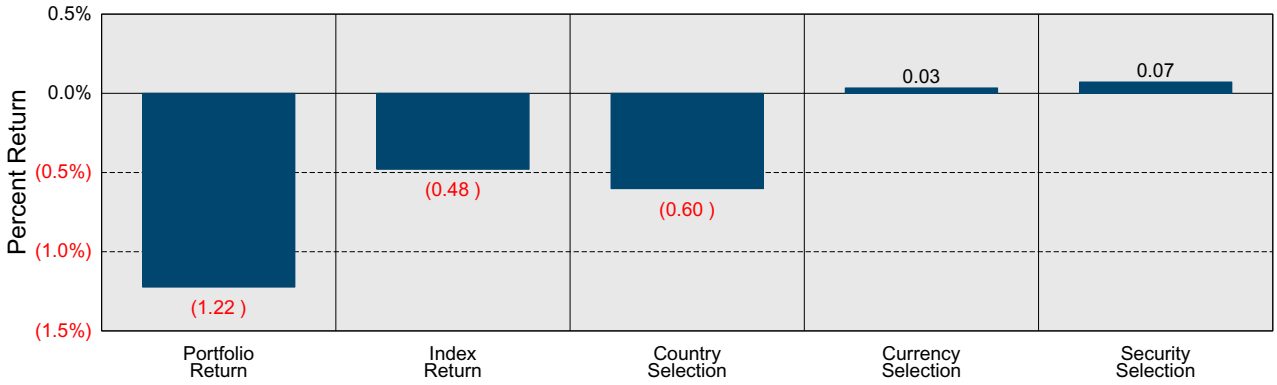
Index Returns by Country



Beginning Relative Weights (Portfolio - Index)



Attribution Factors for Quarter Ended March 31, 2026



Artisan EM
Period Ended March 31, 2026

Investment Philosophy

The Artisan Sustainable Emerging Markets strategy uses a bottom-up investment process to build a Core/Growth portfolio. The strategy is benchmark-agnostic and focuses on companies with unique access to growth, as well as sustainable competitive advantage. ESG, with an EM-specific lens, is incorporated into the process but does not drive investment decisions. The portfolio holds 55-80 names with turnover around 30%. The portfolio was funded May 2025. Historical returns are that of the manager's composite.

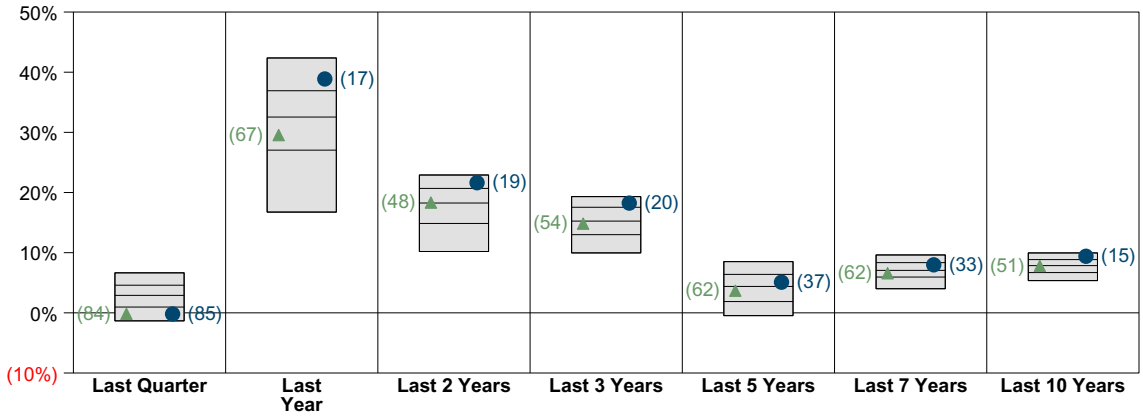
Quarterly Summary and Highlights

- Artisan EM's portfolio posted a (0.19)% return for the quarter placing it in the 85 percentile of the Morningstar Dvsfd Em Mkts (Net) group for the quarter and in the 17 percentile for the last year.
- Artisan EM's portfolio underperformed the MSCI EM by 0.02% for the quarter and outperformed the MSCI EM for the year by 9.32%.

Quarterly Asset Growth

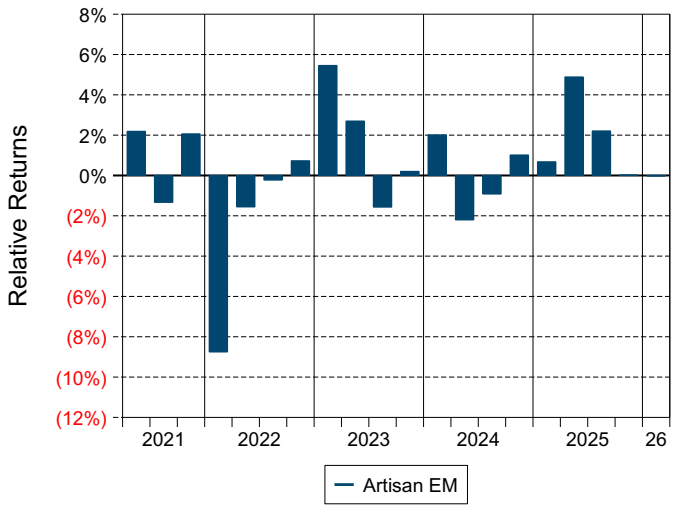
Beginning Market Value	$30,156,157
Net New Investment	$-1,750,000
Investment Gains/(Losses)	$-99,873
Ending Market Value	$28,306,284

Performance vs Morningstar Diversified Emg Mkts Fds (Net)

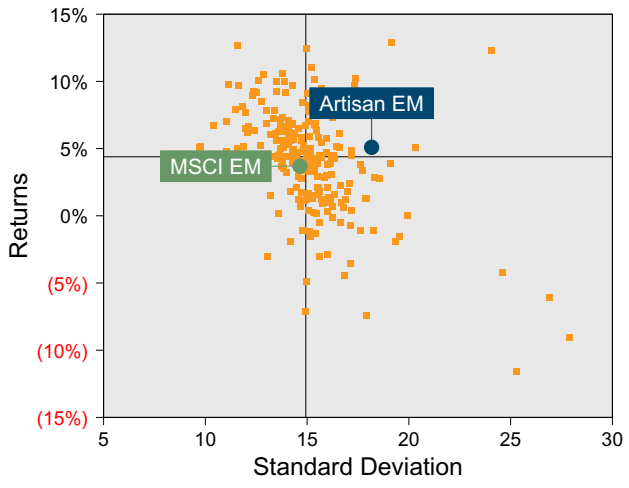


	Last Quarter	Last Year	Last 2 Years	Last 3 Years	Last 5 Years	Last 7 Years	Last 10 Years
10th Percentile	6.65	42.37	22.91	19.32	8.51	9.62	9.96
25th Percentile	4.59	36.92	20.68	17.55	6.39	8.35	8.85
Median	2.90	32.54	18.25	15.25	4.39	7.06	7.85
75th Percentile	0.96	27.04	14.86	13.00	1.88	5.95	6.69
90th Percentile	(1.33)	16.74	10.19	9.96	(0.47)	4.01	5.36
Artisan EM ●	(0.19)	38.87	21.63	18.24	5.09	7.98	9.40
MSCI EM ▲	(0.17)	29.55	18.34	14.84	3.69	6.59	7.80

Relative Return vs MSCI EM



Morningstar Diversified Emg Mkts Fds (Net) Annualized Five Year Risk vs Return

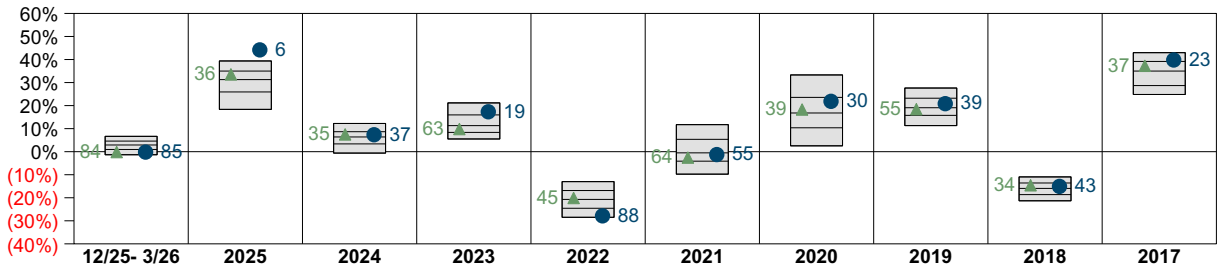


Artisan EM
Return Analysis Summary

Return Analysis

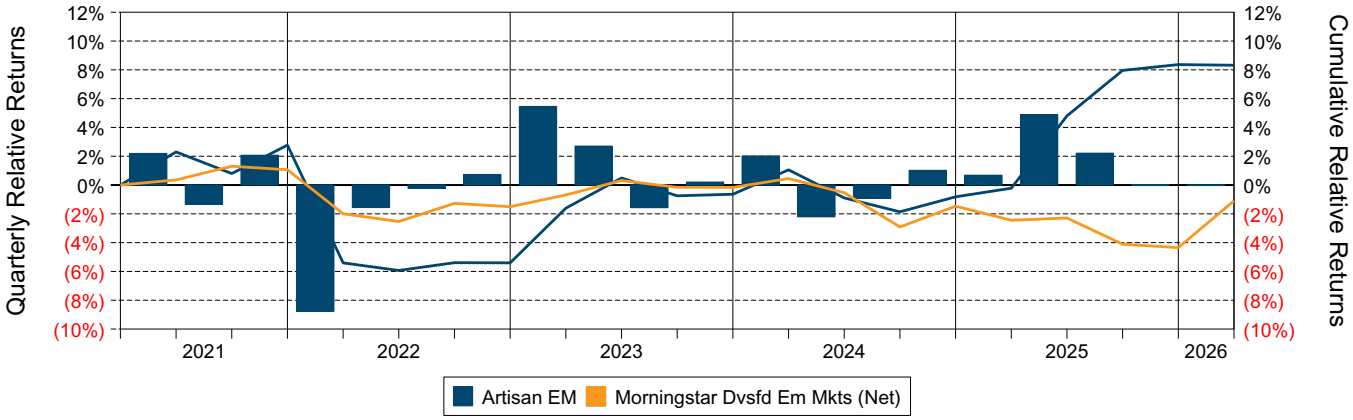
The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

Performance vs Morningstar Diversified Emg Mkts Fds (Net)

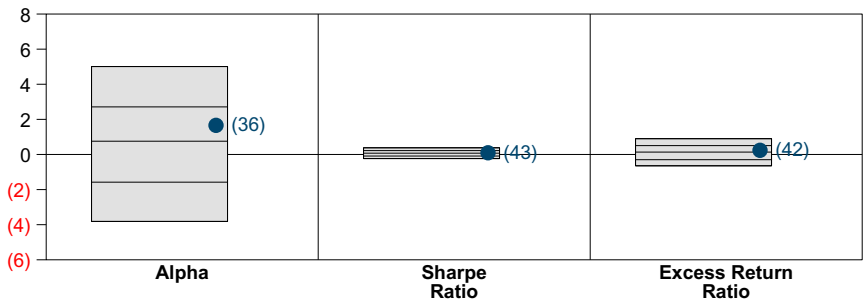


	12/25- 3/26	2025	2024	2023	2022	2021	2020	2019	2018	2017
10th Percentile	6.65	39.37	12.24	21.17	(12.99)	11.73	33.31	27.62	(10.94)	42.98
25th Percentile	4.59	34.99	8.67	15.96	(16.86)	5.36	23.57	23.21	(13.59)	39.16
Median	2.90	31.29	6.39	11.31	(20.72)	(0.51)	16.79	19.07	(15.94)	34.99
75th Percentile	0.96	25.93	3.38	8.36	(24.56)	(4.12)	10.37	15.76	(18.64)	28.69
90th Percentile	(1.33)	18.36	(0.61)	5.51	(28.48)	(9.75)	2.54	11.32	(21.33)	24.83
Artisan EM ●	(0.19)	44.18	7.35	17.31	(27.86)	(1.27)	21.85	20.84	(15.07)	39.79
MSCI EM ▲	(0.17)	33.57	7.50	9.83	(20.09)	(2.54)	18.31	18.44	(14.57)	37.28

Cumulative and Quarterly Relative Returns vs MSCI EM



Risk Adjusted Return Measures vs MSCI EM
Rankings Against Morningstar Diversified Emg Mkts Fds (Net)
Five Years Ended March 31, 2026



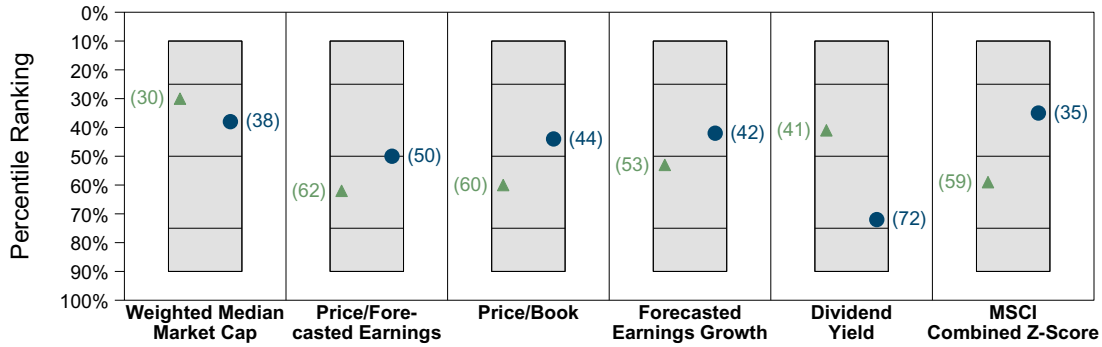
	Alpha	Sharpe Ratio	Excess Return Ratio
10th Percentile	5.01	0.38	0.90
25th Percentile	2.71	0.22	0.50
Median	0.76	0.07	0.14
75th Percentile	(1.58)	(0.09)	(0.30)
90th Percentile	(3.81)	(0.23)	(0.65)
Artisan EM ●	1.66	0.10	0.24

Artisan EM
Equity Characteristics Analysis Summary

Portfolio Characteristics

This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

Portfolio Characteristics Percentile Rankings
Rankings Against Emerging Markets Equity DB
as of March 31, 2026

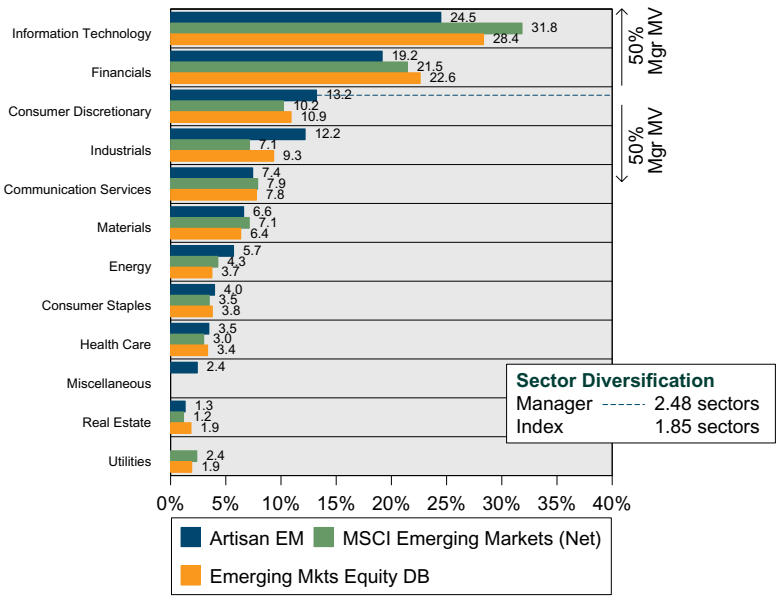


	Weighted Median Market Cap	Price/Fore-casted Earnings	Price/Book	Forecasted Earnings Growth	Dividend Yield	MSCI Combined Z-Score
10th Percentile	60.50	19.18	3.93	28.49	3.24	0.76
25th Percentile	46.02	14.31	2.86	23.52	2.63	0.49
Median	29.78	11.80	2.02	18.96	2.06	0.23
75th Percentile	16.81	10.23	1.52	15.28	1.66	(0.12)
90th Percentile	5.16	9.15	1.15	11.10	1.18	(0.48)
Artisan EM ●	37.25	11.80	2.20	19.84	1.70	0.40
MSCI Emerging Markets (Net) ▲	42.29	11.14	1.78	18.70	2.24	0.10

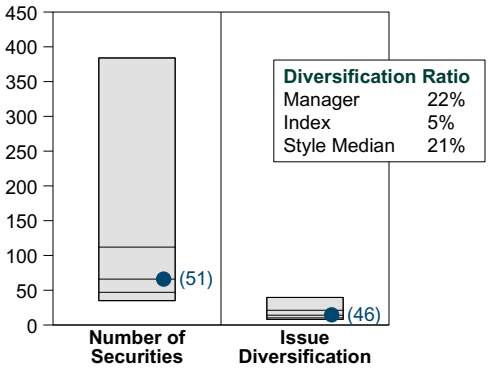
Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. Diversification by number and concentration of holdings are also compared to the benchmark and peer group. Issue Diversification represents by count, and Diversification Ratio by percent, the number of holdings that account for half of the portfolio's market value.

Sector Allocation
March 31, 2026



Diversification
March 31, 2026



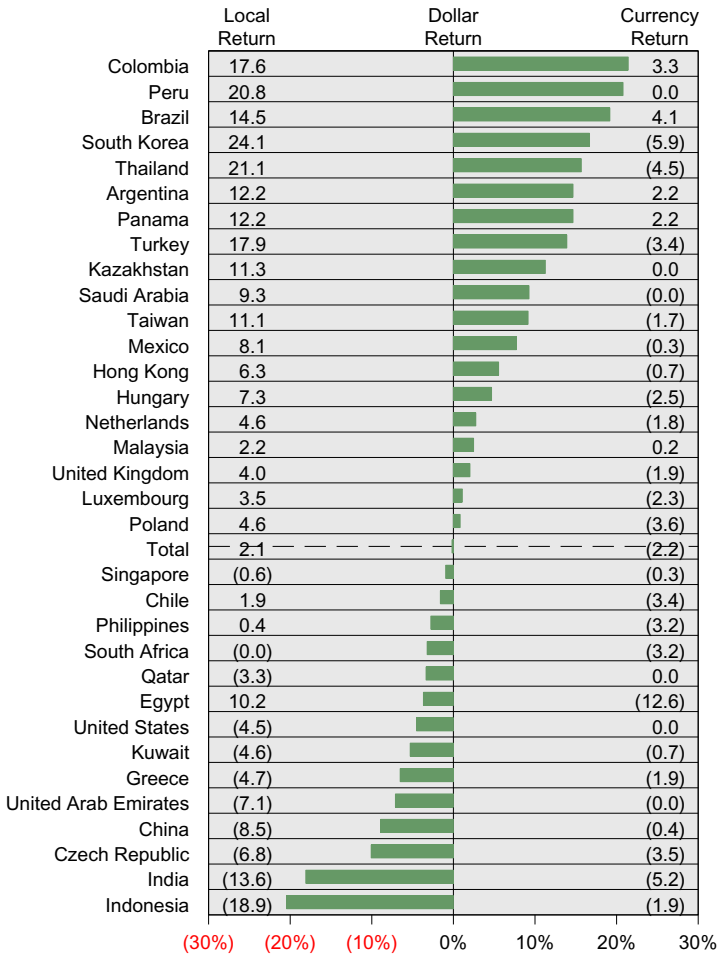
	Number of Securities	Issue Diversification
10th Percentile	384	40
25th Percentile	112	21
Median	66	14
75th Percentile	47	10
90th Percentile	35	8
Artisan EM ●	66	15
MSCI Emerging Markets (Net) ▲	1204	56

Artisan EM vs MSCI Emerging Markets (USD Net Div)
Attribution for Quarter Ended March 31, 2026

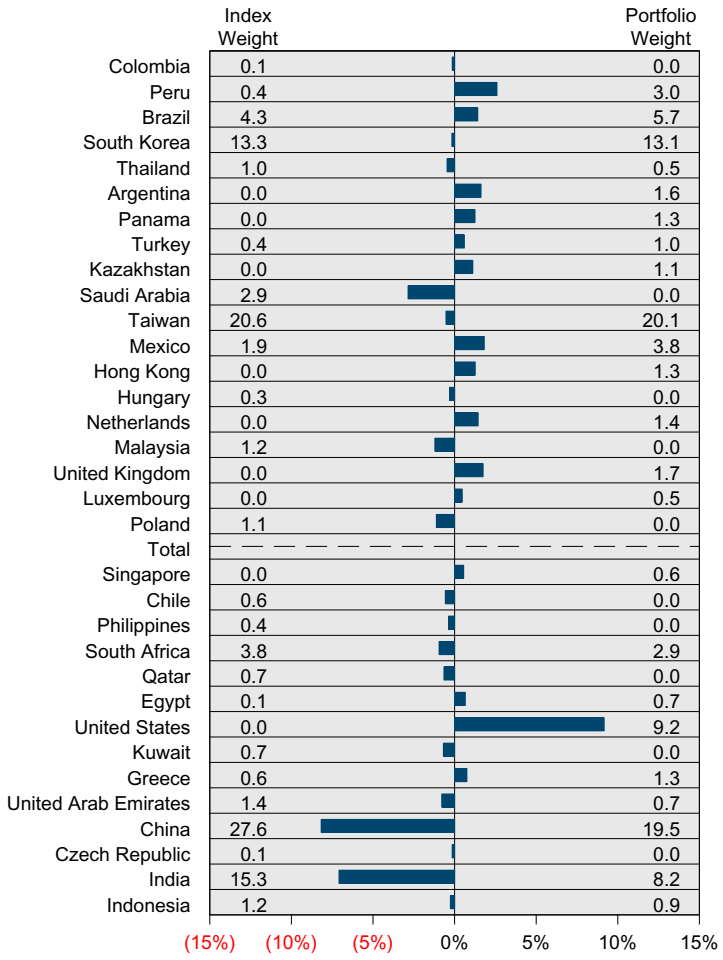
International Attribution

The first chart below illustrates the return for each country in the index sorted from high to low. The total return for the index is highlighted with a dotted line. The second chart (countries presented in the same order) illustrates the manager's country allocation decisions relative to the index. To the extent that the manager over-weighted a country that had a higher return than the total return for the index (above the dotted line) it contributes positively to the manager's country (or currency) selection effect. The last chart details the manager return, the index return, and the attribution factors for the quarter.

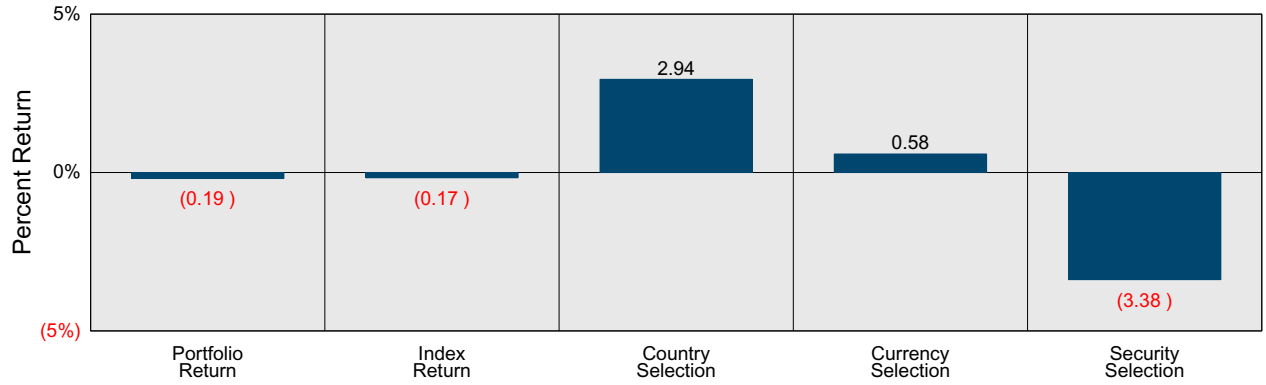
Index Returns by Country



Beginning Relative Weights (Portfolio - Index)



Attribution Factors for Quarter Ended March 31, 2026



NinetyOne
Period Ended March 31, 2026

Investment Philosophy

Ninety One North America's 4Factor Equity team believes that share prices are driven by four key attributes over time and investing in companies that display these characteristics will drive long-term performance. They look to invest in high quality, attractively valued companies, which are improving operating performance and receiving increasing investor attention. These four factors (i.e., Strategy, Value, Earnings, and Technicals) are confirmed as performance drivers by academic research, empirical testing and intuitive reasoning. They believe that each factor can be a source of outperformance but in combination they are intended to produce more stable returns over the market cycle. Ninety One North America's management fee is 80 bps on all assets. The portfolio was funded June 2017. Historical returns are that of the manager's composite.

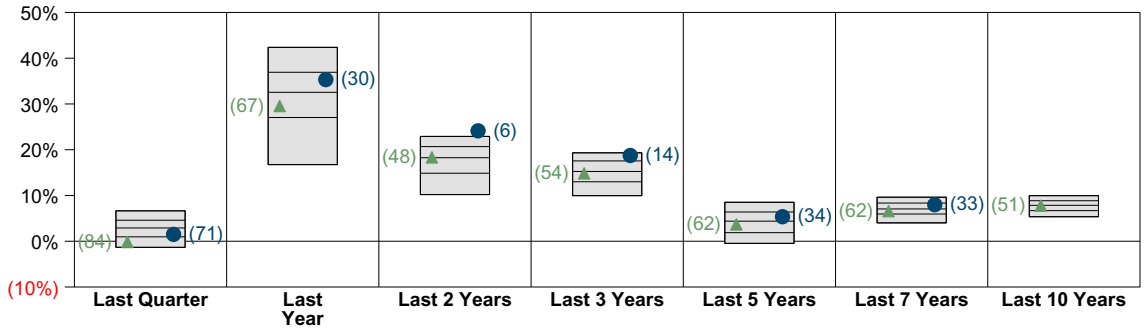
Quarterly Summary and Highlights

- NinetyOne's portfolio posted a 1.50% return for the quarter placing it in the 71 percentile of the Morningstar Dvsfd Em Mkts (Net) group for the quarter and in the 30 percentile for the last year.
- NinetyOne's portfolio outperformed the MSCI EM by 1.66% for the quarter and outperformed the MSCI EM for the year by 5.77%.

Quarterly Asset Growth

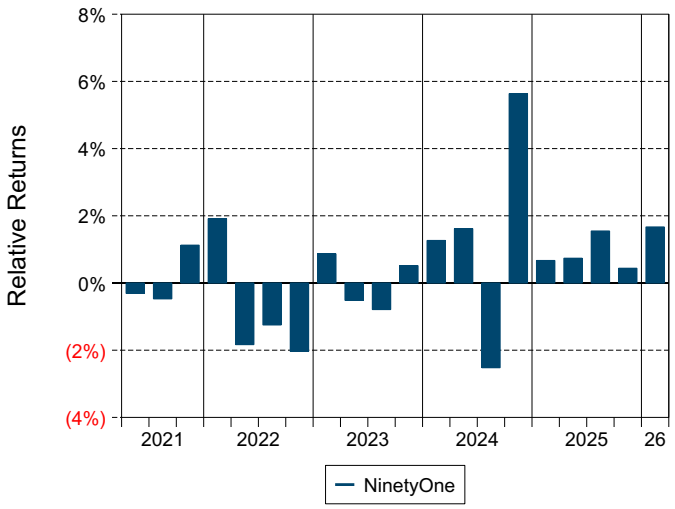
Beginning Market Value	$30,123,409
Net New Investment	$-2,600,000
Investment Gains/(Losses)	$538,511
Ending Market Value	$28,061,919

Performance vs Morningstar Diversified Emg Mkts Fds (Net)

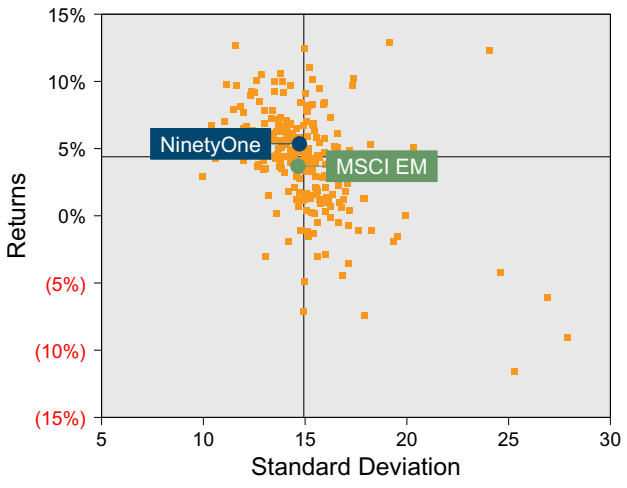


	Last Quarter	Last Year	Last 2 Years	Last 3 Years	Last 5 Years	Last 7 Years	Last 10 Years
10th Percentile	6.65	42.37	22.91	19.32	8.51	9.62	9.96
25th Percentile	4.59	36.92	20.68	17.55	6.39	8.35	8.85
Median	2.90	32.54	18.25	15.25	4.39	7.06	7.85
75th Percentile	0.96	27.04	14.86	13.00	1.88	5.95	6.69
90th Percentile	(1.33)	16.74	10.19	9.96	(0.47)	4.01	5.36
NinetyOne ●	1.50	35.32	24.13	18.74	5.35	7.98	-
MSCI EM ▲	(0.17)	29.55	18.34	14.84	3.69	6.59	7.80

Relative Return vs MSCI EM



Morningstar Diversified Emg Mkts Fds (Net) Annualized Five Year Risk vs Return

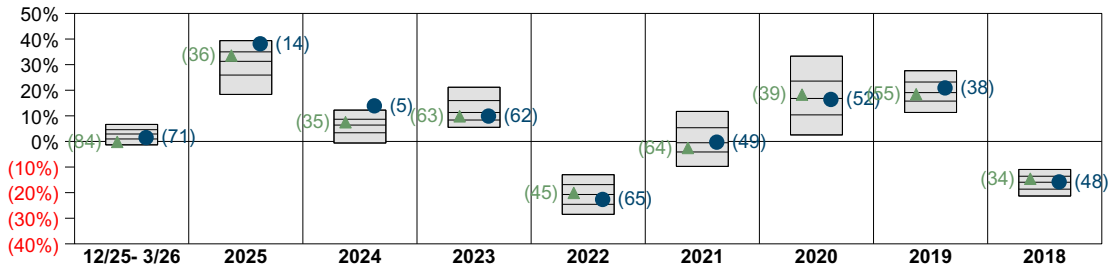


NinetyOne
Return Analysis Summary

Return Analysis

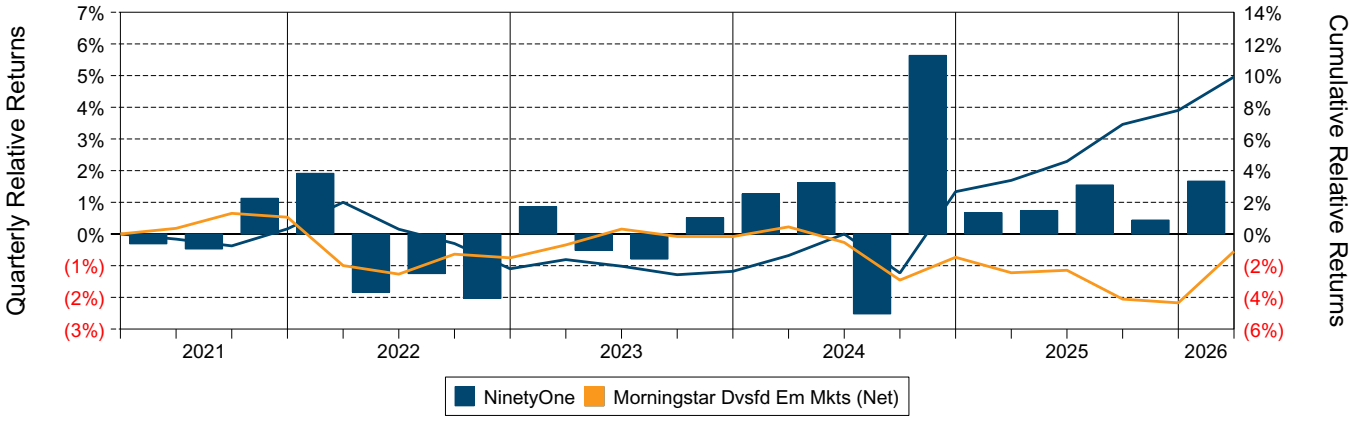
The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

Performance vs Morningstar Diversified Emg Mkts Fds (Net)

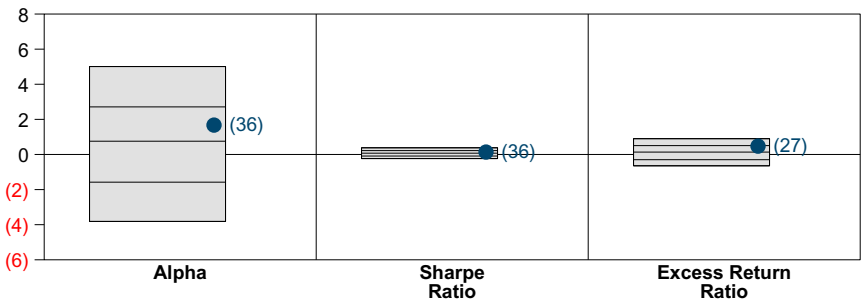


	12/25- 3/26	2025	2024	2023	2022	2021	2020	2019	2018
10th Percentile	6.65	39.37	12.24	21.17	(12.99)	11.73	33.31	27.62	(10.94)
25th Percentile	4.59	34.99	8.67	15.96	(16.86)	5.36	23.57	23.21	(13.59)
Median	2.90	31.29	6.39	11.31	(20.72)	(0.51)	16.79	19.07	(15.94)
75th Percentile	0.96	25.93	3.38	8.36	(24.56)	(4.12)	10.37	15.76	(18.64)
90th Percentile	(1.33)	18.36	(0.61)	5.51	(28.48)	(9.75)	2.54	11.32	(21.33)
NinetyOne ●	1.50	38.14	13.91	9.90	(22.66)	(0.28)	16.41	20.91	(15.80)
MSCI EM ▲	(0.17)	33.57	7.50	9.83	(20.09)	(2.54)	18.31	18.44	(14.57)

Cumulative and Quarterly Relative Returns vs MSCI EM



Risk Adjusted Return Measures vs MSCI EM
Rankings Against Morningstar Diversified Emg Mkts Fds (Net)
Five Years Ended March 31, 2026



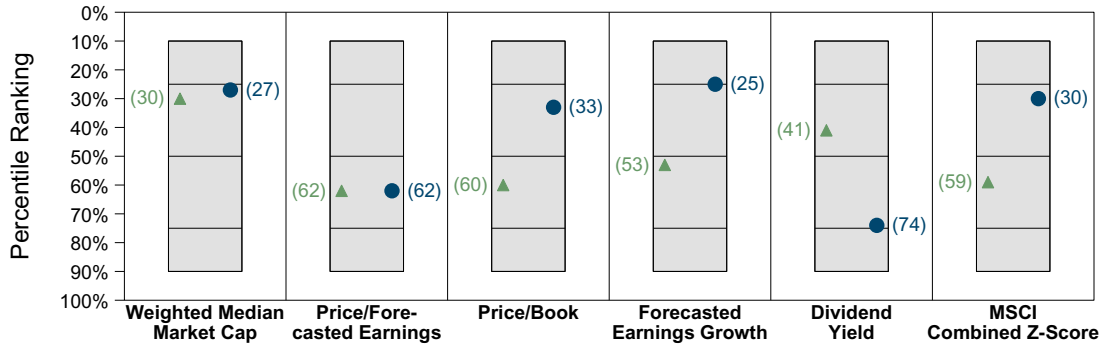
	Alpha	Sharpe Ratio	Excess Return Ratio
10th Percentile	5.01	0.38	0.90
25th Percentile	2.71	0.22	0.50
Median	0.76	0.07	0.14
75th Percentile	(1.58)	(0.09)	(0.30)
90th Percentile	(3.81)	(0.23)	(0.65)
NinetyOne ●	1.67	0.14	0.47

NinetyOne
Equity Characteristics Analysis Summary

Portfolio Characteristics

This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

Portfolio Characteristics Percentile Rankings
Rankings Against Emerging Markets Equity DB
as of March 31, 2026

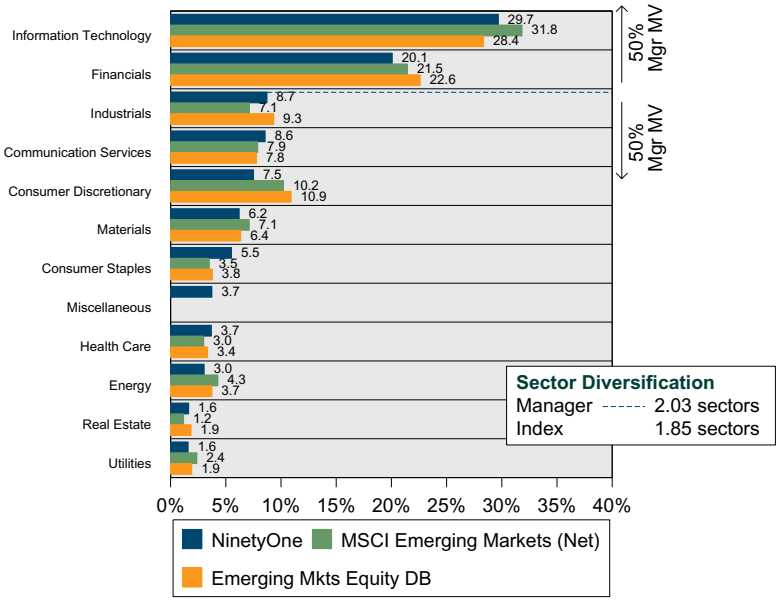


	Weighted Median Market Cap	Price/Fore-casted Earnings	Price/Book	Forecasted Earnings Growth	Dividend Yield	MSCI Combined Z-Score
10th Percentile	60.50	19.18	3.93	28.49	3.24	0.76
25th Percentile	46.02	14.31	2.86	23.52	2.63	0.49
Median	29.78	11.80	2.02	18.96	2.06	0.23
75th Percentile	16.81	10.23	1.52	15.28	1.66	(0.12)
90th Percentile	5.16	9.15	1.15	11.10	1.18	(0.48)
NinetyOne ●	45.32	11.13	2.53	23.20	1.66	0.44
MSCI Emerging Markets (Net) ▲	42.29	11.14	1.78	18.70	2.24	0.10

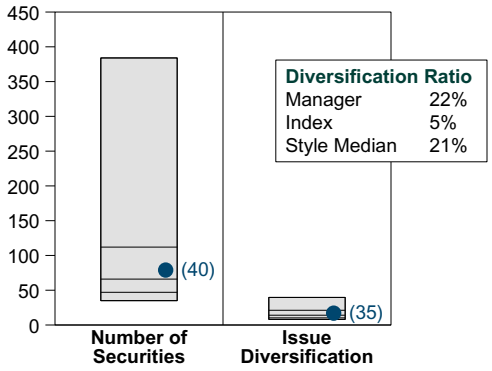
Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. Diversification by number and concentration of holdings are also compared to the benchmark and peer group. Issue Diversification represents by count, and Diversification Ratio by percent, the number of holdings that account for half of the portfolio's market value.

Sector Allocation
March 31, 2026



Diversification
March 31, 2026



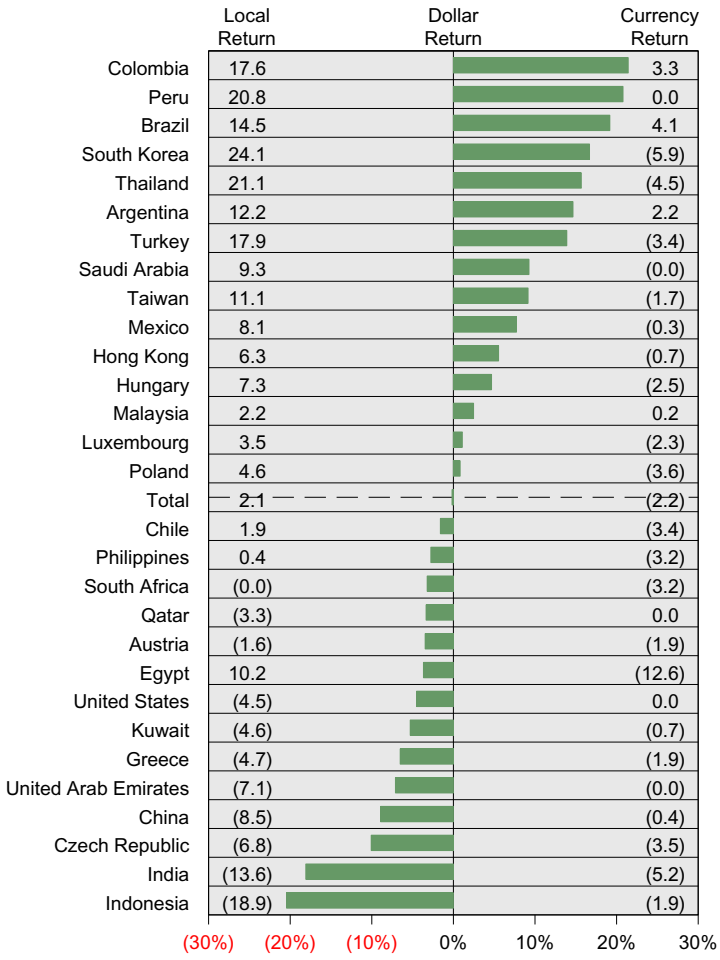
	Number of Securities	Issue Diversification
10th Percentile	384	40
25th Percentile	112	21
Median	66	14
75th Percentile	47	10
90th Percentile	35	8
NinetyOne ●	79	17
MSCI Emerging Markets (Net) ▲	1204	56

NinetyOne vs MSCI EM
Attribution for Quarter Ended March 31, 2026

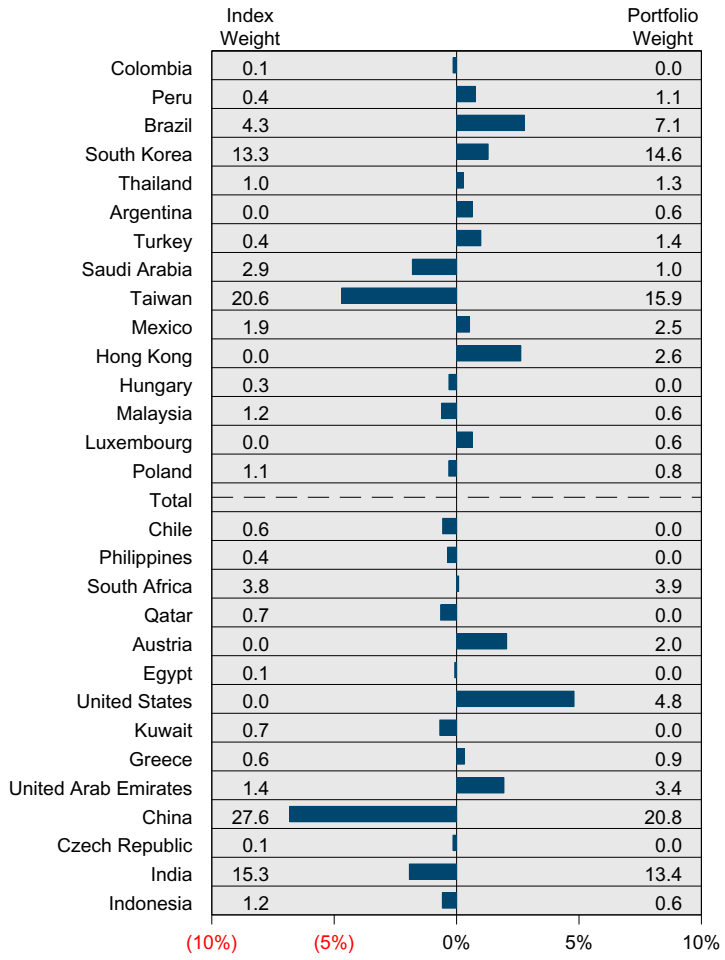
International Attribution

The first chart below illustrates the return for each country in the index sorted from high to low. The total return for the index is highlighted with a dotted line. The second chart (countries presented in the same order) illustrates the manager's country allocation decisions relative to the index. To the extent that the manager over-weighted a country that had a higher return than the total return for the index (above the dotted line) it contributes positively to the manager's country (or currency) selection effect. The last chart details the manager return, the index return, and the attribution factors for the quarter.

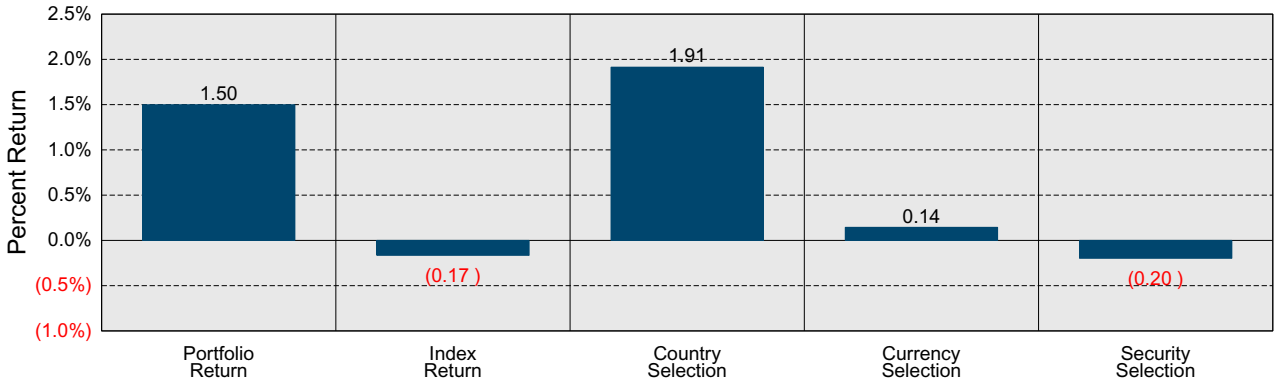
Index Returns by Country



Beginning Relative Weights (Portfolio - Index)



Attribution Factors for Quarter Ended March 31, 2026



Domestic Fixed Income
Period Ended March 31, 2026

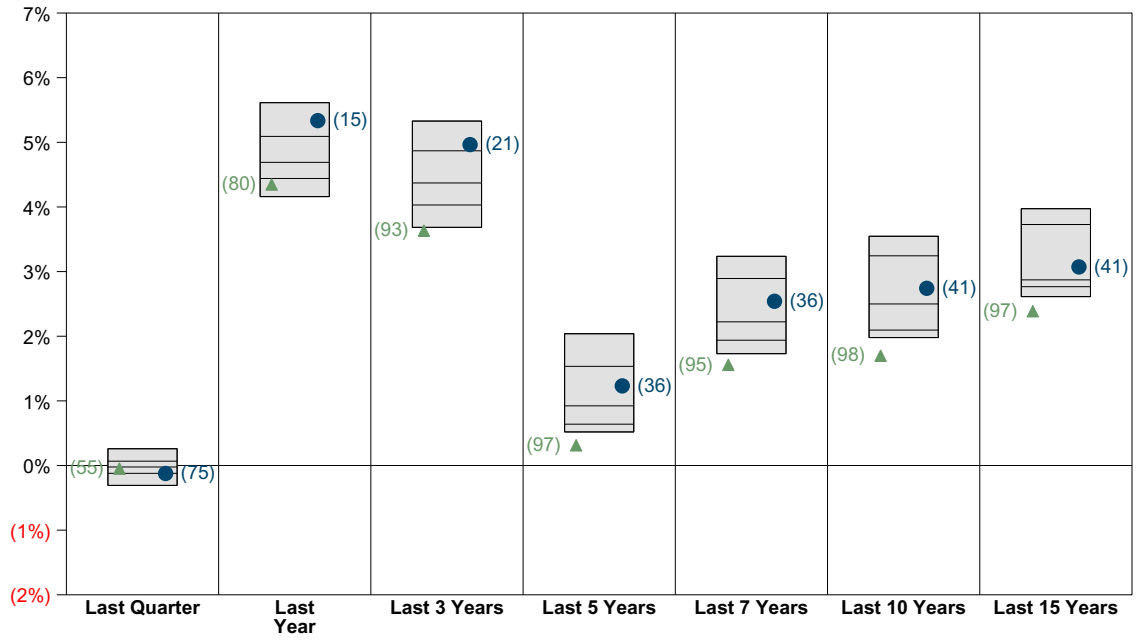
Quarterly Summary and Highlights

- Domestic Fixed Income's portfolio posted a (0.12)% return for the quarter placing it in the 75 percentile of the Callan Public Fund Spr DB-Domestic Fixed Inc (Nt) group for the quarter and in the 15 percentile for the last year.
- Domestic Fixed Income's portfolio underperformed the Blmbg:Aggregate by 0.08% for the quarter and outperformed the Blmbg:Aggregate for the year by 0.99%.

Quarterly Asset Growth

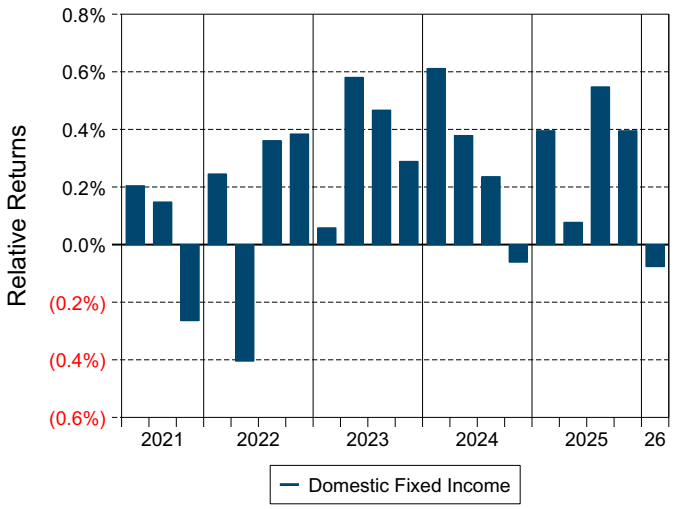
Beginning Market Value	$176,222,779
Net New Investment	$-3,330,036
Investment Gains/(Losses)	$-334,271
Ending Market Value	$172,558,472

Performance vs Callan Public Fund Sponsor Database-Domestic Fixed Inc (Nt)

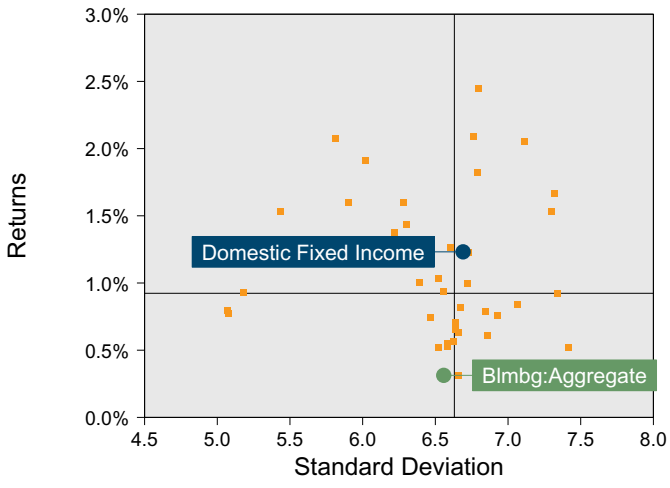


	Last Quarter	Last Year	Last 3 Years	Last 5 Years	Last 7 Years	Last 10 Years	Last 15 Years
10th Percentile	0.26	5.61	5.33	2.04	3.24	3.55	3.97
25th Percentile	0.07	5.09	4.87	1.53	2.89	3.24	3.73
Median	(0.02)	4.69	4.37	0.92	2.22	2.50	2.87
75th Percentile	(0.12)	4.44	4.03	0.64	1.94	2.10	2.77
90th Percentile	(0.31)	4.16	3.68	0.52	1.73	1.98	2.61
Domestic Fixed Income ●	(0.12)	5.34	4.96	1.23	2.54	2.74	3.07
Blmbg:Aggregate ▲	(0.05)	4.35	3.63	0.31	1.56	1.70	2.39

Relative Return vs Blmbg:Aggregate



Callan Public Fund Sponsor Database-Domestic Fixed Inc (Nt) Annualized Five Year Risk vs Return

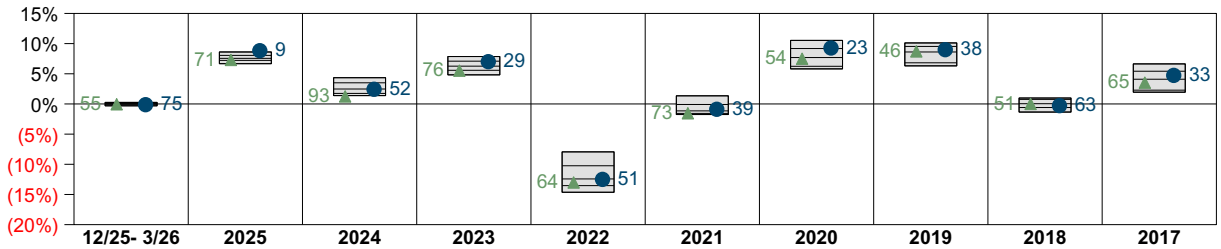


Domestic Fixed Income
Return Analysis Summary

Return Analysis

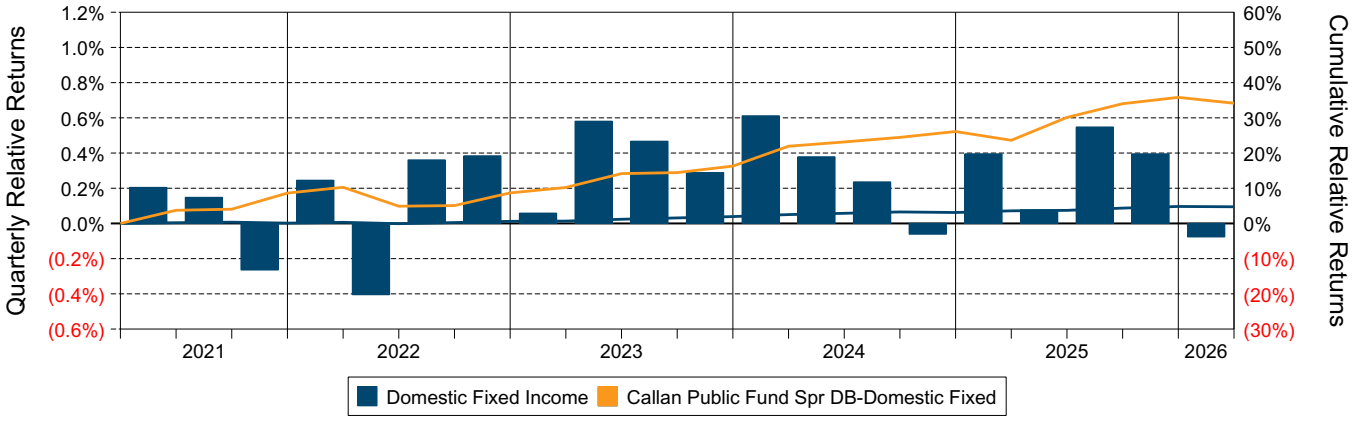
The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

Performance vs Callan Public Fund Sponsor Database-Domestic Fixed Inc (Nt)

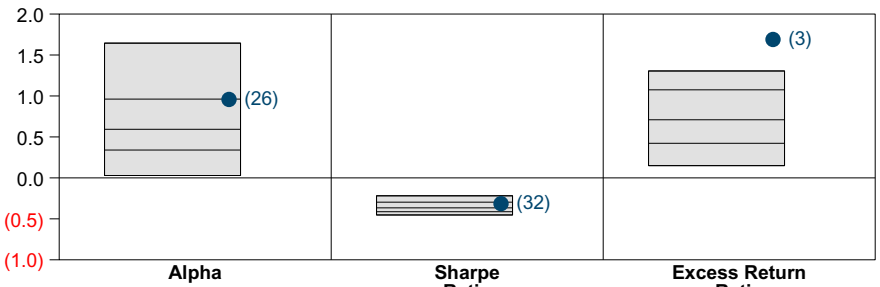


	12/25- 3/26	2025	2024	2023	2022	2021	2020	2019	2018	2017
10th Percentile	0.26	8.61	4.35	7.86	(7.94)	1.35	10.53	10.11	0.98	6.64
25th Percentile	0.07	8.05	3.51	7.09	(10.24)	(0.09)	9.19	9.53	0.76	5.42
Median	(0.02)	7.56	2.48	6.26	(12.43)	(1.15)	7.69	8.61	0.04	4.10
75th Percentile	(0.12)	7.22	1.75	5.58	(13.53)	(1.57)	6.24	6.82	(0.59)	2.29
90th Percentile	(0.31)	6.67	1.39	4.82	(14.63)	(1.75)	5.81	6.31	(1.34)	1.95
Domestic Fixed Income ●	(0.12)	8.83	2.43	7.01	(12.50)	(0.88)	9.27	9.00	(0.28)	4.74
Blmbg:Aggregate ▲	(0.05)	7.30	1.25	5.53	(13.01)	(1.54)	7.51	8.72	0.01	3.54

Cumulative and Quarterly Relative Returns vs Blmbg:Aggregate



Risk Adjusted Return Measures vs Blmbg:Aggregate
Rankings Against Callan Public Fund Sponsor Database-Domestic Fixed Inc (Nt)
Five Years Ended March 31, 2026



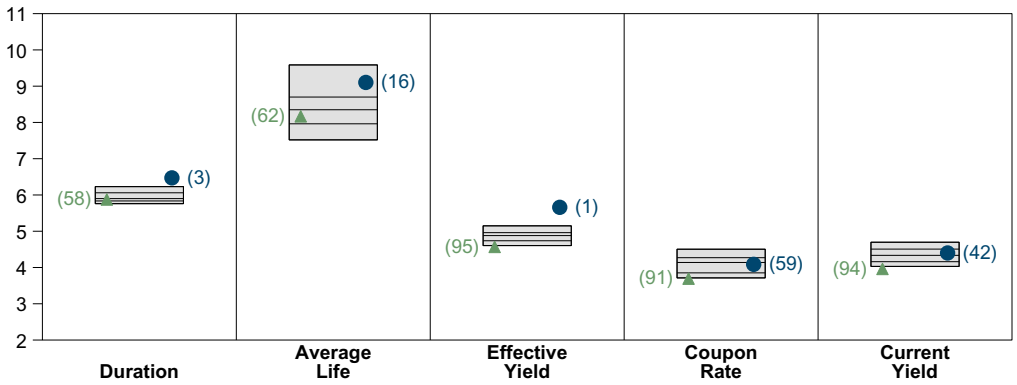
	Alpha	Sharpe Ratio	Excess Return Ratio
10th Percentile	1.64	(0.22)	1.30
25th Percentile	0.96	(0.30)	1.07
Median	0.59	(0.37)	0.71
75th Percentile	0.34	(0.41)	0.42
90th Percentile	0.03	(0.45)	0.15
Domestic Fixed Income ●	0.96	(0.31)	1.69

Domestic Fixed Income
Bond Characteristics Analysis Summary

Portfolio Characteristics

This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

Fixed Income Portfolio Characteristics
Rankings Against Callan Core Bond Fixed Income
as of March 31, 2026

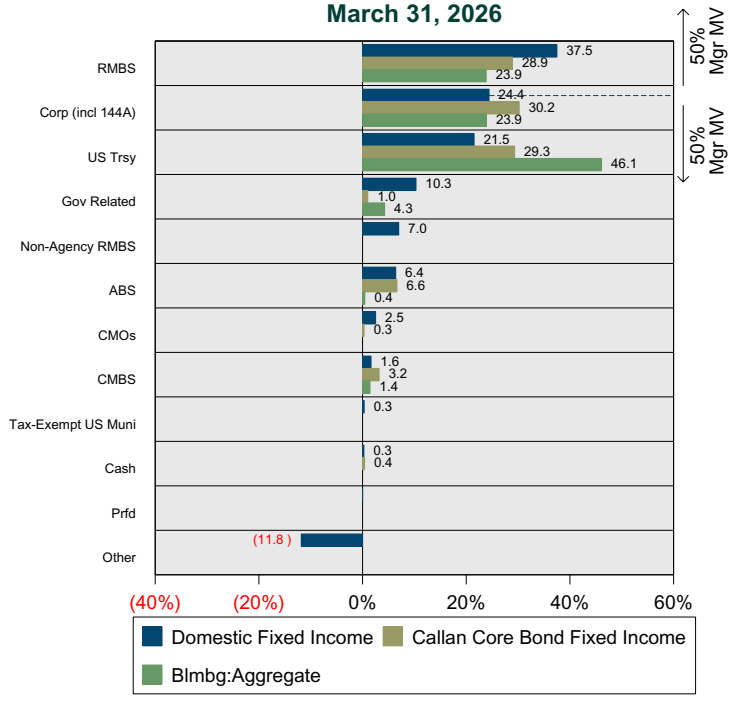


	Duration	Average Life	Effective Yield	Coupon Rate	Current Yield
10th Percentile	6.23	9.59	5.15	4.50	4.70
25th Percentile	6.06	8.70	4.96	4.27	4.51
Median	5.90	8.35	4.88	4.14	4.34
75th Percentile	5.84	7.96	4.74	3.85	4.16
90th Percentile	5.76	7.52	4.60	3.71	4.03
Domestic Fixed Income ●	6.47	9.10	5.66	4.09	4.40
Blmbg:Aggregate ▲	5.88	8.17	4.57	3.69	3.96

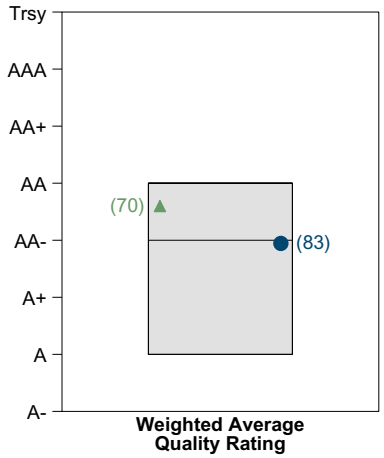
Sector Allocation and Quality Ratings

The first graph compares the manager's sector allocation with the average allocation across all the members of the manager's style. The second graph compares the manager's weighted average quality rating with the range of quality ratings for the style.

Sector Allocation
March 31, 2026



Quality Ratings
vs Callan Core Bond Fixed Income



	Weighted Average Quality Rating
10th Percentile	AA
25th Percentile	AA
Median	AA
75th Percentile	AA-
90th Percentile	A
Domestic Fixed Income ●	AA-
Blmbg:Aggregate ▲	AA

Dodge & Cox Income
Period Ended March 31, 2026

Investment Philosophy

Dodge & Cox Discretionary Core employs a team-based approach focusing on sector allocation and individual security selection to add alpha. The value-oriented strategy emphasizes rigorous fundamental analysis and builds portfolios from the bottom up with a long-term investment horizon, resulting in lower turnover. The U.S. Fixed Income Committee, composed of seven seasoned professionals, makes broad decisions, including sector allocations and duration positioning. This committee is supported by a dedicated team of nearly two dozen additional investment professionals led by Lucy Johns. The strategy prioritizes corporate credit, typically holding an overweight to the sector while underweighting Treasuries. Up to 15% can be allocated to below-investment-grade securities, while other non-index holdings typically include taxable municipal bonds or non-U.S. government-related issuers. Duration is actively managed within +/- 25-30% of the benchmark, and Treasury futures may be used to incrementally adjust the position.

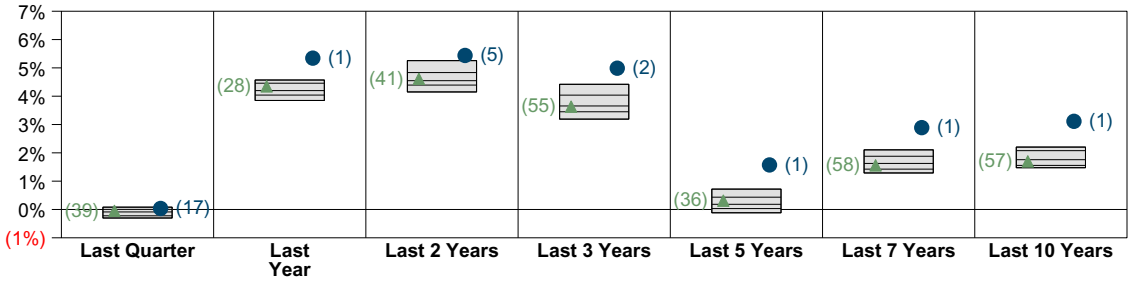
Quarterly Summary and Highlights

- Dodge & Cox Income's portfolio posted a 0.04% return for the quarter placing it in the 17 percentile of the Callan Core Bond MFs (Net) group for the quarter and in the 1 percentile for the last year.
- Dodge & Cox Income's portfolio outperformed the Blmbg:Aggregate by 0.08% for the quarter and outperformed the Blmbg:Aggregate for the year by 1.00%.

Quarterly Asset Growth

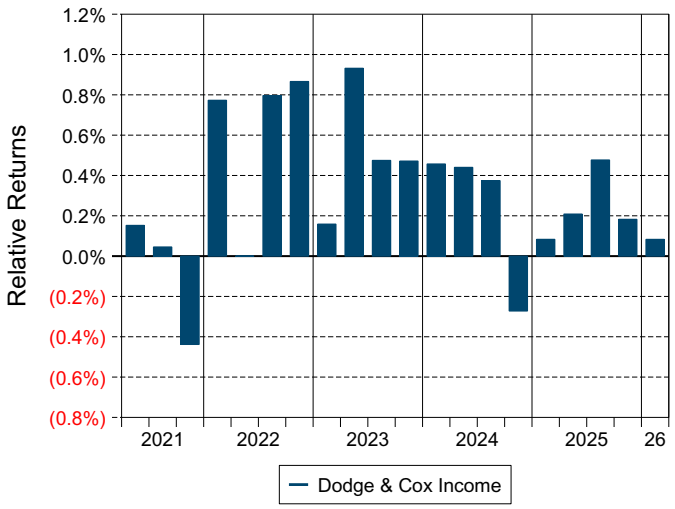
Beginning Market Value	$87,730,361
Net New Investment	$-1,640,018
Investment Gains/(Losses)	$-13,369
Ending Market Value	$86,076,974

Performance vs Callan Core Bond Mutual Funds (Net)

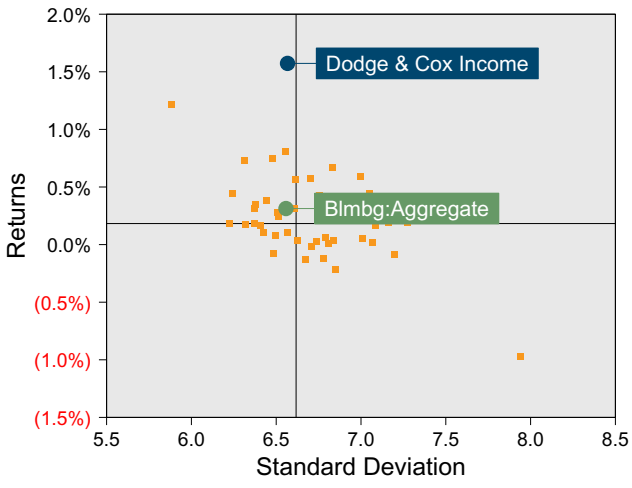


	Last Quarter	Last Year	Last 2 Years	Last 3 Years	Last 5 Years	Last 7 Years	Last 10 Years
10th Percentile	0.08	4.57	5.26	4.42	0.72	2.11	2.20
25th Percentile	0.00	4.46	4.83	4.04	0.43	1.88	2.08
Median	(0.09)	4.20	4.55	3.66	0.18	1.63	1.76
75th Percentile	(0.22)	4.04	4.39	3.45	0.03	1.42	1.56
90th Percentile	(0.30)	3.85	4.15	3.19	(0.12)	1.29	1.47
Dodge & Cox Income ●	0.04	5.34	5.44	4.99	1.57	2.89	3.11
Blmbg:Aggregate ▲	(0.05)	4.35	4.61	3.63	0.31	1.56	1.70

Relative Return vs Blmbg:Aggregate



Callan Core Bond Mutual Funds (Net) Annualized Five Year Risk vs Return

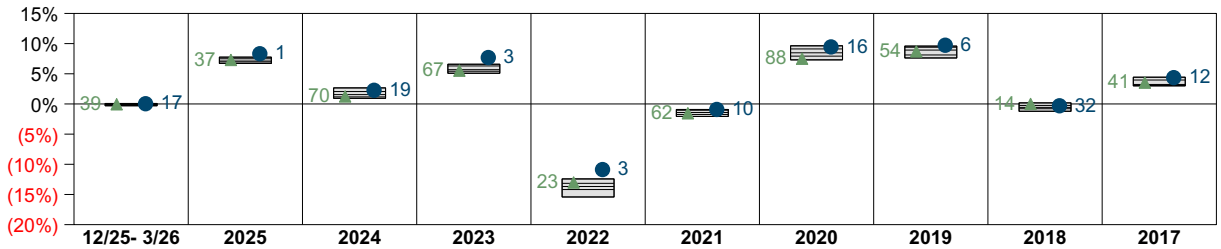


Dodge & Cox Income
Return Analysis Summary

Return Analysis

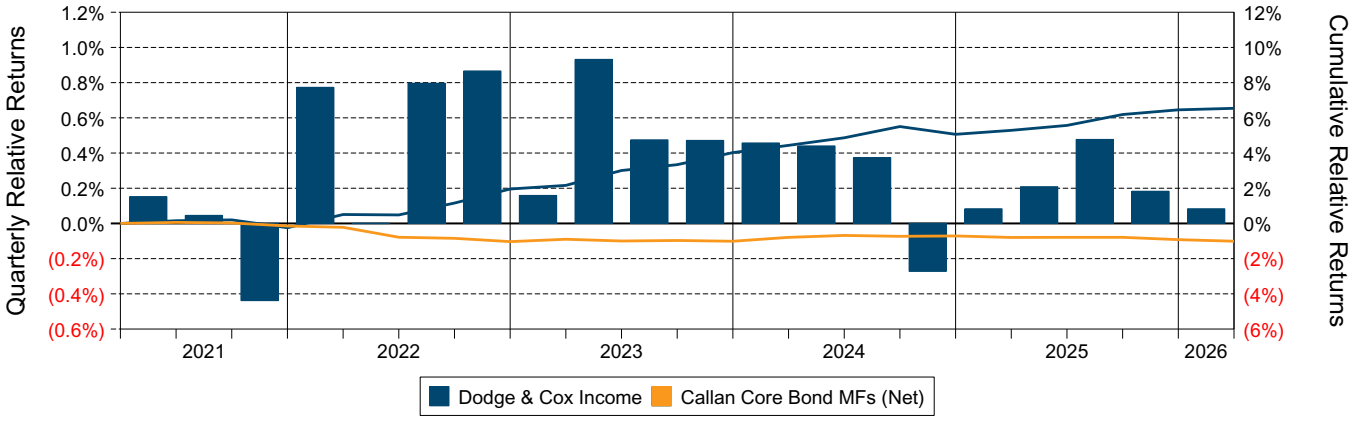
The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

Performance vs Callan Core Bond Mutual Funds (Net)

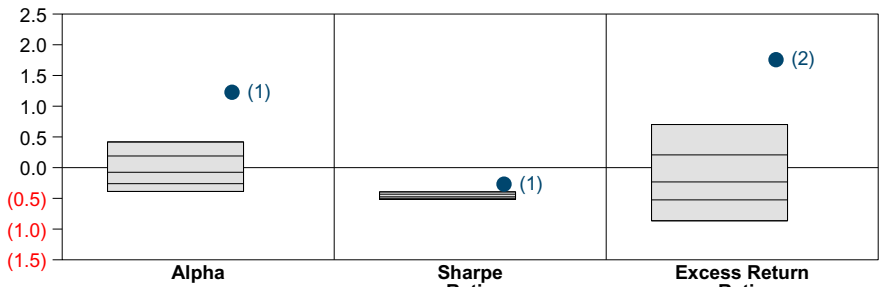


	12/25- 3/26	2025	2024	2023	2022	2021	2020	2019	2018	2017
10th Percentile	0.08	7.76	2.66	6.58	(12.43)	(0.91)	9.63	9.58	0.18	4.43
25th Percentile	0.00	7.49	2.06	6.30	(13.16)	(1.05)	9.12	9.40	(0.24)	3.96
Median	(0.09)	7.11	1.55	5.68	(13.68)	(1.41)	8.48	8.93	(0.57)	3.23
75th Percentile	(0.22)	6.95	1.17	5.42	(14.18)	(1.74)	7.92	8.12	(0.79)	3.08
90th Percentile	(0.30)	6.71	0.94	5.09	(15.42)	(2.07)	7.30	7.62	(1.21)	3.00
Dodge & Cox Income ●	0.04	8.32	2.26	7.69	(10.88)	(0.91)	9.45	9.73	(0.31)	4.36
Blmbg:Aggregate ▲	(0.05)	7.30	1.25	5.53	(13.01)	(1.54)	7.51	8.72	0.01	3.54

Cumulative and Quarterly Relative Returns vs Blmbg:Aggregate



Risk Adjusted Return Measures vs Blmbg:Aggregate
Rankings Against Callan Core Bond Mutual Funds (Net)
Five Years Ended March 31, 2026



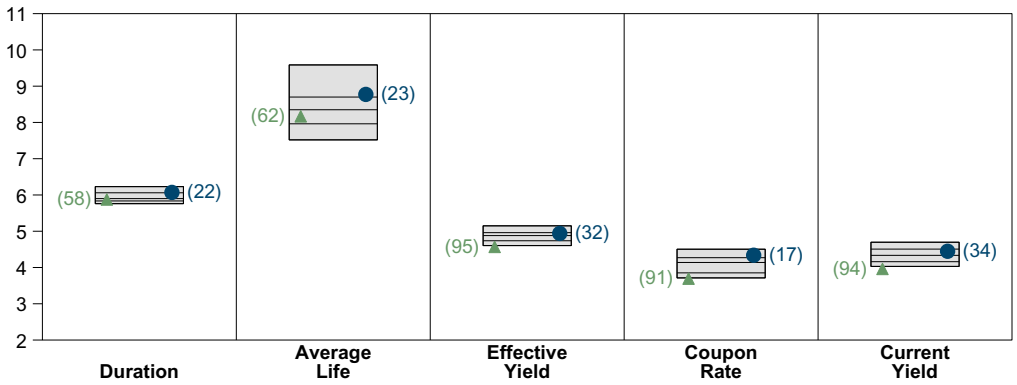
	Alpha	Sharpe Ratio	Excess Return Ratio
10th Percentile	0.42	(0.39)	0.70
25th Percentile	0.19	(0.43)	0.21
Median	(0.08)	(0.47)	(0.23)
75th Percentile	(0.26)	(0.50)	(0.52)
90th Percentile	(0.39)	(0.52)	(0.87)
Dodge & Cox Income ●	1.23	(0.27)	1.76

Dodge & Cox Income
Bond Characteristics Analysis Summary

Portfolio Characteristics

This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

Fixed Income Portfolio Characteristics
Rankings Against Callan Core Bond Fixed Income
as of March 31, 2026

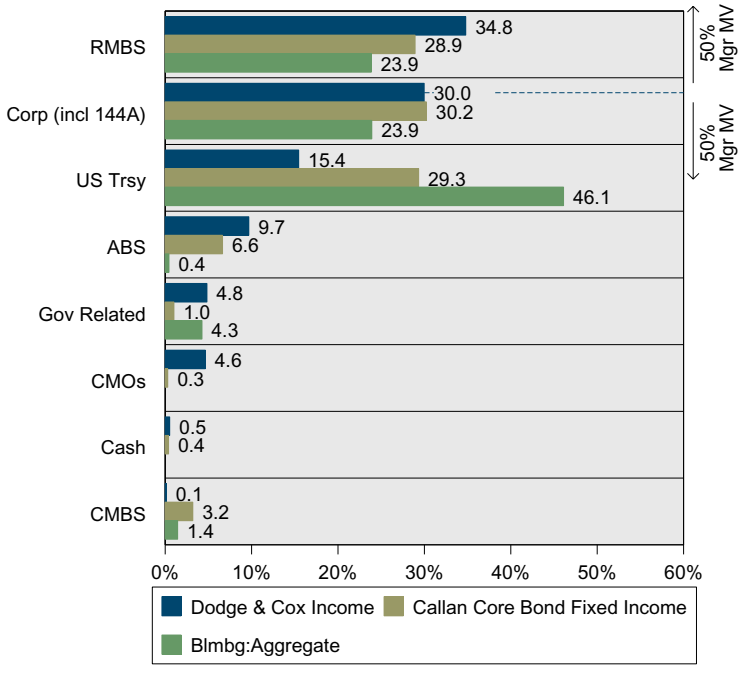


	Duration	Average Life	Effective Yield	Coupon Rate	Current Yield
10th Percentile	6.23	9.59	5.15	4.50	4.70
25th Percentile	6.06	8.70	4.96	4.27	4.51
Median	5.90	8.35	4.88	4.14	4.34
75th Percentile	5.84	7.96	4.74	3.85	4.16
90th Percentile	5.76	7.52	4.60	3.71	4.03
Dodge & Cox Income ●	6.07	8.77	4.94	4.34	4.45
Blmbg:Aggregate ▲	5.88	8.17	4.57	3.69	3.96

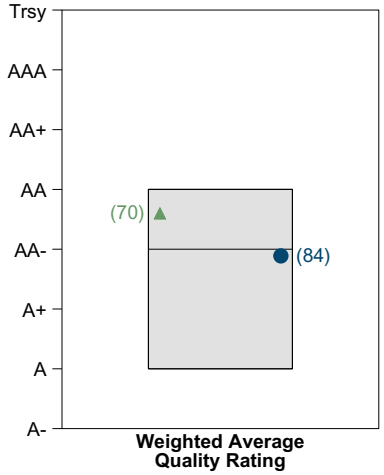
Sector Allocation and Quality Ratings

The first graph compares the manager's sector allocation with the average allocation across all the members of the manager's style. The second graph compares the manager's weighted average quality rating with the range of quality ratings for the style.

Sector Allocation
March 31, 2026



Quality Ratings
vs Callan Core Bond Fixed Income



	Weighted Average Quality Rating
10th Percentile	AA
25th Percentile	AA
Median	AA
75th Percentile	AA-
90th Percentile	A
Dodge & Cox Income ●	AA-
Blmbg:Aggregate ▲	AA

PIMCO
Period Ended March 31, 2026

Investment Philosophy

The Total Return fund is a core plus strategy managed by a team of PIMCO's senior investment professionals. PIMCO is well known for its macroeconomic forecasts, which contribute to the top-down elements of its investment process while sector teams and traders drive the bottom-up security selection choices. The strategy is benchmarked to the Bloomberg U.S. Aggregate Index and invests in a broad set of fixed income sectors. Duration is generally within two years of the benchmark. The Fund allows up to 20% in high yield and 20% in foreign currency exposure.

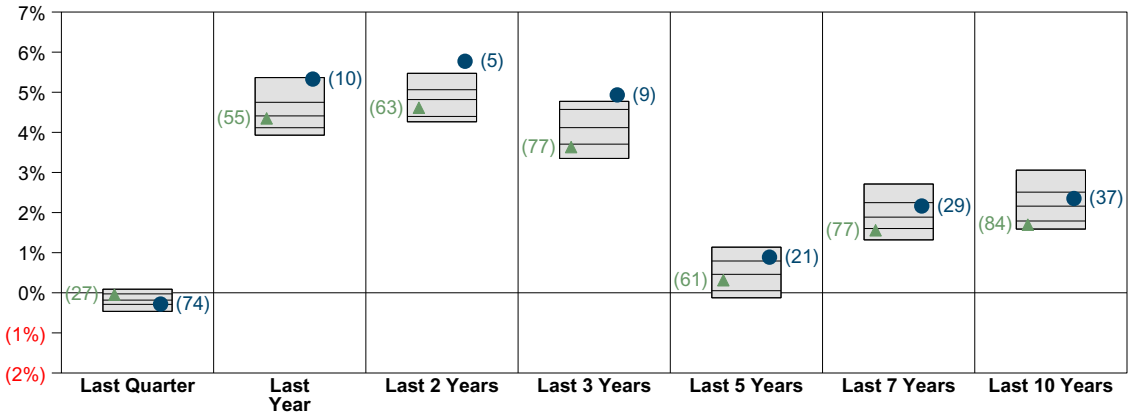
Quarterly Summary and Highlights

- PIMCO's portfolio posted a (0.28)% return for the quarter placing it in the 74 percentile of the Callan Core Plus MFs (Net) group for the quarter and in the 10 percentile for the last year.
- PIMCO's portfolio underperformed the Blmbg:Aggregate by 0.23% for the quarter and outperformed the Blmbg:Aggregate for the year by 0.98%.

Quarterly Asset Growth

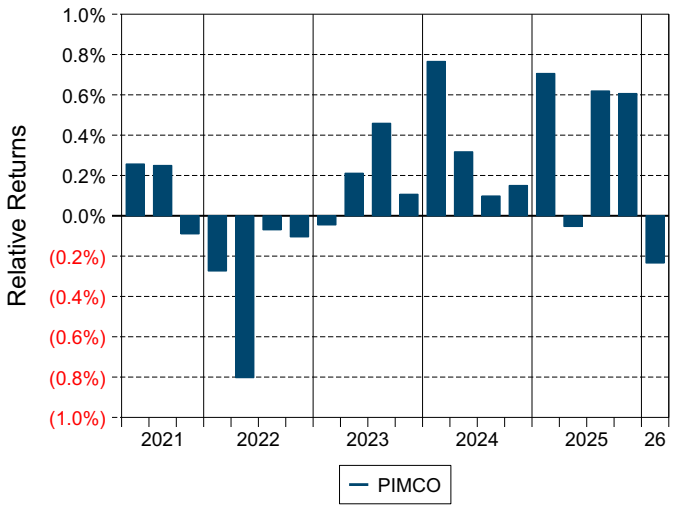
Beginning Market Value	$88,492,418
Net New Investment	$-1,690,018
Investment Gains/(Losses)	$-320,902
Ending Market Value	$86,481,498

Performance vs Callan Core Plus Mutual Funds (Net)

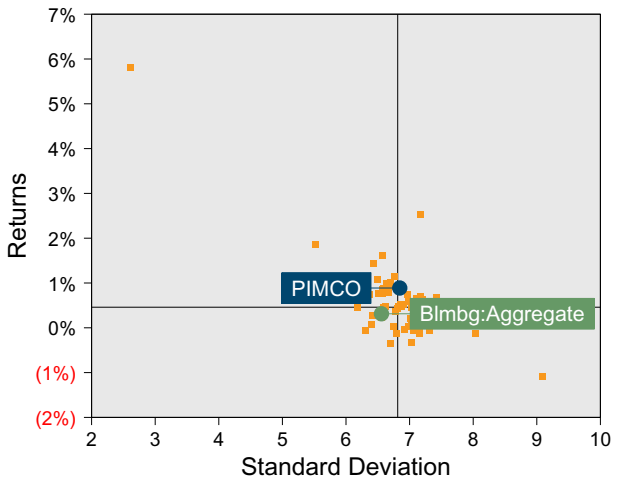


	Last Quarter	Last Year	Last 2 Years	Last 3 Years	Last 5 Years	Last 7 Years	Last 10 Years
10th Percentile	0.09	5.37	5.47	4.77	1.14	2.71	3.06
25th Percentile	(0.03)	4.75	5.06	4.57	0.79	2.25	2.51
Median	(0.18)	4.41	4.82	4.12	0.46	1.89	2.16
75th Percentile	(0.29)	4.12	4.40	3.71	0.05	1.60	1.79
90th Percentile	(0.46)	3.93	4.26	3.35	(0.12)	1.32	1.59
PIMCO ●	(0.28)	5.33	5.77	4.93	0.89	2.16	2.35
Blmbg:Aggregate ▲	(0.05)	4.35	4.61	3.63	0.31	1.56	1.70

Relative Return vs Blmbg:Aggregate



Callan Core Plus Mutual Funds (Net) Annualized Five Year Risk vs Return

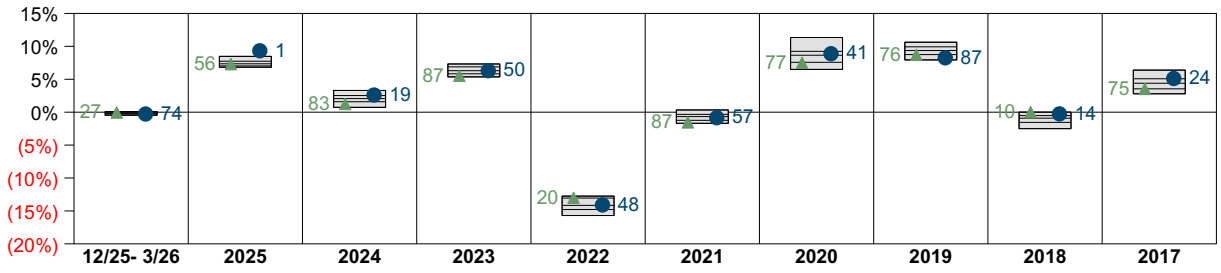


PIMCO
Return Analysis Summary

Return Analysis

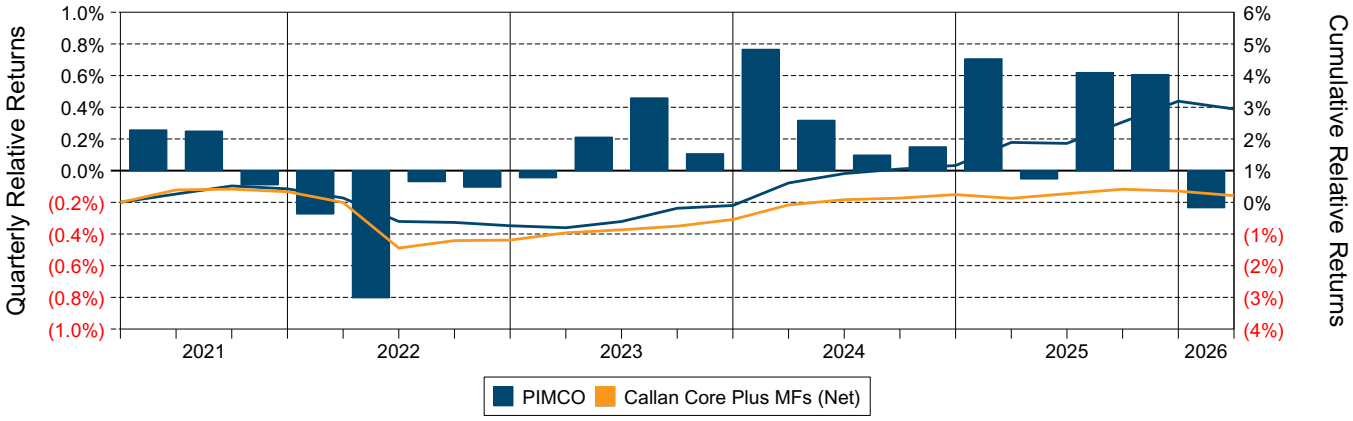
The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

Performance vs Callan Core Plus Mutual Funds (Net)

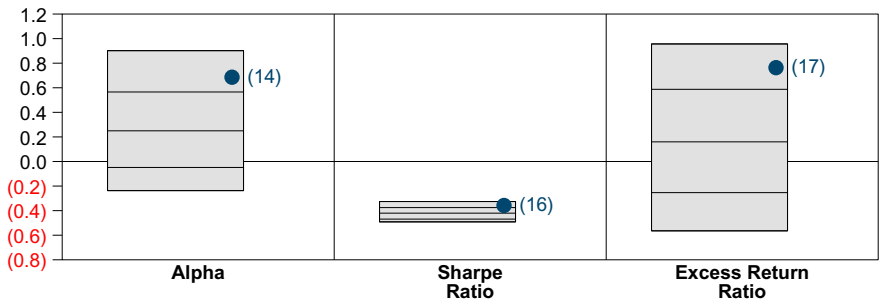


	12/25- 3/26	2025	2024	2023	2022	2021	2020	2019	2018	2017
10th Percentile	0.09	8.48	3.30	7.32	(12.75)	0.34	11.34	10.63	(0.00)	6.39
25th Percentile	(0.03)	7.74	2.53	6.88	(13.04)	(0.33)	9.24	9.93	(0.52)	5.08
Median	(0.18)	7.35	2.07	6.30	(14.16)	(0.67)	8.65	9.36	(0.91)	4.40
75th Percentile	(0.29)	7.03	1.59	5.83	(14.79)	(1.24)	7.58	8.75	(1.55)	3.55
90th Percentile	(0.46)	6.83	0.73	5.36	(15.70)	(1.69)	6.50	7.94	(2.50)	2.80
PIMCO ●	(0.28)	9.33	2.60	6.30	(14.09)	(0.84)	8.88	8.26	(0.26)	5.12
Blmbg:Aggregate ▲	(0.05)	7.30	1.25	5.53	(13.01)	(1.54)	7.51	8.72	0.01	3.54

Cumulative and Quarterly Relative Returns vs Blmbg:Aggregate



Risk Adjusted Return Measures vs Blmbg:Aggregate
Rankings Against Callan Core Plus Mutual Funds (Net)
Five Years Ended March 31, 2026



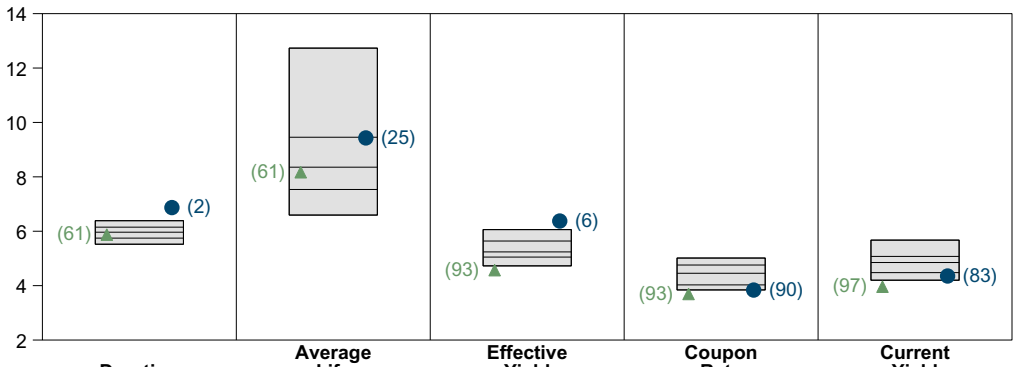
	Alpha	Sharpe Ratio	Excess Return Ratio
10th Percentile	0.90	(0.33)	0.96
25th Percentile	0.57	(0.38)	0.59
Median	0.25	(0.42)	0.16
75th Percentile	(0.05)	(0.47)	(0.25)
90th Percentile	(0.24)	(0.49)	(0.56)
PIMCO ●	0.69	(0.36)	0.76

PIMCO
Bond Characteristics Analysis Summary

Portfolio Characteristics

This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

Fixed Income Portfolio Characteristics
Rankings Against Callan Core Plus Fixed Income
as of March 31, 2026

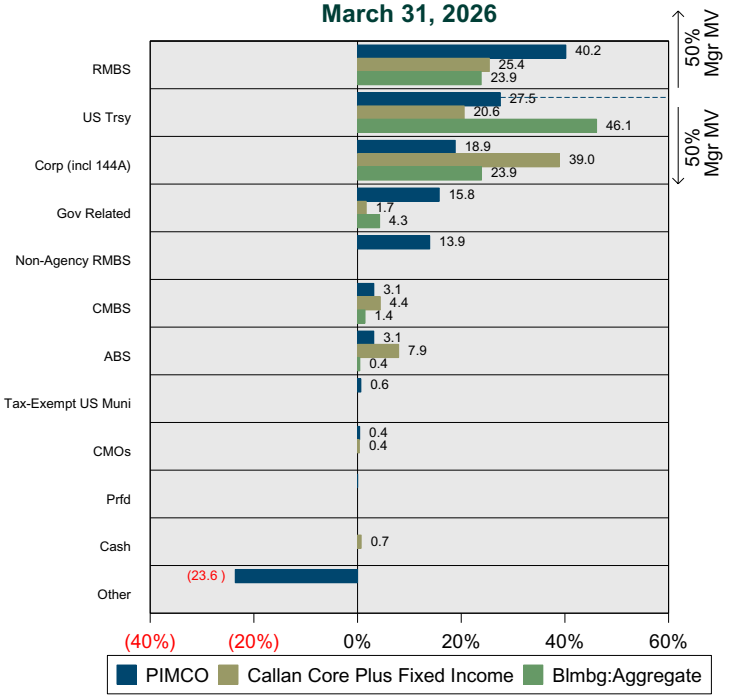


	Duration	Average Life	Effective Yield	Coupon Rate	Current Yield
10th Percentile	6.39	12.73	6.06	5.01	5.67
25th Percentile	6.15	9.46	5.64	4.76	5.07
Median	5.97	8.35	5.24	4.45	4.85
75th Percentile	5.75	7.53	5.05	4.03	4.48
90th Percentile	5.52	6.59	4.73	3.84	4.20
PIMCO ●	6.87	9.43	6.38	3.84	4.35
Blmbg:Aggregate ▲	5.88	8.17	4.57	3.69	3.96

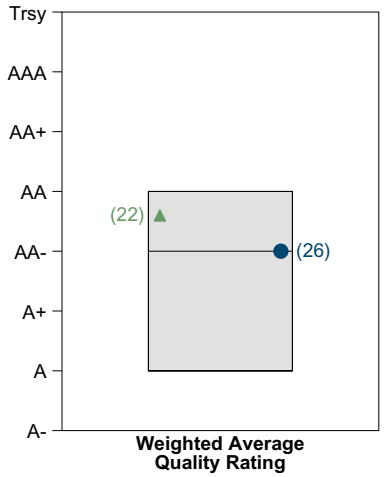
Sector Allocation and Quality Ratings

The first graph compares the manager's sector allocation with the average allocation across all the members of the manager's style. The second graph compares the manager's weighted average quality rating with the range of quality ratings for the style.

Sector Allocation
March 31, 2026



Quality Ratings
vs Callan Core Plus Fixed Income



10th Percentile	AA
25th Percentile	AA-
Median	A
75th Percentile	A
90th Percentile	A
PIMCO ●	AA-
Blmbg:Aggregate ▲	AA

Infrastructure

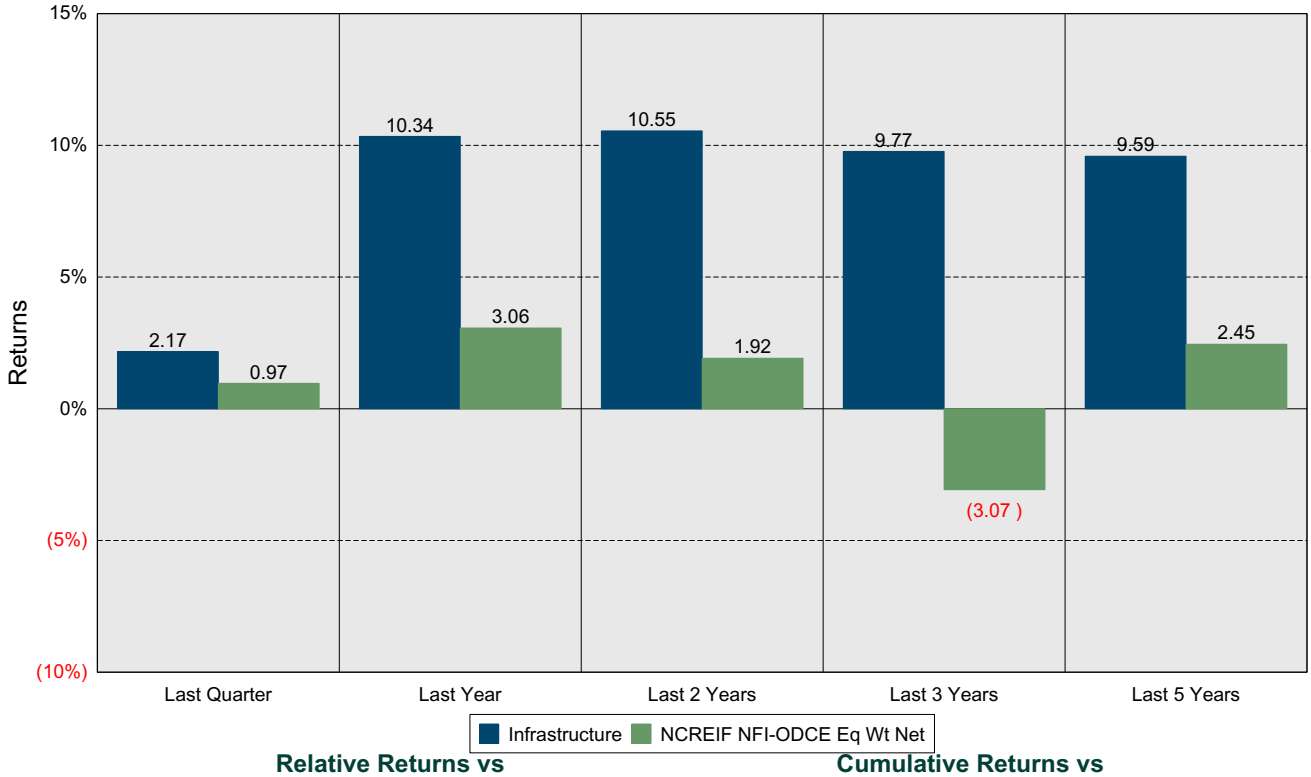
Infrastructure
Period Ended March 31, 2026

Quarterly Summary and Highlights

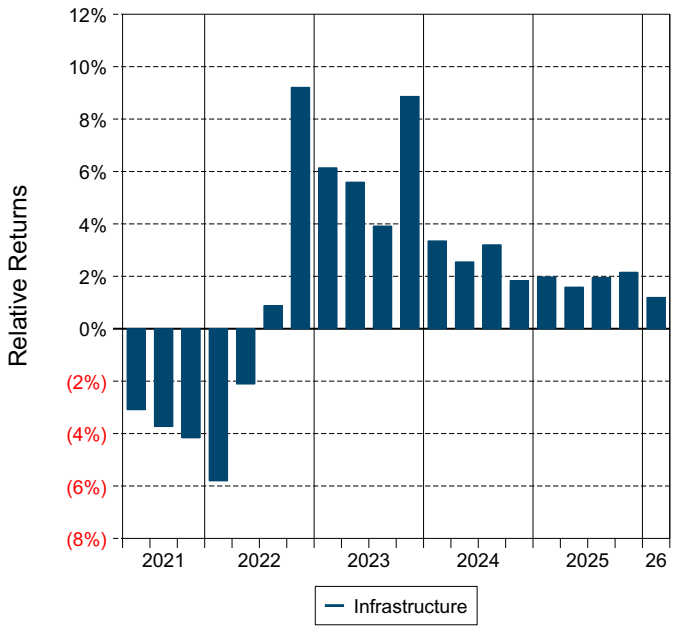
- Infrastructure's portfolio outperformed the NCREIF NFI-ODCE Eq Wt Net by 1.20% for the quarter and outperformed the NCREIF NFI-ODCE Eq Wt Net for the year by 7.27%.

Quarterly Asset Growth

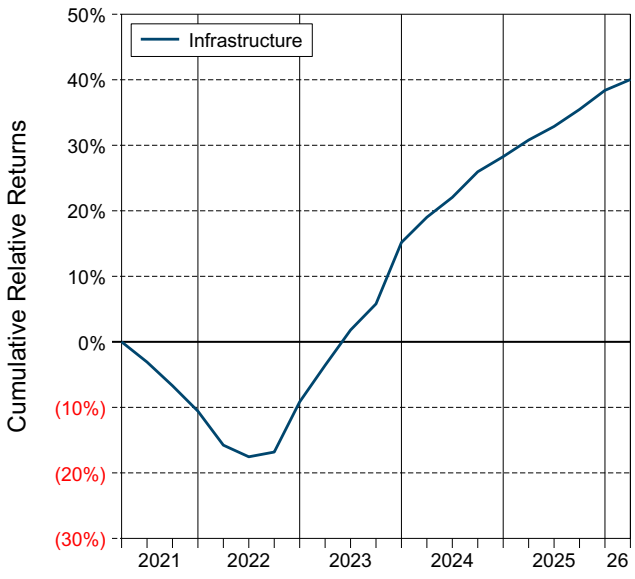
Beginning Market Value	$60,839,103
Net New Investment	$-731,725
Investment Gains/(Losses)	$1,310,520
Ending Market Value	$61,417,899



Relative Returns vs NCREIF NFI-ODCE Eq Wt Net



Cumulative Returns vs NCREIF NFI-ODCE Eq Wt Net

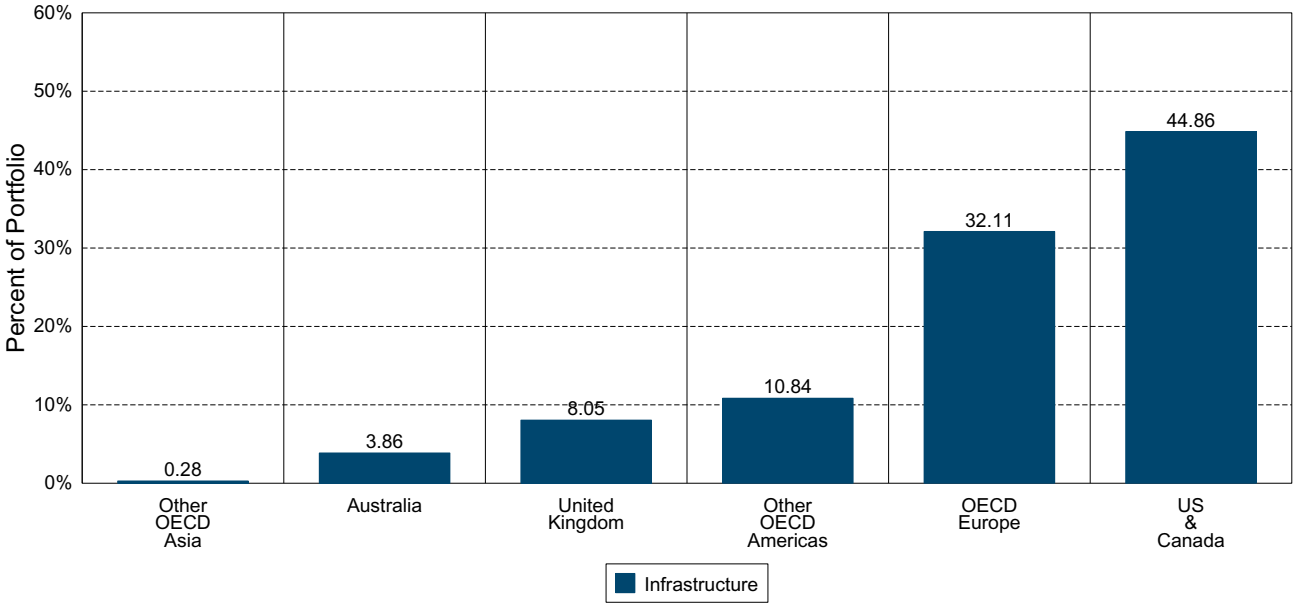


Infrastructure
Diversification Analysis as of March 31, 2026

Diversification Analysis

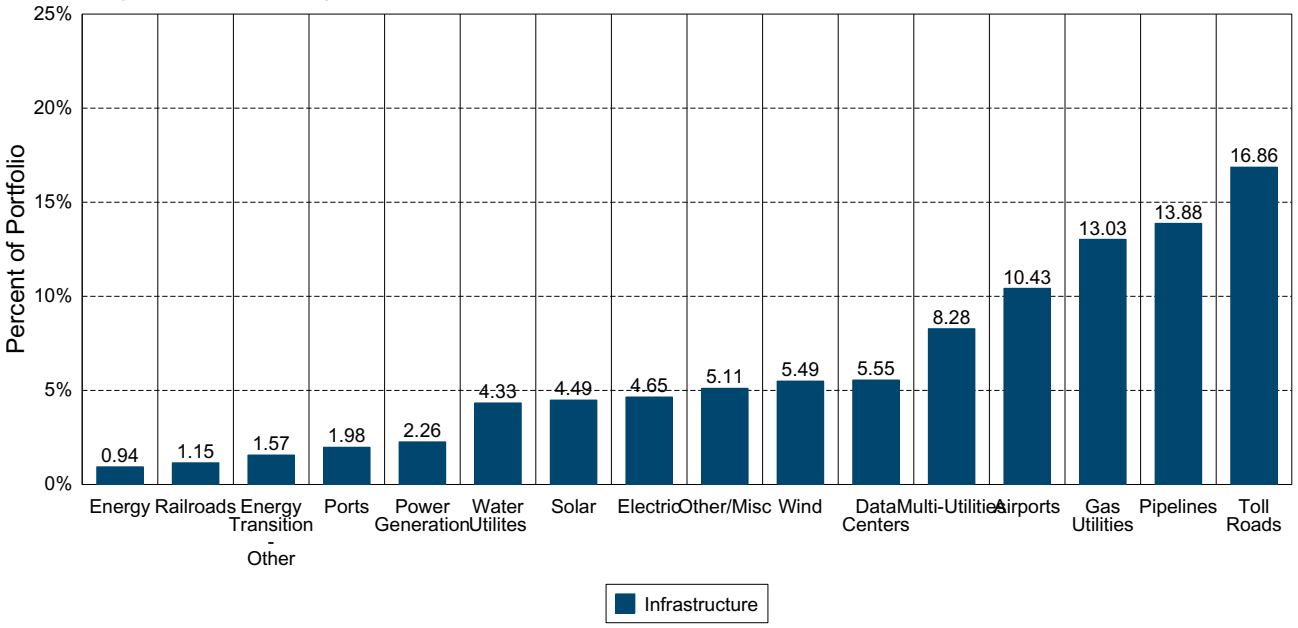
The following charts provide information on the diversification of the portfolio with regards to both Geographic Region and Infrastructure Type. Similar information is provided on the relevant market index for comparison.

Diversification by Geographic Region as of March 31, 2026



Infrastructure	**0.28%**	**3.86%**	**8.05%**	**10.84%**	**32.11%**	**44.86%**

Diversification by Infrastructure Type as of March 31, 2026



Infrastructure	**0.94%**	**1.15%**	**1.57%**	**1.98%**	**2.26%**	**4.33%**	**4.49%**	**4.65%**	**5.11%**	**5.49%**	**5.55%**	**8.28%**	**10.43%**	**13.03%**	**13.88%**	**16.86%**

IFM Global Infrastructure
Period Ended March 31, 2026

Investment Philosophy

IFM Investors believes a professionally managed portfolio of infrastructure assets can provide long-term institutional investors with significant benefits: diversification, earnings stability, participation in economic growth, protection from inflation and portfolio risk management. Infrastructure assets also allow investors to match their long-term liabilities with long-term investments.

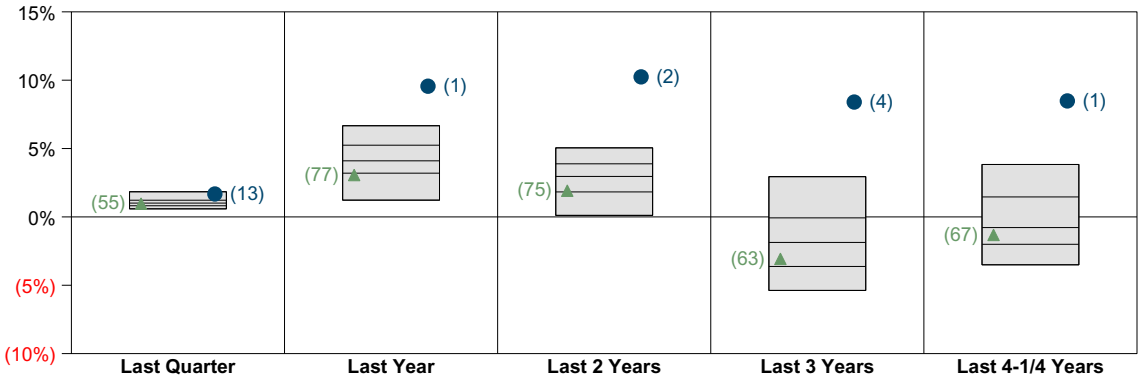
Quarterly Summary and Highlights

- IFM Global Infrastructure's portfolio posted a 1.68% return for the quarter placing it in the 13 percentile of the Callan OE Core Cmngld RE (Net) group for the quarter and in the 1 percentile for the last year.
- IFM Global Infrastructure's portfolio outperformed the NCREIF NFI-ODCE Eq Wt Net by 0.71% for the quarter and outperformed the NCREIF NFI-ODCE Eq Wt Net for the year by 6.50%.

Quarterly Asset Growth

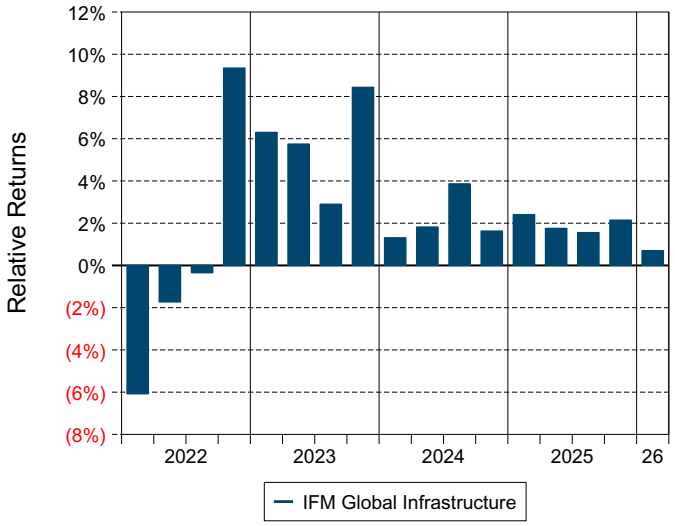
Beginning Market Value	$31,165,198
Net New Investment	$-369,522
Investment Gains/(Losses)	$516,292
Ending Market Value	$31,311,967

Performance vs Callan Open End Core Cmmingled Real Est (Net)

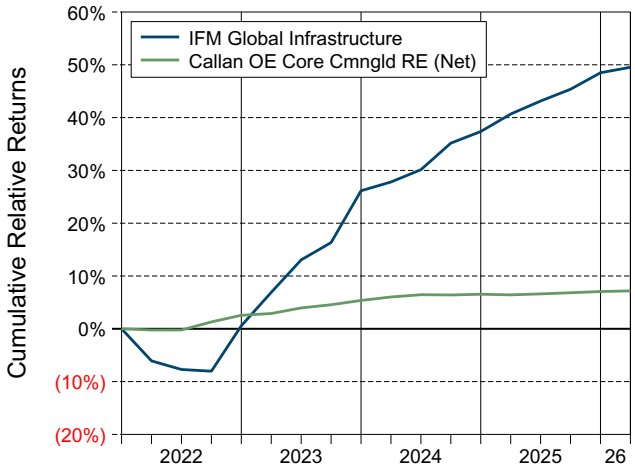


	Last Quarter	Last Year	Last 2 Years	Last 3 Years	Last 4-1/4 Years
10th Percentile	1.84	6.67	5.05	2.94	3.83
25th Percentile	1.22	5.24	3.88	(0.07)	1.46
Median	1.01	4.10	2.96	(1.87)	(0.78)
75th Percentile	0.81	3.20	1.83	(3.62)	(2.00)
90th Percentile	0.59	1.22	0.11	(5.38)	(3.50)
IFM Global Infrastructure ●	1.68	9.56	10.24	8.40	8.48
NCREIF NFI-ODCE Eq Wt Net ▲	0.97	3.06	1.92	(3.07)	(1.32)

Relative Returns vs NCREIF NFI-ODCE Eq Wt Net



Cumulative Returns vs NCREIF NFI-ODCE Eq Wt Net



JP Morgan Infrastructure
Period Ended March 31, 2026

Investment Philosophy

The Infrastructure Investments Fund (IIF or the Fund) is an open-ended strategy that invests in unlisted infrastructure equity with a focus on control positions. Since its launch in 2006, the Fund has built an approximately USD 49.8 billion portfolio of 18 companies and 1,045 assets across 26 countries and 13 sub-sectors. The Fund targets investing in a range of unlisted, core and core+ assets with a focus on investments that are expected to have forecastable and predictable contracted and regulated cash flows. These cash flows typically underpin the targeted benefits of the asset class and also help to mitigate risk related to commodity/GDP fluctuations and other risks. In further alignment with IIFs risk objectives, the Fund primarily invests in North America, Western Europe, Australia, and secondarily in other OECD countries.

Quarterly Summary and Highlights

- JP Morgan Infrastructure's portfolio posted a 2.68% return for the quarter placing it in the 1 percentile of the Callan OE Core Cmngld RE (Net) group for the quarter and in the 1 percentile for the last year.
- JP Morgan Infrastructure's portfolio outperformed the NCREIF NFI-ODCE Eq Wt Net by 1.71% for the quarter and outperformed the NCREIF NFI-ODCE Eq Wt Net for the year by 8.09%.

Quarterly Asset Growth

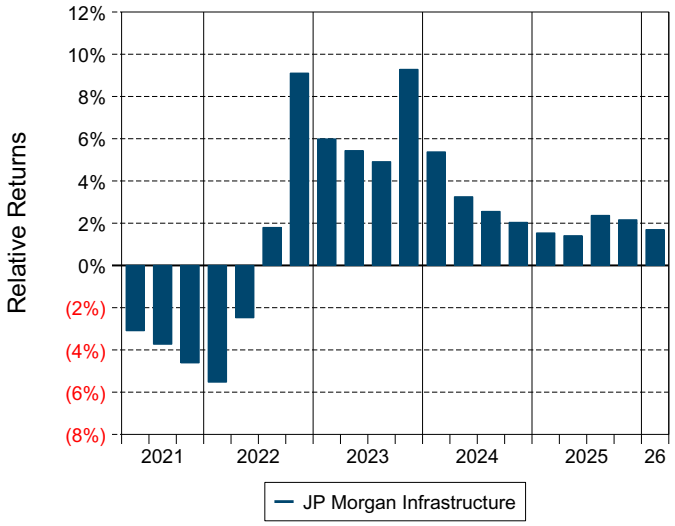
Beginning Market Value	$29,673,906
Net New Investment	$-362,202
Investment Gains/(Losses)	$794,228
Ending Market Value	$30,105,932

Performance vs Callan Open End Core Cmmingled Real Est (Net)

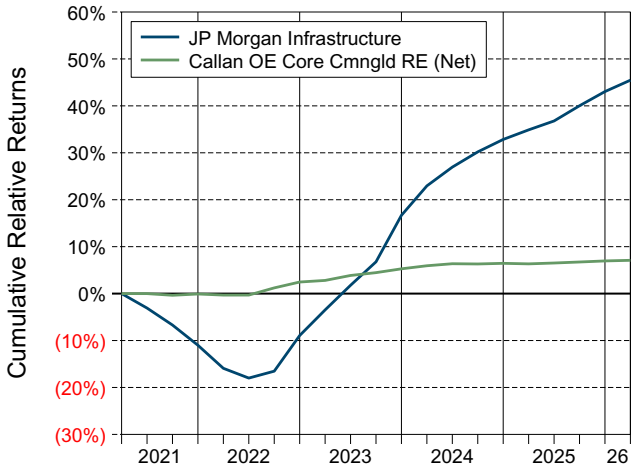


	Last Quarter	Last Year	Last 2 Years	Last 3 Years	Last 5 Years
10th Percentile	1.84	6.67	5.05	2.94	6.55
25th Percentile	1.22	5.24	3.88	(0.07)	4.95
Median	1.01	4.10	2.96	(1.87)	2.89
75th Percentile	0.81	3.20	1.83	(3.62)	1.59
90th Percentile	0.59	1.22	0.11	(5.38)	0.80
JP Morgan Infrastructure ●	2.68	11.15	10.86	11.13	10.42
NCREIF NFI-ODCE Eq Wt Net ▲	0.97	3.06	1.92	(3.07)	2.45

Relative Returns vs NCREIF NFI-ODCE Eq Wt Net



Cumulative Returns vs NCREIF NFI-ODCE Eq Wt Net



Real Estate

Real Estate
Period Ended March 31, 2026

Quarterly Summary and Highlights

- Real Estate's portfolio posted a 1.03% return for the quarter placing it in the 45 percentile of the Callan OE Core Cmngld RE (Net) group for the quarter and in the 46 percentile for the last year.
- Real Estate's portfolio outperformed the Real Estate Custom Benchmark by 0.06% for the quarter and outperformed the Real Estate Custom Benchmark for the year by 1.19%.

Quarterly Asset Growth

Beginning Market Value	$73,978,136
Net New Investment	$2,095,432
Investment Gains/(Losses)	$958,565
Ending Market Value	$77,032,134

Performance vs Callan Open End Core Cmmingled Real Est (Net)

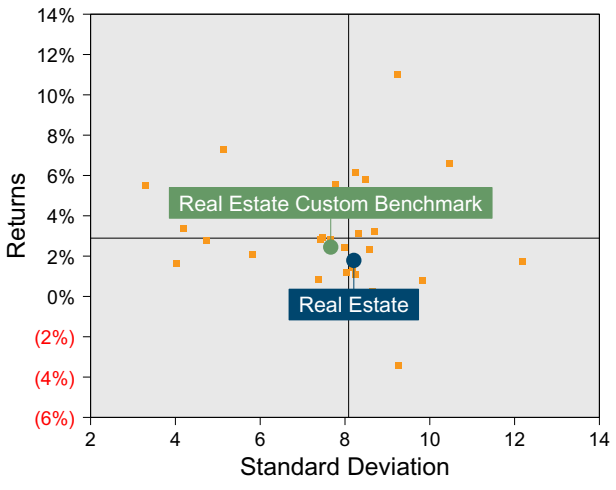


	Last Quarter	Last Year	Last 3 Years	Last 5 Years	Last 7 Years	Last 10 Years	Last 15 Years
10th Percentile	1.84	6.67	2.94	6.55	6.19	6.53	11.34
25th Percentile	1.22	5.24	(0.07)	4.95	4.68	5.45	7.47
Median	1.01	4.10	(1.87)	2.89	3.16	4.36	6.99
75th Percentile	0.81	3.20	(3.62)	1.59	1.94	3.22	5.67
90th Percentile	0.59	1.22	(5.38)	0.80	0.99	1.75	4.42
Real Estate ●	1.03	4.25	(3.07)	1.79	2.27	3.56	6.03
Real Estate Custom Benchmark ▲	0.97	3.06	(3.07)	2.45	2.68	3.99	6.45

Relative Returns vs Real Estate Custom Benchmark



Callan Open End Core Cmmingled Real Est (Net) Annualized Five Year Risk vs Return

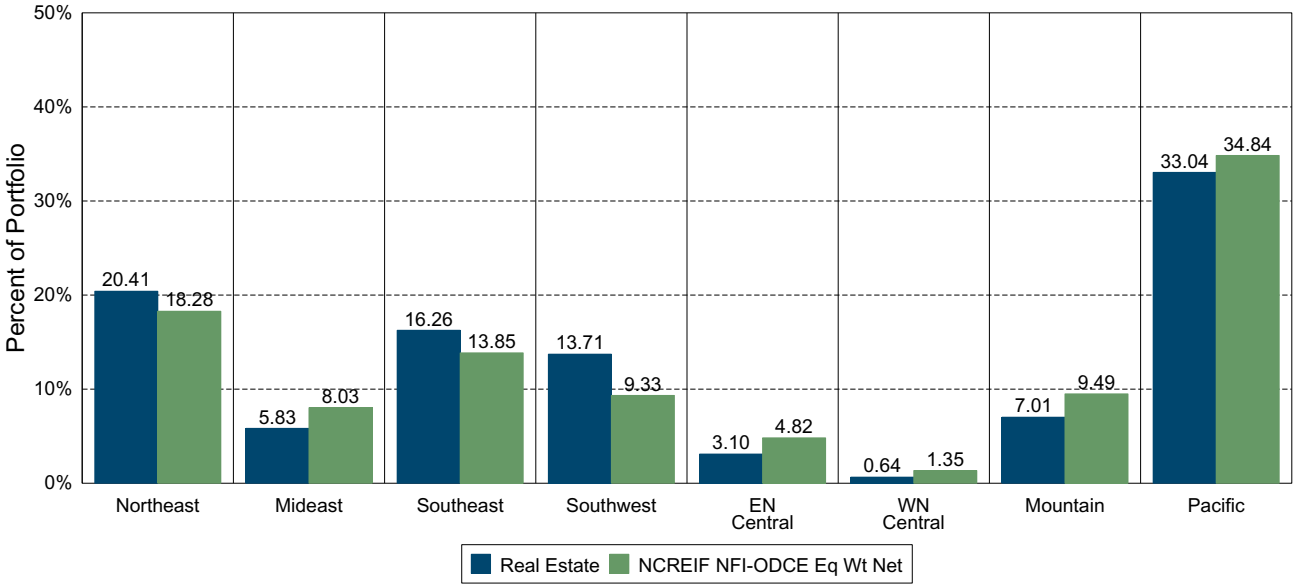


Real Estate
Diversification Analysis as of March 31, 2026

Diversification Analysis

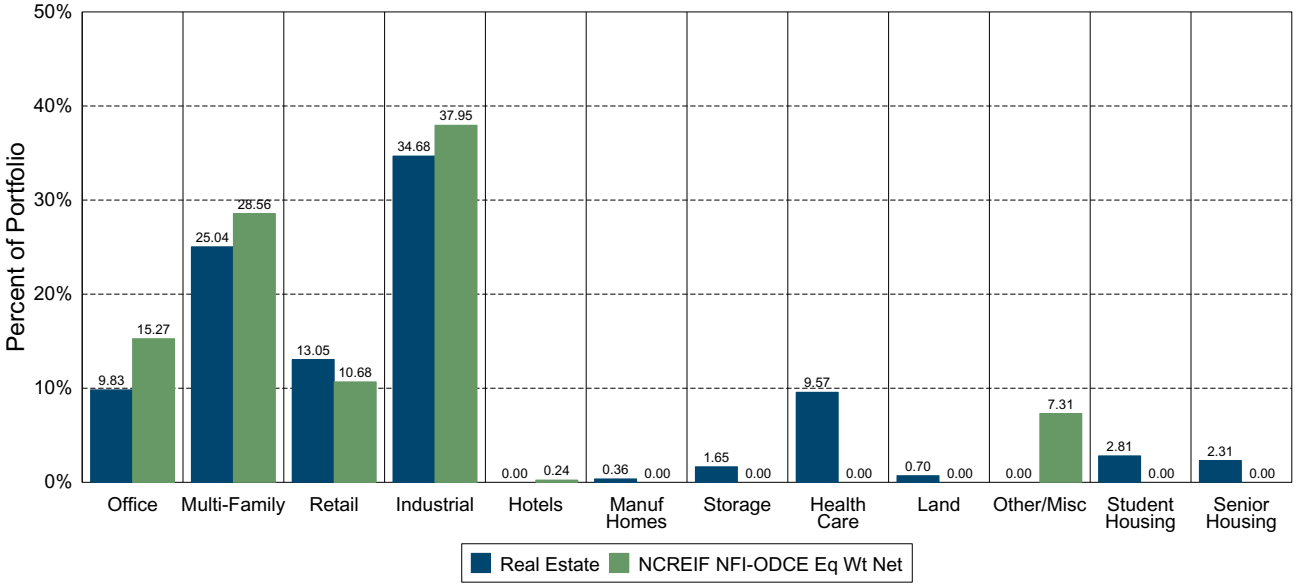
The following charts provide information on the diversification of the portfolio with regards to both Geographic Region and Property Type. Similar information is provided on the relevant market index for comparison.

Diversification by Geographic Region as of March 31, 2026



	Northeast	Mideast	Southeast	Southwest	EN Central	WN Central	Mountain	Pacific
Real Estate	**20.41%**	**5.83%**	**16.26%**	**13.71%**	**3.10%**	**0.64%**	**7.01%**	**33.04%**
NCREIF NFI-ODCE Eq Wt Net	18.28%	8.03%	13.85%	9.33%	4.82%	1.35%	9.49%	34.84%

Diversification by Property Type as of March 31, 2026



	Office	Multi-Family	Retail	Industrial	Hotels	Manuf Homes	Storage	Health Care	Land	Other/Misc	Student Housing	Senior Housing
Real Estate	**9.83%**	**25.04%**	**13.05%**	**34.68%**	**0.00%**	**0.36%**	**1.65%**	**9.57%**	**0.70%**	**0.00%**	**2.81%**	**2.31%**
NCREIF NFI-ODCE Eq Wt Net	15.27%	28.56%	10.68%	37.95%	0.24%	0.00%	0.00%	0.00%	0.00%	7.31%	0.00%	0.00%

RREEF Private
Period Ended March 31, 2026

Investment Philosophy

RREEF America II acquires 100 percent equity interests in small- to medium-sized ($10 million to $70 million) apartment, industrial, retail and office properties in targeted metropolitan areas within the continental United States. The fund capitalizes on RREEF's national research capabilities and market presence to identify superior investment opportunities in major metropolitan areas across the United States.

Quarterly Summary and Highlights

- RREEF Private's portfolio posted a 1.27% return for the quarter placing it in the 22 percentile of the Callan OE Core Cmngld RE (Net) group for the quarter and in the 47 percentile for the last year.
- RREEF Private's portfolio outperformed the NCREIF NFI-ODCE Eq Wt Net by 0.31% for the quarter and outperformed the NCREIF NFI-ODCE Eq Wt Net for the year by 1.13%.

Quarterly Asset Growth

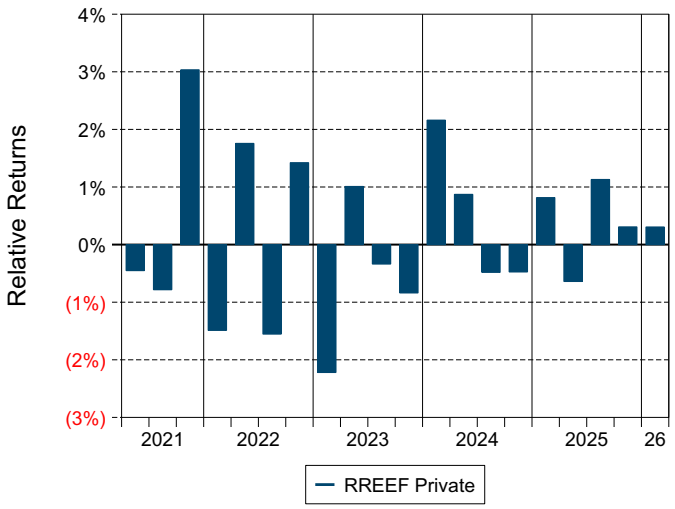
Beginning Market Value	$38,934,817
Net New Investment	$-5,081,002
Investment Gains/(Losses)	$513,095
Ending Market Value	$34,366,910

Performance vs Callan Open End Core Cmmingled Real Est (Net)

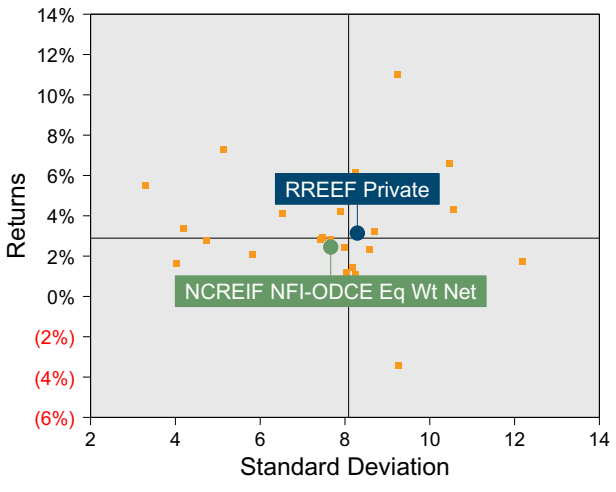


	Last Quarter	Last Year	Last 2 Years	Last 3 Years	Last 5 Years	Last 7 Years	Last 10 Years	Last 15 Years
10th Percentile	1.84	6.67	5.05	2.94	6.55	6.19	6.53	11.34
25th Percentile	1.22	5.24	3.88	(0.07)	4.95	4.68	5.45	7.47
Median	1.01	4.10	2.96	(1.87)	2.89	3.16	4.36	6.99
75th Percentile	0.81	3.20	1.83	(3.62)	1.59	1.94	3.22	5.67
90th Percentile	0.59	1.22	0.11	(5.38)	0.80	0.99	1.75	4.42
RREEF Private ●	1.27	4.20	2.85	(1.84)	3.14	3.34	4.49	7.15
NCREIF NFI-ODCE Eq Wt Net ▲	0.97	3.06	1.92	(3.07)	2.45	2.68	4.03	6.69

Relative Returns vs NCREIF NFI-ODCE Eq Wt Net



Callan Open End Core Cmmingled Real Est (Net) Annualized Five Year Risk vs Return



Barings Core Property Fund
Period Ended March 31, 2026

Investment Philosophy

Barings believes that the investment strategy for the Core Property Fund is unique with the goal of achieving returns in excess of the benchmark index, the NFI-ODCE Index, with a level of risk associated with a core fund. The construct of the Fund relies heavily on input from Barings Research, which provided the fundamentals for the investment strategy. Strategic targets and fund exposure which differentiate the Fund from its competitors with respect to both its geographic and property type weightings, and we believe will result in performance in excess of industry benchmarks over the long-term.

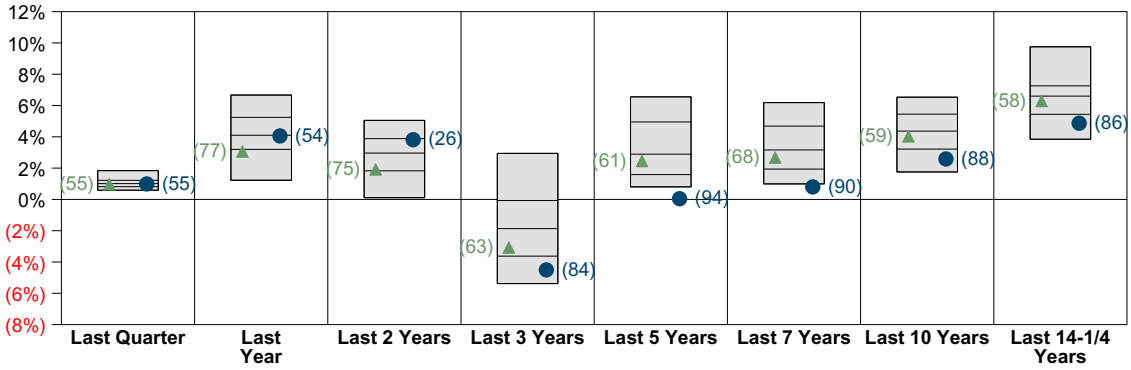
Quarterly Summary and Highlights

- Barings Core Property Fund's portfolio posted a 0.99% return for the quarter placing it in the 55 percentile of the Callan OE Core Cmngld RE (Net) group for the quarter and in the 54 percentile for the last year.
- Barings Core Property Fund's portfolio outperformed the NCREIF NFI-ODCE Eq Wt Net by 0.02% for the quarter and outperformed the NCREIF NFI-ODCE Eq Wt Net for the year by 0.99%.

Quarterly Asset Growth

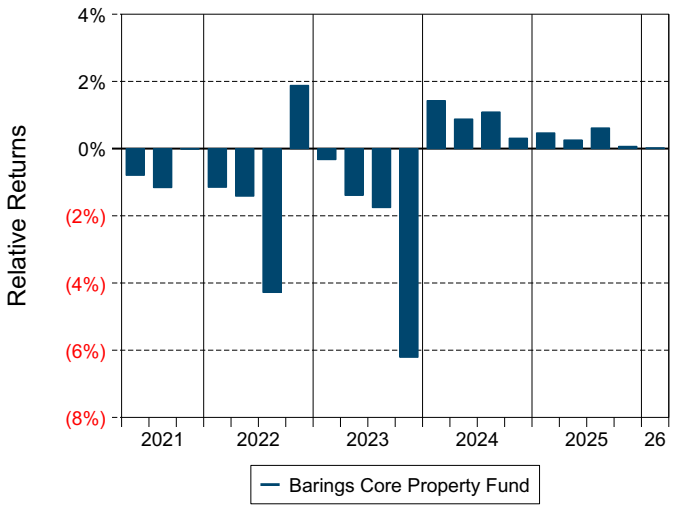
Beginning Market Value	$33,583,319
Net New Investment	$-1,371,777
Investment Gains/(Losses)	$393,682
Ending Market Value	$32,605,224

Performance vs Callan Open End Core Cmmingled Real Est (Net)

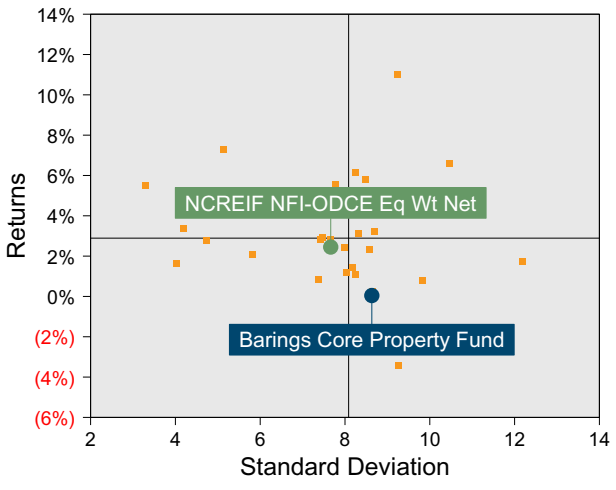


	Last Quarter	Last Year	Last 2 Years	Last 3 Years	Last 5 Years	Last 7 Years	Last 10 Years	Last 14-1/4 Years
10th Percentile	1.84	6.67	5.05	2.94	6.55	6.19	6.53	9.75
25th Percentile	1.22	5.24	3.88	(0.07)	4.95	4.68	5.45	7.26
Median	1.01	4.10	2.96	(1.87)	2.89	3.16	4.36	6.60
75th Percentile	0.81	3.20	1.83	(3.62)	1.59	1.94	3.22	5.44
90th Percentile	0.59	1.22	0.11	(5.38)	0.80	0.99	1.75	3.84
Barings Core Property Fund	0.99	4.05	3.81	(4.51)	0.05	0.80	2.59	4.87
NCREIF NFI-ODCE Eq Wt Net	0.97	3.06	1.92	(3.07)	2.45	2.68	4.03	6.29

Relative Returns vs NCREIF NFI-ODCE Eq Wt Net



Callan Open End Core Cmmingled Real Est (Net) Annualized Five Year Risk vs Return



Capital Markets Review

U.S. EQUITIES

S&P 500 Fell Against a Volatile Market Backdrop

- The S&P 500 Index fell 4.3% in 1Q26. Challenged results were driven by multiple factors: geopolitical conflict exacerbating inflation fears; investor rotation out of stocks that have reached lofty valuations; and a shift within the Magnificent 7 as its components saw starkly different returns based on concerns around software and uncertainty around the benefits of AI capex to future revenue growth.
- Only 6 of the 11 S&P sectors posted gains. Energy (+38.2%!) was the best-performing sector followed by Materials (+9.7%) and Utilities (+8.3%). The worst-performing sectors were Information Technology, Financials, and Consumer Discretionary, all down over 9%.
- Small cap indices outperformed large cap indices and value outperformed growth across the market cap spectrum.

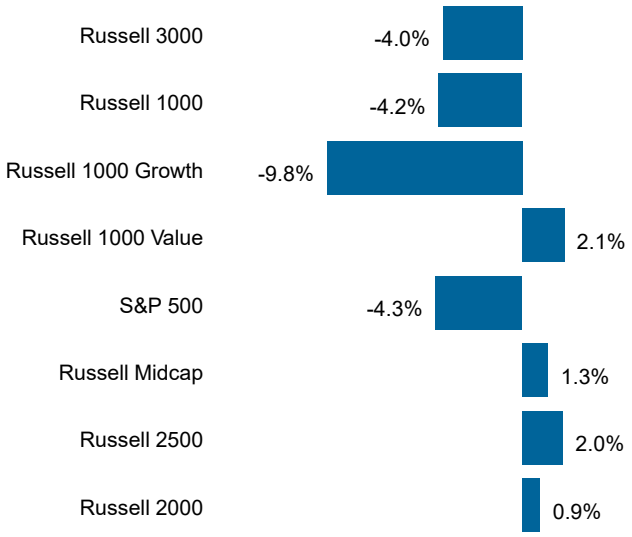
Key Characteristics of First Half of Quarter

- Fundamentals started to matter! A strong earnings season supported a broadening of market returns, and most notably, an extension of the outperformance in small caps that began in the latter half of 2025.
- Large cap performance meaningfully disaggregated, particularly within the Magnificent 7. Drivers of underperformance include investors' concerns about: 1) Peak valuations on the heels of high AI capex; 2) Displacement of software and other applications by AI.

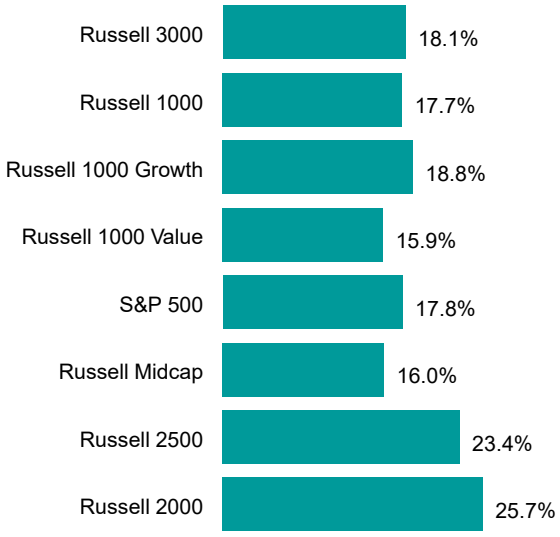
Key Characteristics of Second Half of Quarter

- The U.S./Iran War began on Feb. 28, kicking off sharp equity declines through March 23.
- The Energy sector was up nearly 40% as fears of supply shortages pushed up crude oil prices. The sector also benefited from the "HALO" (hard assets, low obsolescence) trade as investors rotated from valuation-rich areas and those potentially displaced by AI.

U.S. Equity: Quarterly Returns

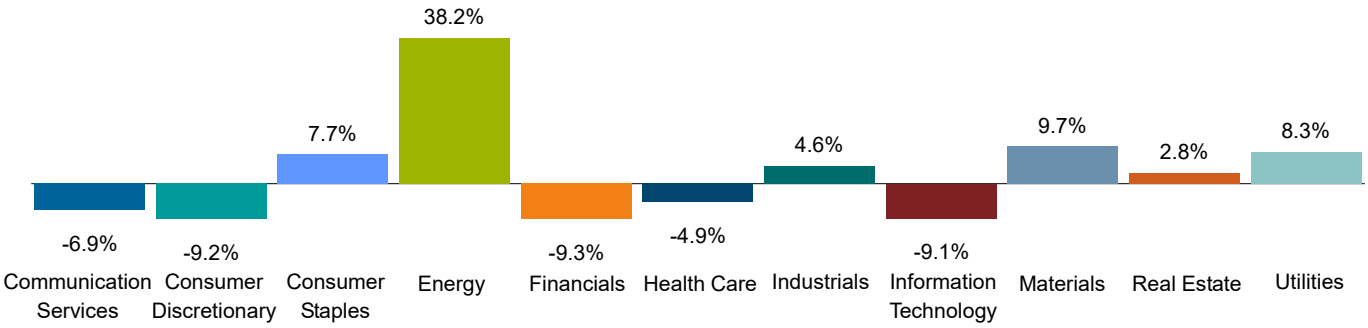


U.S. Equity: One-Year Returns



Sources: FTSE Russell, S&P Dow Jones Indices

S&P Sector Returns, Quarter Ended 3/31/26



Source: S&P Dow Jones Indices

GLOBAL EQUITIES

Global ex-U.S. Stocks Lead in a Down Quarter

- Global ex-U.S. equities outpaced the U.S. in 1Q26.
- The MSCI EAFE Index declined slightly in 1Q26 following a period of strong performance in 2025, as modest gains in the U.K. and developed Pacific were offset by weakness across the euro zone.
- Within emerging markets, China lagged, reflecting weak consumer confidence and ongoing local government debt pressures. India also underperformed, facing valuation compression and energy-related headwinds as a net commodity importer amid geopolitical tensions involving Iran.
- Semiconductor-oriented markets such as Taiwan and South Korea supported results amid strong AI-driven demand. Latin America also outperformed, led by Brazil, benefiting from commodity strength and currency tailwinds.

Growth vs. Value

- Value outperformed growth across EAFE and emerging markets in 1Q26, supported by strength in Energy and other commodity-sensitive sectors following the Iran conflict.

U.S. Dollar

- The U.S. dollar strengthened modestly during 1Q26 (+1.7%), acting as a slight headwind to global ex-U.S. equity returns.

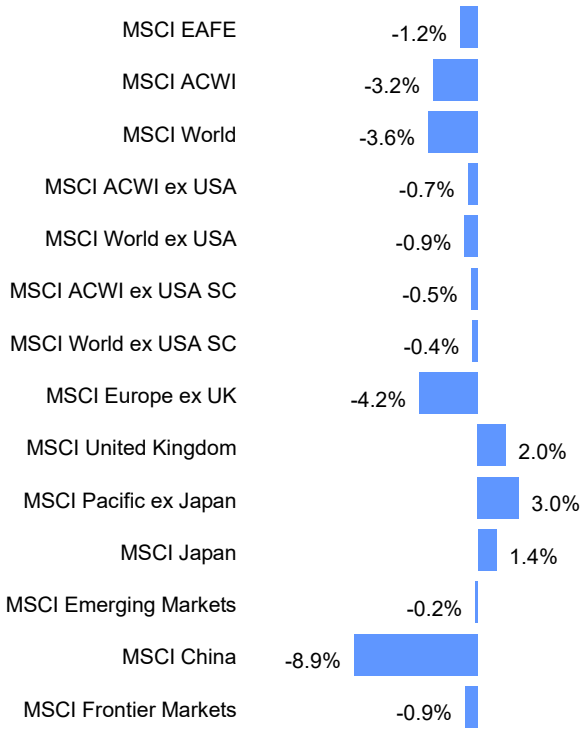
Strength Has Been Thematic, Not Broad

- Performance in 1Q26 continued many of the same themes from calendar year 2025.
- Significant dispersion within Technology stocks continued as AI beneficiaries such as semiconductors, memory, etc., have seen remarkable strength, while potential AI losers like software continued their downtrends.
- Hard asset sectors that are deemed immune to AI concerns and/or AI beneficiaries such as Materials, Utilities, and Energy continued to perform well.
- Both Consumer Staples and Consumer Discretionary stocks remain under pressure as a variety of concerns around economic sensitivity, margin risk, valuations, etc., persist.
- Active manager relative performance has been very closely tied to the amount of exposure portfolios have to specific industries and themes.

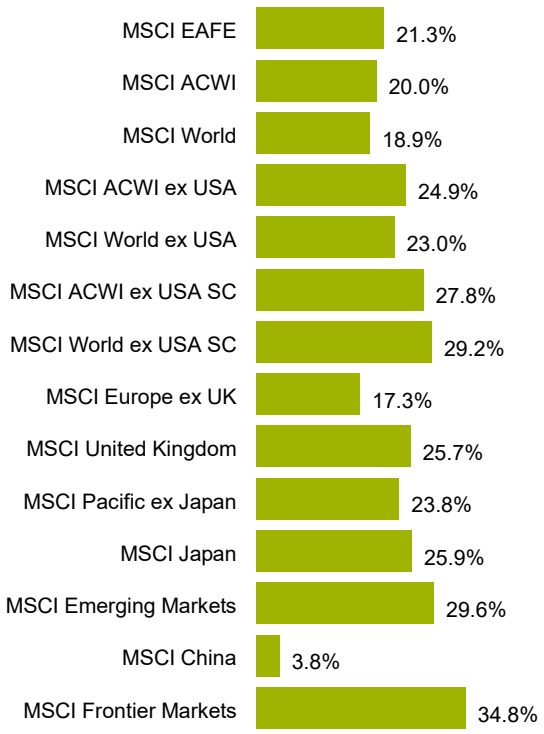
Momentum and Value Are Winners

- Factor tailwinds and headwinds largely continued in 1Q26 from 2025 with momentum and value leading markets.
- Over recent timeframes, active non-U.S. value managers have delivered meaningful absolute and relative returns versus both core benchmarks and growth peers. However, value benchmarks have been a more difficult bar to surpass.

Global Equity: Quarterly Returns



Global Equity: One-Year Returns



Source: MSCI

U.S. FIXED INCOME

Mixed Performance as Volatility Returns

- Volatility picked up during 1Q26, driven by the U.S./Israel strikes on Iran and renewed inflation concerns as oil prices moved higher.
- Treasury yields rose across most of the curve, with the largest increases in intermediate maturities, resulting in slight curve flattening with the 2s/10s spreads narrowing 20 bps.
- The Fed held policy steady, while the latest dot plot reflected reduced expectations for easing and greater consensus among policymakers, with the majority signaling one cut or fewer.

Performance and Drivers

- The Bloomberg US Aggregate Index modestly declined 0.05%, driven by the rise in rates.
- Corporate credit underperformed Treasuries due to spread widening, with lower-quality segments lagging higher-quality.

Valuations

- Credit spreads were resilient early in the quarter but widened into quarter-end amid software- and AI-related concerns.

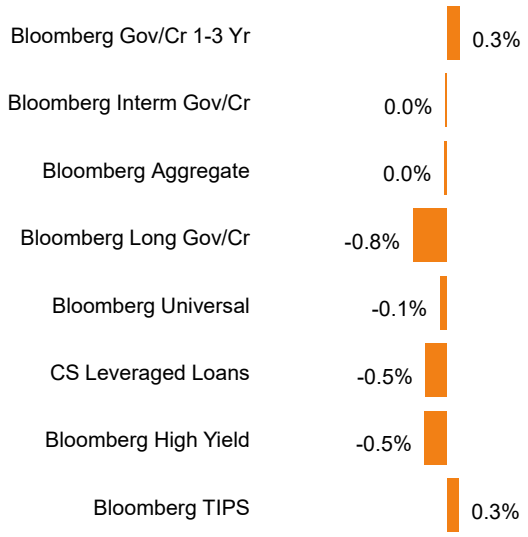
Relative Value Favors Securitized Over Corporate Credit

- Rich valuations have reduced the attractiveness of credit, contributing to a steady decline in corporate allocations since late 2020 as managers have moved closer to neutral relative to the Bloomberg Agg.
- In contrast, securitized allocations increased meaningfully beginning in 2022 as improved risk/return characteristics and more attractive relative value supported a shift in positioning; allocations have largely plateaued more recently but remain elevated versus history.
- Relative to the Agg, the median manager's corporate overweight has narrowed materially, while securitized has shifted from a modest underweight to a meaningful overweight, underscoring an ongoing preference for securitized over corporate risk.

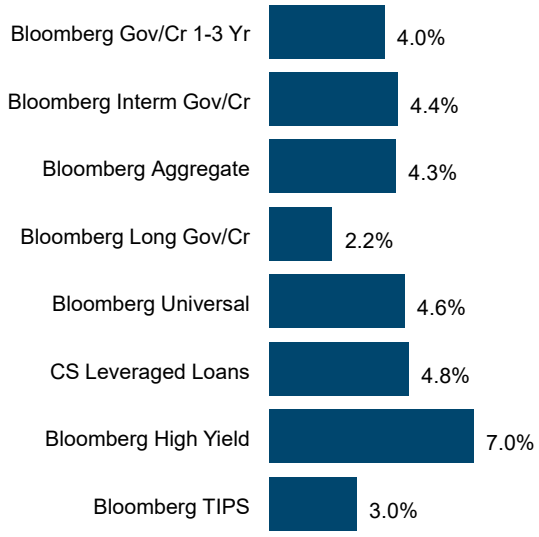
AI-driven Financing Needs Boost New Issuance

- Corporate bond issuance surged in 1Q26, marking the strongest quarter since 2Q20. Investment grade issuance was particularly robust, already reaching roughly 35% of 2020's record annual total and running 14% ahead of last year's pace, despite 2025 posting the second-largest annual issuance on record.

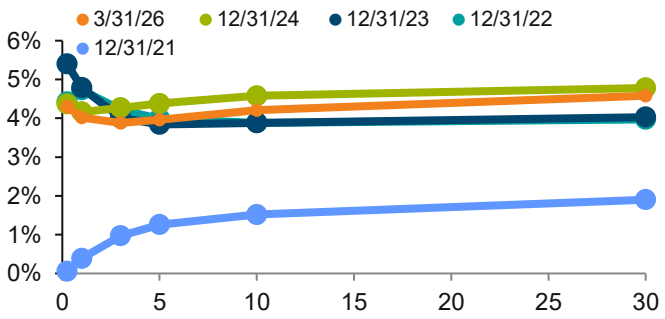
U.S. Fixed Income: Quarterly Returns



U.S. Fixed Income: One-Year Returns



U.S. Treasury Yield Curves



Sources: Bloomberg, Credit Suisse

Municipal Bond Yields Rise

- Municipal bonds generated flat-to-negative performance in 1Q as municipal yields rose and the market entered its typical seasonal supply dynamic—munis have historically experienced an uptick in net new issuance March-April.
- The AAA-rated municipal bond yield curve continued to steepen in 1Q with the front-end slightly declining and longer maturities rising 20 – 35 bps.

New Issuance Remains Historically High

- Tax-exempt issuance was elevated relative to history with 1Q seeing a total of $122 billion new issuance, a 12% YOY increase, as state and local governments spend on infrastructure, and inflation has increased costs.
- Municipal bond fund flows were on pace to be the third-largest yearly inflows on record.

Muni Valuations Improve

- Muni/Treasury ratios increased to levels above their five-year averages.

GLOBAL FIXED INCOME

Weakness Amid Geopolitical Uncertainty

- Global central banks struck a more cautious tone late in the quarter amid inflation concerns and rising geopolitical tensions; but largely held rates unchanged.
- Growth expectations began the quarter broadly stable, with early indicators pointing to continued expansion, but moderated into quarter-end as uncertainty increased. The ECB revised its near-term outlook down, citing weaker consumption and investment.
- Global fixed income returns were negative for the quarter, with developed markets, particularly in Europe, underperforming.

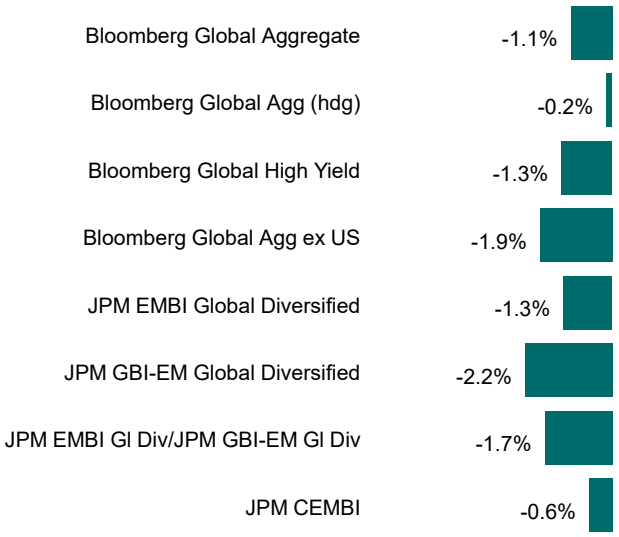
U.S. Dollar Strengthens

- After initial weakening, the U.S. dollar rallied over the quarter as demand for safe-haven assets increased, benefiting hedged global returns relative to unhedged exposures.

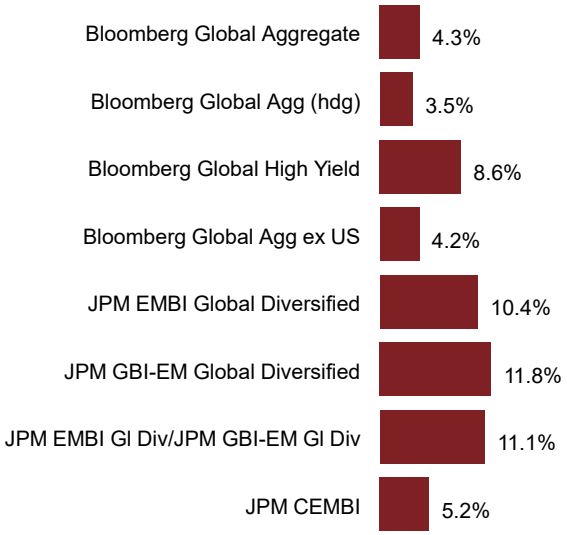
Emerging Market Debt Drops

- Emerging market debt declined across both hard and local currency segments as rising global yields weighed on performance. Despite the near-term weakness, EMD performance remains positive over the past year.

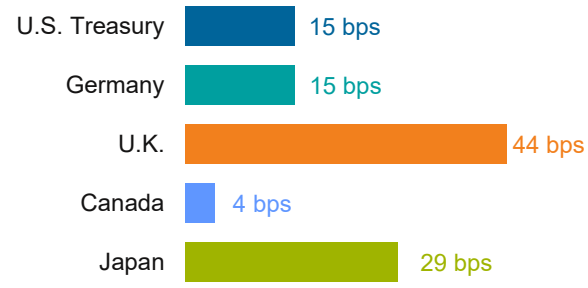
Global Fixed Income: Quarterly Returns



Global Fixed Income: One-Year Returns



Change in 10-Year Global Government Bond Yields



Sources: Bloomberg, JP Morgan

Definitions

Equity Market Indicators

The market indicators included in this report are regarded as measures of equity or fixed income performance results. The returns shown reflect both income and capital appreciation.

Russell 2000 Growth Index Measures the performance of the small-cap growth segment of the US equity universe. It includes those Russell 2000 companies with relatively higher price-to-book ratios, higher I/B/E/S forecast medium term (2 year) growth and higher sales per share historical growth (5 years). The Russell 2000 Growth Index is constructed to provide a comprehensive and unbiased barometer for the small-cap growth segment. The index is completely reconstituted annually to ensure new and growing equities are included and that the represented companies continue to reflect growth characteristics.

Russell 2000 Value Index Measures the performance of the small-cap value segment of the US equity universe. It includes those Russell 2000 companies with relatively lower price-to-book ratios, lower I/B/E/S forecast medium term (2 year) growth and lower sales per share historical growth (5 years). The Russell 2000 Value Index is constructed to provide a comprehensive and unbiased barometer for the small-cap value segment. The index is completely reconstituted annually to ensure new and growing equities are included and that the represented companies continue to reflect value characteristics

Russell 3000 Index Measures the performance of the largest 3,000 US companies representing approximately 96% of the investable US equity market, as of the most recent reconstitution. The Russell 3000 Index is constructed to provide a comprehensive, unbiased and stable barometer of the broad market and is completely reconstituted annually to ensure new and growing equities are included.

Russell MidCap Growth Idx Measures the performance of the mid-cap growth segment of the US equity universe. It includes those Russell Midcap Index companies with relatively higher price-to-book ratios, higher I/B/E/S forecast medium term (2 year) growth and higher sales per share historical growth (5 years). The Russell Midcap Growth Index is constructed to provide a comprehensive and unbiased barometer of the mid-cap growth market. The index is completely reconstituted annually to ensure larger stocks do not distort the performance and characteristics of the true mid-cap growth market.

Russell Midcap Value Index Measures the performance of the mid-cap value segment of the US equity universe. It includes those Russell Midcap Index companies with relatively lower price-to-book ratios, lower I/B/E/S forecast medium term (2 year) growth and lower sales per share historical growth (5 years). The Russell Midcap Value Index is constructed to provide a comprehensive and unbiased barometer of the mid-cap value market. The index is completely reconstituted annually to ensure larger stocks do not distort the performance and characteristics of the true mid-cap value market.

S&P 500 Index Measures performance of top 500 companies in leading industries of U.S. economy. The index covers approximately 80% of available market capitalization.

Fixed Income Market Indicators

Bloomberg Aggregate Represents securities that are SEC-registered, taxable, and dollar denominated. The index covers the U.S. investment grade fixed rate bond market, with index components for government and corporate securities, mortgage pass-through securities, and asset-backed securities.

International Equity Market Indicators

MSCI ACWI xUS (Gross) Is a free float-adjusted market capitalization weighted index that is designed to measure the equity market performance of developed and emerging markets, excluding the US.

MSCI ACWI xUS (Net) Is a free float-adjusted market capitalization weighted index that is designed to measure the equity market performance of developed and emerging markets, excluding the US.

MSCI EAFE (Net) Is composed of approximately 1000 equity securities representing the stock exchanges of Europe, Australia, New Zealand and the Far East. The index is capitalization-weighted and is expressed in terms of U.S. dollars.

Real Estate Market Indicators

NCREIF NFI-ODCE Equal Weight Net Is an equally-weighted, net of fee, time-weighted return index with an inception date of December 31, 1977. Equally-weighting the funds shows what the results would be if all funds were treated equally, regardless of size. Open-end Funds are generally defined as infinite-life vehicles consisting of multiple investors who have the ability to enter or exit the fund on a periodic basis, subject to contribution and/or redemption requests, thereby providing a degree of potential investment liquidity. The term Diversified Core Equity style typically reflects lower risk investment strategies utilizing low leverage and generally represented by equity ownership positions in stable U.S. operating properties.

Callan Databases

In order to provide comparative investment results for use in evaluating a fund's performance, Callan gathers rate of return data from investment managers. These data are then grouped by type of assets managed and by the type of investment manager. Except for mutual funds, the results are for tax-exempt fund assets. The databases, excluding mutual funds, represent investment managers who handle over 80% of all tax-exempt fund assets.

Equity Funds

Equity funds concentrate their investments in common stocks and convertible securities. The funds included maintain well-diversified portfolios.

Core Equity - Mutual funds whose portfolio holdings and characteristics are similar to that of the broader market as represented by the Standard & Poor's 500 Index, with the objective of adding value over and above the index, typically from sector or issue selection. The core portfolio exhibits similar risk characteristics to the broad market as measured by low residual risk with Beta and R-Squared close to 1.00.

International Emerging Markets Equity - The International Emerging Market Equity Database consists of all separate account international equity products that concentrate on newly emerging second and third world countries in the regions of the Far East, Africa, Europe, and Central and South America.

Non-U.S. Equity A broad array of active managers who employ various strategies to invest assets in a well-diversified portfolio of non-U.S. equity securities. This group consists of all Core, Core Plus, Growth, and Value international products, as well as products using various mixtures of these strategies. Region-specific, index, emerging market, or small cap products are excluded.

Non-U.S. Equity Style Mutual Funds - Mutual funds that invest their assets only in non-U.S. equity securities but exclude regional and index funds.

Small Capitalization (Growth) - Mutual funds that invest in small capitalization companies that are expected to have above average prospects for long-term growth in earnings and profitability. Future growth prospects take precedence over valuation levels in the stock selection process. Invests in companies with P/E ratios, Price-to-Book values, and Growth-in-Earnings values above the broader market as well as the small capitalization market segment. The companies typically have zero dividends or dividend yields below the broader market. The securities exhibit greater volatility than the broader market as well as the small capitalization market segment as measured by the risk statistics beta and standard deviation.

Small Capitalization (Value) - Mutual funds that invest in small capitalization companies that are believed to be currently undervalued in the general market. Valuation issues take precedence over near-term earnings prospects in the stock selection process. The companies are expected to have a near-term earnings rebound and eventual realization of expected value. Invests in companies with P/E ratios, Return-on-Equity values, and Price-to-Book values below the broader market as well as the small capitalization market segment. The companies typically have dividend yields in the high range for the small capitalization market. Invests in securities with risk/reward profiles in the lower risk range of the small capitalization market.

Fixed Income Funds

Fixed Income funds concentrate their investments in bonds, preferred stocks, and money market securities. The funds included maintain well-diversified portfolios.

Core Bond - Mutual Funds that construct portfolios to approximate the investment results of the Bloomberg Barclays Capital Government/Credit Bond Index or the Bloomberg Barclays Capital Aggregate Bond Index with a modest amount of variability in duration around the index. The objective is to achieve value added from sector and/or issue selection.

Core Bond - Managers who construct portfolios to approximate the investment results of the Bloomberg Barclays Capital Government/Credit Bond Index or the Bloomberg Barclays Capital Aggregate Bond Index with a modest amount of variability in duration around the index. The objective is to achieve value added from sector and/or issue selection.

Core Plus Bond - Active managers whose objective is to add value by tactically allocating significant portions of their portfolios among non-benchmark sectors (e.g. high yield corporate, non-US$ bonds, etc.) while maintaining majority exposure similar to the broad market.

Real Estate Funds

Real estate funds consist of open or closed-end commingled funds. The returns are net of fees and represent the overall performance of commingled institutional capital invested in real estate properties.

Real Estate Open-End Commingled Funds - The Open-End Funds Database consists of all open-end commingled real estate funds.

Other Funds

Public - Total - consists of return and asset allocation information for public pension funds at the city, county and state level. The database is made up of Callan clients and non-clients.

Callan

Quarterly List as of March 31, 2026

List of Callan's Investment Manager Clients

Confidential – For Callan Client Use Only

Callan takes its fiduciary and disclosure responsibilities to clients very seriously. We recognize that there are numerous potential conflicts of interest encountered in the investment consulting industry, and that it is our responsibility to manage those conflicts effectively and in the best interest of our clients. At Callan, we employ a robust process to identify, manage, monitor, and disclose potential conflicts on an ongoing basis.

The list below is an important component of our conflicts management and disclosure process. It identifies those investment managers that pay Callan fees for educational, consulting, software, database, or reporting products and services. We update the list quarterly because we believe that our fund sponsor clients should know the investment managers that do business with Callan, particularly those investment manager clients that the fund sponsor clients may be using or considering using. Please note that if an investment manager receives a product or service on a complimentary basis (e.g., attending an educational event), they are not included in the list below. Callan is committed to ensuring that we do not consider an investment manager's business relationship with Callan, or lack thereof, in performing evaluations for or making suggestions or recommendations to its other clients. Please refer to Callan's ADV Part 2A for a more detailed description of the services and products that Callan makes available to investment manager clients through our Institutional Consulting Group, Independent Adviser Group, and Fund Sponsor Consulting Group. Due to the complex corporate and organizational ownership structures of many investment management firms, parent and affiliate firm relationships are not indicated on our list.

Fund sponsor clients may request a copy of the most currently available list at any time. Fund sponsor clients may also request specific information regarding the fees paid to Callan by particular fund manager clients. Per company policy, information requests regarding fees are handled exclusively by Callan's Compliance department.

Manager Name
Aberdeen Investments
Acadian Asset Management LLC
Adams Street Partners, LLC
Aegon Asset Management
AEW Capital Management, L.P.
AllianceBernstein
Allspring Global Investments, LLC
Altrinsic Global Advisors, LLC
Antares Capital LP
Apollo Global Management, Inc.
AQR Capital Management
Ares Management LLC
ARGA Investment Management, LP
Ariel Investments, LLC
Aristotle Capital Management, LLC
Atlanta Capital Management Co., LLC
Audax Private Debt

Manager Name
Baillie Gifford International, LLC
Baird Advisors
Barings LLC
Baron Capital Management, Inc.
Barrow, Hanley, Mewhinney & Strauss, LLC
Beach Point Capital Management LP
Black Creek Investment Management Inc.
BlackRock
Blackstone Group (The)
Blue Owl Capital, Inc
BNY Mellon Asset Management
Boston Partners
Brandes Investment Partners, L.P.
Bridgepoint Group
Brookfield Asset Management Inc.
Brown Brothers Harriman & Company
Capital Group

Manager Name
CastleArk Management, LLC
Centerbridge Partners, L.P.
Cercano Management LLC
CIBC Asset Management
CIM Group, LP
ClearBridge Investments, LLC
Cohen & Steers Capital Management, Inc.
Columbia Threadneedle Investments
Comgest
Comvest Credit Partners
Crescent Capital Group LP
Dana Investment Advisors, Inc.
DePrince, Race & Zollo, Inc.
Dimensional Fund Advisors L.P.
DoubleLine
DWS
Eagle Capital Management, LLC
EARNEST Partners, LLC
Ellington Management Group
Fayez Sarofim & Company
Federated Hermes, Inc.
Fengate Asset Management
Fidelity Institutional Asset Management
Fiera Capital Corporation
First Eagle Investment Management, LLC
Fisher Investments
Fortress Investment Group
Franklin Templeton
Fred Alger Management, LLC
Future Standard
GCM Grosvenor L.P.
GlobeFlex Capital, L.P.
Goldman Sachs
Golub Capital
GW&K Investment Management
Hamilton Lane Advisors, LLC
Harbor Capital Group Trust
Harrison Street Asset Management
Hayfin Capital Management LLC
Heitman LLC

Manager Name
HIghVista Strategies LLC
Hotchkis & Wiley Capital Management, LLC
HPS Investment Partners, LLC
IFM Investors
Impax Asset Management LLC
Income Research + Management
Insight Investment
Invesco
I Squared Capital Advisors (US) LLC
J.P. Morgan
Janus
Jennison Associates LLC
Jobs Peak Advisors
Kayne Anderson Capital Advisors LP
Kayne Anderson Rudnick Investment Management, LLC
King Street Capital Management, L.P.
Lazard Asset Management
Leucadia Asset Management
Lincoln National Corporation
Longview Partners
Loomis, Sayles & Company, L.P.
Lord, Abbett & Co.
LSV Asset Management
MacKay Shields LLC
Mackenzie Investments
Macquarie Asset Management
Man Group
Manulife Investment Management
Marathon Asset Management, L.P.
Mawer Investment Management Ltd.
MetLife Investment Management
MFS Investment Management
Mondrian Investment Partners Limited
Montag & Caldwell, LLC
Morgan Stanley Investment Management
MUFG Bank, Ltd.
Natixis Investment Managers
Neuberger Berman
New York Life Investment Management LLC (NYLIM)
Ninety One North America, Inc.

Manager Name
Nipun Capital, L.P.
Nomura Capital Management, LLC
Northern Trust Asset Management
Nuveen
Oak Hill Advisors, L.P.
Oaktree Capital Management, L.P.
ORIX Corporation USA
P/E Investments
Pacific Investment Management Company
Pantheon Ventures
Parametric Portfolio Associates LLC
Partners Group (USA) Inc.
Pathway Capital Management, LP
Peavine Capital
Peregrine Capital Management, LLC
PGIM
Pictet Asset Management
Polen Capital Management, LLC
PPM America, Inc.
Pretium Partners, LLC
Principal Asset Management
Raymond James Investment Management
RBC Global Asset Management
Regions Financial Corporation
Robeco Institutional Asset Management, US Inc.
Sands Capital Management
Schroder Investment Management North America Inc.
Segall Bryant & Hamill
Silver Point Capital, LP

Manager Name
Sit Investment Associated, Inc.
SLC Management
Sound Point Capital Management, LP
Star Mountain Capital, LLC
State Street Investment Management (Formerly State Street Global Management)
Strategic Global Advisors, LLC
T. Rowe Price Associates, Inc.
TD Global Investment Solutions – TD Epoch
The Carlyle Group
The D.E. Shaw Group
The TCW Group, Inc.
Thompson, Siegel & Walmsley LLC
TPG Angelo Gordon
UBS Asset Management
Ullico Investment Advisors, Inc.
VanEck
Veritas Capital Fund Management, L.L.C.
Victory Capital Management Inc.
Virtus Investment Partners, Inc.
Vontobel Asset Management, Inc.
Voya
Walter Scott & Partners Limited
Wasatch Global Investors
WCM Investment Management
Wellington Management Company LLP
Westfield Capital Management Company, L.P.
William Blair & Company LLC
Xponance LLC

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The content of this document is particular to the client and should not be relied upon by any other individual or entity. There can be no assurance that the performance of any account or investment will be comparable to the performance information presented in this document.

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Callan's performance, market value, and, if applicable, liability calculations are inherently estimates based on data available at the time each calculation is performed and may later be determined to be incorrect or require subsequent material adjustment due to many variables including, but not limited to, reliance on third party data, differences in calculation methodology, presence of illiquid assets, the timing and magnitude of unrecognized cash flows, and other data/assumptions needed to prepare such estimated calculations. In no event should the performance measurement and reporting services provided by Callan be used in the calculation, deliberation, policy determination, or any other action of the client as it pertains to determining amounts, timing or activity of contribution levels or funding amounts, rebalancing activity, benefit payments, distribution amounts, and/or performance-based fee amounts, unless the client understands and accepts the inherent limitations of Callan's estimated performance, market value, and liability calculations.

Callan's performance measurement service reports estimated returns for a portfolio and compares them against relevant benchmarks and peer groups, as appropriate; such service may also report on historical portfolio holdings, comparing them to holdings of relevant benchmarks and peer groups, as appropriate ("portfolio holdings analysis"). To the extent that Callan's reports include a portfolio holdings analysis, Callan relies entirely on holdings, pricing, characteristics, and risk data provided by third parties including custodian banks, record keepers, pricing services, index providers, and investment managers. Callan reports the performance and holdings data as received and does not attempt to audit or verify the holdings data. Callan is not responsible for the accuracy or completeness of the performance or holdings data received from third parties and such data may not have been verified for accuracy or completeness.

Callan's performance measurement service may report on illiquid asset classes, including, but not limited to, private real estate, private equity, private credit, hedge funds and infrastructure. The final valuation reports, which Callan receives from third parties, for of these types of asset classes may not be available at the time a Callan performance report is issued. As a result, the estimated returns and market values reported for these illiquid asset classes, as well as for any composites including these illiquid asset classes, including any total fund composite prepared, may not reflect final data, and therefore may be subject to revision in future quarters.

The content of this document may consist of statements of opinion, which are made as of the date they are expressed and are not statements of fact. The opinions expressed herein may change based upon changes in economic, market, financial and political conditions and other factors. Callan has no obligation to bring current the opinions expressed herein.

The information contained herein may include forward-looking statements regarding future results. The forward-looking statements herein: (i) are best estimations consistent with the information available as of the date hereof and (ii) involve known and unknown risks and uncertainties. Actual results may vary, perhaps materially, from the future results projected in this document. Undue reliance should not be placed on forward-looking statements.

Callan is not responsible for reviewing the risks of individual securities or the compliance/non-compliance of individual security holdings with a client's investment policy guidelines.

This document should not be construed as legal or tax advice on any matter. You should consult with legal and tax advisers before applying any of this information to your particular situation.

Reference to, or inclusion in this document of, any product, service or entity should not necessarily be construed as recommendation, approval, or endorsement or such product, service or entity by Callan. This document is provided in connection with Callan's consulting services and should not be viewed as an advertisement of Callan, or of the strategies or products discussed or referenced herein.

The issues considered and risks highlighted herein are not comprehensive and other risks may exist that the user of this document may deem material regarding the enclosed information. Please see any applicable full performance report or annual communication for other important disclosures.

Unless Callan has been specifically engaged to do so, Callan does not conduct background checks or in-depth due diligence of the operations of any investment manager search candidate or investment vehicle, as may be typically performed in an operational due diligence evaluation assignment and in no event does Callan conduct due diligence beyond what is described in its report to the client.

Any decision made on the basis of this document is sole responsibility of the client, as the intended recipient, and it is incumbent upon the client to make an independent determination of the suitability and consequences of such a decision.

Callan undertakes no obligation to update the information contained herein except as specifically requested by the client.

Past performance is no guarantee of future results.

Comp Time
Pay out
25-26

ID	LN	Per	PD @	amount	code	percentage
229	Andersen	10	$34.17	$341.70	01-0000-0-1150-220-1110-1000-9993	100%
1533	Barty	46.66	$34.17	$1,594.37	01-0079-0-1150-150-3800-1000-9993	100%
184	Blaser	1	$34.17	$34.17	01-0000-0-1150-220-1110-1000-9993	100%
28	Brown	4.7	$34.17	$160.60	01-0079-0-1150-150-3800-1000-9993	100%
62	Duncan	13.67	$34.17	$467.10	01-0000-0-1150-150-1110-1000-9993	100%
1426	Eastman	5	$34.17	$170.85	01-0000-0-1150-150-1110-1000-9993	100%
71	Fosse	34.54	$34.17	$1,180.23	01-0000-0-1150-150-1110-1000-9993	80%
					01-6387-0-1150-150-3800-1000-9993	20%
1455	Jimenez	37	$34.17	$1,264.29	01-0079-0-1250-001-0000-3130-9993	100%
277	Levy	62.41	$34.17	$2,132.55	01-6500-0-1250-001-5760-3120-9993	10%
					01-0079-0-1250-001-5760-3120-9993	90%
22	Lucier	139	$34.17	$4,749.63	01-0000-0-1150-220-1110-1000-9993	100%
130	Martin	145	$34.17	$4,954.65	01-0000-0-1150-246-1110-1000-9993	100%
271	Miller	30	$34.17	$1,025.10	01-6500-0-1150-150-5760-1120-9993	100%
166	Perry	6	$34.17	$205.02	01-0079-0-1150-220-1110-1000-9993	100%
1465	Potter	34	$34.17	$1,161.78	01-6500-0-1150-220-5760-1120-9993	100%
245	Renslow	10	$34.17	$341.70	01-0000-0-1150-220-1110-1000-9993	100%
272	Sluis,E	26	$34.17	$888.42	01-6500-0-1150-220-5760-1120-9993	100%
198	Sosnovec	11	$34.17	$375.87	01-0000-0-1150-150-1110-1000-9993	100%
1530	Yanez	20	$34.17	$683.40	01-7339-0-1250-150-0000-3110-9993	100%
		635.98	Periods	$21,731.44		

	LN	Hours	$ Per hr	amount	code	percentage
257	Arter	4.5	$33.99	$152.96	01-0000-0-2450-150-0000-2700-9993	100%
1623	Burke	4.15	$22.74	$94.37	13-5310-0-2250-001-0000-3700-9993	100%
63	Dunlap	19	$35.25	$669.75	01-6500-0-2150-220-5760-1130-9993	100%
1601	Garibaldi	217.17	$24.90	$5,407.53	13-5310-0-2250-001-0000-3700-9993	100%
78	No Gold	201.26	$37.98	$7,643.86	01-0000-0-2250-150-0000-3110-9993	50%
					01-0000-0-2350-150-1110-4200-9993	50%
111	Lambert	3.5	$24.47	$85.65	01-6500-0-2150-220-5760-1130-2150	100%
124	Leung	2.5	$35.25	$88.13	01-6500-0-2150-150-5760-1120-9993	100%
1604	Malagon	18	$22.76	$409.68	01-6500-0-2150-220-5760-1120-9993	100%
1542	Martinez, I	31.59	$21.18	$669.08	13-5310-0-2250-001-0000-3700-9993	100%
115	Meyer Lance	43.5	$39.50	$1,718.25	01-0000-0-2450-150-0000-2700-9993	100%
1412	Starkweather	32.5	$35.07	$1,139.78	01-0000-0-2450-001-0000-2420-9993	100%
1580	Stornetta Casey	20	$24.48	$489.60	01-0000-0-2450-220-0000-2700-9993	100%
		597.67	hours	$18,568.63		

Gross $40,300.06

6-23-26
ms

Mendocino Unified School District
Expanded Learning Opportunities Program Plan
August 27th, 2026

Purpose

This template will aid LEAs in the development of a program plan as required by EC Section 46120(b)(2). In this program plan, LEAs will describe program activities that support the whole child and students' Social and Emotional Learning (SEL) and development.

Definitions

"Expanded learning" means before school, after school, summer, or intersession learning programs that focus on developing the academic, social, emotional, and physical needs and interests of pupils through hands-on, engaging learning experiences. It is the intent of the Legislature that expanded learning programs are pupil-centered, results driven, include community partners, and complement, but do not replicate, learning activities in the regular school day and school year. (EC Section 8482.1[a])

"Expanded learning opportunities" has the same meaning as "expanded learning" as defined in EC Section 8482.1. "Expanded learning opportunities" does not mean an extension of instructional time, but rather, opportunities to engage pupils in enrichment, play, nutrition, and other developmentally appropriate activities. (EC Section 46120[e][1])

Expanded Learning Opportunities
Program Plan Guide
Instructions

This Program Plan needs to be approved by the LEA's Governing Board in a public meeting and posted on the LEA's website.

The program plan template guide is considered a living document that is periodically reviewed and adjusted to reflect the needs of the community, updates in the law, and to provide continuous improvement in the development of an effective ELO-P.
The LEA is responsible for creating, reviewing, and updating the program plan every three years in accordance with EC Section 8482.3(g)(1). LEAs are encouraged to work collaboratively with partners and staff to develop and review the program plan. The LEA is responsible for the plan and the oversight of any community partners or subcontractors. The LEA should include any partners in the development and review of the plan. It is recommended that the plan be reviewed annually.

The Expanded Learning Division adopted the Quality Standards for Expanded Learning in California (Quality Standards) and introduced requirements for Continuous Quality Improvement (CQI) to help programs engage in reflection and be intentional about program management practices and activities delivered to students. To create the program plan, provide a narrative description in response to the prompts listed under each Quality Standard below. The LEA may customize and include additional prompts, such as describing SEL activities or refining the plan.

In addition to the narrative response, it may be useful to include tables, charts, or other visual representations that contribute to the understanding of the ELO-P. LEAs are encouraged to download and reference the Quality Standards in order to provide ongoing improvements to the program. The Quality Standards can be found on the California Department of Education's (CDE) Quality Standards and CQI web page, located at https://www.cde.ca.gov/ls/ex/qualstandcqi.asp.

Plan Components:

1—Safe and Supportive Environment *Describe how the program will provide opportunities for students to experience a safe and supportive environment. Include if the program will be offered on the school site or off campus. If not on site, describe where in the community it will be and how students will be supported to get there.*

The program will be take place at the Community Center of Mendocino (CCM) at the Old Historic Mendocino Grammar School. The program will operate during after-school hours from the release of school until 6:00PM. There will be opportunities for cross-grade activities and mentoring. All students will also be using the outside playground and green spaces. Transportation to and from CCM will be provided through ELO-P funding. All new staff will be hired and trained by CCM with the minimum Mendocino Unified School District (MUSD) paraprofessional qualifications required (Bachelors Degree or passing the MUSD written exam).

2—Active and Engaged Learning *Describe how the program will provide opportunities for students to experience active and engaged learning that either supports or supplements, but does not duplicate, the instructional day.*

The after school program will offer

- Daily homework support to enrich academic learning
- Daily physical education time to increase student physical activity levels
- Hands on learning activities such as the arts, science, and social emotional learning activities

The summer program will offer:

- CCM Camps

3—Skill Building *Describe how the program will provide opportunities for students to experience skill building.*

- **Homework support**- Program staff will work with students in supporting the skills needed to successfully complete homework assignments in a timely manner. Peer helpers will be used to enhance the experience for students of varying grade levels

- **Social Emotional Learning (SEL)** - Students will participate in a variety of group activities that encourage positive Social Emotional Learning.

- **Physical Activities**- Both structured and student designed physical activities will be integral to the daily program.

- Summer Program- All of the Skills outlined above for the program taking place doing the school year will be a part of the program though academic supports in the morning will replace the homework skill development.

4—Youth Voice and Leadership *Describe how the program will provide opportunities for students to engage in youth voice and leadership.*

- There will be plenty of opportunities for cross-grade activities and mentoring. Older students will be asked to be leaders and models of the expectations in the program.

- Youth provide feedback to program staff through group discussions, surveys, one on one interviews and anonymous feedback boxes. Program staff integrate the students' feedback when choosing programs and activities. Programs staff provide meaningful involvement for students in decision making, leadership opportunities and overall program improvement. This is accomplished by validating input and implementing recommended programmatic changes and improvements when possible.

5—Healthy Choices and Behaviors *Describe how the program will provide opportunities for students to engage in healthy choices and behaviors. Describe how students will be served nutritious meals and/or snacks during the ELO-P hours of programing.*

- Students will be served high quality, healthy meals that meet school nutrition guidelines.
- Students will be physically active during the day

6—Diversity, Access, and Equity *Describe how the program is designed to address cultural and linguistic diversity and provide opportunities for all students to experience diversity, access, and equity. Describe how the ELO-P will provide access and opportunity for students with disabilities.*

- The program is open to serving all students. Communication will be provided in both English and Spanish.

7—Quality Staff *Describe how the program will provide opportunities for students to engage with quality staff.*

- CCM is a childcare center with a history of providing affordable, high-quality childcare. The director of CCM has many years of experience running the center at a high level.

- Hired staff will meet the same employment requirements as MUSD.

8—Clear Vision, Mission, and Purpose *Describe the program's clear vision, mission, and purpose.*

- The Community Center of Mendocino's mission is to create and sustain a vibrant community center that provides programs and facilities to inspire and enrich people of all ages on the Mendocino Coast. At Community Center of Mendocino, we strive to provide the best after school enrichment classes to children ages 5 through 14 years old while maintaining a safe and nurturing learning environment that is accessible to all children on the Mendocino Coast.

9—Collaborative Partnerships *Describe the program's collaborative partnerships. Local educational agencies are encouraged to collaborate with non LEA entities to administer and implement ELO-P programs.*

- Community Center of Mendocino

10—Continuous Quality Improvement *Describe the program's Continuous Quality Improvement plan. Ongoing assessment and feedback. End of program review after summer and end of each quarter.*

- Asses our program with use of the Quality Standard and the self-assessment tools provided

11—Program Management *Describe the plan for program management.*

- MUSD is the LEA and will provide fiscal reporting and program support as needed/requested. CCM will track attendance.
- Program Director is responsible for the care and supervision of students, day-to-day program management, and to provide leadership/assistance in the management of staff.
- The program maintains a 1:20 staff to student ratio, and a 1:10 UTK/K staff to student ratio
- Instructional Assistants are part-time staff responsible for direct supervision of students and the creation and delivery of the academic support and enrichment programs. They will promote positive behavior and use different strategies to support social and emotional development of students

- At a minimum, one staff member on campus will have a First Aid/CPR certification.
- Instructional Assistants report to the Site Director

MEMORANDUM OF UNDERSTANDING BETWEEN
MENDOCINO UNIFIED SCHOOL DISTRICT
AND THE COMMUNITY CENTER OF MENDOCINO

PURPOSE:

This Memorandum of Understanding stands as evidence that the Mendocino Unified School District, hereinafter referred to as MUSD, and Community Center of Mendocino (CCM), a nonprofit organization, hereinafter referred to as CCM, have mutual goals of providing a variety of services that reinforce and complement students' regular academic program. The agencies agree that the implementation of the After School Education and Safety Program (ASES), hereinafter referred to as "The Program", will further these goals. To that end, each agency agrees to participate in the program by coordinating and providing the following services starting July 1, 2026 through June 30, 2027.

DELIVERABLES:

MENDOCINO UNIFIED SCHOOL DISTRICT WILL:

1. Serve as the Lead Agency and fulfill all obligations to meet the ASES requirements.

2. Serve as fiscal agent and grant manager for this collaborative and ensure fiscal compliance with the California Department of Education (CDE) guidelines for costs allowed by program audit guides.

3. Conduct an annual fiscal audit and keep records to ensure accuracy for record-keeping and prepare program and expenditure reports required by CDE.

4. Collect from CCM and submit attendance for the programs monthly.

5. Reimburse CCM for submitted invoices for one hundred percent of the actual costs of program staff payroll and H.R., professional development hours, program materials, and administrative support costs.

6. Provide training modules for mandated reporting and other courses as required by MUSD.

7. Notify CCM of any potential problems or need for disciplinary actions against CCM employees.

8. MUSD will schedule and hold regular quarterly meetings with the CCM Director as well as be responsible for the development and distribution of meeting agendas.

9. MUSD will provide necessary information for the effective support of all students, particularly those with disabilities.

10. MUSD will recruit/provide support staff deemed necessary for any registered student to access the ELOP under Section 504 of the Rehabilitation Act of 1973.

11. MUSD agrees to work with CCM administration to handle any situations involving parent disputes about any aspect of the program after the CCM administration has been provided an opportunity to address the situation.

12. MUSD will serve as the fiscal agent for purchasing of supplies and materials with a value in excess of $1000 per unit.

COMMUNITY CENTER OF MENDOCINO WILL:

1. Provide an afterschool program that is open every school day from the end of the school day until 6:00pm, based on the MUSD's 2026-2027 calendar. CCM will enroll any MUSD student who meets enrollment criteria.

2. Provide administrative tasks associated with human resource and payroll services for program staff.

3. Recruit and hire staffing for the program (CCM job titles). Employees will be governed by the provisions of the CCM employment policies.

4. Ensure that all hired staff are subject to a criminal records check by the California Department of Justice as required by Education Code section 45125.1. Criminal records checks will be provided by MUSD.

5. Ensure that all hired staff are compliant with Education Code 49406 regarding tuberculosis risk assessment and testing.

6. Provide adequate administrative support to oversee the program.

7. Record student attendance in programs and provide attendance records to MUSD.

8. If applicable, provide for paraprofessional testing of program staff who are used in calculating program staffing ratios (1 adult:10 students TK-K, 1:20 in all other grades) and provide CCM with results of certification.

9. Be responsible for CCM employee's timesheets and submitting them for processing in accordance with the payroll dates.

10. Provide CPR and First Aid training for all Instructors and adult staff and ensure employees complete all MUSD-required training modules.

11. Provide an annual performance evaluation for all staff, utilizing the CCM template with the evaluation to be placed in the CCM employee file.

12. Seek prior authorization from MUSD for any activities outside of the routine program (ex. field trips) or activities that will significantly increase the amount invoiced to the district.

13. Provide MUSD with a monthly invoice enumerating the number of days of service plus any incidental, or otherwise agreed upon expense including reimbursement for mandated employee costs, i.e. CPR training, and reimbursement for administrative costs associated with the program, i.e. liability insurance costs. Accounting processes will be governed by CCM rules and regulations.

14. Serve daily high quality, healthy snacks

15. Report to MUSD by the next working day, and submit a written report within seven days of the occurrence, of any health- or safety-related issues

16. Provide a telephone hotline and website link for individuals to report complaints or concerns about the program

17. CCM will implement student accommodations in coordination with district staff

18. Request pupil health information from parents/guardians

BOTH PARTIES WILL:

1. Schedule and participate in an annual review of site budgets and the MOU for the program to be completed no later than May 15, 2027.

2. Participate in quarterly meetings.

OTHER TERMS:

1. Confidential Records and Data. Each Party shall not disclose confidential records received from the other party, including student records pursuant to FERPA, 20 U.S.C. § 1232g, et seq., and California Education Code § 49060, et seq.

2. Payment. CCM will invoice MUSD for services provided under this Agreement monthly, no later than five (5) working days after the last day of the month. MUSD will pay the invoice within thirty (30) days of receipt of properly submitted invoices.

3. Insurance. CCM will maintain its own policies of comprehensive, liability insurance and property damage coverage as set forth below. Additional insurance may also be obtained as required by CCM or as otherwise required by law.
    a. Worker's compensation insurance with statutory limits as required by the Labor Code of the State of California. The policy shall be endorsed with the following specific language: “This policy shall not be canceled or materially changed without first giving thirty (30) days prior written notice to MUSD.”
    b. Commercial or Comprehensive General Liability insurance covering bodily injury and property damage using an occurrence policy form, in an amount no less than $1,000,000 per occurrence, $2,000,000 aggregate. Such insurance shall include, but not be limited to: premises and operations liability and personal injury liability.
    c. Sexual abuse/molestation insurance in an amount no less than $1,000,000 per occurrence.

Documentation: CCM shall furnish insurance and license documentation to MUSD upon request.

Additional Insured: If deemed practical by the Parties, each such comprehensive or commercial general liability insurance policy shall be endorsed with the following specific language:

(1) MUSD, its officers and employees, is named as additional insured for all liability arising out of the operations by or on behalf of the named insured in the performance of this Agreement.

(2) The inclusion of more than one insured shall not operate to impair the rights of one insured against another insured, and the coverage afforded shall apply as though separate policies had been issued to each insured, but the inclusion of more than one insured shall not operate to increase the limits of the company's liability.

(3) The insurance provided herein is primary coverage to MUSD with respect to any insurance or self-insurance programs maintained by MUSD and no insurance held or owned by MUSD shall be called upon to contribute to a loss.

(4) This policy shall not be canceled or materially changed without first giving thirty (30) days prior written notice to MUSD.

4. Indemnification. Both parties shall indemnify, defend with counsel acceptable to the other party, and hold harmless to the full extent permitted by law, the other party and its Board of Trustees/Board, officers, agents, employees and volunteers from and against any and all liability, loss, damage, claims, expenses and costs (including, without limitation, attorney fees and costs and fees of litigation) (collectively, “Liability”) of every nature arising out of or in connection with this Agreement or failure to comply with any obligations contained in these contract documents, except such Liability cause by the active negligence, sole negligence or willful misconduct of either party. This indemnification obligation is not limited in any way by any limitation on the amount or type of damages or compensation payable to or for either party or its agents under workers’ compensation acts, disability benefit acts, or other employee benefit acts. CCM shall be liable to MUSD for any loss or damage to MUSD property arising from or in connection with CCM’s performance hereunder.

5. Termination. Failure to comply with any provision of this Agreement within a period of ten (10) days following receipt of a written notice of noncompliance from either party shall constitute a material breach of the Agreement and furnish grounds for termination of this Agreement.

6. General Provisions.

   a. Independent Contractor. CCM shall be acting as an independent contractor in carrying out its duties under this Agreement. Neither party is to be considered an agent or employee of other, nor are employees of one agency entitled to participate in any pension plan, insurance, bonus, or similar benefits the party provides to its employees.

   b. Non-Discrimination. Neither MUSD nor CCM, nor their respective employees, shall discriminate on the basis of race, religion, color, ancestry, sex, gender identity, sexual orientation, disability, national origin, or any other prohibited grounds against any person seeking employment or services.

   c. Notices. Except as otherwise expressly provided herein, any written notice required by this Agreement shall be deemed given and received when personally served or 48 hours after being placed in the United States mail, with proper first-class postage prepaid, and addressed as follows:

   d.

      For MUSD:
      Jason Morse
      Superintendent

Mendocino Unified School District
PO Box 1154
Mendocino, CA 95460

For CCM:
Peg Brown-Levy
998 School St
Mendocino CA 95460

Any party hereto may give notice of an address change under the provisions of this paragraph and thereafter all notices shall be given to that address.

e. Paragraph Headings. Paragraph headings are included for the convenience of the parties and are not intended to define or limit the scope of this Agreement.

f. Duplicate Originals. This Agreement may be executed in one or more duplicate originals bearing the original signature of both parties and when so executed any such duplicate original shall be admissible as proof of the existence and terms of this Agreement.

g. Applicable Law/Venue. This Agreement shall be governed by and construed in accordance with the laws of the State of California. If any action is instituted to enforce or interpret this Agreement, venue shall only be in the appropriate state or federal court having venue over matters arising in Mendocino County, California, provided that nothing in this Agreement shall constitute a waiver of immunity to suit by MUSD.

h. Attorneys' Fees. In any legal action to enforce any of the terms of this Agreement, each party shall bear its own attorney's fees and costs, and neither party shall be liable for any such fees and costs incurred by the other party.

i. Assignment. This Agreement is made by and between MUSD and CCM, and any attempted assignment by them, their successors, or assigns, shall be void unless approved in writing by the Parties.

j. Amendments. The terms of this Agreement shall not be amended in any manner except by written agreement signed by the Parties.

k. Approval/Ratification. This Agreement shall be subject to approval/ratification by MUSD's Board of Trustees and CCM's Board of Directors.

l. Agreement Contingent on Funding: If funding from the grant is not made available, or both parties agree that the program is not financially feasible; this agreement shall be rendered null and void. CCM reserves the right to terminate this agreement if MUSD is unable to secure adequate funding based upon CCM's budget projections for the program costs.

MENDOCINO UNIFIED
SCHOOL DISTRICT .

_____
Signature)

_____
MUSD Superintendent

_____
(Date)

COMMUNITY CENTER OF MENDOCINO

_____
(Signature)

_____
CCM Administrator

_____
(Date)

Mendocino Teachers Association

July 1, 2026 – June 30, 2027

(Approved 8/27/26)

Mendocino Teachers' Association Collective Bargaining Agreement
Effective School Year 2026-27 (Approved 8/2/26)

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ARTICLE 1— AGREEMENT

1.1 The Articles and provisions contained herein constitute a bilateral and binding agreement ("Agreement") by and between the Governing Board of the Mendocino Unified School District ("Board") and the Mendocino Teachers Association ("Association") and shall not be interpreted or applied in a manner which is arbitrary, capricious, or discriminatory.
Rules which are designed to implement this Agreement shall be uniform in application and effect.

1.2 This Agreement is entered into pursuant to current collective bargaining provisions.

1.3 This Agreement shall remain in full force and effect from July 1, 2026 until June 30, 2027. The current practice of developing side letters by mutual consent is allowable.

1.4 This Agreement shall be maintained until a successor agreement is negotiated. In intervening years, either side may open salary, stipends, benefits and up to three articles.

1.5 If any provision of this Agreement or any application thereof to any party is held by any Court to be contrary to law, then such provisions or applications will be deemed invalid to the extent required by such Court decision, but all other provisions or applications shall continue in full force and effect for the duration of the Agreement.

1.6. Permanent Status: If the State of California should do away with protections for teachers such as, but not limited to, due process, seniority, etc., the protection from the existing California Education Code provisions would remain in place until the Mendocino Teachers' Association and the Mendocino Unified School District can successfully negotiate an agreement.

MENDOCINO TEACHERS ASSOCIATION Date: 8/13/26

Josh Potter, Interim President

MENDOCINO UNIFIED SCHOOL DISTRICT Date: 8/13/26

Jason Morse, Superintendent

ARTICLE 2 – RECOGNITION

2.1 The Board recognizes the Association as the exclusive representative of all full-time and part-time teachers (but excluding substitute teachers) who are under contract with the District.

2.2 For the purpose of this Article, the term "teacher" is construed to mean those employees whose positions require certification and hold such job titles as "teacher, "reading specialist," "resource specialist," "counselor," “RtI teacher,” “technology integration teacher,” “head teacher,” and "special day classes teacher," “social worker,” but does not include employees of the District who are "management," "confidential," and/or "supervisory."

2.3 The recognition extended by the Board is for the purposes of complying with current collective bargaining provisions.

ARTICLE 3 – HOURS OF EMPLOYMENT

3.1 Teaching Days for Each School Year

3.1.1 In 2023-26, teacher on-duty days will total 185 days, which includes 180 instructional days, 2 days of teacher preparation, and 4.5 days of staff development.

3.1.1.1 All provisions in article 4.4.1 apply to teacher preparation and staff development except for numbers 4.4.2.4.

3.1.1.2 Teachers will be paid at their daily rate of pay for all teacher on-duty days.

3.2 School Calendar

3.2.1 The school calendar will be developed and approved by a calendar committee with representatives from MTA and administration with assistance from the Superintendent or designee which will submit it, through the Superintendent, to the Board for consideration. The committee will solicit community input as necessary. This process will begin no later than **February 15** of each year, except in the case where a multi-year calendar has been adopted.

3.2.2 Those elements which comprise the calendar are listed as follows:

3.2.2.1. Beginning and ending dates of the school year

3.2.2.2. Placement of in-service, minimum, staff development, and storm days

3.2.2.3. Placement of discretionary holidays or vacations

3.3 Master Calendar

3.3.1 By September 15, the Superintendent or designee will send out a master calendar for the year which will list MTA meetings as well as all committee meetings, school site meetings, or events (e.g. music concerts) for the year.

3.3.2 Changes in meeting dates must be communicated to the District Office person responsible for maintaining an up-to-date Master Calendar in order to avoid scheduling conflict.

3.4 Duty-Free Lunch Period

3.4.1 All full-time teachers of grades K-8 shall receive one forty-five minute, duty-free lunch period each day.

3.4.2 All full-time teachers of grades 9-12 shall receive one forty minute, duty-free lunch period each day.

3.4.3 The minimum lunch period for full-time teachers shall not be less than forty consecutive minutes.

3.5 Teacher Work Day and Duties

3.5.1 Full time teachers shall be required to work seven and one half hours per day, except on Fridays when teachers will be excused as soon as all regularly scheduled classes have been released at their site. The workday begins 15 minutes before the time prescribed for commencing the instructional day (The instructional day is defined as the time from the beginning of the first regular instructional period until the regular time of student dismissal*).*

3.5.1.1 Teachers shall be required to be present at their work site not less than fifteen minutes before the time prescribed for commencing the instructional day.

3.5.1.2 All teachers shall be in the classroom when classes are scheduled to begin.

3.5.1.3 The fifteen minutes of before-school time will be duty-free. With administrator approval, a teacher may voluntarily substitute up to 15 minutes of before school duty in lieu of other supervisory duty during the instructional day. Before school duty time in excess of 15 minutes per day will count as compensatory time.

3.5.1.4 Over and above the 7.5 hour work day, the District may schedule 15 hours per semester for Adjunct Duties (see section 3.6). Hours over and above the 15 hours will be compensated with compensatory time.

3.5.1.4.1 The weekly staff meeting may run up to 30 minutes beyond the 7.5 hour work day.

3.5.1.5 Staff who participate in more than 5 IEPS, SSTs, and 504 meetings in one school year, will be compensated with compensatory time for each IEP, SST, and 504 meeting after the fifth such meeting.

3.5.1.6 Teachers will not be required to be on duty at dances without a credentialed administrator or a teacher designee who is appointed "acting administrator in charge." If the acting administrator in charge so requests, a security guard shall be present at the dance.

3.6 Adjunct Duties

3.6.1 Adjunct duties are those duties which are normally required of a teacher in addition to an instructional assignment and which are necessary to enable the class, school, or school district to accomplish its objectives.

3.6.2 Stipend positions will not be considered adjunct duties. (See appendix A for stipend information).

3.6.3 Duties which staff receive compensation time for will not be considered adjunct duties (See section 4.8 for compensation time information).

3.6.4 Duties for which extra duty compensation is provided are excluded from this definition.

3.6.4 Within the first two weeks of each semester, a list of adjunct duties will be developed and posted by the site administrator.

3.6.4.1 The first 5 IEPs, SSTs, 504s, may be considered adjunct duties.

3.6.4.2 The following events are mandatory and may be considered adjunct duties: Back-to-School Night, Staff meetings/PLC meetings beyond contract hours, Open House, Parent Conferences, School-wide events, HS Class Advisor (work-day hours)

3.6.5 Teachers' adjunct duty hours may be modified only by prior arrangement with the immediate supervisor.

3.7 Leaving Early

3.7.1 Employees may request permission from the site administrator to leave early for the following reasons:

3.7.1.1 Professional growth activities.

3.7.1.2 Emergency medical or dental appointments which cannot be arranged before or after the work day.

3.7.1.3 Emergency family responsibilities.

3.8 Preparation Time

3.8.1 Preparation time is to be used for activities which are necessary to enable the class, school, or school district to accomplish its objective. The schedule for these activities will be mutually agreed upon at each site by the teacher(s) and administrators.

3.8.2 Each full-time teacher, grades K-5, shall have the equivalent of 315 minutes per week for preparation and planning during the time of the 5th grade instructional day.

3.8.3 Each full time 6-12 teacher shall have no more than 4.5 assigned teaching periods during a 6-period day (Example: a teacher would teach 4 periods one semester and 5 periods the other semester).
3.8.4 Each full time 6 -12 teacher shall have no more than 5 assigned teaching periods during a 7-period day.
3.8.5 Any teacher working at both an elementary and a secondary site will receive two preparation periods, or a proportionate amount if that teacher is part-time.
3.8.6 Preparation time at the outlying sites will be provided in a manner mutually agreed upon by the K-8 administrator and outlying site teachers, at a cost proportionate to the K-5 program.
3.8.6.1 Every attempt will be made to employ a preparation-time teacher at each outlying site.

3.9 Planning Time

3.9.1 During planning and preparation days prior to the beginning of the school year, two days shall be reserved for teacher planning and preparation in their classroom. Teachers shall decide how to use the teacher planning days.
3.9.2 Planning for full-inclusion: The District will provide planning time for certificated staff who will be working with severely handicapped students who require full-time aide assistance. Teachers who are assigned severely handicapped students shall be provided additional training as necessary.
3.9.2.1 During the summer prior to the school year when the student will be assigned, the District will provide up to five days (30 hours) of training for an individual teacher or a team of teachers who will be responsible for that student. The number of hours of training will be mutually agreed upon.
3.9.2.2 In addition to the summer training hours, the District will provide the equivalent of three days (eighteen hours) of follow-up planning time during the first two months of the school year that the student is in the class.
3.9.2.3 The District will provide appropriate consultants for the training and will compensate the teachers at the per hour rate specified in Article 13, Section 3.

ARTICLE 4 - COMPENSATED LEAVES

4.1 Definitions

4.1.1 "Immediate Family" shall mean the spouse, domestic partner, mother, father, grandmother, grandfather, or grandchild of the employee or of the spouse of the employee, and the son, daughter, son-in-law, daughter-in-law, brother, sister, brother-in law, or sister-in-law of the employee, any relative living in the immediate household of the employee, or any person whom the employee can verify has filled one of the above roles.

4.2 Sick Leave or Medical Appointments

4.2.1 Leave shall be granted to each employee of the District at the rate of ten days per year for absence due to accident, illness, quarantine, or medical appointments. Part-time employees shall be entitled to that portion of leave as the assignment bears to a full-time position.

4.2.1.1. Employee emergency medical appointments or medical appointments which cannot be scheduled outside the normal teaching day may be covered under sick leave.

4.2.1.2. After three days, the District may require a doctor's certification or other proof before allowing pay for absence due to illness, accident, quarantine, or medical appointment.

4.2.2 Any certificated employee who has unused leave for illness or accident accumulated in another California school district at the time they are employed in the Mendocino Unified School District shall be credited in this District with the accumulated days in accordance with the law.

4.2.3 It is the employee's responsibility to notify the District Office in writing so that the necessary documents may be completed to accomplish the transfer of unused sick leave from the employee's immediate preceding California school district employer.

4.2.4 When an employee's accumulated sick leave days have been exhausted and the illness, accident, or physical disablement, including pregnancy-related causes, requires continued absence from the job, as certified in writing by the employee's physician, the absent employee shall receive, for a period not to exceed a total of 5 months of any single school year, the difference in his/her daily salary and that paid to a substitute employee hired to fill his/her position during his/her absence. When an employee's accumulated sick leave days have been exhausted:

4.2.4.1. If a substitute is employed on a short-term basis, the short-term substitute rate will be used for the differential computation.

4.2.4.2. If a long-term substitute is used, the long-term substitute rate will be used for the differential computation.

4.2.4.3. If no substitute is used, the long-term substitute rate will be used for this computation.

4.2.5 Sick leave may be accumulated and counted toward retirement as allowed by law.

4.2.6 When directed by the Superintendent, an employee shall undergo a medical examination by a doctor mutually selected by the Superintendent and the employee, and the cost of such examination shall be borne by the District.

4.2.6.1. If a doctor cannot be mutually agreed upon by the Superintendent and the employee, the Superintendent will obtain the name of three doctors recommended by the County Medical Association. The employee must then select from this list of three doctors.

4.2.6.2. The employee shall authorize the doctor to release the results of the examination to the District.

4.2.7 In the case of absence due to illness or non-work related accident, employees shall notify their site administrator or designee as soon as possible.

4.2.7.1. The site administrator or designee shall be notified of intent to return to work no later than 3:00 p.m. on the day preceding the return. If such notification is not made, the site administrator will ask the substitute to report for work on the following day.

4.2.7.1.1 If, on the following day, both substitute and regular teacher report for duty, the substitute and not the regular teacher shall be paid for service.

4.2.8 Each member of the bargaining unit shall be notified of their cumulative days of sick leave no later than September 30 of each year.

4.3 Bereavement Leave of Absence

4.3.1 A regular, full-time employee will be granted a maximum of three days leave of absence, or five days leave of absence if out-of-state travel is required, for the death of any member of their immediate family.

4.3.1.1. No deduction shall be made from the salary of such employee nor shall such leave be deducted from leave granted by other sections of this Agreement.

4.3.1.2. Part-time employees shall be granted this leave on a proportionate pro rata basis.

4.3.2 A three day bereavement leave may be granted for each death described above if more than one death occurs simultaneously. Such leaves may be consecutive.

4.3.3 If the employee requests, they may be granted up to an additional six days leave in any one instance for bereavement purposes, which shall be charged to their accumulated sick leave. Request for bereavement leave shall be made to the District Office through the immediate supervisor.

4.4 Personal Necessity Leave

4.4.1. Five days of personal necessity leave may be used for any purpose, except for activities for which the employee is being paid by a non-District source.

4.4.1.1 Prior approval shall be secured from the Site Administrator.

4.4.1.2 The Site Administrator may deny the leave based on school program or school needs.

4.4.1.3 The leave request does not have to include the reason for leave.

4.4.2 Sick leave may be used by the employee, at his/her election, for any of the following:

4.4.2.1. Accident or illness involving his/her person or the person of a member of his/her immediate family.

4.4.2.2. Personal property emergencies.

4.4.2.3. Personal legal matters which cannot be conducted after regular working hours or during vacation.

4.4.2.4. Personal business of a pressing nature to the employee, which cannot be conducted after regular working hours or during vacation.

4.4.3 Prior approval shall be secured for requests for leave under 4.4.2.4 and 4.4.2.5, and shall be made through the immediate supervisor to the District Office whenever possible at least three working days before the intended time of absence

4.4.4 In unusual circumstances, the District may opt to extend the number of personal necessity days which can be charged against accumulated sick leave.

4.5 Sabbaticals

4.5.1 Any permanent certificated employee of the District, having rendered at least seven consecutive years of service to the District immediately prior to applying for the sabbatical, shall be eligible to apply for sabbatical leave. A unit member may request one of the following:

4.5.1.1 A sabbatical leave of 1 year (defined as two consecutive semesters of a given academic year) at .5 salary and .5 benefits.

4.5.1.2 A half year (defined as one semester) at .5 salary and .5 benefits for that semester.

4.5.1.3 A period less than one semester at .5 salary and .5 benefits for that specific period of time.

4.5.2. Sabbatical leaves may be granted for the following purposes:

4.5.2.1 Professional study: the applicant shall submit evidence that the proposed professional study shall be designed to enlarge the applicant's understanding of educational psychology, to improve facility in teaching techniques, to broaden experience in special fields, or to do research.

4.5.2.2 Approved travel: applicants for sabbatical leave under this provision shall submit a brief statement of the proposed itinerary. Said itinerary must be planned as to evidence specific ways in which the trip will contribute to the improvement of the applicant's services with respect to the particular educational field in which they are engaged.

4.5.2.3 A combination of travel and study may be allowed.

4.5.3 Applications must have the approval of the site administrator. The site administrator may deny the request if the absence would be disruptive to the instructional program.

4.5.4 Applicants for sabbatical leave for 4.5.1.1 or 4.5.1.2 shall file with the District Office not later than **February 15.**

4.5.5 The application must be accompanied by a certificate of health signed by a physician indicating that the applicant is in satisfactory physical condition to undertake the study or travel proposal.

4.5.6 The application must be approved by the Professional Development Committee. When proposals are deemed comparable, the sabbatical shall be granted to the employee with the longest continuous term of teaching in the District.

4.5.7. An employee's past significant contribution to the District, health, personal reasons, or other pertinent factors may be considered.

4.5.8. Before the sabbatical leave begins, and after its completion, meetings will be held between the recipient and the Professional Development Committee to determine how the learning will be shared.

4.5.9. The employee must file with the Board a suitable bond indemnifying the District for any salary paid the employee during the sabbatical leave in the event said employee fails to return and to render two full years of service in the District following the termination of the sabbatical leave, or in the event said employee fails to carry out the program of study or the itinerary of the trip approved by the Board.

4.5.10 If the Board finds, and by resolution so declares, that the interests of the District will be protected by the written agreement of the employee to return to the service of the District and render at least two years' service therein following their return from the leave, the Board, in its discretion, may waive the furnishing of the bond and pay the employee on leave in the same manner as though the bond is furnished.

4.5.11 Failure of an employee to return and render service or to complete the scheduled program of study or travel shall not result in a forfeiture of the bond when such failure is due to death, or certification by a physician that failure was due to physical or mental disability.

4.5.12 While on sabbatical leave, the salary paid the teacher shall be one-half (.5) of their current salary and benefits. The salary may be paid in the same manner and at the same time that the employee would normally be paid were they teaching in the District.

4.5.13 At the expiration of the sabbatical leave, the employee will be reinstated in the position held at the time the leave was granted, whenever possible.

4.5.14 An employee returning from sabbatical leave will progress on the salary schedule as if they remained in active service as per article 13.1.2.4

4.5.15 Sabbatical leave shall count toward retirement, and the retirement and annuity contributions for the half-year shall be deducted from warrants in the usual manner. At the option of the employee, they may pay the full remaining retirement share.

4.5.16 The number of employees on sabbatical leave during any one year shall not exceed one position affected by the provisions of the contract.

4.5.16.1 The District guarantees funds sufficient to grant one sabbatical each year.

4.5.16.2 Sabbatical leaves shall be granted when an applicant is recommended by the Professional Development Committee and approved by the Board.

4.6 Industrial Accident & Illness Leaves

4.6.1. The Board shall provide regulations governing industrial and illness leaves of absence for certificated employees. Such regulations shall include:

4.6.1.1 Allowable leave shall be for sixty days during which the schools of the District are required to be in session or when the employee would otherwise have been performing work for the District in any one fiscal year for the same accident.

4.6.1.2 Allowable leave shall not be accumulated from year to year.

4.6.1.3 Industrial accident or illness leave shall commence on the first day of absence.

4.6.1.4 When a certificated employee is absent from his/her duties on account of an industrial accident or illness, they shall be paid not more than his/her full salary.

4.6.1.4.1 The phrase "full salary" as utilized in this subdivision shall be computed so that it shall not be less than the employee's “average weekly earnings.”

4.6.1.5 Industrial accident or illness leave shall be reduced by one day for each day of authorized absence regardless of a temporary disability indemnity award.

4.6.1.6 When an industrial accident or illness leave overlaps into the next fiscal year, the employee shall be entitled to only the amount of unused leave due them for the same illness or injury.

4.6.2. Upon termination of the industrial accident/illness leave, the employee shall be entitled to the benefits provided in Article 4, Section 2 of this contract.

4.6.2.1 Their absence shall be deemed to have commenced on the date of termination of the industrial accident or illness leave.

4.6.2.2 If the employee continues to receive temporary disability indemnity, they may elect to take as much of their accumulated sick leave which, when added to their temporary disability indemnity, will result in a payment to him/her of not more than their full salary.

4.6.3. The Board may, by rule or regulation, provide for such additional leave of absence for industrial accident or illness as it deems appropriate.

4.6.4. During any paid leave of absence, the employee shall endorse to the District the temporary disability indemnity checks received on account of their industrial accident or illness.

4.6.4.1 The District, in turn, shall issue the employee appropriate salary warrants for payment of the employee's salary and shall deduct normal retirement, other authorized contributions, and the temporary disability indemnity, if any, actually paid to and retained by the employee for periods covered by such salary warrants.

4.6.5. Any employee receiving benefits as a result of this section shall, during periods of injury or illness, remain within the boundaries of the State of California unless the Board authorizes travel outside the state.

4.6.6. The benefits provided in this section are in addition to sick leave benefits.

4.6.7. Accordingly, the Board shall not deduct accumulated sick leave from the sick leave allotment of a teacher who is absent as a result of an industrial accident or illness.

4.7 Legal Duty Leaves

4.7.1 The unit members shall be entitled to a paid leave of absence for jury duty or when subpoenaed as a witness in any court or legal proceeding other than as a litigant or to respond to an official order from another governmental jurisdiction for reasons not brought about through the connivance or misconduct of the employee.

4.8 Compensatory Time

4.8.1. Compensatory time may be earned in the following ways:

4.8.1.1 Certificated staff may earn compensatory time by voluntarily substituting for one class period (including lunch period) at the request of the administration, or, with administrative approval, at the request of another teacher or for any reason requested/offered by site administration. A comp time period will equal 45-55 minutes. Comp time must be submitted within the month earned. (See also 3.6)

4.8.1.2 Designated Teacher in Charge:

4.8.1.2.1 When an administrator is absent the designated teacher-in-charge will receive two periods of compensatory time plus $75/day.

4.8.1.2.2 When an administrator is absent from the District for part of a school day, and the Superintendent cannot serve as the site administrator, the designated teacher-in-charge will receive one compensatory period per four-hour period.

4.8.1.2.3 Long term (more than two weeks) situations will be negotiated on a case by case basis.

4.8.1.2.4 During the first two weeks of school, teachers may indicate their interest as serving as teacher in charge. Each site administrator will use criteria including experience, seniority, and schedule to make the determination of who can be designated as teacher-in-charge.

4.8.1.3 Teachers who write and receive a grant from any source outside the District, excluding MUSE or Booster Club grants, will receive compensatory day(s) based on the grant's value, unless their time for writing the grant was already compensated. It is mandatory all grants be pre-approved by the Board for this Article to apply. Such compensatory time granted is to be used by June 30th of the following year.

4.8.1.3.1 Grants of $1,000 -$5,000 will receive one compensatory day/per writer

4.8.1.3.2 Grants of $5,001 - $25,000 will receive two compensatory days/per writer

4.8.1.3.3 Grants of $25,001 - $50,000 will receive three compensatory days/per writer

4.8.1.3.4 Grants of $50,001 - $75,000 will receive four compensatory days/per writer

4.8.1.3.5 Grants of $75,001 - $100,000 will receive five compensatory days/per writer

4.8.1.3.6 Grants greater than $100,001 will receive six compensatory days/per writer

4.8.1.4 Teachers who participate in the following events/activities will receive compensatory time: SSTs, 504s, IEPs after 5th; Dance chaperones; Athletic event chaperones; CTE events; Department meetings/events; District committees lasting 20 hours or less; Admin requests/offers.

4.8.1.5 Members who work overnight supervising students will receive 6 periods of compensatory time per night. This section does not apply for overnight activities for which a member already receives a district stipend.

4.8.2. Teachers earn compensatory time in period increments.

4.8.2.1 Comp time may be used with approval of the site administrator.

4.8.2.2 Six (6) periods are equivalent to a full day off; three (3) periods are considered a half day off.

4.8.2.3 Comp time can be used in period increments.

4.8.2.4 In lieu of a day off, a teacher may receive substitute pay at the regular daily substitute rate for each six (6) periods accrued.

4.8.2.4.1 In the event of a half-day (.5) absence, the teacher must have accrued a minimum of three compensatory time increments.

4.8.2.5 If pay is desired, it must be requested by the employee (in writing) no later than June 10th.

4.8.3 Use of compensatory time

4.8.3.1 Compensatory time earned in one school year must be used by the end of the following school year or the employee will receive sub pay at the daily sub rate for each 6 periods accrued or portions thereof. (example: an employee earns 18 periods or 3 comp days over one school year. They must either use those days or they will be paid for them at the end of the following school year).

4.9 Leave for Parents for the Birth, Adoption, or Foster Care Placement of a Child

4.9.1 Parental Leave is a leave taken for either the: birth of an employee's child or adoption of a child by employee or placement of a foster child with the employee.

4.9.2 Term of Leave: Maximum of 12-workweeks; compensation is subject to the employee's sick leave balance and eligibility for California Family Rights Act Leave (CFRA)

4.9.2.1 In accordance with AB375, Educational Code section 44977.5, twelve weeks of differential pay will be given to certificated employees who are absent due to new parent leave under the Family Rights Act.

4.9.3 Parental Leave Eligibility Criteria: Employee must have worked with the District for at least 12 months. There are no minimum service hours required.

4.9.4 Applicable Rate of Pay during Parental Leave:

(a) Full Pay for up to 12-workweeks if the employee has available sick leave (current year and accumulated sick leave)

(b) Partial Pay at the differential pay rate at no less than 50% of the employee's salary; after exhaustion of all available sick leave for the remainder of employee's 12-workweek period if the employee is eligible for CFRA

4.9.5 Parents with the Same Employer:

(a) Under CFRA, parents with the same employer have a combined total of 12- workweeks within a 12-month period. Unmarried parents are not restricted to a combined total of 12-workweeks

4.9.6 Parental Leave Rights, Limits, and Relationship to Other Leaves

(a) Leave is taken pursuant to the Education Code and runs concurrently with CFRA Leave.

(b) The aggregate amount of Parental Leave under the Education Code and CFRA is limited to 12-workweeks in a 12-month period.

(c) The employee does not have to provide a minimum of 1,250 service hours to qualify for Parental Leave under the Education Code.

(d) An eligible employee may elect to take unpaid leave and reserve their sick leave for later use, however:

The employee would not be entitled to partial pay under Ed Code Parental Leave because partial pay eligibility is conditioned upon exhaustion of all sick leave, and their entitlement to CFRA Leave would be reduced by the period of leave.

A timeline follows:

Parental Leave under Ed Code and CFRA

12-Workweek Maximum is equal to Sick Leave plus Differential Pay if eligible for CFRA

|----------|

Sick Leave + other Paid Time Off

|----------|

Full pay with benefits to extent employee has sick leave for up to 12-workweeks

+ Differential Pay* for the remainder of 12-workweeks **<u>if employee qualifies for CFRA Leave</u>**

|----------|

+ The employee **<u>may elect</u>** to use other paid time off for the otherwise unpaid portion of CFRA

*Differential Pay is the employee's salary less the salary that is actually paid, or if no substitute is hired, the amount that would have been paid to a substitute. If the actual differential rate is lower than 50%, the employee must be paid no less than 50% of their regular rate.

4.9.7 Parental Leave and CFRA "Baby Bonding Leave" run concurrently for a maximum of 12 workweeks in any 12 month period.

4.10 MTA Sick Leave Bank

A sick leave bank will be established to help employees who themselves, or an immediate family member, are beset with a catastrophic illness or injury and who have exhausted all of their available sick leave.

4.10.1. Creation

4.10.1.1. Days in the Bank will accumulate from year to year.

4.10.1.2. Days will be contributed to the Bank and withdrawn from the Bank without regard to the rate of pay of the Bank participant.

4.10.1.3. A committee will be formed consisting of one administrator and two Association members. The purpose of the committee is to ensure the legitimacy and equity of each request while maintaining the solvency of the Bank. The committee will consider and have the power to approve or disapprove any request for withdrawal from the Bank.

4.10.2. Eligibility and Contributions

4.10.2.1. All certificated employees on active duty with the District are eligible to contribute to the Bank.

4.10.2.2 Participation is voluntary, but requires contributions to the Bank.

4.10.2.3 Only contributors are eligible to withdraw from the Bank.

4.10.2.4 Employees who elect not to join the Bank upon first becoming eligible may join at the beginning of any school year.

4.10.2.5 Members who elect not to join the Bank upon first becoming eligible have a waiting period of 90 days after joining the bank before becoming eligible to withdraw from the Bank.

4.10.2.6 The contribution shall be authorized by the employee and continued until cancelled by the member. All transfers of eligible leave days shall be irrevocable.

4.10.2.7 Contributions shall be made by the August paycheck.
The minimum annual rate of contribution per Bank member for each school year will be one day. If the number of days in the Bank at the beginning of the school year exceeds 100, no contribution will be required of returning members. Those joining for the first time and those returning from leave will be required to contribute one day to the Bank.
If the Bank drops below 30 days, the committee may open the bank for additional voluntary contributions.

4.10.3. Withdraw from the Bank

4.10.3.1Bank members may apply for withdrawal from the Bank after having exhausted their sick leave and compensatory leave.

4.10.3.2 Bank members must use all sick leave and compensatory time but not all differential leave available to them before becoming eligible for withdrawal from the Bank.

4.10.3.3 Withdrawals from the Bank will be granted in units of no more than 30 days. Members may submit requests for extensions of withdrawals as their prior grants expire. A member's withdrawal may not exceed the maximum period of sixty days per school year.

4.10.3.4 A member is eligible to draw on the bank if they have signed up for the current year. If that member draws from the bank, they must contribute a day the following year to be eligible to collect from the Bank should the circumstances arise.

4.10.3.5 The committee will not grant requests for withdrawal of days beyond the amount in the Bank. The District or the Committee is under no obligation to pay the participant any funds. If the committee denies any withdrawal requests, it will notify the member in writing. The decisions of the committee are final.

4.10.3.6 The decision to approve or deny requests from the Bank shall not be subject to the grievance procedures.

4.10.3.7 Neither the District nor the committee shall be held liable for refusal to grant requests.

4.10.3.8 Leave from the Bank may not be used for illness or disability that qualifies the employee for worker compensation benefits unless the employee has exhausted all worker compensation leave and their own sick leave.

4.10.4 If the Bank is terminated for any reason, the days remaining will be returned to the current members of the Bank in an equitable manner as decided by the committee.

ARTICLE 5: UNCOMPENSATED LEAVES OF ABSENCE

5.1 Definitions

5.1 "Immediate Family" is defined in Article 4 Section 1 of this contract.

5.2 General Provisions

5.2.1. At the discretion of the Board, a limited number of uncompensated leaves of absence may be granted.
5.2.2 Such leave, except for new parent leave provisions, shall be requested in writing by **February 15** to the Superintendent.
5.2.3 At the discretion of the Board, a request may be considered after the **February 15** deadline.
5.2.4 Action on the leave request shall take place on or before **April 30**.
5.2.5 The individual employee and their representative shall have the opportunity to support their request for leave before the Board.
5.2.6 If an employee's request is denied they may request a written explanation.
5.2.7 Sick leave and employee benefits will not be granted for periods of uncompensated leaves of absence.
5.2.8 Any certificated employee may, at their own expense, continue any or all benefit plans for the period of their leave upon a month-to-month or quarterly reimbursement by the employee to the District at the group rate.
5.2.9 On or before **February 15** of the year in which an employee is on uncompensated leave of absence, they shall submit a letter to the District Superintendent indicating the employee's intention to return to the District for the following year.
5.2.10 Failure to declare their intention by that date shall be handled as a job abandonment, resignation, effective **June 30** of that year.
5.2.11 At the expiration of leave, the employee will be reinstated in a position determined by the District and for which the employee is credentialed.

5.3 Maternity Leave

5.3.1. The Board shall provide for leave of absence from duty for any certificated employee of the District who is required to be absent from duties because of pregnancy, miscarriage, childbirth, and recovery there from. The length of the leave of absence, including the date on which the leave shall commence and the date on which the employee shall resume duties, shall be mutually determined by the employee and the employee's physician.
5.3.2 Disabilities caused or contributed to by pregnancy, miscarriage, childbirth, and recovery there from, are, for all job-related purposes, temporary disabilities and shall be treated as such under any health or temporary disability insurance or sick leave plan available in connection with employment by the District.
5.3.3 Except as provided herein, pregnancy or childbirth shall be considered on the same terms and conditions which are applied to other temporary disabilities.
5.3.4 This section shall be construed as requiring the Board to grant leave with pay only when it is necessary to do so in order that leaves of absence for disabilities caused or contributed to by pregnancy, miscarriage, or childbirth be treated the same as leaves for illness, injury, or disability.

5.4 Alternate Year Teaching Assignment

5.4.1 A permanent or probationary employee who wishes to share a position on an alternate year basis must present their proposal to the site administrator by **February 15** for the following school year. The program should include:

5.4.1.1. A statement expressing why the employee believes an alternate year shared position would be desirable for the District.

5.4.1.2. A description of how the curriculum might be developed and shared over a two-year period.

5.4.1.3. A statement from the employee who is currently under contract requesting a leave of absence for the ensuing year.

5.4.2 The person selected to fill the alternate year assignment must be agreeable to both the employee requesting an alternate year assignment and the District.

5.4.3 The person selected to fill the alternate year assignment will be employed on a temporary contract.

5.4.4 In the event that the District employee who has initiated the request resigns from the District, the alternate year agreement becomes void. The position which exists (if any) will then be filled by following usual District procedures.

5.5 Family Care and Medical Leave

5.5 Any employee who has at least 12 months of service with the district, and who has at least 1,250 hours of service with the district during the previous 12-month period shall be eligible to take unpaid family care leave as outlined in Administrative Regulation 4161.8.

5.6 Part-Time Teaching Assignments

5.6 Permanent or probationary employees may request partial year leaves in order to work part-time.

ARTICLE 6 – GRIEVANCE

6.1 Definitions

6.1.1 Grievance: Any alleged violation, misinterpretation, or misapplication of the terms and conditions of this Agreement.

6.1.1.1 Grievant: A District employee in the unit covered by this Agreement who is filing a grievance, or the Association when the alleged contract violation applies exclusively to the Association.

6.1.1.2 Conferee: A person who is not a party to a grievance who is asked by either party to serve as the party's advisor.

6.1.1.3 Party-in-Interest: Any person who might be required to take action or against whom action might be taken in order to resolve the claim.

6.1.1.4 Site Administrator: The administrator having immediate jurisdiction over the employee who is filing the grievance.

6.1.2 Day: Any day in which teachers are required to render service to the District.

6.2 General Provisions

6.2.1 Nothing contained herein will be construed as limiting the right of any employee having grievance to discuss the matter informally with any appropriate member of the administration.

6.2.2 Nothing contained in this article or elsewhere in the Agreement shall be construed to prevent any individual employee from presenting and processing a grievance and having it adjusted without intervention by the Association if the adjustment is consistent with the terms of the Agreement.

6.2.3 Only the Association has the right to take a grievance to mediation and arbitration.

6.2.4 The time limits may be extended only by mutual written agreement of the Superintendent and the President of the Association.

6.2.5 In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, the limits set forth herein will be reduced so that the procedure may be exhausted prior to the end of the school year or as soon as practical.

6.2.6 Should time limits be exceeded by one party, the grievance shall be awarded to the other party.

6.2.7 All documents, communications, and records dealing with the processing of a grievance will be filed separately from the personnel files of the participants.

6.2.8 Forms for processing grievances will be prepared by the Superintendent and will be adopted upon approval of the Association.

6.2.9 The forms will be printed by the Board and given appropriate distribution so as to facilitate operation of the grievance procedure.

6.2.10 Prior to the time it is submitted to arbitration, parties to the Agreement shall not make public disposition of the grievance without the written agreement of all parties involved in the grievance.

6.2.11 It shall be the responsibility of all parties involved in a dispute to resolve such disputes at the lowest possible level.

6.2.12Persons who are called upon to attend grievance meetings within the working day shall not lose pay because of such meetings.

6.2.13 A teacher, whether or not a member of the Association, may be represented at all stages of the grievance procedure, except at the mediation or arbitration level, by themself or, at their option, by a representative selected by the Association.

6.3 Level I

6.3.1 When an employee believes a grievance exists, they shall submit Grievance Form Level I requesting an informal conference with the person against whom the grievance is directed, i.e., principal, superintendent, or immediate supervisor, within **twenty days** after the occurrence of the incident or dispute.

6.3.2 The informal conference at Level I will occur within **ten days** of the filing of the grievance.

6.3.3 The employee shall have the right to select a third person to be present at the informal conference.

6.3.4 If the dispute is resolved informally, it shall be so recorded on the Grievance Form Level I and a copy shall be sent to the Superintendent and the President of the Association.

6.3.5 If the dispute is not resolved informally, and the employee wishes to pursue the matter, the employee shall request on Grievance Form Level I that the administrator make a formal response. Within **five days,** a copy of the response will be sent to the Superintendent and the President of the Association.

6.4 Level 2

6.4.1 In the event the grievant is not satisfied with the decision at Level I, the grievant may appeal the decision, using the Grievance Appeal Form Level I, to the Superintendent within **five** days of the receipt of the decision of Level I.

6.4.2 The Superintendent shall communicate their decision, in writing, on the Grievance Response Form Level II, within **five** days of receipt of the appeal, with a copy to the President of the Association.

6.4.3 In the event that the initial dispute exists with the Superintendent, and if the grievant wishes to pursue the grievance, they shall, within **ten days** of receipt of the Superintendent's response, appeal the decision to the Board using Grievance Form Level I "Appeal to Level II."

6.4.4 In a Superintendent's Level Grievance, within **ten days** of appeal to Level II, the Board after conducting whatever additional investigation is deemed necessary, shall communicate its decision on Contract Grievance Level II Response to Appeal Form.

6.5 Level 3 Mediation

6.5.1 If the grievant and/or the Association is not satisfied with the disposition of the grievance, or if no disposition has occurred pursuant to the provisions of Level Two, the grievance shall be referred to grievance mediation.

6.5.2 The Association shall request that a conciliator/mediator from the California State Mediation/Conciliation Service (CSMS), or from any other mutually agreeable recognized dispute resolution center, be assigned to assist the parties in the resolution of the grievance.

6.5.3 The mediator, within ten (10) days of the request shall meet with the grievant, the Association and the District for the purpose of resolving the grievance.

6.5.4 If an agreement is reached, the agreement shall be reduced to writing and shall be signed by the grievant, the Association and the District. This agreement shall be non-precedential and shall constitute a settlement of the grievance.

6.5.5 In the event that the grievant, the Association and the Superintendent or their designee have not resolved the grievance with the assistance of the conciliator/mediator within ten (10) days from the first meeting held by the conciliator/mediator, the Association may terminate Level Three and the grievance may proceed to Level Four.

6.6 Grievance Arbitration — Level 4

6. 6.1 If the grievant wishes to appeal the decision of the Superintendent or Board to arbitration, they may, within **five days** of the conclusion of mediation, request in writing on the Contract Grievance Appeal Form Level III that the Association submit their grievance to arbitration, with a copy to the Superintendent or Board.

6.6.2 The Association, by written notice to the Superintendent or the Board within ten days after receipt of the request from the aggrieved employee, may submit the request to arbitration.

6. 6.3 Within **3 working days** of the written request, the Superintendent shall request the California State Mediation/Conciliation Service to supply a panel of five names. A copy of this request shall be sent to the grievant and to the Association.

6.6.4 Within **3 days** of the receipt of the panel of five names, the Superintendent and the grievant shall either mutually agree upon an arbitrator or notify the California State Mediation/Conciliation Service to select an arbitrator in accordance with its rules.

6.6.5 The arbitrator shall be requested to schedule a hearing within **fifteen days** or as soon as possible after that and submit their findings and award in writing to the Board of Education, the grievant, and the Association.

6.6.6 The award of the arbitrator shall be binding on the grievant, the Association, and the District.

6.6.7 The arbitrator shall consider only those issues which have been properly carried through all prior steps of this procedure.

6.6.8 All costs for the service of the arbitrator, including but not limited to per diem expenses, their travel and subsistence expenses, and the cost of any hearing room, will be borne equally by the Board and the Association. All other costs will be borne by the party incurring them.

ARTICLE 7 ~ CERTIFICATED EMPLOYEE EVALUATION PROCEDURE

PREAMBLE: The primary purpose of evaluation is to maintain and improve the quality of education in the District. A fundamental goal of the District is to conduct an evaluation program for teacher improvement based on mutual respect and confidence between evaluators and those evaluated.

7.1 Non-tenured employees and employees receiving a "standard not met" rating will be evaluated annually by the site administrator. Tenured employees shall be evaluated by the site administrator every third year on a rotating basis. Once a tenured teacher has worked for the district for more than 5 years and has had three consecutive evaluations with a "standard met" rating, they will be moved to the Continuous Improvement Program evaluation system described in 7.2.

7.1.1 By October 15th, the site administrator will hold an initial conference with each person to be evaluated during that year. During the conference the administrator and teacher will mutually agree upon an objective for evaluation (this could include Beginning Teacher Induction). The administrator and teacher will mutually agree on which performance standard from Appendix D the objective
will be associated with.

7.1.2 The discussion will include identifying activities (peer collaboration, observation of a peer, student survey, work samples, data collection, administrator observation, presentation to peers, completion of BTSA work, etc.) relating to attainment of their objective. This is not an exhaustive list and can change throughout the process.

7.1.3 The teacher will submit a portfolio outlining the progress on their objective. The portfolio will include a maximum of twelve pages and must include the following: 1.) A description of the objective and process used, 2.) The standards associated with the objective, 3.) Evidence of progress toward objective, and 4.) A reflection on the teacher's work.

7.1.4 The site administrator will provide evidence of a completed evaluation consisting of a written summary and completed Appendix D checklist. The site administrator will meet with the teacher by May 15th to review the completed evaluation.

7.1.5 In the event that an evaluation shows scores of 1 (standard not met) or 2 (working toward standard) the teacher will be re-evaluated the following year and the administrator's narrative in the final summative evaluation shall be specific in describing positive action to correct any cited deficiencies.
The report shall include, but shall not be limited to, recommendations for improvement, and direct assistance for implementing such recommendations shall be offered. Such assistance may include continuing observations and conferences or release time for the employee to visit and observe other
classrooms, schools, and workshops. The report shall be completed by the site administrator and given to the teacher at a conference with the site administrator, during which time they shall discuss and sign the report. The teacher's signature indicates receiving and reading the report and does not necessarily signify agreement. The report will then be submitted to the District Office for placement in the employee's personnel file.

7.2 Tenured employees with more than 5 years working for the district and three consecutive evaluations with "standard met" rating will be moved to the Continuous Improvement Program evaluation system. The Continuous Improvement Team will consist of all teachers scheduled to be evaluated that year.

7.2.1 Tenured employees referred to the Continuous Improvement Program evaluation system will participate every 5 years.

7.2.2 The district will schedule 4 Wednesdays throughout the year for the Continuous Improvement Program to meet and 1.) Establish evaluation objectives for members, 2.) Identify activities related to attainment of objectives, and 3.) Delineate evidence of progress, 4.) Determine review dates and timelines

7.2.3 The final meeting will include a teacher reflection and assessment of efforts and team member comments as shown by completion of the Evaluation Summary Document (see Appendix X). The Evaluation Summary Document will be submitted to the site administrator.

7.2.4 The teacher will meet with the site administrator prior to May 15th to review the Evaluation Summary Document completed by the Continuous Improvement Program. The site administrator will determine if the teacher should continue with the Continuous Improvement Program Process or require an administrator evaluation the following year.

7.2.5 If a teacher receives an unsatisfactory or they do not complete the evaluation, they will participate in an administrative evaluation the following year.

7.3 Complaints about certificated employees which are withdrawn, shown to be false, or are not sustained by the grievance procedure per article 9, shall not be utilized in any evaluation.

7.4 Results of instructional program (such as RtI, Bridges Math, etc.) evaluations shall not be used to evaluate a teacher unless mutually agreed upon by the teacher and the evaluator.

7.5 The contract grievance procedure may be utilized for processing any disputes which arise over evaluation procedures.

7.6 The employee shall have the right to initiate a written reaction or response to the evaluation, and the administrator's final summative review shall include space for this. Such response shall become a permanent attachment to the employee's personnel file.

ARTICLE 8 – ASSIGNMENTS AND TRANSFERS

8.1 Definitions

8.1.1 An assignment shall be defined as the specific site, grade and classes within a subject area.

8.1.2 A transfer shall be defined as a change in a teacher's previous site, grade, course or subject area to a new site, grade, course or subject area within the district.

8.2 Notification of Assignment

8.2.1 A list of vacancies and/or new positions shall be posted in each school for at least five days as they occur. The notice shall contain a closing date for submitting a request for transfer. The notice shall specify site, grade and classes within a subject area. No transfer to fill the vacancy shall be made until after the closing date of the notice.

8.2.2 Each certificated employee shall be given a written notice of their teaching assignment no later than August 1. The notice shall specify the specific site, grade, and classes within a subject area.

8.2.3 If a change in the number of pupils, elimination of program(s), and/or funding reductions or resignation of staff makes a reassignment from one site to another site necessary after August 1, then the transfer sections of the contract shall be applied.

8.2.4 - When teachers have three or more course changes taught, they shall receive up to two days compensatory time.

8.3 Voluntary Transfer

8.3.1 A teacher may submit a formal request for transfer at any time. The transfer would be for the following year or as a vacancy occurs. The District will make the final decision to grant or not grant the transfer request. Seniority, credentials and a teacher's past District performance will be considered.

8.3.2 If a transfer is denied, the teacher, upon request, will be given a rationale for the denial. The teacher who is denied a transfer and/or their representative may request and will be granted a meeting with the superintendent and site administrator to discuss the issue.

8.4 Involuntary Transfer

8.4.1 Notice of involuntary transfer shall be given to teachers at least two weeks in advance of the beginning date of the assignment. The District will consider seniority, credentials, and the teacher's past District performance in determining involuntary transfers.

8.4.2 Involuntary transfer shall take place only after a meeting between the teacher, their representative and their immediate administrator. At that meeting the teacher shall be notified of the reason for the transfer and the employee may request that reason in writing.

8.4.3 The teacher to be involuntarily transferred and/or their representative shall be granted a meeting with the site administrator and superintendent to discuss the reasons for the transfer.

8.4.4 If a teacher is involuntarily transferred by the district from one site to another after August 1st , the District will compensate the teacher for the additional mileage caused by the transfer for a maximum of one year at the maximum rate allowable by the IRS**.**

8.5 In-Year Transfers

8.5.1 If a teacher is transferred after August 1, they shall be given 5 days of non-teaching duties to prepare curriculum for their new position. The manner in which the days shall be taken shall be agreed upon between the teacher and the site administrator. Said days must be used by the end of the transfer school year and may not be converted to comp days.

8.5.2 Partial in-year transfers shall be pro-rated as follows: each .2 FTE equals 1 comp day.

ARTICLE 9 – COMPLAINTS CONCERNING EMPLOYEES

9.1 Procedure

9.1.1 In order to encourage the most direct communication possible, a parent or guardian of a pupil, or any person who is not a teacher, as defined in article 2.2, who makes a complaint to the District concerning an employee either verbally or in writing, shall be encouraged to meet privately with that employee at a time agreeable to both the complainant and employee. The site administrator will make this complaint known to the employee within one working day, and the name of complainant shall be known to the employee. If a meeting between the employee and the complainant is not feasible, the administrator who supervises the employee will investigate the complaint promptly and thoroughly by investigating separately with both the employee and the complainant. If the complaint was verbal, the complainant will put the complaint in writing. At least one working day before any follow-up meeting is scheduled, the results of this investigation shall be shared with the employee.

9.1.2 If the complaint is not resolved at the site administrator level, the complainant or the employee may go to the District Superintendent and repeat the procedure.

9.1.3 Any Board member or District staff member receiving a complaint will refer the complainant directly to the appropriate site administrator.

9.1.4 If the site administrator and/or the Superintendent supports the complaint and the employee believes the complaint is false, a grievance may be initiated to determine the validity of such complaint.

9.2 Notice to Employee

9.2.1 Unless the charge is of a criminal nature the employee shall be informed by the responsible administrator within **one working day**. The employee shall be given a copy of the complaint prepared pursuant to Section 9.1.2 within one working day of its submittal.

9.2.2 If the nature of the charge is of a criminal nature which suggests that there should be some preliminary investigation before informing the employee, such investigation shall be done as quickly as possible.

9.2.3 If the nature of the charges are such that they warrant referral to an outside agency for investigation and consideration of criminal action, then any of the foregoing steps shall be waived or deferred upon request of the agency investigating for criminal prosecution.

9.3 Representation

9.3.1 At any conference in this process conducted by the employing agency, the employee, upon request, is entitled to be represented by someone of his/her choosing.

9.4 Personnel File

9.4.1 If the foregoing steps do not effect a resolution of the complaint, then the writing developed through Section 9.1.2 shall be placed in the employee's personnel file after the employee has been given an opportunity to prepare and have attached a written rebuttal.

9.5 False or Withdrawn Complaints

9.5.1 Complaints which are withdrawn, shown to be false, or are not sustained by the grievance procedure shall neither be placed in the employee's personnel file nor utilized in any evaluation, assignment, or disciplinary or dismissal action against the employee.

ARTICLE 10 – WORKING CONDITIONS

10.1 Safety

10.1.1 It is the responsibility of all District employees, including unit members and administrators, to be alert in observing conditions which they feel are unsafe, to make corrections within the scope of their authority, and to report un-remedied conditions in writing to their immediate supervisor. The Administration shall take reasonable steps necessary to correct such conditions in a timely manner and inform the affected teacher(s) of the unsafe condition and proposed remedy.

10.1.2 The Superintendent and/or designee shall maintain healthful and safe conditions in all classrooms. It is the Superintendent's and or designee's responsibility to determine what is an unsafe condition.

10.2 Preparation Area

The District will provide, to the best degree possible, teacher preparation and rest areas.

10.3 Classroom Instructional Assistants

10.3.1 Whenever possible teachers shall be consulted and may make recommendations regarding the assignment of classroom Instructional Assistants.

10.3.2 Teachers will assume a major role in the evaluation of Instructional Assistants and will make written evaluation summaries of the IA's performance to the building administrator.

10.3.3 In the event there is a serious problem in continuing the Instructional Assistant/teacher combination, an effort will be made to reassign the Instructional Assistant for the following year.

10.4 Student Teachers

10.4.1 Student teachers will not be assigned without the approval of the Principal and the intended supervising teachers.

10.4.2 Any compensation which the District receives for assigning the student teacher shall be paid to the supervising teacher.

10.5 Staff Handbooks

Staff Handbooks will be in agreement with the contract.

10.6 Class Size Recommendations

10.6.1 In the event that student enrollment in a class exceeds the following numbers, a committee consisting of the site administrator and three teachers shall review the classroom situation to make one or more of the following recommendations:

10.6.1.1 Recommend the hiring of an aide.

10.6.1.2 Recommend the hiring of a new teacher.

10.6.1.3 Recommend expenditures for classroom supplies above the lump sum amount.

10.6.1.4 Recommend paying affected classroom teacher(s) a stipend of $400 at the end of the school year for each student over the class size. This stipend shall be prorated over the five-period day for teachers, grades 6-12, and also shall be prorated according to the number of days of the year the class size is exceeded.

For example, a 6-12 teacher would receive $80 if he/she had 29 students enrolled in a class over the course of the entire year; the amount would be $40 if the student were enrolled for

only one semester. A teacher would receive $160 if he/she had 29 students enrolled in two classes over the course of the entire year.

10.6.1.5 Recommend an adjustment in adjunct duty for the affected teacher(s).

10.6.2 The committee's recommendation shall be presented to the Superintendent for consideration.

Class Size Numbers that Trigger 10.6.1.1-10.6.1.5 above.
(These numbers are not a limit for class size enrollment.)

K-8	9-12	Other
TK 12 students K - 3 22 students 4 – 5 26 students 6 – 8 26 students in ELA, Social Studies, Math and Science	28 students for English, Social Studies, Math, Science, Language	Independent Study: 25 students Mutually agreed upon by the teacher and administration up to 30 students

10.7 Visitors and Volunteer Aides

10.7 Visitors and Volunteer Aides in Classrooms. Refer to Board Policy 1200, and Administrative Regulation 1200.

10.8 Compensation for Moving Time

10.8.1 If a teacher moves sites they shall receive 2 comp days, if a teacher moves rooms within the same site they shall receive 1 comp day.

10.8.2 The site administrator and teacher shall mutually agree upon the manner in which the days shall be taken. The teacher shall submit records of time to the site administrator.

10.9 Multiple Room Assignments

If multiple room assignments are unavoidable within a site, then the administrator shall attempt to rotate these assignments equitably from year to year within the constraints of schedule and program needs, and specialized room use (science, art, music, woodshop).

10.10 Decision-Making for School Site Funds

10.10.1 It is the intent of the School District that the teaching staff be significantly involved in the decision-making process for expenditure of all site funds.

10.10.2 The teaching staff in collaboration with the principal at each site, shall adopt a budget for use of those monies by the end of the first thirty days of school.

10.10.3 Any revisions to the budget are to be voted on by that site's teachers.

10.10.4 The teaching staff at each site will be given a detailed report of all actual expenditures credited to the site budget in January and June of each year.

10.11 Specialized Health Care Procedures

10.11.1 Only people who are trained will provide and conduct necessary specialized health care procedures, including, but not limited to, catheterization, injections, ileostomies, gastrostomies, tracheotomy, suction, oxygen administration, gavage feeding, and draining.

10.11.2 Unit members shall not be responsible for performing the above special procedures.

10.11.3 The District is to defend and indemnify all unit members in accordance with Government Code Sections 825 and 995. Those provisions require all public agencies in California to provide for the defense and indemnification of all public employees who are sued over acts or omissions that occur within the course and scope of employment.

10.12 District Mandated Trainings

10.12.1. Members will be required to complete all district mandated trainings by October 1st. The training time may be used as adjunct duty. If the trainings are not fully completed by October 1st, adjunct duty may not be used and members will be required to complete the trainings on campus during the work day on a date chosen by the site administrator; district will provide substitute. The list of mandatory trainings shall be communicated to staff in writing no later than July 15th.

ARTICLE 11 – ASSOCIATION/DISTRICT RIGHTS

11.1 The Association shall have access at reasonable times to areas where employees work, to bulletin boards, and to teacher mailboxes.

11.2 The Association shall have the use of institutional facilities and equipment, at reasonable times for the purpose of conducting Association meetings or business. The Association shall reimburse the District for reasonable costs, if incurred.

11.3 A total of ten days leave shall be granted to the Association per school year to be used by its representatives, said days to be utilized for local, state, or national conferences or for conducting other business pertinent to Association affairs.

11.3.1. The Association shall reimburse the District at the substitute's daily rate of pay for each day utilized under this provision. This provision does not apply to collective bargaining agreement negotiations.

11.4 The District will pay for substitutes for the MTA Negotiation Team in preparation for and during collective bargaining agreement negotiations.

11.5 A copy of the District Directory shall be provided to the Association when it is available.

11.6 Management Rights. It is understood and agreed that the powers and responsibilities to direct, manage, and control the operations and affairs of the District, are reserved exclusively to the District and the Board, except as they are limited by this Agreement in the manner and to the extent authorized by law.

11.7 Within 30 days of hire, MUSD will provide the MTA with the name, job title, department, work location, work, home, and personal cellular telephone numbers, personal email addresses on file with MUSD, and home address of newly hired employees. In addition, MUSD will provide the MTA with at least 10 days advance notice of the orientation meeting for the new employee. MUSD will also provide the MTA with a list of contact information for all employees by October 1 of the new school year.

ARTICLE 12 – HEALTH AND WELFARE BENEFITS

12.1 Eligibility

Certificated employees, as recognized in Article 2, Section 1, are eligible to join dental, medical, and life insurance plans within sixty days of employment if they are employed on a regular contract.

12.1.1 Benefits related to part time employees are defined in Article 15.5

12.2 Medical Benefit Cap

12.2.1 The District shall contribute up to an annual maximum total contribution of $8,477.60 for each full-time eligible unit member toward District medical benefit insurance. Any cost in excess of the above annual maximum contribution shall be paid by the unit member through payroll deduction. The "cap" on the District contribution toward medical benefit premiums for retirees is $5,200 annually without a dependent; $8,320.00 annually with a dependent.

12.2.2 A Section 125 plan (flexible spending) will be made available to employees by the District.

12.3 The Medical Plan

12.3.1 The medical insurance policy will be implemented based upon specifications set forth in the insurance provider's summary of benefits booklet. The plan will operate as set forth by the provider.

12.3.2 The medical insurance provider will not be changed except by agreement of both parties.

12.3.3 Two district employees who are domestic partners and/or married, after providing necessary documentation, will be charged as determined by the medical insurance provider.

12.3.4 If an employee's medical plan costs less than the capped medical benefit, the difference will be given to the employee, except in the case of employees who are domestic partners or married who receive a reduction in expense due to the medical provider's guidelines.

12.3.5 In the case the district offers an opt out plan, the difference between the district contribution and the cost of the opt out plan will be given to the employee, except in the case of employees who are domestic partners or married who elect to receive a reduction in expense due to the medical provider's guidelines.

12.4 Life Insurance Plan

The Board agrees to a continuation of the life insurance plan as it is presently constituted.

12.5 Dental Plan

12.5.1 The Board agrees to a continuation of dental benefits based upon the specifications set forth in the current agreement with the provider. Such specifications will be utilized to establish a self-funding plan. The Board will establish a Dental Plan Fund separate from the Health Plan.

12.5.2 Dental bills or receipts will be submitted to the provider.

12.5.3 Participants who are currently enrolled in the plan will remain at their current percentage of coverage of dental bills up to a maximum of $1,000 per year per family member based upon the specifications set forth above.

12.5.4 Participants who enroll in the plan(s) after the date of contract ratification will receive percentage coverage according to the below-listed schedule:

1st year	70%;
2nd year	80%;
3rd year	90%;
4th year	100%

12.5.5 Upon reaching the age of three years, children of current employees will be enrolled for the first time at the rate of the employee.

12.5.6 An annual service by a licensed dental provider is required of all participants in the program. Failure of an employee to complete an annual examination within the fiscal year indicated shall lower the coverage by ten percentage points for up to three consecutive years. An employee may "earn back" lost coverage at the rate of ten percent per year by completing an annual service by a licensed dental provider. Children under the age of three shall be exempt from this requirement.

12.5.7 No "side fund" will be established for dental plan payments.

12.5.8 If, for any reason, the self-funding plan is discontinued, the District will guarantee each employee the same level of coverage they had at the time of discontinuance of the plan.

12.5.9 Employees hired after January 1 will be subject to a $500 limitation for the remainder of the year.

12.6 Coverage After Termination

For the duration of the Agreement, should an employee's employment terminate (for any reason), they shall be entitled to continue the coverage under the available health, and dental plans for a period not to exceed eighteen months. Such employee shall pay the premium for the continued coverage on a month-to-month basis for this eighteen month period.

12.7 Coverage After Resignation

The District will pay the July and August premiums for the health, dental, vision, and life insurance plans for a certificated employee who submits a letter of resignation to the District by May 15 effective June 30 of that school year**.**

12.8 Retiree Benefits

Retired District employees may continue membership in any of the District's group medical and related benefit plans at the retiree's expense unless provided for as part of a retirement benefit. Payments shall be made to the District monthly, quarterly, or yearly. All requests for continued coverage shall be submitted in writing thirty days prior to the end of the fiscal year.

12.9 District Health/Dental Committee

Problems that arise from any of these insurance plans will be submitted to the District Health/ Dental Committee. The District Health/Dental Committee, plus a representative from MTA, will study possible improvement to the District's vision plan, and options for supplemental health insurance.

ARTICLE 13 – COMPENSATION

See specific language regarding salary schedule in Appendix C

13.1 Advancement on the Salary Schedule

13.1.1 Initial Hire

13.1.1.1 The Superintendent or designee and an MTA representative will initially place a new hire on the salary schedule for previous teaching experience up to nine years.

13.1.1.2 Teachers shall be placed on the appropriate column of the salary schedule in accordance with the degrees and advanced preparation they have completed with Superintendent or designee and an MTA representative present.

13.1.1.2.1 Column 1 is interpreted to mean a BA plus a credential (credential units over 30 will be counted toward advancement) or a CTE credential. Each column move beyond column 1 will require an additional 15 approved semester units.

13.1.1.2.2: The "0" column pertains to those employees who have a BA but do not have a full credential at the time of employment (i.e. those with a staff permit, internship, etc.). Column 0 also includes uncredentialed CTE teachers prior to completion of their credential.

13.1.1.2.3: CTE employees with credential will be initially placed in column 1.

13.1.1.3 Teaching experience for salary schedule placement purposes shall only include experience in positions requiring teacher certification.

13.1.1.4 Post credential courses will be considered for Column advancement at initial placement. Courses taken prior to credential will not be considered with the exception of those from a Master's Degree program.

13.1.1.4.1 Units earned through a Master's Degree program earned before completion of a credential which is related to a member's teaching assignment (as determined by the Professional Development Committee) will be used toward column advancement at initial hire.

13.1.1.4.2 When a Master's Degree is earned concurrently with a credential, units earned for both the Master's Degree and the credential will be used toward column advancement at initial hire.

13.1.2 Step Advancement

13.1.2.1 Advancement on the salary schedule for all permanent employees shall be at the rate of one step for each year of teaching experience, regardless of assignment (i.e. full time, part time all year or part time half year).

13.1.2.2 Temporary or Probationary teachers who work 75% of the contracted days (138 days of a 185 day school year) shall advance one step for each year of teaching experience

13.1.2.3 Temporary or Probationary teachers in their first year who work less than 75% of the contracted days (138 days of a 185 day school year) shall not advance a step the following year, but thereafter will continue to move a step every year as all other employees regardless of assignment.

13.1.2.4 An employee returning from sabbatical leave will progress on the salary schedule as if they remained in active service.

13.1.2.5 An employee receiving a full year's uncompensated leave of absence will not progress on the salary schedule as if they had remained in active service.

13.1.3 Column Advancement

13.1.3.1 Reassignment to a higher classification or achievement of an advance degree shall become effective during the subsequent school year if written notification of this intention is submitted to the District Administration no later than May 1st of the preceding school year. For newly hired teachers, notification of intent to move over the following year must be given no later than two weeks from the date of notification of initial placement.

13.1.3.2 If notification is given after the deadline date the reassignment to a higher classification will be effective in the following year.

13.1.3.3 Once written evidence is submitted that a new classification requirement has been met, the teacher will advance on the salary schedule. It will be prorated to the date the evidence of completion is submitted and payment will begin the next payroll period.

13.2 Compensation for Advanced Degrees

13.2.1 Teachers who have completed graduate studies leading to an advanced degree shall receive additional compensation for a Master's Degree, Master's Degree equivalent, and a Doctorate Degree, as specified on the Salary Schedule.

13.2.2 The applicant's Master's, Master's Degree equivalent, or Doctorate Degree(s) must be related to their teaching assignment. The determination of this shall be submitted to, and evaluation and recommendation shall be completed by the Professional Development Committee.

13.2.3 Additional graduate degree requests and equivalent to a Masters, may be submitted to the Professional Development Committee for evaluation and recommendation to the Board for final approval (use appendix F).

13.2.4 The advanced degree stipends are $2500 for a Master's Degree or equivalent, and $2600 for Ph. D.

13.2.5 Once written evidence is provided in the form of an official document that a teacher has achieved a Master's Degree, Master's Degree equivalent, or Ph. D., the teacher will receive the full stipend. The full stipend will be given as long as the evidence of completion is submitted by May 31st of the current school year.

13.3 Compensation for Work Done Beyond the Workday and/or School Year

13.3.1 Teachers who are requested to perform duties exclusive of adjunct duties beyond the workday and/or the school year shall be paid at a rate of $48 per hour.

13.3.2 The number of hours allotted to an assignment shall be established in advance of the assignment.

13.3.3 Whenever possible, such assignment shall be made on an equitable basis.

13.3.4 A maximum of eight hours per day shall be paid.

Conference Compensation Table

	Independent (no district involvement) A	Employee Request B	District Request C
District Pay 1	No District pay	District pays for attendance and compensates for agreed upon travel, lodging, food, and substitute. No pay for extra hours (per 13.3.4)	District pays for attendance and compensates for agreed upon travel, lodging, food, substitute, and non-contract hours (per 13.3.4)
Units *2*	Credit considered if all costs of attendance fees and substitute paid by employee.	Credit considered if costs of conference fees, units, are paid by the employee.	Credit considered if costs of units are paid by the employee.

13.4 Separate Class of Certificated Employee

13.4.1 The following certificated classes have a separate salary schedule, different duties and a longer work year.

13.4.1.1 Head Teachers in charge of the High School, Mendocino K8 School, Albion School, Comptche School, or Elk School: 190 days

13.4.1.2 Head Teacher in charge of Mendocino Community High School: 200 days

13.4.1.4 High School Counselor: 200 days

13.4.1.5 Technology Integration Teacher 190 days

13.4.2 As needed, the principal shall recommend to the Superintendent an individual to serve as head teacher.

13.5 Special Assignment Schedule

13.5.1 The Special Assignment Salary Schedule is presented in Appendix A

13.5.2 If a program at any level is not being offered to students, no one will be paid for that assignment.

13.5.3 The superintendent and site administrators will select the stipend positions to be offered for the following year. They will be advertised via email.

13.5.4 Additional stipends may be added mid-year at the superintendent's or site administrator's discretion.

13.6 Payroll Period

The payroll period shall be defined as monthly, and teachers will be paid on the last day of each month for eleven months. When the last day of the month falls on a Saturday or Sunday, payment

will be made on the last Friday of the month. When the last day of the month falls on a Holiday, payment will be made on the previous business day.

13.7 Payments for Services in Addition to a Regular Assignment

Salary payments for services in addition to the teacher's regular assignment shall be made according to the supplementary payroll schedule and reported to STRS as supplemental income as appropriate.

13.8 Automobile Expense Reimbursement

Teachers requested to use their automobiles in the performance of their duties shall be reimbursed at the maximum rate allowable by the IRS.

13.9 Dual Enrollment Stipend

13.9.1 The Dual-Enrollment Stipend will only be available when there is an MOU or contract with Mendocino College to offer Dual-Enrollment courses to be taught by MUSD certificated employees.
13.9.2 The Superintendent and site administrators will determine the teacher assignment appropriate for the Dual-Enrollment Course offerings in a particular year.
13.9.3 The teacher assigned to the Dual-Enrollment Course will receive a stipend equal to the per unit cost reimbursement determined by the MOU or contract with Mendocino College.

ARTICLE 14 – RETIREMENT/EARLY RETIREMENT

14.1 General Provisions

14.1.1 On or before **January 1**, the Superintendent shall notify all certificated employees of the information within this provision.

14.1.2 Any certificated person who plans to retire at the close of the school year shall endeavor to notify the Superintendent on or before **February 15** of that year.

14.1.3 The agreement between the Board and the participating teacher shall be consummated on or before **May 30.** The teacher may be accompanied by an Association representative in any meeting they attends with the Board pursuant to this Article.

14.1.4 The District may in any year offer a retirement incentive program to the certificated staff.

14.1.5 The District will consider other STRS retiree programs presented by an employee as a retirement option.

14.2 Retirement

14.2.1 If the member is at least 55 year of age and has been an employee of the District for a period of at least five (5) year immediately prior to retirement, they may choose one of the following retirement programs (Program A or B).

14.2.2 Upon Mutual agreement, the following retirement options may be adjusted to individual needs as long as the economic impact to the District of an alternate option is no greater than any of the following individual options.

14.2.2.1 Retirement Program A: Medical Benefits for Retiree and Spouse, or Domestic Partner.

14.2.2.1.1 The District shall provide retirees and their spouse, or domestic partner, and eligible dependents or as defined by the insurance provider with all of the health and welfare benefit plans provided to unit members until the retiree is 65. If Medicare eligibility is moved to 67, the District will pay the health benefits until the retiree is 67. The eligible dependent coverage rate shall be capped at the rate in effect on the first year of retirement.

And/Or:

14.2.2.1.2 Supplemental Income Retirement Plan: At age 65 or 67, the District will pay $100 per month toward a medical supplement for Medicare for five years for the retiree only. If the retiree dies before the end of five years, the benefit will stop. A retiree must submit proof of having a supplemental plan for the fiscal year. Upon proof of coverage, the District will issue one check for $100 for each month that the retiree was covered during the fiscal year.

14.2.2.1.3 They were a full-time certificated employee of the District for the five years immediately preceding their resignation and retirement.

14.2.2.1.4 They are at least fifty-five years of age or has completed thirty years of service and is fifty years of age or more.

14.2.2.1.5 The District shall pay to the retiree up to the maximum annual salary allowed by STRS.

14.2.2.1.6 The term of any agreement for special services and advice under this procedure may not exceed five years.

14.2.2.2 Retirement Program B: The Board may contract with retired certificated employees, within their first 180 days of retirement, to provide services to the District. Any person retained to furnish such services, hereinafter called "retiree," shall meet the following requirements:

14.2.2.2.1 The retiree has reached normal retirement age (60 for CalSTRS 2% at 60 members, 62 for CalSTRS 2% at 62 members).

And/or:

14.2.2.2.2 The retiree's appointment is necessary to fill a critically needed position.

14.2.2.2.3 The Board must approve the appointment by resolution at a public meeting.

14.2.2.2.4 The retiree did not receive any financial inducement to retire.

14.2.2.2.5 The retiree's termination of service was not the cause of the need to acquire their services.

14.2.2.2.6 The District shall pay to the retiree up to the maximum annual salary allowed by STRS.

14.2.2.2.7 The term of any agreement for special services and advice under this procedure may not exceed five years.

14.2.3 All certificated retirees who have been employed by MUSD for the last 5 years prior to retiring will be provided the same MCN services as an active employee as long as MCN is owned by the District.

ARTICLE 15 PART-TIME EMPLOYMENT

15.1 Definitions

15.1.1 Part-time employee refers to an employee who works less than full-time and who is paid a decimal fraction of a full-time employee's salary.
15.1.2 Part-time and shared-time employees may only be hired on .05 (1/20) increments.
15.1.3 Shared-time employees are part-time employees who share the full responsibility for one identifiable, full-time position. This normally requires ongoing shared planning for classroom activities.
15.1.4 "Teaching period" is defined as approximately forty-five (45) or fifty (50) minutes of student contact time for 180 days per school year.
15.1.5 Salary schedule advancement is delineated in Article 13.1.2

15.2 Hours of Employment

15.2.1 Regular, part-time teacher duty hours shall be determined by the site supervisor, using the time allocation set forth in (1) through (3), below. Part-time teachers' assignments will be proportional to the percentage of time they are employed.
15.2.1.1 Part-time teachers will work a total number of minutes proportional to their teaching assignment.
15.2.1.2 Part-time teachers shall receive preparation and planning time proportional to their teaching assignment. A teacher with a non-instructional assignment will not receive a preparation time for that proportion of their assignment.
15.2.1.3 Part-time teachers shall have student contact (teaching) time proportionate to the number of minutes or periods taught at grades K-5, or the number of periods taught in grades 6-12. Part-time teachers who do not work every day will have total hours of work and total student contact (teaching) time averaged on a weekly basis.
15.2.1.4 Part-time teachers shall have lunch and breaks in accordance to CA labor law
15.2.2 Non-consecutive working hour assignments must be mutually agreeable to the part-time employee and their immediate administrator.

15.3 Adjunct Duties

15.3.1 Adjunct duties, with the exception of "Required" duties listed in Columns 3 and 4 (as defined by 3.6.4.2), will be carried out on a basis proportionate to the regular time worked. The decision as to type and time of these activities will be made by the employee's site administrator after consultation with the part-time employee.
15.3.1.1. The site administrator will meet with the part-time employees at the beginning of each year to clarify the expectations of adjunct duties.
15.3.1.2 Staff meetings are required of part-time employees.
15.3.1.2.1 When staff meetings are non-consecutive to a part-time employee's schedule, they will be mutually agreed upon and comp time will be given for their time.
15.3.1.2.2 When staff meetings are consecutive to a part-time employee's schedule and not part of the work day, they will attend proportional to their FTE. Comp time will be given until the end of the full-time work day. Time after the end of the work day will be considered an adjunct duty.
15.3.1.2.3 When staff meetings are a part of an employee's work day, they will attend all staff meetings and no comp time will be offered.

15.3.2 Shared-time employees, between or among them, will carry out the same adjunct duties that their full-time position requires.

15.4 Benefits

15.4.1 Part-time employees who are employed at least half-time will be eligible to receive benefits on a pro rata basis. If the cost of the benefit exceeds the proportionate share, the employee shall reimburse any remaining difference.

15.4.2 Those employees employed for 75% or higher will be treated as full time employees with respect to fringe benefits.

15.5 Shared Time Assignments

15.5.1 Permanent or probationary employees who wish to initiate shared-time assignments will present their proposal to the appropriate site administrator by **February 15** for the following school year. The proposal should include:

15.5.1.1 a description of how the time is to be shared;

15.5.1.2 a description of how the curriculum is to be shared; and

15.5.1.3 a statement of how the team will be effective for the students and teachers involved.

15.5.2 Action on shared-time proposals shall take place on or before **April 15**. The employee shall have the opportunity to support their request before the decision-making body or person.

15.5.3 Part-time leaves may be granted for one year to employees who wish to participate in shared-time employment. In order to continue the shared-time employment beyond the one-year period, the District may require the employee to resign the leave portion of his/her assignment.

15.5.4 If one member of a shared-time assignment resigns, goes on leave, returns to full-time employment, or is terminated, the remaining employee(s) and the site administrator will attempt to find another teacher to share the assignment.

15.5.4.1 The person selected to fill the assignment must be agreeable to the remaining employee(s) and the District.

15.5.4.2 If no acceptable person can be found, the District has the option of requiring the remaining member to work full-time.

ARTICLE 16 – PROFESSIONAL DUES OR FEES AND PAYROLL DEDUCTIONS

16.1 Any certificated employee who is a member of the Mendocino Teachers Association/CTA/NEA, or who has applied for membership, may sign and deliver to the Association an assignment authorizing deduction of unified membership dues, initiation fees, and general assessments in the Association.

16.1.1 The Association will produce a list of new members who have authorized deduction of unified membership dues, initiation fees, and general assessments within 10 days of receiving the signed assignment of authorization.

16.2 Pursuant to notice of such authorization by the Association, the District shall deduct one eleventh (1/11th) of such dues from the regular salary check of the unit member each month for eleven months.

16.3 Deductions for unit members shall be proportionate to the percentage of contract employment.

16.4 Deductions for members who sign such authorization after the commencement of the school year shall be appropriately prorated.

16.5 Upon appropriate written authorization from the certificated employee, the District shall deduct from the salary of any unit member and make appropriate remittance for annuities, credit union, savings bonds, or any other plans or programs jointly approved by the Association and the District.

16.6 All requests for information regarding union membership shall be deferred to the Association.

16.7 With respect to all sums deducted by the District pursuant to sections above, for membership dues, the District agrees to remit such monies promptly to the Association accompanied by an alphabetical list of unit members for who such deductions have been made, and indicating any changes in personnel from the list previously furnished.

16.8 The Association and District agree to furnish to each other any information needed to fulfill the provisions of this Article.

16.9 The Association agrees to pay to the District reasonable legal fees and legal costs incurred in defending against any court action and/or administrative action challenging the legality or constitutionality of the agency fee provisions of this Agreement or their implementation. The Association shall have the exclusive right to decide and determine whether any such action or proceeding referred to above shall or shall not be compromised, resisted, defended, tried or appealed.

ARTICLE 17 - PROFESSIONAL DEVELOPMENT

17.1 Professional Development Committee

17.1.1 A District certificated Professional Development Committee will be organized.

17.1.1.1 The committee will be comprised of members including: a representative from K-5, 6-8, 9-12, a representative of MTA; and two administrators.

17.1.1.2 The committee will be organized to fulfill the following:

17.1.2.1 To make recommendations to the Superintendent relating to the allocation of District funds designated for professional development and the content of professional development (examples of professional development funds, professional development block grant, Title I and EETT grant funds that are designated for professional development)

17.1.2.2 To review requests for Class II credit (course work, District credit or projects) towards advancement on the Salary Schedule (see Board Exhibit 4131);

17.1.2.3 To grant approval of Class II course work for advancement on the Salary Schedule;

17.1.2.4 To evaluate coursework and Master's coursework as it relates to assignment as needed for initial placement

17.1.2.5 To evaluate additional graduate degree requests equivalent to a Master's (Refer to 13.2)

17.1.2.6 The Committee will take responsibility for recommending to the Board, criteria for granting sabbatical and partial-sabbatical leaves.

17.1.2.6.1 The Committee will review and recommend applicants for sabbatical and partial-sabbatical leaves, as outlined in Article 4, Sabbatical Leave section.

17.1.2.7 Professional Development information will be disseminated at staff meetings by site representatives on the Committee.

17.2 Salary Schedule Credit for Professional Development for Class II Units

17.2.1 No class II credit will be given on the salary schedule for workshops or courses held during any of the 185 teacher contract days.

17.2.1.1. If the District pays for an employee's units for a workshop or course, no credit on the salary schedule will be given.

Conference Compensation Table

	Independent (no district involvement) A	Employee Request B	District Request C
District Pay 1	No District pay	District pays for attendance and compensates for agreed upon travel, lodging, food, and substitute. No pay for extra hours (per 13.3.4)	District pays for attendance and compensates for agreed upon travel, lodging, food, substitute, and non-contract hours (per 13.3.4)
Units 2	Credit considered if all costs of attendance fees and substitute paid by employee.	Credit considered if costs of conference fees and units are paid by the employee.	Credit considered if costs of units are paid by the employee.

17.2.1.2 The unit member shall submit a request to the Professional Development Committee for approval of course credit.

17.2.1.3 In section 2A credit for units will be considered if the employee uses compensation time or pays for a substitute out-of-pocket. Personal necessity leave may not be used.

17.3 Professional Development Requests

17.3.1 In conjunction with the Board's stated philosophy which encourages certificated staff to maintain professional growth, all certificated staff at all sites will be encouraged to attend professional growth activities related to their current teaching assignments.

17.3.2 A unit member must receive approval from their site administrator before attending professional growth activities during the workday. Administrator will respond in writing within 5 days or the request is automatically granted. This administrative approval does not constitute approval for professional growth units.

17.3.3 Unit members shall use the appropriate District form to request professional growth activities.

ARTICLE 18– PART-TIME EMPLOYMENT WITH FULL-TIME RETIREMENT CREDIT

18.1 Part-time Employment with Full-time Retirement Credit

18.1.1 In any year, the District may or may not offer part-time employment with full-time credit. If it does make this offer, it will do so on or **before November 15th,** with the application due by **February 1st.** Following are the guidelines and rules for the program:

18.1.1.2 Employees who are members of STRS may be granted permission by the Board to reduce their workload from full-time to a minimum of half-time, and maintain full-time status for retirement purposes if they meet the following requirements:

18.1.2 The employee must have reached the age of fifty-five prior to the reduction in workload.

18.1.3 The employee shall have been employed full-time to perform creditable service for a minimum of ten years including five years in the District immediately preceding the reduction in workload.

18.1.4 The employee must meet the qualifications as set forth by STRS.

18.2 Definition

18.2.1 The reduced workload shall be equal to or greater than one-half of the full-time equivalent required by the employee's contract of employment during their final year of full-time employment. The days of service may be satisfied by working half-time, or any part greater than half-time, for a full year.

18.3 Participation

18.3.1 Participation in this program does not preclude an employee from participating in the District's retirement program.

18.3.2 The option of part-time employment shall be exercised at the request of the employee and can be revoked only with the mutual consent of the employer and the employee.

18.4 Salary

18.4.1 Salary: The employee shall be paid a salary which is the pro rata share of the salary ~~s/he~~ they would be earning had they not elected to exercise the option of part-time employment.

18.5 Benefits

18.5.1 Pursuant to Education Code Section 44922, the participating employee shall receive health benefits and retirement credit with STRS in the same manner as a full time employee. Such participating employee's entitlement to leaves and other benefits (except for those paid for by the employee) shall be pro-rated commensurate with their part-time status.

18.6 Retirement

18.6.1 Retirement: Participating employees and the District shall contribute to STRS as if the employee were full-time.

18.7 Requirements

18.7.1 The period of part-time shall include time up to 5 years for employees affected by Government Code 20815 and 10 years for employees affected by Education Code 22724.

18.7.2 It shall be the District responsibility to determine assignments relative to this article (18) and within the parameters of Article 8 Transfers.

18.7.3 The request for reduced workload under this article will be made using the District Reduced Workload Request Form.

ARTICLE 19 – COMPLETION OF NEGOTIATIONS

19.1 The Association agrees that this Agreement is intended to cover all matters relating to wages, hours, and all other terms and conditions of employment, and during the term of the Agreement neither the Board nor the Association will be required to meet and negotiate on any further matters affecting these or any other subjects not specifically set forth in this Agreement.

19.2 The District and the Association agree that it is to their mutual benefit to encourage resolution of differences through the meet and negotiate process.

19.3 If any provision of this Agreement shall be found to be contrary to law, then such provision shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions shall continue in full force and effect.

19.4 This Agreement shall constitute the full and complete commitments between both parties and may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of the parties in a written and signed amendment to this Agreement.

19.5 The District Office shall make hard copies of the Agreement available upon request as well as a copy at each site. It will also provide the contract on the Mendocino Unified School District web site within thirty (30) days of final agreement of the final wording in the contract. Side letters and addendums shall be incorporated on a yearly basis and a yearly edited edition will be provided. Copying and paper costs will be shared equally by the District and the Association.

Appendix A – Athletic Stipends and Special Assignment Salary Schedules
Special Assignments

Tier	Tier IV	Tier III	Tier II	Tier I
Proposed Stipend	$ 3,000	$1800	$1200	$600
Proposed hours of commitment beyond contract hours	3+ hours/wk (150+ hours)	2+ hours/wk (80 – 150+ hours)	1+ hour/wk (40 - 80 hours)	45 minutes - 1 hour/wk. (Hours less than 20 hours will be paid in comp time.) *

*Administrators will advertise a list of available stipend positions at the beginning of the year on an annual basis and under which tier they will be paid. Additional stipend positions may be added during the year as needed.

** Tier I assignments may require a time log. Logs are due Monthly.

Athletics

	Tier IV	Tier III	Tier II	Tier I
Proposed Stipend	$2400	$1800	$1200	$900
Proposed hours of commitment	200+ hours	100 – 200 hours		
	Football	Cross Country	High School Assistant Coaches	Middle School Assistant Coaches
	Soccer	Baseball	MS B Team	MS C Team
	Volleyball	Golf		E-Sports
	Basketball	Softball		
		Tennis		
		MS Volleyball		
		MS Basketball		
		MS Soccer		
		Track		
		Cheerleading		
		Swimming		
		JV Coaches		

Appendix B – Conference Compensation Table

Employee Name:

Name of conference:

Dates of Conference:

	Independent (no district involvement) A	Employee Request B	District Request C
District Pay 1	No District pay Teacher initials: Admin initials:	District pays for attendance and compensates for agreed upon travel, lodging, food, and substitute. No pay for extra hours (per 13.3.4) Teacher initials: Admin initials:	District pays for attendance and compensates for agreed upon travel, lodging, food, substitute, and non-contract hours (per 13.3.4) Teacher initials: Admin initials:
Units 2	Credit considered if all costs of attendance and fees paid by employee. Teacher initials: Admin initials:	Credit considered if costs of conference fees, units, are paid by the employee. Teacher initials: Admin initials:	Credit considered if costs of units are paid by the employee. Teacher initials: Admin initials:

-Appendix C – Salary Compensation Language

Compensation language adopted by MUSD/MTA effective July 1, 2009:

An increase to the 2008-09 salary schedule of 1.3%

Compensation language adopted by MUSD/MTA effective July 1, 2010:

A 2% increase to the 2008-09 overall salary schedule with the cells configured as shown in said salary schedule plus the increase above for 2009-10

Compensation language adopted by MUSD/MTA effective July 1, 2007:

It was agreed to adopt the salary schedule referred to as option "E-2." It was also agreed that it would be useful to limit the negotiations next year to compensation, retirement, and language conflicts in the contract. The teams will decide after the fall presentation on Prep time to the Board, whether this needs to be a part of negotiations as well.

Compensation language adopted by MUSD/MTA effective July 1, 2008:

The MTA salary schedule will be increased by $41,575, the amount required to cover the increase in the Staywell premium to the employee. Each cell will be increased by $967.00. This equates to about 1.77% over all. It is agreed that this does not close negotiations for 2008-09.

Compensation language adopted by MUSD/MTA effective July 1, 2008:

The MTA salary schedule will be increased by $27,461 affecting the middle of the salary schedule and moving it towards the average of comparable districts. This increase is delineated in the attached certificated salary schedule designated as Exhibit C. This equates to about 1 % overall. It is agreed that this closes negotiations for 2008-09. This agreement is contingent upon the acceptance by the county of the disclosure form for collective bargaining**.**

Compensation language adopted by MUSD/MTA effective July 1, 2009:

$744 has been added to each cell of the salary schedule retroactively effective to July 1, 2009. On July 1, 2010 the total cost of the increase to the salary schedule is a 2% increase over the cost of the 2008-09 schedule plus the cost of the $744 added to each cell in 2009-10.

Compensation language adopted by MUSD/MTA effective July 1, 2011:

The cap for single retirees will be increased by $1,487. This will make the retiree "out of pocket" medical benefit costs for the most "popular" SISC plan the same for retirees. Currently the "out of pocket" costs for retirees without a dependent is greater than the "out of pocket" costs for retirees with dependents. The result is the medical cap for retires with a dependent is $8,320.08 and $3,713.16 for retirees with no dependents.

Compensation language adopted by MUSD/MTA effective July 1, 2011:

The District will pay the "average" increase in the cost of medical benefits for qualified employees. The increase averaged $31 per month for the nine months of October 2011 through June 2012 equaling $279 per qualified employee.

Compensation language adopted by MUSD/MTA effective July 1, 2011:

A column for BA + 0 units was added (column 0) to the salary schedule for the placement of those employees who have a BA but do not have a full credential at the time of employment. Two current certificated employees will advance across columns due to this agreement.

Compensation language adopted by MUSD/MTA effective July 1, 2012:
Independent of any trigger reductions, the District will pay the "average" 2011-12 increase in the cost of medical benefits for qualified employees starting in 2012-13. The mode of the increase was $31 per month equaling $372 per qualified employee. The cap will be increased by $372.00.

Compensation language adopted by MUSD/MTA effective July 1, 2013:
It is hereby agreed that Exhibit C (1) Mendocino Unified 2012-13 Certificated Salary Schedule approved by the Board on 2/16/12 will be replaced by the Salary Schedule named Exhibit C(2) Mendocino Unified 2013-14 Certificated Salary Schedule (attached below). Compensation language adopted by MUSD/MTA will be effective July 1, 2013:

Based on the 2012-13 certificated salary schedule, the MTA salary schedule costs will be increased by $84,232 affecting the middle of the salary schedule and moving it towards the average for comparable districts. This increase equates to 3.85% overall, based on the 2012-13 salary schedule. In addition, salary schedule C(2) reflects the elimination of steps 26-30 (years of service), as well as column 6 (BA+105).

Compensation language adopted by MUSD/MTA effective July 1, 2013:
It was agreed to add an annual stipend of $2500 for employees who hold National Board Certification.

Compensation language adopted by MUSD/MTA effective July 1, 2013:
The District will pay the "mode" of the 2012-2013 increase in the cost of medical benefits for qualified employees starting October 1, 2012. The mode of the increase was $53 per month equaling $477 per qualified employee. The cap will be increased by $636.00 to $8477.60

Compensation language adopted by MUSD/MTA effective July 1, 2014:
It is hereby agreed that Exhibit C(2) Mendocino Unified 2013-14 Certificated Salary Schedule approved by the Board on 6/20/13 will be replaced by the Salary Schedule named Exhibit C(2) Mendocino Unified 2014-15, 2015-16, 2016-17 Certificated Salary Schedules. Compensation language adopted by MUSD/MTA will be effective July 1, 2014. It is agreed that salary and benefits cannot be opened for negotiations until the fall of 2017.

Based on the 2013-14 certificated salary schedule, the total salary and statutory benefit costs will be increased by **$163,348** mainly affecting the beginning and the middle of the salary schedule. This increase equates to **5.9%** overall, based on the 2013-14 salary schedule.

In addition, based on the 2014-15 certificated salary schedule, the 2015-2016 total costs will be increased by $75,893, equating to a 2.59% overall increase. Finally, based on the 2015-16 certificated salary schedule, the 2016-2017 total costs will be increased by $57,822, equating to a 1.92% overall increase.

MTA total cost over three years			14-15	15-16	16-17	3 years
			163,353	163,353	163,353	
				75,893	75,893	
					57,822	
			163,353	239,247	297,068	699,668

Compensation language adopted by MUSD/MTA effective July 1, 2015

- It was agreed to change the language of Article 13.1.1.2. which indicates that newly hired teachers will be placed at BA plus credential, and will not receive any additional educational credits which were part of their B.A.
- As per Article 13.3.4, when the District requests an employee attend training, they will be compensated for travel, lodging, food, substitutes, and non-contract hours.
- Appendix A has been changed so that stipend amounts are increased.
- Changes were made to Class Size Numbers which trigger stipends or other benefits.

Compensation language adopted by MUSD/MTA effective July 1, 2016

- The teacher in charge compensation applies to any teacher.
- A 190 day salary schedule was added for the Technology Integration Teacher.

Compensation language adopted by MUSD/MTA effective July 1, 2018

It is hereby agreed that the attached salary schedules will replace all prior salary schedules effective July 1, 2018. The salary schedules will reflect a 1% retroactive raise for fiscal year 2017-18 to be paid out in May 2018. The pay increases for fiscal year 2018-19 will be 2%, and increases for 2019-20 will be 4%.

Compensation language adopted by MUSD/MTA effective July 1, 2019

The pay increase for the fiscal year 2019-20 is 4%. Additionally we are offering employees a new opt-out health insurance option (WABE). This option will not change employee compensation.

Compensation language adopted by MUSD/MTA effective July 1, 2020:

It is agreed that there will be no change in the salary schedule for the 2020-2021 school year. The District agrees to a one-time coverage of the health insurance increase costs for each employee receiving healthcare benefits for the 2020-2021 school year.

Compensation language adopted by MUSD/MTA effective July 1, 2021:

It is hereby agreed that the attached salary schedules will replace all prior salary schedules effective July 1, 2021. The salary schedules will reflect a 3% raise for fiscal year 2021-22. The MTA and MUSD agree to work collaboratively to address budgetary changes.

Compensation language adopted by MUSD/MTA effective July 1, 2022:

It is hereby agreed by the parties that there will be a 5% raise for the 2022/23 school year with the agreement that if there is no consensus on salary/benefits for the 23/24 school year by 2/15/22, it will result in an impasse re: 23/24 salary/benefits. Negotiations can continue as usual on other issues past this date. MTA and the administration will sunshine at the Board meeting in August 2022. This is a one-year pilot program for the 22/23 school year that could be adopted in future years if both parties find it beneficial.

Compensation language adopted by MUSD/MTA effective July 1, 2023:

It is hereby agreed that MTA and the District agree to a 0% salary increase for the 2023-24 school year. Members enrolled in district health insurance will receive a one-time increase in the district-paid health insurance cap to cover the cost of the 2023-2024 health insurance increase (Including WABE, which will be paid to the employee). Part-time employees who do not receive district health insurance will receive a one-time taxable payment of $1400 prorated by the percentage of their employment.

MUSD will add a line item of 2% annually in anticipation of salary negotiations during which the final amount will be set.

Compensation language adopted by MUSD/MTA effective July 1, 2024:
It is hereby agreed that MTA and the District agree to a 3% salary increase for the 2024-25 school year. The salary schedules for 2024-25 will reflect this raise.

Compensation language adopted by MUSD/MTA effective July 1, 2025:
It is hereby agreed that MTA and the District agree to a 6% salary increase for the 2025-26 school year. The salary schedules for 2025-26 will reflect this raise.

Compensation language adopted by MUSD/MTA effective July 1, 2026:
It is hereby agreed that MTA and the District agree to a 4.4% salary increase for the 2026-27 school year. The salary schedules for 2026-27 will reflect this raise.

Appendix D

Mendocino Unified School District

Evaluation of Teaching Performance

Revised 6/22/2017

Teacher _____ Date: _____

School: _____ Grade/Subject: _____

Years in the District: _____

Dates of Conferences: _____

Dates of Observations: _____

Status of Teacher:

□ Temporary□ □ Probationary — 1st Year □ Permanent

□ Probationary — 2nd Year

3 = Standards met
2 = Working towards standard
1 = Standard not met

Standard One: Engaging and Supporting All Students in Learning	**3**	**2**	**1**
1-1 Teacher uses knowledge of students to engage them in learning			
1-2 Teacher connects learning to students' prior knowledge, backgrounds, life experiences, and interests.			
1-3 Teacher connects subject matter to meaningful, real-life contexts.			
1-4 Teacher uses a variety of instructional strategies, resources, and technologies to meet students' diverse learning needs.			
1-5 Teacher promotes critical thinking through inquiry, problem solving, and reflection.			
1-6 Teacher monitors student learning and adjusts instruction while teaching.			
Standard Two: Creating and Maintaining Effective Environments for Student Learning	**3**	**2**	**1**
2-1 Teacher promotes social development and responsibility within a caring community where each student is treated fairly and respectfully			

Standard Two, continued	3	2	1
2-2 Teacher creates physical or virtual learning environments that promote student learning, reflect diversity, and encourage constructive and productive interactions among students.			
2-3 Teacher establishes and maintains learning environments that are physically, intellectually, and emotionally safe.			
2-4 Teacher creates a rigorous learning environment with high expectations and appropriate support for all students.			
2-5 Teacher develops, communicates, and maintains high standards for individual and group behavior.			
2-6 Teacher employs classroom routines, procedures, norms, and supports for positive behavior to ensure a climate in which all students can learn.			
2-7 Teacher uses instructional time to optimize learning.			
Standard Three: Understanding and Organizing Subject Matter for Student Learning	**3**	**2**	**1**
3-1 Teacher demonstrates knowledge of subject matter, academic content standards, and curriculum frameworks.			
3-2 Teacher applies knowledge of student development and proficiencies to ensure student understanding of subject matter.			
3-3 Teacher organizes curriculum to facilitate student understanding of the subject matter.			
3-4 Teacher utilizes instructional strategies that are appropriate to the subject matter.			
3-5 Teacher uses and adapts resources, technologies, and standards-aligned instructional materials including adopted materials, to make subject matter accessible to all students.			
3-6 Teacher addresses the needs of English learners and students with special needs to provide equitable access to the content.			
Standard Four: Planning Instruction and Designing Learning Experiences for All Students	**3**	**2**	**1**
4-1 Teacher uses knowledge of students' academic readiness, language proficiency, cultural background, and individual development to plan instruction.			
4-2 Teacher establishes and articulates goals for student learning.			
4-3 Teacher develops and sequences long-term and short-term instructional plans to support student learning.			

Standard Four, continued.	**3**	**2**	**1**
4-4 Teacher plans instruction that incorporates appropriate strategies to meet the learning needs of all students.			
4-5 Teacher adapts instructional plans and curricular materials to meet the assessed learning needs of all students.			
Standard Five: Assessing Students for Learning	**3**	**2**	**1**
5-1 Teacher applies knowledge of the purposes, characteristics, and uses of different types of assessments.			
5-2 Teacher collects and analyzes assessment data from a variety of sources to inform instruction.			
5-3 Teacher reviews data, both individually and with colleagues, to monitor student learning.			
5-4 Teacher uses assessment data to establish learning goals and to plan, differentiate, and modify instruction.			
5-5 Teacher involves all students in self-assessment, goal setting, and monitoring progress.			
5-6 Teacher uses available technologies to assist in assessment, analysis, and communication of student learning.			
5-7 Teacher uses assessment information to share timely and comprehensible feedback with students and their families.			
Standard Six: Developing as a Professional Educator	**3**	**2**	**1**
6-1 Teacher reflects on teaching practice in support of student learning.			
6-2 Teacher establishes professional goals and engages in continuous and purposeful professional growth and development.			
6-3 Teacher collaborates with colleagues and the broader professional community to support teacher and student learning.			
6-4 Teacher works with families to support student learning.			
6-5 Teacher engages local communities in support of the instructional program.			
6-6 Teacher manages professional responsibilities to maintain motivation and commitment to all students.			
6-7 Teacher demonstrates professional responsibility, integrity, and ethical conduct.			

Signatures

Evaluator's Signature	Date
Teacher's Signature	Date

Administrative Summary (See attached)

Employee response may be included.

MENDOCINO UNIFIED SCHOOL DISTRICT

MTA EMPLOYEE GRIEVANCE FORM LEVEL I

Instructions: Please submit this form to the supervisor of the person or program of your complaint.

The supervisor will tell the employee(s) involved that this complaint has been filed. The information you provide will be kept confidential except as necessary to investigate and resolve your complaint.

The District's complaint procedures are found in Board Policy 1312.1 and Administrative Regulation 1312.1 which are available through the District Office for your review. Please make sure to reference the appeal provisions and timelines involved .

Should you have any questions about the grievance policy or procedures, please contact the school site principal or superintendent.

Complainant Information

Grievance #:

Name _____ Date _____

Address _____ Phone _____

_____ School _____

Notice of Complaint

Date of events this complaint is based on: _____

This is a violation, misapplication or misinterpretation of the Collective Bargaining Agreement including, but not limited to Article _____(list specific contract provisions if possible)

Please describe your complaint as specifically as possible, using date, times, names, locations or situations (use additional paper if necessary) : _____

_____

_____

_____

_____

With whom have you conferred to resolve your complaint?

Name(s) _____ Date _____

_____ _____

What action or remedy are you seeking to resolve this complaint? _____

_____

_____

Resolved: Date:

☐ Internally ☐ Formal Response Needed

_____ _____

Signature Date

MENDOCINO UNIFIED SCHOOL DISTRICT

MTA GRIEVANCE APPEAL FORM LEVEL I

Instructions: If you are not satisfied with the decision at Level I, please fill out and submit this form to the Superintendent within five (5) days of that Level I decision.

The District's complaint procedures are found in Board Policy 1312.1 and Administrative Regulation 1312.1 which are available through the District Office for your review. Please make sure to reference the appeal provisions and timelines involved .

Should you have any questions about the grievance policy or procedures, please contact the school site principal or superintendent.

Grievance #:

Date of Level I Appeal: _____

To: _____
(Superintendent/Designee)

From: _____
(Grievant)

I hereby file this form to appeal the District's decision at Level I received by me on _____
(Date)

The Grievance is being appealed because: _____

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Attach a copy of the Grievance Form Level I and any supporting documents.

_____ _____

Signature Date

MENDOCINO UNIFIED SCHOOL DISTRICT

MTA GRIEVANCE APPEAL FORM LEVEL I—APPEAL TO LEVEL II

Instructions: Upon receipt of the Grievance Response Form Level II from the Superintendent, should the initial grievance still exist and the grievant still wish to pursue the grievance, s/he shall, within ten days upon the receipt of the Superintendent's response, appeal the decision to the BOARD using this Grievance Appeal Form Level I—Appeal to Level II.

The District's complaint procedures are found in Board Policy 1312.1 and Administrative Regulation 1312.1 which are available through the District Office for your review. Please make sure to reference the appeal provisions and timelines involved .

Grievance #:

Date of Level II Appeal: _____

To: _____
(MUSD Board President)

From: _____
(Grievant)

I hereby file this form to appeal the District's decision at Level II received by me on _____
(Date)

The Grievance is being appealed because: _____

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Attach a copy of the Grievance Form Level I and any supporting documents.

_____ _____

Signature Date

MENDOCINO UNIFIED SCHOOL DISTRICT

CEMUS GRIEVANCE RESPONSE FORM LEVEL II

Grievance #:

Date of Grievance Response: _____

To: _____
(Grievant)

From: _____
(Superintendent)

Response to Grievance Appeal: _____ _____

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Attach a copy of the Grievance Form Level I, Appeal Form Level I, and any supporting documents.

_____ _____

Superintendent Signature Date

MENDOCINO UNIFIED SCHOOL DISTRICT

MTA CONTRACT GRIEVANCE LEVEL II RESPONSE TO APPEAL FORM

Grievance #:

Date of Grievance Response: _____

To: _____
(Grievant)

From: _____
(MUSD Board President)

Response to Grievance Level II Appeal: _____ _____

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Attach a copy of all Grievance and Appeal Forms and any other supporting documents.

_____ _____

Superintendent Signature Date

MENDOCINO UNIFIED SCHOOL DISTRICT

MTA GRIEVANCE APPEAL FORM LEVEL III

Instructions: If the grievant wishes to appeal the decision of the Superintendent OR Board to arbitration, s/he may, within five days of the conclusion of mediation, request in writing on the Contact Grievance Appeal Form Level III that the Association submit his/her grievance to arbitration, with a copy to the Superintendent or Board.

Should you have any questions about the grievance policy or procedures, please contact the school site principal or superintendent.

Grievance #:

Date of Level III Appeal: _____

To: _____
(Association President)

From: _____
(Grievant)

I hereby file this form to appeal the District's decision at Level II received by me on _____
(Date)

The Grievance is being appealed because: _____

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Attach a copy of any supporting documents.

_____ _____

Signature Date

MENDOCINO UNIFIED SCHOOL DISTRICT

CEMUS CONTRACT GRIEVANCE LEVEL III RESPONSE TO APPEAL FORM

Grievance #:

Date of Grievance Response: _____

To: _____
(Grievant)

From: _____
(MUSD Board President)

Response to Grievance Level II Appeal: _____ _____

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Attach a copy of all Grievance and Appeal Forms and any other supporting documents.

_____ _____

Superintendent Signature Date

MENDOCINO UNIFIED SCHOOL DISTRICT

CEMUS GRIEVANCE APPEAL FORM LEVEL III
GRIEVANCE HEARING PANEL (Level IV)

Instructions: Upon receipt of the Grievance Response Form Level II from the Superintendent, should the initial grievance still exist and the grievant still wish to pursue the grievance, s/he shall, within ten days upon the receipt of the Superintendent's response, appeal the decision to the BOARD using this Grievance Appeal Form Level III.

The District's complaint procedures are found in Board Policy 1312.1 and Administrative Regulation 1312.1 which are available through the District Office for your review. Please make sure to reference the appeal provisions and timelines involved .

Grievance #:

Date of Level III Appeal: _____

To: _____
(MUSD Board President)

From: _____
(Grievant)

I hereby file this form to appeal the District's decision at Level II received by me on _____
(Date)

The Grievance is being appealed because: _____

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Attach a copy of the Grievance Form Level I and any supporting documents.

_____ _____

Signature Date

Appendix F

Mendocino Unified School District

MUSD Request for Masters Equivalent Stipend ($2500)

To be submitted to Professional Development Committee by May 31st

- Your name: _____
- Name of Degree/Certification:_____
- Awarding Institution or organization:_____

- How is this related to your position at MUSD?

  _____

  _____

  _____

  _____

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  _____

  _____

- Date of Completion:_____
- Hours/Units completed:_____ Circle one: hours semester units quarter units
- Did MUSD pay for any of these units/hours?: _____
- Does this certification/degree need to be renewed? _____
- If yes, when is your next renewal date? _____
- Attach official transcript from institution to verify completion

Please write a brief description of the scope of your final project/thesis/capstone project:_____
_____
_____
_____
_____

Mendocino Unified School District

Mendocino Teachers' Association 185 days

2026-27 Annual Salary Schedule

Effective July 1, 2026

Board Approved: June 9, 2026

		0	1	2	3	4	5
Years		**A.B.**	**A.B.+30**	**A.B.+45**	**A.B.+60**	**A.B.+75**	**A.B.+90**
1		$49,805	$58,730	$59,860	$60,986	$62,116	$63,240
2		$51,294	$60,551	$61,707	$62,862	$64,021	$65,177
3		$52,915	$62,419	$63,603	$64,791	$65,978	$67,167
4		$54,580	$64,330	$65,549	$66,768	$67,986	$69,205
5		$56,291	$66,296	$67,548	$68,798	$70,048	$71,300
6	**MA**	$58,045	$68,313	$69,597	$70,882	$72,164	$73,447
7	$2,500	$59,843	$70,386	$71,703	$73,019	$74,335	$75,655
8		$61,691	$72,510	$73,861	$75,214	$76,565	$77,916
9	**Ph.D.**	$63,590	$74,688	$76,076	$77,465	$78,852	$80,240
10	$2,600	$63,590	$74,688	$78,352	$79,775	$81,199	$82,625
11		$63,590	$74,688	$80,173	$81,471	$82,768	$84,069
12	**Natnl.**	$63,590	$74,688	$81,431	$82,750	$84,069	$85,386
13	$2,500	$63,590	$74,688	$82,707	$84,047	$85,386	$86,726
14		$63,590	$74,688	$82,707	$85,365	$86,726	$88,086
15		$63,590	$74,688	$82,707	$86,705	$88,086	$89,469
16		$63,590	$74,688	$82,707	$88,065	$89,469	$90,870
17		$63,590	$74,688	$82,707	$89,445	$90,868	$92,293
18		$63,590	$74,688	$82,707	$89,445	$92,292	$93,739
19		$63,590	$74,688	$82,707	$89,445	$93,739	$95,209
20		$63,590	$74,688	$82,707	$89,445	$95,209	$96,701
21		$63,590	$74,688	$82,707	$89,445	$96,701	$98,213
22		$63,590	$74,688	$82,707	$89,445	$98,213	$99,753
23		$63,590	$74,688	$82,707	$89,445	$99,753	$101,317
24		$63,590	$74,688	$82,707	$89,445	$101,316	$102,902
25		$63,590	$74,688	$82,707	$89,445	$102,900	$104,512

Superintendent Signature

Date

MUSD offers three higher eductation stipends: Masters, Ph.D, National Teacher Credential. MTA members and Certificated staff are eligible to receive up to two of the three stipends offered.

Mendocino Unified School District

MTA Counselor Schedule 200 days

2026-27 Annual Salary Schedule

Effective July 1, 2026

Board Approved: June 9, 2026

Years		1 A.B.+30	2 A.B.+45	3 A.B.+60	4 A.B.+75	5 A.B.+90
1		$63,492	$64,714	$65,931	$67,152	$68,368
2		$65,461	$66,710	$67,959	$69,212	$70,462
3		$67,480	$68,760	$70,044	$71,328	$72,613
4		$69,546	$70,864	$72,182	$73,498	$74,816
5		$71,671	$73,025	$74,376	$75,728	$77,081
6	**MA**	$73,852	$75,240	$76,629	$78,015	$79,402
7	$2,500	$76,093	$77,517	$78,939	$80,362	$81,789
8		$78,389	$79,850	$81,312	$82,773	$84,234
9	**Ph.D.**	$80,744	$82,244	$83,746	$85,245	$86,746
10	$2,600	$80,744	$84,705	$86,243	$87,783	$89,324
11		$80,744	$86,674	$88,077	$89,479	$90,885
12	**Natnl.**	$80,744	$88,034	$89,459	$90,885	$92,309
13	$2,500	$80,744	$89,413	$90,862	$92,309	$93,758
14		$80,744	$89,413	$92,286	$93,758	$95,228
15		$80,744	$89,413	$93,735	$95,228	$96,723
16		$80,744	$89,413	$95,205	$96,723	$98,238
17		$80,744	$89,413	$96,697	$98,236	$99,776
18		$80,744	$89,413	$96,697	$99,775	$101,339
19		$80,744	$89,413	$96,697	$101,339	$102,929
20		$80,744	$89,413	$96,697	$102,929	$104,542
21		$80,744	$89,413	$96,697	$104,542	$106,176
22		$80,744	$89,413	$96,697	$106,176	$107,841
23		$80,744	$89,413	$96,697	$107,841	$109,532
24		$80,744	$89,413	$96,697	$109,531	$111,245
25		$80,744	$89,413	$96,697	$111,243	$112,986

Superintendent Signature _____ Date _____

MUSD offers three higher eductation stipends: Masters, Ph.D, National Teacher Credential. MTA members and Certificated staff are eligible to receive up to two of the three stipends offered.

Mendocino Unified School District

MTA Head Teacher Schedule 190 days

2026-27 Annual Salary Schedule

Effective July 1, 2026

Board Approved: June 9, 2026

		1	2	3	4	5
Years		**A.B.+30**	**A.B.+45**	**A.B.+60**	**A.B.+75**	**A.B.+90**
1		$60,317	$61,478	$62,634	$63,795	$64,949
2		$62,188	$63,375	$64,561	$65,751	$66,939
3		$64,106	$65,322	$66,542	$67,761	$68,982
4		$66,069	$67,321	$68,573	$69,823	$71,075
5		$68,088	$69,374	$70,657	$71,941	$73,227
6	**MA**	$70,159	$71,478	$72,798	$74,114	$75,432
7	$2,500	$72,288	$73,641	$74,992	$76,344	$77,700
8		$74,470	$75,857	$77,247	$78,634	$80,022
9	**Ph.D.**	$76,707	$78,132	$79,559	$80,983	$82,409
10	$2,600	$76,707	$80,470	$81,931	$83,394	$84,858
11		$76,707	$82,340	$83,673	$85,005	$86,341
12	**Natnl.**	$76,707	$83,632	$84,986	$86,341	$87,694
13	$2,500	$76,707	$84,942	$86,319	$87,694	$89,070
14		$76,707	$84,942	$87,672	$89,070	$90,467
15		$76,707	$84,942	$89,048	$90,467	$91,887
16		$76,707	$84,942	$90,445	$91,887	$93,326
17		$76,707	$84,942	$91,862	$93,324	$94,787
18		$76,707	$84,942	$91,862	$94,786	$96,272
19		$76,707	$84,942	$91,862	$96,272	$97,782
20		$76,707	$84,942	$91,862	$97,782	$99,315
21		$76,707	$84,942	$91,862	$99,315	$100,867
22		$76,707	$84,942	$91,862	$100,867	$102,449
23		$76,707	$84,942	$91,862	$102,449	$104,055
24		$76,707	$84,942	$91,862	$104,054	$105,683
25		$76,707	$84,942	$91,862	$105,681	$107,337

Superintendent Signature _____ Date _____

MUSD offers three higher eductation stipends: Masters, Ph.D, National Teacher Credential. MTA members and Certificated staff are eligible to receive up to two of the three stipends offered.

Mendocino Unified School District

MTA Head Teacher Schedule 200 days

2026-27 Annual Salary Schedule

Effective July 1, 2026

Board Approved: June 9, 2026

Years		1 A.B.+30	2 A.B.+45	3 A.B.+60	4 A.B.+75	5 A.B.+90
1		$63,492	$64,714	$65,931	$67,152	$68,368
2		$65,461	$66,710	$67,959	$69,212	$70,462
3		$67,480	$68,760	$70,044	$71,328	$72,613
4		$69,546	$70,864	$72,182	$73,498	$74,816
5		$71,671	$73,025	$74,376	$75,728	$77,081
6	**MA**	$73,852	$75,240	$76,629	$78,015	$79,402
7	$2,500	$76,093	$77,517	$78,939	$80,362	$81,789
8		$78,389	$79,850	$81,312	$82,773	$84,234
9	**Ph.D.**	$80,744	$82,244	$83,746	$85,245	$86,746
10	$2,600	$80,744	$84,705	$86,243	$87,783	$89,324
11		$80,744	$86,674	$88,077	$89,479	$90,885
12	**Natnl.**	$80,744	$88,034	$89,459	$90,885	$92,309
13	$2,500	$80,744	$89,413	$90,862	$92,309	$93,758
14		$80,744	$89,413	$92,286	$93,758	$95,228
15		$80,744	$89,413	$93,735	$95,228	$96,723
16		$80,744	$89,413	$95,205	$96,723	$98,238
17		$80,744	$89,413	$96,697	$98,236	$99,776
18		$80,744	$89,413	$96,697	$99,775	$101,339
19		$80,744	$89,413	$96,697	$101,339	$102,929
20		$80,744	$89,413	$96,697	$102,929	$104,542
21		$80,744	$89,413	$96,697	$104,542	$106,176
22		$80,744	$89,413	$96,697	$106,176	$107,841
23		$80,744	$89,413	$96,697	$107,841	$109,532
24		$80,744	$89,413	$96,697	$109,531	$111,245
25		$80,744	$89,413	$96,697	$111,243	$112,986

Superintendent Signature _____ Date _____

MUSD offers three higher eductation stipends: Masters, Ph.D, National Teacher Credential. MTA members and Certificated staff are eligible to receive up to two of the three stipends offered.

Mendocino Unified School District
2026-27 Principals and Certificated Management
Annual Salary Schedule
Effective Date: July 1, 2026
Board Approved: June 9, 2026

	step 1	2	3	4	5	6	7	8	9	10	11	
HS Principal	$ 124,989	$ 129,554	$ 134,120	$ 138,688	$ 143,256							215 days
MS/GS Principal	$ 124,989	$ 129,554	$ 134,120	$ 138,688	$ 143,256							215 days
Special Education Director	$ 109,891	$ 111,429	$ 112,989	$ 114,569	$ 116,174	$ 117,801	$ 119,451	$ 121,124	$ 122,818	$ 124,539	$ 126,281	195 days
Lead Psychologist	$ 98,281	$ 99,654	$ 101,052	$ 102,466	$ 103,902	$ 105,355	$ 106,830	$ 108,325	$ 109,840	$ 111,380	$ 112,937	185 days
Speech Language Pathologist (SLP)												
- Intern/RPE year	$ 66,244											200 days
- Credential Only	$ 74,223	$ 75,531	$ 76,862	$ 78,209	$ 79,577	$ 80,960	$ 82,366	$ 83,790	$ 85,233	$ 86,700		200 days
- Credential, State License, Nat'l Board Certified	$ 83,342	$ 84,650	$ 85,980	$ 87,328	$ 88,695	$ 90,079	$ 91,485	$ 92,908	$ 94,351	$ 95,818	$ 97,301	200 days

SLP Credential/License/Certifications

Intern	Credential Only	Credential, State License, Nat'l Board Certified
SLP without cleared license, credential or required professional experience year (RPE year)	SLP with Credential only	SLP with cleared credential, state license, and ASHA national board certification

X _____ Date _____
Signature - Superintendent

Classified Employees of Mendocino Unified Schools (CEMUS)

Collective Bargaining Agreement

Effective School Year 2026-27
(Approved 8/27/26)

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(8/27/26 Version)

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ARTICLE 1 — AGREEMENT

1.1. The Articles and provisions contained herein constitute a bilateral and binding agreement ("Agreement") by and between the Governing Board of the Mendocino Unified School District ("Board") and the Classified Employees of Mendocino Unified Schools ("CEMUS/CTA/ NEA") and shall remain in effect from July 1, 2024 – June 30, 2027 with re-openers in school year 26/27, as specified in Article 15.3 of the current contract.

1.2. If any provision of this Agreement or any application thereof to any party is held by any court to be contrary to law, then such provisions or application will be deemed invalid to the extent required by such court decision, but all other provisions or applications shall continue in full force and effect for the duration of the Agreement.

1.3. If the District receives a negative cost of living adjustment (COLA) which may threaten District programs and positions, negotiations will be reopened.

CLASSIFIED EMPLOYEES OF MENDOCINO UNIFIED SCHOOLS

By: _____ Date: 8/13/26
Bram Sluis

MENDOCINO UNIFIED SCHOOL DISTRICT Date: 8/13/26

By: _____
Jason Morse

ARTICLE 2 — RECOGNITION

2.1. The Board recognizes CEMUS/CTA/NEA as the exclusive representative of all full-time and part-time regular classified employees. This recognition does not include those employees of the District who are designated as classified management.

2.2. "Regular" as used in the phrase "regular classified employee" or any similar phrase, refers to a classified employee who has probationary or permanent status.

2.3. The recognition extended by the Board is for the purposes of meeting and negotiating.

ARTICLE 3 — COMPENSATED LEAVES

3.1 Definitions

3.1.1 "Immediate family" shall mean the spouse, domestic partner**,** mother, father, grandmother, grandfather, or grandchild of the employee or spouse of the employee, and the son, daughter, son-in-law, daughter-in-law, brother, brother-in-law**,** sister or sister-in-law of the employee or, any relative living in the immediate household of the employee, or any persons whom the employee can verify has filled one of the above roles.
"Maternity disability leave" shall mean leaves covered under Article 3.2 which includes a specified number of days charged to sick leave.
"Uncompensated Leave for maternity reasons" shall mean a leave of absence of up to one year.

3.2 Sick Leave or Medical Appointments

3.2.1. Leaves shall be granted to each classified employee of the Mendocino Unified School District, at the rate of one day for each month worked, for absence due to accident, illness, quarantine, medical appointments or physical disability connected with pregnancy, miscarriage, abortion, childbirth or recovery as verified by a physician.
3.2.1.1 Part-time employees shall be entitled to a prorated hourly portion of sick leave.
3.2.1.2 Accumulation of leave time is not limited.
3.2.2. Employee emergency medical appointments or medical appointments which cannot be scheduled outside the normal work day may be covered under sick leave.
3.2.3. The District may require a doctor's certification or other proof before allowing pay for absence due to illness, accident, quarantine, or medical appointment.
3.2.3.1 Upon probable cause, the District reserves the right to require verification of illness.
3.2.4. When directed by the Superintendent, an employee shall undergo a medical examination by a doctor mutually selected by the Superintendent and the employee, and the cost for such examination shall be borne by the District.
3.2.4.1 If a doctor cannot be mutually agreed upon by the Superintendent and the employee, the Superintendent will obtain the names of three doctors recommended by the County Medical Association. The employee must then select from this list of three doctors.
3.2.4.2 The employee shall authorize the doctor to release the results of the examination to the District.
3.2.4.3 In the event of a concerted work stoppage, the District may require an affidavit under penalty of perjury as to the reason for the absence and may request medical verification prior to payment.
3.2.5. When an employee's accumulated sick leave days have been exhausted and the illness, accident, or physical disablement, including pregnancy-related causes, requires continued absence from the job, as certified in writing by the employee's physician, the absent employee shall receive the difference in his/her daily salary and that paid to a substitute employee hired to fill his/her position during his/her absence for a period not to exceed a total of five months of any school year.
3.2.5.1 Step "1" of the substitute employee's classification will be used for this computation whether or not such substitute is actually employed. This differential pay privilege shall be non-accumulative.
3.2.5.2 The District Office will notify employees of pay differentials when applicable.

3.2.6. Any classified employee who has unused sick leave accumulated in another California school district at the time s/he is employed in the Mendocino Unified School District shall be credited in this District with the accumulated days.

3.2.6.1 The District Office accepts responsibility for notifying employees that accumulated sick leave in other California districts may be transferred to the District.

3.2.7. Permanent employees may draw in advance up to one year's allocation of unearned sick leave.

3.2.7.1 Probationary employees may draw up to six days in advance.

3.2.7.2 Should the employee resign or be terminated prior to earning any of these days, s/he shall repay the District.

3.2.8. In the case of absence due to illness or accident, employees shall notify their supervisor or designee as soon as possible.

3.2.8.1 If a substitute is required, the supervisor or designee shall be notified of intent to return to work no later than 3:00 p.m. on the day preceding the return. If such notification is not made, the supervisor will ask the substitute to report for work on the following day.

3.2.8.2 If, on the following day, both substitute and the regular classified employee report for duty, the regular classified employee shall be charged one more day of sick leave.

3.2.8.3 If the employee is absent on Friday, on the day before a holiday, or on the last day of any week, the substitute's service will be terminated without any notification from the regular classified employee.

3.2.8.4 Inability to return to work on the first day of the following week shall require the classified employee to report again to the supervisor his/her intended absence.

3.2.9. Illness Preceding Death. In the event of the death of an employee while s/he is absent because of illness, application for sick leave benefits may be made by his/her estate, heirs, or dependents by filing a properly executed certificate in the name of the estate, heirs, or dependents at any time within thirty days after death.

NOTE: Only that period of illness immediately prior to and including the day of death of an employee is claimable as a sick leave benefit by the estate.

3.3 Bereavement Leave of Absence

3.3.1. A regular, full-time employee will be granted a maximum of five days leave of absence, for the death of any member of his/her immediate family.

3.3.1.1 No deduction shall be made from the salary of such employee nor shall such leave be deducted from leave granted by other sections of this article.

3.3.1.2 Part-time employees shall be granted this leave on a proportionate pro rata basis.

3.3.2. A five day bereavement leave may be granted for each death described even though more than one death occurs simultaneously.

3.3.3. If the employee requests, s/he shall be granted up to an additional six days of leave for any one death for bereavement purposes which shall be charged to his/her accumulated sick leave.

3.3.4. Request for bereavement leave shall be made to the District Office through the immediate supervisor.

3.4 Personal Necessity Leave

3.4.1 Up to 5 days annually of accumulated sick leave may be used for personal necessity for any purpose, except for activities for which the employee is being paid by a non-District source. An additional 5 days may be used for any purpose listed on the Classified Employee Absence Report form attached to the collective bargaining agreement as Appendix B.

3.5 Industrial Accident & Illness Leaves

3.5.1. The Governing Board shall provide regulations governing industrial and illness leaves of absence for classified employees. Such regulations shall include:

3.1.5.1 Allowable leave shall be for sixty days during which the schools of the District are required to be in session or when the employee would otherwise have been performing work for the District in any one fiscal year for the same accident.

3.1.5.2 Allowable leave shall not be accumulated from year to year.

3.1.5.3 Industrial accident or illness leave shall commence on the first day of absence.

3.1.5.4 When a classified employee is absent from his/her duties on account of an industrial accident or illness, s/he shall be paid not more than his/her full salary.

3.1.5.5 The phrase "full salary" as utilized in this subdivision shall be computed so that it shall not be less than the employee's "average weekly earnings."

3.1.5.6 Industrial accident or illness leave shall be reduced by one day for each day of authorized absence regardless of a temporary disability indemnity award.

3.1.5.7 When an industrial accident or illness leave overlaps into the next fiscal year, the employee shall be entitled to only the amount of unused leave due him/her for the same illness or injury.

3.5.2. Upon termination of the industrial accident/illness leave, the employee shall be entitled to the benefits provided in Article 4, of this contract.

3.5.2.1 His/her absence shall be deemed to have commenced on the date of termination of the industrial accident or illness leave.

3.5.2.2 If the employee continues to receive temporary disability indemnity, s/he may elect to take as much of his/her accumulated sick leave which, when added to his/her temporary disability indemnity, will result in a payment to him/her of not more than his/her full salary.

3.5.3. The Board may, by rule or regulation, provide for such additional leave of absence for industrial accident or illness as it deems appropriate.

3.5.4. During any paid leave of absence, the employee shall endorse to the District the temporary disability indemnity checks received on account of his/her industrial accident or illness.

3.5.4.1 The District, in turn, shall issue the employee appropriate salary warrants for payment of the employee's salary and shall deduct normal retirement, other authorized contributions, and the temporary disability indemnity, if any, actually paid to and retained by the employee for periods covered by such salary warrants.

3.5.5. Any employee receiving benefits as a result of this section shall, during periods of injury or illness, remain within the boundaries of the State of California unless the Governing Board authorizes travel outside the state.

3.5.6. The benefits provided in this section are in addition to sick leave benefits.

3.5.6.1 Accordingly, the Board shall not deduct accumulated sick leave from the sick leave allotment of an employee who is absent as a result of an industrial accident or illness

3.6 Legal Duty Leave

3.6.1 Any classified employee may be absent from duty to serve as juror or court witness under official order without loss of pay. Fees paid the employee for such services, exclusive of allowed travel expense, shall be payable to the District.

3.7 Catastrophic Leave Bank

3.7.1 All non-probationary classified staff (hereafter referred to in this section as a "member"), who suffer a catastrophic injury/ illness shall become eligible to use this catastrophic sick leave plan ("Bank") subject to the conditions outlined as follows:

3.7.1.1 For purposes of this section, "catastrophic injury/illness" shall mean an illness or injury that is expected to incapacitate the employee for more than 10 work days, or that incapacitates a member of the employee's immediate family (as defined in Section 4.1 of this contract) which incapacity requires the employee to take time off from work for more than 10 work days to care for that family member, and taking that time off work creates a financial hardship for the employee because he or she has exhausted all of his or her sick leave and other paid time off.

3.7.1.2 The member to receive donated sick leave must have exhausted all fully paid leave.

3.7.1.3 A member who has exhausted sick leave but still has a differential leave available is eligible for a withdrawal from the Bank. Use of the Bank is allowable only as a supplement to such differential leave. The District shall pay the member their regular pay and the Bank shall be charged with the appropriate fraction of a day to cover the cost of a substitute.

3.7.1.4 The member must be a permanent non-probationary employee of the district. A permanent non-probationary employee is defined as an employee who has completed a full year of service to the district and is in good standing (passed all evaluations) (BP 4216)

3.7.1.5 The use of this Bank shall only be available to those eligible bargaining unit members who have made a donation of one (1) day to the bank prior to their request with the commitment to donating one (1) day per year for five (5) years (a total of five (5) days). The total five (5) days may be donated at any time in the first 5 years. For the purposes of this article only, "days" shall be defined as each individual employee's regular contract hours at the time of donation to or withdrawal from, the Bank. Days shall be contributed to and withdrawn from the Bank without regard to the hourly rate of pay of the Bank participant.

3.7.2 Donations to the Bank are irrevocable. The member shall file an irrevocable "Classified Catastrophic Leave Bank Deposit Form" with the District office. A donation of a sick leave day to the Bank shall be a general donation from prior years' accumulated sick leave and shall not be donated to a specific member for his/her exclusive use.

3.7.3 There is no limit to the number of accumulated sick leave days a member may donate to the Bank.

3.7.4 Members may join the Bank and designate number of days of donation during an open enrollment period from October 1 to October 31.

3.7.5 Any members who has exhausted their personal accumulated sick leave prior to the annual open enrollment period and therefore does not have any accumulated days to contribute, may apply to the Catastrophic Leave Bank Committee for a one time only waiver of the required minimum contribution to maintain membership.

3.7.6 The District will notify the Association, on request, of the balance available and the number of days used by eligible members. Should the Bank drop below 40 days, the Association will be allowed to solicit donations of days from bargaining members outside of the usual open enrollment period to replenish the bank.

3.7.7 Leave from the Bank may not be used for illness or disability that qualify the unit member for Workers' Compensation benefits unless he/she has exhausted all Workers' Compensation leave and his/her own fully paid leave.
3.7.8 When the member is eligible for disability retirement under PERS or, if applicable, Social Security, the member will no longer have access to the Catastrophic Leave Bank payments.
3.7.9 The Bank shall be administered by a three (3) member Catastrophic Leave Bank Committee appointed by CEMUS.
3.7.10 A member wishing to use this Bank shall submit a "Classified Catastrophic Leave Bank Request for Withdrawal Form" to the Catastrophic Leave Bank Committee. The request shall clearly state the details of the catastrophe and the amount of sick leave requested. Appropriate written verification of the catastrophic illness or injury must be included with the request.
3.7.11 The maximum number of days allowed to be utilized by a member for a single catastrophic injury/illness shall be thirty (30) days.
3.7.12 Any rejection of a request may be appealed de novo to the CEMUS Executive Board for final action and decision.

Article 3.8 Leave for Parents for the Birth, Adoption, or Foster Care Placement of a Child

3.8.1 Parental Leave is a leave taken for either the:
- Birth of an employee's child
- Adoption of child by employee or placement of foster child with the employee

3.8.2 Term of Leave: Maximum of 12-workweeks. Compensation is subject to employee's sick leave balance and eligibility for California Family Rights Act Leave (CFRA)

3.8.2 Parental Leave Eligibility Criteria: Must have worked with the District for at least 12-months. There are no minimum service hours required.

3.8.3 Applicable Rate of Pay during Parental Leave:
(a) Full Pay for up to 12-workweeks if the employee has available sick leave (current year and accumulated sick leave
(b) Partial Pay at the differential pay rate at no less than 50% of the employee's salary; after exhaustion of all available sick leave for the remainder of employee's 12 workweek period if the employee is eligible for CFRA.

3.8.4 Parents with the Same Employer:
(a) Under CFRA parents with the same employer have a combined total of 12 workweeks within a 12-month period. Unmarried parents are not restricted to a combined total of 12-workweeks

3.8.3 Parental Leave Rights, Limits, and Relationship to Other Leaves
(a) Parental Leave taken pursuant to the Education Code runs concurrently with CFRA Leave
(b) The aggregate amount of Parental Leave under the Education Code and CFRA is limited to 12-workweeks in a 12-month period.
(c) The employee does not have to provide a minimum of 1,250 service to qualify for Parental Leave under the Education Code.
(d) An eligible employee may elect to take unpaid leave and reserve his/her sick leave for later use, however:

The employee would not be entitled to partial pay under the Ed Code Parental Leave because partial pay eligibility is conditioned upon exhaustion of all sick leave and his/her entitlement to CFRA Leave would be reduced by the period of leave.

A timeline follows:

Parental Leave under Ed Code

12-Workweek Maximum is equal to Sick Leave plus Differential Pay if eligible for CFRA

|----------|

Sick Leave + Vacation + Paid Time Off

|----------|

+----------|

Full pay with benefits to extent employee has sick leave for up to 12-workweeks

+ Differential Pay** for the remainder of 12-workweeks **if employee qualifies for CFRA Leave**

----------|

+ The employee **may elect** to use vacation and other PTO for the otherwise unpaid portion (50%) of CFRA

**Differential Pay is the employee's salary less the salary that is actually paid, or if no substitute is hired, the amount that would have been paid to a substitute. If the actual differential rate is lower than 50%, the employee must be paid no less than 50% of his/her regular rate.

3.8.6 Parental Leave and CFRA "Baby Bonding Leave" run concurrently for a maximum of 12 workweeks in any 12 month period.

ARTICLE 4 — UNCOMPENSATED LEAVES OF ABSENCE

4.1 Definitions

4.1.1 "Immediate family" shall be as defined in Article 3 Section 1 of this contract.

4.1.2 "Maternity disability leave or paternity leave" shall mean leaves covered under Article 3.2 which includes a specified number of days charged to sick leave.

4.1.3 "Uncompensated Leave for maternity or paternity reasons" shall mean a leave of absence of up to one year

4.2 General Provisions

4.2.1. At the discretion of the Board, a limited number of uncompensated leaves of absence may be granted, provided that such leave does not inconvenience the District, as determined by the Governing Board.

4.2.2. Such leave shall be requested in writing by **February 15**, to the Superintendent, except in the case of uncompensated leave for maternity or paternity, and will be considered for up to a maximum of one full school year. In unusual or emergency situations, a request may be considered for up to the remainder of the school year.

4.2.3. Action on the leave request shall take place on or before **May 15.**

4.2.4. Sick leave and employee benefits will not be granted for periods of uncompensated leaves of absence.

4.2.4.1 Any classified employee may continue at his/her own expense any or all benefit plans during his/her leave.

4.2.5. On or before **March 15** of the year in which an employee is on uncompensated leave of absence, a letter shall be submitted to the District Superintendent indicating the employee's intention to the District for the following school year.

4.2.5.1 Failure to declare his/her intention by that date shall be handled as a job abandonment, effective June 30th of that year.

4.2.5.2 If an employee has submitted a letter of intention to return from leave and subsequently changes his/her mind, said employee is encouraged to notify the District by **June 30.**

4.2.6 Upon returning to the District, an employee's assignment will reflect as closely as possible the compensation and responsibilities of the original position.

4.3 Association Leave

4.3.1. Leave shall be granted to representatives of the Association at the rate of no more than a total of ten days per school year, said days to be utilized for local, state, or national conferences or for conducting other business pertinent to Association affairs.

4.3.1.1 This provision does not refer to at-the-table negotiating.

4.3.2. The Association shall reimburse the District at a substitute's daily salary on which a substitute is hired for each day utilized under this provision.

4.3.2.1 Such substitute may be hired while the regular employee is on duty in order to make more efficient use of substitute time in "catching up" on accumulated work.

4.3.3. The District is willing to provide for substitute time for at-the-table negotiations for CEMUS/ CTA/NEA employees. Such time may be accumulated and utilized on future prearranged occasions. This may be hour-per-hour, if necessary.

4.3.3.1 If a negotiation session is held outside of an employee's regular duty hours, the employee will be compensated at their appropriate hourly rate.

4.4 Maternity Leave of Absence

4.4.1. The Board, upon written request of an employee, shall grant up to one year uncompensated leave for maternity.

4.4.2. Written requests for uncompensated maternity leave are encouraged within sixty days of the diagnosis of pregnancy.

4.5 Guidelines for Leave Requests

4.5.1. An employee shall have three years of service with the District.

4.5.2. An employee shall have received satisfactory evaluations during his/her period of service.

4.5.3. In the case of denial of the leave, a written explanation will be provided to the applicant detailing the reason for the denial.

4.5.4. In the event that the employee is dissatisfied with the denial, he/she may appeal this decision to the Board.

4.5.5. Uncompensated maternity/paternity leaves will fall under the above guidelines.

4.6 Family Care Leave

4.6.1. Any employee who has at least 12 months of service with the district, and who has at least 1250 hours of service with the district during the previous 12 month period prior to commencement of the leave, shall be eligible to take unpaid family care leave as outlined in Board Policy and Administrative Regulation 4161.8.

ARTICLE 5 — GRIEVANCE

5.1 Definitions

5.1.1. Grievance: Any alleged violation of this Agreement which is known or should have been known to the employee.

5.1.2. Grievant: A District employee in the unit covered by this Agreement who is filing a grievance, or the Association when the alleged contract violation applies exclusively to the Association.

5.1.3. District Employee: A full-time or part-time classified person as defined in Article 2, Section 1.

5.1.4. Conferee: A person, not a party to a grievance, who is asked by either party to serve as the party's advisor.

5.1.5. Supervisor: The supervisor having immediate jurisdiction over the employee who is filing the grievance.

5.1.6. Grievance Hearing Panel: A three-person group responsible for reviewing appeals of grievance decisions.

The panel shall be composed of one individual selected by the Superintendent, one individual selected by the Association (neither of whom are parties-in-interest), and a third person appointed by the initial two members of the panel.

If no agreement can be reached, the American Arbitration Association shall be requested to supply a third person.

The third person shall serve as chairperson of the panel.

The decision of the panel shall be final and binding on all parties.

5.1.7. Day: Any day in which the District employee grievant is performing work for the District

5.2 General Provisions

5.2.1. Nothing contained herein will be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the administration and to have the grievance adjusted without intervention by the Association, provided that the adjustment is not inconsistent with the terms of this Agreement.

5.2.2 The time limits may be extended only by mutual written agreement of the Superintendent and the President of the Association.

5.2.3. In the event a grievance is filed at such a time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, the limits set forth herein may be reduced by mutual agreement so that the procedure may be exhausted prior to the end of the school year or as soon as is practicable.

5.2.4 Each level of this procedure which contains a five (5) day limitation to respond to or advance the grievance to the next level will be allowed a grace period of an additional five days to respond or advance the grievance. It is the intent of the parties that every effort should be made to respond or advance the grievance within the five (5) day limit.

5.2.5. Forms for processing grievances will be prepared by the Superintendent. The forms will be printed by the Board and given appropriate distribution so as to facilitate operation of the grievance procedure.

5.2.6. Parties to the Agreement shall not make public statements concerning the grievance prior to final resolution.

5.3 Informal procedures: Level I

5.3.1. Before filing a formal grievance, the employee shall attempt to resolve the problem by conference with his/her immediate supervisor.

5.3.2. The employee shall, within twenty days after the employee knew or reasonably should have known of the occurrence of the act or omission giving rise to the grievance, request an informal conference to resolve the grievance.

5.3.3. If the grievance is not resolved at the informal conference, the grievant may declare that the grievance exists.

5.3.4. If the grievance is resolved at the informal conference, the grievant will receive written confirmation within 3 days.

5.4 Formal Procedures: Level II

5.4.1. Within ten days of the informal conference if the grievance was not resolved at that level, the grievant must present his/her grievance, in writing on the appropriate District form, which should include the contract section allegedly violated and a statement of the resolution sought. The grievant shall meet with the supervisor and present the grievance.

5.4.2. The supervisor, after meeting with the grievant, shall communicate his/her decision in writing on the appropriate District form within five days after receiving the grievance.

5.4.3. Before the grievance is resolved at this level, the Association must be notified within five days and given an opportunity to respond.

5.5 Formal Procedures: Level III

5.5.1. In the event the grievant is not satisfied with the decision at Level II, the grievant may appeal the decision in writing on the appropriate District form to the Superintendent. The appeal must be submitted within five days of receipt of the decision at Level II.

5.5.2. The Superintendent shall communicate his/her decision in writing within five days after receiving the appeal.

5.5.3. In the event the grievant is not satisfied with the decision of the Superintendent at Level III, or if no decision has been rendered, s/he may within five days after receiving the Superintendent's response appeal to the Grievance Hearing Panel.

5.6 Grievance Hearing Panel: Level IV

5.6.1. If the grievant wishes to appeal the decision of the Superintendent to the Grievance Hearing Panel, s/he shall file his/her request in writing on the appropriate District form with the Superintendent within five days of receipt of the Superintendent's response, with a copy to the Association.

5.6.2. Upon verification of the Association, the impaneling of the Grievance Hearing Panel may begin.

5.6.3. The panel's hearing shall provide for written and/or oral testimony to be submitted by any person having pertinent information. Documents which the grievant submits to the panel shall include those previously filed.

5.6.4. All costs for the service of the third person/chairperson member of the panel, including but not limited to per diem expenses, his/her travel and subsistence expenses, and the cost of any hearing room will be borne equally by the Board and the Association. All other costs will be borne by the party incurring them.

5.6.5. The panel shall consider only those issues which have been properly carried through all prior steps of the grievance procedure.

5.6.6. The panel shall hold a hearing to determine whether or not there is a grievance, as defined in Section 1.

5.6.6.1 If the panel determines that there is no valid grievance, the matter shall thereby be resolved and all parties-in-interest shall be so notified in writing.

5.5.6.2 If the panel determines that there is, in fact, a grievance, it shall proceed as hereafter prescribed.

5.6.7. The jurisdiction of the panel shall be confined to a determination of the facts as they relate to the grievance.

5.6.8. The panel shall render a decision within fifteen days after the closing of the hearing. The decision shall be reduced to writing, recommending such remedies as it considers to be proper, and transmitted to the parties-in-interest. The recommendations from the hearing panel shall be the responsibility of the chairperson.

5.6.9. The decision of the panel shall be final.

ARTICLE 6— EVALUATION PROCEDURE

All regular, non-certificated employees shall be evaluated by their supervisor or department head in accordance with the following schedule:

6.1. Probationary Employees — at the end of three months and five months of service. (Use Third Month [Form EB 4215] and Fifth Month [Form EC 4215] Evaluation Reports.)

6.2. Permanent Employees — at least once a year, in the spring. (Use Annual Evaluation Report [Form EA 4215].)

6.3. Unless a significant change in performance occurs between the fifth month evaluation and June 1, an annual evaluation will not be necessary for first-year employees.

6.4. For probationary employees, the supervisor or department head shall certify that three-month and five-month conferences have been held.

6.5. The supervisor shall prepare the Evaluation Report and discuss each entry with the employee. Where "Below Work Standards" is checked, specific recommendations for improvement shall be made.

6.6. A minimum of one-half hour release time shall be provided for each employee's first three-month evaluation conference.

6.7. The Evaluation Report shall be signed by the employee and s/he shall be given a signed copy.

6.8. The Evaluation Report shall be filed in the employee's personnel file.

6.9 Each site will be provided with a list of evaluation due dates by the District Office for all new employees.

ARTICLE 7— TRANSFERS

7.1 Definitions

7.1.1. Transfer: A change from one District position to another District position.
7.1.2. Transfer of Assignment: Any change in assignment, including a change in the teacher/aide team.

7.2 Voluntary Transfers

7.2.1. A list of vacancies shall be posted in each school as they occur. The list shall contain a closing date for submitting a request for transfer. No transfer to fill the vacancy shall be made until after the closing date of said notice.
7.2.1.1 Any employee who wishes to have vacancy notices sent to him/her may leave stamped, self-addressed envelopes with the District Office.
7.2.1.2 Qualified applicants who are currently District employees will be given a priority for new job openings. No otherwise qualified applicant shall be denied a position solely because the position will qualify them for benefits.
7.2.2. A permanent classified employee may submit formal written request for transfer at any time with the knowledge but not necessarily the consent of his/her immediate supervisor. The transfer would be for the following year or as a vacancy occurs.
7.2.3. Positions which are held by permanent classified employees on compensated or uncompensated leave are not considered available to transfer into. For example, if an Instructional Assistant is on extended sick leave, that Instructional Assistant position will be filled by a substitute, it will not be filled by transfer.
7.2.4. The District desires to fill every position with the best qualified applicant. To this end, the District will give first consideration to any/all current, active employees of the district. Consideration of in-house applicants will be given prior to consideration of external applicants. In all cases, the best qualified applicant in the judgment of the District shall be selected.
7.2.5. Transfers shall not be denied capriciously or without basis in fact.
7.2.6. If a transfer is denied, the employee, upon request, will be given a written rationale for the denial. The employee who is denied a transfer and/or his/her representative may request and will be granted a meeting with the Superintendent to discuss the issue.

7.3 Involuntary Transfers

7.3.1. Notice of intention to assign an involuntary transfer shall be given to a Classified employee as soon as reasonably possible.
7.3.2. Involuntary transfers shall be based upon length of service, performance with the District, and other reasons which the employer judges to be consistent with the best interests of the employee and the District.
7.3.3. Involuntary transfers shall take place only after a meeting between the classified employee and his/her immediate supervisor. At that meeting, the employee shall be notified of the reason for the transfer. If a second meeting is requested by the employee, the employee and/or his/her representative may be present.

ARTICLE 8 — HEALTH AND WELFARE BENEFITS

8.1 Eligibility

8.1.1 Classified employees, employed for 20 hours/week or more, as recognized in Article II, Section 1, receive dental, vision, and life insurance plans within sixty days of employment if they are employed on a regular contract.

8.2 Medical Plan

8.2.1 The medical insurance policy will be implemented based upon specifications set forth in the insurance provider's summary of benefits booklet. The plan will operate as set forth by the provider.
8.2.2 A Section 125 plan (flexible spending) will be made available to employees by the District.
8.2.3 The medical insurance provider will not be changed except by agreement of both parties.
8.2.4 Two district employees who are domestic partners and/or married, after providing necessary documentation, will be charged as determined by the medical insurance provider.
8.2.5 If an employee's medical plan costs less than the capped medical benefit, the difference will be given to the employee, except in the case of employees who are domestic partners or married, who receive a reduction in expense due to the medical provider's guidelines.
8.2.6 In the case the district offers an opt out plan, the difference between the district contribution and the cost of the opt out plan will be given to the employee, except in the case of employees who are domestic partners or married who elect to receive a reduction in expense due to the medical provider's guidelines.

8.3 Life Insurance

8.3.1 The Board agrees to a continuation of the life insurance plan as it is presently constituted.

8.4 Dental Plan

8.4.1. The Board agrees to the continuation of dental benefits as they are presently constituted.
8.4.2. The Board will establish a Dental Plan Fund separate from the health plan.
8.4.3. Dental bills or receipts will be submitted to the Arrow Benefits Group.
8.4.4. Participants who are currently enrolled in the plan will remain at their current percentage of coverage of dental bills up to a maximum of $1,000 per year per family member based upon the specifications set forth above.
8.4.5. Participants who enroll in the plan(s) after the date of contract ratification will receive percentage coverage according to the following schedule:

1st year	70%
2nd year	80%
3rd year	90%
4th year	100%

8.4.5.1 Children of current employees at age three will be enrolled for the first time at the rate of the employee.

8.4.6. An annual dental examination is required of all participants in the program. Failure of an employee to complete an annual examination within the fiscal year indicated shall lower the coverage by ten percentage points for up to three consecutive years. An employee may "earn back" lost coverage at the rate of ten percent per year by completing annual examinations. Children under the age of three shall be exempt from this requirement.

8.4.7. No "side fund" will be established for dental plan payments.

8.4.8. If, for any reason, the self-funding plan is discontinued, the District will guarantee each employee the same level of coverage s/he had at the time of discontinuance of the plan.

8.4.9. Employees hired after January 1 will be subject to a $500 limitation for the remainder of the year.

8.5 Benefits after Termination

8.5.1. For the duration of the Agreement, should an employee's employment terminate during the school year, s/he shall be entitled to continue the coverage under the available health, dental, vision and life insurance plans for a period not to exceed eighteen months. Such employee shall pay the premium for the continued coverage on a month-to-month basis for this eighteen month period.

8.6 Benefits While on Uncompensated Leaves of Absence

8.6.1 Employees on Board-approved leaves of absence without pay shall have the option to continue to receive employee benefit coverage for the period of the leave upon a month-to-month or quarterly reimbursement by the employee to the District at the group rate. The District will make no contribution towards employee health, dental, vision or life insurance programs for employees on Board-approved leaves of absence without pay.

8.7 Benefits When Retired

8.7.1. Retired District employees may continue membership in any of the District's group medical and related fringe benefit plans at the retiree's expense. Payment shall be made to the District monthly, quarterly, or annually. All requests for continued coverage shall be submitted in writing thirty days prior to the end of the fiscal year.

8.8 Part-Time Employee Benefits

8.8.1 Part-time employees who are employed between 20 and 30 hours per week will receive dental, vision, and life insurance coverage from the District.

8.8.2 Part time employees who are employed 30 hours or more per week will receive full benefits as outlined in this article.

8.8.3 Classified employees who were eligible for proportional benefits as of March 14th 2002 will retain that eligibility.

8.8.4 Classified employees who were eligible for full benefits as of March 14, 2002 will retain that eligibility unless their positions are reduced to 20 hour a week or less.

8.8.5 All regularly assigned hours worked for the District shall count toward eligibility for benefits.

8.8.6 If the cost of the fringe exceeds the proportionate share, the employee shall reimburse any remaining difference.

8.9 District Health/Dental Committee

8.9.1 Problems which arise from any of these insurance plans will be submitted to the District Health/Dental Committee.

ARTICLE 9 — WORKING CONDITIONS

9.1 Vacation Time

9.1.1 Vacation time is earned at the rate of one day per month for each month of service. The vacation schedule will be:

1-5 years service —10 month = 10 days
11 month = 11 days
12 month = 12 days
6-10 years service —10 month = 12.5 days
11 month = 13.75
12 month = 15 days
11-15 years service —10 month = 15 days
11 month = 16.5 days
12 month = 18 days

9.1.2 Effective 7/1/07 the parties agree that for purposes of vacation and sick leave accrual, a 10 month position has from 180 to 199 actual work days; and 11 month position has from 200 to 219 actual work days; and a 12 month position has 220 actual work days or more. Actual work days do not include holidays and vacation days.

9.2 Overnight Weekend Trips, Emergency Coverage, and District Business

9.2.1. In cases of overnight, and weekend trips, bus drivers must have sleeping quarters separate from students to ensure safety in the next day's driving performance.

9.2.2 Classified employees who are called in for "emergencies" will be paid $50.00 for such calls or their actual wage at time and a half, whichever is more. Any staff that is required to be on call and available shall be paid @ $2.00/hour for on call time.

9.2.3 Any employee required to travel on district business will be reimbursed for mileage at the IRS rate and compensated for their regular rate of pay for reasonable and necessary travel time.

9.3 Aides' Assignments

9.3.1 When returning or continuing aides are assigned to teachers, the aides shall be notified of their assignments no later than two days before the beginning of the assignments.
Whenever possible, a new aide will be notified of his/her assignment no later than two days before the contract begins.

9.4 Courteous Treatment

9.4.1 An employee has the right to expect (even in disciplinary situations) to be treated in a courteous and un-intimidating manner by supervisors and/or administrators.

9.5 "Open Door" Committee

9.5.1. An "Open Door" committee is available for classified employees to meet with the Superintendent and two CEMUS/CTA/NEA members to discuss any particular problem the employee may have which s/he does not want to carry through the grievance procedure or which is not a contract violation.

9.6 Playground Supervision

9.6.1. There shall be no fewer than two adults supervising on the playground during regularly scheduled recesses (breaks at K-8 school and High School not included).

9.7 Lunch Supervision

9.7.1 There shall be no fewer than two adults supervising in the K-8 School Cafeteria during the first 15 minutes of the lunch period.

9.8 Site Stewards

9.8.1. It is permissible for CEMUS/CTA/NEA to establish a system of site stewards to provide classified employees an informal counseling and problem-solving process and to improve morale and communications in the District.

9.9 Right of Refusal

9.9.1 Any employee shall have the right of refusal, and cannot be forced to come in during off hours, except in case of extreme emergency.

9.10 Unpaid Duty Free Lunch

9.10.1 All full-time employees shall have the option to take either a 30-minute or a 45-minute unpaid duty free lunch period. This must be agreed to and worked out with the employee's direct supervisor. California law requires that a one-half hour unpaid meal period be provided for every five-hour work period, unless six hours of work will complete the day's work and the employee voluntarily elects to forego the meal period.

9.11 Breaks

9.11.1 Every employee who works between three and one-half and less than six hours per day should have a fifteen-minute rest period or portion thereof. Employees who work between six and ten hours per day should have two fifteen-minute breaks.

9.12 Safety

9.12.1 The District shall conform to and comply with all health, safety, and sanitation requirements imposed by local, state, or federal law or regulations adopted under local state or federal law.

9.12.2 No classified employee shall be in any way discriminated against as a result of reporting any condition believed to be detrimental to the health and safety of any classified employee.

9.12.3 Classified employees shall not be required to work under unsafe or hazardous conditions or to perform tasks, which endanger their health, safety, or well-being.

9.12.4 Upon notification, the District shall eliminate or correct any unsafe, unhealthy, or hazardous condition.

9.12.5 The District agrees to furnish safety equipment, clothing, and devices required for health and safety reasons and to maintain a safe and healthy environment for classified employees and to comply with all local, state, and federal statutes regarding such safety and health matters.

9.12.6 The District shall provide training appropriate to the carrying out of their job duties, in order to ensure the safety of classified employees and others.

9.12.7 Classified employees shall be entitled to exercise reasonable force to restrain and/or subdue students to prevent them from injuring themselves or others.

9.12.8 The District shall provide appropriate training for classified employees on conflict intervention.

9.13 Mandatory Trainings.

9.13.1 Provided that the site supervisor provides time during the regular workday, employees must complete mandatory training during this timeframe. If the employee chooses not to use the time available during the workday to complete the trainings, the employee will need to complete the training on their own time and will not receive pay to do so. If the site supervisor does not provide time during the regular workday to complete the trainings, the employee will receive pay in order to complete the trainings on their own time.

ARTICLE 10— COMPLAINTS CONCERNING EMPLOYEES

10.1 Receipt of Complaint

10.1.1. A parent or guardian of a pupil, or any person who makes a complaint to the District concerning an employee, shall be encouraged to meet with that employee. The site administrator will make this complaint known to the employee within one working day, and the name of the complainant shall be known to the employee.

10.1.2. If a meeting between the employee and the complainant is not feasible, the employee will meet with the site administrator to develop a plan to meet with the complainant.

10.1.3. If no plan can be developed, the complainant will meet with the site administrator, and the complaint will be put in writing by the complainant. A copy of the complaint is given to the employee who may respond in writing.

10.1.4. If the complaint is not resolved at the site administrator level, the complainant or the employee may go to the District Superintendent and repeat the procedure.

10.1.5. Any Board member or District staff member receiving a complaint will refer the complainant directly to the appropriate site administrator.

10.1.6. If the site administrator and/or the Superintendent supports the complaint and the employee believes the complaint is false, a grievance may be initiated to determine the validity of such complaint.

10.2 Notice to Employee

10.2.1. Unless the charge is of a criminal nature, the employee shall be informed by the responsible administrator within one working day. The employee shall be given a copy of the writing prepared pursuant to Section 1.3 within one working day of its preparation.

10.2.2. If the nature of the charge is of a criminal nature which suggests that there should be some preliminary investigation before informing the employee, such investigation shall be done as quickly as possible.

10.2.3. If the nature of the charges is such that they warrant referral to an outside agency for investigation and consideration of criminal action, then any of the foregoing steps shall be waived or deferred upon request of the agency investigating for criminal prosecution.

10.3 Representation

10.3.1 At any conference, in this process conducted by the employing agency, the employee, upon request, is entitled to be represented by someone of his/her choosing.

10.4 Personnel File

If the foregoing steps do not affect a resolution of the complaint, then any documentation of the complaint shall be placed in the employee's personnel file after the employee has been given an opportunity to prepare and have attached a written rebuttal. If the complaint is withdrawn or shown to be false, or the above procedure is not followed, no written record will be placed in the employee's personnel file, or be maintained anywhere in the District or utilized in any evaluation or disciplinary action against the employee.

ARTICLE 11 — WAGES

SEE SPECIFIC LANGUAGE REGARDING SALARY SCHEDULE IN APPENDIX A

11.1 Temporary Assignment Pay

11.1.1. When requested to temporarily fill a position which has a higher range or compensation than the employee's regular job classification range, or when temporarily assigned a substantial portion of the duties of such position, an employee shall be compensated in the following manner:
1) The first step of the range to which the employee is being temporarily assigned shall be the rate of pay, OR
2) Five percent (5%) increase in the hourly rate of pay shall be paid, whichever is greater.

11.2 Job Classification and Descriptions

11.2.1 Classified employees shall not be required to perform duties which are not fixed and prescribed for the position, unless the duties reasonably relate to their job description, for any period of time which exceeds five working days within a 15-calendar-day period except as follows (as authorized in Education Code 45110):

11.2.2. An employee may be required to perform duties inconsistent with those assigned to the position for a period of more than five working days provided that his/her salary is adjusted upward for the entire period he/she is required to work out of classification and in such amounts as will reasonably reflect the duties required to be performed outside his/her normal assigned duties.

11.2.3 The District shall maintain and have readily available written job descriptions of all classified positions in the district and shall provide the Association with copies of current job descriptions on request. Any changes of job descriptions for existing employees will be bargained with the Association.

11.3 Placement on Salary Schedule

11.3.1 When a person is hired in a regular probationary position, the employee shall be placed on the schedule within the first through third steps of the applicable range. In the event that the District intends to place the employee on a higher step, the District shall first consult with CEMUS.

11.3.1.1 If the person is already an employee of the District and the new position is not a promotion, the employee shall be placed on the step closest to their current highest salary not to exceed step 3 of the appropriate range for the new position.

11.3.2. If an employee is promoted to a position having a higher salary range, he/she shall receive a salary increase by being placed in the appropriate range and on whatever step constitutes no less than a 2% increase over his hourly rate of pay prior to the promotion. Promotion means a change in employment from one position in a specific class of positions to a higher position within the same class of positions (see appendix C).

11.3.3 If an employee voluntarily terminates their employment within the district, but returns as an employee to the same position within 14 months, they will be placed on the step they were previously on, or at the next step if they completed their last contract. This provision also applies to seniority.

11.4 Advancement on Salary Schedule

11.4.1. For purposes of annual increments, regular employees serving for one year will be credited with one year's service.

11.4.1.1 A classified employee who is hired before **March 1** of any year shall receive a step increase at the beginning of the following school year.

11.4.1.2 A classified employee who is hired after March 1 shall remain on Step 1 for the next succeeding school year.

11.4.2 Length of service shall be determined by the date of hire.

11.4.3 If an employee must move involuntarily to a lower range, it shall be the District's responsibility to inform the employee if s/he will receive less pay than previously and of all other available options.

11.5 Overnight and Weekend Trips: Reimbursement/Compensation

11.5.1. Bus drivers will be reimbursed for meals and lodging in amounts based on per diem rates established by Board policy for overnight and weekend trips. Receipts for meals and lodging must be provided before reimbursement is made.

11.5.1.1 Bus drivers will be paid a maximum of eight hours per day on overnight and weekend trips.

11.5.1.2 Where additional driving time is required, the driver and the supervisor may request additional compensation.

11.5.1.3 Bus drivers will be paid on a portal-to-portal basis for extended day trips. No reimbursement will be provided for meals.

11.6 Differential Pay

11.6.1. Differential pay in the amount of $0.50 per hour shall be paid to employees who are assigned to a regular eight hour shift which extends past 6 o'clock p.m. This provision excludes recess days, vacation days, and holidays.

11.6.1.1 Persons substituting on aforementioned shifts on a day-to-day basis shall be paid at the regular substitute rate.

11.6.1.2 Persons substituting on aforementioned shifts after ten consecutive days will receive differential pay.

11.6.2. Regular classified employees whose scheduled hours of work change by 50% or more from one day to the next will be paid a 5%/hour differential. The differential will be paid for the total number of hours of the affected employee.

11.7 CEMUS/CTA/NEA Representation in the Budget Process

11.7.1. The CEMUS/CTA/NEA Organization will be represented in the budget process for the life of this agreement.

11.8 Longevity Increment

11.8.1 Effective, July 1, 2022, the Classified Hourly salary schedules were reworked to include the longevity increment in the salary schedule. Therefore, the 4% longevity increment of years past has been discontinued.

11.9 Educational Increment

11.9.1. An employee may earn up to two professional development increments in the form of a 4% salary adjustment for each 110 hours of approved professional development work as outlined in Admin Regulation (AR) 4231.1.below:

11.9.1.1 Classified employees may earn an educational increment in the form of a 4% salary adjustment for the first 110 hours of approved professional development work as outlined in AR 4231.1

11.9.1.2 Classified employees may earn a second educational increment in the form of a 4% salary adjustment after completion of an additional 110 hours of professional development work as outlined in AR 4231.1.

11.9.2 An employee may advance one professional development increment and one longevity increment in the same year.

11.9.3 Upon employment, the district may authorize a Professional Development salary step increment increase provided the new employee provides appropriate documentation. The District shall notify CEMUS if a new employee qualifies for the increase.

11.10 Employees Present for Community Use of Facilities

11.10.1. A minimum of one hour pay plus mileage will be given for classified employees asked to come in for security reasons relating to community use of facilities.

11.11 Minimum Pay for Unscheduled Work

11.11.1 Any employee called in to work on a day when the employee is not previously scheduled to work, or called back to a work site after that employee has left for the day, shall receive a minimum of two (2) hours pay at the appropriate rate of pay.

11.12 Compensatory Time

11.12.1. Employees shall obtain advance permission from their supervisors before working any time over that provided in their worksheets.

11.12.2. Such time shall be reimbursed at the appropriate rate, or may be credited as compensatory time, also at the appropriate rate (e.g. if the time is more than 8 hours in one day or more than 40 hours in one week, or is worked on a Saturday or Sunday, the pay will be at the rate of time and one half, or the compensatory time off will be credited at the rate of time and one half). Such earned compensatory time shall be granted the employee within the school year that it was earned.

11.12.3. Any compensatory time not used by the employee within the school year must be paid to that employee.

11.12.4. This provision will be effective for the school term beginning July 1, 2007.

11.12.5 Employees shall report compensatory time accrued each month to his/her immediate supervisor on the form provided. These forms shall be turned in monthly to the District Office.

11.13 Re-Classification

11.13.1 Reclassification Requests –

11.13.1.1 Definition of reclassification - Where as a result of the increase in the complexity of the duties being performed by an employee, and where the change in duties is of a permanent nature, the employee may submit a written request to have his/her classification reviewed.

11.13.1.2 The district may also have the opportunity to submit an application for reclassification for review.

11.13.1.3 The committee shall meet semi -annually in October and April, or less often if there is not a need, to review the requests.

11.13.2 Classification Committee

11.13.2.1 A Classification Committee shall be established which shall include one member appointed
by the District, one member appointed by the bargaining unit, and one member mutually agreed upon by both parties.

11.13.2.2 The sole purpose of the committee shall be to review requests for reclassification.

11.13.2.3 The requesting employee shall submit a written request along with the supporting documentation which shall include a revised job description along with salary schedule placement. The application must be submitted during the month of March (for the April review) or the month of September (for the October review). The District may, at the District's sole discretion, respond either orally and or in writing to the classification committee regarding the employee's request.

11.13.2.4 The committee shall make recommendations as to the appropriate job description, title and salary schedule range for any reclassified position. The recommendation of the classification committee shall be presented to the Superintendent for consideration by the Board.

11.13.2.5 The reclassification shall not be implemented without prior notification of the Association.

11.13.2.6 Upon each Board-approved change in classification, each affected unit member shall be notified in writing of the approval along with the approved job title and salary schedule placement adjustment if any.

11.13.3 Salary Schedule Placement

11.13.3.1 When a position or class of positions is upgraded, the position or positions shall be placed on the salary schedule in a range which will result in at least a one (1) range increase above the salary of the existing position or positions.

11.13.3.2 In the case of lateral classification changes, the unit member shall remain at his/her current salary range.

11.13.3.3 In the event a position is downgraded, the unit member shall be Y-rated. Y-rating provides that when a position(s) is downgraded to a lower salary amount, the unit member(s) will continue at his/her former rate until future salary adjustments provide a salary increase to the level of the former salary.

11.14 Job Consolidation, Combination, and Newly Created Positions

11.14.1. Process for Planning in April for the following school year: By April 1, the sites or the District will recommend to the Superintendent what, if any, positions they wish to consolidate or combine and the reductions they recommend to pay for the additional costs for the following school year. The District will meet with the CEMUS Personnel Committee by April 15 to review the

economic, personnel, and programmatic effects of the consolidated/combined positions. By May 15, the District will post a list of time positions within the same range and title that are consolidated into a 5 to 8 hour position, a consolidated, combined positions, or newly created positions. A consolidated position is made up of part combined position is made up of part time positions in different ranges and descriptions combined into a 5 to 8 hour position. Part time, qualified District employees will have priority consideration for the consolidated and combined positions or new positions. No one will be laid off as a result of the consolidation or combination of a position. Therefore, a consolidated or combined position will only be implemented when sufficient people have resigned or retired to allow for combination/consolidation of positions without lay-offs. If one resignation occurs in a situation when two resignations are needed for purposes of consolidation, that vacancy will be filled on a temporary basis as legally appropriate.

11.15 Class Relationships

11.15.1 CEMUS and MUSD have reached an agreement regarding the definition of a "class" and class relationships, for example in promotions and layoffs. The "classes" as they have been defined, will be placed in the contract as Appendix C.

11.15.1.1 In the case of layoffs and bumping, a person subject to layoff can bump into a position for only the number of hours that they currently hold or fewer.

11.16 Mendocino Community Network Access

11.16.1 As of July 1, 1998, classified employees will receive free dial up access to MCN as long as MCN is owned by the District.

11.17 Layoffs

11.17.1 The parties agree that seniority in each position held by the employee is measured by the first day of paid service in the position plus any higher positions that they have held within the class.

11.17.2 The service of layoff notices will be by personal service or certified mail.

11.18 Regulation of Bus Driver Hours

It is past practice of the District to keep the bus drivers at 6 hours/day, 5 days/week at the beginning of the school year. This is the number of hours in the MUSD Budget. Any time over 6 hours is kept by each individual bus driver and turned in on a time sheet for the first few weeks of school. As the first weeks of school progress, the need for additional hours may go up according to student needs, new routes, extension of routes, etc. In March, all employees who had this increase will be brought back to 6.0 hours through the layoff process for the following school year.

The bus driver contracts impacted will keep time sheets beginning with school in August and any extra hours will be paid on a time sheet. At that time, hours will be assessed and changed as needed beginning with the September paycheck.

2014-15 is the first year that the District implemented an 11 month payroll. All bus drivers who were on a 10 month payroll become 11 month employees effective with the 2014-15 school year. For the school year 2014-15, changed bus driver contracts will begin their altered contracts beginning September 1, 2014. Going forward beginning with school year 2014-15, the district will follow this process of allowing extensions to hours and then hours above 6 hours/day will be laid off in March for the following school year.

11.19 Payroll Period

The payroll period shall be defined as monthly, and staff will be paid on the last day of each month for the length of their annual contract. When the last day of the month falls on a Saturday or Sunday, payment will be made on the last Friday of the month. When the last day of the month falls on a Holiday, payment will be made on the previous business day.

ARTICLE 12 — STAFF DEVELOPMENT AND PROFESSIONAL GROWTH

12.1 Classified Staff Development Committee

12.1 A District Classified Staff Development Committee will be organized to fulfill the following functions:

12.1.1. To grant approval of courses for advancement on the Salary Schedule.

12.1.2. To make recommendations to the Board relating to the allocation of staff development funds. Recommendations would include sponsoring workshops, summer professional development proposals, District in-service programs, etc.

12.1.3 The Committee will be comprised of four members including one representative from clerical, one representative from instructional, and one representative from transportation/food services/maintenance/custodial, and Superintendent or designee.

12.1.4. No credit will be given on the salary schedule for District or County sponsored courses held during any of the employee's contracted hours. If the District pays for any part of an employee's attendance at a workshop or course any part of which is held during the contract hours, no credit on the salary schedule will be given.

12.1.4.1 If a class is held during one or more of the contract hours and the employee bears the responsibility of the cost of a substitute after receiving approval by his or her site administrator to attend the class, credit will be considered. The unit member may submit a request to the Classified Staff Development Committee for approval of credit.

12.1.4.2 A unit member's personal necessity leave may not be used for this purpose.

12.3 Teacher Development Program

12.3.1 Classified Employees who have completed their initial probationary period with the District may make application for the Teacher Development Program for the purpose of obtaining a teaching credential to prepare them for teaching positions within the District, subject to the following:

12.3.1.1 Submission of a completed application form which indicates agreement to pursue an educational program to prepare for a career as a teacher in Mendocino Unified School District.

12.3.1.2 Submission of a description of the course(s) content and applicability to an approved program of studies leading to a California teaching credential.

12.3.2 A maximum of two (2) classified employees may participate per year. The District reserves the right to increase the number of participants in any one year.

12.3.3 Reimbursement of registration/tuition fees shall not exceed two thousand dollars ($2000) per employee per year.

12.3.4 Admission to and reimbursement from the program shall be subject to the approval of the District based on the following:

12.3.4.1 Verification of the applicant's completion of an Associate of Arts degree or the equivalent;

12.3.4.2 The relevance of the course(s) to obtaining a California teaching credential;

12.3.4.3 The course load to be carried by the employee;

12.3.4.4 Recommendation of the applicant's immediate supervisor;

12.3.4.5 The needs of the District;

12.3.4.6 The applicant's suitability to enter the teaching profession;

12.3.4.7 Written agreement to complete the credential program within five (5) years.

12.3.4.8 The decision of the District shall be final and binding, and shall not be subject to the grievance procedure set forth in Article 19.

12.3.5 Continuance in the program is subject to an annual review by the District to establish satisfactory progress towards the credential.

12.3.6 After obtaining a California teaching credential, unit members participating in this "Teacher Development Program" shall submit to the District an application for employment as a teacher. If offered a teaching contract for at least half time, the unit member shall accept the employment offer.

12.3.7 Failure to enter into a teaching contract with MUSD, if offered, withdrawal from the program, or failure to complete credential requirements within five (5) years, shall result in payroll deductions of all tuition reimbursements under this program on a payment schedule to be mutually agreed with the employee. If mutual agreement is not reached, both parties reserve their legal rights and remedies.

ARTICLE 13— PERSONNEL COMMITTEE

13.1 When reductions in staffing (positions or hours) are under consideration, the District will consult with said committee.

13.2 Suggestions and recommendations from the committee will be considered before the final decision is made.

13.3 In the case where a reduction is made, the CEMUS/CTA/ NEA Personnel Committee may make recommendations to the Superintendent regarding the possible payment of overtime and/or compensatory time for excess workloads caused by such reduction.

13.4 The existence of the Personnel Committee shall in no way diminish or replace bargaining rights provided for in the Education Code or the Rodda Act. The Personnel Committee shall be composed of the Superintendent and two to four CEMUS / CTA/NEA members.

ARTICLE 14 – RETIREMENT INCENTIVE PLAN

14.1 Employees may choose one of the following retirement programs (Program A or B).

14.1.1 If the member is at least 55 years of age.

14.1.2 If the member has been an employee of the District for a period of at least fifteen (15) years with no break in service immediately prior to retirement. A Board approved leave for illness, maternity, family care or industrial accident leave does not constitute a break in service for this section (Ed Code 45308). Retirees may choose to convert accrued sick leave into years of service in calculating the five-year requirement.

14.1.3 Notification of the retirement shall be given to the District at least three (3) months prior to the effective retirement date. The District shall notify the CEMUS chapter president of any such notifications of retirement.

14.1.4 Should an employee receive a notice of layoff after **Feb 15th** but before **June 30th**, they may notify the District of their irrevocable intent to retire on or before June 30th of the same year and shall still be eligible to receive the retirement incentive.

14.1.5 Any employee who notifies the District by **June 1st** and prior to **August 30th** of that school year of their irrevocable intent to retire on or before **June 30th** of the following year will not have their hours of employment reduced for any part of their final school year with the District prior to retirement.

14.1.6 Payment will be made on or about the 10th of the second month following retirement or on a schedule mutually agreed upon by employee and district.

14.2 Retirement Program A: Medical Benefits for Retiree and Spouse, or Domestic Partner.

14.2.1 The District shall provide retirees and their spouse, or domestic partner, and eligible dependents or as defined by the insurance provider with the following health and welfare benefits: The "cap" on the District contribution toward medical benefit premiums for retirees is $5,200 annually without a dependent; $8,320.00 annually with a dependent until the retiree is 65. If Medicare eligibility is moved to 67, the District will pay the health benefits until the retiree is 67. The eligible dependent coverage rate shall be capped at the rate in effect on the first year of retirement.

And/Or:

14.2.2. Supplemental Income Retirement Plan: At age 65 or 67, the District will pay $100 per month toward a medical supplement for Medicare for five years for the retiree only. If the retiree dies before the end of five years, the benefit will stop. A retiree must submit proof of having a supplemental plan for the fiscal year. Upon proof of coverage, the District will issue one check for $100 for each month that the retiree was covered during the fiscal year.

14.2.2.1 They were a full-time classified employee of the District (6.5 hours/day or more) for the fifteen years immediately preceding his/her resignation and retirement.

14.2.2.2 They are at least sixty years of age.

14.2.2.3 The District shall pay to the retiree up to the maximum annual salary allowed by PERS.

14.2.2.4 The term of any agreement for special services and advice under this procedure may not exceed five years.

14.2.2.5 Retirement program A will have a total cost cap of $20,000 at any given time. If the cost of program A exceeds $20,000 at any time, the excess cost will be reduced from any wage increases negotiated for that year. This cap (item 14.2.2.5) will be removed from the contract after the 2025-26 school year.

14.2.3 Retirement Program B: Lump Sum

14.2.3.1 A one-time per person retirement incentive payment will be made available to the classified employee eligible for retirement according to PERS guidelines and who elects to retire.

14.2.3.2 The retiree will then be given a lump sum equal to 20% of the last 12 months of salary.

14.2.3.3 Payment will be made on or about the 10th of the second month following retirement or on a schedule mutually agreed upon by employee and district.

ARTICLE 15 –NEGOTIATIONS

15.1. CEMUS/CTA/NEA agrees that this Agreement is intended to cover all matters relating to wages, hours, and all other terms and conditions of employment, and during the term of the Agreement neither the District nor CEMUS/CTA/NEA will be required to meet and negotiate on any further matters affecting these or any other subjects not specifically set forth in the Agreement.

15.2. Recognizing that precedent is an important and valuable tool, the District may be guided by past practices or understandings but not necessarily bound by them unless such past practices or understandings are specifically stated in this Agreement.

15.3 During the life of this agreement, annual re-openers shall be limited to salary and benefits plus two (2) articles for each party.

ARTICLE 16 - ASSOCIATION/DISTRICT RIGHTS

16.1 The Association shall have access at reasonable times to areas where employees work, to bulletin boards in the staff rooms, and to staff mailboxes.

16.2 The Association shall have the use of institutional facilities and equipment, at reasonable times and not interfering with the education program, for the purpose of conducting Association meetings or business. The Association shall reimburse the District for reasonable costs, if incurred.

16.3 A total of ten days leave shall be granted to the Association per school year to be used by its representatives, said days to be utilized for local, state, or national conferences or for conducting other business pertinent to Association affairs.

16.4 The Association shall reimburse the District at the substitute's daily rate of pay for each day utilized under this provision. This provision does not apply to collective bargaining agreement negotiations; the District will pay for substitutes for the CEMUS Negotiation Team in preparation for and during collective bargaining agreement negotiations.

16.5 A copy of the District Directory shall be provided to the Association when it is available.

16.6 Management Rights. It is understood and agreed that the powers and responsibilities to direct, manage, and control the operations and affairs of the District, are reserved exclusively to the District and the Governing Board, except as they are limited by this Agreement in the manner and to the extent authorized by law.

Appendix A

Compensation language adopted by CEMUS/MUSD - TA 2007-01 (salary schedule to be found in 2006-2009 version of the CEMUS contract):

It was agreed to eliminate step 1 on the classified salary schedule and move employees currently on step one to step two (which becomes the new step one) effective July 1, 2006.

The salary schedule was to be increased by 0.7% retroactive to 7/1/06 with the retroactive application of this increase applying to regular contract salaries and not to substitutes, overtime and extra duty.

Range changes to some specific jobs were negotiated and are referenced in the tentative agreement 2007-01 dated January 30th, 2007.

Effective 7/1/2007 Step 14 will be deleted as it appears on the salary schedule and instead will be noted on the salary schedule as a 4% longevity increase applied as defined in Article 11.7.1 of this contract. After this change, and the one referenced above, the July 1, 2007 salary schedule will have only 12 steps.

Compensation language adopted by CEMUS/MUSD - TA 2007-06 (salary schedule to be found in the 2006-2009 October version of the CEMUS contract):

Effective July 1, 2007 the current step 1 of the classified schedule shall be eliminated and all employees on the schedule shall be moved over by one step after any "natural" step movement caused by the passing of a year. No additional steps are added and therefore employees currently on step 12 shall not move and those currently on step 11 will only be moved one step in total. This change has an approximate cost of $30,859 or the equivalent of 2.3 %. %. (also see Article 8 regarding benefit cap)

Compensation language adopted by CEMUS/MUSD - dated 9/18/07 (salary schedule to be found in the 2006-2009 October version of the CEMUS contract):

Effective 7/1/2007 step 11 will be increased by 6%, and after this increase has been implemented, the entire salary schedule (steps 1-11 inclusive) will be increased by 1.8

Compensation language adopted by CEMUS/MUSD (TA 2008/09 - 4)

It is agreed that effective 7-1-08 the CEMUS contract will be increased by $13,557 (including MCN employees). This increase will provide a **.**81 % increase at every step on the salary schedule as delineated in the attached classified salary schedule designated as Exhibit BB. It is agreed that this agreement, along with the other approved TA's (2008-01, 02, and 03) closes negotiations for 2008-09. This agreement is contingent upon the acceptance by the county of the disclosure form for collective bargaining. (also see Article 8 regarding benefit cap)

Compensation language adopted by CEMUS/MUSD (TA 2009/10 – 01)

CEMUS and the District agree to a 1.3% increase for CEMUS employees (including MCN employees) retroactive to 7-1-09. Both parties also agree to a 2% increase for CEMUS employees effective 7-1-10.

CEMUS also agreed that they would like to withdraw from Staywell and participate in SISC.

CEMUS also agreed to meet with a sub-committee including Mark Morton and Catherine Stone to review necessary changes to contract language related to medical insurance and related side fund issues. This agreement is contingent upon the acceptance by the county of the disclosure form for collective bargaining. It was also agreed to eliminate ranges 15-19 given that no employees are hired at that range.

Compensation language adopted by CEMUS/MUSD (TA 2009/10 – 02)

An employee may earn up to two professional development increments in the form of a 4% salary adjustment for each 110 hours of approved professional development work. Classified employees may earn an educational increment in the form of a 4% salary adjustment for the first 110 hours of approved professional development work. Classified employees may earn an educational increment in the form of a 4% salary adjustment for the first 110 hours of approved professional development work. Classified employees may earn a second educational increment in the form of a 4% salary adjustment after completion of an additional 110 hours of professional development. Upon employment, the district may authorize a Professional Development salary step increment increase provided the new employee provides appropriate documentation. An employee may advance one professional development increment and one longevity increment in the same year. Upon employment, the district may authorize a Professional Development salary step increment increase.

Compensation language adopted by CEMUS/MUSD (TA 2011/12 – 03)

Beginning with the 2012-13 school year, the District shall contribute up to an annual maximum total contribution of $11,162 for each eligible unit employee toward District medical benefit insurance. Any cost in excess of the above annual maximum contribution shall be paid by the employee through payroll deduction.

Compensation language adopted by CEMUS/MUSD (TA 2013/14 – 01)

It is hereby agreed that Article 11and Appendix A of the 2013-14 CEMUS Contract approved by the Board on 6/20/13, will be replaced by the new CEMUS Salary Schedules for fiscal years 2014-15, 2015-16, and 2016-17. See attached salary schedules beginning on page 32 of this Contract..

- Compensation language adopted by MUSD/CEMUS will be effective July 1, 2014. It is agreed that salary and benefits cannot be opened for negotiations until the fall of 2017.
- Based on the 2013-14 classified salary schedule, the new salary schedules will be increased by 5.08% in 2014-15, 2.59% in 2015-16, and 1.92 % in 2016-17. The increases will be spread evenly across the cells in the salary schedules.

Compensation language adopted by CEMUS/MUSD (TA 2013/14 – 02)

- It is hereby agreed that effective July 1, 2014, Appendix A of the CEMUS Contract, the CEMUS Salary Schedule, will reflect a change in classification of positions as follows:
    - The Cook position at Range 21 will go to Range 23
    - The Accounts Payable position will go from Range 33 to Range 35
    - The High School Student Coordinator will go from Range 37 to Range 39
    - The Grounds Keeper position will go from Range 30 to Range 32
    - The Cook Manager position will go from Range 30 to Range 35
- Further, two new positions will be added to the CEMUS Salary Schedule effective July 1, 2014 as follows:
    - State Preschool Teacher will be Range 36
    - State Preschool Teacher Assistant will be Range 25

There were no changes related to compensation for CEMUS negotiations for 2014-15.

There were no changes related to compensation for CEMUS negotiations in 2015-16.

Compensation language adopted by CEMUS/MUSD (TA 2017-18 – 01 & 02)
It is hereby agreed that the attached salary schedules will replace all prior salary schedules effective July 1, 2018. The salary schedules will reflect a 1% retroactive raise for fiscal year 2017-18 to be paid out in May 2018. The pay increases for fiscal year 2018-19 will be 1.3% and increases for 2019-20 will be 3%. The salary schedules for 2017-18, 2018-19, and 2019-20 are attached and they reflect the changes agreed to in the paragraph above as well as CEMUS TA 2017-18-02: Change in Range of Pay for Bus Drivers/Updated Job Descriptions. It is also agreed that Ranges 20-22 on the CEMUS salary schedules will be eliminated as no one holds these positions and they are no longer used.

- Effective 7/1/07 an employee who has worked in the classified service of the District for a period of 14 years or more shall receive a longevity increment of 4% at the commencement of their 15th year.
- Per negotiated Agreement 2007-01 dated January 30th, 2007, the prior step 1 was removed. Step 13 (prior step 14) was also removed and a 4% longevity applied as noted above. When calculating longevity, step placement does not necessarily represent years of service with the district.
- Per negotiated Agreement and Board action June 28th, 2007, an old step 1 was eliminated and all employees moved up a step except for those on the "top" step.
- Per negotiated Agreement and Board action September 20th, 2007, Step 12 received a 6% increase and then all steps received a 1.8% increase.
- Per negotiated Agreement 2008/09 – 04 a .81% increase was applied to every step on the salary schedule
- Per MOU 2009-10-01 the Lead custodian position was moved to range 36 and the custodian position was moved to range 30 (job descriptions were amended accordingly)
- Per negotiated Agreement 2009/10-01 a 1.3% increase was applied to the salary schedule retroactive to 7/1/09. Also, a 2% increase was applied to the salary schedule effective 7/1/10. Both these salary adjustments applied to all CEMUS employees including MCN employee

Compensation language adopted by CEMUS/MUSD effective July 1, 2018
It is hereby agreed that the attached salary schedules will replace all prior salary schedules effective July 1, 2018. The salary schedules will reflect a 1% retroactive raise for fiscal year 2017-18 to be paid out in May 2018. The pay increases for fiscal year 2018-19 will be 1.3% and increases for 2019-20 will be 3%.

Updated Salary Schedules adopted by CEMUS/MUSD effective July 1, 2018
The salary schedules for 2017-18, 2018-19, and 2019-20 are attached and they reflect the changes agreed to in the paragraph above as well as CEMUS TA 2017-18-02: Change in Range of Pay for Bus Drivers/Updated Job Descriptions. It is also agreed that Ranges 20-22 on the CEMUS salary schedules will be eliminated as no one holds these positions and they are no longer used.

Compensation language adopted by CEMUS/MUSD effective July 1, 2020:
It is agreed that there will be no change in the salary schedule for the 2020-2021 school year. The District agrees to a one-time coverage of the health insurance increase costs for each employee receiving healthcare benefits for the 2020-2021 school year.

Compensation language adopted by CEMUS/MUSD effective July 1, 2021:
It is hereby agreed that the attached salary schedules will replace all prior salary schedules effective July 1, 2021. The salary schedules will reflect a 3% raise for fiscal year

2021-22. The MTA/CEMUS/MUSD agree to work collaboratively to address budgetary needs and shortfalls.

It is hereby agreed upon that the longevity column in the CEMUS regular and 4% increment wage schedule will be removed and replaced with a column 12 for 2021-22.

Compensation language adopted by CEMUS/MUSD effective July 1, 2022:

It is hereby agreed by the parties that there will be a 5% raise for the 2022/23 school year with the agreement that if there is no consensus on salary/benefits for the 23/24 school year by 2/15/22, it will result in an impasse re: 23/24 salary/benefits. Negotiations can continue as usual on other issues past this date. CEMUS and the administration will sunshine at the Board meeting in August 2022. This is a one-year pilot program for the 22/23 school year that could be adopted in future years if both parties find it beneficial.

It is also hereby agreed by the parties that the custodians will be moved from range 30 to 32. This increase will be completed above and beyond the 5% increase.

Compensation language adopted by CEMUS/MUSD – TA 2022-23-01
Effective July 1, 2022, it was agreed upon that the classified salary schedule was extended from its current 11 step, plus longevity step, to a 15-step salary schedule. Longevity to be removed and discontinued. Discontinue the separate 4% Education Increment salary schedule. The 4% Education Increment will continue, and will be paid "in addition" to the regular classified hourly salary schedule. These changes are in an effort to comply with PERS Retirement reporting.

Compensation language adopted by CEMUS/MUSD effective July 1, 2023
It is hereby agreed that CEMUS and the District agree to a 0% salary increase for the 2022-24 school year. Members enrolled in district health insurance will receive a one-time increase in the district-paid health insurance cap to cover the cost of the 2023-2024 health insurance increase (Including WABE, which will be paid to the employee). Part-time employees who do not receive district health insurance will receive a one-time taxable payment of $1400 prorated by the percentage of their employment.

MUSD will add a line item of 2% annually in anticipation of salary negotiations during which the final amount will be set.

Compensation language adopted by CEMUS/MUSD effective July 1, 2024
It is hereby agreed that CEMUS and the District agree to a 3% salary increase for the 2024-25 school year. The salary schedules for 2024-25 will reflect this raise.

Compensation language adopted by CEMUS/MUSD effective July 1, 2025
It is hereby agreed that CEMUS and the District agree to a $2.00 increase per cell on the salary schedule for the 2025-26 school year. The salary schedules for 2025-26 will reflect this raise.

Compensation language adopted by CEMUS/MUSD effective July 1, 2026
It is hereby agreed that CEMUS and the District agree to a 4.4% increase on the salary schedule for the 2026-27 school year. The salary schedules for 2026-27 will reflect this raise.

Appendix B

Mendocino Unified School District
Classified Employee Absence Form

Name:_____ Date:_____

Date(s) that I (was)(request) to be absent (month/date/year): _____

****** Please see the reverse side of this form for the MTA contract verbiage surrounding the use of leave.

Check the appropriate box and not the number of days to be charged to each category for this absence:

☐ Jury duty: _____days

☐ Bereavement:_____days

☐ Official school business _____days

Purpose: _____

Funding source for substitute: SIP ☐ Grant ☐ District ☐ Other ☐ _____

☐ Vacation: _____days (this applies to 12 month employees only)

☐ Sick leave _____days **and/or** ☐ Compensatory time: _____days

- Sick leave and/or compensatory time may be used for the following:
  - ☐ Accident or illness involving employee or a member of their immediate family
  - ☐ Personal property emergencies
  - ☐ Personal legal matters, which cannot be conducted after regular working hours or on non-school days
  - ☐ Personal business of a pressing nature to the employee, which cannot be conducted after regular working hours or non school days

☐ Personal necessity leave _____days **and/or** ☐ Compensatory time: _____days

- Five days of the current year's leave may be used for the following:
  - ☐ Any purpose, except for activities for which the employee is being paid by a non-district source

Was a substitute used to fill your position during <u>any portion</u> of your absence?

☐ No ☐ Yes Name of sub(s) _____

Signature of employee: _____ Date:_____

☐ Approve ☐ Disapprove _____ Date:_____

Signature of administrator/supervisor

Appendix C – Classes

Class I: Custodial / Maintenance

District Mechanic (51)

↓

Maintenance Worker II (39)

↓

Maintenance Worker I/ Lead Custodian (36)

↓

Grounds Keeper (32)

↓

Custodian (32)

Class II: Transportation

Bus Driver (40)

Class III: Instructional

Preschool Teacher (36)

↓

Integrative Aide (38)

↓

Library Assistant (30)
Instructional Aide (30)
Preschool Assistant Teacher (30)

Appendix C – classes (continued)

Class IV:	**Office/ Clerical**

High School Administrative Support (42)

Administrative Assistant/Registrar (42)

↓

Accounts Payable (35)

↓

Office Assistant (30)

Class V:	**Food Service**

Cook (30)

APPENDIX D – GRIEVANCE FORMS

Classified Salary Schedules

2026-27

SERVICE EXCELLENCE INNOVATION TEAMWORK

Williams Settlement Legislation
Quarterly Uniform Complaints Procedure Reporting Form
2025-2026

District Name: Mendocino Unified

Person Completing this Form Erin Placido

Title: Executive Assistant to Superintendent

This report is being submitted for the following quarter (please check one):

Quarter	Reporting Period			Report Due To MCOE
☐ Quarter #1	July 1, 2025	–	September 30, 2025	October 10, 2025
☐ Quarter #2	October 1, 2025	–	December 31, 2025	January 9, 2026
☐ Quarter #3	January 1, 2026	–	March 31, 2026	April 10, 2026
☒ Quarter #4	April 1, 2026	–	June 30, 2026	July 10, 2026

Complete the following table:

Type of Complaint	Total No. of Complaints	No. of Complaints Resolved	No. of Unresolved Complaints
Textbooks and Instructional Materials	0		
Teacher Vacancies or Mis-assignments	0		
Facility Conditions	0		
TOTALS:	0		

Superintendent's Name: Jason Morse

Superintendents Signature:

Forwarded a copy of this completed report to
Veronica Bazor, vbazor@mcoe.us

Mendocino Unified School District

Board Policy 6151
Approved 8/27/26

Instruction

Class Size

The Governing Board recognizes that teachers today must meet the needs of students whose experiences and preparation for school are increasingly diverse, and that the number of students in a class impacts the extent to which teachers can identify and respond to individual student needs.

In accordance with negotiated employee agreements and state law, the Board shall establish upper and lower class size limits (related to interdistrict and intradistrict transfers) recommended by the Superintendent or designee as being appropriate for the class size for each grade level or subject taught and conducive to the effective use of teaching staff.

The Board believes that individual attention is crucial to students in the elementary grades, where they acquire the basic skills that serve as the foundation for all their subsequent learning. The Superintendent or designee shall ensure that classes in primary grades are limited to comply with class size reduction requirements.

Class sizes have been established and will be reviewed by the Board each year.

Transitional Kindergarten – 8
K-3: 20
Grades 4-5: 22
Grades 6-8: 25
Grades 9-12: 28

The Superintendent or designee shall ensure that teachers in the class size reduction program receive training which will help them to maximize the educational advantages of class size reduction.

Legal References:

Education Code:
17042 Rules for determining area of adequate school construction; exceptions
17742.7 Formula for calculation
41375 legislative intent encouraging reduction in class size
41376 Minimum class size standards
41378 Apportionments and allowance, kindergarten classes
42280 Necessary small schools
46205 Computation for early-late programs
52120-52128 Class size reduction program
51225.3 Graduation requirements
52080-52090 Morgan-Hart Class Size Reduction Act of 1989

Government Code:
3543.2 Scope of representation

Code of Regulations, Title 5
15130-15133 Class size reduction program K-3

Board Background - Prop 28 Art & Music in Schools
2025-26 Annual Report and 2026-27 Expenditure Plan
Submitted by: Meg Kailikole, Business Manager
Board Meeting August 27, 2026

On November 8, 2022, California voters approved Proposition 28: The Arts and Music in Schools (AMS) Funding Guarantee and Accountability Act, that required the state to establish a new, ongoing program supporting arts instruction in schools beginning in 2023-24. The AMS funds may be used for instruction and training, supplies, materials, and arts educational partnership programs for instruction in dance, theatre, music, visual arts, and media arts. Funds are required to be allocated and expended by school site based on the prior year's enrollment of each site.

Art education provided through community partnerships must be offered during the school day, and a certificated school staff member must be present for the entire program time.

Per EC 8820(g)(4), districts are required to complete an annual report detailing how funds were spent at the end of each fiscal year. This report shall be board approved, reported to the AMS web portal each September and posted to the district's website.

The attached reports detail actual Prop 28 AMS expenditures for 2025-26, and the proposed expenditure plan for 2026-27.

<u>2025-26 Actual Expenditures</u>

Mendo TK8 – 7/8 Music Program ($7,500), Art Instruction salary/benefits ($36,327)
Albion TK3 – Music Program ($2,000)
Comptche TK3 – Music Program ($2,000)
Mendo HS – Media Arts Instruction salary/benefits ($35,037)

<u>2026-27 Expenditure Plan</u>

Mendo TK8 – Music Program ($23,500), Dance Program ($7,000). Available to spend $11,505
Albion TK3 - Music Program ($2,000). Available to spend $954
Comptche TK3 - Music Program ($2,000). Available to spend $972
Mendo HS – Media Arts Instruction salary/benefits ($28,729)

In addition to the 7/8 Music Program in 2025-26, Mendo TK8 provided a TK-6 program, funded in whole by MUSE. The cost of that program was $17,000.

The full cost of the 2026-27 Mendo TK8 Music Program is $32,000. MUSE has approved an award of $8,500 for the program. The budget for the Dance Program is an estimate. Funds available to spend may be used for additional program instruction, supplies, equipment, field trips, etc., aligned with the allowable uses of Prop 98 AMS.

Mendocino Unified School District Spending Plan 2025-26
Prop 28 Art & Music in Schools Grant (Resource 6770)
Expenditure Plan - by school site ACTUALS CLOSE
Board Approved - August 27, 2026

Mendocino All Sites	Mendo TK8	Albion TK-3	Comptche TK-3	Mendo HS	MAS*	Sunrise*	Total
All Sites 2023-24 Carryover	$ -	$ -	$ -	$ -	$ 2,174	$ 1,088	$ 3,262
All Sites 2024-25 Carryover	$ (8,282.88)	$ 686.02	$ 1,289.04	$ 5,702	$ -	$ -	$ (606)
Contribution to clear K8 neg bfb	$ 8,283	$ -	$ -	$ -	$ -	$ -	$ 8,283
All Sites 2025-26 Award Estimates	$ 43,827.00	$ 1,952.00	$ 1,623.00	$ 29,335	$ -	$ -	$ 76,737
All Site Award Estimates	**$ 43,827**	**$ 2,638**	**$ 2,912**	**$ 35,037**	**$ 2,174**	**$ 1,088**	**$ 87,676**
All Sites Actual Expenditures							
Certificated Salary	$ 27,186	$ -	$ -	$ 25,382			$ 52,568
Benefits	$ 9,141	$ -	$ -	$ 9,655			$ 18,797
Supplies/Studio Rental	$ -	$ -	$ -				$ -
Music Program	$ 7,500	$ 2,000	$ 2,000				$ 11,500
Mileage to outlying sites	$ -			$ -	$ -	$ -	$ -
K8 Schools - Total Expenditures	**$ 43,827**	**$ 2,000**	**$ 2,000**	**$ 35,037**	**$ -**	**$ -**	**$ 82,864**
K8 Schools - Total Carryover/(SCG)	**$ -**	**$ 638**	**$ 912**	**$ -**	**$ 2,174**	**$ 1,088**	**$ 4,812**

% salary/benefits
$ 71,364 86.12%

All Sites Data to complete CDE Annual Report

Total Certificated FTE	0.2876	-	-	0.3931	-	-	**0.6806**
Total Classified FTE	0	0	0	0			**0**
Total # of students served (Oct CBEDS)	224	14	12	159			**409**
Total # of sites providing Arts Education	1	1	1	1			**4**

Prop 28 Art & Music in Schools was a voter approved initiative, with funding beginning in 2023-24.

Apportioned funds are available for use for up to three fiscal years. Unused funds will revert back to the CDE.

*MAS and Sunrise 23-24 award was not expended in 2023-24. MAS and Sunrise did not operate in 2024-25 or 2025-26. Therefore, 2023-24 award will be returned to the state.

mk: 7-22-2026

Mendocino Unified School District Spending Plan 2026-27
Prop 28 Art & Music in Schools Grant (Resource 6770)
Expenditure Plan - by school site
Board Meeting - August 27, 2026

Mendocino All Sites	Mendo TK8	Albion TK-3	Comptche TK-3	Mendo HS	MAS*	Sunrise*	Total
All Sites 2023-24 Carryover	$ -	$ -	$ -	$ -	$ 2,174	$ 1,088	$ 3,262
All Sites 2024-25 Carryover	$ -	$ -	$ -	$ -	$ -	$ -	$ -
All Sites 2025-26 Carryover	$ -	$ 638	$ 912	$ -	$ -	$ -	$ 1,550
All Sites 2026-27 Award Estimates	$ 41,505	$ 2,316	$ 2,060	$ 28,729	$ (2,174)	$ (1,088)	$ 71,348
All Site Award Estimates	**$ 41,505**	**$ 2,954**	**$ 2,972**	**$ 28,729**	**$ -**	**$ -**	**$ 76,160**
All Sites Actual Expenditures							
Certificated Salary	$ -	$ -	$ -	$ 21,203			$ 21,203
Benefits	$ -	$ -	$ -	$ 7,526			$ 7,526
Supplies, Material, Equipment	$ -	$ -	$ -	$ -			$ -
Music Program	$ 23,500	$ 2,000	$ 2,000	$ -	$ -	$ -	$ 27,500
Dance Program	$ 7,000			$ -	$ -	$ -	$ 7,000
Total Expenditures	**$ 30,500**	**$ 2,000**	**$ 2,000**	**$ 28,729**	**$ -**	**$ -**	**$ 63,229**
Total Carryover	**$ 11,005**	**$ 954**	**$ 972**	**$ -**	**$ -**	**$ -**	**$ 12,931**

% salary/benefits
$ 28,729 45.44%

All Sites Data to complete CDE Annual Report

Total Certificated FTE	-	-	-	0.3223	-	-	**0.3223**
Total Classified FTE	0	0	0	0			**0**
Total # of students served (Oct CBEDS - PY)	224	14	12	159			**409**
Total # of sites providing Arts Education	1	1	1	1			**4**

Prop 28 Art & Music in Schools was a voter approved initiative, with funding beginning in 2023-24.

Apportioned funds are available for use for up to three fiscal years. Unused funds will revert back to the CDE.

Local educational agencies (LEAs) with 500 or more students are require to ensure that at lest 80% of AMS funds to be expended are use to employ certificated or classified employees to provide arts education program instruction.

*MAS and Sunrise 23-24 award was not expended in 2023-24. MAS and Sunrise did not operate in 2024-25 or 2025-26. Therefore, 2023-24 award will be returned to the state.

mk: 8-21-2026

MENDOCINO UNIFIED SCHOOL DISTRICT BOARD OF TRUSTEES MEETING CALENDAR

2026-27

Regular Board meetings are typically on the 3rd Thurs of the month at 5:00 pm at the Mendocino High School Campus in the Student Union (except as noted)

Month	Day	Year	Wednesday/ Thursday	Wk	Location
August	27	2026	4th Thursday	4	
September	10	2026	2nd Thursday	2	
September	23	2026	4TH Wednesday	4	
~~October~~	~~7~~	~~2026~~	~~1st Wednesday~~	~~2~~	
October	15	2026	3rd Thursday	3	Albion
November	19	2026	3rd Thursday	3	
December	17	2026	3rd Thursday	3	
January	6	2027	1st Wednesday	1	
January	21	2027	3rd Thursday	3	
~~February~~	~~3~~	~~2027~~	~~1st Wednesday~~	~~1~~	
February	4	2027	1st Thursday	1	
February	11	2027	2nd Thursday	2	
March	3	2027	1st Wednesday	1	
March	11	2027	2nd Thursday	2	
April	22	2027	4th Thursday	4	Comptche
May	20	2027	3rd Thursday	3	
June	15	2027	3rd Tuesday	3	
June	17	2027	3rd Thursday	3	

Board meetings are typically the 3rd Thursday of the month. Exceptions may apply due to holidays, school events, and other conflicts.
Board Study Sessions: 3 per year in January, March, and ~~October~~ September; also as needed
Closing by September 15th
Superintendent Evaluation: February
Layoffs by March 15th
*LCAP Public Hearing and Budget Adoption Public Hearing, third Thursday in June
1st Interim by December 15th
Organizational Meeting must take place after December 13th but before the 28th.

State of California
Commission on Teacher Credentialing
Certification Division
651 Bannon Street, Suite 601
Sacramento, CA 95811

Email: credentials@ctc.ca.gov
Website: www.ctc.ca.gov

DECLARATION OF NEED FOR FULLY QUALIFIED EDUCATORS

Original Declaration of Need for year: 2026

Revised Declaration of Need for year: _____

FOR SERVICE IN A SCHOOL DISTRICT OR DISTRICT/COUNTY AUTHORIZED CHARTER SCHOOL

Name of District or Charter: MENDOCINO UNIFIED District CDS Code: 65581

Name of County: MENDOCINO County CDS Code: 23

By submitting this annual declaration, the district is certifying the following:

- A diligent search, as defined below, to recruit a fully prepared teacher for the assignment(s) was made
- If a suitable fully prepared teacher is not available to the school district, the district will make a reasonable effort to recruit based on the priority stated below

The governing board/body of the school district or charter school specified above adopted a declaration at a regularly scheduled public meeting held on 8 / 27 / 2026 certifying that there is an insufficient number of certificated persons who meet the district's specified employment criteria for the position(s) listed on the attached form. The attached form was part of the agenda, and the declaration did NOT appear as part of a consent calendar.

▶ ***Enclose a copy of the board agenda item***

With my signature below, I verify that the item was acted upon favorably by the board. The declaration shall remain in force until June 30, 2027.

Submitted by (Superintendent, Board Secretary, or Designee):

JASON MORSE		SUPERINTENDENT
Name	*Signature*	*Title*
707-937-0714	707-937-5868	8/21/26
Fax Number	*Telephone Number*	*Date*

PO BOX 1154, Mendocino, CA 95460
Mailing Address

JMorse@mcn.org
EMail Address

FOR SERVICE IN A COUNTY OFFICE OF EDUCATION, STATE AGENCY OR NONPUBLIC SCHOOL AGENCY

Name of County _____ County CDS Code _____

Name of State Agency _____

Name of NPS/NPA _____ County of Location _____

The Superintendent of the County Office of Education or the Director of the State Agency or the Director of the NPS/NPA specified above adopted a declaration on ____/____/____, at least 72 hours following his or her public announcement that such a declaration would be made, certifying that there is an insufficient number of certificated persons who meet the county's, agency's or school's specified employment criteria for the position(s) listed on the attached form.

The declaration shall remain in force until June 30, _____.

▶ ***Enclose a copy of the public announcement***

Submitted by Superintendent, Director, or Designee:

Name	*Signature*	*Title*
Fax Number	*Telephone Number*	*Date*

Mailing Address

EMail Address

▶ *This declaration must be on file with the Commission on Teacher Credentialing before any emergency permits will be issued for service with the employing agency*

AREAS OF ANTICIPATED NEED FOR FULLY QUALIFIED EDUCATORS

Based on the previous year's actual needs and projections of enrollment, please indicate the number of emergency permits the employing agency estimates it will need in each of the identified areas during the valid period of this Declaration of Need for Fully Qualified Educators. This declaration shall be valid only for the type(s) and subjects(s) identified below.

This declaration must be revised by the employing agency when the total number of emergency permits applied for exceeds the estimate by ten percent. Board approval is required for a revision.

Type of Emergency Permit	**Estimated Number Needed**
CLAD/English Learner Authorization (applicant already holds teaching credential)	2
Bilingual Authorization (applicant already holds teaching credential)	
List target language(s) for bilingual authorization: _____	
Resource Specialist	
Teacher Librarian Services	
Emergency Transitional Kindergarten (ETK)	

LIMITED ASSIGNMENT PERMITS

Limited Assignment Permits may only be issued to applicants holding a valid California teaching credential based on a baccalaureate degree and a professional preparation program including student teaching.

Based on the previous year's actual needs and projections of enrollment, please indicate the number of Limited Assignment Permits the employing agency estimates it will need in the following areas. Additionally, for the Single Subject Limited Assignment Permits estimated, please include the authorization(s) which will be requested:

TYPE OF LIMITED ASSIGNMENT PERMIT	ESTIMATED NUMBER NEEDED
Multiple Subject	10
Single Subject	4
Special Education	0
TOTAL	14

Authorizations for Single Subject Limited Assignment Permits

SUBJECT	ESTIMATED NUMBER NEEDED	SUBJECT	ESTIMATED NUMBER NEEDED
Agriculture		Mathematics	
Art		Music	
Business		Physical Education	
Dance		Science: Biological Sciences	
English	1	Science: Chemistry	1
Foundational-Level Math		Science: Geoscience	
Foundational-Level Science		Science: Physics	1
Health		Social Science	
Home Economics		Theater	
Industrial & Technology Education	1	World Languages (specify)	

EFFORTS TO RECRUIT CERTIFIED PERSONNEL

The employing agency declares that it has implemented in policy and practices a process for conducting a diligent search that includes, but is not limited to, distributing job announcements, contacting college and university placement centers, advertising in local newspapers, exploring incentives included in the Teaching as a Priority Block Grant (refer to www.cde.ca.gov for details), participating in state and regional recruitment centers and participating in job fairs in California.

If a suitable fully prepared teacher is not available to the school district, the district made reasonable efforts to recruit an individual for the assignment, in the following order:

- A candidate who qualifies and agrees to participate in an approved internship program in the region of the school district
- An individual who is scheduled to complete initial preparation requirements within six months

EFFORTS TO CERTIFY, ASSIGN, AND DEVELOP FULLY QUALIFIED PERSONNEL

Has your agency established a District Intern program? ○ Yes ◉ No

If no, explain. _____

Does your agency participate in a Commission-approved college or university internship program? ◉ Yes ○ No

If yes, how many interns do you expect to have this year? 2

If yes, list each college or university with which you participate in an internship program.

Sonoma State University, Dominican University, Western Governor's University, Cal Poly Humboldt

If no, explain why you do not participate in an internship program.

Resolution 2026-13: Resolution for Naming District Representatives with the Department of General Services (DGS) and the State Allocation Board (SAB)
Submitted by: Meg Kailikole, Business Manager
Board Meeting August 27, 2026

As required by the Office of Public School Construction (OPSC), all authorized "District Representative" must be approved by the school board to act on behalf of the school district specifically for SAB-administered programs.

Board Resolution 2026-13 with form SAB 50-03 satisfies this requirement. We are updating the District Representative list to replace Meg Kailikole with Christina Delgado.

BBEFORE THE GOVERNING BOARD OF MENDOCINO UNIFIED SCHOOL DISTRICT RESOLUTION NO. 2026-13

RESOLUTION FOR NAMING DISTRICT REPRESENTATIVES

WHEREAS, Education Code established multiple programs to be administered by the Department of General Services (DGS) as staff to the State Allocation Board (SAB); and

WHEREAS, Mendocino Unified School District intends to file applications for eligibility determination, file applications for funding, and/or certify information under one or more SAB-Administered Program(s) including the annual certification for the Unused Sites Program as provided in Section 17219, et. seq., of the Education Code; and

WHEREAS, the SAB and DGS requires a school district's Board of Education to authorize specific individuals to sign and submit information on behalf of a school district; and

WHEREAS, the Mendocino Unified School District understands that the signing and submittal of forms on behalf of the school district commits the school district to comply with program requirements.

NOW, THEREFORE, BE IT HEREBY RESOLVED that the Mendocino Unified School District Board of Education authorizes the individuals identified below to physically sign all documents and papers or submit documents via OPSC Online that are associated with SAB-Administered Program(s). Any previous authorized District Representatives not listed below are to be removed from the list of District Representatives:

1. Jason Morse, Superintendent
2. Christina Delgado, Business Manager

PASSED AND ADOPTED on August 27, 2026 by the Mendocino Unified School District Board of Education by the following vote:

AYES:
NOES:
ABSENT:
ABSTENTION:

Date:_____

_____
Michael Schaeffer, Board President
Mendocino Unified School District

CERTIFICATION
I, Mea Bloyd, Clerk of the Board certify that the foregoing is a correct copy of a resolution passed and adopted by the Mendocino Unified School District on August 27, 2026.

Date:_____

_____
Mea Bloyd, Board Secretary/Clerk

SCHOOL DISTRICT	FIVE-DIGIT DISTRICT CODE NUMBER (SEE CALIFORNIA PUBLIC SCHOOL DIRECTORY)
Mendocino Unified School District	23-65581
BUSINESS ADDRESS	HIGH SCHOOL ATTENDANCE AREA (HSAA) OR SUPER HSAA (IF APPLICABLE)
44141 Little Lake Road	
CITY/COUNTY	
Mendocino/Mendocino County	

Part I – District Representative Information

The following individual(s) have been designated as district representative(s) by school board minutes or the designee of the Superintendent of Public Instruction:

DISTRICT REPRESENTATIVE	TELEPHONE NUMBER	E-MAIL ADDRESS
Jason Morse, Superintendent	707-937-5868	jmorse@mcn.org
Christina Delgado, Business Manager	707-937-5868	cdelgado@mendocinousd.org

Part II – New Construction Eligibility Determination ☐ NEW ☐ ADJUSTED	K–6	7–8	9–12	Non-Severe	Severe
1. Projected Enrollment (Part I, Form SAB 50-01)					
2. Existing School Building Capacity (Part III, Line 3 of Form SAB 50-02)					
3. New Construction Baseline Eligibility (Line 1 minus Line 2)	0	0	0	0	0

Part III – Modernization Eligibility Determination ☐ NEW ☐ ADJUSTED

1. School Name

Option A	K–6	7–8	9–12	Non-Severe	Severe
2. Permanent classrooms at least 25 years old*					
3. Portable classrooms at least 20 years old*					
4. Total (Lines 2 and 3)	0	0	0	0	0
5. Multiply Line 4 by: 25 for K–6, 27 for 7–8 and 9–12, 13 for Non-Severe and 9 for Severe	0	0	0	0	0
6. Enter enrollment year (yy/yy)_____and CBEDS enrollment at school site					
7. Modernization Eligibility (lesser of each column of Lines 5 or 6)	0	0	0	0	0

Option B

2. Permanent space at least 25 years old* (report by classroom or square footage)		
3. Portable space at least 20 years old *		
4. Total (Lines 2 and 3)	0	
5. Remaining permanent and portable space (report by classroom or square footage)		
6. Total (Lines 4 and 5)	0	
7. Percentage (divide Line 4 by Line 6)	0.00%	

	K–6	7–8	9–12	Non-Severe	Severe
8. Enter enrollment year (yy/yy) _____and CBEDS enrollment at school site					
9. Modernization Eligibility (multiply Line 7 by each grade group reported on Line 8)	0	0	0	0	0

I certify, as the District Representative, that the information reported on this form is true and correct and that:

- I am designated as an authorized district representative by the governing board of the district or the designee of the Superintendent of Public Instruction; and,
- ☐ This site is located on a military installation that is a recipient of a federal grant for facilities modernization that requires a local matching share*; and,
- A resolution or other appropriate documentation supporting this application under Chapter 12.5, Part 10, Division 1, commencing with Section 17070.10, et seq., of the Education Code was adopted by the School District's Governing Board or the designee of the Superintendent of Public Instruction on 8/27/2026 ; and,
- This form is an exact duplicate (verbatim) of the form provided by Office of Public School Construction. In the event a conflict should exist, then the language in the OPSC form will prevail.

SIGNATURE OF DISTRICT REPRESENTATIVE	DATE

NAME OF DISTRICT REPRESENTATIVE (PRINT OR TYPE)	E-MAIL ADDRESS	TELEPHONE
Jason Morse	jmorse@mcn.org	707-937-5868

BACKGROUND:

NCSIG JPA Bylaws were rewritten and approved 12/7/2017 and approved by two-thirds vote of Membership effective March 1, 2018 and were last reviewed and revised 5/26/2022.

STATUS:

The NCSIG Board approved the amended changes to the bylaws on May 29, 2026. In accordance with Article XIV of the Bylaws a 2/3 vote from all members are required to pass the proposed changes.

Summary of Proposed Changes:

The Bylaws define the number of board members from each NCSIG representative county based on ADA. The change as outlined in the bylaws will change the qualifying ADA for counties that do not have the majority of their PEA's as NCSIG members. This will allow members with sufficient ADA (500 or more) to have board representation regardless of how many PEA's in their county are NCSIG Members. See Article 1C of the attached Amended Bylaws.

RECOMMENDATION:

Approve the resolution to approve the amendment to the NCSIG Bylaws as proposed.

BEFORE THE GOVERNING BOARD OF MENDOCINO UNIFIED SCHOOL DISTRICT RESOLUTION NO. 2026-14

RESOLUTION TO AMEND BYLAWS OF NORTHERN CALIFORNIA SCHOOLS INSURANCE GROUP (NCSIG)

WHEREAS, **Mendocino Unified School District** is a Member of Northern California Schools Insurance Group and the NCSIG Board of Directors reviewed and approved the proposed amendment to the Bylaws of NCSIG on May 29, 2026.

WHEREAS, Article XIV of the NCSIG Bylaws requires approval by two-thirds (2/3) of the NCSIG membership for amendments to become effective.

NOW THEREFORE BE IT RESOLVED THAT:

The Board of Trustees of **Mendocino Unified School District** hereby approves the Amendments to the NCSIG Bylaws Amended and Restated dated May 29, 2026.

PASSED AND ADOPTED on August 27, 2026 by the Mendocino Unified School District Board of Education by the following vote:

AYES:
NOES:
ABSENT:
ABSTENTION:

Date:_____

_____
Michael Schaeffer, Board President
Mendocino Unified School District

CERTIFICATION
I, Mea Bloyd, Clerk of the Board certify that the foregoing is a correct copy of a resolution passed and adopted by the Mendocino Unified School District on August 27, 2026.

Date: _____

_____
Mea Bloyd, Board Secretary/Clerk

Northern California Schools Insurance Group

BYLAWS

Rewritten in entirety and approved by NCSIG Board of Directors on December 7, 2017 and approved by two-thirds vote of Membership to be effective March 1, 2018.

Article I Section D. Amended
Approved by Board of Directors May 26, 2022 Ratified by Membership

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BYLAWS

NORTHERN CALIFORNIA SCHOOLS INSURANCE GROUP JOINT POWERS AUTHORITY

PREAMBLE

Northern California Schools Insurance Group ("NCSIG") was established pursuant to the terms of a Joint Powers Agreement ("JPA Agreement") by and among its Public Educational Agencies ("PEA") for the purpose of providing the services and other items necessary and appropriate for the establishment, operation, and maintenance of a joint program for liability and property damage protection for the PEA's who are Members ("Members") hereof, and to provide a forum for discussion, study, development, and implementation of recommendations of mutual interest regarding pooled coverage and group purchase insurance and reinsurance programs. Pursuant to the terms of the JPA Agreement, NCSIG has adopted these Bylaws ("Bylaws") to apply to and govern NCSIG and its Members.

ARTICLE I
BOARD OF DIRECTORS

A. A Board of Directors is hereby established to represent the NCSIG membership.

B. The Board of Directors shall be formed in the following manner. Each California County in which a majority of Public Educational Agencies in that county are members of NCSIG shall have representation on the Board of Directors. Representation from each county shall be on a weighted basis based on each county's combined Average Daily Attendance (ADA). ADA shall be as determined in the NCSIG Underwriting Policy for purposes of rate setting each year. Should a county's ADA change the county to a different size category, the change in number of Directors shall become effective at the beginning of the next fiscal year beginning July 1. Selection of Directors from each county shall be designated by the county's Superintendent of Schools and must be either a school administrator or a designated confidential employee of a member and shall serve at the pleasure of the Members in that county. Each Director shall be entitled to cast one vote in all matters requiring a vote, except in the case of an actual or potential conflict of interest.

Total County ADA		Number of Directors
0 -	7,499	2
7,500 -	24,999	3
25,000 -	Over	4

C. If a Public Educational Agency is located in a county where the majority of Public Educational Agencies are not members of NCSIG, the size category and number of votes for that Director shall be as shown in the Table below. The Director would be appointed by the Superintendent of the Public Educational Entity with qualifying ADA. All votes allocated to each Director shall be cast together and cannot be split.

Individual Member ADA		Votes Allocated
0 -	4,~~9~~99	0
500	4,999	1
5,000 -	7,499	2
7,500 -	24,999	3
25,000 -	Over	4

D. Each Director shall designate an alternate representative from their PEA who is employed as a school administrator or a designated confidential employee that is authorized to act in the event of the absence of the appointed Director. Only the designated Director or alternate may serve on the board. Individuals may be appointed to serve as alternates by one or more Authority Members so long as the qualified alternate represents a member PEA from the same county.

E. The Board of Directors shall hold at least one regular meeting each fiscal year. The date, time, and location for each such regular meeting shall be fixed by the Board of Directors, and shall be publicly noticed prior to the meeting. All meetings of the Board of Directors shall be called, held, and conducted in accordance with the terms and provisions of the Ralph M. Brown Act (Sections 54950, et seq., of the California Government Code), as said Act may be modified by subsequent legislation, and as the same may be augmented by rules of the Board of Directors not inconsistent therewith. The Board may hold additional meetings as determined by the Board and consistent with Brown Act. Except as otherwise provided or permitted by law, all meetings of the Board are open and public. The Board of Directors will cause minutes of its meetings to be kept, and post the true and correct copies of the minutes of such meetings after Board approval.

F. The principal office for the transaction of business of NCSIG and receipt of all notices is hereby fixed and located as described in Appendix A attached hereto and incorporated herein by reference. The Board of Directors shall have the authority to change the location of the principal office.

G. The Board of Directors may establish and dissolve operating committees and establish such committees and their operating policies.

H. The Board of Directors may establish, revise and discontinue policies related to the operation of NCSIG and such approved policies are binding upon the Members unless otherwise specified by policy established by the Board of Directors.

I. The Board of Directors shall determine Contributions and the method by which Contributions will be paid to NCSIG. The Board of Directors will also provide for additional assessments during the year, if necessary or appropriate, to allow for increased costs and expenses that may occur. The Board of Directors shall insure that a complete and accurate system of accounting of the NCSIG financials are maintained at all times consistent with established auditing standards and accounting procedures.

J. The Board of Directors shall review coverages that are provided to Members and establish policies and procedures for claims administration.

K. The Board of Directors shall approve the terms of all related insurance, excess insurance, reinsurance and other agreements, including the terms of coverage, claims services, cost and compensation.

L. The Board of Directors shall directly or by contract provide for services required to effectively implement all aspects of the Joint Program.

M. The Board may authorize any Officer or Officers, agent or agents, to enter into any contract or execute any instrument in the name and on behalf of NCSIG, and such authorization may be general or confined to specific instances. Unless so authorized by the Board of Directors, no Officer, agent or employee shall have any authority to bind NCSIG by any contract or to pledge its credit or to render it liable for any purpose.

ARTICLE II
RULES OF THE BOARD OF DIRECTORS

A. The Board of Directors may establish rules governing its own conduct and procedures and have such expressed or implied authority as is not inconsistent with, or contrary to, the laws of the State of California, these Bylaws, or the Joint Powers Agreement.

B. A quorum for the transaction of business by the Board of Directors shall consist of a majority weighted vote of the Directors or their alternate. All action shall require the approval of a majority weighted vote of the Directors or their alternate present at the meeting, unless a higher percentage vote is required by the Agreement or these Bylaws.

C. No one serving on the Board of Directors shall receive any salary or compensation from NCSIG.

D. The Board of Directors may approve reimbursement for expenses incurred.

ARTICLE III
OFFICERS

A. The principal Officers of NCSIG shall be a President, a Vice President, a Secretary/Auditor-Controller, a Treasurer, and a Finance Chair ("Officers").

B. Election of Officers:

1. The Officers of NCSIG shall be elected by the weighted vote of the Directors or his/her alternate.

2. The Officers of NCSIG shall serve a term of two years, beginning July 1 of even- numbered years.

3. Elections shall take place at the last regularly scheduled Board of Directors meeting prior to the commencement of even-numbered Program Years. Directors may make nominations of individuals who meet the requirements for the office at the time of election. If such nomination is seconded, the nominated individual shall be a candidate

for that office for which the candidate was nominated. The candidate with the greatest number of weighted votes shall be elected to the office.

4. Any person elected as an Officer may be removed at any time, with or without cause, by a majority of the weighted votes of Directors or their alternate present at the Board meeting.

5. Officers shall at all times during their term be the designated Director of a Member. In the event an Officer is no longer a designated Director of a Member, then such individual shall no longer be an Officer of NCSIG.

6. All vacancies arising may be filled at any time by the weighted vote of the Directors or their alternate present at that Board of Directors meeting.

C. The President will preside at all meetings of NCSIG. The President shall appoint the Finance Chair to serve as a NCSIG Officer and members of committees as necessary or appropriate for carrying on the activities of NCSIG. Committees appointed by the President may hold office beyond the President's term subject to the approval of the new President. The President shall execute documents on behalf of NCSIG as authorized by the Board of Directors and shall serve as the back-up liaison to the JPA Manager between this and any other organization. The President shall have authority to approve demands.

D. The Vice President shall have such powers and perform such duties as may be prescribed from time to time by the Board of Directors or the President. In the absence or disability of the President, the Vice President shall be vested with all the powers and authorized to perform all the duties of the President. The Vice-President shall also serve as the auditor/controller of NCSIG in the absence of the auditor-controller and shall approve demands.

E. The Secretary shall be present at all meetings of NCSIG to cause minutes to be kept, to maintain or cause to be maintained all accounting and other financial records of NCSIG, to file all financial reports of NCSIG and perform such other duties as the Board may specify. The Secretary shall also serve as the Auditor/Controller of NCSIG and shall approve demands.

F. The Treasurer shall be those specified in Sections 6505.5 or 6505.6 of the California Government Code, to cause to be received and safe kept all money coming into the treasury, to comply or cause to be complied with all laws governing the deposit and investment of funds, and to cause to be submitted a quarterly report (Treasurer's Report) to the Board summarizing receipts, disbursements, and fund balances, along with a listing of all investments and other duties as specified by the Board. The Treasurer shall have authority to approve demands.

G. The Board of Directors may appoint or elect such additional Officers, and assign such duties and authorities, as it determines.

H. The NCSIG Officers shall comprise the Claims Committee and will be subject to the Ralph M. Brown Act (Sections 54950, et seq., of the California Government Code).

ARTICLE IV
EXECUTIVE DIRECTOR

All decisions related to NCSIG shall be made by the Board of Directors. NCSIG may contract with a company with demonstrated expertise and experience to assist NCSIG with the management and operation of NCSIG ("Executive Director").

A. The Executive Director shall provide employees and/or contractors to act as JPA Manager and Associate JPA Manager(s) to:

1. Monitor the status of NCSIG's programs and operations, losses, administrative and operational costs, service companies' and Servicing Agents performance and report to the Board.

2. Prepare an annual budget.

3. Assist the Board in selecting brokers, excess insurance companies or excess insurance Joint Powers Authorities.

4. Assist the Board in selecting claims administrators, risk control consultants and other program services.

5. Contract for claims audits and actuarial studies to determine cost allocations.

6. Perform whatever functions are necessary and within the Executive Director's authority to manage the daily activities of NCSIG.

7. Conduct the business of NCSIG in a manner consistent with the standards set forth by the California Association of Joint Powers Authorities (CAJPA) for their accreditation program.

B. NCSIG shall compensate the Executive Director for services to NCSIG in such amount and manner as may be fixed from time-to-time by the Board of Directors. Details respecting compensation, termination, and other employment related matters pertaining to the Executive Director shall be governed by the Bylaws and such terms and conditions as the Board shall set forth in a contract or agreement.

ARTICLE V
MEMBERSHIP IN NCSIG

A. Membership in NCSIG shall be open to any California Public Educational Agency which has been duly approved by the Board of Directors. NCSIG shall provide application forms and establish procedures for their completion and submission for review prior to being approved.

B. Upon approval, a Public Educational Agency may become a Member of NCSIG by executing a copy of the NCSIG Joint Powers Agreement, whereby said Public Educational Agency agrees to comply with the terms of the NCSIG Joint Powers Agreement and these Bylaws, as the same may from time to time be amended and in effect.

C. NCSIG may establish special rules and terms for membership as defined in NCSIG Policies.

ARTICLE VI
FINANCE

A. NCSIG shall operate on a fiscal year from July 1st through June 30th.

B. The Board of Directors shall annually and in accordance with Policy adopt a budget showing each of the purposes for which NCSIG will need money and the estimated amount of money that will be needed for each such purpose for the ensuing fiscal year. A copy of the budget shall be provided to each of the Directors.

C. Each Member shall pay to NCSIG each fiscal year the annual Contribution as calculated and adopted by the Board of Directors pursuant to the following:

1. Each Member's Contribution shall be based upon such Member's retention, selected coverages, ADA, Total Insured Values and other information relative to providing coverage for the Member including rating factors as established by the NCSIG Underwriting Policy.

2. Contributions are due and payable as established by the NCSIG Delinquent Contribution/Termination of Coverage Policy.

D. Each Program Year shall be accounted for separately from every other Program Year in regard to the accounting for its assets and Obligations.

1. All Contributions, Obligations, expenditures and disbursements of NCSIG that can be separately and distinctly identified by Program Year shall be accounted for separately by each Program Year.

2. Any revenues, Obligations and expenses that cannot be separately and distinctly identified to a specific Program Year may be allocated among Program Years.

3. Should the total Obligations for a Program Year exceed the total assets of that year, the Members participating in such Program Year may be assessed a Pro-Rata Share of the additional contribution required based on actuarial analysis and approved by the Board of Directors.

4. Net Position Funds may be utilized for the benefit of NCSIG as determined and approved by the Board of Directors, including but not limited to a distribution of any positive net position funds to Members.

5. NCSIG's Contingency Reserve must be met before any positive net position funds are eligible to be returned to the Members.

6. Any unanticipated non-claim expenditures, not incorporated into the current annual budget, will be assessed against the Members, as determined by the Board of Directors. The assessment, if any, will be added to the Member's subsequent Program Year's Contribution.

E. Any subrogation recoveries received by NCSIG shall be credited to NCSIG with any remaining balance refunded to the member for any incurred Self Insured Retention.

F. An account shall be established and maintained to receive monies, pay operating expenses hold reserves and pay claims of NCSIG.

ARTICLE VII
RECEIPT AND DISBURSEMENT OF FUNDS

A. Revenues of NCSIG shall be received at its principal office. The Treasurer shall cause to be safeguarded and invested funds in accordance with NCSIG's current investment policy.

B. The President, Vice-President, Secretary, Treasurer, Finance Chair, JPA Manager and Associate JPA Managers shall be authorized signatories of NCSIG's checking account. All checks disbursing funds of NCSIG shall be signed as established by action of the Board.

C. A register of all checks issued since the previous Board meeting shall be provided at each subsequent Board meeting for approval

D. The JPA Manager shall be authorized to make all expenditures for goods or services without specific approval, to the extent such funds have been included and approved by adoption of the budget or as previously approved by the Board.

ARTICLE VIII
INVESTMENT OF FUNDS

NCSIG shall have the power to invest or cause to be invested, in compliance with Section 6509.5 of the California Government Code, such funds as are not necessary for the immediate operation of NCSIG as allowed by Section 53601 of the California Government Code.

ARTICLE IX
ACCOUNTS AND RECORDS

A . NCSIG is strictly accountable for all funds received and disbursed by it and, to that end, NCSIG shall establish and maintain such funds and accounts as may be required by Generally

Accepted Accounting Principles or by any provision of law or any resolution of NCSIG. Books and financial records of NCSIG shall be open to inspection at all reasonable times by representatives of the Members. NCSIG, as soon as practical after the close of each fiscal year, shall give, or cause to be given, a complete written report of all financial activities for such fiscal year to each Member of NCSIG.

B. The Board of Directors shall make, or contract with a Certified Public Accountant to make, an annual audit of the accounts, records, and financial affairs of NCSIG. In each case the minimum requirements of the audit shall be those prescribed by the State Controller for Special Districts under Section 26909 of the California Government Code and shall conform to Generally Accepted Auditing Standards. When such an audit of accounts and reports is made by a Certified Public Accountant, a report thereof shall be filed within six months of the end of the fiscal year under examination with the State Controller and county auditor. Any costs of the audit, including contracts with, or employment of, Certified Public Accountants in making the audit(s) provided for herein, shall be appropriate administrative charges against the funds of NCSIG.

C. The Board of Directors shall contract with an independent claims auditor at least every two years to conduct and audit of claims paid by NCSIG and to deliver an audit report to the Board of Directors.

ARTICLE X
HOLD HARMLESS AND INDEMNIFICATION

The Board of Directors and the Officers of NCSIG, including former Directors and Officers, shall not be liable to NCSIG, to any Member or Former Member, or to any other person, for actual or alleged breach of duty, mistake of judgment, neglect, error, misstatement, misleading statement, or any other act or omission in the performance of their duties hereunder as provided by California Government, except in the event of fraud, gross negligence, or intentional misconduct of such director or Officer. NCSIG shall defend and shall indemnify and hold harmless its Directors and Officers, including former Directors and Officers, from any claim, demand, cause of action, and damages arising out of their performance of their duties as such Directors or Officers of NCSIG, to the extent authorized by Government Code Section 995. NCSIG may purchase conventional insurance to protect NCSIG, and its participating Members or Former Members, against any such acts or omissions by its Directors and Officers, including former Directors and Officers.

ARTICLE XI
RISK MANAGEMENT

The Board of Directors of NCSIG may adopt recommended minimum standards for risk management/loss control practices. These standards and best practices shall be reviewed by each Member as part of each Member's risk management practices.

ARTICLE XII
WITHDRAWAL FROM OR TERMINATION OF MEMBERSHIP

Any Member having completed three complete program years as a Member of NCSIG may withdraw from its status as a Member and party to the Joint Powers Agreement at the end of the fiscal year subject to the following terms and conditions.

A. Member must submit a written request to NCSIG JPA Manager no later than December 31 of the preceding Program Year.

B. Termination of participation in future Program years does not relieve the terminated Member of any benefits or obligations of those Program Years in which the Member participated. These obligations including payment of assessments or any other amounts due and payable, and the terminated Member shall participate in all dividends for the Program Years in which the Member participated.

C. A Member may be involuntarily terminated from membership in NCSIG upon the weighted vote of two-thirds of all the remaining Directors. Such involuntary termination shall become effective at the end of the Program Year in which the action is taken or upon such other date as the Board of Directors may specify, but in no case less than sixty days after notice of involuntary termination is given. As a result of such involuntary termination:

   a. The incurred claims, incurred but not reported claims, and all Contributions of the terminated Member applicable to Program Years of membership shall stay with NCSIG.

   b. The terminated Member shall continue to participate in each of the Program Years for which the agency was a Member.

   c. The terminated Member shall continue to be bound by the JPA Agreement and the Bylaws for the Program Years during which such agency was a Member.

D. Grounds for involuntary termination include, but are not limited to, the following:

   a. Failure or refusal to abide by the JPA Agreement or Bylaws;

   b. Failure or refusal of a Member to abide by an amendment of the JPA Agreement or Bylaws which has been adopted by the Board of Directors or by the Members of NCSIG as provided in the Agreement or these Bylaws;

   c. Failure or refusal to pay Contributions or assessments to NCSIG as provided in the Agreement or Bylaws;

   d. Failure to comply with risk management or safety programs implemented by NCSIG; or

   e. Failure of a Member to disclose a material fact to NCSIG or its JPA Manager.

ARTICLE XIII
DISPOSITION OF PROPERTY AND FUNDS

Upon termination of the JPA Agreement, all assets of NCSIG shall be distributed only among the parties that have been participants in the Program, including any of those parties which previously withdrew pursuant to the JPA Agreement, in and proportionate to their Deposit Premiums and Assessments paid during the term of the JPA Agreement. The Board of Directors shall determine such distribution within six months after the last pending claim or loss covered by this JPA Agreement has been finally resolved and there is a reasonable expectation that no new claims will be filed.

The Board is vested with all powers of NCSIG for the purpose of concluding and dissolving the business affairs of NCSIG. These powers shall include the power to require Members, including those which were participants at the time the claim arose or at the time the loss was incurred, to pay their share of any assessments deemed necessary by the Board for final disposition of all claims and losses covered by the JPA Agreement for any program year.

ARTICLE XIV
AMENDMENTS

A. Amendment to these Bylaws may be proposed by any Member of NCSIG.

B. All amendments to these Bylaws must be approved by a two-thirds (2/3) weighted vote of the members of NCSIG Board of Directors, followed by a 2/3 vote of the entire membership The effective date of any amendment will be on the first day of the next month following adoption, unless otherwise stated.

ARTICLE XV
SEVERABILITY

Should any portion, term, condition or provision of these Bylaws be decided by a court of competent jurisdiction to be illegal or in conflict with any law of the State of California, or be otherwise rendered unenforceable or ineffectual, the validity of the remaining portions, terms, conditions and provisions shall not be affected thereby.

ARTICLE XVI
SUBORDINATION

Should any portion, term, condition or provision of these Bylaws be in conflict with the JPA Agreement, the terms of the Bylaws will be subordinate to the JPA Agreement.

ARTICLE XVII
RECORDS RETENTION POLICY

NCSIG's records will be retained in accordance with the policy adopted by the Board of Directors.

ARTICLE XVIII
NOTICES

A. Notices to NCSIG shall be in writing and delivered to NCSIG.

B. Notices to Members shall be in writing and delivered to the Member.

C. Reportable claims against Members shall be reported to the Member's Servicing Agent and/or the NCSIG Claims Administrator.

ARTICLE XIX
EFFECTIVE DATE

The effective date of any amendment will be the first day of the next month following adoption, unless otherwise stated.

ARTICLE XX
DEFINITIONS

The terms in these Bylaws shall be as defined herein and in the JPA Agreement creating the Northern California Schools Insurance Group, unless otherwise specified herein.

A. "Associate JPA Manager" shall be an alternate JPA Manager in the event of a conflict of interest with the JPA Manager, in the absence of the JPA Manager, or for other duties as outlined in NCSIG documents, and will be subject to the direction and control of the Board and Executive Director.

B. "Board" or "Board of Directors" shall mean the governing body of NCSIG as determined in Article I of the Bylaws.

C. "Contribution" shall mean the amount determined by the Board of Directors as each Member's share of the cost of each Program Year of the Joint Program.

D. "Contingency Fund" shall mean the excess by which NCSIG's assets exceed the Obligations for all the Program Years measured at a point in time as determined by the Board of Directors.

E. "Director" shall be the person(s) appointed to the Board of Directors as provided for in this agreement. The Director shall have the authority to bind the Members on any and all matters relating to the business of NCSIG.

F. "Excess Insurance" shall mean that insurance purchased by NCSIG either through other Joint Powers Authorities or through commercial insurance companies to cover losses in excess of NCSIG's pooled limits.

G. "Executive Director" shall be the entity engaged by NCSIG under written contract for the day-to-day administration, management, and operation of NCSIG's programs of risk management and will be subject to the direction and control of the Board.

H. "JPA Agreement" shall mean the Joint Powers Agreement creating the Northern California Schools Insurance Group.

I. "JPA Manager" shall be the person (employee or contractor) of the Executive Director responsible for the day-to-day administration, management, and operation of NCSIG's programs of risk management and will be subject to the direction and control of the Board and Executive Director.

J. "Joint Program" shall mean the coverage for property and liability claims in excess of the Member's retention pursuant to NCSIG's coverage documents along with the purchasing of insurance or reinsurance or the setting aside of funds and reserves to pay for a self-insured retention or for losses not covered by insurance or reinsurance of such claims.

K. "Servicing Agent" shall be the person or entity designated by the Members to act on their behalf in providing insurance services as determined by the Servicing Agent Policy.

L. "Member" shall mean any Public Educational Agency who has been approved by the NCSIG Board of Directors for membership in NCSIG and is bound by the NCSIG JPA Agreement, Bylaws and other program policies which may be amended from time to time.

M. "NCSIG" shall mean the Northern California Schools Insurance Group.

N. "Obligations" shall mean to include, but not limited to, all payments required by law together with any other legal obligations incurred or potentially payable by NCSIG pursuant to the JPA Agreement or these Bylaws.

O. "Program Year" shall mean one year of the Joint Program separate from each and every other Program Year and shall operate on fiscal year from July 1st through June 30th, or as otherwise determined by the Board of Directors.

P. "Pro-Rata Share" shall mean the ratio of each Member's Contribution in proportion to the total of all Members' Contributions for each Program Year.

Q. "Public Educational Agency" shall include individual school districts, community college districts, Regional Occupational Center or Program, County Superintendent of Schools or Board of Education, Charter Schools sponsored by NCSIG Members, or other Joint Powers Authorities approved by the NCSIG Board of Directors for membership.

R. "Subrogation" shall mean the recovery of payments which NCSIG has made on behalf of a Member.

APPENDIX "A"

The principal address of the Northern California Schools Insurance Group (NCSIG) for the transaction of business and receipt of all notices shall be:

EXECUTIVE DIRECTOR

NORTHERN CALIFORNIA SCHOOLS INSURANCE GROUP

310 HEMSTED DRIVE, SUITE 200

REDDING, CA 96002

Regulation 3440: Inventories **Status:**

Original Adopted Date: 06/01/1998 | **Last Revised Date:** 02/01/2026 | **Last Reviewed Date:** 02/01/2026 Under Revision 8/27/26

In order to provide for the proper tracking and control of district property, the Superintendent or designee shall maintain an inventory of equipment in accordance with law for the following:

1. All equipment items currently valued in excess of $1,500 (Education Code 35168)
2. All equipment items purchased with state and/or federal categorical funds that have a useful life of more than one year with an acquisition cost of $500 or more per unit

Additionally, the Superintendent or designee may maintain a list of specific items which shall be inventoried for internal control purposes regardless of their initial cost or current value.

The inventory shall contain a record of the following information: (Education Code 35168; 5 CCR 3946; 2 CFR 200.313)

1. Model/name and type/description of the property
2. Serial/identification number
3. Original cost of the item of equipment or a reasonable estimate if the original cost is unknown
4. Date of acquisition
5. Location of use
6. The date and method of disposal

In addition to the information specified in Items #1-6 above, the following information shall be recorded for equipment acquired with state and/or federal categorical funds unless otherwise specified in law: (5 CCR 3946; 2 CFR 200.313)

1. Source of the property (funding source), including any applicable federal award identification number
2. Titleholder
3. Percentage of federal participation in the cost of the property for the federal award under which the property was acquired
4. Use and current condition of property
5. Transfer, replacement, or disposition of obsolete or unusable equipment
6. Any ultimate disposition data, including the sale price of the property upon disposition and method used to determine current fair market value

At the time of purchase, the Superintendent or designee shall affix a label to the equipment containing the identification number and the district name. Equipment items purchased with categorical program funds shall also be labeled with the name of the project in accordance with 5 CCR 3946.

Whenever an equipment item is moved to a new location or the equipment is used for a new purpose, the new location or purpose shall be recorded in the inventory.

A copy of the inventory shall be kept at the district office and at the appropriate school site.

The Superintendent or designee shall annually submit an inventory listing of federally owned property in its custody to the federal agency that granted the award. (2 CFR 200.312)

Physical Inventory

At least once every two years, a physical inventory of equipment shall be conducted and the results reconciled with the property records. (2 CFR 200.313)

The Superintendent or designee shall establish procedures for conducting the physical inventory which shall include, but not be limited to, designation of person(s) responsible for coordinating and conducting the inventory, preparation and distribution of count sheets, procedures for implementing the inventory, and procedures for conducting a recount to substantiate the validity of the inventory.

The Superintendent or designee shall investigate any differences between the quantities determined by the physical inspection and those in the accounting records.

Policy Reference Disclaimer:
These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the Governing Board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	**Description**
5 CCR 16022-16023	Classification of records
5 CCR 16035	Historical inventory of equipment
5 CCR 3946	Control, safeguards, disposal of equipment purchased with consolidated application funds
Ed. Code 35168	Inventory of equipment
Federal	**Description**
2 CFR 200.0-200.521	Federal uniform grant guidance
20 USC 2301-2414	Strengthening Career and Technical Education for the 21st Century Act
Management Resources	**Description**
California Department of Education Publication	California School Accounting Manual
Website	CSBA District and County Office of Education Legal Services
Website	California Association of School Business Officials
Website	California Department of Education
Website	Office of Management and Budget

Cross References

Code	Description
3000	Concepts And Roles
3230	Federal Grant Funds
3230	Federal Grant Funds
3270	Sale And Disposal Of Books, Equipment And Supplies
3270	Sale And Disposal Of Books, Equipment And Supplies
3290	Gifts, Grants And Bequests
3300	Expenditures And Purchases
3400	Management Of District Assets/Accounts
3400	Management Of District Assets/Accounts
3512	Equipment
3512-E(1)	Equipment
3515	Campus Security
3515	Campus Security
3530	Risk Management/Insurance
3530	Risk Management/Insurance
3580	District Records
3580	District Records
6178	Career Technical Education
6178	Career Technical Education