

## Unofficial Minutes

**Mission Statement:** *"We are a community of learners. We will do whatever it takes to learn. We are building a strong foundation by believing we can, working our plan, then feeling the power of success."*

# George Washington Academy

Thursday, March 23, 2023  
7:30 p.m.

## Board Meeting Minutes

**Location:** George Washington Academy  
2277 South 3000 East  
St. George, Utah  
Library

*The Board Training on Oversight Questions to Ask at Board Meetings was held at 7:00 p.m. prior to the Board Meeting.*

*The Board meeting convened at 7:30 p.m.*

**Board Welcome:** Shannon Greer, President

**Roll Call:** Shannon Greer, President

**Prayer:** Kevin Peterson

**Pledge of Allegiance:** Blake Clark

Board Members Present: Shannon Greer, Amanda Mortenson, Blake Clark, Holly Myers, Casey Unrein, Kevin Peterson, Shauna Mahoney, and Jaycee Rogers.

Board Members Absent: None

Others Present: Debbie Kuavaka, Jocelyn Larkin, Steve Erickson, Chance Manzanares, Spencer Adams, LaNessa Stevens, Christine Giles, Deborah O., Jaxynn Smith. Kim Townes joined via Zoom.

**Approval of Minutes:** Amanda Mortenson motioned to approve the minutes from the February 23, 2023 Board Meeting as found in the board packet. Kevin Peterson seconded. Blake Clark mentioned that the phrase on page 3 "benefits committee" needs to be removed and needs to be replaced with "outreach committee." The motion passed unanimously. All present voted in favor: Shannon Greer, Amanda Mortenson, Holly Myers, Casey Unrein, Kevin Peterson, Shauna Mahoney, and Jaycee Rogers.

**Public Opportunity to Address the Board:**

None

**Set time for adjournment:** Blake Clark set time for adjournment at 8:24 p.m.

**Teacher Representative Report:**

Jaxynn Smith inquired what types of information the board wants to hear from the teachers. The board suggested concerns, highlights, challenges, what is happening in the classroom etc. Blake Clark mentioned that there is a policy in place that if a teacher has concerns that they are supposed to follow the chain of command and present concerns to the executive director prior to the board. She reported that the westward expansion unit in second grade was successful, and the students enjoyed the insect fair. Second grade teachers reported success in finishing the LTRS program and are grateful for the strategies they can use in the classroom. They noted that the CKLA curriculum aligns well with the LTRS program.

Jocelyn Larkin reported that the LTRS training has specific lesson plans for teachers to implement into daily instruction and suggested the idea of vertical alignment collaboration meetings with other grades to discuss curriculum and strategies. She said that it would be beneficial to meet with other grades, specifically third with second grade, prior to the school year beginning. She reported that many teachers are getting ready for RISE testing and are hopeful that scores will increase. Students are excited about the 'Frozen' musical performance coming up. Many students are participating in the art competition.

**Administration Report:** Blake Clark, Executive Director, reported that all reports are complete. He pointed out on the board update, the overtime hours were removed. He asked the board their preference in whether to keep that information on the board update or remove it. Casey Unrein said that he likes to see that report, specifically the change from month to month. Kevin Peterson agreed. Blake encouraged board members to review the Lighthouse Review Report. He pointed out areas of growth and improvement, including involving students in decorating the school to make it more student lead versus teacher directed. Blake collaborated with Utah Tech University to clarify what charter schools are and who we were as a school. He will return to the university and talk to their faculty, and invite them to walk through our school. He pointed out milestones in becoming a Leader in Me certified school, along with being a PLC school. He mentioned the dates for the Frozen Musical are April 21<sup>st</sup> and April 22<sup>nd</sup>. Holly Myers asked Mr. Clark whether the results of the Leader in Me report are an accurate reflection of what he sees in the school. He said that because they only came for a day, they aren't able to see the whole picture. He noted that he would like to see more released to students, however expectations need to be determined. He gave the example of leadership notebooks, and giving the students the opportunity to utilize them. Overall, the Light House review is a clear depiction of the school.

**Financial Report:** Spencer Adams, Business Administrator, noted that the school is 66% of the way through the fiscal year. Local revenue is looking great. The federal revenue is the only thing in the red, but they are waiting on the state. The expenses are right where they need to be. Next year's budget is starting to be looked at. Casey Unrein asked about the staff lounge line item bouncing 31%. Blake Clark reported that employees circle the items they purchased and once a month a "bill" is placed in their mailboxes to be paid. Casey asked about the balance sheet and

pointed out that the deferred revenue hasn't changed since January and requested an update. Spencer reported that no reports are due in March.

### Committee Reports:

- **Policies Committee** – Nothing to report.
- **Finance Committee** – Nothing to report.
- **Benefits Committee** – Nothing to report.
- **Curriculum Committee** – Nothing to report.
- **Outreach Committee** – Nothing to report.
- **Technology Committee** – Nothing to report.
- **LAND Trust Committee** – Nothing to report.
- **PTO Committee** – Amanda Mortensen, reported that the yearbook advertising was much appreciated. The PTO requested help from the board for the family appreciation night. The date will be Friday April 28<sup>th</sup>. There will be a dance party, Zeppes, and popcorn. Blake Clark asked if the PTO could include a celebration of receiving 'Light House' status at the event. The new PTO board members have been elected.
- **Board Development Committee** – Shannon Greer reported that next month's board training will be on legislative updates.
- **Campus Management Committee** – Nothing to report.

### Discussion and/or Action Items:

- Expenditures over \$5,000
- **Update PTIF Resolution:** Kevin Peterson noted that the form has been updated because board members have changed. Shannon Greer made a motion to remove Patrick Carroll and Javier Jimenez and add Kevin Peterson and Casey Unrein as found in the board packet. Holly Myers seconded. Casey Unrein asked about the "view only" button. The business administrator has access to the document. The motion passed unanimously. All present voted in favor: Shannon Greer, Amanda Mortenson, Holly Myers, Casey Unrein, Kevin Peterson, Shauna Mahoney, and Jaycee Rogers.
- **Moby Max Renewal:** Holly Myers made a motion to approve the Moby Max Renewal in the amount of \$10, 246.00 as found in the board packet. Kevin Peterson seconded. Shannon Greer noted that this will come out of next year's budget. The motion passed unanimously. All present voted in favor: Shannon Greer, Amanda Mortenson, Holly Myers, Casey Unrein, Kevin Peterson, Shauna Mahoney, and Jaycee Rogers.
- **HVAC in the Gym:** Kevin Peterson made a motion to approve the HVAC purchase in the gym in the amount of \$17, 647.00 by Outwest Air. Holly Myers seconded. Casey Unrein asked about the other company's bids. The assistant director said that other companies came, but Outwest was the one who recommended the replacement, not the repair. Holly Myers asked about an additional expense for a crane. The assistant director said he was not aware of any other expenses. Shannon Greer requested that the assistant director get in charge with Outwest Air to confirm that there is not an additional charge for the crane. The motion passed unanimously. All present voted in favor: Shannon Greer, Amanda Mortenson, Holly Myers, Casey Unrein, Kevin Peterson, Shauna Mahoney, and Jaycee Rogers.

- **Board Electronic Meeting Policy:** Kevin Peterson made a motion to accept the board electronic meeting policy as found in the board packet. Shauna Mortenson seconded. The motion passed unanimously. All present voted in favor: Shannon Greer, Amanda Mortenson, Holly Myers, Casey Unrein, Kevin Peterson, Shauna Mahoney, and Jaycee Rogers.

**At 8:27 the motion was made to continue the meeting**

- **PowerSchool Hosting:** Holly Myers approved the proposal for PowerSchool Hosting in the amount of \$11,055.97 for the 23-24 school year. Casey Unrein seconded. Holly asked if there was a price change from previous years. The hosting percent went up 13%. The assistant director voiced that the price usually increases each year. The motion passed unanimously. All present voted in favor: Shannon Greer, Amanda Mortenson, Holly Myers, Casey Unrein, Kevin Peterson, Shauna Mahoney, and Jaycee Rogers.
- **PowerSchool Enrollment:** Kevin Peterson made a motion to approve the PowerSchool Enrollment in the amount of \$10, 597.80 as found in the board packet. Amanda Mortenson seconded. Casey Unrein requested clarification from the business administrator on previous PowerSchool purchases as previous years had higher purchase expenses. The assistant director noted that PowerSchool has began buying out other programs the schools is using like Chalk. He noted that in grouping purchases together, there is often a discount. Holly Myers noted the contract timeline is 12 months on one and 13 on the other. The motion passed unanimously. All present voted in favor: Shannon Greer, Amanda Mortenson, Holly Myers, Casey Unrein, Kevin Peterson, Shauna Mahoney, and Jaycee Rogers.
- **Procurement Policy Revision:** Casey Unrein made a motion to approve the revised procurement policy as found in the board packet. Kevin Peterson seconded. Shannon Greer asked about the statement on the proposal form, “approve as is,” and whether that means approving the policy as is or with the added revisions. Casey clarified that it is with the added revisions. Casey requested that the RFP portion be revised into a procedure, not a policy. Casey Unrein amended his motion to approve the procurement policy as redlined in the board packet with the caveat of taking the RFP process and turning into a procedure. Kevin Peterson seconded. The motion passed unanimously. All present voted in favor: Shannon Greer, Amanda Mortenson, Holly Myers, Casey Unrein, Kevin Peterson, Shauna Mahoney, and Jaycee Rogers. Blake Clark asked about what the review would look like if there was only one provider. Shannon Greer said that it would just need oversight.
- **Policy 285: Faculty and Staff Dress Code:** Kevin Peterson made a motion approve Policy 285: Faculty and Staff Dress Code as found in the board packet. Shauna Mahoney seconded. Blake Clark noted that the committee appreciated the feedback from the last board meeting to revise this policy. The motion passed unanimously. All present voted in favor: Shannon Greer, Amanda Mortenson, Holly Myers, Casey Unrein, Kevin Peterson, Shauna Mahoney, and Jaycee Rogers.
- **Land Trust Plan for 2023-2024 school year:** Kevin Peterson made a motion to approve the Land Trust Plan for 2023-2034 school year as found in the board packet. Casey Unrein seconded. Shannon Greer asked about where the data is coming from. Kevin

Peterson said that the data is largely coming from feedback from the teachers and what they need. Blake Clark expressed that many new teachers are asking for professional development opportunities. Shannon Greer asked about what obligations individuals have for training others when they return from a conference. Blake Clark noted that it is the expectation that teachers share what they have learned with others when they return. The motion passed unanimously. All present voted in favor: Shannon Greer, Amanda Mortenson, Holly Myers, Casey Unrein, Kevin Peterson, Shauna Mahoney, and Jaycee Rogers.

**Closed Meeting** – *none*.

**Reconvene** — Take all appropriate action in relation to closed session items.

**Next Meeting:** The next regular Board Meeting will be held on April 27, 2023 at 7:30pm.

**Adjournment:** The board adjourned at 8:51 p.m.

Written by Jaycee Rogers, Board Secretary



# Financial Summary

as of March 31, 2023

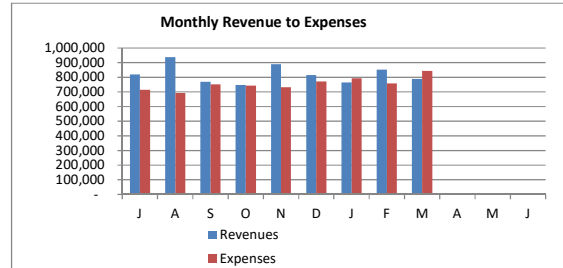
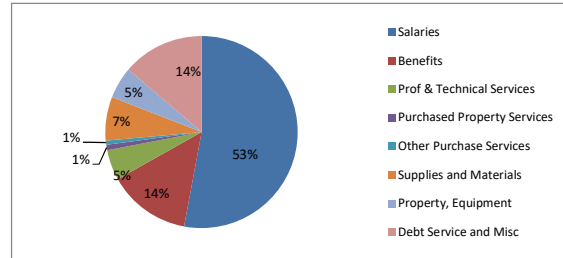
75.0% through the Year

## BUDGET REPORT

Green - more than 5% ahead of forecast  
 Yellow - within 5% of forecast  
 Red - more than 5% behind forecast

	Year-to Date Actuals	Approved Budget	Forecast	% of Forecast
Enrollment	1013	1010	1005	
<b>Revenue</b>				
1000 Local	\$ 345,429	\$ 226,049	\$ 365,758	94%
3000 State	\$ 6,842,602	\$ 8,618,679	\$ 9,062,590	76%
4000 Federal	\$ 218,503	\$ 463,667	\$ 498,333	44%
<b>Total Revenue</b>	\$ 7,406,534	\$ 9,308,395	\$ 9,926,681	75%
<b>Expenses</b>				
100 Salaries	\$ 3,533,019	\$ 4,853,645	\$ 5,125,842	69%
200 Benefits	\$ 956,244	\$ 1,286,490	\$ 1,353,482	71%
300 Prof & Technical Services	\$ 365,136	\$ 424,167	\$ 496,345	74%
400 Purchased Property Services	\$ 64,993	\$ 84,000	\$ 88,800	73%
500 Other Purchase Services	\$ 41,232	\$ 68,300	\$ 68,300	60%
600 Supplies and Materials	\$ 539,960	\$ 655,797	\$ 708,644	76%
700 Property, Equipment	\$ 318,981	\$ 342,800	\$ 516,923	62%
800 Debt Service and Misc	\$ 982,938	\$ 1,334,713	\$ 1,334,713	74%
<b>Total Expenses</b>	\$ 6,802,503	\$ 9,049,911	\$ 9,693,048	70%
<b>Net Income from Operations</b>	\$ 604,031	\$ 258,484	\$ 233,633	259%
Operating Margin	8.2%	2.8%	2.4%	

## EXPENSES

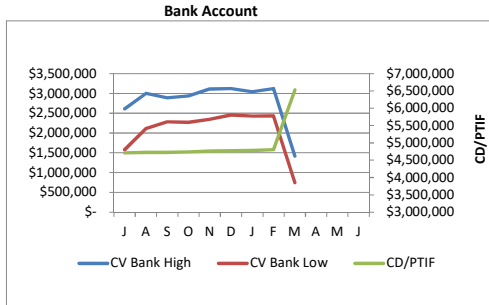


## RATIOS

	Actual	Goal	Covenant	Prior Mth Change
Operating Margin	2.4%	5%		0.25%
Debt Service Coverage	1.18	1.25	1.05	0.02
Days Cash on Hand	299	130	30	1
Building Payment %	13.3%	< 22%		-0.03%

## CASH

Month Ending Cash Balance	\$ 7,943,652	Includes \$6,528,566 PTIF
Days Cash on Hand	299	



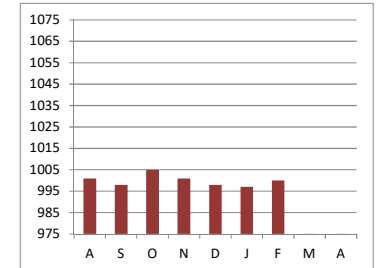
## RESERVES

	Actual Ytd	Forecast
Last Year Reserve Balance	\$ 5,841,739	\$ 5,841,739
Reserves Added this Year	\$ 604,031	\$ 233,633
Project 1	\$ -	\$ -
<b>New Reserve Balance</b>	\$ 6,445,770	\$ 6,075,372

## ENROLLMENT

	A	S	O	N	D	J	F	M	A
K	127	129	133	134	135	133	134		
1	133	132	130	129	129	129	130		
2	140	140	141	140	140	140	140		
3	140	140	140	137	138	137	138		
4	123	120	122	121	119	121	121		
5	131	131	132	133	133	133	133		
6	108	107	108	108	106	105	105		
7	99	99	99	99	98	99	99		
<b>Total</b>	1001	998	1005	1001	998	997	1000	0	0

WPU 862.51



# Budget Detail Report

Actuals as of: **March 31, 2023**

Percentage of Year: **75.0%**



	(1013 Students)			(1010 Students)			1005		% Change From Prior Mth
	FY22 Actuals	Current Yr Actuals	Approved Budget	Changes	Forecast	% of Forecast			
<b>Revenue</b>									
1000 Revenue From Local Sources									
1510 Interest	\$ 36,256	\$ 153,787	\$ 33,500	\$ 129,500	\$ 163,000	94.3%	23.9%		
1600 Food Services	\$ 33,519	\$ 165,929	\$ 175,000	\$ -	\$ 175,000	94.8%	17.6%		
1741 Student Activities and Fees	\$ 8,332	\$ 1,730	\$ 6,000	\$ (4,000)	\$ 2,000	86.5%	0.0%		
1741 Textbook and Library Fees	\$ 229	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%		
1920 Donations	\$ 11,497	\$ 11,828	\$ 6,349	\$ 5,651	\$ 12,000	98.6%	0.0%		
1920 GWA Gives Back	\$ 5,009	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%		
1920 Background Checks	\$ 1,496	\$ 1,097	\$ 1,200	\$ -	\$ 1,200	91.4%	3.1%		
1920 Staff Lounge	\$ 2,723	\$ 2,105	\$ 3,000	\$ -	\$ 3,000	70.2%	34.1%		
1920 Principal Discretionary	\$ 162	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%		
1920 Dixie Direct Fundraiser	\$ -	\$ 8,558	\$ -	\$ 8,558	\$ 8,558	100.0%	0.0%		
1930 Sales of Assets	\$ 6,573	\$ 395	\$ 1,000	\$ -	\$ 1,000	39.5%	0.0%		
1990 Miscellaneous Income	\$ 5,319	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%		
<b>Total 1000:</b>	<b>\$ 111,115</b>	<b>\$ 345,429</b>	<b>\$ 226,049</b>	<b>\$ 139,709</b>	<b>\$ 365,758</b>	<b>94.4%</b>	<b>19.0%</b>		
3000 Revenue From State Sources MSP									
30-3005 Regular School Program K	\$ 277,873	\$ 218,583	\$ 297,672	\$ (6,228)	\$ 291,444	75.0%	12.5%		
30-3010 Regular School Program 1-12	\$ 3,011,210	\$ 2,381,023	\$ 3,226,515	\$ (61,558)	\$ 3,164,957	75.2%	12.3%		
30-3020 Professional Staff	\$ 230,673	\$ 167,594	\$ 226,817	\$ (7,724)	\$ 219,093	76.5%	11.4%		
31-1205 Sped Educ Reg Add-On WPLUS	\$ 358,660	\$ 338,802	\$ 372,386	\$ 79,350	\$ 451,736	75.0%	12.5%		
31-1210 Sped Educ Reg Self Contained	\$ 31,022	\$ 30,251	\$ 31,025	\$ 9,310	\$ 40,335	75.0%	12.5%		
31-1220 Sped Educ Extended Year Program	\$ 2,259	\$ 2,791	\$ 3,331	\$ 390	\$ 3,721	75.0%	12.5%		
31-1225 Sped Educ State Programs	\$ 5,997	\$ 5,516	\$ 5,557	\$ 1,798	\$ 7,355	75.0%	12.5%		
31-1278 Sped Educ Stipends Extended Year	\$ 1,904	\$ 672	\$ 784	\$ (112)	\$ 672	100.0%	0.0%		
31-5201 Class Size Reduction K-8	\$ 351,803	\$ 280,638	\$ 345,922	\$ 28,099	\$ 374,021	75.0%	12.5%		
31-5344 Enhancement for At-Risk Student	\$ 64,658	\$ 68,951	\$ 63,577	\$ 28,358	\$ 91,935	75.0%	12.5%		
31-5901 Career and Tech Ed Dist. Add-On	\$ 5,668	\$ 4,565	\$ 5,897	\$ 190	\$ 6,087	75.0%	12.5%		
31-5903 CTE Comprehensive Counseling	\$ 20,000	\$ 15,000	\$ 19,666	\$ 334	\$ 20,000	75.0%	12.5%		
32-0500 Charter School Admin--Costs Base Funding	\$ 96,528	\$ 70,959	\$ 94,914	\$ (301)	\$ 94,613	75.0%	12.5%		
32-5619 Charter School Local Replacement	\$ 2,746,917	\$ 2,218,977	\$ 2,899,000	\$ 59,636	\$ 2,958,636	75.0%	12.5%		
32-5651 Educator Professional Time	\$ -	\$ 86,875	\$ -	\$ 86,875	\$ 86,875	100.0%	0.0%		
32-5653 Public Ed Capital & Technology	\$ -	\$ 128,603	\$ -	\$ 128,603	\$ 128,603	100.0%	0.0%		
33-5641 Early Intervention - OEK	\$ 152,652	\$ 112,500	\$ 152,652	\$ (2,652)	\$ 150,000	75.0%	12.5%		
33-5805 Early Literacy	\$ 51,450	\$ 24,413	\$ 50,590	\$ (18,680)	\$ 31,910	76.5%	11.4%		
34-5642 Elementary School Counselor Grant	\$ 50,000	\$ 50,000	\$ 50,000	\$ -	\$ 50,000	100.0%	0.0%		
34-5807 Teacher Salary Supplement Program	\$ -	\$ 1,785	\$ -	\$ 1,785	\$ 1,785	100.0%	0.0%		
34-5868 Teacher Supplies and Materials	\$ 7,415	\$ 7,372	\$ 7,415	\$ (43)	\$ 7,372	100.0%	0.0%		
34-5876 Educator Salary Adjustment	\$ 248,457	\$ 195,594	\$ 248,457	\$ 12,335	\$ 260,792	75.0%	12.5%		
34-5911 ELL Software	\$ 6,632	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%		
35-5420 School Land Trust Program	\$ 134,357	\$ 137,330	\$ 137,145	\$ 185	\$ 137,330	100.0%	0.0%		
35-5655 Digital Teaching & Learning	\$ 62,886	\$ -	\$ 58,919	\$ 1,917	\$ 60,836	0.0%	0.0%		
35-5666 Professional Learning Grant	\$ -	\$ 6,775	\$ -	\$ 9,033	\$ 9,033	75.0%	12.5%		
35-5678 TSSA	\$ 165,244	\$ 151,054	\$ 163,633	\$ 42,027	\$ 205,660	73.4%	12.7%		
35-5679 School Based Mental Health Grant	\$ 54,851	\$ -	\$ 54,851	\$ 623	\$ 55,474	0.0%	0.0%		
35-5810 Library Books & Elective Resources	\$ 1,067	\$ 800	\$ 1,049	\$ 18	\$ 1,067	75.0%	12.5%		
Library ARPA Physical Collection Grant	\$ 2,000	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%		
Children & Teen Enhancement Grant	\$ 3,000	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%		
38-5673 Substance Prevention	\$ 2,333	\$ 4,000	\$ 2,294	\$ 1,706	\$ 4,000	100.0%	0.0%		
38-5674 Elementary Suicide Prevention	\$ 1,000	\$ 1,000	\$ 1,000	\$ -	\$ 1,000	100.0%	0.0%		
38-5697 LETRS Professional Development Grant	\$ -	\$ 48,637	\$ -	\$ 48,637	\$ 48,637	100.0%	0.0%		
38-8070 School Lunch (Liquor Tax)	\$ 121,242	\$ 60,080	\$ 70,000	\$ -	\$ 70,000	85.8%	18.3%		
19-5601 Beverly Taylor Sorenson Grant	\$ 26,541	\$ 21,462	\$ 27,611	\$ -	\$ 27,611	77.7%	12.5%		
<b>Total 3000:</b>	<b>\$ 8,296,299</b>	<b>\$ 6,842,602</b>	<b>\$ 8,618,679</b>	<b>\$ 443,911</b>	<b>\$ 9,062,590</b>	<b>75.5%</b>	<b>12.4%</b>		
4000 Revenue From Federal Sources									
42-7210 ESSER CARES	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%		
42-7215 ESSER II CARES	\$ 45,009	\$ 22,140	\$ 29,231	\$ -	\$ 29,231	75.7%	0.0%		
42-7220 GEERS	\$ 22,714	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%		
42-7225 ESSER III ARP	\$ 448,374	\$ 33,005	\$ 54,000	\$ -	\$ 54,000	61.1%	0.0%		
45-7280 Corona Relief Grant	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%		
45-7522 IDEA Pre-School	\$ 2,588	\$ -	\$ 2,588	\$ -	\$ 2,588	0.0%	0.0%		
45-7524 IDEA Flow-Through	\$ 141,461	\$ -	\$ 141,461	\$ -	\$ 141,461	0.0%	0.0%		
45-8075 National School Lunch Program	\$ 46,614	\$ 64,463	\$ 40,000	\$ 40,000	\$ 80,000	80.6%	19.5%		
45-8075 Free & Reduced Reimbursement	\$ 545,496	\$ 75,605	\$ 115,000	\$ -	\$ 115,000	65.7%	18.6%		
45-8075 School Breakfast Program	\$ 57,387	\$ 23,290	\$ 35,000	\$ -	\$ 35,000	66.5%	13.6%		
45-8081 Emergency Operating Funds	\$ 536	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%		
47-7290 CARES UEN WIFI	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%		
48-7801 Federal Title I A	\$ 93,232	\$ -	\$ 32,784	\$ 121	\$ 32,905	0.0%	0.0%		
48-7860 Federal NCLB Title II A	\$ 14,409	\$ -	\$ 13,603	\$ (5,455)	\$ 8,148	0.0%	0.0%		
<b>Total 4000:</b>	<b>\$ 1,417,820</b>	<b>\$ 218,503</b>	<b>\$ 463,667</b>	<b>\$ 34,666</b>	<b>\$ 498,333</b>	<b>43.8%</b>	<b>13.0%</b>		
<b>Total Revenue:</b>	<b>\$ 9,825,234</b>	<b>\$ 7,406,534</b>	<b>\$ 9,308,395</b>	<b>\$ 618,286</b>	<b>\$ 9,926,681</b>	<b>0.0%</b>	<b>12.7%</b>		



(1013 Students)

(1010 Students)

1005

Expenses	(1013 Students)		(1010 Students)		1005			% Change From Prior Mth
	FY22 Actuals	Current Yr Actuals	Approved Budget	Changes	Forecast	% of Forecast		
<b>100 Salaries</b>								
121 Administration	\$ 348,257	\$ 290,211	\$ 390,906	\$ 8,000	\$398,906	72.8%	12.7%	
131 Teachers	\$ 2,464,001	\$ 2,030,496	\$ 2,653,940	\$ 97,715	\$2,751,656	73.8%	12.9%	
131 Special Education Salaries	\$ 209,402	\$ 166,256	\$ 223,304	\$ 91,159	\$314,463	52.9%	12.6%	
132 Substitute Teachers (PTO Stipend)	\$ 8,326	\$ -	\$ 30,000	\$ -	\$ 30,000	0.0%	0.0%	
132 SpEd Substitutes	\$ -	\$ -	\$ 5,000	\$ -	\$ 5,000	0.0%	0.0%	
131 Stipends / Merit Pay	\$ 80,397	\$ 30,492	\$ 52,020	\$ -	\$ 52,020	58.6%	0.0%	
Summer Professional Development	\$ -	\$ -	\$ -	\$ 60,000	\$ 60,000	0.0%	0.0%	
LETRS Training Stipend	\$ -	\$ 52,500	\$ 65,000	\$ 7,500	\$ 72,500	72.4%	0.0%	
LAND TRUST - Stipends	\$ 1,125	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%	
Special Education Stipends (After School)	\$ 43,904	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%	
ESSER II - Stipends	\$ 3,000	\$ 4,625	\$ 12,000	\$ -	\$ 12,000	38.5%	0.0%	
ESSER III - After School Stipends	\$ 58,250	\$ 29,250	\$ 54,000	\$ -	\$ 54,000	54.2%	0.0%	
142 Counselor	\$ 151,048	\$ 130,278	\$ 171,182	\$ 6,000	\$177,182	73.5%	12.8%	
143 School Nurse	\$ 2,717	\$ 3,170	\$ 9,075	\$ -	\$9,075	34.9%	11.9%	
145 Librarian / Literacy Aide	\$ 12,483	\$ 12,157	\$ 23,835	\$ -	\$23,835	51.0%	11.9%	
152 Secretaries	\$ 110,496	\$ 92,653	\$ 121,982	\$ -	\$121,982	76.0%	11.9%	
161 Teacher Aides, Reading Specialists & Subs	\$ 287,163	\$ 295,645	\$ 419,165	\$ -	\$419,165	70.5%	13.8%	
161 LAND TRUST - K Aide/Student Support Para	\$ 30,935	\$ 27,395	\$ 34,000	\$ -	\$ 34,000	80.6%	12.8%	
161 SpEd Aides & Speech Therapist	\$ 127,717	\$ 108,401	\$ 159,398	\$ -	\$159,398	68.0%	12.8%	
162 Computer Aides	\$ 36,595	\$ 15,160	\$ 21,005	\$ -	\$21,005	72.2%	13.9%	
182 Custodial & Maintenance	\$ 110,269	\$ 64,333	\$ 107,917	\$ -	\$107,917	59.6%	11.9%	
191 Lunch Room Aide	\$ 231,425	\$ 179,997	\$ 299,916	\$ 1,822	\$301,738	59.7%	12.7%	
<b>Total 100:</b>	<b>\$ 4,317,510</b>	<b>\$ 3,533,019</b>	<b>\$ 4,853,645</b>	<b>\$ 272,197</b>	<b>\$ 5,125,842</b>	<b>68.9%</b>	<b>12.4%</b>	
<b>200 Employee Benefits</b>								
220 Social Security	\$ 281,966	\$ 237,679	\$ 339,044	\$ 38,550	\$ 377,594	62.9%	12.3%	
LAND TRUST - BENEFITS	\$ 4,574	\$ 2,096	\$ 2,601	\$ -	\$ 2,601	80.6%	12.8%	
SpEd Social Security	\$ 23,687	\$ 16,595	\$ 29,659	\$ -	\$ 29,659	56.0%	12.3%	
COVID 19 Stipend	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%	
230 Retirement	\$ 203,879	\$ 156,927	\$ 214,523	\$ -	\$ 214,523	73.2%	12.9%	
240 Group Insurance	\$ 668,982	\$ 496,417	\$ 656,000	\$ 15,000	\$ 671,000	74.0%	12.2%	
240 Deductible Stipend	\$ 15,868	\$ 23,375	\$ 15,000	\$ 11,000	\$ 26,000	89.9%	10.8%	
270 Worker's Compensation Fund	\$ 15,225	\$ 18,867	\$ 16,425	\$ 2,442	\$ 18,867	100.0%	0.0%	
280 Unemployment Insurance	\$ 8,483	\$ 4,288	\$ 13,238	\$ -	\$ 13,238	32.4%	0.0%	
<b>Total 200:</b>	<b>\$ 1,222,664</b>	<b>\$ 956,244</b>	<b>\$ 1,286,490</b>	<b>\$ 66,992</b>	<b>\$ 1,353,482</b>	<b>70.7%</b>	<b>12.0%</b>	
<b>300 Purchased Professional &amp; Technical</b>								
320 Special Education Contractors	\$ 100,505	\$ 90,368	\$ 120,610	\$ -	\$ 120,610	74.9%	28.8%	
320 Counseling Services - (FY20 LCSW-Mental Health)	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%	
330 Employee Training & Development	\$ 32,005	\$ -	\$ 30,000	\$ (21,000)	\$ 9,000	0.0%	0.0%	
TSSA - Training & Development	\$ -	\$ 27,063	\$ -	\$ 30,000	\$ 30,000	90.2%	42.0%	
LAND TRUST - Training & Development	\$ 9,134	\$ -	\$ 24,000	\$ -	\$ 24,000	0.0%	0.0%	
SpEd Training & Development	\$ 1,800	\$ 6,000	\$ -	\$ 6,000	\$ 6,000	100.0%	0.0%	
LETRS Professional Learning Grant PD	\$ -	\$ 48,637	\$ -	\$ -	\$ 48,637	100.0%	0.0%	
330 SEDC Services	\$ -	\$ -	\$ 3,891	\$ -	\$ 3,891	0.0%	0.0%	
340 Audit	\$ 22,070	\$ 22,134	\$ 22,070	\$ 64	\$ 22,134	100.0%	7.8%	
345 Business Manager Services	\$ 76,800	\$ 58,752	\$ 78,336	\$ -	\$ 78,336	75.0%	12.5%	
349 Legal Services	\$ 1,638	\$ 3,605	\$ 15,000	\$ -	\$ 15,000	24.0%	0.0%	
350 Technical Services (IT)	\$ 98,144	\$ 72,231	\$ 101,760	\$ -	\$ 101,760	71.0%	12.6%	
580 Admin & Teacher Travel (Meals)	\$ 29,004	\$ 6,390	\$ 20,280	\$ (13,280)	\$ 7,000	91.3%	170.6%	
TSSA - Travel	\$ -	\$ 20,259	\$ -	\$ 20,280	\$ 20,280	99.9%	0.0%	
LAND TRUST - Travel	\$ 6,538	\$ 6,000	\$ 6,000	\$ -	\$ 6,000	100.0%	194.7%	
SpEd - Travel	\$ 2,621	\$ 3,697	\$ 2,220	\$ 1,477	\$ 3,697	100.0%	44.0%	
<b>Total 300:</b>	<b>\$ 380,259</b>	<b>\$ 365,136</b>	<b>\$ 424,167</b>	<b>\$ 23,541</b>	<b>\$ 496,345</b>	<b>73.6%</b>	<b>17.2%</b>	
<b>400 Purchased Property Services</b>								
411 Water/Sewage	\$ 10,597	\$ 7,546	\$ 12,000	\$ -	\$ 12,000	62.9%	9.7%	
412 Disposal Services	\$ 11,222	\$ 9,695	\$ 13,000	\$ -	\$ 13,000	74.6%	17.4%	
420 Cleaning Services	\$ 2,684	\$ 5,313	\$ 4,000	\$ 1,800	\$ 5,800	91.6%	9.7%	
431 Lawn Care Services	\$ 10,700	\$ 9,165	\$ 12,000	\$ -	\$ 12,000	76.4%	23.9%	
431 Non-Technology Repairs & Maintenance	\$ 31,073	\$ 27,645	\$ 30,000	\$ 3,000	\$ 33,000	83.8%	15.8%	
432 Copy Machine Servicing	\$ 9,145	\$ 5,629	\$ 13,000	\$ -	\$ 13,000	43.3%	0.0%	
<b>Total 400:</b>	<b>\$ 75,421</b>	<b>\$ 64,993</b>	<b>\$ 84,000</b>	<b>\$ 29,818</b>	<b>\$ 88,800</b>	<b>73.2%</b>	<b>14.3%</b>	
<b>500 Other Purchased Services</b>								
522 Property & Liability Insurance	\$ 42,668	\$ 32,408	\$ 45,300	\$ -	\$ 45,300	71.5%	14.9%	
530 Telephone	\$ 10,127	\$ 901	\$ 11,000	\$ -	\$ 11,000	8.2%	11.2%	
540 Marketing	\$ 9,042	\$ 7,923	\$ 9,000	\$ -	\$ 9,000	88.0%	1.1%	
590 Field Trips / Bus Rental	\$ 100	\$ -	\$ 3,000	\$ -	\$ 3,000	0.0%	0.0%	
<b>Total 500:</b>	<b>\$ 61,937</b>	<b>\$ 41,232</b>	<b>\$ 68,300</b>	<b>\$ -</b>	<b>\$ 68,300</b>	<b>60.4%</b>	<b>11.9%</b>	





	(1013 Students) FY22 Actuals	Current Yr Actuals	(1010 Students) Approved Budget	1005 Changes	Forecast	% of Forecast	% Change From Prior Mth
<b>600 Supplies and Materials</b>							
610a Classroom Supplies	\$ 50,898	\$ 9,537	\$ 63,000	\$ (18,320)	\$ 44,680	21.3%	0.0%
TSSA - Supplies	\$ -	\$ 3,167	\$ -	\$ 18,320	\$ 18,320	17.3%	-68.8%
LAND TRUST	\$ 3,227	\$ 11,967	\$ 12,000	\$ -	\$ 12,000	99.7%	0.0%
ESSER II - Supplies	\$ -	\$ 16,942	\$ 17,000	\$ -	\$ 17,000	99.7%	0.0%
610b Special Ed Supplies	\$ 7,321	\$ 4,297	\$ 10,000	\$ -	\$ 10,000	43.0%	12.2%
610c Theatre Supplies	\$ 3,334	\$ 5,610	\$ 4,000	\$ 3,000	\$ 7,000	80.1%	44.6%
610d CCA Expenses	\$ 7,159	\$ 1,080	\$ 5,179	\$ -	\$ 5,179	20.9%	26.0%
610e Student Activity Supplies / Incentives	\$ 9,655	\$ 11,029	\$ 18,000	\$ (2,000)	\$ 16,000	68.9%	11.2%
610f Board Expenses/meals	\$ 3,393	\$ 3,181	\$ 7,000	\$ -	\$ 7,000	45.4%	-55.5%
610g Office Supplies/General	\$ 24,713	\$ 25,161	\$ 28,000	\$ -	\$ 28,000	89.9%	11.8%
610h Safety Supplies	\$ 2,322	\$ 3,575	\$ 3,000	\$ 1,000	\$ 4,000	89.4%	0.0%
610i GWA Gives Back	\$ 5,096	\$ 69	\$ -	\$ 75	\$ 75	92.0%	0.0%
610j First Aid Supplies	\$ 398	\$ 765	\$ 1,000	\$ -	\$ 1,000	76.5%	-12.0%
610k Director Discretionary Fund	\$ 9,693	\$ 9,061	\$ 10,000	\$ -	\$ 10,000	90.6%	10.9%
610m Staff Lounge	\$ 5,570	\$ 5,311	\$ 5,500	\$ -	\$ 5,500	96.6%	21.6%
610n Swag Store	\$ 4,821	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%
610o Christmas Party	\$ 4,018	\$ 3,780	\$ 4,018	\$ -	\$ 4,018	94.1%	0.0%
610p Health and Wellness	\$ 1,793	\$ 1,127	\$ 4,000	\$ -	\$ 4,000	28.2%	94.3%
621 Natural Gas	\$ 10,144	\$ 9,590	\$ 12,500	\$ -	\$ 12,500	76.7%	45.5%
622 Electricity	\$ 40,467	\$ 32,850	\$ 40,000	\$ -	\$ 40,000	82.1%	8.7%
630 School Lunch Prgm	\$ 208,598	\$ 176,694	\$ 200,000	\$ -	\$ 200,000	88.3%	19.6%
641 Textbooks/Curriculum	\$ 26,138	\$ 24,464	\$ 76,081	\$ (20,200)	\$ 55,881	43.8%	100.1%
TSSA - Curriculum	\$ -	\$ 39,200	\$ -	\$ 39,200	\$ 39,200	100.0%	0.0%
UCCRSC	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%
Digital Teaching & Learning Curriculum	\$ 51,395	\$ 45,836	\$ 43,919	\$ 1,917	\$ 45,836	100.0%	0.0%
SpEd - Textbooks/Curriculum	\$ -	\$ 29,855	\$ -	\$ 29,855	\$ 29,855	100.0%	0.0%
644 Library Books	\$ 9,654	\$ 3,695	\$ 7,000	\$ -	\$ 7,000	52.8%	2.2%
670 Educational Software	\$ 21,357	\$ 6,236	\$ 26,500	\$ (10,800)	\$ 15,700	39.7%	0.0%
TSSA - Educational Software	\$ -	\$ 10,800	\$ -	\$ 10,800	\$ 10,800	100.0%	0.0%
LAND TRUST - Educational Software	\$ 14,501	\$ 14,700	\$ 14,700	\$ -	\$ 14,700	100.0%	0.0%
SpEd - Educational Software	\$ 1,343	\$ 690	\$ 3,400	\$ -	\$ 3,400	20.3%	0.0%
ESSER III - Educational Software	\$ 29,360	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%
680 Maintenance Supplies & Material	\$ 29,619	\$ 29,691	\$ 40,000	\$ -	\$ 40,000	74.2%	21.5%
ESSER III - Maintenance Supplies	\$ 5,123	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%
<b>Total 600:</b>	<b>\$ 591,110</b>	<b>\$ 539,960</b>	<b>\$ 655,797</b>	<b>\$ 52,847</b>	<b>\$ 708,644</b>	<b>76.2%</b>	<b>12.3%</b>
<b>700 Property</b>							
710 Land and Site Improvements & Building	\$ 30,499	\$ 24,089	\$ 25,000	\$ 22,000	\$ 47,000	51.3%	0.0%
733 Furniture and Fixtures	\$ 15,649	\$ 15,810	\$ 20,000	\$ -	\$ 20,000	79.1%	0.0%
SpEd - Furniture and Fixtures	\$ -	\$ 1,296	\$ -	\$ -	\$ -	0.0%	0.0%
734 Technology Hardware	\$ 19,393	\$ 3,045	\$ 2,700	\$ -	\$ 2,700	112.8%	139.8%
LAND TRUST - Hardware	\$ 50,403	\$ 38,364	\$ 55,000	\$ -	\$ 55,000	69.8%	213.5%
SpEd - Tech Hardware	\$ 4,485	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%
ESSER III - Tech Hardware	\$ 332,124	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%
Digital Teaching & Learning Hardware	\$ -	\$ 15,000	\$ 15,000	\$ -	\$ 15,000	100.0%	19636.8%
736 Technology Software	\$ 46,451	\$ 599	\$ 48,000	\$ (48,000)	\$ -	0.0%	0.0%
TSSA - Software	\$ -	\$ 48,000	\$ -	\$ 48,000	\$ 48,000	100.0%	7.5%
LAND TRUST - Software	\$ 7,712	\$ 5,500	\$ 5,500	\$ -	\$ 5,500	100.0%	0.0%
SpEd - Software	\$ 1,600	\$ 1,680	\$ 1,600	\$ 80	\$ 1,680	100.0%	0.0%
739 Kitchen Equipment	\$ 4,168	\$ 23,440	\$ 20,000	\$ 3,440	\$ 23,440	100.0%	0.0%
790 Cap Ex Fund	\$ 127,067	\$ 142,158	\$ 150,000	\$ 148,603	\$ 298,603	47.6%	220.6%
<b>Total 700:</b>	<b>\$ 639,551</b>	<b>\$ 318,981</b>	<b>\$ 342,800</b>	<b>\$ 174,123</b>	<b>\$ 516,923</b>	<b>61.7%</b>	<b>88.9%</b>
<b>800 Debt Service &amp; Miscellaneous</b>							
810 Dues and Fees	\$ 11,165	\$ 11,952	\$ 15,000	\$ -	\$ 15,000	79.7%	12.3%
830 Bond Restricted Assets (Interest)	\$ 530,913	\$ 419,936	\$ 500,913	\$ -	\$ 500,913	83.8%	12.5%
840 Bond Restricted Assets (Principal)	\$ 750,000	\$ 543,750	\$ 785,000	\$ -	\$ 785,000	69.3%	12.5%
833 Bond Fees	\$ 57,240	\$ 7,300	\$ 33,800	\$ -	\$ 33,800	21.6%	0.0%
890 Miscellaneous	\$ 3,486	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%
<b>Total 800:</b>	<b>\$ 1,352,804</b>	<b>\$ 982,938</b>	<b>\$ 1,334,713</b>	<b>\$ -</b>	<b>\$ 1,334,713</b>	<b>73.6%</b>	<b>12.4%</b>
<b>Total Expenses:</b>	<b>\$ 8,641,256</b>	<b>\$ 6,802,503</b>	<b>\$ 9,049,911</b>	<b>\$ 619,518</b>	<b>\$ 9,693,048</b>	<b>70.2%</b>	<b>14.8%</b>
<b>Net Income:</b>	<b>\$ 1,183,978</b>	<b>\$ 604,031</b>	<b>\$ 258,484</b>	<b>\$ (1,232)</b>	<b>\$ 233,633</b>	<b>258.5%</b>	
					<b>\$ 250,000</b>	<b>Restricted Forecasted Spend Down</b>	
					<b>\$ 233,633</b>	<b>Food Service: \$ (73,261)</b>	
					<b>\$ -</b>	<b>SpEd: \$ (42,868)</b>	
<b>Cap Ex Fund:</b>		<b>At year end: \$ 168,402</b>		<b>Use: \$19,336</b>	<b>At year end: \$ 324,847</b>		
<b>(Unrestricted over \$350,000) Special Project Fund:</b>		<b>Beg of Year \$ 97,843</b>			<b>At year end: \$ 97,843</b>		
<b>Fund Reserve:</b>	<b>\$ 5,841,739</b>		<b>\$ 6,100,223</b>		<b>\$ 6,075,372</b>		

**GEORGE WASHINGTON ACADEMY**

**Balance Sheet**

As of March 31, 2023

	<u>Mar 31, 23</u>
<b>ASSETS</b>	
<b>Current Assets</b>	
<b>Checking/Savings</b>	
<b>8110 · Cash in Banks</b>	
8111 · Cache Valley Bank Accounts	
1 · Petty Cash	179.07
8111.1 · Cache Valley Bank (2050)	1,409,317.56
8111.2 · Cache Valley Bank Debit (0459)	5,589.11
<b>Total 8111 · Cache Valley Bank Accounts</b>	<u>1,415,085.74</u>
8116 · PTIF	6,528,565.85
<b>8120 · US Bank Accounts</b>	
8120.1C · Principal Fund 2015 (80001)	793,438.44
8120.2 · Interest Fund 2008 (9002)	0.02
8120.2B · Interest Fund 2011 (5001)	0.01
8120.2C · Interest Fund 2015 (80002)	274,892.49
8120.3C · Reserve Fund 2015 (80003)	1,285,912.50
8120.5C · Repair & Rplcmnt 2015 (80005)	150,000.00
8120.6C · Expense Fund 2015 (80006)	64,910.65
<b>Total 8120 · US Bank Accounts</b>	<u>2,569,154.11</u>
<b>Total 8110 · Cash in Banks</b>	<u>10,512,805.70</u>
<b>Total Checking/Savings</b>	<u>10,512,805.70</u>
<b>Other Current Assets</b>	
8130 · Accounts Recievable	
8133 · State	898.00
8135 · Utah State Sales Tax	3,643.38
<b>Total 8130 · Accounts Recievable</b>	<u>4,541.38</u>
<b>Total Other Current Assets</b>	<u>4,541.38</u>
<b>Total Current Assets</b>	<u>10,517,347.08</u>
<b>TOTAL ASSETS</b>	<u><u>10,517,347.08</u></u>
<b>LIABILITIES &amp; EQUITY</b>	
<b>Liabilities</b>	
<b>Current Liabilities</b>	
<b>Accounts Payable</b>	
9513 · Accounts Payable-bill.com	109,806.47
<b>Total Accounts Payable</b>	<u>109,806.47</u>
<b>Credit Cards</b>	
9531 · Visa Card	
9531a · VISA Card - Jessica's Card	3,829.75
9531b · VISA Card - Blake's Card	529.66
<b>Total 9531 · Visa Card</b>	<u>4,359.41</u>
9532 · Lowe's	81.73
<b>Total Credit Cards</b>	<u>4,441.14</u>
<b>Other Current Liabilities</b>	
9510 · Accounts Payable	479.66
9530 · Accrued Liabilities	
9535 · Accrued Bond Liability	713,228.10
<b>Total 9530 · Accrued Liabilities</b>	<u>713,228.10</u>
9540 · Accrued Salaries & Withholdings	
9544 · Utah State Withholding	14,230.00
<b>Total 9540 · Accrued Salaries &amp; Withholdings</b>	<u>14,230.00</u>

GEORGE WASHINGTON ACADEMY

Balance Sheet

As of March 31, 2023

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	<u>Mar 31, 23</u>
9540a · Payroll & Benefit YE Accrual	262,057.32
9560 · Deferred Revenue	
9561 · Local	21,393.91
9563 · State	400,000.00
	<hr/>
Total 9560 · Deferred Revenue	421,393.91
	<hr/>
Total Other Current Liabilities	1,411,388.99
	<hr/>
Total Current Liabilities	1,525,636.60
	<hr/>
Total Liabilities	1,525,636.60
	<hr/>
Equity	
30000 · Opening Balance Equity	193.93
9820 · Net Assets - Restricted	274,127.03
9830 · Retained Earnings	7,707,694.64
9850 · Unreserved Fund Balances	7,398.97
9859 · Undesignated Fund Balance	422,122.16
Net Income	580,173.75
	<hr/>
Total Equity	8,991,710.48
	<hr/>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>10,517,347.08</b>
	<hr/> <hr/>



## PROPOSAL FOR BOARD ACTION

**Proposal Title:** \_\_\_\_\_

**Submitted by:** \_\_\_\_\_

**Sponsoring Committee:** \_\_\_\_\_

Please briefly describe: (1) the situation giving rise to the proposal, (2) the background behind the proposal, (3) your assessment of the situation/background, and (4) your recommendation to the Board.

**Situation:**

**Background:**

**Assessment:**

**Recommendation:**

Please submit this form with all accompanying paperwork to the Board Secretary, Jaycee Rogers, at [jrogers@gwacademy.org](mailto:jrogers@gwacademy.org) by the 15<sup>th</sup> day of the month of the Board meeting.

<b>Executive Director</b>	
<b>Step</b>	<b>Salary</b>
1	\$120,926
2	\$122,674
3	\$124,422
4	\$126,223
5	\$128,025
6	\$129,876
7	\$131,730
8	\$133,642
9	\$135,552
10	\$139,488
11	\$141,481
12	\$143,502
13	\$145,552
14	\$147,632
15	\$149,741
<b>Proposed in Board Meeting on 4/27/2023</b> <b>Proposed Effective 8/1/2023</b>	

<b>Assistant Director</b>	
<b>Step</b>	<b>Salary</b>
1	\$97,152
2	\$98,551
3	\$99,950
4	\$101,390
5	\$102,832
6	\$104,313
7	\$105,796
8	\$107,326
9	\$108,853
10	\$112,002
11	\$113,602
12	\$115,225
13	\$116,871
14	\$118,541
15	\$120,235
<b>Proposed in Board Meeting on 4/27/2023</b> <b>Proposed Effective 8/1/2023</b>	

**225 - Pay Scale Advancement Policy Approved April 25, 2013, Draft Revised January 26, 2018**

Employees will advance up the pay scale one year at a time. Any deviations from this procedure must be reported to the GWA Finance Committee. Employees who have completed a full year at GWA will automatically move up to the next level on the pay scale the following school year. Employees hired after the beginning of the fiscal year, July 1st, and before December 31st, will also move up one level on the pay scale. Employees hired on or after January 1st of the next year will remain on their current level of the pay scale until the beginning of the fiscal year following their first completed year of employment at GWA.

*[This Policy will be included at the bottom of all current and future pay scales]*

## Administrative Services Director

Step	Salary, Exempt
1	\$61,499
2	\$62,248
3	\$62,997
4	\$63,746
5	\$64,496
6	\$65,243
7	\$65,992
8	\$66,740
9	\$67,489
10	\$68,239
11	\$68,987
12	\$69,735
13	\$70,484
14	\$71,232
15	\$71,982
16	\$72,739
17	\$73,505
18	\$74,279
19	\$75,061
20	\$75,851

**Proposed in Board Meeting on 4/27/2023**

**Proposed Effective 8/1/2023**

### 225 - Pay Scale Advancement Policy Approved April 25, 2013, Draft Revised January 26, 2018

Employees will advance up the pay scale one year at a time. Any deviations from this procedure must be reported to the GWA Finance Committee. Employees who have completed a full year at GWA will automatically move up to the next level on the pay scale the following school year. Employees hired after the beginning of the fiscal year, July 1st, and before December 31st, will also move up one level on the pay scale. Employees hired on or after January 1st of the next year will remain on their current level of the pay scale until the beginning of the fiscal year following their first completed year of employment at GWA.

*[This Policy will be included at the bottom of all current and future pay scales]*

## Teacher Salary Schedule

Step	Lane 1			Lane 2			Lane 3			Lane 4		
	BS Degree			BS Degree +30 Semester Hrs Approved Credit			Masters Degree			Masters Degree +36 Semester Hrs Approved Credit		
	Salary	*Legislative increase	Total	Salary	*Legislative increase	Total	Salary	*Legislative increase	Total	Salary	*Legislative increase	Total
1	\$48,407	\$8,400	\$56,807	\$52,967	\$8,400	\$61,367	\$55,245	\$8,400	\$63,645	\$59,425	\$8,400	\$67,825
2	\$49,167	\$8,400	\$57,567	\$53,346	\$8,400	\$61,746	\$55,624	\$8,400	\$64,024	\$59,804	\$8,400	\$68,204
3	\$49,925	\$8,400	\$58,325	\$53,726	\$8,400	\$62,126	\$56,005	\$8,400	\$64,405	\$60,184	\$8,400	\$68,584
4	\$50,687	\$8,400	\$59,087	\$54,107	\$8,400	\$62,507	\$56,384	\$8,400	\$64,784	\$60,565	\$8,400	\$68,965
5	\$51,445	\$8,400	\$59,845	\$54,867	\$8,400	\$63,267	\$57,145	\$8,400	\$65,545	\$61,705	\$8,400	\$70,105
6	\$52,206	\$8,400	\$60,606	\$56,005	\$8,400	\$64,405	\$58,284	\$8,400	\$66,684	\$62,843	\$8,400	\$71,243
7	\$52,967	\$8,400	\$61,367	\$57,145	\$8,400	\$65,545	\$59,425	\$8,400	\$67,825	\$63,984	\$8,400	\$72,384
8	\$54,107	\$8,400	\$62,507	\$58,284	\$8,400	\$66,684	\$60,565	\$8,400	\$68,965	\$65,121	\$8,400	\$73,521
9	\$54,867	\$8,400	\$63,267	\$59,425	\$8,400	\$67,825	\$61,705	\$8,400	\$70,105	\$65,882	\$8,400	\$74,282
10	\$56,005	\$8,400	\$64,405	\$60,565	\$8,400	\$68,965	\$62,843	\$8,400	\$71,243	\$67,022	\$8,400	\$75,422
11	\$57,145	\$8,400	\$65,545	\$61,705	\$8,400	\$70,105	\$63,984	\$8,400	\$72,384	\$68,163	\$8,400	\$76,563
12	\$58,284	\$8,400	\$66,684	\$62,843	\$8,400	\$71,243	\$64,744	\$8,400	\$73,144	\$69,303	\$8,400	\$77,703
13	\$59,425	\$8,400	\$67,825	\$63,984	\$8,400	\$72,384	\$65,882	\$8,400	\$74,282	\$70,441	\$8,400	\$78,841
14	\$60,565	\$8,400	\$68,965	\$64,744	\$8,400	\$73,144	\$67,022	\$8,400	\$75,422	\$71,582	\$8,400	\$79,982
15	\$61,705	\$8,400	\$70,105	\$65,882	\$8,400	\$74,282	\$68,163	\$8,400	\$76,563	\$72,720	\$8,400	\$81,120
16	\$62,843	\$8,400	\$71,243	\$67,022	\$8,400	\$75,422	\$69,303	\$8,400	\$77,703	\$73,862	\$8,400	\$82,262
17	\$64,003	\$8,400	\$72,403	\$68,163	\$8,400	\$76,563	\$70,441	\$8,400	\$78,841	\$75,002	\$8,400	\$83,402
18	\$65,186	\$8,400	\$73,586	\$69,303	\$8,400	\$77,703	\$71,582	\$8,400	\$79,982	\$75,760	\$8,400	\$84,160
19	\$66,391	\$8,400	\$74,791	\$70,441	\$8,400	\$78,841	\$72,720	\$8,400	\$81,120	\$76,900	\$8,400	\$85,300
20	\$67,618	\$8,400	\$76,018	\$71,582	\$8,400	\$79,982	\$73,862	\$8,400	\$82,262	\$78,040	\$8,400	\$86,440
21	\$68,870	\$8,400	\$77,270	\$72,742	\$8,400	\$81,142	\$75,002	\$8,400	\$83,402	\$79,178	\$8,400	\$87,578
22	\$70,145	\$8,400	\$78,545	\$73,921	\$8,400	\$82,321	\$78,316	\$8,400	\$86,716	\$80,318	\$8,400	\$88,718
23	\$71,445	\$8,400	\$79,845	\$75,120	\$8,400	\$83,520	\$79,551	\$8,400	\$87,951	\$81,460	\$8,400	\$89,860
24	\$72,770	\$8,400	\$81,170	\$76,339	\$8,400	\$84,739	\$80,807	\$8,400	\$89,207	\$82,598	\$8,400	\$90,998
25	\$74,119	\$8,400	\$82,519	\$77,580	\$8,400	\$85,980	\$82,084	\$8,400	\$90,484	\$83,738	\$8,400	\$92,138
26	\$75,494	\$8,400	\$83,894	\$78,840	\$8,400	\$87,240	\$83,383	\$8,400	\$91,783	\$84,877	\$8,400	\$93,277
27	\$76,896	\$8,400	\$85,296	\$80,122	\$8,400	\$88,522	\$84,703	\$8,400	\$93,103	\$91,103	\$8,400	\$99,503
28	\$78,324	\$8,400	\$86,724	\$81,425	\$8,400	\$89,825	\$86,045	\$8,400	\$94,445	\$92,486	\$8,400	\$100,886
29	\$79,780	\$8,400	\$88,180	\$82,749	\$8,400	\$91,149	\$87,409	\$8,400	\$95,809	\$93,891	\$8,400	\$102,291
30	\$81,263	\$8,400	\$89,663	\$84,095	\$8,400	\$92,495	\$88,796	\$8,400	\$97,196	\$95,319	\$8,400	\$103,719

**Proposed in Board Meeting on 4/27/2023**  
**Proposed Effective 8/1/2023**

225 - Pay Scale Advancement Policy Approved April 25, 2013, Draft Revised January 26, 2018

Employees will advance up the pay scale one year at a time. Any deviations from this procedure must be reported to the GWA Finance Committee. Employees who have completed a full year at GWA will automatically move up to the next level on the pay scale the following school year. Employees hired after the beginning of the fiscal year, July 1st, and before December 31st, will also move up one level on the pay scale. Employees hired on or after January 1st of the next year will remain on their current level of the pay scale until the beginning of the fiscal year following their first completed year of employment at GWA.

*[This Policy will be included at the bottom of all current and future pay scales]*

## Hourly Teacher Pay Schedule & Equivalent

Step	Lane 1			Lane 2			Lane 3			Lane 4		
	BS DEGREE Salary	*Hourly Equivalent	**Daily Equivalent	BS Degree +30 Approved Semester Hrs Salary	*Hourly Equivalent	** Daily Equivalent	Masters Degree Salary	*Hourly Equivalent	**Daily Equivalent	Masters Degree +36 Approved Semester Hrs Salary	*Hourly Equivalent	**Daily Equivalent
1	\$48,407	\$30.25	\$242.03	\$52,967	\$33.10	\$264.83	\$55,245	\$34.53	\$276.23	\$59,425	\$37.14	\$297.12
2	\$49,167	\$30.73	\$245.84	\$53,346	\$33.34	\$266.73	\$55,624	\$34.77	\$278.12	\$59,804	\$37.38	\$299.02
3	\$49,925	\$31.20	\$249.63	\$53,726	\$33.58	\$268.63	\$56,005	\$35.00	\$280.03	\$60,184	\$37.61	\$300.92
4	\$50,687	\$31.68	\$253.44	\$54,107	\$33.82	\$270.53	\$56,384	\$35.24	\$281.92	\$60,565	\$37.85	\$302.83
5	\$51,445	\$32.15	\$257.23	\$54,867	\$34.29	\$274.34	\$57,145	\$35.72	\$285.73	\$61,705	\$38.57	\$308.53
6	\$52,206	\$32.63	\$261.03	\$56,005	\$35.00	\$280.03	\$58,284	\$36.43	\$291.42	\$62,843	\$39.28	\$314.22
7	\$52,967	\$33.10	\$264.83	\$57,145	\$35.72	\$285.73	\$59,425	\$37.14	\$297.12	\$63,984	\$39.99	\$319.92
8	\$54,107	\$33.82	\$270.53	\$58,284	\$36.43	\$291.42	\$60,565	\$37.85	\$302.83	\$65,121	\$40.70	\$325.60
9	\$54,867	\$34.29	\$274.34	\$59,425	\$37.14	\$297.12	\$61,705	\$38.57	\$308.53	\$65,882	\$41.18	\$329.41
10	\$56,005	\$35.00	\$280.03	\$60,565	\$37.85	\$302.83	\$62,843	\$39.28	\$314.22	\$67,022	\$41.89	\$335.11
11	\$57,145	\$35.72	\$285.73	\$61,705	\$38.57	\$308.53	\$63,984	\$39.99	\$319.92	\$68,163	\$42.60	\$340.82
12	\$58,284	\$36.43	\$291.42	\$62,843	\$39.28	\$314.22	\$64,744	\$40.46	\$323.72	\$69,303	\$43.31	\$346.51
13	\$59,425	\$37.14	\$297.12	\$63,984	\$39.99	\$319.92	\$65,882	\$41.18	\$329.41	\$70,441	\$44.03	\$352.20
14	\$60,565	\$37.85	\$302.83	\$64,744	\$40.46	\$323.72	\$67,022	\$41.89	\$335.11	\$71,582	\$44.74	\$357.91
15	\$61,705	\$38.57	\$308.53	\$65,882	\$41.18	\$329.41	\$68,163	\$42.60	\$340.82	\$72,720	\$45.45	\$363.60
16	\$62,843	\$39.28	\$314.22	\$67,022	\$41.89	\$335.11	\$69,303	\$43.31	\$346.51	\$73,862	\$46.16	\$369.31
17	\$64,003	\$40.00	\$320.02	\$68,163	\$42.60	\$340.82	\$70,441	\$44.03	\$352.20	\$75,002	\$46.88	\$375.01
18	\$65,186	\$40.74	\$325.93	\$69,303	\$43.31	\$346.51	\$71,582	\$44.74	\$357.91	\$75,760	\$47.35	\$378.80
19	\$66,391	\$41.49	\$331.95	\$70,441	\$44.03	\$352.20	\$72,720	\$45.45	\$363.60	\$76,900	\$48.06	\$384.50
20	\$67,618	\$42.26	\$338.09	\$71,582	\$44.74	\$357.91	\$73,862	\$46.16	\$369.31	\$78,040	\$48.78	\$390.20
21	\$68,870	\$43.04	\$344.35	\$72,742	\$45.46	\$363.71	\$75,002	\$46.88	\$375.01	\$79,178	\$49.49	\$395.89
22	\$70,145	\$43.84	\$350.73	\$73,921	\$46.20	\$369.61	\$78,316	\$48.95	\$391.58	\$80,318	\$50.20	\$401.59
23	\$71,445	\$44.65	\$357.22	\$75,120	\$46.95	\$375.60	\$79,551	\$49.72	\$397.75	\$81,460	\$50.91	\$407.30
24	\$72,770	\$45.48	\$363.85	\$76,339	\$47.71	\$381.70	\$80,807	\$50.50	\$404.04	\$82,598	\$51.62	\$412.99
25	\$74,119	\$46.32	\$370.59	\$77,580	\$48.49	\$387.90	\$82,084	\$51.30	\$410.42	\$83,738	\$52.34	\$418.69
26	\$75,494	\$47.18	\$377.47	\$78,840	\$49.28	\$394.20	\$83,383	\$52.11	\$416.91	\$84,877	\$53.05	\$424.39
27	\$76,896	\$48.06	\$384.48	\$80,122	\$50.08	\$400.61	\$84,703	\$52.94	\$423.51	\$91,103	\$56.94	\$455.52
28	\$78,324	\$48.95	\$391.62	\$81,425	\$50.89	\$407.12	\$86,045	\$53.78	\$430.22	\$92,486	\$57.80	\$462.43
29	\$79,780	\$49.86	\$398.90	\$82,749	\$51.72	\$413.75	\$87,409	\$54.63	\$437.05	\$93,891	\$58.68	\$469.45
30	\$81,263	\$50.79	\$406.31	\$84,095	\$52.56	\$420.48	\$88,796	\$55.50	\$443.98	\$95,319	\$59.57	\$476.59

Proposed in Board Meeting on 4/27/2023

Proposed Effective 8/1/2023

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*[This Policy will be included at the bottom of all current and future pay scales]*



## Special Education Director 220 Days

Step	Lane 1			Lane 2			Lane 3		
	BS Degree + Special Ed Credential			BS Degree + 30 Semester Hrs Approved + Special Ed Credential			Masters Degree + Special Ed Credential		
	Salary	*Legislative increase	Total	Salary	*Legislative increase	Total	Salary	*Legislative increase	Total
1	\$59,449	\$8,400	\$67,849	\$64,802	\$8,400	\$73,202	\$72,848	\$8,400	\$81,248
2	\$59,990	\$8,400	\$68,390	\$66,008	\$8,400	\$74,408	\$73,523	\$8,400	\$81,923
3	\$60,536	\$8,400	\$68,936	\$66,613	\$8,400	\$75,013	\$74,207	\$8,400	\$82,607
4	\$61,356	\$8,400	\$69,756	\$67,525	\$8,400	\$75,925	\$75,234	\$8,400	\$83,634
5	\$62,189	\$8,400	\$70,589	\$68,450	\$8,400	\$76,850	\$76,274	\$8,400	\$84,674
6	\$63,035	\$8,400	\$71,435	\$69,388	\$8,400	\$77,788	\$77,330	\$8,400	\$85,730
7	\$63,891	\$8,400	\$72,291	\$70,343	\$8,400	\$78,743	\$78,402	\$8,400	\$86,802
8	\$64,762	\$8,400	\$73,162	\$71,308	\$8,400	\$79,708	\$79,492	\$8,400	\$87,892
9	\$65,646	\$8,400	\$74,046	\$72,292	\$8,400	\$80,692	\$80,595	\$8,400	\$88,995
10	\$66,544	\$8,400	\$74,944	\$73,288	\$8,400	\$81,688	\$81,717	\$8,400	\$90,117
11	\$67,455	\$8,400	\$75,855	\$74,299	\$8,400	\$82,699	\$82,856	\$8,400	\$91,256
12	\$68,376	\$8,400	\$76,776	\$75,325	\$8,400	\$83,725	\$84,011	\$8,400	\$92,411
13	\$69,315	\$8,400	\$77,715	\$74,426	\$8,400	\$82,826	\$85,183	\$8,400	\$93,583
14	\$70,267	\$8,400	\$78,667	\$77,427	\$8,400	\$85,827	\$86,372	\$8,400	\$94,772
15	\$71,235	\$8,400	\$79,635	\$78,499	\$8,400	\$86,899	\$87,581	\$8,400	\$95,981
16	\$72,216	\$8,400	\$80,616	\$79,586	\$8,400	\$87,986	\$88,807	\$8,400	\$97,207
17	\$73,211	\$8,400	\$81,611	\$80,689	\$8,400	\$89,089	\$90,050	\$8,400	\$98,450
18	\$74,220	\$8,400	\$82,620	\$81,806	\$8,400	\$90,206	\$91,311	\$8,400	\$99,711
19	\$75,243	\$8,400	\$83,643	\$82,939	\$8,400	\$91,339	\$92,589	\$8,400	\$100,989
20	\$76,280	\$8,400	\$84,680	\$84,087	\$8,400	\$92,487	\$93,886	\$8,400	\$102,286
21	\$77,331	\$8,400	\$85,731	\$85,252	\$8,400	\$93,652	\$95,200	\$8,400	\$103,600
22	\$78,396	\$8,400	\$86,796	\$86,432	\$8,400	\$94,832	\$96,533	\$8,400	\$104,933
23	\$79,476	\$8,400	\$87,876	\$87,629	\$8,400	\$96,029	\$97,884	\$8,400	\$106,284
24	\$80,572	\$8,400	\$88,972	\$88,843	\$8,400	\$97,243	\$99,255	\$8,400	\$107,655
25	\$81,682	\$8,400	\$90,082	\$90,073	\$8,400	\$98,473	\$100,644	\$8,400	\$109,044

Proposed in Board Meeting on 4/27/2023

Proposed Effective 8/1/2023

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*[This Policy will be included at the bottom of all current and future pay scales]*

## Special Education Teacher Salary Schedule

Step	Lane 1			Lane 2			Lane 3			Lane 4		
	BS Degree			BS Degree +30 Semester Hrs Approved Credit			Masters Degree			Masters Degree +36 Semester Hrs Approved Credit		
	Salary	*Legislative increase	Total	Salary	*Legislative increase	Total	Salary	*Legislative increase	Total	Salary	*Legislative increase	Total
1	\$51,884	\$8,400	\$60,284	\$56,785	\$8,400	\$65,185	\$59,233	\$8,400	\$67,633	\$63,727	\$8,400	\$72,127
2	\$52,699	\$8,400	\$61,099	\$57,601	\$8,400	\$66,001	\$60,050	\$8,400	\$68,450	\$64,544	\$8,400	\$72,944
3	\$53,516	\$8,400	\$61,916	\$58,417	\$8,400	\$66,817	\$60,866	\$8,400	\$69,266	\$65,359	\$8,400	\$73,759
4	\$54,334	\$8,400	\$62,734	\$59,234	\$8,400	\$67,634	\$61,685	\$8,400	\$70,085	\$66,175	\$8,400	\$74,575
5	\$55,150	\$8,400	\$63,550	\$60,051	\$8,400	\$68,451	\$62,500	\$8,400	\$70,900	\$66,991	\$8,400	\$75,391
6	\$55,966	\$8,400	\$64,366	\$60,867	\$8,400	\$69,267	\$63,317	\$8,400	\$71,717	\$67,810	\$8,400	\$76,210
7	\$56,785	\$8,400	\$65,185	\$61,684	\$8,400	\$70,084	\$64,135	\$8,400	\$72,535	\$68,628	\$8,400	\$77,028
8	\$58,012	\$8,400	\$66,412	\$62,910	\$8,400	\$71,310	\$65,362	\$8,400	\$73,762	\$69,855	\$8,400	\$78,255
9	\$58,827	\$8,400	\$67,227	\$63,726	\$8,400	\$72,126	\$66,178	\$8,400	\$74,578	\$70,670	\$8,400	\$79,070
10	\$60,051	\$8,400	\$68,451	\$64,950	\$8,400	\$73,350	\$67,401	\$8,400	\$75,801	\$71,895	\$8,400	\$80,295
11	\$61,278	\$8,400	\$69,678	\$66,176	\$8,400	\$74,576	\$68,628	\$8,400	\$77,028	\$73,121	\$8,400	\$81,521
12	\$62,500	\$8,400	\$70,900	\$67,399	\$8,400	\$75,799	\$69,852	\$8,400	\$78,252	\$74,344	\$8,400	\$82,744
13	\$63,727	\$8,400	\$72,127	\$68,626	\$8,400	\$77,026	\$71,078	\$8,400	\$79,478	\$75,570	\$8,400	\$83,970
14	\$64,953	\$8,400	\$73,353	\$69,852	\$8,400	\$78,252	\$72,302	\$8,400	\$80,702	\$76,796	\$8,400	\$85,196
15	\$66,180	\$8,400	\$74,580	\$71,078	\$8,400	\$79,478	\$73,529	\$8,400	\$81,929	\$78,023	\$8,400	\$86,423
16	\$67,401	\$8,400	\$75,801	\$72,300	\$8,400	\$80,700	\$74,752	\$8,400	\$83,152	\$79,245	\$8,400	\$87,645
17	\$68,415	\$8,400	\$76,815	\$73,527	\$8,400	\$81,927	\$75,979	\$8,400	\$84,379	\$80,471	\$8,400	\$88,871
18	\$69,444	\$8,400	\$77,844	\$74,750	\$8,400	\$83,150	\$77,202	\$8,400	\$85,602	\$81,694	\$8,400	\$90,094
19	\$70,489	\$8,400	\$78,889	\$75,977	\$8,400	\$84,377	\$78,428	\$8,400	\$86,828	\$82,921	\$8,400	\$91,321
20	\$71,551	\$8,400	\$79,951	\$77,199	\$8,400	\$85,599	\$79,651	\$8,400	\$88,051	\$84,145	\$8,400	\$92,545
21	\$72,629	\$8,400	\$81,029	\$78,364	\$8,400	\$86,764	\$80,878	\$8,400	\$89,278	\$85,369	\$8,400	\$93,769
22	\$73,724	\$8,400	\$82,124	\$79,548	\$8,400	\$87,948	\$82,100	\$8,400	\$90,500	\$86,593	\$8,400	\$94,993
23	\$74,836	\$8,400	\$83,236	\$80,750	\$8,400	\$89,150	\$83,341	\$8,400	\$91,741	\$87,820	\$8,400	\$96,220
24	\$75,965	\$8,400	\$84,365	\$81,970	\$8,400	\$90,370	\$84,602	\$8,400	\$93,002	\$89,044	\$8,400	\$97,444
25	\$77,111	\$8,400	\$85,511	\$83,210	\$8,400	\$91,610	\$85,882	\$8,400	\$94,282	\$90,265	\$8,400	\$98,665
26	\$78,275	\$8,400	\$86,675	\$84,468	\$8,400	\$92,868	\$87,182	\$8,400	\$95,582	\$91,489	\$8,400	\$99,889
27	\$79,457	\$8,400	\$87,857	\$85,746	\$8,400	\$94,146	\$88,503	\$8,400	\$96,903	\$92,715	\$8,400	\$101,115
28	\$80,658	\$8,400	\$89,058	\$87,044	\$8,400	\$95,444	\$89,844	\$8,400	\$98,244	\$93,938	\$8,400	\$102,338
29	\$81,878	\$8,400	\$90,278	\$88,363	\$8,400	\$96,763	\$91,205	\$8,400	\$99,605	\$95,177	\$8,400	\$103,577
30	\$83,116	\$8,400	\$91,516	\$89,702	\$8,400	\$98,102	\$92,589	\$8,400	\$100,989	\$96,433	\$8,400	\$104,833

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*[This Policy will be included at the bottom of all current and future pay scales]*

## Hourly SpEd Teacher Pay Schedule & Equivalent

Step	Lane 1			Lane 2			Lane 3			Lane 4		
	BS DEGREE	*Hourly Equivalent	**Daily Equivalent	BS Degree +30 Approved Semester Hrs	*Hourly Equivalent	** Daily Equivalent	Masters Degree	*Hourly Equivalent	**Daily Equivalent	Masters Degree +36 Approved Semester Hrs	*Hourly Equivalent	**Daily Equivalent
	Salary			Salary			Salary			Salary		
1	\$51,884	\$32.43	\$259.42	\$56,785	\$35.49	\$283.92	\$59,233	\$37.02	\$296.17	\$63,727	\$39.83	\$318.64
2	\$52,699	\$32.94	\$263.49	\$57,601	\$36.00	\$288.00	\$60,050	\$37.53	\$300.25	\$64,544	\$40.34	\$322.72
3	\$53,516	\$33.45	\$267.58	\$58,417	\$36.51	\$292.09	\$60,866	\$38.04	\$304.33	\$65,359	\$40.85	\$326.79
4	\$54,334	\$33.96	\$271.67	\$59,234	\$37.02	\$296.17	\$61,685	\$38.55	\$308.42	\$66,175	\$41.36	\$330.88
5	\$55,150	\$34.47	\$275.75	\$60,051	\$37.53	\$300.26	\$62,500	\$39.06	\$312.50	\$66,991	\$41.87	\$334.96
6	\$55,966	\$34.98	\$279.83	\$60,867	\$38.04	\$304.33	\$63,317	\$39.57	\$316.59	\$67,810	\$42.38	\$339.05
7	\$56,785	\$35.49	\$283.92	\$61,684	\$38.55	\$308.42	\$64,135	\$40.08	\$320.68	\$68,628	\$42.89	\$343.14
8	\$58,012	\$36.26	\$290.06	\$62,910	\$39.32	\$314.55	\$65,362	\$40.85	\$326.81	\$69,855	\$43.66	\$349.27
9	\$58,827	\$36.77	\$294.14	\$63,726	\$39.83	\$318.63	\$66,178	\$41.36	\$330.89	\$70,670	\$44.17	\$353.35
10	\$60,051	\$37.53	\$300.26	\$64,950	\$40.59	\$324.75	\$67,401	\$42.13	\$337.01	\$71,895	\$44.93	\$359.48
11	\$61,278	\$38.30	\$306.39	\$66,176	\$41.36	\$330.88	\$68,628	\$42.89	\$343.14	\$73,121	\$45.70	\$365.60
12	\$62,500	\$39.06	\$312.50	\$67,399	\$42.12	\$337.00	\$69,852	\$43.66	\$349.26	\$74,344	\$46.47	\$371.72
13	\$63,727	\$39.83	\$318.64	\$68,626	\$42.89	\$343.13	\$71,078	\$44.42	\$355.39	\$75,570	\$47.23	\$377.85
14	\$64,953	\$40.60	\$324.76	\$69,852	\$43.66	\$349.26	\$72,302	\$45.19	\$361.51	\$76,796	\$48.00	\$383.98
15	\$66,180	\$41.36	\$330.90	\$71,078	\$44.42	\$355.39	\$73,529	\$45.96	\$367.64	\$78,023	\$48.76	\$390.11
16	\$67,401	\$42.13	\$337.01	\$72,300	\$45.19	\$361.50	\$74,752	\$46.72	\$373.76	\$79,245	\$49.53	\$396.23
17	\$68,415	\$42.76	\$342.07	\$73,527	\$45.95	\$367.63	\$75,979	\$47.49	\$379.89	\$80,471	\$50.29	\$402.35
18	\$69,444	\$43.40	\$347.22	\$74,750	\$46.72	\$373.75	\$77,202	\$48.25	\$386.01	\$81,694	\$51.06	\$408.47
19	\$70,489	\$44.06	\$352.45	\$75,977	\$47.49	\$379.88	\$78,428	\$49.02	\$392.14	\$82,921	\$51.83	\$414.61
20	\$71,551	\$44.72	\$357.76	\$77,199	\$48.25	\$385.99	\$79,651	\$49.78	\$398.25	\$84,145	\$52.59	\$420.72
21	\$72,629	\$45.39	\$363.15	\$78,364	\$48.98	\$391.82	\$80,878	\$50.55	\$404.39	\$85,369	\$53.36	\$426.85
22	\$73,724	\$46.08	\$368.62	\$79,548	\$49.72	\$397.74	\$82,100	\$51.31	\$410.50	\$86,593	\$54.12	\$432.97
23	\$74,836	\$46.77	\$374.18	\$80,750	\$50.47	\$403.75	\$83,341	\$52.09	\$416.71	\$87,820	\$54.89	\$439.10
24	\$75,965	\$47.48	\$379.82	\$81,970	\$51.23	\$409.85	\$84,602	\$52.88	\$423.01	\$89,044	\$55.65	\$445.22
25	\$77,111	\$48.19	\$385.55	\$83,210	\$52.01	\$416.05	\$85,882	\$53.68	\$429.41	\$90,265	\$56.42	\$451.33
26	\$78,275	\$48.92	\$391.37	\$84,468	\$52.79	\$422.34	\$87,182	\$54.49	\$435.91	\$91,489	\$57.18	\$457.44
27	\$79,457	\$49.66	\$397.29	\$85,746	\$53.59	\$428.73	\$88,503	\$55.31	\$442.51	\$92,715	\$57.95	\$463.58
28	\$80,658	\$50.41	\$403.29	\$87,044	\$54.40	\$435.22	\$89,844	\$56.15	\$449.22	\$93,938	\$58.71	\$469.69
29	\$81,878	\$51.17	\$409.39	\$88,363	\$55.23	\$441.81	\$91,205	\$57.00	\$456.03	\$95,177	\$59.49	\$475.89
30	\$83,116	\$51.95	\$415.58	\$89,702	\$56.06	\$448.51	\$92,589	\$57.87	\$462.94	\$96,433	\$60.27	\$482.16

Proposed in Board Meeting on 4/27/2023  
Proposed Effective 8/1/2023

225 - Pay Scale Advancement Policy Approved April 25, 2013, Draft Revised January 26, 2018

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## Instructional Coach/Reading Specialist Salary Schedule

Step	Lane 3			Lane 4		
	Masters Degree			Masters Degree +36 Semester Hrs Approved Credit		
	Salary	*Legislative increase	Total	Salary	*Legislative increase	Total
1	\$66,975	\$8,400	\$75,375	\$71,065	\$8,400	\$79,465
2	\$67,347	\$8,400	\$75,747	\$71,943	\$8,400	\$80,343
3	\$67,718	\$8,400	\$76,118	\$72,820	\$8,400	\$81,220
4	\$68,092	\$8,400	\$76,492	\$73,700	\$8,400	\$82,100
5	\$68,834	\$8,400	\$77,234	\$75,068	\$8,400	\$83,468
6	\$69,948	\$8,400	\$78,348	\$76,216	\$8,400	\$84,616
7	\$71,065	\$8,400	\$79,465	\$77,366	\$8,400	\$85,766
8	\$72,180	\$8,400	\$80,580	\$78,515	\$8,400	\$86,915
9	\$73,296	\$8,400	\$81,696	\$79,664	\$8,400	\$88,064
10	\$74,410	\$8,400	\$82,810	\$80,812	\$8,400	\$89,212
11	\$75,526	\$8,400	\$83,926	\$81,961	\$8,400	\$90,361
12	\$77,232	\$8,400	\$85,632	\$83,719	\$8,400	\$92,119
13	\$78,435	\$8,400	\$86,835	\$84,957	\$8,400	\$93,357
14	\$79,635	\$8,400	\$88,035	\$86,194	\$8,400	\$94,594
15	\$80,836	\$8,400	\$89,236	\$87,431	\$8,400	\$95,831
16	\$82,056	\$8,400	\$90,456	\$88,687	\$8,400	\$97,087
17	\$83,295	\$8,400	\$91,695	\$89,963	\$8,400	\$98,363
18	\$84,554	\$8,400	\$92,954	\$91,260	\$8,400	\$99,660
19	\$85,833	\$8,400	\$94,233	\$92,577	\$8,400	\$100,977
20	\$87,133	\$8,400	\$95,533	\$93,916	\$8,400	\$102,316
21	\$88,453	\$8,400	\$96,853	\$95,276	\$8,400	\$103,676
22	\$89,794	\$8,400	\$98,194	\$96,658	\$8,400	\$105,058
23	\$91,157	\$8,400	\$99,557	\$98,061	\$8,400	\$106,461
24	\$92,541	\$8,400	\$100,941	\$99,487	\$8,400	\$107,887
25	\$93,948	\$8,400	\$102,348	\$100,936	\$8,400	\$109,336
26	\$95,377	\$8,400	\$103,777	\$102,408	\$8,400	\$110,808
27	\$96,828	\$8,400	\$105,228	\$103,903	\$8,400	\$112,303
28	\$98,303	\$8,400	\$106,703	\$105,422	\$8,400	\$113,822
29	\$99,802	\$8,400	\$108,202	\$106,965	\$8,400	\$115,365
30	\$101,324	\$8,400	\$109,724	\$108,533	\$8,400	\$116,933

**Proposed in Board Meeting on 4/27/2023**  
**Proposed Effective 8/1/2023**

**225 - Pay Scale Advancement Policy Approved April 25, 2013, Draft Revised March 24, 2014**

Employees will advance up the pay scale one year at a time. Any deviations from this procedure are subject to Board approval | Employees who have completed a full year at GWA will automatically move up to the next level on the pay scale the following s the fiscal year, July 1st, and before December 31st, will also move up one level on the payscale. Employees hired on or after Jar current level of pay scale until the beginning of the fiscal year following their first completed year of employment at GWA.

*[This Policy will be included at the bottom of all current and future pay scales]*

<b>SLP Salary Schedule</b>									
<b>Step</b>	<b>Lane 1</b>			<b>Lane 2</b>			<b>Lane 3</b>		
	<b>BS Degree + Special Ed Credential</b>			<b>BS Degree + 30 Semester Hrs Approved + Special Ed Credential</b>			<b>Masters Degree + Special Ed Credential</b>		
	<b>Salary</b>	<b>*Legislative increase</b>	<b>Total</b>	<b>Salary</b>	<b>*Legislative increase</b>	<b>Total</b>	<b>Salary</b>	<b>*Legislative increase</b>	<b>Total</b>
1	\$50,785	\$8,400	\$59,185	\$55,653	\$8,400	\$64,053	\$62,969	\$8,400	\$71,369
2	\$51,279	\$8,400	\$59,679	\$56,749	\$8,400	\$65,149	\$63,582	\$8,400	\$71,982
3	\$51,775	\$8,400	\$60,175	\$57,300	\$8,400	\$65,700	\$64,204	\$8,400	\$72,604
4	\$52,521	\$8,400	\$60,921	\$58,128	\$8,400	\$66,528	\$65,135	\$8,400	\$73,535
5	\$53,278	\$8,400	\$61,678	\$58,969	\$8,400	\$67,369	\$66,081	\$8,400	\$74,481
6	\$54,046	\$8,400	\$62,446	\$59,822	\$8,400	\$68,222	\$67,042	\$8,400	\$75,442
7	\$54,824	\$8,400	\$63,224	\$60,690	\$8,400	\$69,090	\$68,016	\$8,400	\$76,416
8	\$55,617	\$8,400	\$64,017	\$61,568	\$8,400	\$69,968	\$69,007	\$8,400	\$77,407
9	\$56,420	\$8,400	\$64,820	\$62,461	\$8,400	\$70,861	\$70,010	\$8,400	\$78,410
10	\$57,237	\$8,400	\$65,637	\$63,368	\$8,400	\$71,768	\$71,031	\$8,400	\$79,431
11	\$58,063	\$8,400	\$66,463	\$64,286	\$8,400	\$72,686	\$72,065	\$8,400	\$80,465
12	\$58,902	\$8,400	\$67,302	\$65,220	\$8,400	\$73,620	\$73,116	\$8,400	\$81,516
13	\$59,755	\$8,400	\$68,155	\$66,167	\$8,400	\$74,567	\$74,181	\$8,400	\$82,581
14	\$60,622	\$8,400	\$69,022	\$67,130	\$8,400	\$75,530	\$75,262	\$8,400	\$83,662
15	\$61,499	\$8,400	\$69,899	\$68,105	\$8,400	\$76,505	\$76,360	\$8,400	\$84,760
20	\$62,393	\$8,400	\$70,793	\$69,095	\$8,400	\$77,495	\$77,475	\$8,400	\$85,875
25	\$63,297	\$8,400	\$71,697	\$70,102	\$8,400	\$78,502	\$81,467	\$8,400	\$89,867

**Proposed in Board Meeting on 4/27/2023**

**Proposed Effective 8/1/2023**

**225 - Pay Scale Advancement Policy Approved April 25, 2013, Draft Revised January 26, 2018**

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*[This Policy will be included at the bottom of all current and future pay scales]*

<b>Licensed Clinical Social Worker</b>	
<b>Step</b>	<b>Salary, Exempt</b>
1	\$65,100
2	\$65,893
3	\$66,688
4	\$67,481
5	\$68,277
6	\$69,070
7	\$69,865
8	\$70,658
9	\$71,451
10	\$72,246
11	\$73,040
12	\$73,835
13	\$74,628
14	\$75,422
15	\$76,217
20	\$82,569

**Proposed in Board Meeting on 4/27/2023**  
**Proposed Effective 8/1/2023**

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<b>Registered Nurse</b>			
<b>Step</b>	<b>Lane 1</b>		
	<b>BS DEGREE</b>		
	<b>Salary</b>	<b>Hourly Equivalent</b>	<b>Daily Equivalent</b>
1	\$43,735	\$27.33	\$218.68
2	\$44,453	\$27.78	\$222.26
3	\$45,168	\$28.23	\$225.84
4	\$45,887	\$28.68	\$229.43
5	\$46,602	\$29.13	\$233.01
6	\$47,320	\$29.58	\$236.60
7	\$48,039	\$30.02	\$240.19
8	\$49,114	\$30.70	\$245.57
9	\$49,832	\$31.14	\$249.16
10	\$50,906	\$31.82	\$254.53
11	\$51,981	\$32.49	\$259.91
12	\$53,056	\$33.16	\$265.28
13	\$54,132	\$33.83	\$270.66
14	\$55,208	\$34.51	\$276.04
15	\$56,285	\$35.18	\$281.42
16	\$57,358	\$35.85	\$286.79
<p><b>Proposed in Board Meeting on 4/27/2023</b>  <b>Proposed Effective 8/1/2023</b></p>			

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*[This Policy will be included at the bottom of all current and future pay scales]*

## Executive Level Secretary

Purchasing/Finance & Budgeting Secretary

Step	Salary, Exempt
1	\$48,513
2	\$49,670
3	\$50,855
4	\$52,071
5	\$53,316
6	\$54,592
7	\$55,911
8	\$57,275
9	\$58,617
10	\$60,070
11	\$61,499
12	\$62,979
13	\$63,691
14	\$64,402
15	\$65,110
16	\$65,777
17	\$66,525
18	\$67,210
19	\$67,916
20	\$68,629

**Proposed in Board Meeting on 4/27/2023**

**Proposed Effective 8/1/2023**

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## Secretary Pay Schedule

Step	<b>Secretary 1: Example:</b> Attendance Secretary, Substitute Secretary	<b>Secretary 2:</b> Registrar, Health and Wellness Secretary, and other secretary roles that require additional certification and training
1	\$14.82	\$19.22
2	\$15.26	\$19.70
3	\$15.72	\$20.19
4	\$16.19	\$20.70
5	\$16.68	\$21.22
6	\$17.18	\$21.75
7	\$17.70	\$22.29
8	\$18.23	\$22.85
9	\$18.77	\$23.41
10	\$19.34	\$24.00
11	\$19.92	\$24.61
12	\$20.51	\$25.21
13	\$21.13	\$25.84
14	\$21.76	\$26.49
15	\$22.42	\$27.15
16	\$23.09	\$27.84
17	\$23.78	\$28.54
18	\$24.50	\$29.25
19	\$25.24	\$29.98
20	\$26.00	\$30.73

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**Proposed Effective 8/1/2023**

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## Teacher Assistant Pay Schedule

Step	Teacher Assistant 1: Example: Grade Level Aides, Lunch & Kitchen Aides	Teacher Aide 2 Positions REQUIRING related Associates Degree and required certifications	TAs performing Teaching Duties (Example: P.E., Computers, Library, and Motor Lab Manager)
1	\$14.82	\$16.90	\$18.97
2	\$15.26	\$17.41	\$19.92
3	\$15.72	\$17.93	\$20.92
4	\$16.19	\$18.47	\$21.98
5	\$16.68	\$19.02	\$23.08
6	\$17.18	\$19.59	\$23.74
7	\$17.70	\$20.18	\$24.47
8	\$18.23	\$20.78	\$25.20
9	\$18.77	\$21.41	\$25.95
10	\$19.34	\$22.05	\$26.74
11	\$19.92	\$22.71	\$27.54
12	\$20.51	\$23.39	\$28.35
13	\$21.13	\$24.10	\$29.21
14	\$21.76	\$24.82	\$30.10
15	\$22.42	\$25.56	\$31.00

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## Special Education Paraprofessional and Executive Secretary Pay Scale

Step	Paraprofessional	Executive Secretary, RBT
1	\$15.96	\$19.25
2	\$16.75	\$20.21
3	\$17.60	\$21.21
4	\$18.49	\$22.28
5	\$19.41	\$23.40
6	\$20.36	\$24.58
7	\$20.99	\$25.29
8	\$21.60	\$26.06
9	\$22.26	\$26.84
10	\$22.92	\$27.63
11	\$23.62	\$28.48
12	\$24.33	\$29.33
13	\$25.05	\$30.19
14	\$25.82	\$31.11
15	\$26.59	\$32.04

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## Food Services Coordinator

Step	Hourly, Non Exempt 200 Days
1	\$26.08
2	\$26.61
3	\$27.15
4	\$27.71
5	\$28.27
6	\$28.84
7	\$29.43
8	\$30.04
9	\$30.64
10	\$31.25
11	\$31.88
12	\$32.51
13	\$33.17
14	\$33.83
15	\$34.51
16	\$35.19
17	\$35.90
18	\$36.62
19	\$37.35
20	\$38.10

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**Proposed Effective 8/1/2023**

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*[This Policy will be included at the bottom of all current and future pay scales]*

<b>Food Service Aide Pay Schedule</b>	
<b>Step</b>	<b>Lane 1</b>
1	\$16.53
2	\$17.60
3	\$18.67
4	\$19.74
5	\$20.81
6	\$21.88
7	\$22.95
8	\$24.02
9	\$25.10
10	\$26.17
11	\$27.24
12	\$28.31
13	\$29.38
14	\$30.45
15	\$31.52

**Proposed in Board Meeting on 4/27/2023**

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## Full Time Maintenance Salary Schedule

Step	Lane 1		Lane 2	
	Less than 5 years experience	Hourly Equivalent (Based on 250 hrs)	**Licensed or Greater Than 5 Years Experience	Hourly Equivalent (Based on 250 hrs)
1	\$35,079	\$17.54	\$38,287	\$19.14
2	\$36,834	\$18.42	\$40,199	\$20.10
3	\$38,674	\$19.34	\$42,209	\$21.10
4	\$40,608	\$20.30	\$44,321	\$22.16
5	\$42,638	\$21.32	\$46,537	\$23.27
6			\$48,865	\$24.43
10			\$51,306	\$25.65
15			\$53,872	\$26.94
20			\$56,566	\$28.28

**Proposed in Board Meeting on 4/27/2023**

**Proposed Effective 8/1/2023**

\*\* Licensed (ie electrician, plumber etc.)

**225 - Pay Scale Advancement Policy Approved April 25, 2013, Draft Revised January 26, 2018**

Employees will advance up the pay scale one year at a time. Any deviations from this procedure must be reported to the GWA Finance Committee. Employees who have completed a full year at GWA will automatically move up to the next level on the pay scale the following school year. Employees hired after the beginning of the fiscal year, July 1st, and before December 31st, will also move up one level on the pay scale. Employees hired on or after January 1st of the next year will remain on their current level of the pay scale until the beginning of the fiscal year following their first completed year of employment at GWA.

*[This Policy will be included at the bottom of all current and future pay scales]*



## PROPOSAL FOR BOARD ACTION

**Proposal Title:** Mountain State - HMH Into Math Student Edition K-7 reorder - 2023-2024

**Submitted by:** LaNessa Stevens

**Originating Committee:** Curriculum Committee

Please briefly describe: (1) the situation giving rise to the proposal, (2) the background behind the proposal, (3) your assessment of the situation/background, and (4) your recommendation to the Board.

### **Situation:**

Purchase K-7 student edition workbooks, which are a consumable product for the HMH Into Math curriculum.

### **Background Information, including a list of reviewing committees:**

Student edition workbooks are consumables and were used during the 2022-2023 school year. A new set for each student per grade level needs to be reordered.

Reviewing Committee: Finance Committee via Blake Clark - using 2023-2024 budget

### **Assessment:**

Into Math will be our main math curriculum for grades K-7 and the student editions are needed in order to complete lessons and the homework to teach the program with fidelity.

### **Recommendation:**

It is recommended that the Board approve the purchase of HMH Into Math student editions K-7 as listed on the purchase order from Mountain State in the amount of \$34, 273.30 for the 2023-2024 school year.

Please submit this form with all accompanying paperwork to the Board Secretary, Jaycee Rogers, at [jrogers@gwacademy.org](mailto:jrogers@gwacademy.org) by the 15<sup>th</sup> day of the month of the Board meeting.







PO Box 160250 Clearfield, UT 84016  
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# DRAFT QUOTE

<b>Bill To:</b> George Washington Academy Attn: Office 2277 S 3000 E St George, UT 84790		<b>Ship To:</b> George Washington Academy Attn: Office 2277 S 3000 E St George, UT 84790	
<b>Account Number</b> 511203 <b>Date</b> 04/03/2023	<b>Draft Number</b> 89041		

Line #	Pub	ISBN-13	Description	Ty	Yr	Qty	Price	Amount
(1)	HMH	978-035815368-9	Into Math K SE Collection	TX	20	150	25.20	3780.00
(2)	HMH	978-035860849-3	Into Math 1 SE Collection w/Practice/Homework Journal Set	TX	20	150	30.60	4590.00
(3)	HMH	978-035860850-9	Into Math 2 SE Collection w/Practice/Homework Journal Set	TX	20	150	30.60	4590.00
(4)	HMH	978-035811159-7	Into Math 2 Assessment Guide BLM	BL	20	1	46.30	46.30
(5)	HMH	978-035860851-6	Into Math 3 SE Collection w/Practice/Homework Journal Set	TX	20	150	30.60	4590.00
(6)	HMH	978-035860852-3	Into Math 4 SE Collection w/Practice/Homework Journal Set	TX	20	160	30.60	4896.00
(7)	HMH	978-035860853-0	Into Math 5 SE Collection w/Practice/Homework Journal Set	TX	20	150	30.60	4590.00
(8)	HMD	978-035811581-6	Into Math 6 SE	TX	20	120	25.20	3024.00
(9)	HMD	978-132895180-9	Into Math 7 SE	TX	20	120	25.20	3024.00

**Comments:**

<b>Subtotal</b>	33,130.30
<b>Shipping</b>	1,143.00
<b>Sales Tax</b>	0.00
<b>Estimated Total</b>	<b>\$34,273.30</b>

Prices are set by the publisher and subject to change without notice.  
 Shipping/Handling, Sales Tax, and any other fees are based on the item total.  
 All No Charge items are subject to approval.  
 A convenience fee will be applied to credit card orders.



# Houghton Mifflin Harcourt

Proposal #008659333

Prepared For

## George Washington Academy

2277 S 3000 E

Saint George UT 84790

Attention:

Jessica Bentley

[jbentley@gwacademy.org](mailto:jbentley@gwacademy.org)

For the Purchase of:

## Into Math K-6 - Collections

Pack and Hold Shipment 7/1/2023

Prepared By

Nathan Soesbe

[nathan.soesbe@hnhco.com](mailto:nathan.soesbe@hnhco.com)

**Please submit this proposal with your purchase order.**

Purchase orders or duly executed service agreements for **Professional Services** purchased, must be submitted at least 30 days before the service event date.

For greater detail, the complete Terms of Purchases may be reviewed here:

<http://www.hnhco.com/common/terms-conditions>

Send **Check Payments** to:  
Houghton Mifflin Harcourt Publishing Company  
14046 Collections Center Drive  
Chicago, IL 60693

Attention:  
Jessica Bentley  
[jbentley@gwacademy.org](mailto:jbentley@gwacademy.org)

Send **Orders** to:  
[orders@hnhco.com](mailto:orders@hnhco.com)  
FAX: 800-269-5232

**HMH Confidential and Proprietary**

Proposal for  
**George Washington Academy**

ISBN	Title	Price	Quantity	Value of All Materials
<b>Grade K</b>				
<b>Student</b>				
1756049 9780358153689	Into Math Student Edition Collection Grade K	\$25.20	150	\$3,780.00
<b>Total for Student</b>				
<b>Total for Grade K</b>		<b>\$3,780.00</b>		
<b>Grade 1</b>				
<b>Student</b>				
1814896 9780358608493	2020 Into Math Student Edition Collection with Practice and Homework Journal Set Grade 1	\$30.60	150	\$4,590.00
<b>Total for Student</b>				
<b>Total for Grade 1</b>		<b>\$4,590.00</b>		
<b>Grade 2</b>				
<b>Student</b>				
1814897 9780358608509	2020 Into Math Student Edition Collection with Practice and Homework Journal Set Grade 2	\$30.60	150	\$4,590.00
<b>Total for Student</b>				
<b>Teacher</b>				
1749312 9780358111597	Into Math Assessment Guide BLM Grade 2	\$46.30	1	\$46.30
<b>Total for Teacher</b>				
<b>Total for Grade 2</b>		<b>\$4,636.30</b>		
<b>Grade 3</b>				
<b>Student</b>				
1814898 9780358608516	2020 Into Math Student Edition Collection with Practice and Homework Journal Set Grade 3	\$30.60	150	\$4,590.00
<b>Total for Student</b>				
<b>Total for Grade 3</b>		<b>\$4,590.00</b>		
<b>Grade 4</b>				
<b>Student</b>				
1814899 9780358608523	2020 Into Math Student Edition Collection with Practice and Homework Journal Set Grade 4	\$30.60	160	\$4,896.00
<b>Total for Student</b>				
<b>Total for Grade 4</b>		<b>\$4,896.00</b>		

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Attention:  
Jessica Bentley  
jbentley@gwacademy.org

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FAX: 800-269-5232

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Proposal for  
**George Washington Academy**

ISBN	Title	Price	Quantity	Value of All Materials
<b>Grade 5 Student</b>				
1814900 9780358608530	2020 Into Math Student Edition Collection with Practice and Homework Journal Set Grade 5	\$30.60	150	\$4,590.00
<b>Total for Student</b>				
<b>Total for Grade 5</b>		<b>\$4,590.00</b>		
<b>Grade 6 Student</b>				
1750405 9780358115816	Into Math Student Edition (Consumable) Grade 6	\$25.20	120	\$3,024.00
<b>Total for Student</b>				
<b>Total for Grade 6</b>		<b>\$3,024.00</b>		
<b>Grade 7 Student</b>				
1705761 9781328951809	Into Math Student Edition (Consumable) Grade 7	\$25.20	120	\$3,024.00
<b>Total for Student</b>				
<b>Total for Grade 7</b>		<b>\$3,024.00</b>		

Pack and Hold Shipment  
7/1/2023

<i>Total Savings:</i>	\$0.00
<i>Subtotal Purchase Amount:</i>	\$33,130.30
<i>Shipping &amp; Handling:</i>	\$5,300.85
<b>Total Cost of Proposal (PO Amount):</b>	<b>\$38,431.15</b>

\*\*Please add proper sales tax to your order\*\*

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**Total Cost of Proposal (PO Amount): \$38,431.15**

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- Please return this cost proposal with your signed purchase order that matches product, prices and shipping charges.
- Provide the exact address for *delivery* of print materials. The shipping address may be your district warehouse or individual school sites, but it is essential that this is accurate.
- Please supply the name of each important district point of contact for all aspects of the solution including their direct contact information (email/phone):
  - o Point of Contact for Print materials
  - o Point of Contact for Digital materials
  - o Point of Contact for Scheduling Professional Development
- Please confirm that we have the correct 'Ship to' and 'Sold to' information on the cost proposal.
 

<b>Ship to:</b> George Washington Academy 2277 S 3000 E Saint George, UT 84790-8510	<b>Sold to:</b> George Washington Academy 2277 S 3000 E Saint George, UT 84790-8510
--	--
- Please provide funding start and end dates.
- Please note that all products and services will be billed upon the processing of your purchase order.
- Our payment terms are 30 days from the invoice date.
- Print subscription material quantities may be adjusted across grades for like products, to accommodate enrollment fluctuations, quantities cannot be adjusted between different programs or copyrights.
- Our shipping terms are FOB shipping point. The shipping term for your proposal is Shipping Point.
- Any proposed shipping or tax amount provided on this proposal, is based on the Ship To account location quoted within.
- If the location of your delivery changes, please include the proper sales tax and shipping charges for that location in the applicable Purchase Order
- Should any of these Terms of Sale conflict with any preprinted terms on your purchase order, the HMH terms of service shall apply.

Thank you in advance for supplying us with the necessary information at time of purchase.

Our goal is to ensure your success throughout the duration of this agreement, which starts with a highly successful delivery of our solution.

For greater detail, the complete Terms of Purchase may be reviewed here: <http://www.hmhco.com/common/terms-conditions>

Date of Proposal: 3/28/2023

Proposal Expiration Date: 5/12/2023



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## PROPOSAL FOR BOARD ACTION

**Proposal Title:** Mountain State - HMH Collections Close Readers 2023-2024

**Submitted by:** LaNessa Stevens

**Originating Committee:** Curriculum Committee

Please briefly describe: (1) the situation giving rise to the proposal, (2) the background behind the proposal, (3) your assessment of the situation/background, and (4) your recommendation to the Board.

### **Situation:**

Purchase 6th and 7th grade close readers, which are a consumable product for the Collections English Language Arts Curriculum

### **Background Information, including a list of reviewing committees:**

Close readers are consumables and were used during the 2022-2023 school year. A new set for 6th and 7th grade students needs to be reordered

Reviewing Committee: Finance Committee via Blake Clark - using 2023-2024 budget

### **Assessment:**

Collections continues to be our main language arts curriculum for the intermediate grades and the close readers are needed in order to teach the program with fidelity.

### **Recommendation:**

It is recommended that the Board approve the purchase of HMH Collections 6th and 7th grade close readers as listed in the purchase order from Mountain State for the 2023-2024 school year in the amount of \$11,085.70

Please submit this form with all accompanying paperwork to the Board Secretary, Jaycee Rogers, at [jrogers@gwacademy.org](mailto:jrogers@gwacademy.org) by the 15<sup>th</sup> day of the month of the Board meeting.





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# DRAFT QUOTE

<b>Bill To:</b> George Washington Academy Attn: Office 2277 S 3000 E St George, UT 84790				<b>Ship To:</b> George Washington Academy Attn: Office 2277 S 3000 E St George, UT 84790			
<b>Account Number</b>	511203	<b>Draft Number</b>	89034	<b>Date</b>	03/31/2023		

Line #	Pub	ISBN-13	Description	Ty	Yr	Qty	Price	Amount
(1)	HMD	978-054408760-6	Collections 6 Close Reader SE	TX	15	120	44.65	5358.00
(2)	HMD	978-054409076-7	Collections 7 Close Reader SE	TX	15	120	44.65	5358.00

**Comments:**

<b>Subtotal</b>	10,716.00
<b>Shipping</b>	369.70
<b>Sales Tax</b>	0.00
<b>Estimated Total</b>	<b>\$11,085.70</b>

Prices are set by the publisher and subject to change without notice.  
Shipping/Handling, Sales Tax, and any other fees are based on the item total.  
All No Charge items are subject to approval.  
A convenience fee will be applied to credit card orders.





# Houghton Mifflin Harcourt

Proposal #008657210

Prepared For

## George Washington Academy

2277 S 3000 E

Saint George UT 84790

Attention:

Jessica Bentley

[jbentley@gwacademy.org](mailto:jbentley@gwacademy.org)

For the Purchase of:

## Collections - Gr 6&7 Close Reader Workbooks

Prepared By

Nathan Soesbe

[nathan.soesbe@hnhco.com](mailto:nathan.soesbe@hnhco.com)

**Please submit this proposal with your purchase order.**

Purchase orders or duly executed service agreements for **Professional Services** purchased, must be submitted at least 30 days before the service event date.

For greater detail, the complete Terms of Purchases may be reviewed here:

<http://www.hnhco.com/common/terms-conditions>

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## Proposal for George Washington Academy

ISBN	Title	Price	Quantity	Value of All Materials
<b>Grade 6</b>				
<b>Student</b>				
1538255 9780544087606	Collections Close Reader Student Edition Grade 6	\$44.65	120	\$5,358.00
<b>Total for Student</b>				
<b><u>Total for Grade 6</u></b>		<b>\$5,358.00</b>		
<b>Grade 7</b>				
<b>Student</b>				
1538257 9780544090767	Collections Close Reader Student Edition Grade 7	\$44.65	120	\$5,358.00
<b>Total for Student</b>				
<b><u>Total for Grade 7</u></b>		<b>\$5,358.00</b>		

<i>Total Savings:</i>	\$0.00
<i>Subtotal Purchase Amount:</i>	\$10,716.00
<i>Shipping &amp; Handling:</i>	\$1,714.56
<b>Total Cost of Proposal (PO Amount):</b>	<b>\$12,430.56</b>
<b>**Please add proper sales tax to your order**</b>	

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14046 Collections Center Drive  
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# Proposal for George Washington Academy

## Total Cost of Proposal (PO Amount): \$12,430.56

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- Please return this cost proposal with your signed purchase order that matches product, prices and shipping charges.
- Provide the exact address for *delivery* of print materials. The shipping address may be your district warehouse or individual school sites, but it is essential that this is accurate.
- Please supply the name of each important district point of contact for all aspects of the solution including their direct contact information (email/phone):
  - o Point of Contact for Print materials
  - o Point of Contact for Digital materials
  - o Point of Contact for Scheduling Professional Development
- Please confirm that we have the correct 'Ship to' and 'Sold to' information on the cost proposal.
 

<b>Ship to:</b>	<b>Sold to:</b>
George Washington Academy	George Washington Academy
2277 S 3000 E	2277 S 3000 E
Saint George, UT 84790-8510	Saint George, UT 84790-8510
- Please provide funding start and end dates.
- Please note that all products and services will be billed upon the processing of your purchase order.
- Our payment terms are 30 days from the invoice date.
- Print subscription material quantities may be adjusted across grades for like products, to accommodate enrollment fluctuations, quantities cannot be adjusted between different programs or copyrights.
- Our shipping terms are FOB shipping point. The shipping term for your proposal is Shipping Point.
- Any proposed shipping or tax amount provided on this proposal, is based on the Ship To account location quoted within.
- If the location of your delivery changes, please include the proper sales tax and shipping charges for that location in the applicable Purchase Order
- Should any of these Terms of Sale conflict with any preprinted terms on your purchase order, the HMH terms of service shall apply.

Thank you in advance for supplying us with the necessary information at time of purchase. Our goal is to ensure your success throughout the duration of this agreement, which starts with a highly successful delivery of our solution.

For greater detail, the complete Terms of Purchase may be reviewed here: <http://www.hmhco.com/common/terms-conditions>

**Date of Proposal: 3/24/2023**

**Proposal Expiration Date: 5/8/2023**



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## PROPOSAL FOR BOARD ACTION

**Proposal Title:** Mountain State - CKLA Amplify K-5 Materials/Consumables 2023-2024

**Submitted by:** LaNessa Stevens

**Originating Committee:** Curriculum Committee

Please briefly describe: (1) the situation giving rise to the proposal, (2) the background behind the proposal, (3) your assessment of the situation/background, and (4) your recommendation to the Board.

### **Situation:**

Reorder CKLA Amplify consumable materials for K-5 consisting of activity books, readers, and journals all connected to teaching the curriculum with fidelity from Mountain State.

### **Background Information, including a list of reviewing committees:**

Teachers have students use the workbooks every year as they teach CKLA Amplify curriculum. Each student needs their own along with a few extra for new students. We use the 2nd edition of CKLA Amplify K-5 curriculum. When we order from Amplify, it is stated as "2nd edition - original version copyright". To make sure we order the 2nd edition of CKLA Amplify K-5 curriculum, ISBN numbers were matched to order 2nd edition original version copyright.

Reviewing Committee: Finance Committee via Blake Clark - using 2023-2024 budget

### **Assessment:**

CKLA K-5 continues to be our main language arts curriculum for the elementary grades K-5 and the workbooks, journals and readers are needed to teach the program with fidelity

### **Recommendation:**

It is recommended that the Board approve the purchase of CKLA Amplify K-5 consumable materials as listed on the purchase order from Mountain State in the amount of \$24,803.33 for the 2023-2024 school year.

Please submit this form with all accompanying paperwork to the Board Secretary, Jaycee Rogers, at [jrogers@gwacademy.org](mailto:jrogers@gwacademy.org) by the 15<sup>th</sup> day of the month of the Board meeting.





# DRAFT QUOTE

<b>Bill To:</b> George Washington Academy Attn: Office 2277 S 3000 E St George, UT 84790		<b>Ship To:</b> George Washington Academy Attn: Office 2277 S 3000 E St George, UT 84790	
<b>Account Number</b>	511203	<b>Draft Number</b>	<b>89040</b>
<b>Date</b>	04/03/2023		

Line #	Pub	ISBN-13	Description	Ty	Yr	Qty	Price	Amount
(1)	AMP	978-168391220-0	Core Knowledge Language Arts K Skills Readers All Units	MS	17	150	19.96	2994.00
(2)	AMP	978-168161050-4	Core Knowledge Language Arts K Knowledge Image Cards Domain 9 Columbus/Pilgrims	VA	17	1	65.00	65.00
(3)	AMP	978-168391221-7	Core Knowledge Language Arts 1 Skills Student Readers All Units	MS	17	100	19.96	1996.00
(4)	AMP	978-168161144-0	Core Knowledge Language Arts 1 Skills Large Letter Cards	VA	17	5	65.00	325.00
(5)	AMP	978-168161449-6	Core Knowledge Language Arts 1 Skills Code Flip Book Set Vowels/Consonants	VA	17	1	200.00	200.00
(6)	AMP	978-168161173-0	Core Knowledge Language Arts 2 Knowledge Activity Bks Domains 1-6 (1)	WB	17	75	5.60	420.00
(7)	AMP	978-168161174-7	Core Knowledge Language Arts 2 Knowledge Activity Bks Domains 7-11 (1)	WB	17	50	5.60	280.00
(8)	AMP	978-168391038-1	Core Knowledge Language Arts 3 Readers Unit 1 Classic Tales	MS	17	25	4.36	109.00
(9)	AMP	978-168161222-5	Core Knowledge Language Arts 3 Readers Unit 2 Rattenboroughs Guide to Animals	MS	17	25	4.36	109.00
(10)	AMP	978-168161223-2	Core Knowledge Language Arts 3 Readers Unit 3 How Does Your Body Work?	MS	17	25	4.36	109.00
(11)	AMP	978-168161224-9	Core Knowledge Language Arts 3 Readers Unit 4 Stories of Ancient Rome	MS	17	25	4.36	109.00
(12)	AMP	978-168391039-8	Core Knowledge Language Arts 3 Readers Unit 5 Adventures in Light/Sound	MS	17	25	4.36	109.00
(13)	AMP	978-168391040-4	Core Knowledge Language Arts 3 Readers Unit 6 Gods Giants Dwarves	MS	17	25	4.36	109.00
(14)	AMP	978-168161225-6	Core Knowledge Language Arts 3 Readers Unit 7 Whats in Our Universe?	MS	17	25	4.36	109.00
(15)	AMP	978-168161232-4	Core Knowledge Language Arts 3 Readers Unit 8 Native American Stories	MS	17	25	4.36	109.00
(16)	AMP	978-168161233-1	Core Knowledge Language Arts 3 Readers Unit 9 Age of Exploration	MS	17	25	4.36	109.00
(17)	AMP	978-168161234-8	Core Knowledge Language Arts 3 Readers Unit 10 Living in Colonial America	MS	17	25	4.36	109.00



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Fax 801-773-3265  
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# DRAFT QUOTE

<b>Bill To:</b> George Washington Academy Attn: Office 2277 S 3000 E St George, UT 84790		<b>Ship To:</b> George Washington Academy Attn: Office 2277 S 3000 E St George, UT 84790	
<b>Account Number</b> <b>Date</b>	511203 04/03/2023	<b>Draft Number</b>	<b>89040</b>

Line #	Pub	ISBN-13	Description	Ty	Yr	Qty	Price	Amount
(18)	AMP	978-194201041-8	Core Knowledge Language Arts 3 Activity Bks Units 1-11 (1)	WB	17	150	38.00	5700.00
(19)	AMP	978-168161795-4	Core Knowledge Language Arts 3-4 Cursive Activity BK BLM	BL	17	8	35.00	280.00
(20)	AMP	978-168161229-4	Core Knowledge Language Arts 3 Vikings Quest Student Activity Bk	WB	17	150	4.36	654.00
(21)	AMP	978-194201043-2	Core Knowledge Language Arts 4 Activity Bks Units 1-8 (1)	WB	17	150	38.00	5700.00
(22)	AMP	978-168161795-4	Core Knowledge Language Arts 3-4 Cursive Activity BK BLM	BL	17	8	35.00	280.00
(23)	AMP	978-168161256-0	Core Knowledge Language Arts 4 Teacher Guide Unit 2 Empires in the Middle Ages Pt 1	TE	17	1	135.00	135.00
(24)	AMP	978-168161253-9	Core Knowledge Language Arts 5 Readers Unit 1 Personal Narratives	MS	17	8	4.36	34.88
(25)	AMP	978-168161213-3	Core Knowledge Language Arts 5 Readers Unit 2 Early American Civilizations	MS	17	8	4.36	34.88
(26)	AMP	978-048640791-3	Core Knowledge Language Arts 5 Readers Unit 4 Don Quixote Trade Book	MS	17	28	2.00	56.00
(27)	AMP	978-168161215-7	Core Knowledge Language Arts 5 Readers Unit 5 Renaissance patrons Artists Scholars	MS	17	21	4.36	91.56
(28)	AMP	978-168161214-0	Core Knowledge Language Arts 5 Readers Unit 6 Reformation Shifts in Power	MS	17	6	4.36	26.16
(29)	AMP	978-168161216-4	Core Knowledge Language Arts 5 Readers Unit 8 Native Americans A Changing Landscape	MS	17	19	4.36	82.84
(30)	AMP	978-168391045-9	Core Knowledge Language Arts 5 Activity Bks Unit 3 Poets Journal	WB	17	127	8.36	1061.72
(31)	AMP	978-168161237-9	Core Knowledge Language Arts 5 Activity Bks Unit 4 Adventures of Don Quixote	WB	17	103	5.60	576.80
(32)	AMP	978-168161238-6	Core Knowledge Language Arts 5 Activity Bks Unit 5 Renaissance	WB	17	120	5.60	672.00
(33)	AMP	978-168161240-9	Core Knowledge Language Arts 5 Activity Bks Unit 6 Reformation	WB	17	118	5.60	660.80
(34)	AMP	978-168161242-3	Core Knowledge Language Arts 5 Activity Bks Unit 8 Native Americans	WB	17	100	5.60	560.00



PO Box 160250 Clearfield, UT 84016  
801-773-3200  
Fax 801-773-3265  
www.mssd.com

# DRAFT QUOTE

<b>Bill To:</b> George Washington Academy Attn: Office 2277 S 3000 E St George, UT 84790				<b>Ship To:</b> George Washington Academy Attn: Office 2277 S 3000 E St George, UT 84790				
<b>Account Number</b>		511203		<b>Draft Number</b>		89040		
<b>Date</b>		04/03/2023						
Line #	Pub	ISBN-13	Description	Ty	Yr	Qty	Price	Amount

**Comments:**

<b>Subtotal</b>	23,976.64
<b>Shipping</b>	827.19
<b>Sales Tax</b>	0.00
<b>Estimated Total</b>	<b>\$24,803.83</b>

Prices are set by the publisher and subject to change without notice.  
 Shipping/Handling, Sales Tax, and any other fees are based on the item total.  
 All No Charge items are subject to approval.  
 A convenience fee will be applied to credit card orders.



Amplify.

Price Quote

Amplify

55 Washington Street, Suite 800  
Brooklyn, NY 11201  
Phone: (800) 823-1969  
Fax: (646) 403-4700

Quote #: Q-219574-1  
Date: 3/21/2023  
Expires On: 4/20/2023

Customer Contact Information

Jessica Bentley  
George Washington Academy  
(435) 673-2232  
jbentley@gwacademy.org

Amplify Contact Information

Bob McCarty  
Senior Account Executive  
(435) 655-1731  
rmccarty@amplify.com

Kindergarten

PRODUCT	ISBN	QUANTITY	PRICE	TOTAL PRICE
CKLA 2nd Edition GK Skills Readers, All Units (1 of each)	978-1-68391-220-0	150.00	\$19.96	\$2,994.00
CKLA 2nd Edition GK Knowledge D9 Image Cards: Columbus And The Pilgrims	978-1-68161-050-4	1.00	\$65.00	\$65.00
TOTAL				\$3,059.00

Grade 1

PRODUCT	ISBN	QUANTITY	PRICE	TOTAL PRICE
CKLA 2nd Edition G1 Skills Readers, All Units (1 of each)	978-1-68391-221-7	100.00	\$19.96	\$1,996.00
CKLA G1 Skills Large Letter Cards	978-1-68161-144-0	5.00	\$65.00	\$325.00
CKLA G1 Skills Code Flip Book Set, Vowels/Consonants	978-1-68161-449-6	1.00	\$200.00	\$200.00
TOTAL				\$2,521.00

**Grade 2**

PRODUCT	ISBN	QUANTITY	PRICE	TOTAL PRICE
CKLA 2nd Edition G2 Knowledge D1-6 Activity Book	978-1-68161-173-0	75.00	\$5.60	\$420.00
CKLA 2nd Edition G2 Knowledge D7-12 Activity Book	978-1-68161-174-7	50.00	\$5.60	\$280.00
<b>TOTAL</b>				<b>\$700.00</b>

**Grade 3**

PRODUCT	ISBN	QUANTITY	PRICE	TOTAL PRICE
CKLA 2nd Edition G3 U1 Reader: Classic Tales	978-1-68391-038-1	25.00	\$4.36	\$109.00
CKLA 2nd Edition G3 U2 Reader: Rattenborough's Guide To Animals	978-1-68161-222-5	25.00	\$4.36	\$109.00
CKLA 2nd Edition G3 U3 Reader: How Does Your Body Work?	978-1-68161-223-2	25.00	\$4.36	\$109.00
CKLA 2nd Edition G3 U4 Reader: Stories Of Ancient Rome	978-1-68161-224-9	25.00	\$4.36	\$109.00
CKLA 2nd Edition G3 U5 Reader: Adventures In Light And Sound	978-1-68391-039-8	25.00	\$4.36	\$109.00
CKLA 2nd Edition G3 U6 Reader: Gods, Giants And Dwarves	978-1-68391-040-4	25.00	\$4.36	\$109.00
CKLA 2nd Edition G3 U7 Reader: What's In Our Universe?	978-1-68161-225-6	25.00	\$4.36	\$109.00
CKLA 2nd Edition G3 U8 Reader: Native American Stories	978-1-68161-232-4	25.00	\$4.36	\$109.00
CKLA 2nd Edition G3 U9 Reader: The Age Of Exploration	978-1-68161-233-1	25.00	\$4.36	\$109.00
CKLA 2nd Edition G3 U10 Reader: Living In Colonial America	978-1-68161-234-8	25.00	\$4.36	\$109.00
CKLA 2nd Edition G3 Activity Books, All Units (1 of each)	978-1-942010-41-8	150.00	\$38.00	\$5,700.00

PRODUCT	ISBN	QUANTITY	PRICE	TOTAL PRICE
CKLA Cursive Activity Book	978-1-68161-795-4	8.00	\$35.00	\$280.00
CKLA G3 Vikings Quest Student Activity book	978-1-68161-229-4	150.00	\$4.36	\$654.00
TOTAL				\$7,724.00

#### Grade 4

PRODUCT	ISBN	QUANTITY	PRICE	TOTAL PRICE
CKLA 2nd Edition G4 Activity Books, All Units (1 of each)	978-1-942010-43-2	150.00	\$38.00	\$5,700.00
CKLA Cursive Activity Book	978-1-68161-795-4	8.00	\$35.00	\$280.00
CKLA 2nd Edition G4 U2 Teacher Guide: Empires In The Middle Ages Part 1	978-1-68161-256-0	1.00	\$135.00	\$135.00
TOTAL				\$6,115.00

#### Grade 5

PRODUCT	ISBN	QUANTITY	PRICE	TOTAL PRICE
CKLA 2nd Edition G5 U1 Reader: Personal Narratives	978-1-68161-253-9	8.00	\$4.36	\$34.88
CKLA 2nd Edition G5 U2 Reader: Early American Civilization	978-1-68161-213-3	8.00	\$4.36	\$34.88
CKLA G5 Reader: Adventures Of Don Quixote (trade book)	978-0-48640-791-3	28.00	\$2.00	\$56.00
CKLA 2nd Edition G5 U5 Reader: Renaissance: Patrons, Artists, And Scholars	978-1-68161-215-7	21.00	\$4.36	\$91.56
CKLA 2nd Edition G5 U6 Reader: Reformation: Shifts In Power	978-1-68161-214-0	6.00	\$4.36	\$26.16
CKLA 2nd Edition G5 U8 Reader: Native Americans: A Changing Landscape	978-1-68161-216-4	19.00	\$4.36	\$82.84
CKLA 2nd Edition G5 U3 Poet's Journal	978-1-68391-045-9	127.00	\$8.36	\$1,061.72

PRODUCT	ISBN	QUANTITY	PRICE	TOTAL PRICE
CKLA 2nd Edition G5 U4 Activity Book: Adventures Of Don Quixote	978-1-68161-237-9	103.00	\$5.60	\$576.80
CKLA 2nd Edition G5 U5 Activity Book: Renaissance	978-1-68161-238-6	120.00	\$5.60	\$672.00
CKLA 2nd Edition G5 U6 Activity Book: Reformation	978-1-68161-240-9	118.00	\$5.60	\$660.80
CKLA 2nd Edition G5 U8 Activity Book: Native Americans	978-1-68161-242-3	100.00	\$5.60	\$560.00
<b>TOTAL</b>				<b>\$3,857.64</b>

**S&H**

SHIPPING AND HANDLING	SHIPPING COST	TOTAL PRICE
Amplify Shipping and Handling	\$1,918.13	\$1,918.13

**GRAND TOTAL**

**\$25,894.77**

**Scope and Duration**

**Payment Terms:**

- This Price Quote (including all pricing and other terms) is valid through Quote Expiration Date stated above.
- Payment terms: net 30 days.
- Prices do not include sales tax, if applicable.
- Pricing terms in the Price Quote are based on the scope of purchase and other terms herein.
- The Federal Tax ID # for Amplify Education, Inc. is 13-4125483. A copy of Amplify's W-9 can be found at: <http://www.amplify.com/w-9.pdf>

**License and Services Term:**

- Licenses: 07/01/2023 until 06/30/2024.
- Services: 18 months from order date. Unless otherwise stated above, all training and other services purchased must be scheduled and delivered within such term or will be forfeited.

**Special Terms:**

- **FOR SHIPPED MATERIALS:**
  - Expedited shipping is available at extra charge.
  - Print materials and kits are non-returnable and non-refundable, except in the case of defective or missing materials reported by Customer within 60 days of receipt.
- **FOR SERVICES:**
  - Training and professional development sessions cancelled with less than one week notice will be deemed delivered.

## How to Order Our Products

Amplify would like to process your order as quickly as possible. Please visit [amplify.com/ordering-support](http://amplify.com/ordering-support) to find all the information you need for submitting your order. We accept the following forms of payment: purchase orders, checks, and credit card payments (Visa, MasterCard, Discover and American Express). In order for us to assist you, please help us by following these instructions:

**Please include these three documents with your order:**

- Authorized purchase order or check
- A copy of your Price Quote
- A copy of your Tax-Exemption Certificate

**If submitting a purchase order:**

To expedite your order, please visit [amplify.com/ordering-support](http://amplify.com/ordering-support) where you can submit your signed purchase order. You can also email a purchase order to [IncomingPO@amplify.com](mailto:IncomingPO@amplify.com) or fax it to (646) 403-4700. Purchase Orders can also be mailed to our Order Management Department at the address below.

**If submitting your order via credit card:**

- Please email [Accountsreceivable@amplify.com](mailto:Accountsreceivable@amplify.com) to request a secure credit card payment link

**If submitting your order via sending a check:**

- Please mail your documents directly to our Order Management Department and notify your sales representative of the check number and check amount.
- Please note that mailing a check can add up to two weeks of processing time for your order. For faster processing of your order, please submit your order via Purchase Order or Credit Card Authorization Form.

The information requested above is essential to ensure the smooth completion of your order with Amplify. Failure to submit documents will prevent your order from processing.

Our Order Management Department is located at 55 Washington Street, Suite 800, Brooklyn, NY 11201. Please note that mailing any documents can result in delays of up to two weeks. **For faster processing of your order, we recommend you submit a purchase order via our website: [amplify.com/ordering-support](http://amplify.com/ordering-support).**

This Price Quote is subject to the Customer Terms & Conditions of Amplify Education, Inc. attached and available at [amplify.com/customer-terms](http://amplify.com/customer-terms). Issuance of a purchase order or payment pursuant to this Price Quote, or usage of the products specified herein, shall be deemed acceptance of such Terms & Conditions.

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1. **Scope.** Amplify Education, Inc. ("Amplify") and Customer wish to enter into the agreement created by the price quote, proposal, renewal letter, or other ordering document containing the details of this purchase (the "Quote") and these Customer Terms & Conditions, including any addendums hereto (this "Agreement") pursuant to which Amplify will deliver one or more of the products or services specified on the Quote (collectively, the "Products").
2. **License.** Subject to the terms and conditions of this Agreement, Amplify grants to Customer a non-exclusive, non-transferable, non-sublicensable license to access and use, and permit Authorized Users to access and use the Products solely in the U.S. during the Term for the number of Authorized Users specified in the Quote for whom Customer has paid the applicable fees to Amplify. "Authorized User" means an individual teacher or other personnel employed by Customer, or an individual student registered for instruction at Customer's school, whom Customer permits to access and use the Products subject to the terms and conditions of this Agreement, and solely while such individual is so employed or so registered. Each Authorized User's access and use of the Products shall be subject to Amplify's Terms of Use available through the Products, in addition to the terms and conditions of this Agreement, and violations of such terms may result in suspension or termination of the applicable account.
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5. Payments. In consideration of the Products, Customer will pay to Amplify (or other party designated on the Quote) the fees specified in the Quote in full within 30 days of the date of invoice, except as otherwise agreed by the parties or for those amounts that are subject to a good faith dispute of which Customer has notified Amplify in writing. Customer shall be responsible for all state or local sales, use or gross receipts taxes, and federal excise taxes unless Customer provides a then-current tax exemption certificate in advance of the delivery, license, or performance of any Product, as applicable.

6. Shipments. Unless otherwise specified on the Quote, physical Products will be shipped FOB origin in the US (Incoterms 2010 EXW outside of the US) and are deemed accepted by Customer upon receipt. Upon acceptance of such Products, orders are non-refundable, non-returnable, and non-exchangeable, except in the case of defective or missing materials reported by Customer within 60 days of receipt.

7. Account Information. For subscription Products, the authentication of Authorized Users is based in part upon information supplied by Customer or Authorized Users, as applicable. Customer will and will cause its Authorized Users to (a) provide accurate information to Amplify or a third-party authentication service as applicable, and promptly report any changes to such information, (b) not share or allow others to use their account, (c) maintain the confidentiality and security of their account information, and (d) use the Products solely via such authorized accounts. Customer agrees to notify Amplify immediately of any unauthorized use of its or its Authorized Users' accounts or related authentication information. Amplify will not be responsible for any losses arising out of the unauthorized use of accounts created by or for Customer and its Authorized Users.

8. Confidentiality. Customer acknowledges that, in connection with this Agreement, Amplify has provided or will provide to Customer and its Authorized Users certain sensitive or proprietary information, including software, source code, assessment instruments, research, designs, methods, processes, customer lists, training materials, product documentation, know-how and trade secrets, in whatever form ("Confidential Information"). Customer agrees (a) not to use Confidential Information for any purpose other than use of the Products in accordance with this Agreement and (b) to take all steps reasonably necessary to maintain and protect the Confidential Information of Amplify in strict confidence. Confidential Information shall not include information that, as evidenced by Customer's contemporaneous written records: (i) is or becomes publicly available through no fault of Customer; (ii) is rightfully known to Customer prior to the time of its disclosure; (iii) has been independently developed by Customer without any use of the Confidential Information; or (iv) is subsequently learned from a third party not under any confidentiality obligation.

9. Student Data. The parties acknowledge and agree that Customer is subject to federal and local laws relating to the protection of personally identifiable information of students ("PII"), including the Family Educational Rights and Privacy Act ("FERPA"), and that Amplify is obtaining such PII as a "school official" under Section 99.31 of FERPA for the purpose of providing the Products hereunder. Subject to the terms and conditions of this Agreement, Amplify will not take any action to cause Customer to be out of compliance with FERPA or applicable state laws relating to PII. Amplify's Customer Privacy Policy at <http://www.amplify.com/customer-privacy> will govern collection, use, and disclosure of information collected or stored on behalf of Customer under this Agreement.

10. Customer Materials. Customer represents, warrants, and covenants that it has all the necessary rights, including consents and IP Rights, in connection with any data, information, content, and other materials provided to or collected by Amplify on behalf of Customer or its Authorized Users using the Products or otherwise in connection with this Agreement ("Customer Materials"), and that Amplify has the right to use such Customer Materials as contemplated hereunder or for any other purposes required by Customer. Customer is solely responsible for the accuracy, integrity, completeness, quality, legality, and safety of such Customer Materials. Customer is responsible for meeting hardware, software, telecommunications, and other requirements listed at <http://www.amplify.com/customer-requirements>.

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12. Limitation of Liability. IN NO EVENT SHALL AMPLIFY BE LIABLE TO CUSTOMER OR TO ANY AUTHORIZED USER FOR ANY INCIDENTAL, SPECIAL, CONSEQUENTIAL, PUNITIVE, RELIANCE OR COVER DAMAGES, DAMAGES FOR LOST PROFITS, LOST DATA OR LOST BUSINESS, OR ANY OTHER INDIRECT DAMAGES, EVEN IF AMPLIFY HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES. TO THE EXTENT PERMITTED BY APPLICABLE LAW, AMPLIFY'S ENTIRE LIABILITY TO CUSTOMER OR ANY AUTHORIZED USER ARISING OUT OF PERFORMANCE OR NONPERFORMANCE BY AMPLIFY OR IN ANY WAY RELATED TO THE SUBJECT MATTER OF THIS AGREEMENT, REGARDLESS OF WHETHER THE CLAIM FOR SUCH DAMAGES IS BASED IN CONTRACT, TORT, STRICT LIABILITY OR OTHERWISE, SHALL NOT EXCEED THE AGGREGATE OF CUSTOMER'S OR ANY AUTHORIZED USER'S DIRECT DAMAGES UP TO THE FEES PAID BY CUSTOMER TO AMPLIFY FOR THE AFFECTED PORTION OF THE PRODUCTS IN THE PRIOR 12 MONTH-PERIOD. UNDER NO CIRCUMSTANCES SHALL AMPLIFY BE LIABLE FOR ANY CONSEQUENCES OF ANY UNAUTHORIZED USE OF THE PRODUCTS THAT VIOLATES THIS AGREEMENT OR ANY APPLICABLE LAW OR REGULATION.

13. Term; Termination. This Agreement will be in effect for the duration specified in the Quote and may be renewed or extended by mutual agreement of the parties. Without prejudice to any rights either party may have under this Agreement, in law, equity or otherwise, a party shall have the right to terminate this Agreement if the other party (or in the case of Amplify, an Authorized User) materially breaches any term, provision, warranty or representation under this Agreement and fails to correct the breach within 30 days of its receipt of written notice thereof. Upon termination, Customer will: (a) cease using the Products, (b) return, purge or destroy (as directed by Amplify) all copies of any Products and, if so requested, certify to Amplify in writing that such surrender or destruction has occurred, (c) pay any fees due and owing hereunder, and (d) not be entitled to a refund of any fees previously paid, unless otherwise specified in the Quote. Customer will be responsible the cost of any continued use of Products following such termination. Upon termination, Amplify will return or destroy any PII of students provided to Amplify hereunder. Notwithstanding the foregoing, nothing shall require Amplify to return or destroy any data that does not include PII, including de-identified information or data that is derived from access to PII but which does not contain PII. Sections 3-13 shall survive the termination of this Agreement.

14. Miscellaneous. This Agreement, including all addendums, attachments and the Quote, as applicable, constitutes the entire agreement between the parties relating to the subject matter hereof. The provisions of this Agreement shall supersede any conflicting terms and conditions in any Customer purchase order, other correspondence or verbal communication, and shall supersede and cancel all prior agreements, written or oral, between the parties relating to the subject matter hereof. This Agreement may not be modified except in writing signed by both parties. All defined terms in this Agreement shall apply to their singular and plural forms, as applicable. The word "including" means "including without limitation." This Agreement shall be governed by and construed and enforced in accordance with the laws of the state of New York, without giving effect to the choice of law rules thereof. This Agreement will be binding upon and inure to the benefit of the parties and their respective successors and assigns. The parties expressly understand and agree that their relationship is that of independent contractors. Nothing in this Agreement shall constitute one party as an employee, agent, joint venture partner, or servant of another. Each party is solely responsible for all of its employees and agents and its labor costs and expenses arising in connection herewith. Neither this Agreement nor any of the rights, interests or obligations hereunder may be assigned or delegated by Customer or any Authorized User without the prior written consent of Amplify. If one or more of the provisions contained in this Agreement shall for any reason be held to be unenforceable at law, such provisions shall be construed by

the appropriate judicial body to limit or reduce such provision or provisions so as to be enforceable to the maximum extent compatible with applicable law. Amplify shall have no liability to Customer or to third parties for any failure or delay in performing any obligation under this Agreement due to circumstances beyond its reasonable control, including acts of God or nature, fire, earthquake, flood, epidemic, strikes, labor stoppages or slowdowns, civil disturbances or terrorism, national or regional emergencies, supply shortages or delays, action by any governmental authority, or interruptions in power, communications, satellites, the Internet, or any other network.

We are delighted to work with you and we thank you for your order!

Amplify Education, Inc. - Confidential Information





## PROPOSAL FOR BOARD ACTION

**Proposal Title:** HMH Collections Digital package 2023-2024

**Submitted by:** LaNessa Stevens

**Originating Committee:** Curriculum

Please briefly describe: (1) the situation giving rise to the proposal, (2) the background behind the proposal, (3) your assessment of the situation/background, and (4) your recommendation to the Board.

### **Situation:**

Renew HMH Collections digital package for an additional year for the 2023-2024 school year.

Collections curriculum is phasing out and is only available to renew one year at a time until 2025.

### **Background Information, including a list of reviewing committees:**

HMH Collections is the Language Arts program utilized by 6th and 7th grade teachers and students. It is a digital-based curriculum that connects well with digital teaching and learning. It is also connected to our Digital Teaching and Learning grant.

Reviewing Committee: Finance Committee via Blake Clark - using 2023-2024 budget

### **Assessment:**

Collections has been used as the 6th and 7th grade Language Arts program for the past six years. It has been an effective curriculum which presents materials and activities in a variety of ways, allowing students to interact with different types of content. It also allows teachers to make creative instructional choices by providing digital resources and activities as well as physical text connections and activities.

### **Recommendation:**

It is recommended that the Board approve the purchase of HMH Collections Digital package as listed on the purchase order in the amount of \$9,286.80 for the 2023-2024 school year.

Please submit this form with all accompanying paperwork to the Board Secretary, Jaycee Rogers, at [jrogers@gwacademy.org](mailto:jrogers@gwacademy.org) by the 15<sup>th</sup> day of the month of the Board meeting.



Submitted By: Lanessa Stevens

Date: 7/1/23 Vendor: \_\_\_\_\_

Website/Contact Info: HMH - Collections

BILL/SHIP TO: George Washington Academy  
2277 S. 3000 E.  
St. George, UT 84790

This is a/an (Circle One):

Purchase Order/Invoice P.O. # 2023-338

School Credit Card Purchase

School Debit (Admin)

Authorization for Travel

Dates of Travel: \_\_\_\_\_

Reimbursement Request  
(Fill Out Below & Attach all Receipts)

Teacher Supply Account Purchase? Y N

QTY	ITEM #	DESCRIPTION (include dates as applicable)	UNIT PRICE	LINE TOTAL
		1 year digital licenses		
		Student - teacher		
120		grade 6 Student		4,530. <sup>00</sup>
2		" teacher		113.40
120		grade 7 Student		4,530. <sup>00</sup>
2		" teacher		113.40

**Budget Category:** (Administration Only)

300 Professional & Technical Budget Detail: \_\_\_\_\_

400 Purchased Property Services Budget Detail: \_\_\_\_\_

500 Other Purchased Services Budget Detail: \_\_\_\_\_

600 Supplies & Materials Budget Detail: 6411

700 Property Budget Detail: \_\_\_\_\_

Principal Discretionary Land Trust  
Curriculum CCA  
Student Incentives  
Special Education

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

Notes: \_\_\_\_\_

**Procurement:**  
If the item/service is over \$1,000, you are required to request 3 bids.

Please attach all bids to this requisition and a brief explanation of why you chose the vendor.

Subtotal

Shipping

Sales Tax

TOTAL \$9,286.<sup>80</sup>

[Signature] 4/12/23  
Executive Director's Approval Date  
(For purchases up to \$2,000)

\_\_\_\_\_  
Approving Board Member Date  
(For purchases between \$2,001 - \$5,000)

\_\_\_\_\_  
Board Chair or Date  
Board Member on Finance Committee  
For purchases over \$5,000  
\*Purchases over \$5,000 MUST be approved in a board meeting



# Houghton Mifflin Harcourt

Proposal #008612417

Prepared For

## George Washington Academy

2277 S 3000 E

Saint George UT 84790

Attention:

Jessica Bentley

[jbentley@gwacademy.org](mailto:jbentley@gwacademy.org)

For the Purchase of:

## HMH Collections 6-7 National 2017 (1-yr digital)

Prepared By

Nathan Soesbe

[nathan.soesbe@hnhco.com](mailto:nathan.soesbe@hnhco.com)

**Please submit this proposal with your purchase order.**

Purchase orders or duly executed service agreements for **Professional Services** purchased, must be submitted at least 30 days before the service event date.

For greater detail, the complete Terms of Purchases may be reviewed here:

<http://www.hnhco.com/common/terms-conditions>

Send **Check Payments** to:  
Houghton Mifflin Harcourt Publishing Company  
14046 Collections Center Drive  
Chicago, IL 60693

Attention:  
Jessica Bentley  
[jbentley@gwacademy.org](mailto:jbentley@gwacademy.org)

Send **Orders** to:  
[orders@hnhco.com](mailto:orders@hnhco.com)  
FAX: 800-269-5232

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Proposal for  
**George Washington Academy**

ISBN	Title	Price	Quantity	Value of All Materials
<b>Grade 6</b>				
<b>Classroom Package</b>				
<b>Student Resource Package/Teacher Resource Package</b>				
1630353	9780544722378 2017 Collections Digital/Mobile Student Resource Package 1 Year Digital Grade 6	\$37.75	120	\$4,530.00
	Package Includes: Student Edition and Close Reader eTextbook ePub 1-Year Grade 6 Interactive Digital Student Resources w/Assessment 1-Year Grade 6			
1639453	9780544792470 2017 Collections Interactive Digital Teacher Resources with Assessment 1 Year Digital Grade 6	\$56.70	2	\$113.40

**Total for Classroom Package**

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**Total for Grade 6** **\$4,643.40**

<b>Grade 7</b>				
<b>Classroom Package</b>				
<b>Student Resource Package/Teacher Resource Package</b>				
1630354	9780544722385 2017 Collections Digital/Mobile Student Resource Package 1 Year Digital Grade 7	\$37.75	120	\$4,530.00
	Package Includes: Student Edition and Close Reader eTextbook ePub 1-Year Grade 7 Interactive Digital Student Resources w/Assessment 1-Year Grade 7			
1639454	9780544792487 2017 Collections Interactive Digital Teacher Resources with Assessment 1 Year Digital Grade 7	\$56.70	2	\$113.40

**Total for Classroom Package**

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**Total for Grade 7** **\$4,643.40**

<b>Total Savings:</b>	<b>\$0.00</b>
<b>Subtotal Purchase Amount:</b>	<b>\$9,286.80</b>
<b>Shipping &amp; Handling:</b>	<b>\$0.00</b>
<b>Total Cost of Proposal (PO Amount):</b>	<b>\$9,286.80</b>

**\*\*Please add proper sales tax to your order\*\***

Send **Check Payments** to:  
Houghton Mifflin Harcourt Publishing Company  
14046 Collections Center Drive  
Chicago, IL 60693

Attention:  
Jessica Bentley  
jbentley@gwacademy.org

Send **Orders** to:  
orders@hnhco.com  
FAX: 800-269-5232

**HMH Confidential and Proprietary**

**Total Cost of Proposal (PO Amount): \$9,286.80**

Thank you for considering HMH as your partner. We are committed to providing an excellent experience and delivering ongoing, high-quality service to our customers. To meet these goals, we want to ensure you are aware of the below Terms of Purchase. These terms help us process your order quickly, efficiently, and accurately, ensuring successful delivery and implementation of our solutions.

- Please return this cost proposal with your signed purchase order that matches product, prices and shipping charges.
- Provide the exact address for *delivery* of print materials. The shipping address may be your district warehouse or individual school sites, but it is essential that this is accurate.
- Please supply the name of each important district point of contact for all aspects of the solution including their direct contact information (email/phone):
  - o Point of Contact for Print materials
  - o Point of Contact for Digital materials
  - o Point of Contact for Scheduling Professional Development
- Please confirm that we have the correct 'Ship to' and 'Sold to' information on the cost proposal.
 

<b>Ship to:</b> George Washington Academy 2277 S 3000 E Saint George, UT 84790-8510	<b>Sold to:</b> George Washington Academy 2277 S 3000 E Saint George, UT 84790-8510
--	--
- Please provide funding start and end dates.
- Please note that all products and services will be billed upon the processing of your purchase order.
- Our payment terms are 30 days from the invoice date.
- Print subscription material quantities may be adjusted across grades for like products, to accommodate enrollment fluctuations, quantities cannot be adjusted between different programs or copyrights.
- Our shipping terms are FOB shipping point. The shipping term for your proposal is Shipping Point.
- Any proposed shipping or tax amount provided on this proposal, is based on the Ship To account location quoted within.
- If the location of your delivery changes, please include the proper sales tax and shipping charges for that location in the applicable Purchase Order
- Should any of these Terms of Sale conflict with any preprinted terms on your purchase order, the HMH terms of service shall apply.

Thank you in advance for supplying us with the necessary information at time of purchase.

Our goal is to ensure your success throughout the duration of this agreement, which starts with a highly successful delivery of our solution.

For greater detail, the complete Terms of Purchase may be reviewed here: <http://www.hmhco.com/common/terms-conditions>

Date of Proposal: 1/27/2023

Proposal Expiration Date: 3/13/2023



## Houghton Mifflin Harcourt

Send **Check Payments** to:  
 Houghton Mifflin Harcourt Publishing Company  
 14046 Collections Center Drive  
 Chicago, IL 60693

Attention:  
 Jessica Bentley  
 jbentley@gwacademy.org

Send **Orders** to:  
 orders@hnhco.com  
 FAX: 800-269-5232

**HMH Confidential and Proprietary**



## PROPOSAL FOR BOARD ACTION

**Proposal Title:** Special Education Contractor Agreements for School Year 2023-2024

**Submitted by:** Mireille Evans

**Sponsoring Committee:** n/a

Please briefly describe: (1) the situation giving rise to the proposal, (2) the background behind the proposal, (3) your assessment of the situation/background, and (4) your recommendation to the Board.

### **Situation:**

Renewal of the following contracted service agreements with the indicated compensation changes. See following page for details.

### **Background:**

All of the listed contractors provided necessary Special Education related services during the 2022-2023 school year. The attached proposed agreements with compensation increases are in need of board approval for services to continue in the 2023-2024 school year.

Katie Mangus, OT has included a proposal to support the changes to her hours and compensation (attached).

### **Assessment:**

n/a

### **Recommendation:**

It is the recommendation of the Special Education Department to renew and approve the changes to all of the attached Independent Contractor Agreements as written for continued services.

Please submit this form with all accompanying paperwork to the Board Secretary, Jaycee Rogers, at [jrogers@gwacademy.org](mailto:jrogers@gwacademy.org) by the 15<sup>th</sup> day of the month of the Board meeting.

Proposed Increases to Independent Contractor Agreements:

-Speech Language Pathologist (Intermountain Speech Pathology Services)

proposed changes:

SLP- current \$65/hour increased to \$75/hour

SLT- current \$45/hour increased to \$55/hour

-Occupational Therapist (Team Therapy, LLC)

proposed changes: (Katie Mangus provided proposal follows)

current 50 hours at \$70/hour increased to 60 hours at \$81/hour

-Physical Therapist (Mountain Land Rehabilitation, Inc.)

proposed changes:

current \$180/evaluation plus \$85/hour - increased to \$180/evaluation plus \$125/visit

-Psychologist (Ryan Houston, Ph.D.)

proposed changes:

current \$350/report - increased to \$375/report

**Team Therapy Occupational Therapy (OT) Services Agreement for**

**George Washington Academy (GWA)**

**2023-2024 School Year**

I am pleased to submit this proposal to continue to provide services for GWA. I started contracting with GWA in 2016. I am grateful to be a part of this school's growth for the last 7 years. I have a passion for working with students, and collaborating with their teachers and parents. I have 13 years of experience working in charter schools and have consistently demonstrated professionalism. I am prompt with turning in the necessary documentation and consistent in my services. My individualized occupational therapy techniques maximize a student's participation in school-related occupations and brings increased confidence to both student and mentor. I believe in a team approach and bringing positive change through education and collaboration.

In terms of contract rate, I started in 2016 at \$65 an hour. I moved to \$70 in 2018. I have diligently provided services and kept the same hourly rate since then. I am proposing in this next contract to move it to \$81 an hour.

In addition to the hourly rate I would like to propose an increase in the OT time allotted. Right now I have 50 hours allotted. I currently have a total of approximately 33 students on my caseload: 23 students on IEP's and 6 students on 504's. Due to many compounding factors that are being reported across the country, this number continues to grow. Each service time is typically 20 minutes a week, which totals 44 direct treatment hours a month. This number only includes direct treatment time - not evals, screens, IEP meetings, consultations, etc. I strive to be very sensitive about my time and what I bill for. In order to service the students I am requesting an increase in allotted OT time to up to 60 hours a month.

**I. Description of services to be provided:**

**1. Occupational Therapy services including:**

1. Evaluations
2. Direct Services
3. Consultation Services
4. Services on Behalf of the Student, including: materials preparation, scheduling, accommodations & modifications, etc.
5. IEP preparation
6. Staff in-service/training
7. Required paperwork

**II. Services provided by: Team Therapy**

**III. Services provided to: GWA**

**IV. Dates of Service: August 1, 2023- June 1, 2024**

**V. Pricing: \$81.00 per hour**

**VI. Service Time: Up to 60 hours a month**

**VII. Responsibilities of provider:**



1. Provide Occupational Therapy services through a licensed professional
2. Complete IEP paperwork by date required (to be provided by service recipient)
3. Complete evaluations within 30 working days
4. Provide services according to IEP requirements
5. Consult with parents, clients, and teachers as needed
6. Provide written invoice of service within 30 days
7. Maintain confidentiality of client records and other communication

VIII. **Responsibilities of client:**

1. Notify provider of due dates for IEP's, evaluations, and other necessary paperwork
2. Provide location for services
3. Assist with scheduling of services
4. Provide documentation to provider as needed (existing evaluations, IEP documents, etc.)
5. Provide payment within 30 days of receipt of invoice

IX. **Payment terms:**

1. Payment will be provided by check or money order or direct deposit made payable to Team Therapy within 30 days of receipt of invoice

\_\_\_\_\_

Katie Mangus, MOT, OTR/L

Provider signature

\_\_\_\_\_

date

\_\_\_\_\_

GWA signature

\_\_\_\_\_

date

## GWA INDEPENDENT CONTRACTOR AGREEMENT

THIS INDEPENDENT CONTRACTOR AGREEMENT ("**this Agreement**") is entered into effective the **1st day of August, 2023** by and between: George Washington Academy, a Utah non-profit corporation ("**GWA**"), and **Intermountain Speech Pathology Services** ("**Contractor**").

### RECITALS

WHEREAS, Contractor has experience as a **Speech Language Pathologist**, and has the necessary training, equipment, and supplies to perform the services set forth in this Agreement; and

WHEREAS, Contractor desires to contract with GWA and GWA desires to contract with Contractor to provide such services, on the terms, covenants, and conditions hereafter set forth.

### AGREEMENT

1. Scope of Work. GWA has hired Contractor to provide the following services: **All needs related to speech/communication as a related service within GWA.** Contractor will provide these services on an as needed basis and only when GWA calls and requests such services, or as otherwise agreed by the parties. Contractor agrees to be reasonably available to GWA for this purpose.

2. Term of Agreement. The term of this Agreement and the performance of services hereunder shall commence on the date signed, and will continue as long as GWA retains the services and talents of Contractor.

2.1. GWA shall have the right to immediately terminate this Agreement upon GWA's determination that it no longer requires the services of Contractor or Contractor has failed to perform the services required hereunder in accordance with the terms of the Agreement. Such termination shall be accomplished by delivery of written notice of termination ("Notice of Termination") to Contractor. Unless otherwise indicated in the Notice of Termination, such termination shall be effective immediately upon delivery of the Notice of Termination to Contractor. For purposes hereof, the Notice of Termination shall be deemed delivered (a) upon transmission by GWA to Contractor at the e-mail address set forth below if delivery is by e-mail; (b) at the time of personal delivery, if delivery is in person; (c) one (1) business day after deposit with an express overnight courier for United States deliveries, or two (2) business days after such deposit for deliveries outside of the United States, with proof of delivery from the courier requested; or (d) three (3) business days after deposit in the United States mail by certified mail (return receipt requested) for United

States deliveries when addressed to Contractor at the address set forth below or at such other address as Contractor may designate by giving ten (10) days' advance written notice to GWA.

2.2. Contractor may terminate this Agreement upon 10 days written notice to GWA, at the address provided below.

Upon termination of this Agreement as set forth herein, all rights and obligations of the parties hereunder shall cease.

3. Compensation. Compensation shall be at a rate of **\$75 per hour for SLP, \$55 per hour for SLT** and is based solely on work that is performed pursuant to the terms of this contract, properly recorded, and invoiced.

4. Payment Terms. Contractor will invoice GWA **within 14 days** of providing services and shall include with the invoice such documentation as GWA may require substantiating the compensation requested.

5. Relationship of Parties. In all matters relating to this Agreement, Contractor is not an employee of GWA but is engaged as an independent contractor in a professional capacity. As such, Contractor is not entitled to any of the employee benefits provided by GWA to its employees, nor is Contractor eligible for unemployment benefits or workers compensation. Furthermore, GWA is not responsible to pay any income taxes, unemployment taxes, Social Security taxes or any other taxes to any government agency in relation to the services provided hereunder.

5.1. Contractor agrees to indemnify and hold harmless GWA from any and all claims or suits related to any of the matters set forth in this section 5.

5.2. No agent, employee or servant or one party shall be or be deemed to be the employee, agent, or servant of the other.

5.3. Contractor shall be solely and entirely responsible for its acts, damages, losses, and/or injuries, and for the acts, damages, losses, and/or injuries of its agents, employees, servants, and subcontractors in connection with the performance of this Agreement.

5.4. Neither party shall act on behalf of or represent directly or by implication as having authority to act on behalf of the other party, except as specifically set forth in this Agreement.

6. Insurance. Contractor shall obtain, at Contractor's expense, and keep in effect during the term of this Agreement, insurance that is standard in Contractor's industry. This coverage may be written in combination with commercial general liability insurance maintained by Contractor (with separate limits). Limits of coverage per accident or occurrence shall not be less than \$1,000,000 per incident, and \$3,000,000 annually.

7. Background Check. Contractor shall submit to and pay for a current criminal background check and provide the results of the same to GWA. Contractors who work directly with students and/or who may have unsupervised access to children may be subject to a higher level background check prior to beginning work.

8. Confidentiality. Contractor has, or will have, access to certain Confidential Information. Confidential Information refers to all information about a student including personal and family information, social, behavioral, and psychological information, academic performance and progress, and program goals. Contractor shall only use the Confidential Information to render services to GWA. Contractor will take reasonable measures to ensure that any Confidential Information received will be safeguarded so as to protect against intentional or accidental disclosure to any third-party to gain unauthorized access to such information.

9. Interpretation. The parties agree that this Agreement is the product of negotiation, and expressly waive the rule of interpretation of a writing against the drafter.

10. Indemnity. Contractor agrees to indemnify and hold GWA harmless from any and all claims, judgments, costs, suits, debts or liabilities, including attorney fees, resulting from Contractor's performance or failure to perform any activities hereunder or in relation to this Agreement or from violation of any federal or state laws or regulations. In addition thereto, Contractor shall defend and hold GWA harmless from any workmen's compensation claim or unemployment insurance claim made by Contractor, its officers, directors, employees, agents and servants or made on Contractor's behalf.

11. Non-Assignment. Contractor may not assign this Agreement without GWA's written consent.

12. Default: Attorney Fees and Costs. Should any party default in any of the covenants or agreements herein contained, that defaulting party shall pay all costs and expenses, including reasonable attorney fees, which may arise or accrue from enforcing this Agreement or in pursuing any remedy provided hereunder or by applicable law or in defending in any such action, as applicable, whether such remedy is pursued by filing suit or otherwise.

13. No Waiver. The failure of any party hereto to exercise any right, power, or remedy provided under this Agreement or otherwise available in respect hereof at law or in equity, or to insist upon compliance by any other party hereto with its obligations hereunder, and any custom or practice of the parties at variance with the terms hereof, shall not constitute a waiver by such

party of its right to exercise any such or other right, power, or remedy or to demand such compliance.

14. Severability. If any provisions of this agreement shall be held to be invalid or unenforceable for any reason, the remaining provisions shall continue to be valid and enforceable. If a court finds that any provision of the Agreement is invalid or unenforceable, but that by limiting such provision it would become valid or enforceable, then such provision shall be deemed to be written, construed, and enforced as so limited.

15. Notices. All notices or communications to be given under this Agreement shall be given in writing and either personally delivered or deposited in the mail to the address shown below of the party entitled to receive notice, postage prepaid, registered or certified, or e-mailed to Contractor at the e-mail address listed below. The e-mail address or address of either party may be changed by written notice to the other party.

16. Entire Agreement. This written document contains the entire understanding and agreement of the parties on the subject matter set forth herein, and supersedes any prior agreement relating to these matters. No promises or inducements have been made other than those reflected herein, and no party is relying on any statement or representation by any person except those set forth herein, including without limitation oral or written summaries of this Agreement. All negotiations, understandings, representations and preliminary agreements are merged herein. This Agreement supersedes and replaces all previous agreements entered into by the parties. The parties intend this document to be the final and exclusive expression of their agreement.

17. Modification. This Agreement may not be modified, amended or revoked unless in writing signed by all the parties hereto.

18. Governing Law, Jurisdiction, and Choice of Forum. This Agreement shall be governed by and construed in accordance with the laws of the State of Utah, without giving effect to the principles of conflicts of law thereof. Any action brought to enforce or interpret any provision of this Agreement or that otherwise arises under this Agreement shall be brought in the Fifth Judicial District Court for Washington County, State of Utah.

19. Binding Effect. This Agreement shall apply to, inure to the benefit of and bind all parties hereto, their permitted assigns, heirs, personal representatives and other successors.

IN WITNESS WHEREOF, the parties have executed this Agreement on the day and year written above.

**George Washington Academy**  
**a Utah non-profit corporation**

**Contractor**  
**Intermountain Speech Pathology Services**  
**Monica Dixon, SLP**

Name: \_\_\_\_\_

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

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

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

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

Address:  
2277 South 3000 East  
St. George, UT 84790

Address:  
221 Emerald Drive, Unit 36  
St. George, UT 84770

Email: [mondixon1@gmail.com](mailto:mondixon1@gmail.com)

## GWA INDEPENDENT CONTRACTOR AGREEMENT

THIS INDEPENDENT CONTRACTOR AGREEMENT ("**this Agreement**") is entered into effective the **1st day of August, 2023** by and between: George Washington Academy, a Utah non-profit corporation ("**GWA**"), and **Team Therapy, LLC** ("**Contractor**").

### RECITALS

WHEREAS, Contractor has experience as an **Occupational Therapist**, and has the necessary training, equipment, and supplies to perform the services set forth in this Agreement; and

WHEREAS, Contractor desires to contract with GWA and GWA desires to contract with Contractor to provide such services, on the terms, covenants, and conditions hereafter set forth.

### AGREEMENT

1. Scope of Work. GWA has hired Contractor to provide the following services: **Occupational Therapy to be used for direct/indirect therapy, initial evaluations, re-evaluations, screenings, attend IEP meetings, IEP development, complete student IEP progress reports, trainings, and consultation.** Contractor will provide these services on an as needed basis and only when GWA calls and requests such services, or as otherwise agreed by the parties for a **maximum of 60 hours per month**. Contractor agrees to be reasonably available to GWA for this purpose.

2. Term of Agreement. The term of this Agreement and the performance of services hereunder shall commence on the date signed, and will continue as long as GWA retains the services and talents of Contractor.

2.1. GWA shall have the right to immediately terminate this Agreement upon GWA's determination that it no longer requires the services of Contractor or Contractor has failed to perform the services required hereunder in accordance with the terms of the Agreement. Such termination shall be accomplished by delivery of written notice of termination ("Notice of Termination") to Contractor. Unless otherwise indicated in the Notice of Termination, such termination shall be effective immediately upon delivery of the Notice of Termination to Contractor. For purposes hereof, the Notice of Termination shall be deemed delivered (a) upon transmission by GWA to Contractor at the e-mail address set forth below if delivery is by e-mail; (b) at the time of personal delivery, if delivery is in person; (c) one (1) business day after deposit with an express overnight courier for United States deliveries, or two (2) business days after such deposit for deliveries outside of the United States, with proof of delivery from the courier requested; or (d) three (3) business days after deposit in the United States mail by certified mail (return receipt requested) for United

States deliveries when addressed to Contractor at the address set forth below or at such other address as Contractor may designate by giving ten (10) days' advance written notice to GWA.

2.2. Contractor may terminate this Agreement upon 10 days written notice to GWA, at the address provided below.

Upon termination of this Agreement as set forth herein, all rights and obligations of the parties hereunder shall cease.

3. Compensation. Compensation shall be at a rate of **\$81 per hour** and is based solely on work that is performed pursuant to the terms of this contract, properly recorded, and invoiced.

4. Payment Terms. Contractor will invoice GWA **within 30 days** of providing services and shall include with the invoice such documentation as GWA may require substantiating the compensation requested.

5. Relationship of Parties. In all matters relating to this Agreement, Contractor is not an employee of GWA but is engaged as an independent contractor in a professional capacity. As such, Contractor is not entitled to any of the employee benefits provided by GWA to its employees, nor is Contractor eligible for unemployment benefits or workers compensation. Furthermore, GWA is not responsible to pay any income taxes, unemployment taxes, Social Security taxes or any other taxes to any government agency in relation to the services provided hereunder.

5.1. Contractor agrees to indemnify and hold harmless GWA from any and all claims or suits related to any of the matters set forth in this section 5.

5.2. No agent, employee or servant or one party shall be or be deemed to be the employee, agent, or servant of the other.

5.3. Contractor shall be solely and entirely responsible for its acts, damages, losses, and/or injuries, and for the acts, damages, losses, and/or injuries of its agents, employees, servants, and subcontractors in connection with the performance of this Agreement.

5.4. Neither party shall act on behalf of or represent directly or by implication as having authority to act on behalf of the other party, except as specifically set forth in this Agreement.



6. Insurance. Contractor shall obtain, at Contractor's expense, and keep in effect during the term of this Agreement, insurance that is standard in Contractor's industry. This coverage may be written in combination with commercial general liability insurance maintained by Contractor (with separate limits). Limits of coverage per accident or occurrence shall not be less than \$1,000,000 per incident, and \$3,000,000 annually.

7. Background Check. Contractor shall submit to and pay for a current criminal background check and provide the results of the same to GWA. Contractors who work directly with students and/or who may have unsupervised access to children may be subject to a higher level background check prior to beginning work.

8. Confidentiality. Contractor has, or will have, access to certain Confidential Information. Confidential Information refers to all information about a student including personal and family information, social, behavioral, and psychological information, academic performance and progress, and program goals. Contractor shall only use the Confidential Information to render services to GWA. Contractor will take reasonable measures to ensure that any Confidential Information received will be safeguarded so as to protect against intentional or accidental disclosure to any third-party to gain unauthorized access to such information.

9. Interpretation. The parties agree that this Agreement is the product of negotiation, and expressly waive the rule of interpretation of a writing against the drafter.

10. Indemnity. Contractor agrees to indemnify and hold GWA harmless from any and all claims, judgments, costs, suits, debts or liabilities, including attorney fees, resulting from Contractor's performance or failure to perform any activities hereunder or in relation to this Agreement or from violation of any federal or state laws or regulations. In addition thereto, Contractor shall defend and hold GWA harmless from any workmen's compensation claim or unemployment insurance claim made by Contractor, its officers, directors, employees, agents and servants or made on Contractor's behalf.

11. Non-Assignment. Contractor may not assign this Agreement without GWA's written consent.

12. Default: Attorney Fees and Costs. Should any party default in any of the covenants or agreements herein contained, that defaulting party shall pay all costs and expenses, including reasonable attorney fees, which may arise or accrue from enforcing this Agreement or in pursuing any remedy provided hereunder or by applicable law or in defending in any such action, as applicable, whether such remedy is pursued by filing suit or otherwise.

13. No Waiver. The failure of any party hereto to exercise any right, power, or remedy provided under this Agreement or otherwise available in respect hereof at law or in equity, or to insist upon compliance by any other party hereto with its obligations hereunder, and any custom or practice of the parties at variance with the terms hereof, shall not constitute a waiver by such

party of its right to exercise any such or other right, power, or remedy or to demand such compliance.

14. Severability. If any provisions of this agreement shall be held to be invalid or unenforceable for any reason, the remaining provisions shall continue to be valid and enforceable. If a court finds that any provision of the Agreement is invalid or unenforceable, but that by limiting such provision it would become valid or enforceable, then such provision shall be deemed to be written, construed, and enforced as so limited.

15. Notices. All notices or communications to be given under this Agreement shall be given in writing and either personally delivered or deposited in the mail to the address shown below of the party entitled to receive notice, postage prepaid, registered or certified, or e-mailed to Contractor at the e-mail address listed below. The e-mail address or address of either party may be changed by written notice to the other party.

16. Entire Agreement. This written document contains the entire understanding and agreement of the parties on the subject matter set forth herein, and supersedes any prior agreement relating to these matters. No promises or inducements have been made other than those reflected herein, and no party is relying on any statement or representation by any person except those set forth herein, including without limitation oral or written summaries of this Agreement. All negotiations, understandings, representations and preliminary agreements are merged herein. This Agreement supersedes and replaces all previous agreements entered into by the parties. The parties intend this document to be the final and exclusive expression of their agreement.

17. Modification. This Agreement may not be modified, amended or revoked unless in writing signed by all the parties hereto.

18. Governing Law, Jurisdiction, and Choice of Forum. This Agreement shall be governed by and construed in accordance with the laws of the State of Utah, without giving effect to the principles of conflicts of law thereof. Any action brought to enforce or interpret any provision of this Agreement or that otherwise arises under this Agreement shall be brought in the Fifth Judicial District Court for Washington County, State of Utah.

19. Binding Effect. This Agreement shall apply to, inure to the benefit of and bind all parties hereto, their permitted assigns, heirs, personal representatives and other successors.

IN WITNESS WHEREOF, the parties have executed this Agreement on the day and year written above.

**George Washington Academy**  
**a Utah non-profit corporation**

**Contractor:**  
**Team Therapy, LLC**

Name: \_\_\_\_\_

Name: Katie Mangus, MOTR/L

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

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

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

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

Address:  
2277 South 3000 East  
St. George, UT 84790

Address:  
67 W 100 S  
Ivins, UT 84738

Email: [katiemangusot@gmail.com](mailto:katiemangusot@gmail.com)

## GWA INDEPENDENT CONTRACTOR AGREEMENT

THIS INDEPENDENT CONTRACTOR AGREEMENT ("**this Agreement**") is entered into effective the **1st day of August, 2023** by and between: George Washington Academy, a Utah non-profit corporation ("**GWA**"), and **Mountain Land Rehabilitation, LLC. ("**Contractor**").**

### RECITALS

WHEREAS, Contractor has experience as a **Physical Therapist**, and has the necessary training, equipment, and supplies to perform the services set forth in this Agreement; and

WHEREAS, Contractor desires to contract with GWA and GWA desires to contract with Contractor to provide such services, on the terms, covenants, and conditions hereafter set forth.

### AGREEMENT

1. Scope of Work. GWA has hired Contractor to provide the following services: **Physical Therapy to be used for direct/indirect therapy, initial evaluations, re-evaluations, screenings, attend IEP meetings, IEP development, and complete student IEP progress reports.** Contractor will provide these services on an as needed basis and only when GWA calls and requests such services, or as otherwise agreed by the parties **for a maximum of 10 hours per month.** Contractor agrees to be reasonably available to GWA for this purpose.

2. Term of Agreement. The term of this Agreement and the performance of services hereunder shall commence on the date signed, and will continue as long as GWA retains the services and talents of Contractor.

2.1. GWA shall have the right to immediately terminate this Agreement upon GWA's determination that it no longer requires the services of Contractor or Contractor has failed to perform the services required hereunder in accordance with the terms of the Agreement. Such termination shall be accomplished by delivery of written notice of termination ("Notice of Termination") to Contractor. Unless otherwise indicated in the Notice of Termination, such termination shall be effective immediately upon delivery of the Notice of Termination to Contractor. For purposes hereof, the Notice of Termination shall be deemed delivered (a) upon transmission by GWA to Contractor at the e-mail address set forth below if delivery is by e-mail; (b) at the time of personal delivery, if delivery is in person; (c) one (1) business day after deposit with an express overnight courier for United States deliveries, or two (2) business days after such deposit for deliveries outside of the United States, with proof of delivery from the courier requested; or (d) three (3) business days after deposit in the United States mail by certified mail (return receipt requested) for United

States deliveries when addressed to Contractor at the address set forth below or at such other address as Contractor may designate by giving ten (10) days' advance written notice to GWA.

2.2. Contractor may terminate this Agreement upon 10 days written notice to GWA, at the address provided below.

Upon termination of this Agreement as set forth herein, all rights and obligations of the parties hereunder shall cease.

3. Compensation. Compensation shall be at a rate of **\$180 per evaluation and \$125 per visit of student direct services** and is based solely on work that is performed pursuant to the terms of this contract, properly recorded, and invoiced.

4. Payment Terms. Contractor will invoice GWA **within 30 days** of providing services and shall include with the invoice such documentation as GWA may require substantiating the compensation requested.

5. Relationship of Parties. In all matters relating to this Agreement, Contractor is not an employee of GWA but is engaged as an independent contractor in a professional capacity. As such, Contractor is not entitled to any of the employee benefits provided by GWA to its employees, nor is Contractor eligible for unemployment benefits or workers compensation. Furthermore, GWA is not responsible to pay any income taxes, unemployment taxes, Social Security taxes or any other taxes to any government agency in relation to the services provided hereunder.

5.1. Contractor agrees to indemnify and hold harmless GWA from any and all claims or suits related to any of the matters set forth in this section 5.

5.2. No agent, employee or servant or one party shall be or be deemed to be the employee, agent, or servant of the other.

5.3. Contractor shall be solely and entirely responsible for its acts, damages, losses, and/or injuries, and for the acts, damages, losses, and/or injuries of its agents, employees, servants, and subcontractors in connection with the performance of this Agreement.

5.4. Neither party shall act on behalf of or represent directly or by implication as having authority to act on behalf of the other party, except as specifically set forth in this Agreement.

6. Insurance. Contractor shall obtain, at Contractor's expense, and keep in effect during the term of this Agreement, insurance that is standard in Contractor's industry. This coverage may be written in combination with commercial general liability insurance maintained by Contractor (with separate limits). Limits of coverage per accident or occurrence shall not be less than \$1,000,000 per incident, and \$3,000,000 annually.

7. Background Check. Contractor shall submit to and pay for a current criminal background check and provide the results of the same to GWA. Contractors who work directly with students and/or who may have unsupervised access to children may be subject to a higher level background check prior to beginning work.

8. Confidentiality. Contractor has, or will have, access to certain Confidential Information. Confidential Information refers to all information about a student including personal and family information, social, behavioral, and psychological information, academic performance and progress, and program goals. Contractor shall only use the Confidential Information to render services to GWA. Contractor will take reasonable measures to ensure that any Confidential Information received will be safeguarded so as to protect against intentional or accidental disclosure to any third-party to gain unauthorized access to such information.

9. Interpretation. The parties agree that this Agreement is the product of negotiation, and expressly waive the rule of interpretation of a writing against the drafter.

10. Indemnity. Contractor agrees to indemnify and hold GWA harmless from any and all claims, judgments, costs, suits, debts or liabilities, including attorney fees, resulting from Contractor's performance or failure to perform any activities hereunder or in relation to this Agreement or from violation of any federal or state laws or regulations. In addition thereto, Contractor shall defend and hold GWA harmless from any workmen's compensation claim or unemployment insurance claim made by Contractor, its officers, directors, employees, agents and servants or made on Contractor's behalf.

11. Non-Assignment. Contractor may not assign this Agreement without GWA's written consent.

12. Default: Attorney Fees and Costs. Should any party default in any of the covenants or agreements herein contained, that defaulting party shall pay all costs and expenses, including reasonable attorney fees, which may arise or accrue from enforcing this Agreement or in pursuing any remedy provided hereunder or by applicable law or in defending in any such action, as applicable, whether such remedy is pursued by filing suit or otherwise.

13. No Waiver. The failure of any party hereto to exercise any right, power, or remedy provided under this Agreement or otherwise available in respect hereof at law or in equity, or to insist upon compliance by any other party hereto with its obligations hereunder, and any custom or practice of the parties at variance with the terms hereof, shall not constitute a

waiver by such party of its right to exercise any such or other right, power, or remedy or to demand such compliance.

14. Severability. If any provisions of this agreement shall be held to be invalid or unenforceable for any reason, the remaining provisions shall continue to be valid and enforceable. If a court finds that any provision of the Agreement is invalid or unenforceable, but that by limiting such provision it would become valid or enforceable, then such provision shall be deemed to be written, construed, and enforced as so limited.

15. Notices. All notices or communications to be given under this Agreement shall be given in writing and either personally delivered or deposited in the mail to the address shown below of the party entitled to receive notice, postage prepaid, registered or certified, or e-mailed to Contractor at the e-mail address listed below. The e-mail address or address of either party may be changed by written notice to the other party.

16. Entire Agreement. This written document contains the entire understanding and agreement of the parties on the subject matter set forth herein, and supersedes any prior agreement relating to these matters. No promises or inducements have been made other than those reflected herein, and no party is relying on any statement or representation by any person except those set forth herein, including without limitation oral or written summaries of this Agreement. All negotiations, understandings, representations and preliminary agreements are merged herein. This Agreement supersedes and replaces all previous agreements entered into by the parties. The parties intend this document to be the final and exclusive expression of their agreement.

17. Modification. This Agreement may not be modified, amended or revoked unless in writing signed by all the parties hereto.

18. Governing Law, Jurisdiction, and Choice of Forum. This Agreement shall be governed by and construed in accordance with the laws of the State of Utah, without giving effect to the principles of conflicts of law thereof. Any action brought to enforce or interpret any provision of this Agreement or that otherwise arises under this Agreement shall be brought in the Fifth Judicial District Court for Washington County, State of Utah.

19. Binding Effect. This Agreement shall apply to, inure to the benefit of and bind all parties hereto, their permitted assigns, heirs, personal representatives and other successors.

IN WITNESS WHEREOF, the parties have executed this Agreement on the day and year written above.

**George Washington Academy  
a Utah non-profit corporation**

Name: \_\_\_\_\_

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

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

Address:  
2277 South 3000 East  
St. George, UT 84790

**Contractor  
Mountain Land Rehabilitation, LLC**

Name: \_\_\_\_\_

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

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

Address:  
1952 E Fort Union Blvd  
Salt Lake City, UT 84121

Email: \_\_\_\_\_



## GWA INDEPENDENT CONTRACTOR AGREEMENT

THIS INDEPENDENT CONTRACTOR AGREEMENT ("*this Agreement*") is entered into effective the **1st day of August, 2023** by and between: George Washington Academy, a Utah non-profit corporation ("*GWA*"), and **Ryan Houston, Ph.D.** ("*Contractor*").

### RECITALS

WHEREAS, Contractor has experience as a **School Psychologist** and has the necessary training, equipment, and supplies to perform the services set forth in this Agreement; and

WHEREAS, Contractor desires to contract with GWA and GWA desires to contract with Contractor to provide such services, on the terms, covenants, and conditions hereafter set forth.

### AGREEMENT

1. Scope of Work. GWA has hired Contractor to provide the following services: **Administer necessary testing for initial evaluations and/or re-evaluations in the realm of Special Education and to create as well as submit written reports based on the results from the testing to GWA in the allotted time frame designated by the State of Utah.** Contractor will provide these services on an as needed basis and only when GWA calls and requests such services, or as otherwise agreed by the parties. Contractor agrees to be reasonably available to GWA for this purpose.

2. Term of Agreement. The term of this Agreement and the performance of services hereunder shall commence on the date signed, and will continue as long as GWA retains the services and talents of Contractor.

2.1. GWA shall have the right to immediately terminate this Agreement upon GWA's determination that it no longer requires the services of Contractor or Contractor has failed to perform the services required hereunder in accordance with the terms of the Agreement. Such termination shall be accomplished by delivery of written notice of termination ("Notice of Termination") to Contractor. Unless otherwise indicated in the Notice of Termination, such termination shall be effective immediately upon delivery of the Notice of Termination to Contractor. For purposes hereof, the Notice of Termination shall be deemed delivered (a) upon transmission by GWA to Contractor at the e-mail address set forth below if delivery is by e-mail; (b) at the time of personal delivery, if delivery is in person; (c) one (1) business day after deposit with an express overnight courier for United States deliveries, or two (2) business days after such deposit for deliveries outside of the United States, with proof of delivery from the courier requested; or (d) three (3) business days after deposit in the United States mail by certified mail (return receipt requested) for United States deliveries when addressed to Contractor at the address set

forth below or at such other address as Contractor may designate by giving ten (10) days' advance written notice to GWA.

2.2. Contractor may terminate this Agreement upon 10 days written notice to GWA, at the address provided below.

Upon termination of this Agreement as set forth herein, all rights and obligations of the parties hereunder shall cease.

3. Compensation. Compensation shall be at a rate of **\$375 per evaluation, hotel accommodations reserved and paid for by GWA, and mileage reimbursement at the current State rate** and is based solely on work that is performed pursuant to the terms of this contract, properly recorded, and invoiced.

4. Payment Terms. Contractor will invoice GWA **within 30 days** of providing services and shall include with the invoice such documentation as GWA may require substantiating the compensation requested.

5. Relationship of Parties. In all matters relating to this Agreement, Contractor is not an employee of GWA but is engaged as an independent contractor in a professional capacity. As such, Contractor is not entitled to any of the employee benefits provided by GWA to its employees, nor is Contractor eligible for unemployment benefits or workers compensation. Furthermore, GWA is not responsible to pay any income taxes, unemployment taxes, Social Security taxes or any other taxes to any government agency in relation to the services provided hereunder.

5.1. Contractor agrees to indemnify and hold harmless GWA from any and all claims or suits related to any of the matters set forth in this section 5.

5.2. No agent, employee or servant or one party shall be or be deemed to be the employee, agent, or servant of the other.

5.3. Contractor shall be solely and entirely responsible for its acts, damages, losses, and/or injuries, and for the acts, damages, losses, and/or injuries of its agents, employees, servants, and subcontractors in connection with the performance of this Agreement.

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13. No Waiver. The failure of any party hereto to exercise any right, power, or remedy provided under this Agreement or otherwise available in respect hereof at law or in equity, or to insist upon compliance by any other party hereto with its obligations hereunder, and any custom or practice of the parties at variance with the terms hereof, shall not constitute a waiver by such

party of its right to exercise any such or other right, power, or remedy or to demand such compliance.

14. Severability. If any provisions of this agreement shall be held to be invalid or unenforceable for any reason, the remaining provisions shall continue to be valid and enforceable. If a court finds that any provision of the Agreement is invalid or unenforceable, but that by limiting such provision it would become valid or enforceable, then such provision shall be deemed to be written, construed, and enforced as so limited.

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16. Entire Agreement. This written document contains the entire understanding and agreement of the parties on the subject matter set forth herein, and supersedes any prior agreement relating to these matters. No promises or inducements have been made other than those reflected herein, and no party is relying on any statement or representation by any person except those set forth herein, including without limitation oral or written summaries of this Agreement. All negotiations, understandings, representations and preliminary agreements are merged herein. This Agreement supersedes and replaces all previous agreements entered into by the parties. The parties intend this document to be the final and exclusive expression of their agreement.

17. Modification. This Agreement may not be modified, amended or revoked unless in writing signed by all the parties hereto.

18. Governing Law, Jurisdiction, and Choice of Forum. This Agreement shall be governed by and construed in accordance with the laws of the State of Utah, without giving effect to the principles of conflicts of law thereof. Any action brought to enforce or interpret any provision of this Agreement or that otherwise arises under this Agreement shall be brought in the Fifth Judicial District Court for Washington County, State of Utah.

19. Binding Effect. This Agreement shall apply to, inure to the benefit of and bind all parties hereto, their permitted assigns, heirs, personal representatives and other successors.

IN WITNESS WHEREOF, the parties have executed this Agreement on the day and year written above.

**George Washington Academy  
a Utah non-profit corporation**

**Contractor  
Ryan Houston, Ph.D.**

Name: \_\_\_\_\_

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

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

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

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

Address:  
2277 South 3000 East  
St. George, UT 84790

Address:  
3383 Monroe Blvd.  
Ogden, UT 84403

Email: [ryanhoustonphd@gmail.com](mailto:ryanhoustonphd@gmail.com)



## PROPOSAL FOR BOARD ACTION

**Proposal Title:** Solution Tree Professional Development (Behavior Solutions)

**Submitted by:** Chance Manzanares

**Sponsoring Committee:** n/a

Please briefly describe: (1) the situation giving rise to the proposal, (2) the background behind the proposal, (3) your assessment of the situation/background, and (4) your recommendation to the Board.

### **Situation:**

GWA would like to work with Solution Tree in providing professional development for the faculty at the beginning of next school. The PD would be focused on "Behavior Solutions".

### **Background:**

We have seen a rise in tier 1, 2, and tier 3 behaviors. It has been requested by grade-level teams to receive additional training in managing tier 1 and tier 2 behaviors in the classroom.

- Tier 1: Prevention
- Tier 2: Intervention
- Tier 3: Remediation

### **Assessment:**

As a leadership team we started a book study on how we can determine essential academic and social behaviors and how we need to teach, assess, and sustain them on a schoolwide level. It was determined by our leadership team that having a professional provide professional development for our school would help guide/support our teachers in reviewing behavior data, establish behavior essential standards, and improve both classroom instruction and management.

### **Recommendation:**

It is my recommendation that Solution Tree provide on-site professional development for GWA's faculty at the beginning of the 2023-2023 school year. The professional development to not exceed \$8,000. (This would come out of next school year's budget.)

Please submit this form with all accompanying paperwork to the Board Secretary, Jaycee Rogers, at [jrogers@gwacademy.org](mailto:jrogers@gwacademy.org) by the 15<sup>th</sup> day of the month of the Board meeting.



## PROPOSAL FOR BOARD ACTION

**Proposal Title:** Adoption of Reading Plus for grades 4-7

**Submitted by:** Christine Giles

**Originating Committee:** No Committee (Reading Specialist)

Please briefly describe: (1) the situation giving rise to the proposal, (2) the background behind the proposal, (3) your assessment of the situation/background, and (4) your recommendation to the Board.

### **Situation:**

Grades 4-7 are in need of an adaptive literacy online platform to meet the diverse literacy needs of their students. Reading Plus provides research-based interventions as well as extensions that provide students in upper grades who are highly proficient readers to continue increasing in fluency, comprehension, vocabulary and motivation. Students and teachers will have access to reading and writing materials up to the college level.

### **Background Information, including a list of reviewing committees:**

Mrs. Giles researched statewide programs that support upper grades (4-7) with reading interventions and extensions. Based on data from larger school districts, students made great gains in reading levels with the use of Reading Plus. Mrs. Giles and Mr. Wellhoff met with the Reading Plus representative to receive training on their online platform and determine if the program would meet the needs of students at GWA.

### **Assessment:**

Reading Plus will replace Learning.com which is purchased from funds on our Digital Learning Grant. Additional funds to purchase a Reading Plus license will be required in the amount of \$2,235.00,

### **Recommendation:**

In order to provide all K-7 students with a research and evidence-based online reading program that can be access at school and home during the school year and summer, I recommend the purchase of Reading Plus.

Please submit this form with all accompanying paperwork to the Board Secretary, Jaycee Rogers, at [jrogers@gwacademy.org](mailto:jrogers@gwacademy.org) by the 15<sup>th</sup> day of the month of the Board meeting.