

MARYSVILLE JOINT UNIFIED SCHOOL DISTRICT

1919 B Street, Marysville, CA 95901

District Office (Conference Room #1)

BOARD MEETING ~ BOARD OF TRUSTEES

November 10, 2020

AGENDA

Participation Available Via Teleconference

Phone Number: 1-669-900-9128 (San Jose)

Meeting ID Number: 929 2842 3075

**For those viewing but not participating, the open session
livestream can be found at:**

<https://youtu.be/eHOaJWVwNbA>

The agenda for board meetings can be made available upon request in a format appropriate for a person with a disability. If you are an individual with a disability who needs special accommodations to participate, please call 749-6101 at least 24 hours in advance. Accommodations may include but are not limited to interpreters, parking, and accessible seating.

Open Session agenda related documents and pages in Special Reports can be viewed on the MJUSD website [www.mjUSD.com – Select: "Board" and "Agendas and Minutes"].

**4:30 P.M. ~ OPEN SESSION
CONFERENCE ROOM #1**

CALL MEETING TO ORDER

ROLL CALL

Mr. Randy L. Rasmussen, President	_____
Mr. Frank J. Crawford, Vice President	_____
Ms. Susan E. Scott, Clerk	_____
Mr. Jim C. Flurry, Trustee Representative	_____
Mr. Paul F. Allison, Member	_____
Mr. Jeff D. Boom, Member	_____
Mr. Randy L. Davis, Member	_____

**CLOSED SESSION
CONFERENCE ROOM #1**

(Closed Session – continued)

The Board strives to commence open session in a timely manner. To achieve this goal, the Board may be required to continue closed session at the conclusion of the open session agenda. In such cases, the Board will diligently seek to address all matters requiring the attendance of students and parents (e.g. student expulsion/reinstatement and enrollment matters) prior to reconvening in open session. Pursuant to Government Code Section 54954.3, members of the public shall be given the opportunity to address the Board on closed session agenda items prior to the Board's consideration of the item. Typically, this opportunity will occur immediately prior to the Board's consideration.

1. **CONFERENCE WITH LEGAL COUNSEL — EXISTING LITIGATION** **MOTION**
(Govt. Code Paragraph (1) of subdivision (d) of Section 54956.9(d)(1)
Ethan Conrad v. Marysville Joint Unified School District, et al.
Yuba County Superior Court Case No.: CVCV20-00190

2. **PUBLIC EMPLOYEE PERFORMANCE EVALUATION: SUPERINTENDENT** **MOTION**

RECONVENE TO OPEN SESSION
5:30 P.M. ~ REGULAR MEETING
CONFERENCE ROOM #1

PLEDGE OF ALLEGIANCE

Frank Crawford, Vice President to the Board of Trustees.

ANNOUNCEMENT OF ACTION TAKEN IN CLOSED SESSION

PRESENTATION

- ♦ **Williams Act Update** — Dr. Francisco Reveles, Bobbi Abold, & Jennifer Morrison
See Special Reports, Pages 1-56.

COMMENTS FROM BOARD MEMBERS

OPPORTUNITY FOR EMPLOYEE ORGANIZATIONS TO ADDRESS THE BOARD

- ♦ **Marysville Unified Teachers' Association**
- ♦ **Operating Engineers Local Union #3**
- ♦ **California School Employees' Association #326 and #648**
- ♦ **Association of Management and Confidential Employees**
- ♦ **Supervisory Unit**

PUBLIC COMMENTS

(NOTE: For teleconference meetings, please submit Public Comment card located on the district webpage at www.mjusd.com under "Board" before the board meeting begins.)

Persons wishing to address the Board are requested to fill out a "Public Comments" card before the start of the meeting and give it to the secretary, board president, or superintendent. The public may address topics not on the agenda during this section of the agenda or ask they be heard during a specific agenda item. **Comments are limited to a maximum of three minutes per speaker — 20 minutes total time for public input on each item per Board Bylaw 9323.**

(Public Comments – continued)

The Ralph M. Brown Act prevents the Board of Trustees from responding to these comments with the exception of clarifying questions. The California Government Code, Section 54954.2.a states, “No action or discussion shall be undertaken on any item not appearing on the posted agenda, except that members of a legislative body or its staff may briefly respond to statements made or questions posed by persons exercising their public testimony rights under Section 54954.3”

How do I get an item placed on a meeting agenda for discussion?

If members of the public wish to have an item agendized for discussion or action, it must be a “matter directly related to school district business” (Education Code 35145.5). You must submit a letter describing the issue to be agendized in as much detail as possible to the Superintendent. The request must be received no less than nine business days prior to a regularly scheduled board meeting. The Board and/or Superintendent will determine how and when to agendize the request.

SUPERINTENDENT'S REPORT

SUPERINTENDENT

1. APPROVAL OF MINUTES

- ♦ Minutes from the regular board meeting of 10/27/20.
(absent: Jeff Boom)

MOTION

2. CONSENT AGENDA

The Board is requested to approve the Consent Agenda items under **Educational Services, Student Services, Categorical Programs, Nutrition Services, Personnel Services, and Business Services.** Please refer to details where these items are described fully.

MOTION

EDUCATIONAL SERVICES

1. AGREEMENT WITH GREENFIELD LEARNING INC. FOR LOMA RICA ELEMENTARY SCHOOL

CONSENT AGENDA

Purpose of the agenda item~

The purpose of the agenda item is to request the Board approve the agreement with Greenfield Learning Inc. for Loma Rica Elementary School for the 2020-21 school year in the amount of \$1,670.

Background~

Greenfield Learning Inc. will provide access to the digital reading program Lexia Reading Core5 for students at Loma Rica Elementary School. This supplemental program will support Loma Rica students as they strive to master essential grade level standards. In addition, this program will be a tool in supporting distance learning for all students.

Financial Impact~

General Fund 01 – CARES Act Funds

Recommendation~

Recommend the Board approve the agreement. See Special Reports, Pages 57-58.

(Educational Services – continued)

2. AGREEMENT WITH VOCABULARY.COM FOR MARYSVILLE HIGH SCHOOL

**CONSENT
AGENDA**

Purpose of the agenda item~

The purpose of the agenda item is to request the Board approve the agreement with Vocabulary.com for Marysville High School for the 2020-21 school year in the amount of \$3,600.

Background~

Vocabulary.com will provide access to their online vocabulary platform to the students at Marysville High School. In addition, this program will be a tool in supporting distance learning.

Financial Impact~

General Fund 01 – CARES Act Funds

Recommendation~

Recommend the Board approve the agreement. See Special Reports, Pages 59-62.

STUDENT SERVICES

1. ADDENDUM TO THE AGREEMENT WITH PROCARE THERAPY FOR SPEECH LANGUAGE PATHOLOGY TELEPRACTITIONER SERVICES

**CONSENT
AGENDA**

The purpose of the agenda item is to request the Board ratify the addendum to the agreement with ProCare Therapy to add a Tele-SLP service position to fill a recently vacated position within the district in the amount not to exceed \$69,000, which was Board approved on 9/8/20.

Background~

The SLP will provide necessary therapy, assessment, and case management as needed for the students who qualify under the Federal IDEA law. The SLP is required due to the need to provide services under the Federal IDEA law and the lack of qualified applicants to hire our own therapist. Agreements are required at the time a placement is made with an agency. This agreement is a ratification because the position needed to be filled as soon as possible.

Financial Impact~

General Fund 01 – Special Education Restricted

Recommendation~

Recommend the Board ratify the addendum to the agreement. See Special Reports, Pages 63-66.

(Student Services – continued)

2. 2020-21 AGREEMENT WITH LIVE ACTION DIGITAL TO PRODUCE VIDEO

**CONSENT
AGENDA**

Purpose of the agenda item~

The purpose of the agenda item is to request the Board ratify the agreement with Live Action Digital (LAD3D) to produce a COVID-19 prevention plan video for use by MJUSD schools in the amount not to exceed \$2,500.

Background~

This video will communicate the health and safety guidelines to students, parents, and staff in order to prepare for the reopening of schools.

Financial Impact~

General Fund 01 – Special Education Restricted

Recommendation~

Recommend the Board ratify the agreement. See Special Reports, Page 67.

CATEGORICAL PROGRAMS

1. MJUSD LOCAL CONTROL AND ACCOUNTABILITY PLAN FEDERAL ADDENDUM

**CONSENT
AGENDA**

Purpose of the agenda item~

The purpose of the agenda item is to request the Board approve the MJUSD Local Control and Accountability Plan (LCAP) Federal Addendum.

Background~

The LCAP Federal Addendum compliments the LCAP, in traditional budget years, to ensure the Local Educational Agency (LEA) Plan provisions of the Every Student Succeeds Act (ESSA) have been met. ESSA funds are supplemental to state funds. The Federal Addendum outlines how the MJUSD maximizes the impact of federal investments to support underserved students in order to achieve readiness for college, career, and lifelong learning. ESSA implementation presents an opportunity for LEAs to innovate with federally-funded programs and align them with the priority goals in the state's Local Control Funding Formula (LCFF). Under the ESSA provisions addressed within the LCAP section, state priority alignment numbers are provided to demonstrate where ESSA provisions are referenced in the LCAP. Due to the pandemic, the CDE suspended the 2020-21 LCAP. The LCAP Federal Addendum is being submitted to comply with federal accountability.

Financial Impact~

None

Recommendation~

Recommend the Board approve the MJUSD LCAP Federal Addendum. See Special Reports, Pages 68-95.

(Categorical Programs – continued)

2. MCAA LOCAL CONTROL AND ACCOUNTABILITY PLAN FEDERAL ADDENDUM

**CONSENT
AGENDA**

Purpose of the agenda item~

The purpose of the agenda item is to request the Board approve the Marysville Charter Academy for the Arts (MCAA) Local Control and Accountability Plan (LCAP) Federal Addendum.

Background~

The LCAP Federal Addendum compliments the LCAP, in traditional budget years, to ensure the Local Educational Agency (LEA) Plan provisions of the Every Student Succeeds Act (ESSA) have been met. ESSA funds are supplemental to state funds. The Federal Addendum outlines how MCAA maximizes the impact of federal investments to support underserved students in order to achieve readiness for college, career, and lifelong learning. ESSA implementation presents an opportunity for LEAs to innovate with federally-funded programs and align them with the priority goals in the state's Local Control Funding Formula (LCFF). Under the ESSA provisions addressed within the LCAP section, state priority alignment numbers are provided to demonstrate where ESSA provisions are referenced in the LCAP. Due to the pandemic, the CDE suspended the 2020-21 LCAP. The LCAP Federal Addendum is being submitted to comply with federal accountability.

Financial Impact~

None

Recommendation~

Recommend the Board approve the MCAA LCAP Federal Addendum. See Special Reports, Pages 96-113.

NUTRITION SERVICES

1. AMENDMENT TO THE AGREEMENT WITH AEROSTEM ACADEMY TO SPONSOR THE NATIONAL SCHOOL LUNCH PROGRAM

**CONSENT
AGENDA**

Purpose of the agenda item~

The purpose of the agenda item is to request the Board ratify the addendum to the agreement with AeroSTEM Academy to sponsor the National School Lunch Program effective 8/12/20, which was approved by the Board on 7/21/20.

Background~

The addendum includes revisions to the following sections: Article A (added the USDA Child and Adult Care Food Program supper and snack meals), Article B (establishes meal prices for the additional meals), and Article F (Academy's financial responsibility for meals ordered but not served to students).

Financial Impact~

None

Recommendation~

Recommend the Board ratify the addendum to the agreement. See Special Reports, Page 114.

PERSONNEL SERVICES

1. **CERTIFICATED EMPLOYMENT** **CONSENT AGENDA**
Kali N. Linsenbach, Teacher/LHS, temporary, 2020-21 SY
2. **CERTIFICATED RESIGNATION** **CONSENT AGENDA**
DeLellis P. York, Nurse/DO, personal reasons, 11/6/20
3. **CLASSIFIED EMPLOYMENT** **CONSENT AGENDA**
Ivette Raya, Para Educator/JPE, 3.5 hour, 10 month, probationary, 10/28/20
Keyla J. Saucedo, Para Educator/JPE, 3.5 hour, 10 month, probationary, 10/21/20
Jennifer L. Worm, Literacy Resource Technician/LIN, 8 hour, 10 month, probationary, 11/2/20
4. **CLASSIFIED PROMOTIONS** **CONSENT AGENDA**
Brandi M. Garcia, Nutrition Assistant/CLE, 3 hour, 10 month, permanent, to Nutrition Assistant/EDG, 5.5 hour, 10 month, permanent, 10/5/20
Alyssa M. Nietsche, Nutrition Assistant/MHS, 3 hour, 10 month, permanent, to Nutrition Assistant/MHS, 3.5 hour, 10 month, permanent, 10/5/20
5. **CLASSIFIED TRANSFERS** **CONSENT AGENDA**
Ha Yang, Custodian/Maintenance Worker/LIN, 8 hour, 12 month, permanent, to Custodian/Maintenance Worker/EDG, 8 hour, 12 month, permanent, 10/26/20
Vong Yang, Custodian/Maintenance Worker/YGS, 8 hour, 12 month, permanent, to Custodian/Maintenance Worker/LIN, 8 hour, 12 month, permanent, 10/26/20
6. **CLASSIFIED RESIGNATIONS** **CONSENT AGENDA**
Julie M. Page, Health Technician/DO, 6 hour, 10 month, retirement, 12/30/20
L. Alan Murray III, Warehouseman II/DO, 8 hour, 12 month, personal, 11/10/20
Aubrey L. Sasamoto, Yard Duty Supervisor/COV, 3 hour, 10 month, personal, 10/26/20
Erin E. Schuy, Para Educator/COV, 8 hour, 10 month, personal, 11/6/20
Jennifer L. Worm, Para Educator/LIN, 3.5 hour, 10 month, accepted another position within the district, 11/1/20

BUSINESS SERVICES

1. **DONATION TO THE DISTRICT** **CONSENT AGENDA**
Purpose of the agenda item~
The purpose of the agenda item is to request the Board accept the following donation:

A. COVILLAUD ELEMENTARY SCHOOL
a. SaveMart donated \$500.

❖ **End of Consent Agenda** ❖

NEW BUSINESS

BOARD OF TRUSTEES

1. ANNUAL ORGANIZATIONAL MEETING OF THE BOARD OF TRUSTEES

MOTION

Purpose of the agenda item~

The purpose of the agenda item is to request the Board select a day and time for the annual organizational meeting.

Background~

Education Code 35143 requires the Board select the day and time of the annual organizational meeting at the meeting immediately prior to this meeting. AB 2449 (effective 1/1/19) requires newly elected board members to start on the second Friday in December and the organizational meeting to be held after this date. This meeting must be held within a 15-day period of 12/11/20-12/25/20.

Recommendation~

Recommend the Board hold the annual organizational meeting on 12/15/20 at 5:30 p.m. See Special Reports, Page 115.

BUILDINGS AND GROUNDS DEPARTMENT

1. PROGRESS REPORT PRESENTATION REGARDING ARBOGA SCHOOL TK-8 EXPANSION/CONVERSION PROJECT (PROJECT #8196)

**INFORMATIONAL
ITEM**

Purpose of the agenda item~

The purpose of the agenda item is to update the Board on the current progress of the Arboga Elementary TK-8 expansion/conversion project.

Background~

The Arboga Elementary TK-8 expansion/conversion project is currently under design. The Buildings & Grounds Department, along with PBK Architects and Core Construction, will be updating the Board on schedule, design, value, engineering, budget, and milestones.

Recommendation~

This item is informational only. (The PowerPoint presentation is included in each board member's packet and available to review online or in the Superintendent's Office.)

2. CONTRACT WITH AMERICAN MODULAR SYSTEMS, INC. TO PURCHASE AND INSTALL A MODULAR BUILDING CONTAINING THREE CLASSROOMS AT MCKENNEY INTERMEDIATE SCHOOL (PROJECT #8304)

MOTION

Purpose of the agenda item~

The purpose of the agenda item is to request the Board approve the contract with American Modular Systems, Inc. to purchase and install one (1) DSA approved 72x40 modular building containing three (3) classrooms at McKenney Intermediate School in the amount not to exceed \$635,040.

(Buildings and Grounds Department/Item #2 – continued)

Background~

The MJUSD will utilize the Board adopted Reef-Sunset Unified District's piggyback contract based upon the AMS conceptual floor plans dated 8/27/19. The scope of services are per the terms of the contract. Design and install one (1) DSA approved 72x40 modular building containing three (3) classrooms with steel rigid frame construction, 20 lb. roof load, 50 + 15lb floor load building, and 110 ULT wind load. Completion is scheduled for the summer of 2021. On 6/23/20, the Board approved this project in order to facilitate MJUSD special education students who previously attended regional programs located in other districts. This project also allows for student population growth.

Financial Impact~

General Fund 01 – Facility One-Time Funds

Recommendation~

Recommend the Board approve the contract. See Special Reports, Pages 116-122.

3. CONTRACT WITH AMERICAN MODULAR SYSTEMS, INC. TO PURCHASE AND INSTALL A MODULAR CLASSROOM BUILDING AT LINDA ELEMENTARY PRESCHOOL (PROJECT #8303) MOTION

Purpose of the agenda item~

The purpose of the agenda item is to request the Board approve the contract with American Modular Systems, Inc. to purchase and install one (1) DSA approved 36x40 modular classroom building for the Linda Elementary Preschool in the amount not to exceed \$268,240.

Background~

The MJUSD will utilize the Board adopted Reef-Sunset Unified District's piggyback contract based upon the AMS conceptual floor plans dated 8/27/19. The scope of services are per the terms of the contract. Design and install one (1) DSA approved modular classroom building, steel rigid frame construction, type V non-rated construction, 20 lb. roof load, 50 + 15lb floor load building, and 110 ULT wind load. Completion is scheduled for the summer of 2021. The Board approved the Project Authorization (PA) on 6/23/20.

Financial Impact~

General Fund - SPED (Special Education Early Intervention Grant)

Recommendation~

Recommend the Board approve the contract. See Special Reports, Pages 123-129.

4. CONTRACT WITH KYA SERVICES FOR THE RENOVATION AND REPLACEMENT OF LHS GIRL'S LOCKER ROOM (PROJECT #8306) MOTION

Purpose of the agenda item~

The purpose of the agenda item is to request the Board approve the contract with KYA Services for the renovation and replacement of the Lindhurst High School girl's locker room in the amount not to exceed \$139,185.79.

(Buildings and Grounds Department/Item #4 – continued)

Background~

The district will utilize the Board adopted Wiseburn Unified School District piggyback contract. The scope of services will include, but are not limited to, the following: Remove and dispose of lockers, furnish and install new all welded box lockers, and furnish and install new all welded wardrobe lockers. The new lockers will have single latch handles, perforated doors, sloped tops, lower cost finishes, and anchored to existing concrete bases. The process for facilities purchases is as follows: Requestor finds the lowest bid from at least three quotes and/or utilizes existing Board approved contracts such as CMAS and previously MJUSD Board adopted government contracts. Requestor prepares board agenda and sends contract to CBO for final review. Board approves contract. Requestor submits requisition. Purchasing Department processes requisition and executes the contract with the vendor.

Financial Impact~

General Fund 01 – Site Discretionary

Recommendation~

Recommend the Board approve the contract. See Special Reports, Pages 130-135.

BUSINESS SERVICES

1. MJUSD REFUNDING CERTIFICATES OF PARTICIPATION, SERIES 2020 SALES WRAP-UP

**INFORMATIONAL
ITEM**

Purpose of the agenda item~

The purpose of the agenda item is to review the sales wrap-up for the Refunding Certificates of Participation (COPs), Series 2020.

Background~

On 9/22/20, the Board approved the sale of Refunding COPs to take advantage of low interest rates and reduce annual debt service payments (principal and interest) on the 2012 COPs directly benefitting the district's General Fund by reducing the expense beginning in 2023.

Financial Impact~

General Fund 01 savings in the amount of \$11,064,439 from reduced payments beginning in 2023 through 2042.

Note: This is not an increase in revenue, but rather a decrease in the long-term debt expense beginning in 2023 and continuing through 2042. Please see presentation slide 4 for the list of original COPs payments, new COPs payments, and the savings which equals in excess of \$11 million.

Recommendation~

This item is informational only. (The PowerPoint presentation is included in each board member's packet and available to review online or in the Superintendent's Office.)

(Business Services – continued)

2. **ADDENDUM #2 TO THE LETTER OF AGREEMENT WITH SITELOGIQ FOR PG&E INTERCONNECTION PRE-APPLICATION FOR INTERCONNECTION AND RELATED DEVELOPMENT FEE** **MOTION**

Purpose of the agenda item~

The purpose of the agenda item is to request the Board approve addendum #2 to the letter of agreement with SitelogIQ for PG&E interconnection pre-application for interconnection and related development fee in the amount of \$20,000, which was approved by the Board on 9/8/20.

Background~

This interconnection pre-application will pay for the engineering and application costs necessary to submit to PG&E a pre-application for the interconnection points of future solar generation PV arrays. The purpose is to avoid or address early in the process existing PG&E infrastructure that may prohibit or delay the construction of a solar generation PV array. PG&E requires that power from solar generation PV arrays that feeds back into their electrical grid won't negatively impact the utilities' power grid and will not allow any project to proceed with interconnection until such analysis is complete and any required upgrades have been made. PG&E's pre-application process allows this analysis to be done early and determine if there are any pending upgrades needed prior to permission to interconnect.

Financial Impact~

General Fund 01 – Unrestricted

Note: In the event that the district enters into a contract with SitelogIQ for the implementation of the ECMs within 60 days after presenting the proposal, then SitelogIQ's cost to develop the proposal will be waived. If the client enters into a contract with SitelogIQ at a later date, the development fee paid by the client will be credited toward the project's total implementation cost.

Recommendation~

Recommend the Board approve addendum #2 to the letter of agreement. See Special Reports, Pages 136-138.

3. **AGREEMENT WITH THE CENTER FOR COLLABORATIVE SOLUTIONS, THE CECHCR PROJECT** **MOTION**

Purpose of the agenda item~

The purpose of the agenda item is to request the Board approve the agreement with the Center for Collaborative Solutions (CCS), The CECHCR Project (CECHCR) from 11/11/20-11/11/21 in the amount of \$43,200.

(Business Services/Item #3 – continued)

Background~

The district's Local Control and Accountability Plan (LCAP) Goal 5 is to decrease employee turnover by creating policies and practices that support the well-being of staff. The goal of this partnership with CECHCR is to develop a robust school district employee wellness program to improve health behaviors, reduce elevated health risks, and dramatically control healthcare costs. School wellness starts with employees, but grows to include students and the community. CECHCR is a statewide project of the CCS advised by management and labor organizations representing the state's public school and community college districts and their employees. CECHCR is committed to improving health care quality and reducing costs in the state's public education sector. CECHCR staff will assist the district with improving its Wellness Program through a scope of work that includes the following actions: 1. Develop a detailed action plan on how to access existing no-cost programs and services to improve the social determinants of health for employees, their families, students, and the community that the MJUSD serves. 2. Develop a plan for accessing grant funding to support the goals of this program. 3. Serve as the district's liaison with community partners in developing and managing the program. 4. Meet with community partners as often as necessary to ensure success of the program. 5. Outreach to other organizations that can enhance and improve the program. 6. Once the program plan is adopted by the MJUSD, work with district staff on delivery and implementation of the program. 7. Staff and manage any workshops that are offered through this program. 8. Design and develop survey instruments to determine interests in topics and assess satisfaction with program. 9. Work with partners in developing an objective management tool to determine success of program. 10. Develop flyers and other communication pieces to ensure success of program. 11. Provide a detailed report and recommendations for next steps at the conclusion of the first year of the project.

Financial Impact~

General Fund 01 – CARES Act Funds

Recommendation~

Recommend the Board approve the agreement. (The PowerPoint presentation is included in each board member's packet and available to review online or in the Superintendent's Office.) See Special Reports, Pages 139-147.

CLOSED SESSION - *continued if needed*

If the Board did not complete all items on the closed session agenda, they will continue closed session.

ADJOURNMENT

[illegible]

NEXT REGULAR BOARD MEETING – December 15, 2020 – 5:30 P.M.

SCHOOL BOARD MEETING FORMAT

What is a School Board Meeting?

A School Board Meeting is the normal business meeting of the governing board at which district business is conducted. It is not a public meeting where questions and discussion come from the audience. Members of the audience may address their comments to the Board during the *time at which the Board is discussing the agenda item*. Comments are limited to a maximum of three minutes per speaker (20 minutes total time for public input) on each item per Board Bylaw 9323.

Notification of Meetings

To provide the public with information regarding agenda items being considered by the Board of Trustees, a public notice is published as follows:

- * Posted on the MJUSD district website at www.mjUSD.com.
- * Posted on the Public Notice Bulletin Board at the MJUSD District Office at 1919 B Street, Marysville, CA 95901 [located in the hallway outside the Superintendent's Office, Room 101].
- * Emailed to all employees of the district, the Appeal-Democrat, and KUBA.

lm