



Gorman Joint School District

49847 Gorman School Road

P.O. Box 104

Gorman, CA 93243

(661) 248-6441

FAX (661) 248-0604

NOTICE OF PUBLIC MEETING

Special Board Meeting

June 21, 2016

3:00 P.M. Regular session

3:00 P.M. Closed session

A Public Meeting will be held at this time on the Adoption of the Gorman Joint School District Local Control Accountability Plan (LCAP).

A Public Meeting will be held at this time on the Adoption of the Gorman Joint School District 2016-17 budget and the 2015-16 estimated actuals.



Gorman Joint School District

49847 Gorman School Road
P.O. Box 104
Gorman, CA 93243
(661) 248-6441 – FAX (661) 248-0604

BOARD OF TRUSTEES

NOTICE OF SPECIAL MEETING

AGENDA

June 21, 2016

Gorman School

Regular Session: 3:00 P.M.

Closed Session: 3:30 P.M.

I. CALL TO ORDER

Salute the flag

Roll Call – Members:

Steve Sonder, President
Julie Ralphs, Clerk
Patricia Edwards, Member

Roll Call – Administration:

Johannis Andrews, Superintendent/Principal
Jean Cummings, Business Manager/Consultant
Lise Wastaferro, Bookkeeper

ITEMS FROM THE FLOOR

Please submit a "Request to Speak to the Board of Trustees" for agenda and non-agenda items to the Secretary of the Board prior to the meeting. Not more than three (3) minutes are to be allotted to any one (1) speaker, no more than twenty (20) minutes on the same subject. This portion of the agenda is for presentations to the Board and not a question and answer period where the Board enters into dialogue. If you have questions for the Board, please provide the Board President with a copy and an administrator will provide answers at a later date.

II. AGENDA

1. Approve the Agenda as presented for June 21, 2016.

Moved by _____ Seconded by _____ Vote: yes ___ no ___

III. PUBLIC MEETING

Notice of Public Meeting on the Adoption of the Gorman Joint School District Local Control Accountability Plan (LCAP) and the Public Meeting on the Adoption of the 2016-17 budget and the 2015-16 estimated actuals.

- A. The Governing Board of the Gorman Joint School District will hold a Public Meeting on the Adoption of the Local Control Accountability Plan (LCAP).

Hearing opened at _____ P.M. Hearing Closed at _____ P.M.

1. Approve the Adoption of the Gorman Joint School District Local Control Accountability Plan (LCAP).

Moved by _____ Seconded by _____ Vote: yes ___ no ___

- B. The Governing Board of the Gorman Joint School District will hold a Public Meeting on the Adoption of the 2016-17 budget and the 2015-16 estimated actuals.

Hearing opened at _____ P.M. Hearing Closed at _____ P.M.

2. Approve the Adoption of the Gorman Joint School District 2016-17 budget and the 2015-16 estimated actuals.

Moved by _____ Seconded by _____ Vote: yes ___ no ___

IV. ADJOURN TO CLOSED SESSION IF NEEDED

Adjourn to Closed Session at _____ P.M. to discuss personnel, employer/employee relations. (Govt. Code 54957, 54957.6):

1. Personnel (Govt. Code 54957)
2. Employer/Employee Relations (Govt. code 54957.7)
3. Public Employee Discipline/Dismissal/Release/Appointment (Govt. Code 54957)

Moved by _____ Seconded by _____ Vote: yes ___ no ___

V. RECONVENED TO REGULAR SESSION

Reconvened to Regular Session at _____ P.M.

Moved by _____ Seconded by _____

Vote: yes ___ no ___

ACTION FROM CLOSED SESSION (IF ANY)

VI. PRESENTATIONS/INFORMATION/DISCUSSION

A. Presentation

B. Information

C. Comments

1. Board
2. Staff
3. Public-Items from the floor.

D. Discussion

VII. ACTION ITEMS

A. Administrative and Business Office Items:

1. Approve the Year-End Appropriation Transfers.

Moved by _____ Seconded by _____

Vote: yes ___ no ___

2. Approve the transfer, not to exceed \$45,000 from the (01.0) General Fund to the (14.0) Deferred Maintenance Fund for the 2015-16 year.

Moved by _____ Seconded by _____

Vote: yes ___ no ___

3. Approve Renewal of ACSA Full Regular Membership for July 1, 2016-June 30, 2017 for Johannis Andrews, in the amount of \$1180.50.

Moved by _____ Seconded by _____

Vote: yes ___ no ___

B. Personnel:

4. Approve Conference/Mileage Report #06-15-16

Moved by _____ Seconded by _____

Vote: yes ___ no ___

5. Approve Employment Agreement for Superintendent/Principal, Johannis Andrews, effective July 1, 2016-June 30, 2017.

Moved by _____ Seconded by _____ Vote: yes ___no___

6. Approve Property Management Agreement between the Gorman Joint School District and Wendy Nierhoff, at a monthly rate of 90.00, up to a maximum of \$1,080.00 per fiscal year, effective July 1, 2016-June 30, 2017.

Moved by _____ Seconded by _____ Vote: yes ___no___

7. Approve the Gorman Joint School District 2016-17 Certificated Teacher Salary Schedule.

Moved by _____ Seconded by _____ Vote: yes ___no___

8. Approve Resolution #17-15-16 Board Absence of Julie Ralphs on June 14, 2016.

Moved by _____ Seconded by _____ Vote: yes ___no___

C. Board Policy

VIII. ADVANCE PLANNING

The next regular meeting of the Board of Trustees will be held Tuesday, July 12, 2016 at 3:00 P.M. closed session and 3:30 P.M. regular session.
Items for next meeting

1. _____ 2. _____

IX. ADJOURNMENT

Approve adjournment at _____ P.M.

Moved by _____ Seconded by _____ Vote: yes ___no___



SCHOOL DISTRICTS WITH ADA BELOW EC 41301 LEVEL*
YEAR-END APPROPRIATION TRANSFERS

TO: Los Angeles County Office of Education
Division of School Financial Services
Accounting Section, EC 2nd Floor
Attn: Bert Rodriguez

FROM: Gorman Elementary School District

_____ No Appropriation Transfer is Requested

XX Appropriation Transfers are Authorized

Our school district has ADA below the level as specified in Education Code (EC) 41301. The governing board, in accordance with the provisions of EC 42601, hereby approves to authorize the County Superintendent of Schools to make appropriate transfers necessary at the close of the 2015-16 school year to permit the payment of obligations of the district incurred during such school year.

Signature: _____ Date June 21, 2016
Clerk of the Governing Board

Submitted by: Johannis Andrews Date June 21, 2016

E-mail address (required): cecilia@cjcummingscpa.com

*Education Code 41301 levels: equal to 901 average daily attendance (ADA) for the elementary school districts, equal to 301 ADA for the high school districts, and equal to 1501 ADA for the unified school districts.

Please return completed form to let us know your intent.



ASSOCIATION OF CALIFORNIA SCHOOL ADMINISTRATORS

1575 Bayshore Highway, Burlingame, CA 94010 • Phone 650.692.4300 • 800.608.2272 • Fax 650.692.7297

Renewal - ACSA Full Regular Membership for July 1, 2016 - June 30, 2017 & Optional PAC, ADV and National/State Association Renewal for 2016-2017

Please enter or update member data:	
Johannis L. Andrews 4786 West Ave J7 Lancaster CA 93536	Title: <u>Superintendent/Principal</u> District: <u>Gorman ESD</u> School: <u>Gorman Elementary</u> E-mail: <u>jandrews@lws.lacoe.edu</u> Phone: <u>661 248 6441</u>

Section A: ACSA Dues Paid By Members or Districts (See Section B & C for PAC & National/State Dues)

Dues Calculation: ACSA dues for full Regular members are based on annual salary.

→ Total annual salary* as of June 2016 \$105,000 x .0105 = → \$ 1102.50
(Salary required. Do not leave blank.)

Minimum = \$461.40 for members earning under \$43,900.

Maximum = \$1,779.40 for members earning \$169,500 or more.

*Administrator/teachers: use administrator earnings only.

If district or county office pays, please add \$78.00 for advocacy efforts.

+ 78.00 ADV

Section B: Optional Renewal of Political Action Committee Contribution (PAC) - Self Paid Only

Check here if you wish to contribute \$200/annually to ACSA's Political Action Committee.

Renew/Add
+ 200.00 PAC

Section C: Optional Renewal of National and State Association Membership(s) Self Paid or District Paid

You have been paying dues through ACSA for the organizations checked (✓) below. To renew or add membership for any of the following, please check the 'Renew/Add' box on the right. Add up your National/State dues and write the total in the 'Total National/State Dues' box.

	Renew/Add
() American Association of School Administrators	\$450.00 <input type="checkbox"/>
() National Association of Elementary School Principals	\$235.00 <input type="checkbox"/>
() National Association of Secondary School Principals	\$250.00 <input type="checkbox"/>
() California Association of African-American Superintendents and Administrators	\$100.00 <input type="checkbox"/>
() California Association of Latino Superintendents and Administrators	\$300.00 <input type="checkbox"/>

Total National/State Dues \$



Enter Total Annual Dues Here → \$ 1180.50

ACSA dues + PAC or ADV contribution + National dues + State dues

Section C: Payment Option

Member Pay

Payroll Deduction.

→ Signature _____ Date _____

I agree that my dues will be deducted by my payroll office. This authorization shall remain in effect until revoked in writing by me or by ACSA. I consent to the adjustment of such deduction to reflect any change in dues of which the payroll office may be advised by the organization.

Three equal installments - attach check for 1/3 of total dues. Please remit before 7/01/16.

Note: This plan is available only for renewals with first payment received before 7/01/16.

Full payment - enclose check. Please remit before 7/01/16.

Mastercard/Visa (full payment only)

Card # _____ Expiration _____

Signature _____ Date _____

District/County Office Pays

If choosing this option, send form to district for authorization and payment. This section must be completed by district or county office.

Please Indicate:

ACSA Dues National Org Dues

PO # _____ PO enclosed

Full payment - check enclosed

Bill District monthly

District MasterCard/Visa#: Full Payment

Card# _____ Exp _____

**Please remit before 7/01/16

Authorizing Party (Please Print)

Phone Number

S-9279 R-0035749

Member Job Classification - Please check appropriate box

- Certificated Mgmt or Supv CA Dept of Ed, or CTC
 Classified Mgmt or Supv Confidential Other (specify) _____
 Professors of Ed (Associate membership optional)

Contributions to support ACSA/ACSA's political activities are not tax deductible. ACSA retains sole discretion over use of member political contributions. Dues may be deductible as business expenses. ACSA estimates that the non-deductible portion of dues allocable to lobbying is 13.3%.

THANK YOU FOR RENEWING YOUR ACSA MEMBERSHIP!

GORMAN JOINT SCHOOL DISTRICT

CONFERENCE/MILEAGE REPORT #06-15-16

June 21, 2016

PERSONNEL

Joe Andrews

DATE(S)

July 1, 2016

CONFERENCE

SSDA Summer Conference

LOCATION

Pismo Beach, CA

ESTIMATE

Registration	\$150.00
Mileage	\$208.44
Parking	<u>\$ 20.00</u>
Total	\$378.44

District conference expense

01.0-00000.0-00000-72000-5220-0000000

District conference-mileage

01.0-00000.0-00000-72000-5210-0000000

SUPERINTENDENT/PRINCIPAL CONTRACT

FOR

JOHANNIS L. ANDREWS II

EMPLOYMENT AGREEMENT

This agreement is entered into as of the 1st day of July, 2016, by and between the Governing Board (hereinafter referred to as "BOARD") of the Gorman Joint School District of Los Angeles County, California (hereinafter referred to as "DISTRICT") and Johannis Andrews (hereinafter referred to as "SUPERINTENDENT/PRINCIPAL").

In consideration of the mutual promises set forth below, DISTRICT and SUPERINTENDENT/PRINCIPAL hereby agrees as follows:

1. EMPLOYMENT AGREEMENT

Board hereby agrees to employ SUPERINTENDENT/PRINCIPAL and the SUPERINTENDENT/PRINCIPAL hereby accepts employment and agrees to serve as SUPERINTENDENT/PRINCIPAL OF DISTRICT upon the terms and conditions hereinafter set forth. No modification or change of the position, duties, salary, benefits or job description of SUPERINTENDENT/PRINCIPAL shall otherwise modify, change or revoke any provisions of this Agreement.

2. TERM

This Agreement shall commence on July 1, 2016 and shall continue in full force and effect through and including June 30, 2017. A "contract year" or "annual" refers to the period July 1 through June 30.

Each year upon the SUPERINTENDENT/PRINCIPAL receiving a satisfactory performance evaluation, the term of the Agreement shall be extended by one school year. The unexpired term of the Agreement shall never exceed four (4) years.

3. SALARY

SUPERINTENDENT/PRINCIPAL shall be compensated as follows: Salary for the 2016-2017 school year shall be \$105,000.00 paid over twelve (12) months.

Board reserves the right to increase the annual salary rate of any or all years of the Agreement with consent of SUPERINTENDENT/PRINCIPAL. Any

increase in salary shall not be deemed a new agreement or an extension of the term of this agreement. In no event shall the SUPERINTENDENT/PRINCIPAL be paid less than the annual salaries set forth in this paragraph.

4. POSITION DESCRIPTION (DUTIES)

The SUPERINTENDENT/PRINCIPAL shall perform the duties of SUPERINTENDENT/PRINCIPAL as prescribed under California law and Board policy 2121 and 2136. The SUPERINTENDENT/PRINCIPAL shall have the following authority and responsibility: to organize, reorganize and/or employ such management/supervisory personnel as are necessary to best serve the DISTRICT (using appropriate employment processes); to recommend hiring, placement, transfer and reassignment of all personnel, to review criticisms, complaints or suggestions referred to the SUPERINTENDENT/PRINCIPAL by the BOARD and to make appropriate recommendations for disposition to the BOARD to administer the instructional and business affairs of the DISTRICT; to award and/or execute contracts on behalf of the DISTRICT in accordance with law.

5. GOALS AND OBJECTIVES

The BOARD shall annually review the performance of the SUPERINTENDENT/PRINCIPAL based upon DISTRICT goals and objectives mutually determined by the SUPERINTENDENT/PRINCIPAL and the BOARD.

6. EVALUATION

The BOARD shall evaluate the performance of the SUPERINTENDENT/PRINCIPAL and the working relationship between the SUPERINTENDENT/PRINCIPAL and the BOARD by April 1 of each contract year. The format for this evaluation will be the Superintendent Evaluation form previously approved by the BOARD.

The evaluation will occur during a properly noticed closed session of the Governing Board meeting. The BOARD shall provide an annual written evaluation based upon the position description, the Superintendent Evaluation Form, and the mutually agreed upon and specified DISTRICT goals and objectives.

7. FRINGE BENEFITS

The SUPERINTENDENT/PRINCIPAL shall be afforded each of the fringe benefits of employment which are granted to certificated employees in the DISTRICT.

8. SICK LEAVE

The SUPERINTENDENT/PRINCIPAL shall receive twelve (12) days of annual sick leave. Earned sick leave shall be accrued according to the Education Code Section 44978 and transferred according to Education Code Section 44979. The SUPERINTENDENT/PRINCIPAL shall not be compensated in cash for unused and accrued sick leave at the expiration or termination of this Agreement.

9. EXPENSE REIBURSEMENT

The DISTRICT shall reimburse the SUPERINTENDENT/PRINCIPAL for all actual and necessary expenses incurred by the SUPERINTENDENT/PRINCIPAL within the scope of employment and while representing the DISTRICT. The SUPERINTENDENT/PRINCIPAL will have access to a gas card and American Express card for the sole use of conducting DISTRICT business. The SUPERINTENDENT/PRINCIPAL agrees to provide receipts for all expenses submitted on a request for reimbursement. The use of the SUPERINTENDENT/PRINCIPAL'S private automobile for DISTRICT business will be reimbursed at the IRS rate.

10. PROFESSIONAL ORGANIZATIONS AND MEETINGS

The SUPERINTENDENT/PRINCIPAL is encouraged to join appropriate organizations. The DISTRICT will pay the SUPERINTENDENT/PRINCIPAL'S monthly dues for membership in the Association of California School Administrators (ACSA"). Expenses of joining ACSA and/or organizations and attendance shall be paid in advance by the DISTRICT or, where appropriate, reimbursed upon the submission of proper receipts from the SUPERINTENDENT/PRINCIPAL. The SUPERINTENDENT/PRINCIPAL shall periodically report to the BOARD on his/her participation in organizations and attendance at meetings.

11. WORK YEAR

The SUPERINTENDENT/PRINCIPAL shall render twelve (12) months of full and regular service to the DISTRICT during each contract year covered by this Agreement, except for annual vacation and exclusive of holidays referred in Education Code Section 37110, including those days designated by the BOARD as legal holidays for classified and certificated personnel. The work year will be 215 days.

12. OUTSIDE PROFESSIONAL ACTIVITY

The SUPERINTENDENT/PRINCIPAL shall give exclusive professional services to the DISTRICT during the term of this Agreement except as otherwise

provided herein. Notwithstanding the foregoing, the SUPERINTENDENT/PRINCIPAL may undertake consultative professional work, engage in speaking, writing, lecturing or other professional undertakings, either with or without compensation, provided such activities do not, in the exclusive judgment of the BOARD interfere or conflict with the SUPERINTENDENT/PRINCIPAL'S performance of his/her duties under this Agreement.

13. **TERMINATION**

A. This Agreement may be terminated by mutual consent of the parties provided that the party seeking such termination shall give written notice to the other party not less than thirty (30) calendar days prior to the proposed effective date of such termination, unless such notice is waived by the other party.

B. In the event the BOARD determines that the SUPERINTENDENT/PRINCIPAL is not to be re-elected or re-employed as SUPERINTENDENT/PRINCIPAL on the expiration of the term of this Agreement, the BOARD shall give the SUPERINTENDENT/PRINCIPAL written notice that he/ she is not to be re-employed as SUPERINTENDENT/PRINCIPAL no later than March 15 of the year this Agreement, or any extension thereof, expires.

C. This Agreement may be terminated prior to expiration by the DISTRICT for breach of contract or for cause according to Education Code Section 44932.

D. Should the SUPERINTENDENT/PRINCIPAL be unable to serve in the position of SUPERINTENDENT/PRINCIPAL due to a physical or mental condition as certified by written evaluation by a licensed physician designated by the BOARD, this Agreement may be terminated by the BOARD prior to its expiration, after the SUPERINTENDENT/PRINCIPAL has exhausted accrued sick leave or any other paid leaves to which he is entitled by law or DISTRICT policy. The BOARD is authorized to appoint an acting SUPERINTENDENT/PRINCIPAL upon certification of SUPERINTENDENT/PRINCIPAL'S inability to serve. The SUPERINTENDENT/PRINCIPAL agrees to submit to a physical or medical examination at the DISTRICT'S direction.

E. Notwithstanding Section A, the BOARD may terminate this Agreement at any time by serving upon SUPERINTENDENT/PRINCIPAL at least (3) months' advance notice of the BOARD'S intention to terminate. The termination shall be effective on the date set. In consideration for right to terminate this Agreement without cause and before its natural expiration, the DISTRICT agrees to the following:

1. Compensation: The DISTRICT will pay the SUPERINTENDENT/PRINCIPAL monthly sums equal to the difference between his/her gross monthly compensation package at the time of termination and any amount he/she may earn in other employment for the remainder of the term of this Agreement. However, such differential pay shall not, under any circumstances, exceed the equivalent of twelve (12) months total compensation.

2. Health and Welfare Benefits: The DISTRICT will compensate the SUPERINTENDENT/PRINCIPAL for the difference between the agreed upon total monthly DISTRICT contributions to his/her health and welfare benefits and the amount he/she receives for health benefits shall not exceed the equivalent of twelve (12) months of DISTRICT total contributions.

F. In the event of termination of this Agreement under paragraphs A, B, C, the SUPERINTENDENT/PRINCIPAL shall be entitled to salary earned prior to the date of termination of the Agreement.

SUPERINTENDENT/PRINCIPAL shall be entitled to no further compensation after the date of termination. In the event of termination under paragraph E, the provisions of that paragraph shall apply.

14. **AMENDMENT**

This Agreement may be altered or amended by mutual consent of the parties hereto, provided, however, and subject to waiver, that the party seeking such alteration or amendment shall give written notice thereof to the other party not less than thirty (30) calendar days prior to the proposed effective date of such alteration or amendment.

Additional amendments may be added to this Agreement by mutual consent of the SUPERINTENDENT/PRINCIPAL and the BOARD at any time during the period of this Agreement.

15. **WAIVER**

The waiver of any one part of this Agreement shall not invalidate this Agreement.

16. **SEEKING OTHER EMPLOYMENT**

Should the SUPERINTENDENT/PRINCIPAL apply for and be granted a final interview for other employment during the term of this Agreement, he/she shall immediately notify the BOARD in writing.

17. REVIEW OF AGREEMENT

At the request of the SUPERINTENDENT/PRINCIPAL, the parties shall meet to review the entire Agreement and mutually consider proposed modifications or additions.

18. SUPERINTENDENT/PRINCIPAL'S/BOARD RESPONSIBILITY

The BOARD is responsible for developing DISTRICT policy and general goals. The SUPERINTENDENT/PRINCIPAL is responsible for executing policies and implementing identified goals. The parties agree to cooperate fully and to assist each other in satisfying these responsibilities.

19. CREDENTIALS

The SUPERINTENDENT/PRINCIPAL shall possess throughout the life of this Agreement a valid and appropriate credential to act as SUPERINTENDENT/PRINCIPAL in the State of California.

20. ENTIRE AGREEMENT

This Agreement contains all the understandings and agreements between the parties. The SUPERINTENDENT/PRINCIPAL acknowledges that there are no other written or oral understandings, agreements, covenants or provisions governing the relationship between SUPERINTENDENT/PRINCIPAL and BOARD. Any amendment, modification or waiver of this Agreement must be expressly made in writing signed by both parties.

21. SEVERABILITY

In the event that any provision of this Agreement is held invalid or unenforceable by a court of competent jurisdiction, no other provision of this Agreement will be affected by such holding and all the remaining provisions of this Agreement shall continue in full force and effect.

22. APPLICABLE LAW

This Agreement is subject to the laws of the State of California, the rules and regulations of the State Board of Education, and the policies, rules and regulations of the DISTRICT, all of which are made a part of the terms and conditions of this Agreement as though set forth herein.

23. ACCEPTANCE OF OFFER

SUPERINTENDENT/PRINCIPAL hereby accepts the above offer of employment and agrees to comply with the terms and conditions thereof and to

fulfill all of the duties of SUPERINTENDENT/PRINCIPAL and Secretary to the Governing Board of the Gorman Joint School District during the term specified in the foregoing Employment Agreement.

The BOARD President shall execute this Agreement. This Agreement is thereafter subject to ratification by BOARD action at a public meeting prior to being complete and binding upon both parties.

IN WITNESS WHEREOF, the parties hereto have entered into this Agreement as of the day and year first above written and have executed this Agreement on the 21th day of June 2016.

Steve Sonder, Board President
Gorman Joint School District

Johannis Andrews, Superintendent/ Principal

AGREEMENT FOR PROFESSIONAL SERVICES

This Agreement is entered into between the Gorman Joint School District and Wendy Nierhoff ("Contractor"), for the 2016-2017 school year.

The parties agree as follows:

1. **Contractor Services.** Contractor agrees to perform during the term of this agreement, the tasks, obligations and services of rental property manager. Job responsibilities will include:
 - Collect monthly rent by 3rd day of each month.
 - Respond to tenant calls
 - Arrange for rental property repairs.
 - Liaison for the District with the tenant as necessary.
 - Other agreed upon services as needed for rental property.
2. **Payment for Services.** Contractor agrees to undertake this work at a monthly rate of \$90.00, up to a maximum of \$1,080.00 per fiscal year. All payments will be based on rents collected and turned into District by Contractor and approved by District's authorized representative. Contractor is an employee of District and in performing services as an employee under this agreement, Contractor will be compensated through the District's payroll system.
3. **Term of Agreement.** This Agreement begins on July 1, 2016 and ends June 30, 2017. Extension or renewal requires approval of District's Governing Board or its authorized representative. This agreement may be terminated by either party at any time on 30 days prior written notice.
4. **Time for Performance.** All services required of the Contractor will be completed on or before the specified end of the term. Services will be provided remotely and on-site at the District office as needed for up to four days or more that may be necessary given the particular reports or work that is to be completed.
5. **Records.** Contractor will maintain full and accurate records in connection with this Agreement and will make them available to District for inspection at any time. Contractor's work product produced under this Agreement shall be the property of the District.
6. **Status of Contractor.** District and Contractor agree that Contractor, in performing the services specified in this Agreement, shall have control of all work and the manner in which it is performed. Contractor shall be free to contract for similar services to be performed for other employers while under contract with District. Contractor will not accept such engagements which interfere with performance under this Agreement. Contractor is an employee of District and in performing services as a contractor under this agreement will be compensated through the District's payroll system.

7. **Hold Harmless.** Contractor shall hold District, its officers, agents and employees harmless from all suits, claims and liabilities resulting from negligent acts or omissions of Contractor, its officers, agents or employees taken under this Agreement. District shall hold Contractor, its officers, agents and employees harmless from all suits, claims and liabilities resulting from negligent acts or omissions of District, its officers, agents or employees taken under this Agreement.
8. **Compliance with Laws.** Contractor shall comply with all applicable federal, state and local laws, rules, regulations and ordinances involving its employees, including workers' compensation and tax laws.
9. **Modification or Assignment.** This Agreement may not be assigned by either party without the express written consent of the other. No modification shall be effective unless approved in writing by District's Governing Board or authorized representative.
10. **Designation of Representatives.** For purposes of performance and notifications, the representatives of the parties and their business addresses are as follows:

A. Contractor: Wendy Nierhoff
28938 Benjie Way
Lancaster, CA 93536
661-724-1966

B. District: Gorman School District
Johannis Andrews, Superintendent
49847 Gorman School Road
Gorman, CA 93243
661-248-6441

Approved by the Board of Trustees, Gorman Joint School District, Gorman, California on

Contractor

District

Signature Date
Contractor

Signature Date
Superintendent

**GORMAN JOINT SCHOOL DISTRICT
2016-2017 CERTIFICATED TEACHER SALARY SCHEDULE**

STEP	BA	BA+15	BA+30 MA	BA+45 MA+15	BA+60 MA+30	BA+75 MA+45
1	30,449	32,276	34,103	35,930	37,757	39,583
2	31,972	33,798	35,625	37,452	39,280	41,106
3	33,494	35,320	37,148	38,975	40,801	42,628
4	35,017	36,843	38,670	40,497	42,324	44,151
5	36,538	38,365	40,193	42,020	43,846	45,674
6	38,061	39,888	41,715	43,542	45,369	47,196
7	39,583	41,411	43,238	45,064	46,891	48,719
8	41,106	42,933	44,760	46,687	48,414	50,241
9	42,628	44,456	46,282	48,109	49,936	51,763
10		45,978	47,804	49,632	51,459	53,285
11			49,327	51,154	52,982	54,808
12				52,677	54,503	56,330
13					56,026	57,853
14						59,375

MASTER'S STIPEND=2% OF STEP 1 COLUMN 1

ANNIVERSARY STIPEND=15 YEARS OF CREDITED SERVICE 2% OF STEP 1 COLUMN 1

UNIT MEMBERS MEETING THE REQUIREMENTS FOR THE STATE MINIMUM TEACHERS SALARY
PAID \$34,00 ANNUALLY

Steve Sonder, President
Julie Ralphs, Clerk
Patricia Edwards, Member

GORMAN JOINT SCHOOL DISTRICT

Johannis Andrews II
Superintendent/Principal

49847 Gorman School Road
P.O. Box 104
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(661) 248-6441 - FAX (661) 248-0604

RESOLUTION # 17-15-16

BOARD OF TRUSTEES - ABSENCE

WHEREAS, Julie Ralphs, a Governing Board Member for the Gorman Joint School District was unable to attend the Regular Board Meeting held June 14, 2016.

WHEREAS, the absence(s) was due to illness, to activities related to duties as a Board Member or other acceptable reasons pursuant to Education Code 35120,

THEREFORE, BE IT RESOLVED, that Julie Ralphs shall receive the full monthly stipend paid to Board Members for the month of June 2016.

PASSED AND ADOPTED this 21st day of June, 2016 by the Board of Trustees of the Gorman Joint School District.

Steve Sonder, President