

These Minutes are pending Board Approval

Mission Statement: "ACADEMICS. LEADERSHIP. COMMUNITY."

George Washington Academy

Thursday March 26, 2026

7:00 p.m.

Board Meeting Minutes

Location: George Washington Academy
2277 South 3000 East
St. George, Utah
Learning Lab

The Board meeting convened at 7:00 p.m.

Continuation of Strategic Planning was held prior to the Board Meeting business.

Board Welcome: Shannon Greer, President

Roll Call: Shannon Greer

Prayer: N/A

Pledge of Allegiance: Shannon Greer

Board Members Present: Laura Snelson, Casey Unrein, Sharna Rowe, Brady Pearce, Laura Pressley, Rachel Richins, Kevin Peterson, Shannon Greer, Blake Clark, and Shelbi Kelly.

Others Present: Debbie Kauvaka, Christine Giles, Steve Erickson, Chance Manzanares, Spencer Adams, Lisa Riel, Emily Winona and Jenna Ayers.

GWA Year Goals:

Blake talked about how the students met the school wide WIG. Tomorrow is leadership day.

Strategic Planning: Laura Snelson presented. Four Strategic Priorities and their leads were identified. Next steps were made. The time frame to have it all wrapped up - will require leg work and about an hour of meeting with Laura Snelson. Shannon asked to have a document all wrapped up by the next board meeting.

Strategic Priority 1: Excellence in Academics (Teaching, Learning, & Assessment)
4 pillars of academics: Ensure excellence in curriculum, instruction, assessment, practices, and student learning outcomes through coherent academic systems and high-quality teaching.

Lead by Christine Giles with Heather Erickson and Jenna Ayers as being part of the team.

Strategic Priority 2 - Academic Support & Enrichment

Strengthen Tier 1 academic support systems and expand enrichment opportunities to ensure all students experience academic growth, challenge, engagement, and access to extensions.

Lead by Blake Clark with Heather Erickson, Natalie Riley, and Jenna Ayers being on the team.

Strategic Priority 3 - Student Support

GWA provides strong and comprehensive student support systems (Advantage), strengthened by robust Special Education services, supports for diverse learners, counseling services, and a wellness center staffed by mental health professionals (Capability), demonstrated through consistent delivery of counseling intervention, and wellness services addressing academic, behavioral, and emotional needs (Evidence), resulting in equitable access, improved well-being, and readiness to learn (Impact).

Lead by Chance Manzanares with Merielle Dennis, Anjanae Merida, and Jenna Ayers.

Strategic Priority 4 - Growth, Facilities, & Demand

GWA continues to experience sustained enrollment demand and strong community interest (Advantage), supported by high retention rates, stable waitlists, and an approved expansion project that will increase capacity (Capability). These conditions are demonstrated through multi-year demand trends, consistent full enrollment and community growth (Evidence), resulting in long-term institutional stability, future readiness, and enhanced ability to strategically plan facilities, staffing, and resource allocation (Impact).

Lead by Steve Erickson with a team of Brady Pearce, Laura Pressley, Debbie Kauvaka, and Blake Clark.

Approval of Minutes:

Kevin made a motion to approve the Minutes from the February 26th, 2026 Board Meeting. Rachel seconded the motion. The motion passed unanimously. All present voted in favor: Laura Snelson, Casey Unrein, Sharna Rowe, Brady Pearce, Laura Pressley, Rachel Richins, Kevin Peterson, Shannon Greer.

Public Opportunity to Address the Board:

Laura Snelson wanted to express to everyone that she loves helping out. She wants everyone to do better with assessments and evaluations. She wants the teachers to feel supported and not controlled as she goes to help with assessments.

Set time for adjournment:

Kevin set time for adjournment for 9:15 p.m.

Teacher Reports: Emily Winona and Lisa Riel wanted to talk about leadership day. The theme is students leading the way around the world. Each grade was assigned an area of the world and a habit. Kindergarten was the colosseum with synergize. It took many people to build over many

years. Each grade level will have a leadership assembly. The kindergarten kids wrote their own talks. Each class will have their own presentations.

Emily said that the 5th, 6th, and 7th graders are excited about it. In 5th grade, every student has a job while the parents are in the classroom. 6th grade worked in teams to create brochures to use to teach the parents about what they are learning. 7th graders are reporting on a college of their choice helping them look to the future with excitement. She also wanted to say that they reported on the suicide prevention with the teachers and it was very well received. .

Administration Report: Blake Clark reported that all reports have been completed. Blake will keep the 26-27 enrollment projections on the board update, which will be good for the conversations for strategic planning. Enrollment for next year is at 1,073 with 223 on the waitlist. The school WIG was accomplished. The goal was for 85% of students to show growth from the beginning of the year until the end of the year in math fluency. The beginning of the year was 77% from August to September. March Growth was 91% from the beginning of year. The growth was 14% from the beginning of the year until March. The student lighthouse team chose a dance party with free dress day and ice cream sandwiches. Blake reviewed the behavior data from Q3. Self-control incidents: 78 (down 34% from Q2). On-task incidents: 27 (down 48% from Q2). Respect incidents: 76 (down 35 % from Q2). There were 21 suspensions, 3 were out-of school (down 25% from Q2) Chance talked about the data for behavior and the patterns that they've seen. Ideally they would like to keep track of behavior data as much as academic data. There was discussion about the groundbreaking event that will be held on April 23 for the new building and how many seat will be needed.

Financial Report: Business Administrator

Everything is looking great. Not a lot has changed since last month when looking at the report and the forecast column. The federal revenue column has been red the whole year, we finally got the Federal Special Education Funds allocated. So they are getting close to being able to get those in Utah grants. Then they can draw those into the bank account. The cash at the bottom left the cash value account dips, then the PTIF account has an increase there. It was intentional. They transferred \$500,000 into the PTIF account. He said that there is just under \$8 million now. The one thing he wanted to mention 56,000 in new construction expenses went out. There is more revenue than expenses but the construction is giving us a few spikes. Overall looking like we are in a great position, ratios are very healthy.

Casey asked what adding 6 students tomorrow does for the revenue. Spencer explained - Average daily membership. If we lost a bunch of students this year, we wouldn't see the impact until next year in the revenue.

Committee Reports (3 min each):

- **Policies Committee** – Nothing but what is in the board packet.
- **Finance Committee** – None.
- **Audit Committee** - None.
- **Benefits Committee** – None.
- **Curriculum Committee** – None.

- **Outreach Committee** - Laura asked who can help with live streaming the ground breaking on April 23.
- **Technology Committee** - None.
- **LAND Trust Committee** – None.
- **PTO Committee** – PTO would like to have clarification on who the board needs to help. May 8 is the family appreciation night at a farm in Hurricane from 6-8. The PTO is taking care of teacher appreciation week. Rachel and Sharna will represent the board on May 8th for the faculty meeting.
- **Board Development Committee** – Nothing other than what has been discussed during strategic planning.
- **Campus Management Committee** – None. The school was inspected by the fire marshal. They are slowly making those changes.

Discussion and/or Action Items:

- Kevin made a motion to approve the Facility Manager and Maintenance Pay Schedule as outlined in the board packet. Brady seconded the motion. Kevin asked if the person replacing Rod will know the secret handshake to get the HVAC to work. Steve said he was confident that the next person will have skills in HVAC repair. Sharna asked what changes were made. Blake explained that they changed it to match the other pay scales. Casey asked if the job description has changed. It has not. The motion passed unanimously. All present voted in favor: Laura Snelson, Casey Unrein, Sharna Rowe, Brady Pearce, Laura Pressley, Rachel Richins, Kevin Peterson, Shannon Greer.
- Casey made a motion to approve the revision to Policy 126 Land Trust Council Election Procedures Policy as outlined in the Board Packet. Sharna seconded the motion. No discussion needed. The motion passed unanimously. All present voted in favor: Laura Snelson, Casey Unrein, Sharna Rowe, Brady Pearce, Laura Pressley, Rachel Richins, Kevin Peterson, Shannon Greer.
- Sharna made a motion to approve the revision to Policy 535 Cheating and Plagiarism Policy as outlined in the Board Packet. Rachel seconded the motion. Shannon said that she was happy that this came up. This is something like the calculator and it isn't going away but using it appropriately is important. Laura explained that it was intentionally vague. They didn't want to call out specific tools. They wanted it to be general so that procedures could follow but it would be more of a long-term policy. Steve said that the State may be making a model policy encompassing all AI. The motion passed unanimously. All present voted in favor: Laura Snelson, Casey Unrein, Sharna Rowe, Brady Pearce, Laura Pressley, Rachel Richins, Kevin Peterson, Shannon Greer.
- Rachel reviewed candidates for the board. It was recommended that their committee nominate Miguel Munez, to begin next board meeting. Erica Ivy to be the PTO representative and begin in June and David Stillman to start in June. Motion from Rachel seconded by Kevin. The motion passed unanimously. All present voted in favor: Laura Snelson, Casey Unrein, Sharna Rowe, Brady Pearce, Laura Pressley, Rachel Richins,

Kevin Peterson, Shannon Greer. The PTO must also approve Erica and put her on the ballot.

Hughes Construction Update: Kevin made sure everyone had seen the numbers that were sent out by Hughes. The renderings were in the gym and everyone got to see them.

Closed Meeting – *None*

Next Meeting: The next regular Board Meeting will be held on April 23, 2026 at 7:00 p.m.

Adjournment: Rachel made a motion to adjourn. The meeting was adjourned at 8:55.

DRAFT



Financial Summary

as of March 31, 2026

75% through the Year

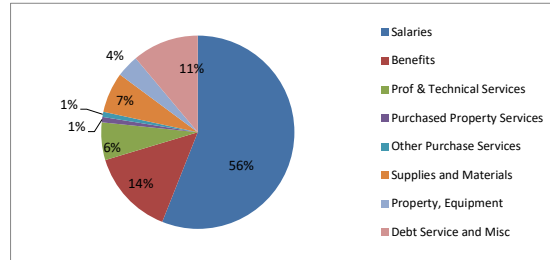
BUDGET REPORT

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

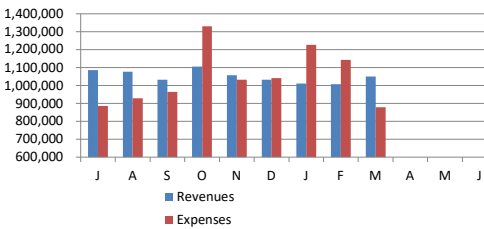
Enrollment	
Revenue	
1000 Local	\$ 488,251
3000 State	\$ 8,818,638
4000 Federal	\$ 150,756
Total Revenue	\$ 9,457,645
Expenses	
100 Salaries	\$ 4,823,011
200 Benefits	\$ 1,315,398
300 Prof & Technical Services	\$ 477,037
400 Purchased Property Services	\$ 73,811
500 Other Purchase Services	\$ 64,142
600 Supplies and Materials	\$ 596,557
700 Property, Equipment	\$ 349,366
800 Debt Service and Misc	\$ 986,259
Total Expenses	\$ 8,685,581
Net Income from Operations	\$ 772,064
Operating Margin	8.2%

	Year-to Date Actuals	Approved Budget	Forecast	% of Forecast
Enrollment		1000	1030	
Total Revenue	\$ 9,457,645	\$ 12,277,119	\$ 12,731,624	74%
Total Expenses	\$ 8,685,581	\$ 11,744,247	\$ 12,007,545	72%
Net Income from Operations	\$ 772,064	\$ 532,873	\$ 724,079	107%
Operating Margin	8.2%	4.3%	5.7%	

EXPENSES



Monthly Revenue to Expenses Including Expenses from Reserves



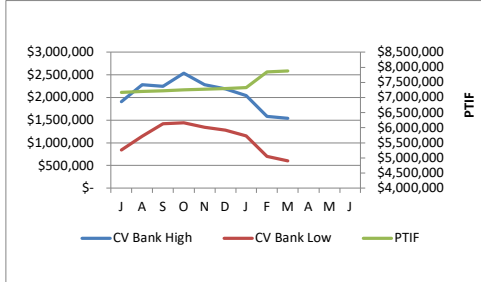
RATIOS

	Actual	Goal	Covenant	Prior Mth Change
Operating Margin	5.69%	5%		0.2%
Debt Service Coverage	1.56	1.25	1.05	0.02
Days Cash on Hand	286	130	30	(1)
Building Payment %	10.7%	< 22%		0.0%
Unrestricted NI	\$ 724,079	\$250,000		\$ 34,281
Maintenance of Effort	\$ -	\$552		\$ -

CASH

Month Ending Cash Balance	\$ 9,414,973	Includes \$7,875,310 PTIF
Days Cash on Hand	286	

Bank Account

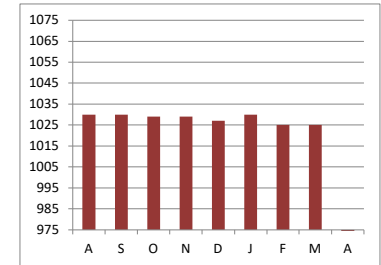


RESERVES

	Actual Ytd	Forecast	Change From Prior Month
Last Year Reserve Balance	\$ 9,640,018	\$ 9,640,018	
Reserves Added this Year	\$ 637,684	\$ 724,079	
Construction	\$ (741,364)	\$ (1,000,000)	\$ 157,304
New Reserve Balance	\$ 9,536,338	\$ 9,364,097	

ENROLLMENT

	A	S	O	N	D	J	F	M	A
K	140	140	140	140	140	139	139	138	
1	138	139	138	139	135	138	137	137	
2	140	140	140	140	140	139	138	139	
3	141	141	140	141	141	141	141	141	
4	135	135	135	133	133	136	135	137	
5	138	137	139	139	140	141	139	138	
6	110	110	110	110	112	112	112	112	
7	88	88	87	87	86	84	84	83	
Total	1030	1030	1029	1029	1027	1030	1025	1025	0
WPU	933.38								



Budget Detail Report

Actuals as of: **March 31, 2026** Percentage of Year: **75.0%**



	(1016 Students)		(1000 Students)	1030			1010		
	FY25 Actuals	Current Yr Actuals	Approved Budget	Changes	FY26 Forecast	% of Forecast	% Change From Prior Mth	Changes	FY27 Proposed Budget
Revenue									
1000 Revenue From Local Sources									
1510 Interest	\$ 437,000	\$ 303,066	\$ 350,000	\$ -	\$ 350,000	86.6%	11.5%	\$ -	\$ 350,000
1600 Food Services	\$ 230,000	\$ 181,259	\$ 230,000	\$ -	\$ 230,000	78.8%	12.8%	\$ -	\$ 230,000
1741 Student Activities and Fees	\$ 300	\$ 42	\$ 300	\$ -	\$ 300	14.0%	-37.3%	\$ -	\$ 300
1741 Textbook and Library Fees	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%	\$ -	\$ -
1920 Donations	\$ 4,815	\$ 1,930	\$ 4,000	\$ -	\$ 4,000	48.3%	0.3%	\$ -	\$ 4,000
1920 Staff Lounge	\$ 3,210	\$ 1,738	\$ 3,000	\$ -	\$ 3,000	57.9%	0.0%	\$ -	\$ 3,000
1920 Dixie Direct Fundraiser	\$ 9,151	\$ -	\$ 8,558	\$ -	\$ 8,558	0.0%	0.0%	\$ -	\$ 8,558
1930 Sales of Assets	\$ 1,000	\$ 60	\$ 1,000	\$ -	\$ 1,000	6.0%	200.0%	\$ -	\$ 1,000
1990 Background Checks	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%	\$ -	\$ -
1990 Miscellaneous Income	\$ -	\$ 156	\$ -	\$ -	\$ -	0.0%	75.3%	\$ -	\$ -
Total 1000:	\$ 685,476	\$ 488,251	\$ 596,858	\$ -	\$ 596,858	81.8%	11.9%	\$ -	\$ 596,858
3000 Revenue From State Sources MSP									
30-3005 Regular School Program K	\$ 542,616	\$ 428,092	\$ 578,219	\$ (7,430)	\$ 570,789	75.0%	12.5%	\$ 31,002	\$ 601,791
30-3010 Regular School Program 1-12	\$ 3,563,757	\$ 2,780,132	\$ 3,692,961	\$ 14,372	\$ 3,707,333	75.0%	12.5%	\$ 152,350	\$ 3,859,683
30-3020 Professional Staff	\$ 243,144	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%	\$ -	\$ -
31-1205 Sped Educ Reg Add-On WPLUS	\$ 647,592	\$ 617,247	\$ 673,498	\$ 145,030	\$ 818,528	75.4%	12.2%	\$ 122,160	\$ 940,688
31-1210 Sped Educ Reg Self Contained	\$ 61,393	\$ 50,810	\$ 63,848	\$ 3,899	\$ 67,747	75.0%	12.5%	\$ (216)	\$ 67,531
31-1220 Sped Educ Extended Year Program	\$ 4,213	\$ 3,635	\$ 4,384	\$ 462	\$ 4,846	75.0%	12.5%	\$ 710	\$ 5,556
31-1225 Sped Educ State Programs	\$ 9,814	\$ 8,575	\$ 10,207	\$ 1,226	\$ 11,433	75.0%	12.5%	\$ 3,051	\$ 14,484
31-1278 Sped Educ Stipends Extended Year	\$ 1,344	\$ 4,480	\$ -	\$ 4,480	\$ 4,480	100.0%	0.0%	\$ -	\$ 4,480
31-5201 Class Size Reduction K-8	\$ 425,623	\$ 333,287	\$ 442,647	\$ 1,735	\$ 444,382	75.0%	12.5%	\$ 20,459	\$ 464,841
31-5344 Enhancement for At-Risk Student	\$ 141,988	\$ 105,717	\$ 147,667	\$ (8,055)	\$ 139,612	75.7%	12.0%	\$ 29,669	\$ 169,281
31-5901 Career and Tech Ed Dist. Add-On	\$ 6,342	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%	\$ -	\$ -
31-5903 CTE Comprehensive Counseling	\$ 20,000	\$ 15,000	\$ -	\$ 20,000	\$ 20,000	75.0%	12.5%	\$ (20,000)	\$ -
32-0500 Charter School Base Funding	\$ 116,610	\$ 88,838	\$ 116,265	\$ 2,185	\$ 118,450	75.0%	12.5%	\$ 115	\$ 118,565
32-5310 Flexible Allocation	\$ 2,356	\$ 280,825	\$ 376,433	\$ (2,424)	\$ 374,009	75.1%	12.4%	\$ 17,767	\$ 391,776
32-5619 Charter School Local Replacement	\$ 3,363,438	\$ 2,802,630	\$ 3,628,000	\$ 108,840	\$ 3,736,840	75.0%	12.5%	\$ 94,090	\$ 3,830,930
32-5651 Educator Professional Time	\$ 102,232	\$ 110,841	\$ 107,296	\$ 3,545	\$ 110,841	100.0%	0.0%	\$ 801	\$ 111,642
32-5846 SCSB Start Up Grant	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%	\$ 196,563	\$ 196,563
34-5659 Educator Support Prof Bonus	\$ -	\$ 61,209	\$ -	\$ 61,209	\$ 61,209	100.0%	0.0%	\$ (61,209)	\$ -
34-5666 Professional Learning Grant	\$ 8,782	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%	\$ -	\$ -
34-5807 SHINE Teacher Salary Supplement Program	\$ -	\$ 27,781	\$ -	\$ 37,041	\$ 37,041	75.0%	12.5%	\$ (1,751)	\$ 35,290
34-5868 Teacher Supplies and Materials	\$ 21,200	\$ 20,953	\$ 21,200	\$ (247)	\$ 20,953	100.0%	0.0%	\$ -	\$ 20,953
34-5876 Educator Salary Adjustment	\$ 590,922	\$ 512,320	\$ 678,642	\$ 4,451	\$ 683,093	75.0%	12.5%	\$ 20,120	\$ 703,213
34-5911 ELL Software	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%	\$ -	\$ -
35-5420 School Land Trust Program	\$ 148,100	\$ 157,343	\$ 157,343	\$ -	\$ 157,343	100.0%	0.0%	\$ 36,981	\$ 194,324
35-5655 Digital Teaching & Learning	\$ 49,660	\$ -	\$ 46,000	\$ (6,790)	\$ 39,210	0.0%	0.0%	\$ -	\$ 39,210
35-5678 TSSA	\$ 253,940	\$ 228,299	\$ 304,399	\$ -	\$ 304,399	75.0%	12.5%	\$ 15,588	\$ 319,987
35-5679 School Based Mental Health Grant	\$ 54,918	\$ -	\$ 52,656	\$ -	\$ 52,656	0.0%	0.0%	\$ (1,166)	\$ 51,490
35-5810 Library Books & Elective Resources	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%	\$ -	\$ -
35-5882 Beverly Taylor Sorenson Grant	\$ 50,400	\$ 36,750	\$ 50,400	\$ (1,400)	\$ 49,000	75.0%	12.5%	\$ -	\$ 49,000
38-0500 School Fees	\$ -	\$ 4,714	\$ -	\$ 4,714	\$ 4,714	100.0%	0.0%	\$ -	\$ 4,714
38-5608 Mental Health Screeners	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%	\$ -	\$ -
38-5618 Early Interactive Software Program	\$ 33,151	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%	\$ -	\$ -
38-5654 Period Products in Schools	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%	\$ -	\$ -
38-5673 Substance Prevention	\$ 4,000	\$ 4,000	\$ 4,000	\$ -	\$ 4,000	100.0%	0.0%	\$ -	\$ 4,000
38-5674 Elementary Suicide Prevention	\$ 1,000	\$ 1,000	\$ 1,000	\$ -	\$ 1,000	100.0%	0.0%	\$ -	\$ 1,000
38-5697 LETRS Professional Development Grant	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%	\$ -	\$ -
38-5813 Stipends for Future Educators (Student Teacher Stipend)	\$ -	\$ 13,000	\$ -	\$ 13,000	\$ 13,000	100.0%	0.0%	\$ (6,500)	\$ 6,500
38-5914 School Safety Specialist	\$ 3,000	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%	\$ -	\$ -
38-5914 School Safety Grant	\$ 63,797	\$ 50,797	\$ -	\$ 50,797	\$ 50,797	100.0%	0.0%	\$ (50,797)	\$ -
38-8070 Liquor Tax	\$ 105,000	\$ 66,497	\$ 90,000	\$ -	\$ 90,000	73.9%	18.4%	\$ -	\$ 90,000
38-8084 Summer EBT Reimbursement	\$ -	\$ 866	\$ -	\$ 866	\$ 866	100.0%	0.0%	\$ (866)	\$ -
39-0500 Children & Teen Enhancement Grant	\$ -	\$ 3,000	\$ -	\$ 3,000	\$ 3,000	100.0%	0.0%	\$ -	\$ -
Total 3000:	\$ 18,472,554	\$ 8,818,638	\$ 11,247,066	\$ 454,505	\$ 11,701,571	75.4%	12.6%	\$ 598,921	\$ 12,297,492
4000 Revenue From Federal Sources									
45-7522 IDEA Pre-School	\$ 2,544	\$ -	\$ 2,544	\$ -	\$ 2,544	0.0%	0.0%	\$ -	\$ 2,544
45-7524 IDEA Flow-Through	\$ 155,946	\$ -	\$ 155,946	\$ -	\$ 155,946	0.0%	0.0%	\$ -	\$ 155,946
45-8075 Free & Reduced Reimbursement	\$ 119,000	\$ 82,716	\$ 132,555	\$ -	\$ 132,555	62.4%	18.2%	\$ -	\$ 132,555
45-8075 National School Lunch Program	\$ 61,990	\$ 46,991	\$ 57,480	\$ -	\$ 57,480	81.8%	18.4%	\$ -	\$ 57,480
45-8075 School Breakfast Program	\$ 31,692	\$ 21,049	\$ 29,467	\$ -	\$ 29,467	71.4%	17.4%	\$ -	\$ 29,467
45-8079 Local Food for Schools Co-Op	\$ 2,936	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%	\$ -	\$ -
45-8080 Pandemic EBT	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%	\$ -	\$ -
47-7290 CARES UEN WiFi	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%	\$ -	\$ -
48-7801 Federal Title I A	\$ 47,055	\$ -	\$ 47,055	\$ -	\$ 47,055	0.0%	0.0%	\$ -	\$ 47,055
48-7860 Federal NCLB Title II A	\$ 8,148	\$ -	\$ 8,148	\$ -	\$ 8,148	0.0%	0.0%	\$ -	\$ 8,148
48-7860 Federal Title IV Repurposed to Title I	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%	\$ -	\$ -
Total 4000:	\$ 429,311	\$ 150,756	\$ 433,195	\$ -	\$ 433,195	34.8%	18.2%	\$ -	\$ 433,195
Total Revenue:	\$ 19,587,341	\$ 9,457,645	\$ 12,277,119	\$ 454,505	\$ 12,731,624	74.3%	12.6%	\$ 598,921	\$ 13,327,545



(1016 Students)

(1000 Students)

1030

(2 Students)

1010

Expenses	(1016 Students)			(1000 Students)			1030			(2 Students)		1010
	FY25 Actuals	Current Yr Actuals	Approved Budget	Changes	FY26 Forecast	% of Forecast	% Change From Prior Mth	Changes	FY27 Proposed Budget			
Expenses												
100 Salaries												
100 Salaries												
121 Administration	\$ 520,202	\$ 425,406	\$ 571,276	\$ -	\$571,276	74.5%	12.6%	\$ 7,813	\$579,089			
131 Teachers	\$ 3,147,493	\$ 2,562,042	\$ 3,486,478	\$ -	\$3,486,478	73.5%	12.6%	\$ 407,746	\$3,894,224			
131 Special Education Salaries	\$ 332,081	\$ 286,383	\$ 380,839	\$ -	\$380,839	75.2%	12.5%	\$ 78,302	\$459,141			
131 Stipends / Merit Pay	\$ 66,420	\$ 80,395	\$ 106,500	\$ 15,000	\$ 121,500	66.2%	6.8%	\$ -	\$ 121,500			
131 Summer Professional Development	\$ 60,000	\$ -	\$ 60,000	\$ -	\$ 60,000	0.0%	0.0%	\$ -	\$ 60,000			
131 Educator Professional Time Stipend	\$ 40,000	\$ -	\$ 40,000	\$ -	\$ 40,000	0.0%	0.0%	\$ -	\$ 40,000			
131 Mental Health Stipend	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%	\$ -	\$ -			
131 Student Teacher Stipend	\$ -	\$ -	\$ -	\$ 13,000	\$ 13,000	0.0%	0.0%	\$ (7,000)	\$ 6,000			
131 SHINE Stipend	\$ -	\$ 32,500	\$ -	\$ 32,500	\$ 32,500	100.0%	0.0%	\$ -	\$ 32,500			
131 Educator Support Prof Bonus	\$ -	\$ 55,763	\$ -	\$ 61,209	\$ 61,209	91.1%	0.0%	\$ (61,209)	\$ -			
131 LETRS Training Stipend	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%	\$ -	\$ -			
131 TSSP After School Tutoring Stipends	\$ 12,600	\$ -	\$ 12,600	\$ -	\$ 12,600	0.0%	0.0%	\$ -	\$ 12,600			
131 LAND TRUST - Stipends	\$ 9,000	\$ -	\$ 9,000	\$ -	\$ 9,000	0.0%	0.0%	\$ 6,000	\$ 15,000			
131 Special Education Stipends (After School)	\$ 1,120	\$ 4,000	\$ 1,120	\$ 4,480	\$ 5,600	71.4%	0.0%	\$ -	\$ 5,600			
132 Substitute Teachers (PTO Stipend)	\$ 30,000	\$ 710	\$ 30,000	\$ -	\$ 30,000	2.4%	0.0%	\$ -	\$ 30,000			
132 SpEd Substitutes	\$ 5,000	\$ -	\$ 5,000	\$ -	\$ 5,000	0.0%	0.0%	\$ -	\$ 5,000			
142 Counselor	\$ 257,466	\$ 210,341	\$ 282,455	\$ -	\$282,455	74.5%	12.6%	\$ 4,609	\$287,064			
143 School Nurse	\$ 9,921	\$ -	\$ 10,517	\$ -	\$10,517	0.0%	0.0%	\$ 237	\$10,754			
145 Librarian / Literacy Aide	\$ 22,279	\$ 18,573	\$ 24,795	\$ -	\$24,795	74.9%	11.7%	\$ 1,253	\$26,048			
152 Secretaries	\$ 136,399	\$ 120,168	\$ 164,170	\$ -	\$164,170	73.2%	11.5%	\$ 13,741	\$177,911			
152 Board Clerk	\$ 10,000	\$ 3,922	\$ 10,000	\$ -	\$10,000	39.2%	4.6%	\$ -	\$10,000			
161 Teacher Aides, Reading Specialists & Subs	\$ 466,997	\$ 407,310	\$ 575,993	\$ -	\$575,993	70.7%	12.5%	\$ (19,748)	\$556,245			
161 SEE Student	\$ -	\$ -	\$ -	\$ 8,106	\$ 8,106	0.0%	0.0%	\$ 3,699	\$11,805			
161 TSSA - ELL Para's	\$ 25,350	\$ 25,350	\$ 25,350	\$ -	\$ 25,350	100.0%	0.0%	\$ 66,637	\$ 91,987			
161 LAND TRUST - K Aide/Student Support Para	\$ 37,000	\$ 34,435	\$ 37,000	\$ -	\$ 37,000	93.1%	11.9%	\$ 31,000	\$ 68,000			
161 SpEd Aides & Speech Therapist	\$ 235,040	\$ 194,343	\$ 268,517	\$ -	\$268,517	72.4%	11.8%	\$ 108,532	\$377,049			
162 Computer Aides	\$ 24,576	\$ 65	\$ 26,051	\$ (18,000)	\$ 8,051	0.8%	0.0%	\$ 1,573	\$ 9,624			
162 Computer Aides - DTL	\$ -	\$ 18,000	\$ -	\$ 18,000	\$ 18,000	100.0%	8.5%	\$ -	\$ 18,000			
182 Custodial & Maintenance	\$ 120,493	\$ 96,911	\$ 167,136	\$ -	\$167,136	58.0%	11.7%	\$ 12,441	\$179,577			
191 Lunch Room Aide Raises	\$ 363,015	\$ 246,394	\$ 296,581	\$ -	\$296,581	83.1%	11.7%	\$ 5,106	\$301,687			
	\$ -	\$ -	\$ -	\$ -	\$0			\$ 174,421	\$174,421			
Total 100:	\$ 5,932,452	\$ 4,823,011	\$ 6,591,378	\$ 134,295	\$ 6,725,673	71.7%	12.0%	\$ 835,153	\$7,560,826			
200 Employee Benefits												
200 Employee Benefits												
220 Social Security	\$ 422,000	\$ 312,832	\$ 473,936	\$ 500	\$ 474,436	65.9%	11.9%	\$ 62,383	\$ 536,819			
220 LAND TRUST - BENEFITS	\$ 3,000	\$ 2,634	\$ 3,000	\$ -	\$ 3,000	87.8%	11.9%	\$ 3,000	\$ 6,000			
220 SpEd Social Security	\$ 41,090	\$ 35,574	\$ 50,144	\$ -	\$ 50,144	70.9%	11.9%	\$ 12,519	\$ 62,662			
230 Retirement	\$ 275,000	\$ 217,927	\$ 297,000	\$ -	\$ 297,000	73.4%	12.6%	\$ 23,760	\$ 320,760			
240 Group Insurance	\$ 725,754	\$ 631,089	\$ 762,042	\$ -	\$ 762,042	82.8%	10.7%	\$ 38,102	\$ 800,144			
240 Mental Health	\$ 48,885	\$ 56,334	\$ 52,000	\$ 4,334	\$ 56,334	100.0%	0.0%	\$ (56,334)	\$ -			
240 Deductible Stipend	\$ 10,000	\$ 34,992	\$ 35,000	\$ 5,000	\$ 40,000	87.5%	16.8%	\$ -	\$ 40,000			
270 Worker's Compensation Fund	\$ 24,938	\$ 20,524	\$ 26,185	\$ -	\$ 26,185	78.4%	10.4%	\$ -	\$ 26,185			
280 Unemployment Insurance	\$ 10,000	\$ 3,492	\$ 13,238	\$ -	\$ 13,238	26.4%	0.0%	\$ -	\$ 13,238			
Total 200:	\$ 1,560,667	\$ 1,315,398	\$ 1,712,544	\$ 9,834	\$ 1,722,378	76.4%	10.9%	\$ 83,430	\$ 1,805,808			
300 Purchased Professional & Technical												
300 Purchased Professional & Technical												
320 Special Education Contractors	\$ 155,000	\$ 119,389	\$ 145,000	\$ -	\$ 145,000	82.3%	8.2%	\$ -	\$ 145,000			
320 Counseling Services - (FY20 LCSW-Mental Health)	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%	\$ -	\$ -			
320 Math Center Contract	\$ 95,000	\$ 73,600	\$ 92,000	\$ -	\$ 92,000	80.0%	19.5%	\$ (92,000)	\$ -			
330 Employee Training & Development	\$ 62,232	\$ 17,229	\$ 62,232	\$ (39,232)	\$ 23,000	74.9%	0.0%	\$ -	\$ 23,000			
330 Educator Prof Time - Employee Training & Development	\$ -	\$ -	\$ -	\$ 62,232	\$ 70,841	0.0%	0.0%	\$ 801	\$ 71,642			
330 TSSA - Training & Development (\$88,800 between PD/Travel)	\$ 50,000	\$ 3,458	\$ 50,000	\$ -	\$ 50,000	6.9%	0.0%	\$ -	\$ 50,000			
330 LAND TRUST - Training & Development	\$ 24,000	\$ 14,998	\$ 24,000	\$ -	\$ 24,000	62.5%	0.0%	\$ -	\$ 24,000			
330 SpEd Training & Development	\$ 6,000	\$ 4,217	\$ 6,000	\$ -	\$ 6,000	70.3%	0.0%	\$ -	\$ 6,000			
330 SEDC Services	\$ 3,891	\$ 2,575	\$ 3,891	\$ -	\$ 3,891	66.2%	0.0%	\$ -	\$ 3,891			
340 Audit	\$ 17,802	\$ 19,863	\$ 16,600	\$ 3,263	\$ 19,863	100.0%	45.5%	\$ (363)	\$ 19,500			
345 Business Manager Services	\$ 82,308	\$ 63,585	\$ 84,777	\$ -	\$ 84,777	75.0%	12.5%	\$ 2,543	\$ 87,321			
349 Legal Services	\$ 8,000	\$ 16,452	\$ 8,000	\$ 12,000	\$ 20,000	82.3%	0.0%	\$ -	\$ 20,000			
350 Technical Services (IT)	\$ 156,258	\$ 116,829	\$ 147,600	\$ 8,928	\$ 156,528	74.6%	12.6%	\$ 7,826	\$ 164,354			
580 Admin & Teacher Travel (Meals)	\$ 7,000	\$ 4,129	\$ 7,000	\$ -	\$ 7,000	59.0%	10.3%	\$ -	\$ 7,000			
580 TSSA - Travel (\$88,800 between PD/Travel)	\$ 38,800	\$ 11,074	\$ 38,800	\$ -	\$ 38,800	28.5%	31.6%	\$ -	\$ 38,800			
580 LAND TRUST - Travel	\$ 6,000	\$ 3,810	\$ 6,000	\$ -	\$ 6,000	63.5%	0.0%	\$ -	\$ 6,000			
580 SpEd - Travel	\$ 5,500	\$ 3,571	\$ 5,500	\$ -	\$ 5,500	64.9%	0.0%	\$ -	\$ 5,500			
580 SpEd Contracted Employee Travel	\$ 4,101	\$ 2,258	\$ 3,500	\$ -	\$ 3,500	64.5%	0.0%	\$ -	\$ 3,500			
Total 300:	\$ 721,892	\$ 477,037	\$ 700,900	\$ 47,191	\$ 756,700	63.0%	11.8%	\$ (81,192)	\$ 675,508			
400 Purchased Property Services												
400 Purchased Property Services												
411 Water/Sewage	\$ 12,000	\$ 9,368	\$ 12,000	\$ -	\$ 12,000	78.1%	11.0%	\$ -	\$ 12,000			
411 Water Rights	\$ 1,000	\$ 435	\$ 1,000	\$ -	\$ 1,000	43.5%	0.0%	\$ -	\$ 1,000			
412 Disposal Services	\$ 17,328	\$ 11,068	\$ 15,480	\$ -	\$ 15,480	71.5%	0.0%	\$ -	\$ 15,480			
420 Cleaning Services	\$ 6,500	\$ 2,615	\$ 6,500	\$ -	\$ 6,500	40.2%	0.0%	\$ -	\$ 6,500			
431 Lawn Care Services	\$ 16,100	\$ 11,760	\$ 16,100	\$ -	\$ 16,100	73.0%	8.5%	\$ -	\$ 16,100			
431 Non-Technology Repairs & Maintenance	\$ 36,000	\$ 38,565	\$ 57,000	\$ -	\$ 57,000	67.7%	4.6%	\$ -	\$ 57,000			
432 Copy Machine Servicing	\$ 3,000	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%	\$ -	\$ -			
Total 400:	\$ 91,928	\$ 73,811	\$ 108,080	\$ -	\$ 108,080	68.3%	5.1%	\$ -	\$ 108,080			
500 Other Purchased Services												
500 Other Purchased Services												
518 Field Trips / Bus Rental	\$ 3,000	\$ 3,216	\$ 5,000	\$ -	\$ 5,000	64.3%	5.2%	\$ -	\$ 5,000			
522 Property & Liability Insurance	\$ 58,403	\$ 43,512	\$ 63,075	\$ -	\$ 63,075	69.0%	13.7%	\$ 5,046	\$ 68,121			
530 Telephone	\$ 11,000	\$ 1,071	\$ 11,000	\$ -	\$ 11,000	9.7%	11.0%	\$ -	\$ 11,000			
540 Marketing	\$ 9,000	\$ 16,343	\$ 20,000	\$ -	\$ 20,000	81.7%	0.0%	\$ -	\$ 20,000			
Total 500:	\$ 81,403	\$ 64,142	\$ 99,075	\$ -	\$ 99,075	64.7%	9.4%	\$ 5,046	\$ 104,121			



	(1016 Students)			(1000 Students)			1030			% Change From		(2 Students)		1010	
	FY25 Actuals	Current Yr Actuals	Approved Budget	Changes	FY26 Forecast	% of Forecast	Prior Mth	Changes	FY27 Proposed Budget						
600 Supplies and Materials															
610a Classroom Supplies	\$ 78,000	\$ 57,117	\$ 87,000	\$ -	\$ 87,000	65.7%	4.2%	\$ -	\$ 87,000						
610a TSA - Supplies	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%	\$ -	\$ -						
610a LAND TRUST	\$ 3,000	\$ 299	\$ 3,000	\$ -	\$ 3,000	10.0%	0.0%	\$ -	\$ 3,000						
610b Special Ed Supplies	\$ 10,000	\$ 10,082	\$ 10,000	\$ 500	\$ 10,500	96.0%	1.3%	\$ (500)	\$ 10,000						
610 Elective Supplies	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%	\$ -	\$ -						
610c Theatre Supplies	\$ 7,000	\$ 2,347	\$ 7,000	\$ -	\$ 7,000	33.5%	15.7%	\$ -	\$ 7,000						
610d CCA Expenses	\$ 5,179	\$ 3,655	\$ 5,179	\$ -	\$ 5,179	70.6%	15.6%	\$ -	\$ 5,179						
610e Student Activity Supplies / Incentives	\$ 14,000	\$ 8,581	\$ 14,000	\$ -	\$ 14,000	61.3%	19.6%	\$ -	\$ 14,000						
610f Board Expenses/meals	\$ 10,000	\$ 6,513	\$ 10,000	\$ -	\$ 10,000	65.1%	0.0%	\$ -	\$ 10,000						
610g Office Supplies/General	\$ 40,000	\$ 26,344	\$ 40,000	\$ -	\$ 40,000	65.9%	13.7%	\$ -	\$ 40,000						
610h Safety Supplies	\$ 4,000	\$ 2,142	\$ 4,000	\$ -	\$ 4,000	53.6%	10.2%	\$ -	\$ 4,000						
School Safety Grant	\$ 3,133	\$ 842	\$ -	\$ 842	\$ 842	100.0%	0.0%	\$ (842)	\$ -						
610i GWA Gives Back	\$ 1,300	\$ -	\$ 1,300	\$ -	\$ 1,300	0.0%	0.0%	\$ -	\$ 1,300						
610j First Aid Supplies	\$ 1,000	\$ 12	\$ 1,000	\$ -	\$ 1,000	1.2%	0.0%	\$ -	\$ 1,000						
610k Director Discretionary Fund	\$ 10,000	\$ 5,045	\$ 10,000	\$ -	\$ 10,000	50.5%	0.0%	\$ -	\$ 10,000						
610m Staff Lounge	\$ 8,045	\$ 4,829	\$ 8,000	\$ -	\$ 8,000	60.4%	10.3%	\$ -	\$ 8,000						
610n Swag Store	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%	\$ -	\$ -						
610o Christmas Party	\$ 5,000	\$ 4,580	\$ 5,000	\$ -	\$ 5,000	91.6%	0.0%	\$ -	\$ 5,000						
610p Health and Wellness	\$ 3,000	\$ 1,738	\$ 3,000	\$ -	\$ 3,000	57.9%	0.0%	\$ -	\$ 3,000						
610q Non Food Lunch Supplies	\$ 33,664	\$ 17,981	\$ 30,000	\$ -	\$ 30,000	59.9%	8.7%	\$ -	\$ 30,000						
621 Natural Gas	\$ 8,569	\$ 5,440	\$ 14,000	\$ -	\$ 14,000	38.9%	25.4%	\$ -	\$ 14,000						
622 Electricity	\$ 47,184	\$ 37,923	\$ 43,000	\$ -	\$ 43,000	88.2%	8.7%	\$ -	\$ 43,000						
630 School Lunch Prgm	\$ 263,748	\$ 227,756	\$ 250,000	\$ -	\$ 250,000	91.1%	9.6%	\$ -	\$ 250,000						
641 Textbooks/Curriculum	\$ 33,694	\$ 57,771	\$ 33,694	\$ 26,000	\$ 59,694	96.8%	0.5%	\$ 20,000	\$ 79,694						
641 TSA - Curriculum	\$ 50,700	\$ 49,327	\$ 50,700	\$ -	\$ 50,700	97.3%	0.0%	\$ -	\$ 50,700						
641 UCCRSC	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%	\$ -	\$ -						
641 Digital Teaching & Learning Curriculum	\$ 34,600	\$ -	\$ 26,000	\$ (26,000)	\$ -	0.0%	0.0%	\$ -	\$ -						
641 SpEd - Textbooks/Curriculum	\$ 44,855	\$ 3,759	\$ 44,855	\$ -	\$ 44,855	8.4%	0.0%	\$ -	\$ 44,855						
644 Library Books	\$ 4,000	\$ 2,393	\$ 4,000	\$ -	\$ 4,000	59.8%	0.0%	\$ -	\$ 4,000						
644 Children & Teen Enhancement Grant	\$ -	\$ 2,806	\$ -	\$ 3,000	\$ 3,000	93.5%	0.0%	\$ (3,000)	\$ -						
650 Tech Related Supplies	\$ 5,140	\$ 4,929	\$ 5,140	\$ 6,000	\$ 11,140	44.2%	0.0%	\$ (3,000)	\$ 8,140						
650 SpEd - Tech Related Supplies	\$ 1,448	\$ 938	\$ 1,448	\$ -	\$ 1,448	64.8%	0.0%	\$ -	\$ 1,448						
SCSB Start Up Grant Expenses (furniture, Tech, Curriculum, etc.)	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%	\$ -	\$ 196,563						
670 Educational Software	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%	\$ -	\$ -						
670 Early Interactive Software - Educational Software	\$ 33,151	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%	\$ -	\$ -						
670 TSA - Educational Software (\$86,900 between hardware/software)	\$ 26,500	\$ 675	\$ 26,500	\$ -	\$ 26,500	2.5%	0.0%	\$ -	\$ 26,500						
670 LAND TRUST - Educational Software	\$ 20,000	\$ 17,910	\$ 20,000	\$ -	\$ 20,000	89.6%	0.0%	\$ -	\$ 20,000						
670 SpEd - Educational Software	\$ 3,400	\$ -	\$ 3,400	\$ -	\$ 3,400	0.0%	0.0%	\$ -	\$ 3,400						
680 Maintenance Supplies & Material	\$ 40,000	\$ 32,823	\$ 40,000	\$ -	\$ 40,000	82.1%	0.0%	\$ 2,000	\$ 42,000						
Total 600:	\$ 853,310	\$ 596,557	\$ 801,216	\$ 10,342	\$ 811,558	73.5%	6.8%	\$ 14,658	\$ 1,022,779						
700 Property															
710 Land and Site Improvements & Building	\$ 73,000	\$ 80,894	\$ 73,000	\$ 8,500	\$ 81,500	99.3%	2.8%	\$ -	\$ 81,500						
710 School Safety Grant	\$ 50,000	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%	\$ -	\$ -						
733 Furniture and Fixtures	\$ 20,000	\$ 5,347	\$ 20,000	\$ -	\$ 20,000	26.7%	0.0%	\$ 5,000	\$ 25,000						
733 SpEd - Furniture and Fixtures	\$ 1,296	\$ 1,341	\$ 1,296	\$ 3,000	\$ 4,296	31.2%	0.0%	\$ -	\$ 4,296						
734 Technology Hardware	\$ -	\$ 2,746	\$ -	\$ 3,000	\$ 3,000	91.5%	0.0%	\$ -	\$ 3,000						
734 TSA - Tech Hardware (\$86,900 between hardware/software)	\$ 1,400	\$ -	\$ 1,400	\$ -	\$ 1,400	0.0%	0.0%	\$ -	\$ 1,400						
734 LAND TRUST - Hardware	\$ 55,000	\$ 24,586	\$ 55,000	\$ -	\$ 55,000	44.7%	0.0%	\$ -	\$ 55,000						
734 SpEd - Tech Hardware	\$ 345	\$ -	\$ 345	\$ -	\$ 345	0.0%	0.0%	\$ -	\$ 345						
734 Digital Teaching & Learning Hardware	\$ 15,000	\$ 19,000	\$ 20,000	\$ (1,000)	\$ 19,000	100.0%	0.0%	\$ -	\$ 19,000						
734 School Safety Grant	\$ 10,833	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%	\$ -	\$ -						
736 Technology Software	\$ -	\$ 16,411	\$ 12,500	\$ 3,911	\$ 16,411	100.0%	67.7%	\$ (3,286)	\$ 13,125						
736 TSA - Software (\$86,900 between hardware/software)	\$ 48,000	\$ 48,000	\$ 48,000	\$ -	\$ 48,000	100.0%	0.0%	\$ -	\$ 48,000						
736 LAND TRUST - Software	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%	\$ -	\$ -						
736 SpEd - Software	\$ 1,800	\$ 1,747	\$ 1,800	\$ -	\$ 1,800	97.1%	0.0%	\$ -	\$ 1,800						
736 Digital Teaching & Learning Software	\$ -	\$ 2,200	\$ -	\$ 2,200	\$ 2,200	100.0%	0.0%	\$ -	\$ 2,200						
736 School Safety Grant	\$ 473	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%	\$ -	\$ -						
739 Kitchen Equipment	\$ 13,000	\$ 33,416	\$ 13,000	\$ 33,416	\$ 46,416	72.0%	0.0%	\$ -	\$ 46,416						
790 Cap Ex Fund	\$ 150,000	\$ 113,678	\$ 150,000	\$ -	\$ 150,000	75.8%	-2.4%	\$ -	\$ 150,000						
Total 700:	\$ 440,147	\$ 349,366	\$ 396,341	\$ 53,027	\$ 449,368	77.7%	1.7%	\$ 1,714	\$ 451,082						
800 Debt Service & Miscellaneous															
810 Dues and Fees	\$ 19,000	\$ 15,342	\$ 19,000	\$ -	\$ 19,000	80.7%	2.5%	\$ -	\$ 19,000						
830 Bond Restricted Assets (Interest)	\$ 436,912	\$ 352,134	\$ 436,912	\$ -	\$ 436,912	80.6%	12.5%	\$ -	\$ 436,912						
840 Bond Restricted Assets (Principal)	\$ 845,000	\$ 611,250	\$ 845,000	\$ -	\$ 845,000	72.3%	12.5%	\$ -	\$ 845,000						
833 Bond Fees	\$ 33,800	\$ 7,500	\$ 33,800	\$ -	\$ 33,800	22.2%	0.0%	\$ -	\$ 33,800						
890 Miscellaneous	\$ -	\$ 33	\$ -	\$ -	\$ -	0.0%	0.0%	\$ -	\$ -						
Total 800:	\$ 1,334,712	\$ 986,259	\$ 1,334,712	\$ -	\$ 1,334,712	73.9%	12.2%	\$ -	\$ 1,334,712						
Total Expenses:	\$ 11,016,511	\$ 8,685,581	\$ 11,744,247	\$ 254,689	\$ 12,007,545	72.3%	10.9%	\$ 858,808	\$ 13,062,916						
Net Income:	\$ 8,570,830	\$ 772,064	\$ 532,873	\$ 199,816	\$ 724,079	106.6%		\$ (259,887)	\$ 264,629						
Goal for Unrestricted Net Income:				\$ 250,000	Restricted Forecasted Spend Down			\$ 250,000							
Unrestricted Net Income:				\$ 724,079	Food Service	\$ (106,183)		\$ 264,629							
Restricted Net Income:				\$ -	SpEd	\$ 134,380		\$ -							
Cap Ex Fund:		At year end:	\$ 283,600	Use: \$0	At year end:	\$ 319,922		\$ 469,922	At year end:						
(Unrestricted over \$350,000) Special Project Fund:		Beg of Year	\$ 537,979		At year end:	\$ 912,058		\$ 912,058.39	At year end:						
Fund Reserve:		\$ 10,277,702		\$ 10,364,097	35% SpEd Unrestricted	\$ 286,485		\$ 10,628,726							

GEORGE WASHINGTON ACADEMY

Balance Sheet

As of March 31, 2026

	<u>Mar 31, 26</u>
ASSETS	
Current Assets	
Checking/Savings	
1072 · Bill.com Money Out Clearing	-22.34
8110 · Cash in Banks	
8111 · Cache Valley Bank Accounts	
1 · Petty Cash	179.07
8111.1 · Cache Valley Bank (2050)	96,945.17
8111.3 · Cache Valley Checking (8114)	1,442,560.84
Total 8111 · Cache Valley Bank Accounts	<u>1,539,685.08</u>
8116 · PTIF	7,875,310.08
8120 · US Bank Accounts	
8120.1C · Principal Fund 2015 (80001)	409,475.32
8120.2 · Interest Fund 2008 (9002)	0.02
8120.2B · Interest Fund 2011 (5001)	0.01
8120.2C · Interest Fund 2015 (80002)	227,062.60
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)	88,769.27
Total 8120 · US Bank Accounts	<u>2,161,219.72</u>
Total 8110 · Cash in Banks	<u>11,576,214.88</u>
Total Checking/Savings	<u>11,576,192.54</u>
Other Current Assets	
8130 · Accounts Recievable	
8135 · Utah State Sales Tax	2,787.07
Total 8130 · Accounts Recievable	<u>2,787.07</u>
Total Other Current Assets	<u>2,787.07</u>
Total Current Assets	<u>11,578,979.61</u>
TOTAL ASSETS	<u><u>11,578,979.61</u></u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
9513 · Accounts Payable-bill.com	18,433.16
Total Accounts Payable	<u>18,433.16</u>
Credit Cards	
9531 · Visa Card	
9531a · VISA Card - Jessica's Card	5,597.30
9531b · VISA Card - Blake's Card	361.85
Total 9531 · Visa Card	<u>5,959.15</u>
9532 · Lowe's	237.00
Total Credit Cards	<u>6,196.15</u>
Other Current Liabilities	
9510 · Accounts Payable	745.91
9530 · Accrued Liabilities	
9535 · Accrued Bond Liability	761,828.13
Total 9530 · Accrued Liabilities	<u>761,828.13</u>
9540 · Accrued Salaries & Withholdings	
9544 · Utah State Withholding	17,378.00
Total 9540 · Accrued Salaries & Withholdings	<u>17,378.00</u>

GEORGE WASHINGTON ACADEMY

Balance Sheet

As of March 31, 2026

	<u>Mar 31, 26</u>
9540a · Payroll & Benefit YE Accrual	385,197.21
9560 · Deferred Revenue	
9561 · Local	23,198.79
Total 9560 · Deferred Revenue	<u>23,198.79</u>
Total Other Current Liabilities	<u>1,188,348.04</u>
Total Current Liabilities	<u>1,212,977.35</u>
Total Liabilities	1,212,977.35
Equity	
30000 · Opening Balance Equity	193.93
9820 · Net Assets - Restricted	274,126.04
9830 · Retained Earnings	9,635,684.77
9850 · Unreserved Fund Balances	7,398.97
9859 · Undesignated Fund Balance	422,122.16
Net Income	26,476.39
Total Equity	<u>10,366,002.26</u>
TOTAL LIABILITIES & EQUITY	<u><u>11,578,979.61</u></u>

Fraud Risk Assessment

Continued



*Total Points Earned: 395/395 *Risk Level: Very Low Low Moderate High Very High
 > 355 316-355 276-315 200-275 < 200

	Yes	Pts
1. Does the entity have adequate basic separation of duties or mitigating controls as outlined in the attached Basic Separation of Duties Questionnaire?	200	200
2. Does the entity have governing body adopted written policies in the following areas:		
a. Conflict of interest?	5	5
b. Procurement?	5	5
c. Ethical behavior?	5	5
d. Reporting fraud and abuse?	5	5
e. Travel?	5	5
f. Credit/Purchasing cards (where applicable)?	5	5
g. Personal use of entity assets?	5	5
h. IT and computer security?	5	5
i. Cash receipting and deposits?	5	5
3. Does the entity have a licensed or certified (CPA, CGFM, CMA, CIA, CFE, CGAP, CPFO) expert as part of its management team?	20	20
a. Do any members of the management team have at least a bachelor's degree in accounting?	10	10
4. Are employees and elected officials required to annually commit in writing to abide by a statement of ethical behavior?	20	20
5. Have all governing body members completed entity specific (District Board Member Training for local/special service districts & interlocal entities, Introductory Training for Municipal Officials for cities & towns, etc.) online training (training.auditor.utah.gov) within four years of term appointment/election date?	20	20
6. Regardless of license or formal education, does at least one member of the management team receive at least 40 hours of formal training related to accounting, budgeting, or other financial areas each year?	20	20
7. Does the entity have or promote a fraud hotline?	20	20
8. Does the entity have a formal internal audit function?	20	20
9. Does the entity have a formal audit committee?	20	20

*Entity Name: George Washington Academy

*Completed for Fiscal Year Ending: 2026 *Completion Date: 4/15/26

*CAO Name: Blake Clark *CFO Name: Kevin Peterson

*CAO Signature:  *CFO Signature: 

*Required

Basic Separation of Duties

See the following page for instructions and definitions.

	Yes	No	MC*	N/A
1. Does the entity have a board chair, clerk, and treasurer who are three separate people?	X			
2. Are all the people who are able to receive cash or check payments different from all of the people who are able to make general ledger entries?	X			
3. Are all the people who are able to collect cash or check payments different from all the people who are able to adjust customer accounts? If no customer accounts, check "N/A".	X			
4. Are all the people who have access to blank checks different from those who are authorized signers?			X	
5. Does someone other than the clerk and treasurer reconcile all bank accounts OR are original bank statements reviewed by a person other than the clerk to detect unauthorized disbursements?	X			
6. Does someone other than the clerk review periodic reports of all general ledger accounts to identify unauthorized payments recorded in those accounts?	X			
7. Are original credit/purchase card statements received directly from the card company by someone other than the card holder? If no credit/purchase cards, check "N/A".			X	
8. Does someone other than the credit/purchase card holder ensure that all card purchases are supported with receipts or other supporting documentation? If no credit/purchase cards, check "N/A".	X			
9. Does someone who is not a subordinate of the credit/purchase card holder review all card purchases for appropriateness (including the chief administrative officer and board members if they have a card)? If no credit/purchase cards, check "N/A".	X			
10. Does the person who authorizes payment for goods or services, who is not the clerk, verify the receipt of goods or services?	X			
11. Does someone authorize payroll payments who is separate from the person who prepares payroll payments? If no W-2 employees, check "N/A".	X			
12. Does someone review all payroll payments who is separate from the person who prepares payroll payments? If no W-2 employees, check "N/A".	X			

* MC = Mitigating Control



PROPOSAL FOR BOARD ACTION

Proposal Title: Revision to Policy 365 Wheeled Device Transportation

Submitted by: Debbie Kauvaka

Originating Committee: Policies 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:

This policy was approved in the January board meeting with the stipulation that it would be worked on more to define school property and the section regarding helmets.

Background Information, including a list of reviewing committees:

The policy updates were made by Chance Manzanaras and reviewed by the policy committee. Steve Erickson will create a map to include on the website.

Assessment:

Recommendation:

It is recommended that the Board approve the red-lined version of the policy.

Please submit this form with all accompanying paperwork to the Board Clerk, Shelbi Kelly, at skelly@gwacademy.org by the 15th day of the month of the Board meeting.

365 - Wheeled Device Transportation Policy



Purpose

George Washington Academy (“GWA”) seeks to promote student and staff safety on campus, ensure orderly movement of pedestrians and vehicles, and establish clear expectations for the possession and use of electric bicycles (e-bikes), electric scooters, and personal wheeled transportation.

Definitions

For this policy:

- E-Bike: A bicycle equipped with an electric motor used to assist propulsion.
- Electric Scooter: A self-propelled stand-up scooter powered by electricity.
- Personal Wheeled Devices: Includes hoverboards, electric skateboards, kick scooters and bikes (non-motorized), and other similar devices.
- Campus: All GWA property owned, leased, or controlled by GWA, including parking lots, sidewalks, walkways, plazas, athletic areas, and building interiors unless otherwise specified, and undeveloped parcels and any further acquired parcels.
 - A campus boundary map will be maintained by the school and made available to the public.

Scope

This policy applies to:

- All students, families, staff, contractors, and visitors are expected to adhere to this policy while on GWA property.
- All times during school hours, extracurricular activities, after-school care programs, and special events on campus.

General Requirements

1. Helmets & Safety Gear
 - a. Students riding any wheeled device to or from school must wear a helmet that meets recognized safety standards. Additional protective gear (knee/elbow pads) is strongly recommended.
 - b. Failure to wear a helmet:
 - i. A student who arrives on school property without a helmet may not ride their wheeled device on campus.
 - ii. The student will be required to walk the wheeled device at all times on school property.
2. Parking & Storage
 - a. E-bikes, electric scooters, and non-motorized wheeled devices must be parked in designated racks or storage areas immediately upon arrival.
 - b. Devices must be powered off and secured with a lock if possible.
 - c. Devices may not be stored inside classrooms unless expressly permitted by a teacher or administrator (e.g., for special circumstances).

Prohibited Use on Campus

365 - Wheeled Device Transportation Policy (cont.)

Except as noted below, *riding* any powered device on campus during school hours is not permitted. This includes:

- Riding on sidewalks, walkways, parking lots, and drive aisles.
- Riding during class change, lunch periods, assemblies, or athletic events.

Exception:

With written permission from a school administrator (for students with medical needs or special accommodations), riding may be permitted in designated low-traffic areas and at designated times with appropriate supervision and safety measures.

Behavioral Expectations

All individuals must:

- Yield to pedestrians at all times.
- Follow posted speed limits and directional signage.
- Not ride on campus steps, seating areas, or indoors.
- Follow all adult directions regarding device use or storage.

Students must also follow the GWA Behavioral Expectations and Student Code of Conduct at all times.

Consequences

Violations of this policy may result in:

1. **Device Confiscation**
 - a. First violation: Device held by the school through the end of the day.
 - b. Repeat violations: Device may be held and released only to a parent/guardian.
2. **Behavior Responses**
 - a. Teacher/administrator warning or reteaching of expectations.
 - b. Parent/guardian notification.
 - c. Loss of riding privileges on campus.
 - d. Disciplinary action consistent with the Student Code of Conduct for repeated or serious infractions.

Liability & Safety

GWA:

- Is not liable for damage to, loss of, or theft of any e-bike, electric scooter, or personal device brought to campus.
- Reserves the right to prohibit specific devices at school if safety concerns arise.
- Is not liable for injury ~~that may occur while using self transportation~~ resulting from the use of personal transportation devices.

Accommodation Requests

365 - Wheeled Device Transportation Policy (cont.)

Students with documented disabilities or special needs may request exemptions or modifications to this policy through the school's 504/IEP or administrative process. Requests will be handled in a timely manner in compliance with applicable laws.



PROPOSAL FOR BOARD ACTION

Proposal Title: Revision to Policy 415 Drug Free Workplace and Reasonable Suspicion

Submitted by: Debbie Kauvaka

Originating Committee: Policies 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:

As proposed by the Board, updates and revisions have been made to this policy to reflect the recommended changes and ensure it remains current, relevant, and aligned with the Board's direction.

Background Information, including a list of reviewing committees:

The policy updates were prepared by Laura Pressley, who incorporated the necessary revisions and improvements, and were subsequently reviewed by the Policy Committee to ensure accuracy, completeness, and alignment with established standards and objectives.

Assessment:

Recommendation:

It is recommended that the Board approve the updated policy. Due to the substantial changes, the policy has been issued as a new document, with the previous version attached for comparison. The Administrative Procedures referenced within the policy are also included for review.

Please submit this form with all accompanying paperwork to the Board Clerk, Shelbi Kelly, at skelly@gwacademy.org by the 15th day of the month of the Board meeting.

In compliance with applicable federal and state law, including the Drug-Free Workplace Act, George Washington Academy (“GWA”) will maintain and enforce a drug- and alcohol-free workplace. GWA is committed to providing a safe and productive environment for students, employees, and visitors. Because employees serve in positions of trust and are directly responsible for student supervision and safety, employees must be free from impairment while on duty. Maintaining a drug- and alcohol-free workplace is essential to protecting student safety and preserving the trust placed in school employees.

GWA prohibits the use, possession, manufacture, distribution, dispensing, or sale of illegal drugs, alcohol, or controlled substances on school property, during work hours, or at school-sponsored activities. Employees shall not report to duty while under the influence of alcohol, illegal drugs, misused prescription medication, or over-the-counter medication that may impair the safe and effective performance of job responsibilities.

Lawful off-duty conduct is not prohibited unless such conduct results in on-duty impairment, negatively impacts job performance, or endangers student safety. This policy is intended to promote safety, consistency, and clarity and is not intended to interfere with lawful off-duty conduct except where it impacts job performance or student safety.

Reasonable suspicion

Reasonable suspicion provides the standard by which the school determines whether further action, including removal from student contact or testing, may be necessary to ensure student safety and compliance with this policy.

“Reasonable suspicion” means a belief, based on specific, contemporaneous, and articulable observations of appearance, behavior, speech, or odors, that an employee may be impaired or has violated this policy. Reasonable suspicion shall not be based solely on rumor, anonymous reports, or past conduct and must be supported by documented observations.

When practicable, reasonable suspicion determinations should be made by two trained administrators. If a second trained administrator is not available, one trained administrator may make the determination in consultation with the Executive Director or a designated member of the Administrative Team.

All reasonable suspicion determinations must be promptly reported to the Executive Director or a designated member of the Administrative Team and documented in writing, including the specific observations supporting the determination.

Authority to initiate testing and conduct searches

Drug and/or alcohol testing may be authorized by the Executive Director or another member of the Administrative Team designated by the Executive Director. Supervisory staff may not independently order testing without proper authorization.

415 - Drug Free Workplace and Reasonable Suspicion Policy (cont.)

GWA reserves the right, consistent with applicable law, to conduct reasonable searches of school property and employee workspaces when there is reasonable suspicion of a policy violation.

Drug testing

Employees may be required to submit to drug and/or alcohol testing under circumstances such as pre-employment, pre-rehire, reasonable suspicion, post-accident, critical incident, return-to-duty, or random testing where applicable to designated safety-sensitive positions as defined by administration. All testing shall be conducted by law enforcement, certified collection agents, and/or laboratories in accordance with established chain-of-custody procedures.

Immediate safety measures

If reasonable suspicion exists, the employee shall be immediately removed from student contact pending evaluation or testing. Administrative coverage shall be arranged as necessary to maintain appropriate student supervision. The employee may be placed on paid administrative leave pending test results.

Prescription and over-the-counter medication

Employees shall not report to work if medication renders them unable to safely perform the essential functions of their position. Employees who believe medication may impair performance should notify administration confidentially and request leave or accommodation as appropriate.

Confidentiality

Test results and related documentation shall be maintained in a secure file separate from the employee's personnel file and accessible only to the Executive Director and designated administrative personnel on a strict need-to-know basis. Such information may be disclosed as required by law or for legitimate administrative purposes.

Disciplinary action

Violation of this policy, including refusal to submit to authorized testing, may result in disciplinary action up to and including termination, consistent with applicable employment policies and standards.

Training

Administrators authorized to determine reasonable suspicion shall receive training regarding signs of impairment, documentation standards, and student safety response protocols.

Administrative procedures

The Executive Director shall adopt and maintain administrative procedures necessary to implement this policy, including documentation requirements, timelines, testing protocols, and related safeguards.

Tobacco-free campus

In accordance with Utah law, the use of tobacco, nicotine products, and electronic cigarettes (including vaping devices) is prohibited on all school property, including indoor and outdoor areas, and at all school-sponsored activities.

This prohibition applies to all students, employees, contractors, and visitors. Violations may result in disciplinary action consistent with applicable policies and procedures.

415 - Drug Free Workplace and Reasonable Suspicion Policy



In accordance with the Drug-Free Workplace Act of 1988, 34 CFR Part 85, Subpart F, GWA will maintain and enforce a drug- and alcohol-free workplace. GWA will provide a safe and productive workplace free from possession, manufacture, use, or distribution of tobacco, alcohol, or illicit drugs. With this policy GWA affirms a commitment to maintain a Drug-Free Workplace and establishes conditions regarding the testing of employees for alcohol, intoxicants, illegal or controlled drugs, or misused prescription or over-the-counter medications.

Because of the special role the school system plays in discouraging students from using controlled substances, it is the policy of GWA that employees are required to refrain from using, possessing, manufacturing, dispensing, or selling controlled substances (drugs) on school premises or in their private lives. Furthermore, employees of GWA must be free of the influence, use, possession, selling and dispensing of illegal drugs, alcohol, and/or the misuse of prescribed medications while on duty or on GWA property. Any violation of this policy will not be tolerated and will result in disciplinary action up to and including termination.

Any employee who has a substance abuse or alcohol abuse problem is encouraged to obtain assistance for his or her problem by admission to a drug or alcohol abuse treatment program. Employees are strongly urged to seek such assistance before their problem becomes a matter of public knowledge or has affected his or her ability to effectively perform his or her job responsibilities. GWA will not excuse a violation of this policy on the pretext that the employee intended to seek the assistance of a treatment program.

Effect of Failure to Comply with Reasonable Suspicion Drug and Alcohol Testing

An employee who refuses to submit to an alcohol and/or drug test or who violates any aspect of these guidelines may be subject to disciplinary action up to and including termination

Procedure: Drug and Alcohol Testing

Applicants for employment, re-hires, and all other employees are subject to drug and/or alcohol testing in the following circumstances: prior to employment, prior to re-hire, critical incident, post-accident, return to duty, random, and/or reason to suspect that an employee is violating the above Drug-Free Workplace policy. The employee may be required to submit immediately to medical tests, including but not limited to breathalyzer, urine, and/or blood testing. GWA will be responsible for the cost of any drug tests requested by the school.

"Reasonable Suspicion" is defined as a belief based on observations and the inferences which may be drawn from such observations, that the particular employee has violated the Drug-Free Workplace policy.

415 - Drug Free Workplace and Reasonable Suspicion Policy (cont.)

Common signs which indicate a drug or alcohol abuse problem or circumstances which may give a reasonable suspicion of a violation of the Drug-Free Workplace policy include, but are not limited to, the following:

- Observed alcohol or drug use.
- Unexplained work-related accidents or injury.
- Presence of physical symptoms commonly associated with substance abuse such as: impairment of motor functions, slurred speech, incoherent or irrational mental state, drowsiness, smell of alcohol or marijuana, extreme weight loss, red eyes, runny nose, or sniffing, frequent or extreme mood changes, lack of physical coordination, deteriorating work performance, and/or attendance problems, frequent absences or lateness, unexplained absence from assigned work, frequent or extended visits to the restroom, deterioration in dress and/or grooming, or other marked, unexplained changes in personal behavior.

Over-The-Counter or Prescription Drugs

An employee shall not come to work if, when taking or under the influence of over-the-counter or prescription drugs, such medication renders the employee unable to perform the major functions of his or her job. If the employee is unable to perform his/her job without impairment caused by the medication, the employee shall request sick leave, vacation leave, or leave without pay until the condition for which such medication is being taken is no longer present or use of the medication causing impairment has been discontinued.

Drug Testing Methodology for Reasonable Suspicion Testing

A certified collection agent and laboratory will conduct testing.

Alcohol Testing

Alcohol testing shall consist of a standard blood or breath alcohol testing procedure.

Confidentiality

The results of drug screening or and alcohol tests shall not be included in an applicant's or an employee's file, but shall be retained by the Human Resource Department in a separate file, exempt from public inspection.

Any conditions of employment which may be established as a result of the drug test will become part of the employee's personnel file.

Test results and ancillary information may be disclosed to other management personnel only on a need-to-know basis only or to any person upon the written consent of the employee.

Smoking and/or Use of Tobacco

415 - Drug Free Workplace and Reasonable Suspicion Policy (cont.)

Utah law prohibits smoking at any location indoors or outdoors on a school campus. Use of tobacco in the school building and on school grounds, in any form, by school personnel, students, and any visitors is also prohibited by Utah State Law.

415 - Drug Free Workplace and Reasonable Suspicion Administrative Procedures



1. Identifying Reasonable Suspicion

Determinations must be based on "specific and articulable observations".

- a. **Observation Criteria:** Administrators should look for changes in appearance, behavior, speech, or odors.
- b. **Documentation:** Observations must be documented in writing immediately.
- c. **The "Two-Person" Rule:** When practicable, two trained administrators should make the determination. If only one is available, they must consult with the Executive Director or a designated Administrative Team member.
- d. **Exclusions:** Suspicion cannot be based solely on rumors, anonymous tips, or past history.

2. Immediate Safety Response

If reasonable suspicion is established, the following steps must be taken:

- a. **Removal from Duty:** The employee must be immediately removed from student contact.
- b. **Supervision:** Administrative coverage must be arranged to ensure students are not left unsupervised.
- c. **Administrative Leave:** The employee may be placed on **paid administrative leave** while awaiting test results.

3. Testing Protocols

- a. **Authorization:** Only the Executive Director or their designee can authorize a drug/alcohol test. Supervisory staff are prohibited from ordering tests independently.
- b. **Types of Testing:** Employees may be tested for various reasons, including pre-employment, post-accident, or random testing for safety-sensitive roles.
- c. **Collection:** All testing must be performed by law enforcement, certified agents, or laboratories using strict chain-of-custody procedures.
- d. **Refusal:** Refusing to submit to an authorized test is a policy violation and may lead to termination.

4. Searches and Inspections

- a. **Scope:** GWA reserves the right to search school property and employee workspaces (e.g., desks, lockers).
- b. **Requirement:** A search may only be conducted when there is reasonable suspicion of a policy violation.

5. Medication and Tobacco Compliance

- a. **Prescription/OTC Drugs:** Employees must notify administration confidentially if a medication may impair their performance. They should not report to work if they cannot safely perform essential functions.

- b. **Tobacco-Free Policy:** Use of tobacco, nicotine, or electronic cigarettes/vaping is strictly prohibited for everyone (employees, contractors, visitors) on all school property and at all school-sponsored events.

6. Confidentiality and Training

- a. **File Management:** Test results must be kept in a **separate secure file**, not the general personnel file.
- b. **Access:** Access is restricted to the Executive Director and designated personnel on a "need-to-know" basis.
- c. **Mandatory Training:** Any administrator authorized to determine reasonable suspicion must receive training on signs of impairment and documentation standards.

Immediate Action Protocol

1. **Remove from Contact:** The employee must be immediately removed from student supervision.
2. **Arrange Coverage:** Ensure administrative coverage is in place for students.
3. **Authorization:** Contact the Executive Director or designee to authorize drug/alcohol testing.
4. **Transport:** Arrange for safe transport to a certified collection agent or laboratory; do not allow the employee to drive.
5. **Status:** Notify the employee they are being placed on paid administrative leave pending results.
6. **Secure Records:** File this form in a secure location separate from the personnel file.

Administrator 1 Signature: _____ **Date:** _____

Administrator 2 Signature: _____ **Date:** _____



PROPOSAL FOR BOARD ACTION

Proposal Title: Storage Containers

Submitted by: Steven Erickson

Originating Committee: Campus Management

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:

George Washington Academy needs to purchase heavy-duty storage containers to address immediate safety and logistical requirements. Specifically, the school requires 40-foot-long, 9.5-foot-high units with double doors on both ends to facilitate the removal of items currently cluttering the interior of the main building.

Background Information, including a list of reviewing committees:

This proposal is driven by a recent fire marshal inspection that necessitated a cleanup of the building to maintain safety compliance. Furthermore, as the school prepares for an upcoming expansion, these containers will provide the necessary storage capacity to manage equipment and materials during the transition period.

Our building is so packed right now that if the fire marshal doesn't get us, a high-stakes game of "office supply Jenga" definitely will.

Assessment:

Recommendation:

It is recommended that the Board approve the purchase of the specified storage containers to ensure the school meets all fire safety regulations and remains organized during the expansion. We recommend going with Kustom Container for \$10,990.00 as they are the cheaper option.

Please submit this form with all accompanying paperwork to the Board Clerk, Shelbi Kelly, at skelly@gwacademy.org by the 15th day of the month of the Board meeting.

ESTIMATE

Kustom Container LLC
PO Box 912138
Saint George, UT 84791-2138

kustomoffice@gmail.com
+1 (435) 680-4509

Bill to
George Washington Academy
2277 S 3000 E
St. George, UT 84790

Ship to
George Washington Academy
2277 S 3000 E
St. George, UT 84790

Estimate details

Estimate no.: 1095
Estimate date: 04/10/2026

#	Product or service	Description	Qty	Rate	Amount
1.	Sale 40' HCDD	40' HCDD 1-trip (new) container	2	\$5,400.00	\$10,800.00
2.	Delivery	Delivery Charge (if they can be delivered with a truck)	2	\$95.00	\$190.00
				Total	\$10,990.00

Accepted date

Accepted by

Container Bros, LLC
PO Box 1143
St George, UT 84771

435-229-1433

QUOTE

George Washington Academy
George Washington Academy
2277 S. 3000 E.
St. George, UT 84790

jbentley@gwacademy.org

Quote # 0000026
Quote Date 03/23/2026

Item	Description	Unit Price	Quantity	Amount
Product	40HC with Double Doors (Color RAL 1015)	6000.00	2.00	12,000.00
	40HC with 3 side Doors (Color RAL 7035)	8500.00	2.00	17,000.00
	Tax Exempt (School)			
	Delivery: FREE			
Subtotal				29,000.00
Total				29,000.00
Amount Paid				0.00
Quote				\$29,000.00



PROPOSAL FOR BOARD ACTION

Proposal Title: Core Knowledge Language Arts Materials and Resources for the 2026-2027 SY

Submitted by: B. Clark

Originating Committee: NA

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:

We are preparing for our annual CKLA curriculum order to ensure we are fully stocked for the upcoming school year. This includes replenishing ELA student readers, select teacher guides, and consumable workbooks and activity materials. After reviewing our options, Mountain State continues to offer the most competitive pricing for our needs.

Background Information, including a list of reviewing committees:

Assessment:

Grade-level teams have carefully reviewed their needs and collaborated with our purchasing secretary to compile this list.

Recommendation:

We recommend approving this purchase to support our ELA curriculum for the 2026–2027 school year.

Please submit this form with all accompanying paperwork to the Board Clerk, Shelbi Kelly, at skelly@gwacademy.org by the 15th day of the month of the Board meeting.



Submitted By: Jessica Bentley

Date: 7/1/26 Vendor: _____

Website/Contact Info: Maintain State

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. # 2026-304
 School Credit Card Purchase
 School Credit Card (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
2		K - SKILLS picture reader	4.36	8.72
3		K - reader unit 8	4.36	13.08
148		K - SKILLS activity book unit 1	5.60	828.80
148		K - " " " unit 2	5.60	828.80
146		K - " " " unit 3	5.60	817.60
148		K - " " " unit 4	5.60	828.80
146		K - " " " unit 5	5.60	817.60
146		K - " " " unit 6	5.60	817.60
145		K - " " " unit 7	5.60	812.00
146		K - " " " unit 8	5.60	817.60
144		K - " " " unit 9	4.36	627.84
148		K - " " " unit 10	5.60	828.80

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: 441

700 Property Budget Detail: _____

Principal Discretionary Land Trust
Curriculum CCA
Student Incentives
Special Education

Other: 26-27 school year

Notes: Bill as of July 1st 2026

Procurement:
If the item is over \$100 and/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	\$ 31,980.12
Shipping	\$ 1,103.31
Sales Tax	
TOTAL	\$ 33,083.43

[Signature] 3/30/26
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



Submitted By: _____

Date: _____ Vendor: _____

Website/Contact Info: _____

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. # _____

School Credit Card Purchase _____

School Credit Card (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
6		1st - readers, all units 1	19.96	119.76
150		1st - Skill activity books all units	32.00	4,800.00
150		2nd - Skills activity books all units	32.00	4,800.00
30		2nd knowledge activity books all units	7.00	210.00
1		2nd Teacher Guide all units	1,000.00	1,000.00
1		2nd Image cards all units	399.00	399.00
4		3rd reader unit 4	4.36	17.44
12		3rd " unit 7	4.36	52.32
145		3rd cursive activity books	35.00	5,075.00
114		3rd vikings activity books	4.36	505.76
150		4th activity books unit 1	5.60	840.00
150		4th " " unit 2	5.60	840.00

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: _____

700 Property Budget Detail: _____

Principal Discretionary Land Trust
 Curriculum CCA
 Student Incentives
 Special Education

Other: _____

Notes: _____

Procurement:
 If the item is over \$100 and/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	

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



Submitted By: _____

Date: _____ Vendor: _____

Website/Contact Info: _____

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. # _____

School Credit Card Purchase

School Credit Card (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
150		4 th " " Unit 3	8.36	1254.00
150		4 th " " Unit 5	5.60	840.00
150		4 th " " Unit 7	5.60	840.00
150		4 th " " Unit 8	5.60	840.00
10		5 th reader unit 5	4.36	43.60
2		5 th activity book unit 1	5.60	11.20
140		5 th " " Unit 3	8.36	1170.40
49		5 th " " Unit 4	5.60	274.40

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: 641

700 Property Budget Detail: _____

Principal Discretionary Land Trust
 Curriculum CCA
 Student Incentives
 Special Education

Other: _____

Notes: _____

Procurement:
 If the item is over \$100 and/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	\$ 31,980.12
Shipping	\$ 1,103.31
Sales Tax	
TOTAL	\$ 33,083.43

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

DRAFT QUOTE

Bill To:
George Washington Academy
Attn: Office
2277 S 3000 E
St George, UT 84790

Ship To:
George Washington Academy
Attn: Office
2277 S 3000 E
St George, UT 84790

Account Number 511203
Date 03/26/2026

Draft Number 113360

Line #	Pub	ISBN-13	Description	Ty	Yr	Qty	Price	Amount
(1)	AMP	9781942010272	Core Knowledge Language Arts K Skills Picture Reader	MS	22	2	4.36	8.72
(2)	AMP	9781683910145	Core Knowledge Language Arts K Skills Reader Unit 8 Sam	MS	17	3	4.36	13.08
(3)	AMP	9781681610641	Core Knowledge Language Arts K Skills Activity Bk Unit 1	WB	18	148	5.60	828.80
(4)	AMP	9781681610658	Core Knowledge Language Arts K Skills Activity Bk Unit 2	WB	18	148	5.60	828.80
(5)	AMP	9781681610665	Core Knowledge Language Arts K Skills Activity Bk Unit 3	WB	18	146	5.60	817.60
(6)	AMP	9781681610672	Core Knowledge Language Arts K Skills Activity Bk Unit 4	WB	18	148	5.60	828.80
(7)	AMP	9781681610689	Core Knowledge Language Arts K Skills Activity Bks Units 5	WB	17	146	5.60	817.60
(8)	AMP	9781681610696	Core Knowledge Language Arts K Skills Activity Bks U6	WB	17	146	5.60	817.60
(9)	AMP	9781681610702	Core Knowledge Language Arts K Skills Activity Bks U7	WB	17	145	5.60	812.00
(10)	AMP	9781681610719	Core Knowledge Language Arts K Skills Activity Bks U8	WB	17	146	5.60	817.60
(11)	AMP	9781681610726	Core Knowledge Language Arts K Skills Activity Bks U9	WB	17	144	4.36	627.84
(12)	AMP	9781681610733	Core Knowledge Language Arts K Skills Activity Bks U10	WB	17	148	5.60	828.80
(13)	AMP	9781683912217	Core Knowledge Language Arts 1 Skills Student Readers All Units	MS	17	6	19.96	119.76
(14)	AMP	9781942010463	Core Knowledge Language Arts 1 Skills Activity Bks All Units	WB	20	150	32.00	4800.00
(15)	AMP	9781942010487	Core Knowledge Language Arts 2E 2 Skills Activity Bks All Units	TX	25	150	32.00	4800.00
(16)	AMP	9781942010517	Core Knowledge Language Arts 2 Knowledge Activity Bks All Domains (1)	WB	17	30	7.00	210.00
(17)	AMP	9781681618647	Core Knowledge Language Arts 2 Skills TG Set All Units 1-6	TE	17	1	1000.00	1000.00

DRAFT QUOTE

Bill To: George Washington Academy Attn: Office 2277 S 3000 E St George, UT 84790		Ship To: George Washington Academy Attn: Office 2277 S 3000 E St George, UT 84790	
Account Number Date	511203 03/26/2026	Draft Number	113360

Line #	Pub	ISBN-13	Description	Ty	Yr	Qty	Price	Amount
(18)	AMP	9781681618890	Core Knowledge Language Arts 2 Knowledge Image Card Sets All Domains 2-12 (1 of each)	VA	22	1	399.00	399.00
(19)	AMP	9781681612249	Core Knowledge Language Arts 3 Reader Unit 4 Stories Of Ancient Rome	MS	16	4	4.36	17.44
(20)	AMP	9781681612256	Core Knowledge Language Arts 3 Reader Unit 7 What's In Our Universe?	MS	16	12	4.36	52.32
(21)	AMP	9781681617954	Core Knowledge Language Arts Cursive Activity Bk	BL	17	145	35.00	5075.00
(22)	AMP	9781681612294	Core Knowledge Language Arts 3 Vikings Quest Student Activity Bk	WB	22	116	4.36	505.76
(23)	AMP	9781681612355	Core Knowledge Language Arts 4 Activity Bk Unit 1 Personal Narratives	WB	16	150	5.60	840.00
(24)	AMP	9781681612676	Core Knowledge Language Arts 4 Activity Bk Unit 2 Empires In The Middle Ages Part 1	WB	16	150	5.60	840.00
(25)	AMP	9781681612652	Core Knowledge Language Arts 4 Unit 3 Poets Journal	WB	16	150	8.36	1254.00
(26)	AMP	9781681612195	Core Knowledge Language Arts 4 Activity Bk Unit 5 Geology	WB	16	150	5.60	840.00
(27)	AMP	9781681618845	Core Knowledge Language Arts 4 Activity Bk Unit 7 American Revolution	WB	16	150	5.60	840.00
(28)	AMP	9781681618906	Core Knowledge Language Arts 4 Activity Bk Unit 8 Treasure Island	WB	16	150	5.60	840.00
(29)	AMP	9781681612157	Core Knowledge Language Arts 5 Reader Unit 5 Renaissance Patrons Artists/Scholars	MS	16	10	4.36	43.60
(30)	AMP	9781681612546	Core Knowledge Language Arts 5 Activity Bk Unit 1 Personal Narratives	WB	16	2	5.60	11.20
(31)	AMP	9781683910459	Core Knowledge Language Arts 5 Unit 3 Poets Journal	WB	16	140	8.36	1170.40
(32)	AMP	9781681612379	Core Knowledge Language Arts 5 Activity Bk Unit 4 Adventures Of Don Quixote	WB	16	49	5.60	274.40

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

DRAFT QUOTE

Bill To: George Washington Academy Attn: Office 2277 S 3000 E St George, UT 84790		Ship To: George Washington Academy Attn: Office 2277 S 3000 E St George, UT 84790						
Account Number 511203 Date 03/26/2026	Draft Number 113360							
Line #	Pub	ISBN-13	Description	Ty	Yr	Qty	Price	Amount

Comments:

Subtotal	31,980.12
Shipping	1,103.31
Sales Tax	0.00
Estimated Total	\$33,083.43

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.



Price Quote

Amplify

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

Quote #: Q-745294-1
 PQ #: PQ 250927-479635
 Date: 3/26/2026
 Expires On: 4/25/2026
 Delivery Service Level: Standard

Customer Contact Information

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

Amplify Contact Information

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

Grade K

PRODUCT	ISBN	QUANTITY	PRICE	TOTAL DISCOUNT	TOTAL PRICE
Amplify CKLA 2nd Ed GK Skills Picture Reader	978-1-94201-027-2	2.00	\$4.36	\$0.00	\$8.72
CKLA 2nd Edition GK Skills U8 Reader: Sam	978-1-68391-014-5	3.00	\$4.36	\$0.00	\$13.08
Amplify CKLA 2nd Ed GK Skills U1 Activity Book	978-1-68161-064-1	148.00	\$5.60	\$0.00	\$828.80
Amplify CKLA 2nd Ed GK Skills U2 Activity Book	978-1-68161-065-8	148.00	\$5.60	\$0.00	\$828.80
Amplify CKLA 2nd Ed GK Skills U3 Activity Book	978-1-68161-066-5	146.00	\$5.60	\$0.00	\$817.60
Amplify CKLA 2nd Ed GK Skills U4 Activity Book	978-1-68161-067-2	148.00	\$5.60	\$0.00	\$828.80
CKLA 2nd Edition GK Skills U5 Activity Book	978-1-68161-068-9	146.00	\$5.60	\$0.00	\$817.60
CKLA 2nd Edition GK Skills U6 Activity Book	978-1-68161-069-6	146.00	\$5.60	\$0.00	\$817.60

PRODUCT	ISBN	QUANTITY	PRICE	TOTAL DISCOUNT	TOTAL PRICE
CKLA 2nd Edition GK Skills U7 Activity Book	978-1-68161-070-2	145.00	\$5.60	\$0.00	\$812.00
CKLA 2nd Edition GK Skills U8 Activity Book	978-1-68161-071-9	146.00	\$5.60	\$0.00	\$817.60
CKLA 2nd Edition GK Skills U9 Activity Book	978-1-68161-072-6	144.00	\$4.36	\$0.00	\$627.84
CKLA 2nd Edition GK Skills U10 Activity Book	978-1-68161-073-3	148.00	\$5.60	\$0.00	\$828.80
TOTAL				\$0.00	\$8,047.24

Grade 1

PRODUCT	ISBN	QUANTITY	PRICE	TOTAL DISCOUNT	TOTAL PRICE
Amplify CKLA 2nd Edition G1 Skills Student Readers, All Units (1 of each)	978-1-68391-221-7	6.00	\$19.96	\$0.00	\$119.76
CKLA 2nd Edition G1 Skills Activity Books, All Units (1 of each)	978-1-942010-46-3	150.00	\$32.00	\$0.00	\$4,800.00
TOTAL				\$0.00	\$4,919.76

Grade 2

PRODUCT	ISBN	QUANTITY	PRICE	TOTAL DISCOUNT	TOTAL PRICE
CKLA 2nd Edition G2 Skills Activity Books, All Units (1 of each)	978-1-942010-48-7	150.00	\$32.00	\$0.00	\$4,800.00
Amplify CKLA 2nd Ed G2 Knowledge Consumable Set	978-1-942010-51-7	30.00	\$7.00	\$0.00	\$210.00
CKLA 2nd Edition G2 Skills Teacher Guide Set, All Units: 1-6 (1 of each)	978-1-68161-864-7	1.00	\$1,000.00	\$0.00	\$1,000.00
Amplify CKLA 2nd Ed G2 Knowledge Image Card Set	978-1-68161-889-0	1.00	\$399.00	\$0.00	\$399.00
TOTAL				\$0.00	\$6,409.00

Grade 3

PRODUCT	ISBN	QUANTITY	PRICE	TOTAL DISCOUNT	TOTAL PRICE
Amplify CKLA 2nd Ed G3 U4 Reader: Stories Of Ancient Rome	978-1-68161-224-9	4.00	\$4.36	\$0.00	\$17.44
Amplify CKLA 2nd Ed G3 U7 Reader: What's In Our Universe?	978-1-68161-225-6	12.00	\$4.36	\$0.00	\$52.32
Amplify CKLA Cursive Activity Book	978-1-68161-795-4	145.00	\$35.00	\$0.00	\$5,075.00
Amplify CKLA G3 Vikings Quest Student Activity book	978-1-68161-229-4	116.00	\$4.36	\$0.00	\$505.76
TOTAL				\$0.00	\$5,650.52

Grade 4

PRODUCT	ISBN	QUANTITY	PRICE	TOTAL DISCOUNT	TOTAL PRICE
Amplify CKLA 2nd Ed G4 U1 Activity Book: Personal Narratives	978-1-68161-235-5	150.00	\$5.60	\$0.00	\$840.00
Amplify CKLA 2nd Ed G4 U2 Activity Book: Empires In The Middle Ages Part 1	978-1-68161-267-6	150.00	\$5.60	\$0.00	\$840.00
Amplify CKLA 2nd Ed G4 U3 Poet's Journal	978-1-68161-265-2	150.00	\$8.36	\$0.00	\$1,254.00
Amplify CKLA 2nd Ed G4 U5 Activity Book: Geology	978-1-68161-219-5	150.00	\$5.60	\$0.00	\$840.00
Amplify CKLA 2nd Ed G4 U7 Activity Book: American Revolution	978-1-68161-884-5	150.00	\$5.60	\$0.00	\$840.00
Amplify CKLA 2nd Ed G4 U8 Activity Book: Treasure Island	978-1-68161-890-6	150.00	\$5.60	\$0.00	\$840.00
TOTAL				\$0.00	\$5,454.00

Grade 5

PRODUCT	ISBN	QUANTITY	PRICE	TOTAL DISCOUNT	TOTAL PRICE
Amplify CKLA 2nd Ed G5 U5 Reader: Renaissance: Patrons, Artists, And Scholars	978-1-68161-215-7	10.00	\$4.36	\$0.00	\$43.60

PRODUCT	ISBN	QUANTITY	PRICE	TOTAL DISCOUNT	TOTAL PRICE
Amplify CKLA 2nd Ed G5 U1 Activity Book: Personal Narratives	978-1-68161-254-6	2.00	\$5.60	\$0.00	\$11.20
Amplify CKLA 2nd Ed G5 U3 Poet's Journal	978-1-68391-045-9	140.00	\$8.36	\$0.00	\$1,170.40
Amplify CKLA 2nd Ed G5 U4 Activity Book: Adventures Of Don Quixote	978-1-68161-237-9	49.00	\$5.60	\$0.00	\$274.40
TOTAL				\$0.00	\$1,499.60

Shipping and Handling

SHIPPING AND HANDLING	DELIVERY SERVICE LEVEL	SHIPPING COST	TOTAL DISCOUNT	TOTAL PRICE
Amplify Shipping and Handling	Standard	\$3,837.61	\$1,279.07	\$2,558.54

TOTAL DISCOUNT \$1,279.07
 GRAND TOTAL \$34,538.66

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: 07/01/2026 until //.
- Professional Development (PD) Services:
 - For purchases made on or before 12/31/25, unless otherwise stated above, PD Services expire 18 months from the order date. Any unused PD Services after 18 months will be forfeited.
 - For purchases on or after 1/1/26, please visit <http://amplify.com/pd-expirationterms> for information about the term for PD Services and when they expire, unless otherwise outlined herein.
- All other services: 18 months from order date. Unless otherwise stated above, all other services purchased must be scheduled and delivered within such term or will be forfeited.

Special Terms:

- FOR SHIPPED MATERIALS:
 - 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. We accept: **Purchase Orders** (fastest), **Credit Cards**, **ACH/Wire**, and **Checks**.

Visit [amplify.com/ordering-support](https://www.amplify.com/ordering-support) for ordering instructions.

Option 1: Purchase Order (For Fastest Processing, we recommend you submit a purchase order via our website: [amplify.com/ordering-support](https://www.amplify.com/ordering-support))

Submit your signed purchase order using any method below:

- **Online:** service.amplify.com/submit-a-po
- **Email:** IncomingPO@amplify.com
- **Fax:** (646) 403-4700

Required with your Purchase Order:

- Copy of your Price Quote
- Tax-Exemption Certificate (if applicable)

Option 2: Pay in Advance

- **Credit Card:** Visit service.amplify.com/make-a-payment
- **ACH/Wire:** Visit service.amplify.com/make-a-payment for Amplify banking details
- **Check:**

Amplify Education, Inc.
P.O. Box 392294
Pittsburgh, PA 15251-9294

Note: To ensure timely and accurate processing, customers making Wire or ACH payments must email remittance details to accountsreceivable@amplify.com. If paying by check, include your quote number on your check. Check payments add up to 2 weeks processing time.

Important: Sales tax is not included in quotes and may apply to your order. Please notify your sales representative of any prepayments and their details.

This Price Quote is subject to the Customer Terms & Conditions of Amplify Education, Inc. attached and available at [amplify.com/customer-terms](https://www.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.

Terms & Conditions

1. **Scope.** These Customer Terms and Conditions are a legal agreement between Amplify Education, Inc. ("Amplify") and the local education agency or authority, school district, school network, independent school, or other regional education system ("Customer") for the license and use of one or more of Amplify products or services (the "Products"), as specified in the receipt, price quote, proposal, renewal letter, or other ordering document containing the details of this purchase (the "Quote"). These Customer Terms and Conditions, all addenda, attachments, and the Quote, as applicable (together, the "Agreement"), constitute the entire agreement between the parties relating to the subject matter hereof. The provisions of this Agreement will supersede any conflicting terms and conditions in any Customer purchase order, other correspondence or verbal communication, and will supersede and cancel all prior agreements, written or oral, between the parties relating to the subject matter hereof.

2. Agreement Acceptance. This Agreement becomes effective at the earliest of the following: (i) issuing a purchase order, shipment request, or payment against the Quote; (ii) accessing, downloading, or using the Products; or (iii) otherwise accepting this Agreement. This term of the Agreement will be as specified in the Quote and may be renewed or extended by mutual agreement of the parties. Customer represents and warrants that: (1) Customer is of legal age to accept this Agreement; (2) Customer is authorized to accept this Agreement and to access and use the Products; and (3) Customer's use of the Products will comply at all times with Amplify's [Acceptable Use Policy](#) available at amplify.com/acceptable-use ("AUP"). The Customer may not access, download, or use the Products if the Customer does not agree to this Agreement.

3. License. Subject to the terms and conditions of the Agreement, Amplify grants to Customer a non-exclusive, non-transferable, non-sublicensable license to access and use, and permit Authorized School Users, as defined below, to access and use the Products in accordance with the AUP, for the duration specified in the Quote (the "Term"), and for the number of Authorized School Users specified in the Quote for whom Customer has paid the applicable fees to Amplify. "Authorized School User" means the K-12 students registered or authorized for instruction with Customer and the educators, agents and staff members who use the Products as authorized by Customer who Customer permits to access and use the Products subject to the terms and conditions of the Agreement, solely while such individual is so employed or so registered. Each Authorized School User's access and use of the Products will be subject to the AUP in addition to the terms and conditions of the Agreement. Violations of this Agreement or the AUP may result in suspension or termination of the applicable account.

4. Restrictions. Customer may access and use the Products solely for non-commercial instructional and administrative purposes. Guidelines for such purposes may be set forth at <https://amplify.com/amplify-program-usage-guidelines/> and additional guidelines may be detailed in materials associated with the Product the Customer is accessing. Further, Customer may not, except as expressly authorized by Amplify: (a) copy, modify, translate, distribute, disclose, or create derivative works based on the contents of, sell, or otherwise exploit, the Products, or any part thereof; (b) decompile, disassemble, reverse engineer the Products, or otherwise use the Products to develop functionally similar products or services; (c) modify, alter, or delete any of the copyright, trademark, or other proprietary notices in or on the Products; (d) rent, lease, or lend the Products or use the Products for the benefit of any third party; (e) avoid, circumvent, or disable any security or digital rights management device, procedure, protocol, or mechanism in the Products; (f) use any content from the Products, including but not limited to text, images, videos, assessments, lesson plans, or code, as input or training material for any machine learning or artificial intelligence system, including large language models, neural networks, or other algorithmic models, for any purposes, commercial or non-commercial; or (g) permit any Authorized School User or third party to do any of the foregoing. Customer also agrees that any works created in violation of this section are derivative works, and, as such, Customer agrees to assign, and hereby assigns, all right, title, and interest in such works to Amplify. The Products and derivatives thereof may be subject to export control laws, restrictions, regulations, and orders of the U.S. and other jurisdictions (together, "Export Laws"). Customer agrees to comply with all applicable Export Laws, and will not, and will not permit Authorized School Users to, export, or transfer for the purpose of re-export, any Product to any prohibited or embargoed country in violation of any U.S. export law or regulation. Further, Customer represents that it is not a party subject to sanctions by the U.S. Office of Foreign Assets Control or included on any restricted party list maintained by the U.S. Bureau of Industry and Security. The software and associated documentation portions of the Products are "commercial items" (as defined at 48 CFR 2.101), comprising "commercial computer software" and "commercial computer software documentation," as those terms are used in 48 CFR 12.212. Accordingly, if Customer is the U.S. Government or its contractor, Customer will receive only those rights set forth in this Agreement in accordance with 48 CFR 227.7201-227.7204 (for Department of Defense and their contractors) or 48 CFR 12.212 (for other U.S. Government licensees and their contractors).

5. Reservation of Rights. SUBSCRIPTION PRODUCTS ARE LICENSED, NOT SOLD. Subject to the limited rights expressly granted hereunder, all rights, title, and interest in and to all Products, including all related IP Rights, are and will remain the sole and exclusive property of Amplify or its third-party licensors. "IP Rights" means, collectively, rights under patent, trademark, copyright, and trade secret laws, and any other intellectual property or proprietary rights recognized in any country or jurisdiction worldwide. Customer must promptly notify Amplify of any violation of Amplify's IP Rights in the Products, and will reasonably assist Amplify as necessary to remedy any such violation. Amplify Products are protected by patents (see amplify.com/virtual-patent-marking). Amplify reserves the right to update or modify the Products at any time and to discontinue the Products upon reasonable notice.

6. 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 will 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.

7. 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 to Amplify by Customer within 60 days of receipt. In such case, Customer may not return Products without Amplify's written authorization.

8. **Account Information.** For subscription Products, the authentication of Authorized School Users is based in part upon information supplied by Customer or Authorized School Users, as applicable. Customer will and will cause its Authorized School Users to (a) provide accurate information to Amplify or a third-party service as applicable, and promptly report any changes to such information, (b) not share login credentials or otherwise 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 School 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 School Users.

9. **Confidentiality.** Customer acknowledges that, in connection with this Agreement, Amplify has provided or will provide to Customer and its Authorized School Users certain sensitive or proprietary information, including software, source code, assessment instruments, research, designs, methods, processes, customer lists, training materials, product documentation, know-how, or 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.

10. **Student Data.** The parties acknowledge and agree that in the course of providing the Products to the Customer, Amplify may collect, receive, or generate information that directly relates to an identifiable student of Customer ("Student Data"). Student Data may include personal information from a student's "educational records," as defined by the Family Educational Rights and Privacy Act of 1974 ("FERPA"). Student Data is owned and controlled by the Customer and Amplify receives Student Data as a "school official" under Section 99.31 of FERPA for the purpose of providing the Products hereunder. Individually and collectively, Amplify and Customer agree to uphold our obligations, as applicable, under FERPA, the Children's Online Privacy Protection Act ("COPPA"), the Protection of Pupil Rights Amendment ("PPRA"), and applicable state laws relating to student data privacy. Amplify's Customer [Privacy Policy](#) at amplify.com/customer-privacy ("Privacy Policy") will govern collection, use, and disclosure of Student Data collected or stored on behalf of Customer under this Agreement. In addition, Amplify has entered into the data privacy agreements listed at amplify.com/privacy-security aligned with state and national templates to facilitate compliance with applicable state laws and help expedite Customer's student data privacy documentation process. Customer is responsible for providing notice and obtaining appropriate consents under applicable laws to authorize Authorized School Users' use of the Products, including making a copy of the [Privacy Policy](#) available to the parents or guardians of users who are under the age of 13.

11. **Customer Materials and Requirements.** 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 School 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 amplify.com/customer-requirements.

12. **Warranty Disclaimer.** PRODUCTS ARE PROVIDED "AS IS" AND WITHOUT WARRANTY OF ANY KIND BY AMPLIFY. AMPLIFY EXPRESSLY DISCLAIMS ALL WARRANTIES, EXPRESS OR IMPLIED, INCLUDING ANY WARRANTY AS TO TITLE, NON-INFRINGEMENT, MERCHANTABILITY, OR FITNESS FOR A PARTICULAR PURPOSE OR USE. CUSTOMER ASSUMES RESPONSIBILITY FOR SELECTING THE PRODUCTS TO ACHIEVE CUSTOMER'S INTENDED RESULTS AND FOR THE ACCESS AND USE OF THE PRODUCTS, INCLUDING THE RESULTS OBTAINED FROM THE PRODUCTS. WITHOUT LIMITING THE FOREGOING, AMPLIFY MAKES NO WARRANTY THAT THE PRODUCTS WILL BE ERROR-FREE OR FREE FROM INTERRUPTIONS OR OTHER FAILURES OR WILL MEET CUSTOMER'S REQUIREMENTS. AMPLIFY IS NEITHER RESPONSIBLE NOR LIABLE FOR ANY THIRD-PARTY CONTENT OR SOFTWARE INCLUDED IN PRODUCTS, INCLUDING THE ACCURACY, INTEGRITY, COMPLETENESS, QUALITY, LEGALITY, USEFULNESS, OR SAFETY OF, OR IP RIGHTS RELATING TO, SUCH THIRD-PARTY CONTENT AND SOFTWARE. ANY ACCESS TO OR USE OF SUCH THIRD-PARTY CONTENT AND SOFTWARE MAY BE SUBJECT TO THE TERMS AND CONDITIONS AND INFORMATION COLLECTION, USAGE, AND DISCLOSURE PRACTICES OF THIRD PARTIES.

13. **Limitation of Liability.** TO THE EXTENT SUCH LIMITATION IS NOT PROHIBITED BY APPLICABLE LAW, IN NO EVENT WILL AMPLIFY BE LIABLE TO CUSTOMER OR TO ANY AUTHORIZED SCHOOL 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 SUCH LIMITATION IS NOT PROHIBITED 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, MAY 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 WILL AMPLIFY BE LIABLE FOR ANY CONSEQUENCES OF ANY UNAUTHORIZED USE OF THE PRODUCTS BY AN AUTHORIZED SCHOOL USER THAT VIOLATES THIS AGREEMENT OR ANY APPLICABLE LAW OR REGULATION.

14. Termination. Without prejudice to any rights either party may have under this Agreement, in law, equity, or otherwise, a party will have the right to terminate this Agreement if the other party (or in the case of Amplify, an Authorized School 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 for the cost of any continued use of the Products following termination. Upon termination, Amplify will return or destroy any Student Data provided to Amplify hereunder. Notwithstanding the foregoing, nothing will require Amplify to return or destroy any data that does not include Student Data, including de-identified information or data that is derived from access to Student Data but which does not contain Student Data. Sections 3-14 will survive the termination of this Agreement.

15.

Miscellaneous. This Agreement may not be modified except in writing signed by both parties. All defined terms in this Agreement will apply to their singular and plural forms, as applicable. The word "including" means "including without limitation." For United States-based Customers, this Agreement will be governed by and construed and enforced in accordance with the laws of the U.S., state, commonwealth, or territory in which Customer resides based on the address set forth in the Quote, without regard to that state's, commonwealth's, or territory's choice of law rules. For Customers based outside of the United States, this Agreement will be governed by the laws of the U.S., 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 will 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 School User without the prior written consent of Amplify. If one or more of the provisions contained in this Agreement will for any reason be held to be unenforceable at law, such provisions will 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 will 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, pandemic, 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. Each party represents and warrants that it has all necessary right, power, and authority to enter into this Agreement and to comply with the obligations hereunder.

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: Into Math Curriculum for the 2026-2027 School Year

Submitted by: B. Clark

Originating Committee: NA

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:

This is our annual curriculum purchase for our Into Math program. The cost includes all digital licenses, student workbooks, teacher materials, and comprehensive resources needed to support math instruction for all K–5 students.

Background Information, including a list of reviewing committees:

Assessment:

Grade-level teams have carefully reviewed their needs and collaborated with our purchasing secretary to compile this list.

Recommendation:

We recommend approving this purchase to support our Math curriculum for the 2026–2027 school year.

Please submit this form with all accompanying paperwork to the Board Clerk, Shelbi Kelly, at skelly@gwacademy.org by the 15th day of the month of the Board meeting.



Submitted By: Jessica Bentley

Date: 7/1/26 Vendor: _____

Website/Contact Info: Mountain State

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. # 2026-360

School Credit Card Purchase

School Credit Card (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
140		K student digital licenses	31. ⁰⁰	4,340. ⁰⁰
5		K teacher " "	—	—
141		K student workbooks	6. ⁵⁰	916. ⁵⁰
140		1st student digital licenses		
5		1st teacher " "	—	—
140		1st student workbooks - Hmwk	6. ⁵⁰	1040. ⁰⁰
140		2nd student digital licenses	31. ⁰⁰	4,340. ⁰⁰
5		2nd teacher " "	—	—
1		2nd student teacher collection		176. ⁷⁵
95		2nd student workbooks - Hmwk	6. ⁵⁰	617. ⁵⁰
140		3rd student digital licenses	31. ⁰⁰	4,340. ⁰⁰
5		3rd teacher " "	—	—

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: 641

700 Property Budget Detail: _____

Principal Discretionary Land Trust
Curriculum CCA

Student Incentives

Special Education

Other: Bill as of July 1st 2026

Notes: 26-27 school year

Procurement:
If the item is over \$100 and/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	\$ 40,009. ⁶⁵
Shipping	230. ⁶⁴
Sales Tax	
TOTAL	\$ 40,240. ²⁹

[Signature] 4/10/26
Executive Director's Approval (For purchases up to \$2,000) Date

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

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



Submitted By: _____

Date: _____ Vendor: _____

Website/Contact Info: _____

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. # _____

School Credit Card Purchase _____

School Credit Card (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
87		3rd Student workbooks + Hmwk	12.20	1061.40
140		4th student digital licenses	31.00	4,340.00
5		4th teacher " "	—	—
150		4th student workbooks + hmwk	6.50	975.00
140		5th student digital licenses	31.00	4,340.00
5		5th teacher " "	—	—
142		5th student workbooks + Hmwk	6.50	923.00
120		6th student digital licenses	31.00	3,720.00
3		6th teacher " "	—	—
100		6th student workbooks	6.50	650.00
80		7th student digital licenses	31.00	2,480.00
1		7th teacher " "	154.50	154.50

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: 6-11

700 Property Budget Detail: _____

Principal Discretionary Land Trust
 Curriculum CCA
 Student Incentives
 Special Education

Other: _____

Notes: _____

Procurement:
 If the item is over \$100 and/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	

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



DRAFT QUOTE

Bill To: George Washington Academy Attn: Office 2277 S 3000 E St George, UT 84790		Ship To: George Washington Academy Attn: Office 2277 S 3000 E St George, UT 84790	
Account Number	511203	Draft Number	113461
Date	04/02/2026		

Line #	Pub	ISBN-13	Description	Ty	Yr	Qty	Price	Amount
(1)	HMH	9780358951018	Into Math K-5 Student License VRS1 w/Classcraft VRS 1Yr OLA	OX	24	140	31.00	4340.00
(2)	HMH	9780358951025	Into Math K-5 Teacher License VRS1 w/Classcraft VRS 1Yr OLA	OX	24	5	N/C	0.00
(3)	HMH	9780358153689	Into Math K SE Collection	TX	20	141	6.50	916.50
(4)	HMH	9780358951018	Into Math K-5 Student License VRS1 w/Classcraft VRS 1Yr OLA	OX	24	140	31.00	4340.00
(5)	HMH	9780358951025	Into Math K-5 Teacher License VRS1 w/Classcraft VRS 1Yr OLA	OX	24	5	N/C	0.00
(6)	HMH	9780358608493	Into Math 1 SE Collection w/Practice/Homework Journal Set	TX	20	160	6.50	1040.00
(7)	HMH	9780358951018	Into Math K-5 Student License VRS1 w/Classcraft VRS 1Yr OLA	OX	24	140	31.00	4340.00
(8)	HMH	9780358951025	Into Math K-5 Teacher License VRS1 w/Classcraft VRS 1Yr OLA	OX	24	5	N/C	0.00
(9)	HMH	9780358132677	Into Math 2 TE Collection	TE	20	1	176.75	176.75
(10)	HMH	9780358608509	Into Math 2 SE Collection w/Practice/Homework Journal Set	TX	20	95	6.50	617.50
(11)	HMH	9780358951018	Into Math K-5 Student License VRS1 w/Classcraft VRS 1Yr OLA	OX	24	140	31.00	4340.00
(12)	HMH	9780358951025	Into Math K-5 Teacher License VRS1 w/Classcraft VRS 1Yr OLA	OX	24	5	N/C	0.00
(13)	HMH	9780358111016	Into Math 3 Practice/Homework Journal	WB	20	87	12.20	1061.40
(14)	HMH	9780358951018	Into Math K-5 Student License VRS1 w/Classcraft VRS 1Yr OLA	OX	24	140	31.00	4340.00
(15)	HMH	9780358951025	Into Math K-5 Teacher License VRS1 w/Classcraft VRS 1Yr OLA	OX	24	5	N/C	0.00
(16)	HMH	9780358608523	Into Math 4 SE Collection w/Practice/Homework Journal Set	TX	20	150	6.50	975.00
(17)	HMH	9780358951018	Into Math K-5 Student License VRS1 w/Classcraft VRS 1Yr OLA	OX	24	140	31.00	4340.00
(18)	HMH	9780358951025	Into Math K-5 Teacher License VRS1 w/Classcraft VRS 1Yr OLA	OX	24	5	N/C	0.00



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

DRAFT QUOTE

Bill To:
George Washington Academy
Attn: Office
2277 S 3000 E
St George, UT 84790

Ship To:
George Washington Academy
Attn: Office
2277 S 3000 E
St George, UT 84790

Account Number 511203
Date 04/02/2026

Draft Number 113461

Line #	Pub	ISBN-13	Description	Ty	Yr	Qty	Price	Amount
(19)	HMH	9780358608530	Into Math 5 SE Collection w/Practice/Homework Journal Set	TX	20	142	6.50	923.00
(20)	HMH	9780358951032	Into Math 6-8 Student License 1Yr OLA	OX	24	120	31.00	3720.00
(21)	HMH	9780358951049	Into Math 6-8 Teacher License 1Yr OLA	OX	24	3	N/C	0.00
(22)	HMH	9780358115816	Into Math 6 SE	TX	20	100	6.50	650.00
(23)	HMH	9780358951032	Into Math 6-8 Student License 1Yr OLA	OX	24	80	31.00	2480.00
(24)	HMH	9780358951049	Into Math 6-8 Teacher License 1Yr OLA	OX	24	1	154.50	154.50
(25)	HMH	9781328951809	Into Math 7 SE	TX	20	30	6.50	195.00
(26)	HMH	9780358951032	Into Math 6-8 Student License 1Yr OLA	OX	24	30	31.00	930.00
(27)	HMH	9780358116059	Into Math 7 Accelerated SE	TX	20	20	6.50	130.00

Comments:

Subtotal	40,009.65
Shipping	230.64
Sales Tax	0.00
Estimated Total	\$40,240.29

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.



PROPOSAL FOR BOARD ACTION

Proposal Title: Leader in Me Subscription & Coaching Day

Submitted by: B. Clark

Originating Committee: NA

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:

Every year we need to subscribe to the Leader in Me Program to retain our Leader in Me status and to gain access to the online library of resources and lessons we use for part of our leadership and character education program. This invoice includes all the materials needed for all employees, gives access to leader in me online for all employees as well as provides one day of coaching for our faculty & staff or lighthouse teams.

Background Information, including a list of reviewing committees:

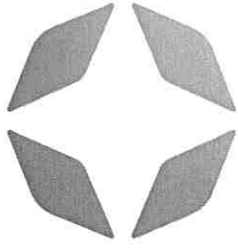
Assessment:

We could love to continue to utilize the leader in me program as it meets the leadership focus of our school through implementation from our teachers and specialists.

Recommendation:

We would recommend that the board approves the invoice from Franklin Covey in the amount of \$9,450.00 with \$5,600 coming from curriculum and \$3,850 coming from professional development. Our current membership expires May 1, 2026.

Please submit this form with all accompanying paperwork to the Board Clerk, Shelbi Kelly, at skelly@gwacademy.org by the 15th day of the month of the Board meeting.



Solutions Overview

Prepared For:

George Washington Academy
Created on March 31, 2026
Proposal is valid for the next 30 days

Stacy Hutchinson
Education Success Partner
+1 (208) 749-8502
stacy.hutchinson@franklincovey.com

FranklinCovey
Education

Proposal

George Washington Academy
Created on March 31, 2026
Proposal is valid for the next 30 days

Investment Summary

Total Cost	\$9,750.00
Other Discounts	-\$300.00
Final Price	\$9,450.00

Investment Detail

George Washington Academy

2026-2027 (Contract Year 1)				\$9,450.00
Subscription				\$5,600.00
Description	List Price	Quantity	Total Cost	Final Price
Membership Base	\$5,750.00	1	\$5,750.00	\$5,600.00
Professional Development				\$3,850.00
Description	List Price	Quantity	Total Cost	Final Price
Custom Coaching	\$4,000.00	1	\$4,000.00	\$3,850.00



HUGHES

GENERAL CONTRACTORS

April 10, 2026

Shannon Greer | Board of Directors – Chair
George Washington Academy
2277 South 3000 East
St. George, Utah 84790

Re: George Washington Academy Addition & Renovation
Issue: Proposed Guaranteed Maximum Price (GMP)

Attention: Shannon Greer

I just want to express my appreciation to you and all your team's efforts throughout the Pre-Construction phase of this project in assisting with all the details for a successful bid of the George Washington Academy Addition & Renovation.

We have contacted most of the major subcontractors and suppliers associated with the bid for the above referenced project. Most of the major subcontractors and suppliers have confirmed their scope(s) of work and any clarifications associated with these major subcontractors and suppliers have been reflected in the proposed GMP and/or clarified in this correspondence. If any discrepancies do surface, we would propose that these potential discrepancies be dealt with via the CM/GC Contingency Funds carried within the total GMP.

Please note that *every subcontractor and/or supplier* have noted on their proposal(s) that their price **DOES NOT** include any market increases, fuel escalation costs and/or market volatility; if these type of increases occur, their contracts will require additional compensation and/or adjustment (see below for further information). In all other categories, we have carried the anticipated lowest responsible bidder(s) for the respective scopes of work. The overall GMP reflects the following special conditions and/or allowances: These are as follows:

- 1- Due to the “on-going” **Volatility of the Market** with goods and services, we are still seeing fuel, transportation and delivery surcharges on many construction related goods and services; ie. concrete ready mix, petroleum based products, lumber & wood related products, plumbing, mechanical, electrical components, equipment and many other components, services, etc. In order to be able to continue to obtain construction and building products in a timely manner as well as meet the supplier's delivery requirements with the new demands, we are carrying a **\$35,000 ALLOWANCE** to be able to fund these additional costs that may be assessed to the construction related components. If per chance the increases exceed the allowance fund noted, we would propose that any increases be taken care of with the CM/GC Contractor Contingency. We will document every item that may be assessed for proper allocation of the requested services. Any monies left in this allowance and/or CM/GC Contractor Contingency will be returned to the George Washington Academy via a contract adjustment.

CORPORATE OFFICE
900 N. Redwood Road
P.O. Box 540700
North Salt Lake, UT 84054
P: (801) 292-1411
F: (801) 295-0530



SOUTHERN UTAH OFFICE
62 W. Industrial Road
Washington, UT 84780
P: (435) 628-0047
F: (435) 628-0328
HughesGC.com

- 2- We will do our due diligence in making official notice of awards to the proposed lowest responsible bidders and subsequently will try and procure all the materials associated with the above referenced project to avoid future material increases; however, there still may be procurement challenges that lie ahead. Upon an official Notice to Proceed, we will direct all subcontractors and suppliers to procure “ALL” materials and equipment and lock in pricing with their respective suppliers and/or vendors and while most of the suppliers and vendors will honor this “lock-in procedure”, there are still some suppliers and vendors that refuse to lock in their pricing. Consequently, material increases may be unavoidable. In order to try and mitigate this market volatility, we are recommending carrying a **\$125,000 ALLOWANCE for Potential Market Price Increases that may be incurred over the course of construction**. If these situations present itself in the future, we will review all potential material, labor and/or equipment increases and/or impacts, conditions, etc. with you and would propose that any of these potential increases be taken care of via this special allowance fund. If per chance the scope exceeds the allowance fund noted, we would propose that any increase be taken care of with the CM/GC Contractor Contingency. Any monies left in this special allowance and/or CM/GC Contractor Contingency will be returned to George Washington Academy via a contract adjustment.
- 3- There may be post bid clarifications issued to potentially clarify scope and/or design related issues. Consequently, we would recommend carrying a **Post Bid Clarification ALLOWANCE in the amount of \$40,000** to potentially cover the modifications outlined in these “official clarifications. If per chance the scope exceeds the allowance fund noted, we would propose that any increase be taken care of with the CM/GC Contractor Contingency. Any monies left in this special allowance and/or CM/GC Contractor Contingency will be returned to George Washington Academy via a contract adjustment.
- 4- All bidders have stated that they have excluded any costs associated with the adopted **2025/2026 Tariff Act**. Consequently, we would recommend that we carry a **\$75,000 ALLOWANCE** to be able to fund the tariff cost(s) associated with the materials, equipment, etc., as may be affected and/or be related to this project. If per chance the scope exceeds the allowance fund noted, we would propose that any increase be taken care of with the CM/GC Contractor Contingency. Any monies left in this special allowance and/or CM/GC Contractor Contingency will be returned to George Washington Academy via a contract adjustment.
- 5- The construction documents have outlined the “known” building elements which require demolition and/or removal and while we have a qualified selective demolition contractor in place to complete this phase of construction, we also know that typical existing buildings sometimes have unforeseen conditions and/or unidentified existing building components, structures, and/or elements which may not be identified, but which may need to be removed during the demolition process. Consequently, we would recommend **carrying a DEMOLITION ALLOWANCE of \$20,000 to potentially cover unidentified and/or existing elements which may**

require demolition, removal and/or disposal. If per chance the scope exceeds the allowance fund noted, we would propose that any increases be taken care of with the CM/GC Contractor Contingency. Any monies left in this special allowance and/or CM/GC Contractor Contingency will be returned to George Washington Academy via a contract adjustment.

- 6- Per requirements of the State of Utah, the construction documents are required to have a **“Peer” Review** to verify building codes & compliance. These documents will be submitted to a third party for final review. However, we have not yet received any word back as to the review comments. We would therefore recommend carrying an **ALLOWANCE of \$25,000 to potentially cover items that may come back from this Peer Review which may be required to be incorporated into the contract documents.** If per chance the scope exceeds the allowance fund noted, we would propose that any increases be taken care of with the CM/GC Contractor Contingency. Any monies left in this special allowance and/or CM/GC Contractor Contingency will be returned to George Washington Academy via a contract adjustment
- 7- With the recent adoption of House Bill #84, the project team of professionals have done their due diligence in the interpretation of these requirements and implementing the “known” design elements into the current construction documents; i.e. “security film” over specifically identified glazing units. However, there are still components of this legislative law that are still “undefined” and continues to be vague in nature as to the extent of location of the security film and/or other discussed requirements e.g. security film vs. ballistic glazing and/or ballistic assemblies. Currently, there are ongoing discussions with Sargeant Nash (State Security Officer) regarding whether “security film” will be sufficient at entry vestibules and/or instruction areas as well as whether a ballistic aluminum/glazing assembly will be required. *Until such time when additional requirements are implemented and/or subsequently clarified, we will continue to use the currently designed and approved security film applications from the approved list of vendors/suppliers.* However, we recommend carrying an **ALLOWANCE of \$200,000 to potentially cover additional scope requirements.** If per chance the scope exceeds the allowance fund noted, we would propose that any increases be taken care of with the CM/GC Contractor Contingency. Any monies left in this special allowance and/or CM/GC Contractor Contingency will be returned to George Washington Academy via a contract adjustment.
- 8- During the presentation of the preliminary GMP cost evaluation to the board and administration, there were discussions regarding the currently designed playground equipment in the contract documents. During these discussions, it was determined that in lieu of contracting with a specific playground equipment supplier/subcontractor for the “as-is-currently” designed playground equipment and layout(s), the board and administration would like to re-evaluate their current needs and come up with a more useable design to the meet their current day-to-day playground needs. Consequently, we will **NOT** contract with any of the proposed bidders, but we will reallocate the funds in the GMP spreadsheet into a new category; i.e. **Playground Equipment ALLOWANCE in the amount of \$600,634.** There will

be additional meetings to determine the desired scope of work at the playground and upon completion of a preliminary design, the prepared documents will then be sent out to the various playground equipment subcontractors and suppliers for design-bid competition (RFP Proposal) If per chance the scope exceeds the allowance fund noted, we would propose that any increases be taken care of with the CM/GC Contractor Contingency. Any monies left in this special allowance and/or CM/GC Contractor Contingency will be returned to George Washington Academy via a contract adjustment.

- 9- It appears that there will need to be added gas and electrical services to meet the expectations of the design requirements. Currently, we do not have information from the respective utility providers to properly analyze this; however, to be prepared for these costs, we would recommend a **Gas & Electrical Services ALLOWANCE in the amount of \$100,000.00 to potentially cover the costs associated with these service up-grades.** As such, and per the contract documents, the GMP includes this allowance for the outlined scope of work. If per chance the scope exceeds the allowance fund noted, we would propose that any increase be taken care of with the CM/GC Contractor Contingency. Any monies left in this special allowance and/or CM/GC Contractor Contingency will be returned to George Washington Academy via a contract adjustment.
- 10- The construction documents have been submitted for the required **“Peer” review** (as previously noted) as well as to the **Office of The State Fire Marshal for their final review.** At this time we have received no additional requirements for the project; however, we have often learned that the final inspection from the State Fire Marshall’s office yields additional scope enhancements. As such, we would therefore recommend carrying an **ALLOWANCE of \$15,000 to potentially cover these additional scope item(s) that may result from the review and/or inspection(s) from the State Fire Marshal.** If per chance the scope exceeds the allowance fund noted, we would propose that any increases be taken care of with the CM/GC Contractor Contingency. Any monies left in this special allowance and/or CM/GC Contractor Contingency will be returned to George Washington Academy via a contract adjustment.
- 11- While we have made every effort to review the existing soils report and account for these conditions, we would recommend carrying an **ALLOWANCE of \$200,000** to deal with the **potential removal and/or disposal and haul-off of existing materials and/or importing of structural fill material(s) and/or geogrid stabilization of existing soils** that may be required in preparation for the new construction, site improvements and/or site utility installation(s), etc. If per chance the increases exceed the allowance fund noted, we would propose that any increases be taken care of with the CM/GC Contractor Contingency. Any monies left in this special allowance and/or CM/GC Contractor Contingency will be returned to George Washington Academy via a contract adjustment.

- 12- Working on an existing campus often results in **unidentified existing underground and/or “unknown” utilities**. Consequently, to potentially cover the costs associated with capping, disconnection, rerouting and/or reconnection of existing utilities, we would recommend carrying an **ALLOWANCE of 50,000 to potentially cover these unknown conditions**. If per chance the scope exceeds the allowance fund noted, we would propose that any increases be taken care of with the CM/GC Contractor Contingency. Any monies left in this special allowance and/or CM/GC Contractor Contingency will be returned to George Washington Academy via a contract adjustment.
- 13- This project has a unique construction element, e.g. **Rammed Aggregate Piers**. While we are very familiar with this structural element, we know that there are also unique conditions associated with this phase of construction. During the pre-construction phase, the structural engineer of record will work closely with the engineer of the rammed aggregate piers to coordinate/verify soil bearing pressures, confirm and/or finalize design and depth of these structural elements, depth and/or quantity of rammed aggregate piers required, etc. As a result of many factors that can change during the installation of these piers, i.e. unknown existing conditions, potential redesign of actual and/or anticipated depth and/or quantity of piers, (and all of which can affect the critical path schedule) etc., we would recommend carrying an **ALLOWANCE of \$100,000** to cover these potential additional cost(s) and/or scope modifications that may occur. If per chance the increases exceed the allowance fund noted, we would propose that any increases be taken care of with the CM/GC Contractor Contingency. Any monies left in this allowance and/or CM/GC Contractor Contingency will be returned to George Washington Academy via a contract adjustment.
- 14- Similar to Item #8 (previously noted), discussions revealed that in addition to the playground equipment reevaluation, the site furnishings also need to be reevaluated. Consequently, we will **NOT** contract with any of the proposed bidders for the currently outlined site furnishings, but we will reallocate the funds in the GMP spreadsheet into a new category; i.e. **Site Furnishings ALLOWANCE in the amount of \$145,494**. There will be additional meetings to determine the desired site furnishings required and upon completion of a preliminary design, the prepared documents will then be sent out to the various site furnishings subcontractors and suppliers for design-bid competition (RFP Proposal). If per chance the scope exceeds the allowance fund noted, we would propose that any increases be taken care of with the CM/GC Contractor Contingency. Any monies left in this special allowance and/or CM/GC Contractor Contingency will be returned to George Washington Academy via a contract adjustment.

15- We know that there will be other situations and/or existing conditions which may surface throughout the project; consequently, we are carrying a **\$450,699 CM/GC Contractor Contingency Allowance** to cover these potential “conditions.” Any unused monies in the contingency and/or outlined “**ALLOWANCES**” will be returned to the owner under the conditions outlined in the contract.

16- As discussed in previous meetings and outlined previously in this agreement (unless specifically noted above) this proposal **DOES NOT INCLUDE** any costs for main power services and/or other utility services(except as specifically noted above), relocations, rerouting, etc., nor does it include any costs associated with the “soft” costs of the project; ie. testing, inspections, permits, fees, architectural services, FF&E, etc. It is our understanding that these are being taken care of directly by George Washington Academy.

A summary of the proposed contract GMP for the George Washington Academy Addition & Renovation is as follows:

New George Washington Academy Addition (Attachment A)	\$ 12,841,478
Add Alternate #1 Area D Lecture Hall Space (Attachment D)	2,169,896
Add Alternate #2 Site Bollards (Attachment D)	36,992
Add Alternate #3 Replace Existing Main Lobby Doors * NOT ACCEPTED *	
Add Alternate #4 Upgrade to Phenolic Toilet Prtns (Attachment D)	< 2,131 >
Identified Scope Allowances for GWA (Attachment B)	= 1,731,128
CM/GC Contingency for GWA (Attachment A)	= <u>450,699</u>

TOTAL PROPOSED GMP for George Washington Academy Addition & Renovation = \$ 17,228,062 ^

(As Detailed Above)

^ **If any of the above post bid clarifications (as noted) should effect the GMP beyond the noted allowance carried, we would propose that this be handled via a contract modification or through the CM/GC Contingency.**

If you have any other questions, comments, etc., please call.

Sincerely,
Hughes General Contractors, Inc.



Gene Madsen
Vice President

Enc: George Washington Academy-GMP Breakdown - Dated 4-10-2026 (Attach A)
George Washington Academy -Identified Scope Allowances-Dated 4-10-2026 (Attach B)
George Washington Academy Sub & Supplier List - Dated 4-10-2026 (Attach C)
George Washington Academy –Alternate Schedule - Dated 4-10-2026 (Attach D)



George Washington Academy - Addition
Guaranteed Maximum Price

April 10, 2026

Total Building Area (SF): 34,694

DESCRIPTION	TOTAL
01 00 00 GENERAL REQUIREMENTS	\$891,877
02 00 00 EXISTING CONDITIONS	\$444,120
03 00 00 CONCRETE	\$599,890
04 00 00 MASONRY	\$204,120
05 00 00 METALS	\$342,598
06 00 00 WOOD, PLASTICS, AND COMPOSITES	\$1,393,572
07 00 00 THERMAL AND MOISTURE PROTECTION	\$649,219
08 00 00 OPENINGS	\$823,762
09 00 00 FINISHES	\$1,077,899
10 00 00 SPECIALTIES	\$89,465
11 00 00 EQUIPMENT	\$700,634
12 00 00 FURNISHINGS	\$14,315
21 00 00 FIRE SUPPRESSION	\$158,577
22 00 00 PLUMBING	\$477,000
23 00 00 HEATING, VENTILATING, AND AIR CONDITIONING (HVAC)	\$707,250
26 00 00 ELECTRICAL	\$1,591,685
31 00 00 EARTHWORK	\$2,063,740
32 00 00 EXTERIOR IMPROVEMENTS	\$831,024
Base Estimate Cost	\$13,060,747

FEES		TOTAL
Construction Management Fee	2.90%	\$435,676
General Liability Insurance	0.45%	\$67,605
Bond	0.62%	\$80,578
Contractors Contingency	3.00%	\$450,699
Desing Fee		\$928,000
Base Estimate Fees		\$1,962,558

BASE ESTIMATE TOTAL	\$15,023,305
----------------------------	---------------------



April 10, 2026

Total Building Area (SF): 34,694

DESCRIPTION	QUANTITY	UNIT	TOTAL
01 00 00 GENERAL REQUIREMENTS			
TOTAL: 01 00 00 GENERAL REQUIREMENTS			\$891,877

02 00 00 EXISTING CONDITIONS				
Market Volatility Allowance	1.00	allow	\$35,000.00	\$35,000
Market Increases Allowance	1.00	allow	\$125,000.00	\$125,000
Post Bid Clarifications	1.00	ls	\$40,000.00	\$40,000
Tariff Allowance	1.00	allow	\$75,000.00	\$75,000
Trade Specific Layout & GPS Modeling	1.00	ls	\$25,000.00	\$25,000
Demolition - Selective	1.00	ls	\$62,870.00	\$62,870
<i>Subcontractor: Lannister Demolition</i>				
Disconnect/Relocation of Existing Fixtures & Equipment	1.00	ls	\$20,000.00	\$20,000
Existing Demolition Allowance	1.00	allow	\$20,000.00	\$20,000
Demolition - Tree Removal	1.00	ls	\$21,250.00	\$21,250
<i>Subcontractor: Diamond Tree Experts</i>				
Notes: Stump and root removal included				
Sawcutting	1.00	ls	\$20,000.00	\$20,000
TOTAL: 02 00 00 EXISTING CONDITIONS			\$444,120	

03 00 00 CONCRETE				
Building Concrete	1.00	ls	\$570,678.00	\$570,678
<i>Subcontractor: Hughes GC</i>				
Sealed Concrete	1.00	ls	\$8,195.00	\$8,195
<i>Subcontractor: Intermountain Concrete Polishing</i>				
Reinforcing - Install	1.00	ls	\$6,027.00	\$6,027
<i>Subcontractor: JCA</i>				
Reinforcing - Supply	1.00	ls	\$14,990.00	\$14,990
<i>Subcontractor: Bellis Steel</i>				
TOTAL: 03 00 00 CONCRETE			\$599,890	

04 00 00 MASONRY				
Masonry	1.00	ls	\$204,120.00	\$204,120
<i>Subcontractor: BA Robinson</i>				
TOTAL: 04 00 00 MASONRY			\$204,120	

05 00 00 METALS				
Safety Gates, Misc Metals & Steel Exclusions	1.00	ls	\$75,000.00	\$75,000
Structural Steel - Fabrication	1.00	ls	\$75,498.00	\$75,498
<i>Subcontractor: Theobald Construction</i>				
Notes: Bid per S sheets only				
Metal Deck	1.00	ls	\$5,500.00	\$5,500
Notes: For landing at steel stairs				
Special Steel Framing Embeds	1.00	ls	\$19,000.00	\$19,000
Misc Metals - Bolts	1.00	ls	\$6,000.00	\$6,000
Structural & Peer Review Allowance	1.00	allow	\$25,000.00	\$25,000
Notes: Allowance				
Ornamental Handrail Cap/Edge Finish Treatments	1.00	ls	\$25,000.00	\$25,000
Ornamental Railings	1.00	ls	\$111,600.00	\$111,600
<i>Subcontractor: Metal Line</i>				
Notes: Peterson Co stainless steel slotted panels in lieu of Accurate Perforating in order to save more in freight costs				
TOTAL: 05 00 00 METALS			\$342,598	



April 10, 2026

Total Building Area (SF): 34,694

DESCRIPTION	QUANTITY	UNIT	TOTAL
06 00 00 WOOD, PLASTICS, AND COMPOSITES			
Temporary Demising Wall	1.00	ls	\$40,000.00
Wood Framing	1.00	ls	\$741,386.00
<i>Subcontractor: Zitting Framing</i>			
Finish Carpentry & Misc Finish Carpentry Elements	1.00	ls	\$33,000.00
Millwork	1.00	ls	\$579,186.12
<i>Subcontractor: Huetter Mill</i>			
Notes: Includes wall paneling including benches, display cases, wall shelving, reinstalling existing cabinets			
TOTAL: 06 00 00 WOOD, PLASTICS, AND COMPOSITES			\$1,393,572

07 00 00 THERMAL AND MOISTURE PROTECTION			
Dampproofing	1.00	ls	\$35,000.00
Notes: No information provided			
Air Barrier - Fluid Applied	1.00	ls	\$44,670.00
<i>Subcontractor: Superdry Waterproofing</i>			
Notes: ABBA certified, scope located at masonry and fascia areas			
Insulation	1.00	ls	\$60,403.00
<i>Subcontractor: Daw</i>			
Notes: Includes polyiso behind masonry veneer			
EIFS	1.00	ls	\$189,535.00
<i>Subcontractor: Hunsaker Exteriors</i>			
Notes: Synergy brand EIFS			
Roofing	1.00	ls	\$265,020.00
<i>Subcontractor: XD Roofing</i>			
Notes: 60 Mil, PVC mechanical attached, fluid applied air barrier, no coverboard, Class A roof			
Expansion Joint Covers	1.00	ls	\$24,591.00
<i>Subcontractor: Architectural Components</i>			
Notes: Using Inpro as equal to Nystorm			
Joint Sealants	1.00	ls	\$30,000.00
TOTAL: 07 00 00 THERMAL AND MOISTURE PROTECTION			\$649,219

08 00 00 OPENINGS			
Doors, Frames & Hardware Supply	1.00	ls	\$93,499.00
<i>Subcontractor: ABS Door</i>			
Notes: VT Opening Doors, 16 ga metal door, keying included			
Install Doors & Hardware	1.00	ls	\$12,420.00
<i>Subcontractor: ABS Door</i>			
Install Hollow Metal Frames	1.00	ls	\$3,900.00
Handling Doors, Frames, & Hardware	1.00	ls	\$7,800.00
Access Doors	1.00	ls	\$5,000.00
Storefront	1.00	ls	\$485,725.00
<i>Subcontractor: Jones Paint & Glass</i>			
Notes: Includes demonstration mirrios, delegated design, and Nana Wall folding glass doors			
House Bill 84 Allowance	1.00	allow	\$200,000.00
Notes: Allowance			
Security Film	1.00	ls	\$15,418.00
<i>Subcontractor: Safe Haven Defense</i>			
Notes: Riot resistant film			
TOTAL: 08 00 00 OPENINGS			\$823,762

09 00 00 FINISHES			
Trade Specific Survey & Layout	1.00	ls	\$24,174.00
			\$24,174



April 10, 2026

Total Building Area (SF): 34,694

DESCRIPTION	QUANTITY	UNIT	TOTAL	
Dumpster & Clean-up	1.00	ls	\$55,000.00	\$55,000
Final Cleaning Subcontractor	1.00	ls	\$25,445.00	\$25,445
Drywall & Acoustical Ceilings	1.00	ls	\$452,352.00	\$452,352
<i>Subcontractor: B&S Drywall</i>				
Notes: Level 4 finish, includes linear wood ceiling & acoustical sealants, no vapor retarder or metal backing				
Patch & Repair Existing Finishes	1.00	ls	\$19,000.00	\$19,000
Ceramic Tile	1.00	ls	\$184,404.00	\$184,404
<i>Subcontractor: Bottema Tile</i>				
General Flooring Prep	1.00	ls	\$52,041.00	\$52,041
Resilient Flooring	1.00	ls	\$48,615.00	\$48,615
<i>Subcontractor: Wall 2 Wall</i>				
Carpet Tile	1.00	ls	\$103,048.00	\$103,048
<i>Subcontractor: Wall 2 Wall</i>				
Final Touch-Up Painting	1.00	ls	\$19,000.00	\$19,000
Painting	1.00	ls	\$94,820.00	\$94,820
<i>Subcontractor: The Touch Painting</i>				
Notes: Includes masonry water repellents				
Vinyl Wall Coverings	1.00	ls	\$0.00	\$0
<i>Subcontractor: By Owner</i>				
Notes: Owner Provided Owner Installed				
TOTAL: 09 00 00 FINISHES			\$1,077,899	

10 00 00 SPECIALTIES				
Signage - Interior	1.00	ls	\$35,890.00	\$35,890
<i>Subcontractor: Star Sign</i>				
Notes: No data cables for new location of monument sign				
Free Standing Shelves	1.00	ls	\$0.00	\$0
<i>Subcontractor: By Owner</i>				
Notes: Owner Provided Owner Installed				
Marker Boards	1.00	ls	\$0.00	\$0
<i>Subcontractor: By Owner</i>				
Notes: Owner Provided Owner Installed				
Promethean Boards	1.00	ls	\$0.00	\$0
<i>Subcontractor: By Owner</i>				
Notes: Owner Provided Owner Installed				
Toilet & Bath Accessories	1.00	ls	\$8,015.00	\$8,015
<i>Subcontractor: Cannon Sales</i>				
Notes: Per finish schedule				
Toilet Partitions	1.00	ls	\$38,385.00	\$38,385
<i>Subcontractor: Cannon Sales</i>				
Notes: Cannon Sales stated that even if 4 inch ground clearance for partitions is approved by architect they will not be responsible if the inspector does not approve it.				
Corner Guards	1.00	ls	\$0.00	\$0
Notes: Not included				
Fire Extinguisher	1.00	ls	\$7,175.00	\$7,175
<i>Subcontractor: Cannon Sales</i>				
TOTAL: 10 00 00 SPECIALTIES			\$89,465	

11 00 00 EQUIPMENT				
Observation Mirror Header Assemblies	1.00	ls	\$15,000.00	\$15,000
Existing Playground Equipment Relocations/New Configurations	1.00	ls	\$50,000.00	\$50,000
Playground Equipment & Artificial Turf	1.00	allow	\$600,634.00	\$600,634
Notes: Allowance				



April 10, 2026

Total Building Area (SF): 34,694

DESCRIPTION	QUANTITY	UNIT	TOTAL
Residential Appliances	1.00	ls	\$35,000.00
TOTAL: 11 00 00 EQUIPMENT			\$700,634

12 00 00 FURNISHINGS			
Blinds	1.00	ls	\$14,315.00
<i>Subcontractor: PENDING</i>			
Notes: Bid per finish schedule not spec			
TOTAL: 12 00 00 FURNISHINGS			\$14,315

21 00 00 FIRE SUPPRESSION			
Fire Protection	1.00	ls	\$158,577.00
<i>Subcontractor: PENDING</i>			
TOTAL: 21 00 00 FIRE SUPPRESSION			\$158,577

22 00 00 PLUMBING			
Gas Main Service Allowance	1.00	allow	\$25,000.00
Plumbing	1.00	ls	\$452,000.00
<i>Subcontractor: Tom's Mechanical</i>			
TOTAL: 22 00 00 PLUMBING			\$477,000

23 00 00 HEATING, VENTILATING, AND AIR CONDITIONING (HVAC)			
HVAC	1.00	ls	\$692,250.00
<i>Subcontractor: Ace Mechanical</i>			
Notes: Commisioning by owner			
Mechanical Commisioning & Scanning/Close-out Documents	1.00	ls	\$15,000.00
TOTAL: 23 00 00 HEATING, VENTILATING, AND AIR CONDITIONING (HVAC)			\$707,250

26 00 00 ELECTRICAL			
Temporary Lighting	1.00	ls	\$8,000.00
Temporary Power Distribution	1.00	ls	\$28,200.00
Power Consumption	1.00	ls	\$68,000.00
Fire Marshall Scope Allowance	1.00	allow	\$15,000.00
Notes: Allowance			
Security/Firewatch	1.00	ls	\$12,800.00
O&M Manuals	1.00	ls	\$10,000.00
Electrical	1.00	ls	\$1,314,685.00
<i>Subcontractor: Wilkinson Electric</i>			
Notes: Vape Detector Equipement OFCI per EY111			
Electrical Main Service Allowance	1.00	allow	\$75,000.00
Notes: Allowance			
Utility Power Pole Relocation	1.00	ls	\$60,000.00
TOTAL: 26 00 00 ELECTRICAL			\$1,591,685

31 00 00 EARTHWORK			
Water Meter Set Up & Rental	1.00	ls	\$7,500.00
Water Consumption	1.00	ls	\$16,400.00
Soil & Pest Treatments	1.00	ls	\$15,000.00
Site Survey & Layout	1.00	ls	\$25,000.00



April 10, 2026

Total Building Area (SF): 34,694

DESCRIPTION	QUANTITY	UNIT	TOTAL
Earthwork & Asphalt Paving	1.00 ls	\$1,388,840.00	\$1,388,840
<i>Subcontractor: Suncore</i>			
Notes: No tree demo, no SWPPP			
SWPPP Install & Maintenance	1.00 ls	\$21,000.00	\$21,000
Traffic Control & Barricades	1.00 ls	\$15,000.00	\$15,000
Dewatering/Shoring/Stabilization	1.00 ls	\$100,000.00	\$100,000
Rammed Aggregate Piers	1.00 ls	\$125,000.00	\$125,000
<i>Subcontractor: Geopier Northwest</i>			
Existing Soils Allowance	1.00 allow	\$50,000.00	\$50,000
Notes: Allowance			
Existing Utilities Allowance	1.00 allow	\$50,000.00	\$50,000
Notes: Allowance			
Geogrid Stabilization	1.00 allow	\$150,000.00	\$150,000
Notes: Allowance			
Unforeseen Earthwork Conditions / Utility Reroute	1.00 allow	\$100,000.00	\$100,000
Notes: Allowance			
TOTAL: 31 00 00 EARTHWORK			\$2,063,740

32 00 00 EXTERIOR IMPROVEMENTS			
Top Soil Placement & Grading	1.00 ls	\$55,000.00	\$55,000
Phone/Data Service Conduits/Connections/Relocations	1.00 ls	\$25,000.00	\$25,000
Misc. Asphalt Patch	1.00 ls	\$15,000.00	\$15,000
Site Concrete	1.00 ls	\$323,217.00	\$323,217
<i>Subcontractor: Hughes GC</i>			
Fencing	1.00 ls	\$22,438.00	\$22,438
<i>Subcontractor: Taylor Made Fencing</i>			
Site Furnishings	1.00 allow	\$145,494.00	\$145,494
Notes: Allowance			
Existing Landscape & Irrigation Maintenance/Disconnect/Relocation	1.00 ls	\$25,000.00	\$25,000
Landscaping and Irrigation	1.00 ls	\$119,875.00	\$119,875
<i>Subcontractor: Black Diamond Insight</i>			
Topsoil	1.00 ls	\$75,000.00	\$75,000
Patch & Repair of Existing Landscape	1.00 ls	\$25,000.00	\$25,000
TOTAL: 32 00 00 EXTERIOR IMPROVEMENTS			\$831,024



HUGHES

GENERAL CONTRACTORS

George Washington Academy- Allowances Summary

Description	GMP/Spreadsheet Amount
Market Volatility	\$ 35,000.00
Market Increases	\$ 125,000.00
Post Bid Clarifications	\$ 40,000.00
Tarriff Act	\$ 75,000.00
Existing Demolition	\$ 20,000.00
Structural & Peer Review	\$ 25,000.00
House Bill #84 / Ballistic Glazing Assemblies	\$ 200,000.00
Playground Equipment	\$ 600,634.00
Gas & Electrical Services	\$ 100,000.00
Fire Marshal Scope	\$ 15,000.00
Existing Soils & Geogrid Stabilization	\$ 200,000.00
Existing Utilities	\$ 50,000.00
Unforeseen Earthwork / Conditions	\$ 100,000.00
Site Furnishings	\$ 145,494.00
TOTAL	\$ 1,731,128.00

CORPORATE OFFICE
 900 N. Redwood Road
 P.O. Box 540700
 North Salt Lake, UT 84054
 P: (801) 292-1411
 F: (801) 295-0530



SOUTHERN UTAH OFFICE
 62 W. Industrial Road
 Washington, UT 84780
 P: (435) 628-0047
 F: (435) 628-0328
 HughesGC.com



HUGHES

GENERAL CONTRACTORS

April 10, 2026

Proposed Subcontractors & Suppliers for the George Washington Academy Addition

Selective Demolition	Lannister Demolition
Tree Removal	Diamond Tree Experts
Building & Site Concrete	Hughes General Contractors
Sealed Concrete	Intmn Concrete Polishing
Masonry/CMU	BA Robinson
Reinforcing Steel (FOB Jobsite)	Bellis Steel
Reinforcing Steel (Installation)	JCA
Structural & Misc Steel & Erection	Brent Theobald Construction
Ornamental Railings	Metal Line
Rough Carpentry/Framing/ Demising-Separation Walls	Zitting Framing
Cabinets/Millwork/Solid Surface Tops	Huetter Mill
EIFS	Hunsaker
Fluid Applied Air Barrier	* Pending *
Roofing/Roof Patching/Roof Related Work	XD Roofing
Building Insulation	Daw
Caulking/Sealants	* Pending *
Hollow Metal Frames/Doors/Hardware (FOB)	ABS
Hollow Metal Frames/Doors/Hardware (Installation)	ABS
Security Film	Safe Haven Defense
Expansion Joints	Architectural Components
Skylights	Alders
Roofing/General Sheet Metal	XD Roofing
Alum Storefront & Glazing	Jones Paint & Glass
Acoustical Ceilings / Acoustical & Fabric Panels	B & S Drywall
Painting & Finishes	The Touch
Wall Coverings	Owner Provide Owner Install
Ceramic Tile	Bottema
Carpet/VCT/Base/Entry Mats	Wall 2 Wall
Toilet Partitions & Accessories	Cannon Sales
Fire Ext's & Cabinets	Cannon Sales
Flagpole	Rainbow Sign
Identifying Devices	Star Sign
Marker Boards	Owner Provide Owner Install
Wall Protection	None Outlined in Documents
Window Blinds	Budget Blinds of St. George
Telescoping Seating	Norcon
Site Furnishes	ALLOWANCE
Playground Equipment	ALLOWANCE
Fire Protection	* Pending *
Plumbing	Tom's Mechanical
HVAC	Ace Mechanical
Electrical Systems	Wilkinson Electric
Fire Alarm	Wilkinson /Fire Prot Services
Site Clear, Earthwork, Utilities & Asphalt Paving	Suncore

CORPORATE OFFICE
 900 N. Redwood Road
 P.O. Box 540700
 North Salt Lake, UT 84054
 P: (801) 292-1411
 F: (801) 295-0530



SOUTHERN UTAH OFFICE
 62 W. Industrial Road
 Washington, UT 84780
 P: (435) 628-0047
 F: (435) 628-0328
 HughesGC.com



HUGHES

GENERAL CONTRACTORS

Rammed Aggregate Piers
Landscaping & Irrigation
Fencing

Geopier Northwest
Black Diamond
Taylor Made Fencing

If you have any questions, please call.

HUGHES GENERAL CONTRACTORS, INC.

Gene Madsen
Vice President

CORPORATE OFFICE
900 N. Redwood Road
P.O. Box 540700
North Salt Lake, UT 84054
P: (801) 292-1411
F: (801) 295-0530



SOUTHERN UTAH OFFICE
62 W. Industrial Road
Washington, UT 84780
P: (435) 628-0047
F: (435) 628-0328
HughesGC.com

George Washington Academy - Addition
Guaranteed Maximum Price



April 10, 2026

Total Building Area (SF): 34,694

ALTERNATES SUMMARY	STATUS	TOTAL
001 Alternate		
Alternate 01 - Area D	ACCEPTED	\$2,169,896
Alternate 02 - Site Bollards per Landscaping	ACCEPTED	\$36,992
Alternate 03 - Replace Existing Main Lobby Doors	NOT ACCEPTED	-\$62,360
Alternate 04 - Upgrade to Phenolic Partitions in Alternate 01	ACCEPTED	(\$1,490)
Alternate 04 - Upgrade to Phenolic Partitions in Base Bid	ACCEPTED	(\$641)



HUGHES

GENERAL CONTRACTORS

George Washington Academy - Addition
Guaranteed Maximum Price

April 10, 2026

Total Building Area (SF): 34,694

001 Alternate

Alternate 01 - Area D

DESCRIPTION	QUANTITY	UNIT	TOTAL	SUBCONTRACTOR
02 00 00 EXISTING CONDITIONS				
Demolition - Selective	1 ls	-	\$28,900	Lannister Demolition
TOTAL: 02 00 00 EXISTING CONDITIONS			\$28,962	

03 00 00 CONCRETE				
Building Concrete	1 ls	-	\$132,153	Hughes GC
Polished Concrete	1 ls	-	\$24,716	Intermountain Concrete Polishing
<i>Notes: Lithium Densifier in Lieu of Sodium</i>				
Reinforcing - Steel Install	1 ls	-	\$1,120	JCA
Reinforcing - Steel Material	1 ls	-	\$2,576	Bellis Steel
TOTAL: 03 00 00 CONCRETE			\$160,911	

04 00 00 MASONRY				
Masonry	1 ls	-	\$31,800	BA Robinson
TOTAL: 04 00 00 MASONRY			\$31,869	

05 00 00 METALS				
Misc Metals & Steel Exclusions	1 ls	-	\$11,500	
Structural Steel - Fabrication & Erection	1 ls	-	\$24,658	Theobald Construction
TOTAL: 05 00 00 METALS			\$36,236	

06 00 00 WOOD, PLASTICS, AND COMPOSITES				
Wood Framing	1 ls	-	\$219,884	Zitting Framing
Millwork	1 ls	-	\$107,547	Huetter Mill
TOTAL: 06 00 00 WOOD, PLASTICS, AND COMPOSITES			\$328,136	

07 00 00 THERMAL AND MOISTURE PROTECTION				
Damproofing	1 ls	-	\$12,000	
<i>Notes: No information provided</i>				
Air Barrier - Fluid Applied	1 ls	-	(\$5,530)	Superdry Waterproofing
Insulation	1 ls	-	\$11,067	Daw
EIFS	1 ls	-	\$71,599	Hunsaker Exteriors
<i>Notes: Synergy Brand EIFS</i>				
Roofing	1 ls	-	\$97,360	XD Roofing
<i>Notes: 60 Mil, PVC mechanical attached, fluid applied air barrier, no coverboard, Class A Roof</i>				
Joint Sealants	1 ls	-	\$11,000	
TOTAL: 07 00 00 THERMAL AND MOISTURE PROTECTION			\$197,922	

08 00 00 OPENINGS				
Doors, Frames & Hardware Supply	1 ls	-	\$12,775	ABS Door
<i>Notes: VT Opening Doors, 16 ga metal door, keying included</i>				
Install Doors & Hardware	1 ls	-	\$920	ABS Door
Install Hollow Metal Frames	1 ls	-	\$300	
Handling Doors, Frames, & Hardware	1 ls	-	\$600	
Storefront	1 ls	-	\$138,956	Jones Paint & Glass
Security film	1 ls	-	\$20,388	Safe Haven Defense



HUGHES

GENERAL CONTRACTORS

George Washington Academy - Addition
Guaranteed Maximum Price

April 10, 2026

Total Building Area (SF): 34,694

001 Alternate

Alternate 01 - Area D

DESCRIPTION	QUANTITY	UNIT	TOTAL	SUBCONTRACTOR
<i>Notes: Riot Reistant Film</i>				
TOTAL: 08 00 00 OPENINGS			\$174,314	

09 00 00 FINISHES

Metal Studs, Drywall & Acoustical Ceilings	1 ls	-	\$75,522	B&S Drywall
Acoustical - Sound Panels	1 ls	-	\$47,600	B&S Drywall
<i>Notes: Using 2 Inch Kinetics Impact Resistant Sound Panels</i>				
Ceramic Tile	1 ls	-	\$39,251	Bottema Tile
Carpet Tile	1 ls	-	\$17,664	Wall 2 Wall
Painting	1 ls	-	\$12,386	The Touch Painting
Vinyl Wall Coverings	1 ls	-	\$0	By Owner
TOTAL: 09 00 00 FINISHES			\$192,838	

10 00 00 SPECIALTIES

Signage - Interior	1 ls	-	\$1,189	Star Sign
Marker Boards	1 ls	-	\$0	By Owner
<i>Notes: Owner Provided Owner Installed</i>				
Promethean Boards	1 ls	-	\$0	By Owner
<i>Notes: Owner Provided Owner Installed</i>				
Toilet & Bath Accessories	1 ls	-	\$24,865	Cannon Sales
Fire Extinguisher	1 ls	-	\$3,015	Cannon Sales
TOTAL: 10 00 00 SPECIALTIES			\$29,132	

12 00 00 FURNISHINGS

Blinds	1 ls	-	\$555	
<i>Notes: Bid per finish schedule</i>				
Telescoping Seating	1 ls	-	\$249,900	Norcon
<i>Notes: No delegated design, Limit switch \$1,125 if required, gallery 3 chairs, no limit switches required when floor is exposed concrete</i>				
TOTAL: 12 00 00 FURNISHINGS			\$250,995	

21 00 00 FIRE SUPPRESSION

Fire Protection	1 ls	-	\$42,416	
TOTAL: 21 00 00 FIRE SUPPRESSION			\$42,507	

22 00 00 PLUMBING

Plumbing	1 ls	-	\$90,000	Tom's Mechanical
TOTAL: 22 00 00 PLUMBING			\$90,194	

23 00 00 HEATING, VENTILATING, AND AIR CONDITIONING (HVAC)

HVAC	1 ls	-	\$143,500	Ace Mechanical
TOTAL: 23 00 00 HEATING, VENTILATING, AND AIR CONDITIONING (HVAC)			\$143,809	

26 00 00 ELECTRICAL

Electrical	1 ls	-	\$263,035	Wilkinson Electric
------------	------	---	-----------	--------------------



HUGHES

GENERAL CONTRACTORS

George Washington Academy - Addition
Guaranteed Maximum Price

April 10, 2026

Total Building Area (SF): 34,694

001 Alternate

Alternate 01 - Area D

DESCRIPTION	QUANTITY	UNIT	TOTAL	SUBCONTRACTOR
TOTAL: 26 00 00 ELECTRICAL			\$263,602	

31 00 00 EARTHWORK

Earthwork	1 ls	-	\$17,562	Suncore
Rammed Aggregate Piers	1 ls	-	\$18,000	Geopier Northwest
TOTAL: 31 00 00 EARTHWORK			\$35,639	

32 00 00 EXTERIOR IMPROVEMENTS

Site Concrete	1 ls	-	\$9,954	Hughes GC
Fencing	1 ls	-	(\$5,190)	Taylor Made Fencing
Landscaping and Irrigation	1 ls	-	\$5,360	Black Diamond Insight
TOTAL: 32 00 00 EXTERIOR IMPROVEMENTS			\$10,146	

SUBTOTAL	\$2,017,212
-----------------	--------------------

FEES	QUANTITY	TOTAL
Construction Management Fee	2.90%	\$62,927
General Liability Insurance	0.45%	\$9,765
Bond	0.74%	\$14,895
Contractors Contingency	3.00%	\$65,097
FEES SUBTOTAL		\$152,684

TOTAL: Alternate 01 - Area D [Pending]	\$2,169,896
---	--------------------



HUGHES

GENERAL CONTRACTORS

George Washington Academy - Addition
Guaranteed Maximum Price

April 10, 2026

Total Building Area (SF): 34,694

001 Alternate

Alternate 02 - Site Bollards per Landscaping

DESCRIPTION	QUANTITY	UNIT	TOTAL	SUBCONTRACTOR
31 00 00 EARTHWORK				
Earthwork - Auger Footings	1 ls	-	\$935	Suncore
TOTAL: 31 00 00 EARTHWORK			\$937	

32 00 00 EXTERIOR IMPROVEMENTS				
Bollard Concrete Scope	1 ls	-	\$4,230	Hughes General Contractors
Northport Bollard	1 ls	-	\$29,150	
TOTAL: 32 00 00 EXTERIOR IMPROVEMENTS			\$33,452	

SUBTOTAL	\$34,389
-----------------	-----------------

FEES	QUANTITY	TOTAL
Construction Management Fee	2.90%	\$1,073
General Liability Insurance	0.45%	\$166
Bond	0.74%	\$254
Contractors Contingency	3.00%	\$1,110
FEES SUBTOTAL		\$2,603

TOTAL: Alternate 02 - Site Bollards per Landscaping [Pending]	\$36,992
--	-----------------



HUGHES

GENERAL CONTRACTORS

George Washington Academy - Addition
Guaranteed Maximum Price

April 10, 2026

Total Building Area (SF): 34,694

001 Alternate

Alternate 03 - Replace Existing Main Lobby Doors

DESCRIPTION	QUANTITY	UNIT	TOTAL	SUBCONTRACTOR
02 00 00 EXISTING CONDITIONS				
Demolition - Selective	1 ls	-	\$2,000	Lannister Demolition
TOTAL: 02 00 00 EXISTING CONDITIONS			\$2,004	

08 00 00 OPENINGS				
Glass - Storefront	1 ls	-	\$43,627	Jones Paint & Glass
Security Film	1 ls	-	\$12,220	Safe Haven Defense
<i>Notes: Bullet Reistant Film</i>				
TOTAL: 08 00 00 OPENINGS			\$55,967	

26 00 00 ELECTRICAL				
Electrical	1 ls	-	\$0	Wilkinson Electric
<i>Notes: Wilkinson has stated they will do this at no additional cost</i>				
TOTAL: 26 00 00 ELECTRICAL			\$0	

SUBTOTAL	\$57,972
-----------------	-----------------

FEES	QUANTITY	TOTAL
Construction Management Fee	2.90%	\$1,808
General Liability Insurance	0.45%	\$281
Bond	0.74%	\$428
Contractors Contingency	3.00%	\$1,871
FEES SUBTOTAL		\$4,388

TOTAL: Alternate 03 - Replace Existing Main Lobby Doors [Pending]	\$62,360
--	-----------------



HUGHES

GENERAL CONTRACTORS

George Washington Academy - Addition
Guaranteed Maximum Price

April 10, 2026

Total Building Area (SF): 34,694

001 Alternate

Alternate 04 - Upgrade to Phenolic Partitions in Alternate 01

DESCRIPTION	QUANTITY	UNIT	TOTAL	SUBCONTRACTOR
10 00 00 SPECIALTIES				
Toilet Partition	1	ls	(\$1,385)	Cannon Sales
TOTAL: 10 00 00 SPECIALTIES			(\$1,385)	

SUBTOTAL (\$1,385)

FEES	QUANTITY	TOTAL
Construction Management Fee	2.90%	(\$43)
General Liability Insurance	0.45%	(\$7)
Bond	0.00%	(\$10)
Contractors Contingency	3.00%	(\$45)
FEES SUBTOTAL		(\$105)

TOTAL: Alternate 04 - Upgrade to Phenolic Partitions in Alternate 01 [Pending] (\$1,490)



HUGHES

GENERAL CONTRACTORS

George Washington Academy - Addition
Guaranteed Maximum Price

April 10, 2026

Total Building Area (SF): 34,694

001 Alternate

Alternate 04 - Upgrade to Phenolic Partitions in Base Bid

DESCRIPTION	QUANTITY	UNIT	TOTAL	SUBCONTRACTOR
10 00 00 SPECIALTIES				
Toilet Partition	1 ls	-	(\$595)	Cannon Sales
TOTAL: 10 00 00 SPECIALTIES			(\$596)	

SUBTOTAL (\$596)

FEES	QUANTITY	TOTAL
Construction Management Fee	2.90%	(\$19)
General Liability Insurance	0.45%	(\$3)
Bond	0.00%	(\$4)
Contractors Contingency	3.00%	(\$19)
FEES SUBTOTAL		(\$45)

TOTAL: Alternate 04 - Upgrade to Phenolic Partitions in Base Bid [Pending] (\$641)



PROPOSAL FOR BOARD ACTION

Proposal Title: FY27 Proposed Salary Schedules

Submitted by: Spencer Adams

Originating Committee: Finance 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:

Letters of employment for the 2026-2027 school year are needing to be issued as soon as possible. In order to extend the desired offer, the proposed salary schedules are first needing board approval.

Background Information, including a list of reviewing committees:

Due to the increase to state funding passed during the legislative session and in comparison to competing markets, the finance committee felt the proposed salary schedule, including a 3% increase for full-time and 2% increase for part-time, achieved the goals of the school. Also included is the \$310.50 increase to the Educator Salary Adjustment (legislative increase).

Assessment:

During the legislative session, the WPU increased by 4.2% and the local replacement increased by \$165/student. Based on a conservative budget, and expecting additional increases to various revenue line items, we are currently forecasting an increase in revenue just under \$600,000.

Recommendation:

Given the increase to funding from the legislative session, it is recommended that the attached salary schedules are approved.

Please submit this form with all accompanying paperwork to the Board Clerk, Shelbi Kelly, at skelly@gwacademy.org by the 15th day of the month of the Board meeting.

Administrative Services Director	
Step	Salary, Exempt
1	\$68,488
2	\$69,322
3	\$70,155
4	\$70,990
5	\$71,824
6	\$72,657
7	\$73,492
8	\$74,325
9	\$75,157
10	\$75,992
11	\$76,827
12	\$77,660
13	\$78,494
14	\$79,325
15	\$80,161
16	\$81,005
17	\$81,858
18	\$82,719
19	\$83,591
20	\$84,470
Passed in Board Meeting on Proposed Effective 8/1/2026	

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]

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	\$54,413	\$10,660.50	\$65,073.50	\$58,163	\$10,660.50	\$68,823.50	\$60,663	\$10,660.50	\$71,323.50	\$65,663	\$10,660.50	\$76,323.50
2	\$55,663	\$10,660.50	\$66,323.50	\$59,413	\$10,660.50	\$70,073.50	\$61,913	\$10,660.50	\$72,573.50	\$66,913	\$10,660.50	\$77,573.50
3	\$56,913	\$10,660.50	\$67,573.50	\$60,663	\$10,660.50	\$71,323.50	\$63,163	\$10,660.50	\$73,823.50	\$68,163	\$10,660.50	\$78,823.50
4	\$58,163	\$10,660.50	\$68,823.50	\$61,913	\$10,660.50	\$72,573.50	\$64,413	\$10,660.50	\$75,073.50	\$69,413	\$10,660.50	\$80,073.50
5	\$59,413	\$10,660.50	\$70,073.50	\$63,163	\$10,660.50	\$73,823.50	\$65,663	\$10,660.50	\$76,323.50	\$70,663	\$10,660.50	\$81,323.50
6	\$60,663	\$10,660.50	\$71,323.50	\$64,413	\$10,660.50	\$75,073.50	\$66,913	\$10,660.50	\$77,573.50	\$71,913	\$10,660.50	\$82,573.50
7	\$61,913	\$10,660.50	\$72,573.50	\$65,663	\$10,660.50	\$76,323.50	\$68,163	\$10,660.50	\$78,823.50	\$73,163	\$10,660.50	\$83,823.50
8	\$63,163	\$10,660.50	\$73,823.50	\$66,913	\$10,660.50	\$77,573.50	\$69,413	\$10,660.50	\$80,073.50	\$74,413	\$10,660.50	\$85,073.50
9	\$64,413	\$10,660.50	\$75,073.50	\$68,163	\$10,660.50	\$78,823.50	\$70,663	\$10,660.50	\$81,323.50	\$75,663	\$10,660.50	\$86,323.50
10	\$65,663	\$10,660.50	\$76,323.50	\$69,413	\$10,660.50	\$80,073.50	\$71,913	\$10,660.50	\$82,573.50	\$76,913	\$10,660.50	\$87,573.50
11	\$66,913	\$10,660.50	\$77,573.50	\$70,663	\$10,660.50	\$81,323.50	\$73,163	\$10,660.50	\$83,823.50	\$78,163	\$10,660.50	\$88,823.50
12	\$68,163	\$10,660.50	\$78,823.50	\$71,913	\$10,660.50	\$82,573.50	\$74,413	\$10,660.50	\$85,073.50	\$79,413	\$10,660.50	\$90,073.50
13	\$69,413	\$10,660.50	\$80,073.50	\$73,163	\$10,660.50	\$83,823.50	\$75,663	\$10,660.50	\$86,323.50	\$80,663	\$10,660.50	\$91,323.50
14	\$70,663	\$10,660.50	\$81,323.50	\$74,413	\$10,660.50	\$85,073.50	\$76,913	\$10,660.50	\$87,573.50	\$81,913	\$10,660.50	\$92,573.50
15	\$71,913	\$10,660.50	\$82,573.50	\$75,663	\$10,660.50	\$86,323.50	\$78,163	\$10,660.50	\$88,823.50	\$83,163	\$10,660.50	\$93,823.50
16	\$73,163	\$10,660.50	\$83,823.50	\$76,913	\$10,660.50	\$87,573.50	\$79,413	\$10,660.50	\$90,073.50	\$84,413	\$10,660.50	\$95,073.50
17	\$74,413	\$10,660.50	\$85,073.50	\$78,163	\$10,660.50	\$88,823.50	\$80,663	\$10,660.50	\$91,323.50	\$85,663	\$10,660.50	\$96,323.50
18	\$75,663	\$10,660.50	\$86,323.50	\$79,413	\$10,660.50	\$90,073.50	\$81,913	\$10,660.50	\$92,573.50	\$86,913	\$10,660.50	\$97,573.50
19	\$76,913	\$10,660.50	\$87,573.50	\$80,663	\$10,660.50	\$91,323.50	\$83,163	\$10,660.50	\$93,823.50	\$88,163	\$10,660.50	\$98,823.50
20	\$78,163	\$10,660.50	\$88,823.50	\$81,913	\$10,660.50	\$92,573.50	\$84,413	\$10,660.50	\$95,073.50	\$89,413	\$10,660.50	\$100,073.50
21	\$79,413	\$10,660.50	\$90,073.50	\$83,163	\$10,660.50	\$93,823.50	\$85,663	\$10,660.50	\$96,323.50	\$90,663	\$10,660.50	\$101,323.50
22	\$80,663	\$10,660.50	\$91,323.50	\$84,413	\$10,660.50	\$95,073.50	\$86,913	\$10,660.50	\$97,573.50	\$91,913	\$10,660.50	\$102,573.50
23	\$81,913	\$10,660.50	\$92,573.50	\$85,663	\$10,660.50	\$96,323.50	\$88,163	\$10,660.50	\$98,823.50	\$93,163	\$10,660.50	\$103,823.50
24	\$83,163	\$10,660.50	\$93,823.50	\$86,913	\$10,660.50	\$97,573.50	\$89,413	\$10,660.50	\$100,073.50	\$94,413	\$10,660.50	\$105,073.50
25	\$84,413	\$10,660.50	\$95,073.50	\$88,163	\$10,660.50	\$98,823.50	\$90,663	\$10,660.50	\$101,323.50	\$95,663	\$10,660.50	\$106,323.50
26	\$85,663	\$10,660.50	\$96,323.50	\$89,413	\$10,660.50	\$100,073.50	\$91,913	\$10,660.50	\$102,573.50	\$96,913	\$10,660.50	\$107,573.50
27	\$86,913	\$10,660.50	\$97,573.50	\$90,663	\$10,660.50	\$101,323.50	\$93,163	\$10,660.50	\$103,823.50	\$98,163	\$10,660.50	\$108,823.50
28	\$88,163	\$10,660.50	\$98,823.50	\$91,913	\$10,660.50	\$102,573.50	\$94,413	\$10,660.50	\$105,073.50	\$99,413	\$10,660.50	\$110,073.50
29	\$89,413	\$10,660.50	\$100,073.50	\$93,163	\$10,660.50	\$103,823.50	\$95,663	\$10,660.50	\$106,323.50	\$100,663	\$10,660.50	\$111,323.50
30	\$90,663	\$10,660.50	\$101,323.50	\$94,413	\$10,660.50	\$105,073.50	\$96,913	\$10,660.50	\$107,573.50	\$101,913	\$10,660.50	\$112,573.50

Passed in Board Meeting on
Proposed Effective 8/1/2026

Each step increase by \$1,250
Lane 2, step 1 equals lane 1, step 6
Lane 3, step 1 equals lane 1, step 6
Lane 4, step 1 equals lane 1, step 10

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 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.]

Step	Hourly Teacher Pay Schedule & Equivalent										
	Lane 1		Lane 2		Lane 3		Lane 4		Lane 5		
	BS DEGREE	**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		Salary		Salary
1	\$54,413	\$34.01	\$58,163	\$36.35	\$290.82	\$60,663	\$37.91	\$303.32	\$66,663	\$41.04	\$328.32
2	\$55,663	\$34.79	\$59,413	\$37.13	\$297.07	\$61,913	\$38.70	\$309.57	\$68,163	\$41.82	\$334.57
3	\$56,913	\$35.57	\$60,663	\$37.91	\$303.32	\$63,163	\$39.48	\$315.82	\$69,413	\$42.60	\$340.82
4	\$58,163	\$36.35	\$290.82	\$38.70	\$305.57	\$64,413	\$40.26	\$322.07	\$70,663	\$43.38	\$347.07
5	\$59,413	\$37.13	\$297.07	\$39.48	\$315.82	\$65,663	\$41.04	\$328.32	\$71,913	\$44.16	\$353.32
6	\$60,663	\$37.91	\$303.32	\$40.26	\$322.07	\$66,913	\$41.82	\$334.57	\$73,163	\$44.95	\$359.57
7	\$61,913	\$38.70	\$309.57	\$41.04	\$328.32	\$68,163	\$42.60	\$340.82	\$74,413	\$45.73	\$365.82
8	\$63,163	\$39.48	\$315.82	\$41.82	\$334.57	\$69,413	\$43.38	\$347.07	\$75,663	\$46.51	\$372.07
9	\$64,413	\$40.26	\$322.07	\$43.38	\$347.07	\$70,663	\$44.16	\$353.32	\$76,913	\$47.29	\$378.32
10	\$65,663	\$41.04	\$328.32	\$44.16	\$353.32	\$71,913	\$44.95	\$359.57	\$78,163	\$48.07	\$384.57
11	\$66,913	\$41.82	\$334.57	\$44.95	\$359.57	\$73,163	\$45.73	\$365.82	\$79,413	\$48.85	\$390.82
12	\$68,163	\$42.60	\$340.82	\$45.73	\$365.82	\$74,413	\$46.51	\$372.07	\$80,663	\$49.63	\$397.07
13	\$69,413	\$43.38	\$347.07	\$46.51	\$372.07	\$75,663	\$47.29	\$378.32	\$81,913	\$50.41	\$403.32
14	\$70,663	\$44.16	\$353.32	\$47.29	\$378.32	\$76,913	\$48.07	\$384.57	\$83,163	\$51.20	\$409.57
15	\$71,913	\$44.95	\$359.57	\$48.07	\$384.57	\$78,163	\$48.85	\$390.82	\$84,413	\$52.00	\$415.82
16	\$73,163	\$45.73	\$365.82	\$48.85	\$390.82	\$79,413	\$49.63	\$397.07	\$85,663	\$52.76	\$422.07
17	\$74,413	\$46.51	\$372.07	\$49.63	\$397.07	\$80,663	\$50.41	\$403.32	\$86,913	\$53.54	\$428.32
18	\$75,663	\$47.29	\$378.32	\$49.63	\$397.07	\$81,913	\$51.20	\$409.57	\$88,163	\$54.32	\$434.57
19	\$76,913	\$48.07	\$384.57	\$50.41	\$403.32	\$83,163	\$51.98	\$415.82	\$89,413	\$55.10	\$440.82
20	\$78,163	\$48.85	\$390.82	\$51.20	\$409.57	\$84,413	\$52.76	\$422.07	\$90,663	\$55.88	\$447.07
21	\$79,413	\$49.63	\$397.07	\$52.00	\$415.82	\$85,663	\$53.54	\$428.32	\$91,913	\$56.66	\$453.32
22	\$80,663	\$50.41	\$403.32	\$52.76	\$422.07	\$86,913	\$54.32	\$434.57	\$93,163	\$57.45	\$459.57
23	\$81,913	\$51.20	\$409.57	\$53.54	\$428.32	\$88,163	\$55.10	\$440.82	\$94,413	\$58.23	\$465.82
24	\$83,163	\$51.98	\$415.82	\$54.32	\$434.57	\$89,413	\$55.88	\$447.07	\$95,663	\$59.01	\$472.07
25	\$84,413	\$52.76	\$422.07	\$55.10	\$440.82	\$90,663	\$56.66	\$453.32	\$96,913	\$59.79	\$478.32
26	\$85,663	\$53.54	\$428.32	\$55.88	\$447.07	\$91,913	\$57.45	\$459.57	\$98,163	\$60.57	\$484.57
27	\$86,913	\$54.32	\$434.57	\$56.66	\$453.32	\$93,163	\$58.23	\$465.82	\$99,413	\$61.35	\$490.82
28	\$88,163	\$55.10	\$440.82	\$57.45	\$459.57	\$94,413	\$59.01	\$472.07	\$100,663	\$62.13	\$497.07
29	\$89,413	\$55.88	\$447.07	\$58.23	\$465.82	\$95,663	\$59.79	\$478.32	\$101,913	\$62.91	\$503.32
30	\$90,663	\$56.66	\$453.32	\$59.01	\$472.07	\$96,913	\$60.57	\$484.57		\$63.70	\$509.57

Passed in Board Meeting on
Proposed Effective 8/1/2026

Hourly teachers are eligible to receive a portion of the legislative increase. The amount received is based on the Full-Time Equivalent (FTE) that is entered into Cactus multiplied by the amount determined by the state legislature to be paid to full-time teachers.

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)

Special Education Director 220 Days			
Step	Lane 1	Lane 2	Lane 3
	Associates Degree	Bachelors Degree	Masters Degree
	Salary	Salary	Salary
1	\$75,558	\$81,520	\$90,480
2	\$76,161	\$82,864	\$91,233
3	\$76,770	\$83,537	\$91,995
4	\$77,683	\$84,553	\$93,138
5	\$78,611	\$85,583	\$94,295
6	\$79,553	\$86,628	\$95,473
7	\$80,506	\$87,691	\$96,666
8	\$81,477	\$88,765	\$97,880
9	\$82,461	\$89,860	\$99,109
10	\$83,461	\$90,970	\$100,357
11	\$84,474	\$92,096	\$101,626
12	\$85,500	\$93,239	\$102,912
13	\$86,546	\$94,288	\$104,217
14	\$87,606	\$95,581	\$105,541
15	\$88,684	\$96,774	\$106,888
16	\$89,778	\$97,985	\$108,253
17	\$90,886	\$99,212	\$109,637
18	\$92,009	\$100,457	\$111,041
19	\$93,148	\$101,719	\$112,466
20	\$94,302	\$102,997	\$113,909
21	\$95,473	\$104,295	\$115,372
22	\$96,659	\$105,609	\$116,858
23	\$97,862	\$106,942	\$118,362
24	\$99,082	\$108,293	\$119,888
25	\$100,318	\$109,664	\$121,436

Passed in Board Meeting on Proposed Effective 8/1/2026

* Step6 Credential - \$3,000 added to each line item

235 - Pay Scale Advancement Policy Approved April 26, 2013, Draft Received January 26, 2018

Employees will advance on the pay scale once per year at a time. Any decisions from this procedure must be reported to the CWA Finance Committee. Employees who have completed a full year at CWA 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 CWA.

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

Step	Special Education Teacher Salary Schedule											
	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	\$57,780	\$10,660.50	\$68,440.50	\$61,530	\$10,660.50	\$72,190.50	\$64,030	\$10,660.50	\$74,690.50	\$69,030	\$10,660.50	\$79,690.50
2	\$59,030	\$10,660.50	\$69,690.50	\$62,780	\$10,660.50	\$73,440.50	\$65,280	\$10,660.50	\$75,940.50	\$70,280	\$10,660.50	\$80,940.50
3	\$60,280	\$10,660.50	\$70,940.50	\$64,030	\$10,660.50	\$74,690.50	\$66,530	\$10,660.50	\$77,190.50	\$71,530	\$10,660.50	\$82,190.50
4	\$61,530	\$10,660.50	\$72,190.50	\$65,280	\$10,660.50	\$75,940.50	\$67,780	\$10,660.50	\$78,440.50	\$72,780	\$10,660.50	\$83,440.50
5	\$62,780	\$10,660.50	\$73,440.50	\$66,530	\$10,660.50	\$77,190.50	\$69,030	\$10,660.50	\$79,690.50	\$74,030	\$10,660.50	\$84,690.50
6	\$64,030	\$10,660.50	\$74,690.50	\$67,780	\$10,660.50	\$78,440.50	\$70,280	\$10,660.50	\$80,940.50	\$75,280	\$10,660.50	\$85,940.50
7	\$65,280	\$10,660.50	\$75,940.50	\$69,030	\$10,660.50	\$79,690.50	\$71,530	\$10,660.50	\$82,190.50	\$76,530	\$10,660.50	\$87,190.50
8	\$66,530	\$10,660.50	\$77,190.50	\$70,280	\$10,660.50	\$80,940.50	\$72,780	\$10,660.50	\$83,440.50	\$77,780	\$10,660.50	\$88,440.50
9	\$67,780	\$10,660.50	\$78,440.50	\$71,530	\$10,660.50	\$82,190.50	\$74,030	\$10,660.50	\$84,690.50	\$79,030	\$10,660.50	\$89,690.50
10	\$69,030	\$10,660.50	\$79,690.50	\$72,780	\$10,660.50	\$83,440.50	\$75,280	\$10,660.50	\$85,940.50	\$80,280	\$10,660.50	\$90,940.50
11	\$70,280	\$10,660.50	\$80,940.50	\$74,030	\$10,660.50	\$84,690.50	\$76,530	\$10,660.50	\$87,190.50	\$81,530	\$10,660.50	\$92,190.50
12	\$71,530	\$10,660.50	\$82,190.50	\$75,280	\$10,660.50	\$85,940.50	\$77,780	\$10,660.50	\$88,440.50	\$82,780	\$10,660.50	\$93,440.50
13	\$72,780	\$10,660.50	\$83,440.50	\$76,530	\$10,660.50	\$87,190.50	\$79,030	\$10,660.50	\$89,690.50	\$84,030	\$10,660.50	\$94,690.50
14	\$74,030	\$10,660.50	\$84,690.50	\$77,780	\$10,660.50	\$88,440.50	\$80,280	\$10,660.50	\$90,940.50	\$85,280	\$10,660.50	\$95,940.50
15	\$75,280	\$10,660.50	\$85,940.50	\$79,030	\$10,660.50	\$89,690.50	\$81,530	\$10,660.50	\$92,190.50	\$86,530	\$10,660.50	\$97,190.50
16	\$76,530	\$10,660.50	\$87,190.50	\$80,280	\$10,660.50	\$90,940.50	\$82,780	\$10,660.50	\$93,440.50	\$87,780	\$10,660.50	\$98,440.50
17	\$77,780	\$10,660.50	\$88,440.50	\$81,530	\$10,660.50	\$92,190.50	\$84,030	\$10,660.50	\$94,690.50	\$89,030	\$10,660.50	\$99,690.50
18	\$79,030	\$10,660.50	\$89,690.50	\$82,780	\$10,660.50	\$93,440.50	\$85,280	\$10,660.50	\$95,940.50	\$90,280	\$10,660.50	\$100,940.50
19	\$80,280	\$10,660.50	\$90,940.50	\$84,030	\$10,660.50	\$94,690.50	\$86,530	\$10,660.50	\$97,190.50	\$91,530	\$10,660.50	\$102,190.50
20	\$81,530	\$10,660.50	\$92,190.50	\$85,280	\$10,660.50	\$95,940.50	\$87,780	\$10,660.50	\$98,440.50	\$92,780	\$10,660.50	\$103,440.50
21	\$82,780	\$10,660.50	\$93,440.50	\$86,530	\$10,660.50	\$97,190.50	\$89,030	\$10,660.50	\$99,690.50	\$94,030	\$10,660.50	\$104,690.50
22	\$84,030	\$10,660.50	\$94,690.50	\$87,780	\$10,660.50	\$98,440.50	\$90,280	\$10,660.50	\$100,940.50	\$95,280	\$10,660.50	\$105,940.50
23	\$85,280	\$10,660.50	\$95,940.50	\$89,030	\$10,660.50	\$99,690.50	\$91,530	\$10,660.50	\$102,190.50	\$96,530	\$10,660.50	\$107,190.50
24	\$86,530	\$10,660.50	\$97,190.50	\$90,280	\$10,660.50	\$100,940.50	\$92,780	\$10,660.50	\$103,440.50	\$97,780	\$10,660.50	\$108,440.50
25	\$87,780	\$10,660.50	\$98,440.50	\$91,530	\$10,660.50	\$102,190.50	\$94,030	\$10,660.50	\$104,690.50	\$99,030	\$10,660.50	\$109,690.50
26	\$89,030	\$10,660.50	\$99,690.50	\$92,780	\$10,660.50	\$103,440.50	\$95,280	\$10,660.50	\$105,940.50	\$100,280	\$10,660.50	\$110,940.50
27	\$90,280	\$10,660.50	\$100,940.50	\$94,030	\$10,660.50	\$104,690.50	\$96,530	\$10,660.50	\$107,190.50	\$101,530	\$10,660.50	\$112,190.50
28	\$91,530	\$10,660.50	\$102,190.50	\$95,280	\$10,660.50	\$106,940.50	\$97,780	\$10,660.50	\$108,440.50	\$102,780	\$10,660.50	\$113,440.50
29	\$92,780	\$10,660.50	\$103,440.50	\$96,530	\$10,660.50	\$107,190.50	\$99,030	\$10,660.50	\$109,690.50	\$104,030	\$10,660.50	\$114,690.50
30	\$94,030	\$10,660.50	\$104,690.50	\$97,780	\$10,660.50	\$108,440.50	\$100,280	\$10,660.50	\$110,940.50	\$105,280	\$10,660.50	\$115,940.50

Each step increases by \$1,250
 Lane 2, step 1 equals lane 1, step 4
 Lane 3, step 1 equals lane 1, step 6
 Lane 4, step 1 equals lane 1, step 10

Passed in Board Meeting on
 Proposed Effective 8/1/2026

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 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]

Step	Hourly SpEd Teacher Pay Schedule & Equivalent									
	Lane 1		Lane 2		Lane 3		Lane 4		Lane 5	
	BS DEGREE	**Hourly Equivalent	BS Degree +30 Approved Semester Hrs	**Hourly Equivalent	Masters Degree	**Hourly Equivalent	Masters Degree +36 Approved Semester Hrs	**Hourly Equivalent	**Daily Equivalent	**Daily Equivalent
1	\$57,780	\$36.11	\$61,530	\$38.46	\$307.65	\$40.02	\$64,030	\$43.14	\$345.15	\$345.15
2	\$59,030	\$36.89	\$62,780	\$39.24	\$313.90	\$40.80	\$65,280	\$43.93	\$351.40	\$351.40
3	\$60,280	\$37.68	\$64,030	\$40.02	\$320.15	\$41.58	\$66,530	\$44.71	\$357.65	\$357.65
4	\$61,530	\$38.46	\$65,280	\$40.80	\$326.40	\$42.36	\$67,780	\$45.49	\$363.90	\$363.90
5	\$62,780	\$39.24	\$66,530	\$41.58	\$332.65	\$43.14	\$69,030	\$46.27	\$370.15	\$370.15
6	\$64,030	\$40.02	\$67,780	\$42.36	\$338.90	\$43.93	\$70,280	\$47.05	\$376.40	\$376.40
7	\$65,280	\$40.80	\$69,030	\$43.14	\$345.15	\$44.71	\$71,530	\$47.83	\$382.65	\$382.65
8	\$66,530	\$41.58	\$70,280	\$43.93	\$351.40	\$45.49	\$72,780	\$48.61	\$388.90	\$388.90
9	\$67,780	\$42.36	\$71,530	\$44.71	\$357.65	\$46.27	\$74,030	\$49.39	\$395.15	\$395.15
10	\$69,030	\$43.14	\$72,780	\$45.49	\$363.90	\$47.05	\$75,280	\$50.18	\$401.40	\$401.40
11	\$70,280	\$43.93	\$74,030	\$46.27	\$370.15	\$47.83	\$76,530	\$50.96	\$407.65	\$407.65
12	\$71,530	\$44.71	\$75,280	\$47.05	\$376.40	\$48.61	\$77,780	\$51.74	\$413.90	\$413.90
13	\$72,780	\$45.49	\$76,530	\$47.83	\$382.65	\$49.39	\$79,030	\$52.52	\$420.15	\$420.15
14	\$74,030	\$46.27	\$77,780	\$48.61	\$388.90	\$50.18	\$80,280	\$53.30	\$426.40	\$426.40
15	\$75,280	\$47.05	\$79,030	\$49.39	\$395.15	\$50.96	\$81,530	\$54.08	\$432.65	\$432.65
16	\$76,530	\$47.83	\$80,280	\$50.18	\$401.40	\$51.74	\$82,780	\$54.86	\$438.90	\$438.90
17	\$77,780	\$48.61	\$81,530	\$50.96	\$407.65	\$52.52	\$84,030	\$55.64	\$445.15	\$445.15
18	\$79,030	\$49.39	\$82,780	\$51.74	\$413.90	\$53.30	\$85,280	\$56.43	\$451.40	\$451.40
19	\$80,280	\$50.18	\$84,030	\$52.52	\$420.15	\$54.08	\$86,530	\$57.21	\$457.65	\$457.65
20	\$81,530	\$50.96	\$85,280	\$53.30	\$426.40	\$54.86	\$87,780	\$57.99	\$463.90	\$463.90
21	\$82,780	\$51.74	\$86,530	\$54.08	\$432.65	\$55.64	\$89,030	\$58.77	\$470.15	\$470.15
22	\$84,030	\$52.52	\$87,780	\$54.86	\$438.90	\$56.43	\$90,280	\$59.55	\$476.40	\$476.40
23	\$85,280	\$53.30	\$89,030	\$55.64	\$445.15	\$57.21	\$91,530	\$60.33	\$482.65	\$482.65
24	\$86,530	\$54.08	\$90,280	\$56.43	\$451.40	\$57.99	\$92,780	\$61.11	\$488.90	\$488.90
25	\$87,780	\$54.86	\$91,530	\$57.21	\$457.65	\$58.77	\$94,030	\$61.89	\$495.15	\$495.15
26	\$89,030	\$55.64	\$92,780	\$57.99	\$463.90	\$59.55	\$95,280	\$62.67	\$501.40	\$501.40
27	\$90,280	\$56.43	\$94,030	\$58.77	\$470.15	\$60.33	\$96,530	\$63.45	\$507.65	\$507.65
28	\$91,530	\$57.21	\$95,280	\$59.55	\$476.40	\$61.11	\$97,780	\$64.23	\$513.90	\$513.90
29	\$92,780	\$57.99	\$96,530	\$60.33	\$482.65	\$61.89	\$99,030	\$65.01	\$520.15	\$520.15
30	\$94,030	\$58.77	\$97,780	\$61.11	\$488.90	\$62.67	\$100,280	\$65.79	\$526.40	\$526.40

Passed in Board Meeting on
Proposed Effective 8/1/2026

Hourly teachers are eligible to receive a portion of the legislative increase. The amount received is based on the Full-Time Equivalent (FTE) that is entered into Cactus multiplied by the amount determined by the state legislature to be paid to full-time teachers.

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.]

Instructional Coach/Reading Specialist Salary Schedule

Step	Lane 1 BS Degree				Lane 2 BS Degree +30 Semester Hrs Approved Credit				Lane 3 Masters Degree				Lane 4 Masters Degree +36 Semester Hrs Approved Credit			
	Salary	*Legislative Increase	Total		Salary	*Legislative Increase	Total		Salary	*Legislative Increase	Total		Salary	*Legislative Increase	Total	
1	\$65,179	\$10,660.50	\$75,839.50		\$69,734	\$10,660.50	\$80,394.50		\$74,585	\$10,660.50	\$85,245.50		\$79,140	\$10,660.50	\$89,800.50	
2	\$65,985	\$10,660.50	\$76,645.50		\$70,597	\$10,660.50	\$81,257.50		\$75,499	\$10,660.50	\$86,159.50		\$80,119	\$10,660.50	\$90,779.50	
3	\$66,788	\$10,660.50	\$77,448.50		\$71,457	\$10,660.50	\$82,117.50		\$76,414	\$10,660.50	\$87,074.50		\$81,095	\$10,660.50	\$91,755.50	
4	\$67,597	\$10,660.50	\$78,257.50		\$72,320	\$10,660.50	\$82,980.50		\$77,330	\$10,660.50	\$87,990.50		\$82,075	\$10,660.50	\$92,735.50	
5	\$68,405	\$10,660.50	\$79,065.50		\$73,184	\$10,660.50	\$83,844.50		\$78,247	\$10,660.50	\$88,907.50		\$83,599	\$10,660.50	\$94,259.50	
6	\$69,214	\$10,660.50	\$79,874.50		\$74,049	\$10,660.50	\$84,719.50		\$79,110	\$10,660.50	\$89,770.50		\$84,877	\$10,660.50	\$95,537.50	
7	\$70,023	\$10,660.50	\$80,684.50		\$74,914	\$10,660.50	\$85,579.50		\$79,970	\$10,660.50	\$90,630.50		\$86,158	\$10,660.50	\$96,818.50	
8	\$70,832	\$10,660.50	\$81,494.50		\$75,779	\$10,660.50	\$86,439.50		\$80,825	\$10,660.50	\$91,490.50		\$87,437	\$10,660.50	\$98,097.50	
9	\$71,641	\$10,660.50	\$82,304.50		\$76,644	\$10,660.50	\$87,304.50		\$81,680	\$10,660.50	\$92,345.50		\$88,716	\$10,660.50	\$99,376.50	
10	\$72,450	\$10,660.50	\$83,114.50		\$77,509	\$10,660.50	\$88,164.50		\$82,535	\$10,660.50	\$93,200.50		\$89,995	\$10,660.50	\$100,655.50	
11	\$73,259	\$10,660.50	\$83,924.50		\$78,374	\$10,660.50	\$89,024.50		\$83,390	\$10,660.50	\$94,055.50		\$91,274	\$10,660.50	\$101,934.50	
12	\$74,068	\$10,660.50	\$84,734.50		\$79,239	\$10,660.50	\$89,884.50		\$84,245	\$10,660.50	\$94,910.50		\$92,553	\$10,660.50	\$103,213.50	
13	\$74,877	\$10,660.50	\$85,544.50		\$80,104	\$10,660.50	\$90,744.50		\$85,100	\$10,660.50	\$95,765.50		\$93,832	\$10,660.50	\$104,492.50	
14	\$75,686	\$10,660.50	\$86,354.50		\$80,969	\$10,660.50	\$91,604.50		\$85,955	\$10,660.50	\$96,620.50		\$95,111	\$10,660.50	\$105,771.50	
15	\$76,495	\$10,660.50	\$87,164.50		\$81,834	\$10,660.50	\$92,464.50		\$86,810	\$10,660.50	\$97,480.50		\$96,390	\$10,660.50	\$107,050.50	
16	\$77,304	\$10,660.50	\$87,974.50		\$82,699	\$10,660.50	\$93,324.50		\$87,665	\$10,660.50	\$98,340.50		\$97,669	\$10,660.50	\$108,329.50	
17	\$78,113	\$10,660.50	\$88,784.50		\$83,564	\$10,660.50	\$94,184.50		\$88,520	\$10,660.50	\$99,200.50		\$98,948	\$10,660.50	\$109,608.50	
18	\$78,922	\$10,660.50	\$89,594.50		\$84,429	\$10,660.50	\$95,044.50		\$89,375	\$10,660.50	\$100,060.50		\$100,227	\$10,660.50	\$110,887.50	
19	\$79,731	\$10,660.50	\$90,404.50		\$85,294	\$10,660.50	\$95,904.50		\$90,230	\$10,660.50	\$100,920.50		\$101,506	\$10,660.50	\$112,166.50	
20	\$80,540	\$10,660.50	\$91,214.50		\$86,159	\$10,660.50	\$96,764.50		\$91,085	\$10,660.50	\$101,780.50		\$102,785	\$10,660.50	\$113,445.50	
21	\$81,349	\$10,660.50	\$92,024.50		\$87,024	\$10,660.50	\$97,624.50		\$91,940	\$10,660.50	\$102,640.50		\$104,064	\$10,660.50	\$114,724.50	
22	\$82,158	\$10,660.50	\$92,834.50		\$87,889	\$10,660.50	\$98,484.50		\$92,795	\$10,660.50	\$103,500.50		\$105,343	\$10,660.50	\$116,003.50	
23	\$82,967	\$10,660.50	\$93,644.50		\$88,754	\$10,660.50	\$99,344.50		\$93,650	\$10,660.50	\$104,360.50		\$106,622	\$10,660.50	\$117,282.50	
24	\$83,776	\$10,660.50	\$94,454.50		\$89,619	\$10,660.50	\$100,204.50		\$94,505	\$10,660.50	\$105,220.50		\$107,901	\$10,660.50	\$118,561.50	
25	\$84,585	\$10,660.50	\$95,264.50		\$90,484	\$10,660.50	\$101,064.50		\$95,360	\$10,660.50	\$106,080.50		\$109,180	\$10,660.50	\$119,840.50	
26	\$85,394	\$10,660.50	\$96,074.50		\$91,349	\$10,660.50	\$101,924.50		\$96,215	\$10,660.50	\$106,940.50		\$110,459	\$10,660.50	\$121,119.50	
27	\$86,203	\$10,660.50	\$96,884.50		\$92,214	\$10,660.50	\$102,784.50		\$97,070	\$10,660.50	\$107,800.50		\$111,738	\$10,660.50	\$122,398.50	
28	\$87,012	\$10,660.50	\$97,694.50		\$93,079	\$10,660.50	\$103,644.50		\$97,925	\$10,660.50	\$108,660.50		\$113,017	\$10,660.50	\$123,677.50	
29	\$87,821	\$10,660.50	\$98,504.50		\$93,944	\$10,660.50	\$104,504.50		\$98,780	\$10,660.50	\$109,520.50		\$114,296	\$10,660.50	\$124,956.50	
30	\$88,630	\$10,660.50	\$99,314.50		\$94,809	\$10,660.50	\$105,364.50		\$99,635	\$10,660.50	\$110,380.50		\$115,575	\$10,660.50	\$126,235.50	

Passed in Board Meeting on
Proposed Effective 8/1/2026

205 - 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 prior to letters of employment being sent out. 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 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)

SLP Salary Schedule									
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	\$56,556	\$10,660.50	\$67,216.50	\$61,977	\$10,660.50	\$72,637.50	\$70,124	\$10,660.50	\$80,784.50
2	\$57,105	\$10,660.50	\$67,765.50	\$63,198	\$10,660.50	\$73,858.50	\$70,807	\$10,660.50	\$81,467.50
3	\$57,659	\$10,660.50	\$68,319.50	\$63,812	\$10,660.50	\$74,472.50	\$71,500	\$10,660.50	\$82,160.50
4	\$58,489	\$10,660.50	\$69,149.50	\$64,733	\$10,660.50	\$75,393.50	\$72,537	\$10,660.50	\$83,197.50
5	\$59,332	\$10,660.50	\$69,992.50	\$65,670	\$10,660.50	\$76,330.50	\$73,589	\$10,660.50	\$84,249.50
6	\$60,188	\$10,660.50	\$70,848.50	\$66,620	\$10,660.50	\$77,280.50	\$74,661	\$10,660.50	\$85,321.50
7	\$61,053	\$10,660.50	\$71,713.50	\$67,586	\$10,660.50	\$78,246.50	\$75,745	\$10,660.50	\$86,405.50
8	\$61,937	\$10,660.50	\$72,597.50	\$68,565	\$10,660.50	\$79,225.50	\$76,848	\$10,660.50	\$87,508.50
9	\$62,832	\$10,660.50	\$73,492.50	\$69,559	\$10,660.50	\$80,219.50	\$77,966	\$10,660.50	\$88,626.50
10	\$63,742	\$10,660.50	\$74,402.50	\$70,568	\$10,660.50	\$81,228.50	\$79,102	\$10,660.50	\$89,762.50
11	\$64,660	\$10,660.50	\$75,320.50	\$71,591	\$10,660.50	\$82,251.50	\$80,253	\$10,660.50	\$90,913.50
12	\$65,596	\$10,660.50	\$76,256.50	\$72,630	\$10,660.50	\$83,290.50	\$81,425	\$10,660.50	\$92,085.50
13	\$66,546	\$10,660.50	\$77,206.50	\$73,686	\$10,660.50	\$84,346.50	\$82,610	\$10,660.50	\$93,270.50
14	\$67,510	\$10,660.50	\$78,170.50	\$74,758	\$10,660.50	\$85,418.50	\$83,814	\$10,660.50	\$94,474.50
15	\$68,488	\$10,660.50	\$79,148.50	\$75,844	\$10,660.50	\$86,504.50	\$85,037	\$10,660.50	\$95,697.50
20	\$69,483	\$10,660.50	\$80,143.50	\$76,947	\$10,660.50	\$87,607.50	\$86,278	\$10,660.50	\$96,938.50
25	\$70,490	\$10,660.50	\$81,150.50	\$78,068	\$10,660.50	\$88,728.50	\$90,724	\$10,660.50	\$101,384.50

Passed in Board Meeting on

Proposed Effective 8/1/2026

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]

Licensed Clinical Social Worker			
Step	Salary	*Legislative increase	Total
1	\$72,498	\$10,660.50	\$83,158.50
2	\$73,381	\$10,660.50	\$84,041.50
3	\$74,266	\$10,660.50	\$84,926.50
4	\$75,150	\$10,660.50	\$85,810.50
5	\$76,036	\$10,660.50	\$86,696.50
6	\$76,918	\$10,660.50	\$87,578.50
7	\$77,804	\$10,660.50	\$88,464.50
8	\$78,687	\$10,660.50	\$89,347.50
9	\$79,571	\$10,660.50	\$90,231.50
10	\$80,455	\$10,660.50	\$91,115.50
11	\$81,340	\$10,660.50	\$92,000.50
12	\$82,225	\$10,660.50	\$92,885.50
13	\$83,108	\$10,660.50	\$93,768.50
14	\$83,992	\$10,660.50	\$94,652.50
15	\$84,877	\$10,660.50	\$95,537.50
20	\$91,951	\$10,660.50	\$102,611.50
Passed in Board Meeting on Proposed Effective 8/1/2026			

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]

Registered Nurse			
Lane 1			
BS DEGREE			
Step	Salary	Hourly Equivalent	Daily Equivalent
1	\$48,233	\$30.15	\$241.17
2	\$49,024	\$30.64	\$245.12
3	\$49,813	\$31.13	\$249.07
4	\$50,605	\$31.63	\$253.03
5	\$51,394	\$32.12	\$256.97
6	\$52,185	\$32.62	\$260.93
7	\$52,978	\$33.11	\$264.89
8	\$54,164	\$33.85	\$270.82
9	\$54,956	\$34.35	\$274.78
10	\$56,140	\$35.09	\$280.70
11	\$57,326	\$35.83	\$286.63
12	\$58,511	\$36.57	\$292.56
13	\$59,699	\$37.31	\$298.50
14	\$60,886	\$38.05	\$304.43
15	\$62,072	\$38.80	\$310.36
16	\$63,255	\$39.53	\$316.28

Passed in Board Meeting on
Proposed Effective 8/1/2026

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]

Executive Level Secretary Purchasing/Finance & Budgeting Secretary	
Step	Salary, Exempt
1	\$54,026
2	\$55,314
3	\$56,634
4	\$57,988
5	\$59,374
6	\$60,796
7	\$62,266
8	\$63,784
9	\$65,278
10	\$66,895
11	\$68,488
12	\$70,136
13	\$70,929
14	\$71,720
15	\$72,510
16	\$73,252
17	\$74,084
18	\$74,847
19	\$75,633
20	\$76,427
Passed in Board Meeting on Proposed Effective 8/1/2025	

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]

Secretary Pay Schedule		
Step	Secretary 1: Example: Attendance Secretary, Substitute Secretary	Secretary 2: Registrar, Health and Wellness Secretary, and other secretary roles that require additional certification and training
1	\$16.35	\$21.20
2	\$16.83	\$21.73
3	\$17.34	\$22.27
4	\$17.86	\$22.83
5	\$18.39	\$23.40
6	\$18.94	\$23.98
7	\$19.51	\$24.57
8	\$20.10	\$25.20
9	\$20.71	\$25.82
10	\$21.32	\$26.47
11	\$21.97	\$27.14
12	\$22.62	\$27.80
13	\$23.30	\$28.50
14	\$24.00	\$29.21
15	\$24.71	\$29.95
16	\$25.46	\$30.70
17	\$26.23	\$31.48
18	\$27.02	\$32.26
19	\$27.85	\$33.06
20	\$28.67	\$33.89

Passed in Board Meeting on

Proposed Effective 8/1/2026

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 Assistant Pay Schedule			
Step	Teacher Assistant 1; Example: Grade Level, Lunch & Custodial Assistants	Teacher Aide 2 Positions REQUIRING related Associates Degree and/or required certifications	TAs performing Teaching Duties (Example: P.E., Computers, Library, and Motor Lab Manager)
1	\$16.35	\$18.64	\$20.92
2	\$16.83	\$19.21	\$21.96
3	\$17.34	\$19.78	\$23.07
4	\$17.86	\$20.37	\$24.23
5	\$18.39	\$20.97	\$25.45
6	\$18.94	\$21.60	\$26.18
7	\$19.51	\$22.25	\$26.99
8	\$20.10	\$22.92	\$27.78
9	\$20.71	\$23.61	\$28.62
10	\$21.32	\$24.32	\$29.49
11	\$21.97	\$25.05	\$30.38
12	\$22.62	\$25.80	\$31.27
13	\$23.30	\$26.57	\$32.22
14	\$24.00	\$27.37	\$33.19
15	\$24.71	\$28.18	\$34.19

Passed in Board Meeting on

Proposed Effective 8/1/2026

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]

SpEd Executive Level Secretary

Step	Salary, Exempt
1	\$50,910
2	\$51,928
3	\$52,967
4	\$54,026
5	\$55,314
6	\$56,634
7	\$57,988
8	\$59,374
9	\$60,796
10	\$62,265
11	\$63,784
12	\$65,277
13	\$66,895
14	\$68,488
15	\$70,136
16	\$70,929
17	\$71,720
18	\$72,509
19	\$73,253
20	\$74,085
21	\$74,847
22	\$75,633
23	\$76,428
Passed in Board Meeting on Proposed Effective 8/1/2026	

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]

Special Education Paraprofessional and RBT Pay Scale		
Step	Paraprofessional	RBT
1	\$17.61	\$21.24
2	\$18.48	\$22.29
3	\$19.41	\$23.39
4	\$20.39	\$24.56
5	\$21.40	\$25.81
6	\$22.46	\$27.10
7	\$23.14	\$27.90
8	\$23.82	\$28.73
9	\$24.54	\$29.60
10	\$25.28	\$30.48
11	\$26.05	\$31.40
12	\$26.83	\$32.33
13	\$27.62	\$33.30
14	\$28.48	\$34.30
15	\$29.33	\$35.33

Passed in Board Meeting on

Proposed Effective 8/1/2026

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]

Food Services Coordinator	
Step	Salary, Exempt 200 Days
1	\$49,307
2	\$50,292
3	\$51,315
4	\$52,356
5	\$53,419
6	\$54,501
7	\$55,605
8	\$56,747
9	\$57,909
10	\$59,068
11	\$60,248
12	\$61,448
13	\$62,686
14	\$63,943
15	\$65,221
16	\$66,519
17	\$67,855
18	\$69,212
19	\$70,588
20	\$72,000
Passed in Board Meeting on Proposed Effective 8/1/2026	

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]

Food Service Aide Pay Schedule	
Step	Lane 1
1	\$18.23
2	\$19.41
3	\$20.58
4	\$21.77
5	\$22.95
6	\$24.13
7	\$25.31
8	\$26.49
9	\$27.68
10	\$28.86
11	\$30.04
12	\$31.21
13	\$32.41
14	\$33.58
15	\$34.76

Passed in Board Meeting on

Proposed Effective 8/1/2026

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]

Maintenance Salary Schedule					
Step	Custodian Assistants	Head or Lead Custodian	Hourly Equivalent (Based on 250 days)	**Licensed or Greater Than 5 Years Experience	Hourly Equivalent (Based on 250 days)
	Facility Manager				
1	\$16.35	\$43,600	\$21.80	\$51,500	\$25.75
2	\$16.83	\$45,100	\$22.55	\$53,000	\$26.50
3	\$17.34	\$46,600	\$23.30	\$54,500	\$27.25
4	\$17.86	\$48,100	\$24.05	\$56,000	\$28.00
5	\$18.39	\$49,600	\$24.80	\$57,500	\$28.75
6	\$18.94	\$51,100	\$25.55	\$59,000	\$29.50
7	\$19.51	\$52,600	\$26.30	\$60,500	\$30.25
8	\$20.10	\$54,100	\$27.05	\$62,000	\$31.00
9	\$20.71	\$55,600	\$27.80	\$63,500	\$31.75
10	\$21.32	\$57,100	\$28.55	\$65,000	\$32.50
11	\$21.97	\$58,600	\$29.30	\$66,500	\$33.25
12	\$22.62	\$60,100	\$30.05	\$68,000	\$34.00
13	\$23.30	\$61,600	\$30.80	\$69,500	\$34.75
14	\$24.00	\$63,100	\$31.55	\$71,000	\$35.50
15	\$24.71	\$64,600	\$32.30	\$72,500	\$36.25
16		\$66,100	\$33.05	\$74,000	\$37.00
17		\$67,600	\$33.80	\$75,500	\$37.75
18		\$69,100	\$34.55	\$77,000	\$38.50
19		\$70,600	\$35.30	\$78,500	\$39.25
20		\$72,100	\$36.05	\$80,000	\$40.00
Proposed Effective 8/1/2026					
\$1,500 increase per step					
** 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: 2026 Bond Financing Resolution

Submitted by: Shannon Greer

Sponsoring Committee: Finance 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:

The attached resolution approves (i) the bond financing, (ii) the project, including the construction contract, and (iii) tax and continuing disclosure procedures relating to the bonds (also attached).

Background:

We need these documents approved by the board and signed so that we can move forward in the bonding process.

Assessment:

Recommendation:

We recommend that we adopt the resolution authorizing the expansion of the School's facilities and a financing for the project.

Please submit this form with all accompanying paperwork to the Board Secretary, Jaycee Rogers, at jrogers@gwacademy.org by the 15th day of the month of the Board meeting.

**RESOLUTION OF THE BOARD OF DIRECTORS OF
GEORGE WASHINGTON ACADEMY**

FINANCING RESOLUTION

APRIL 23, 2026

WHEREAS, the Board of Directors (the “*Board*”) of George Washington Academy (the “*School*”) has determined it is in the best interest of the School to enter into an amendment to the Loan Agreement (the “*Loan Agreement*”) between the School and the Utah Charter School Finance Authority (the “*Issuer*”) whereby the School will borrow the proceeds of the Issuer’s Charter School Revenue Bonds (George Washington Academy Project) (the “*Bonds*”) to (a) finance the acquisition and expansion to the School’s existing school facilities (the “*Project*”) located at approximately 2277 South 3000 East in St. George, Utah (the “*Facilities*”), (b) provide for capitalized interest, if necessary, (c) fund a debt service reserve fund, and (d) pay certain costs of issuance (collectively, the “*Financing*”);

WHEREAS, the Board desires to adopt procedures to assist the School in complying with its continuing disclosure obligations with respect to the Bonds;

WHEREAS, the Board desires to adopt procedures to assist the School in complying with the federal income tax requirements relating to tax-exempt bonds, including the Bonds;

WHEREAS, the Board desires to authorize and approve the Project; and

WHEREAS, the Board desires to authorize and approve the Financing;

NOW THEREFORE Be It and It Is Hereby Resolved by the Board of Directors of George Washington Academy, as follows:

Section 1. The construction of the Project pursuant to the construction contract, in substantially the form presented to the Board (the “*Construction Contract*”), between the School and Hughes General Contractors, Inc., is hereby approved. The Board authorizes the Board President of the Board or, in his or her absence, any available member of the Board, to execute and deliver any documents related to the acquisition and construction of the Project.

Section 2. In connection with the issuance of the Bonds and the Financing, the Board hereby approves the First Amendment to Loan Agreement (the “*Amendment to Loan Agreement*”) in substantially the form presented to the Board. The Board authorizes the Board Chair or, in his or her absence, the member of the Board delegated by the Board to act in his or her absence, to execute and deliver the Amendment to Loan Agreement, the Amendment to Deed of Trust, the Promissory Note, the Bond Purchase Agreement, the Continuing Disclosure Undertaking and the Official Statement relating to the Financing and the issuance of the Bonds. Any capitalized terms used and not defined herein shall have the meaning attributed to such terms in the Loan Agreement or the Amendment to Loan Agreement.

Section 3. The form of the Preliminary Official Statement relating to the Bonds presented to the Board is hereby approved and the distribution and use of the Preliminary Official Statement and Official Statement is hereby approved, subject to further changes approved by the appropriate officers of the School. The preparation and use of the Preliminary Official Statement in substantially the form presented hereto (with such changes as may be approved by the appropriate officers of the School) is hereby approved.

Section 4. The members of the Board, officers, and employees of the School are hereby authorized and directed to execute and deliver for and on behalf of the School any or all additional certificates, documents and other papers and to perform all other acts they may deem necessary or appropriate in order to implement and carry out the matters authorized in this Resolution, including the Project, the Financing and the issuance of the Bonds.

Section 5. The Board hereby approves the continuing disclosure and tax compliance procedures attached hereto to as *Exhibit A* (the “*Tax Compliance and Disclosure Procedures*”) in order to assist the School in complying with (a) its continuing disclosure obligations with respect to the Bonds and any other bonds or other securities issued by the School or for the benefit of the school and (b) the federal income tax requirements with respect to the Bonds and any other tax-exempt bonds issued by the School or for the benefit of the school. Members of the Board, officers, and employees of the School are hereby authorized and directed to perform all acts they may deem necessary or appropriate in order to implement and carry out the Tax Compliance and Disclosure Procedures.

Section 6. All actions of the members of the Board, officers, and employees of the School that are in conformity with the purposes and intent of this Resolution, whether taken before or after the adoption hereof, are hereby ratified, confirmed and approved.

Section 7. If any provisions of this Resolution should be held invalid, the invalidity of such provision shall not affect the validity of any of the other provisions of this Resolution.

Section 8. All resolutions of the School or parts thereof, inconsistent herewith, are hereby repealed to the extent only of such inconsistency.

Section 9. This Resolution shall be effective immediately upon its adoption.

ADOPTED AND APPROVED April 23, 2026.

BOARD OF DIRECTORS OF GEORGE WASHINGTON
ACADEMY

By _____
Board Chair

ATTEST:

Board Member

EXHIBIT A

TAX COMPLIANCE AND DISCLOSURE PROCEDURES

GEORGE WASHINGTON ACADEMY

TAX AND DISCLOSURE COMPLIANCE PROCEDURES

Dated as of April 1, 2026

**TAX AND DISCLOSURE COMPLIANCE PROCEDURE
TABLE OF CONTENTS**

	Page
ARTICLE I	
DEFINITIONS	
Section 1.1. Definitions	1
ARTICLE II	
PURPOSE AND SCOPE	
Section 2.1. Purpose of Compliance Procedure.....	5
Section 2.2. Scope of Compliance Procedure; Conflicts.....	6
Section 2.3. Amendments and Publication of Compliance Procedure	6
ARTICLE III	
BOND COMPLIANCE OFFICER; TRAINING	
Section 3.1. Bond Compliance Officer Duties	6
Section 3.2. Training.....	6
ARTICLE IV	
TAX-EXEMPT BONDS CURRENTLY OUTSTANDING	
Section 4.1. Tax-Exempt Bonds Covered by Article IV Procedures.....	7
Section 4.2. Tax-Exempt Bond File.....	7
Section 4.3. Annual Compliance Checklists.....	7
Section 4.4. Correcting Prior Deficiencies in Compliance.....	7
ARTICLE V	
COMPLIANCE PROCEDURE FOR NEW TAX-EXEMPT BOND ISSUES	
Section 5.1. Application	7
Section 5.2. Prior to Issuance of Tax-Exempt Bonds	8
Section 5.3. Accounting and Recordkeeping.....	9
Section 5.4. Final Allocation of Tax-Exempt Bond Proceeds	9
ARTICLE VI	
ONGOING MONITORING PROCEDURES	
Section 6.1. Annual Compliance Checklist.....	10
Section 6.2. Arbitrage and Rebate Compliance.....	10
Section 6.3. Form 990; Schedule K.....	10
ARTICLE VII	
DISCLOSURE	
Section 7.1. Continuing Disclosure Compliance File.....	11
Section 7.2. Issuance of New Disclosure Bonds	11
Section 7.3. Annual Report, Quarterly Report and Event Notice Filing Procedures	12

Exhibit A – List of Bonds Covered by this Compliance Procedure
Exhibit B – Annual Continuing Disclosure Compliance Checklist

TAX AND DISCLOSURE COMPLIANCE PROCEDURE

ARTICLE I

DEFINITIONS

Section 1.1. Definitions. Capitalized words and terms used in this Compliance Procedure have the following meanings:

“**Annual Compliance Checklist**” means a questionnaire and/or checklist described in **Section 6.1** hereof that is completed each year for the Tax-Exempt Bonds.

“**Annual Continuing Disclosure Compliance Checklist**” means the checklist attached as *Exhibit B*.

“**Annual Report**” means the information, consisting of annual financial information and operating data, required by the Continuing Disclosure Undertaking to be filed annually on EMMA.

“**Bonds**” means Disclosure Bonds and Tax-Exempt Bonds.

“**Bond Compliance Officer**” means the Institution’s Executive Director or, if the position of Executive Director is vacant, the person filling the responsibilities of the Executive Director for the Institution.

“**Bond Counsel**” means a law firm selected by the Institution to provide a legal opinion regarding the tax status of interest on the Tax-Exempt Bonds as of the issue date or the law firm selected to advise the Institution on matters referenced in this Compliance Procedure.

“**Bond Restricted Funds**” means the funds, accounts, and investments that are subject to arbitrage rebate and/or yield restriction rules that have been identified in the Tax Compliance Agreement for the Tax-Exempt Bonds.

“**Bond Transcript**” means the “transcript of proceedings” or other similarly titled set of transaction documents assembled by Bond Counsel following the issuance of the Tax-Exempt Bonds.

“**Code**” means the Internal Revenue Code of 1986, as amended.

“**Compliance Procedure**” means this Tax and Disclosure Compliance Procedure.

“**Continuing Disclosure Compliance File**” means documents and records which may consist of paper and electronic medium, maintained for the Disclosure Bonds, consisting of the following:

- (a) List of Disclosure Bonds;

- (b) Description of the deadline applicable to each Annual Report;
- (c) Description of the financial information and operating data required to be included in each Annual Report;
- (d) List of events requiring an Event Notice under the Continuing Disclosure Undertaking for each series of Disclosure Bonds; and
- (e) Information about the Institution’s compliance during the prior five years with the Continuing Disclosure Undertaking then in effect.

“**Continuing Disclosure Undertaking**” means the Continuing Disclosure Agreement(s), Continuing Disclosure Undertaking(s), Continuing Disclosure Instructions or other written certification(s) or agreement(s) entered into by the Institution in connection with the issuance of the Disclosure Bonds for the purpose of assisting the underwriters of such Disclosure Bonds in complying with the Rule.

“**Cost**” or “**Costs**” means all costs and expenses paid for the acquisition, design, construction, equipping or improvement of a Project Facility or costs of issuing Tax-Exempt Bonds for a Project Facility.

“**Disclosure Bonds**” means any outstanding bond, note, installment sale agreement, lease or certificate in connection with the issuance of which the Institution entered into or enters into a Continuing Disclosure Undertaking. A list of all Disclosure Bonds outstanding and subject to this Compliance Procedure as of April 1, 2026, is included on *Exhibit A*.

“**EMMA**” means the Electronic Municipal Market Access system for municipal securities disclosures established and maintained by the MSRB, which can be accessed at www.emma.msrb.org, or any successor system designated as the means through which municipal securities disclosures are submitted to the MSRB.

“**Event Notice**” means notice of the occurrence of an event for which notice is required by the Continuing Disclosure Undertaking to be filed on EMMA.

“**Final Written Allocation**” means the Final Written Allocation of Tax-Exempt Bond proceeds prepared pursuant to **Section 5.4** of this Compliance Procedure.

“**Financed Assets**” means that part of a Project Facility treated as financed with Tax-Exempt Bond proceeds as reflected in a Final Written Allocation or, if no Final Written Allocation was prepared, the accounting records of the Trustee and the Institution and the Tax Compliance Agreement for the Tax-Exempt Bonds.

“**Financial Obligation**” means a (i) debt obligation; (ii) derivative instrument entered into in connection with, or pledged as security or a source of payment for, an existing or planned debt obligation; or (iii) guarantee of (i) or (ii). The term Financial Obligation shall not include

municipal securities as to which a final official statement has been provided to the MSRB consistent with the Rule.

“Governing Body” means the Governing Body of the Institution.

“Institution” means George Washington Academy.

“Intent Resolution” means a resolution of the Governing Body stating (1) the intent of the Institution to finance all or a portion of the Project Facility, (2) the expected maximum size of the financing and (3) the intent of the Institution to reimburse Costs of the Project Facility paid by the Institution from proceeds of the Tax-Exempt Bonds.

“IRS” means the Internal Revenue Service.

“Issuer” means a state or local governmental unit or an entity that issues on behalf of a state or local governmental unit.

“MSRB” means the Municipal Securities Rulemaking Board, or any successor repository designated as such by the Securities and Exchange Commission in accordance with the Rule.

“Placed In Service” means that date (as determined by the Bond Compliance Officer) when the Project Facility is substantially complete and in operation at substantially its design level.

“Primary Disclosure Document” means any official statement or offering document relating to an offering or remarketing of Disclosure Bonds by or on behalf of the Institution after the date of this Procedure.

“Project Facility” means one or more facilities or capital projects, including land, building, equipment, or other property, financed in whole or in part with proceeds of an issue of Tax-Exempt Bonds and other sources of funds, if any, pursuant to the same plan of finance.

“Quarterly Report” means the information required by the Continuing Disclosure Undertaking to be filed periodically on EMMA.

“Rebate Analyst” means the rebate analyst for the Tax-Exempt Bonds selected pursuant to the Tax Compliance Agreement.

“Regulations” means all regulations issued by the U.S. Treasury Department to implement the provisions of Code §§ 103 and 141 through 150 and applicable to tax-exempt obligations.

“Rule” means Rule 15c2-12 adopted by the Securities and Exchange Commission under the Securities Exchange Act of 1934, as amended.

“Tax Compliance Agreement” means the Federal Tax Certificate, Tax Compliance Agreement, Arbitrage Agreement, or other written certification or agreement of the Issuer and the

Institution setting out representations and covenants for satisfying the post-issuance tax compliance requirements for the Tax-Exempt Bonds.

“**Tax-Exempt Bonds**” means any bond, note, installment sale agreement, lease or certificate issued by an Issuer, the proceeds of which are to be loaned or otherwise made available to the Institution, and the interest on which is excludable from gross income for federal income tax purposes. A list of all Tax-Exempt Bonds outstanding and subject to this Compliance Procedure as of April 1, 2026, is included on *Exhibit A*.

“**Tax-Exempt Bond File**” means documents and records which may consist of paper and electronic medium, maintained for the Tax-Exempt Bonds. Each Tax-Exempt Bond File will include the following information if applicable:

- (a) Intent Resolution.
- (b) Bond Transcript.
- (c) Final Written Allocation and/or all available accounting records related to the Project Facility showing expenditures allocated to the proceeds of the Tax-Exempt Bonds and expenditures (if any) allocated to other sources of funds.
- (d) All rebate and yield reduction payment calculations performed by the Rebate Analyst and all investment records provided to the Rebate Analyst for purposes of preparing the calculations.
- (e) Forms 8038-T together with proof of filing and payment of rebate.
- (f) Investment agreement bid documents (unless included in the Bond Transcript) including:
 - (1) bid solicitation, bid responses, certificate of broker;
 - (2) written summary of reasons for deviations from the terms of the solicitation that are incorporated into the investment agreement; and
 - (3) copies of the investment agreement and any amendments.
- (g) Any item required to be maintained by the terms of the Tax Compliance Agreement involving the use of the Project Facility or expenditures related to tax compliance for the Tax-Exempt Bonds.
- (h) Any opinion of Bond Counsel regarding the Tax-Exempt Bonds not included in the Bond Transcript.

- (i) Amendments, modifications or substitute agreements to any agreement contained in the Bond Transcript.
- (j) Any correspondence with the IRS relating to the Tax-Exempt Bonds including all correspondence relating to an audit by the IRS of the Tax-Exempt Bonds or any proceedings under the Tax-Exempt Bonds Voluntary Closing Agreement Program (VCAP).
- (k) Any available questionnaires or correspondence substantiating the use of the Project Facility in accordance with the terms of the Tax Compliance Agreement for the Tax-Exempt Bonds.
- (l) For refunding bond issues, the Tax-Exempt Bond File for the refunded Tax-Exempt Bonds.
- (m) Form 990, Schedule K and all work papers related to the Tax-Exempt Bonds.

“**Trustee**” means the corporate trustee named in a trust indenture or other similar document included in the Bond Transcript for the Tax-Exempt Bonds.

ARTICLE II

PURPOSE AND SCOPE

Section 2.1. Purpose of Compliance Procedure.

(a) *Institution’s Use of Tax-Exempt Bonds.* An issuer issues Tax-Exempt Bonds and loans or otherwise makes the proceeds available to the Institution to fund Costs of a Project Facility. The Institution understands that in exchange for the right to borrow at favorable interest rates and terms, the Code and Regulations impose ongoing requirements related to the proceeds of the Tax-Exempt Bonds and the Project Facility financed by the Tax-Exempt Bonds. These requirements focus on the investment, use and expenditure of proceeds of the Tax-Exempt Bonds and related funds as well as restrictions on the use of the Project Facility.

(b) *IRS Recommends Separate Written Procedures.* The Institution recognizes that the IRS has stated that all issuers of Tax-Exempt Bonds and conduit borrowers like the Institution should have separate written procedures regarding ongoing compliance with the federal tax requirements for Tax-Exempt Bonds.

(c) *Disclosure Responsibilities.* The Institution recognizes the issuance of Disclosure Bonds involves accessing the public capital markets and involves certain obligations arising out of the federal securities laws, including entering into the Continuing Disclosure Undertaking and properly communicating with investors.

(d) *Institution Commitment.* The Institution is committed to full compliance with the federal tax and securities law requirements applicable to its outstanding and future financings. This Compliance Procedure is adopted by the Governing Body to improve and promote tax and securities law compliance and documentation. As the Institution is primarily responsible for the expenditure and investment of proceeds of the Tax-Exempt Bonds, the use of the Financed Assets and the Project Facility, and disclosure of information related to the Disclosure Bonds, this Compliance Procedure provides that the Institution will assume substantially all obligations related to post-issuance compliance for the Tax-Exempt Bonds and the Disclosure Bonds issued for its benefit.

Section 2.2. Scope of Compliance Procedure; Conflicts. This Compliance Procedure applies to all Bonds currently outstanding and all Bonds issued in the future. If the provisions of this Compliance Procedure conflict with a Tax Compliance Agreement, Continuing Disclosure Undertaking or any other specific written instructions of Bond Counsel, the terms of the Tax Compliance Agreement, Continuing Disclosure Undertaking or specific written instructions of Bond Counsel will supersede and govern in lieu of this Compliance Procedure. Any exception to this Compliance Procedure required by Bond Counsel as part of a future issue of Tax-Exempt Bonds will be incorporated in the Tax Compliance Agreement for the future issue. Any requirements imposed on the Institution in the Tax Compliance Agreement, will be noted by the Bond Compliance Officer and incorporated into the Annual Compliance Checklist.

Section 2.3. Amendments and Publication of Compliance Procedure. This Compliance Procedure may be amended from time-to-time by the Governing Body. Copies of this Compliance Procedure and any amendments will be included in the permanent records of the Institution.

ARTICLE III

BOND COMPLIANCE OFFICER; TRAINING

Section 3.1. Bond Compliance Officer Duties. The Bond Compliance Officer is responsible for implementing this Compliance Procedure. The Bond Compliance Officer will work with other employees that use the Project Facility and the Trustee to assist in implementing this Compliance Procedure. The Bond Compliance Officer will consult with Bond Counsel, legal counsel to the Institution, accountants, tax return preparers and other outside consultants to the extent necessary to carry out the purposes of this Compliance Procedure.

Section 3.2. Training.

(a) *Training Programs.* When appropriate, the Bond Compliance Officer and/or other employees of the Institution under the direction of the Bond Compliance Officer will attend training programs offered by the IRS or other industry professionals regarding Tax-Exempt Bonds that are relevant to the Institution. When appropriate, the Bond Compliance Officer and/or other employees of the Institution under the direction of the Bond Compliance Officer will attend training programs offered by the SEC, the MSRB, Bond Counsel, or other industry professionals regarding securities law and disclosure requirements applicable to the Institution.

(b) *Change in Bond Compliance Officer.* Any time an individual acting as the Bond Compliance Officer passes the responsibilities for carrying out the provisions of this Compliance Procedure to another individual, the Institution will ensure the incoming individual acting as Bond Compliance Officer is trained on how to implement the policies and procedures included in this Compliance Procedure to ensure the Institution's continued compliance with the provisions of this Compliance Procedure and all Tax Compliance Agreements for any outstanding Tax-Exempt Bonds.

ARTICLE IV

TAX-EXEMPT BONDS CURRENTLY OUTSTANDING

Section 4.1. Tax-Exempt Bonds Covered by Article IV Procedures. This Article IV applies to all Tax-Exempt Bonds issued prior to the date of this Compliance Procedure that are currently outstanding. These Tax-Exempt Bonds are listed on *Exhibit A*.

Section 4.2. Tax-Exempt Bond File. As soon as practical, the Bond Compliance Officer will attempt to assemble as much of the Tax-Exempt Bond File as is available for the Tax-Exempt Bonds listed on *Exhibit A*.

Section 4.3. Annual Compliance Checklists. As soon as practical following the adoption of this Compliance Procedure, the Bond Compliance Officer will work with Bond Counsel and/or legal counsel to the Institution and cause Annual Compliance Checklists to be completed for all outstanding Tax-Exempt Bonds and will follow the procedures specified in Article VI to complete the Annual Compliance Checklists and thereafter include each completed Annual Compliance Checklist in the Tax-Exempt Bond File.

Section 4.4. Correcting Prior Deficiencies in Compliance. In the event the Bond Compliance Officer determines any deficiency in compliance with a Tax Compliance Agreement for an outstanding Tax-Exempt Bond listed on *Exhibit A*, the Bond Compliance Officer will consult with Bond Counsel and, as necessary, direct the Institution to follow the procedures described in the Regulations or the Tax-Exempt Bonds Voluntary Closing Agreement Program (VCAP) to remediate the noncompliance. If remediation of the noncompliance requires the Institution to submit a request under VCAP, the Bond Compliance Officer will undertake this step only after reporting the violation to the Governing Body and obtaining its approval.

ARTICLE V

COMPLIANCE PROCEDURE FOR NEW TAX-EXEMPT BOND ISSUES

Section 5.1. Application. This Article V applies to Tax-Exempt Bonds issued on or after the date of this Compliance Procedure.

Section 5.2. Prior to Issuance of Tax-Exempt Bonds.

(a) *Intent Resolution.* The Governing Body will authorize and approve the issuance of Tax-Exempt Bonds. Prior to or as a part of the authorizing resolution or ordinance, the Governing Body may adopt an Intent Resolution. The Bond Compliance Officer will provide the Issuer with a copy of the Intent Resolution upon request.

(b) *Directions to Bond Counsel.* The Bond Compliance Officer will provide a copy of this Compliance Procedure to Bond Counsel with directions for Bond Counsel to structure the documentation and procedural steps taken prior to issuing the Tax-Exempt Bonds so that they conform to the requirements of this Compliance Procedure, except to the extent Bond Counsel determines that different procedures are required. The Bond Compliance Officer will consult with Bond Counsel so that appropriate provisions are made to fund or reimburse the Institution's costs and expenses incurred to implement this Compliance Procedure. To the extent the Issuer relies on or acts at the direction of the Institution, the Tax Compliance Agreement will contain appropriate provision for Issuer indemnification by the Institution.

(c) *Tax Compliance Agreement.* For each issuance of Tax-Exempt Bonds, a Tax Compliance Agreement will be signed by the Bond Compliance Officer or other duly authorized officer of the Institution. The Tax Compliance Agreement will (1) describe the Project Facility and the anticipated Financed Assets, (2) identify all Bond Restricted Funds and provide for arbitrage and rebate compliance by the Institution, (3) for new money financings, require the Institution to complete a Final Written Allocation, and (4) contain a form of the Annual Compliance Checklist for the Tax-Exempt Bonds. The Bond Compliance Officer will confer with Bond Counsel and the Institution's counsel regarding the meaning and scope of each representation and covenant contained in the Tax Compliance Agreement.

(d) *Preliminary Cost Allocations.* For each issuance of Tax-Exempt Bonds, the Bond Compliance Officer in consultation with Bond Counsel and other Institution employees will prepare a preliminary cost allocation plan for the Project Facility. The preliminary cost allocation plan will identify the assets and expected costs for the Project Facility, and when necessary, will break-out the portions of Costs that are expected to be financed with proceeds of the Tax-Exempt Bonds (the "Financed Assets") and the portions, if any, expected to be financed from other sources.

(e) *Tax Review with Bond Counsel.* Prior to the sale of Tax-Exempt Bonds, the Bond Compliance Officer and Bond Counsel will review this Compliance Procedure together with the draft Tax Compliance Agreement to ensure that any tax compliance issues in the new financing are adequately addressed by this Compliance Procedure and/or the Tax Compliance Agreement. If Bond Counsel determines that this Compliance Procedure conflicts with the Tax Compliance Agreement, or must be supplemented to account for special issues or requirements for the Tax-Exempt Bonds, the Bond Compliance Officer will ask Bond Counsel to include the written modifications or additions in the final Tax Compliance Agreement. The Bond Compliance Officer will request Bond Counsel to prepare a form of Annual Compliance Checklist for use in monitoring the ongoing compliance requirements for the Tax-Exempt Bonds.

Section 5.3. Accounting and Recordkeeping.

(a) *Accounting for New Money Projects.* The Bond Compliance Officer will be responsible for accounting for the investment and allocation of proceeds of the Tax-Exempt Bonds. The Bond Compliance Officer will establish separate accounts or subaccounts to record expenditures for Costs of the Project Facility. The Bond Compliance Officer may use accounts established pursuant to a trust indenture for the Tax-Exempt bonds to assist it in accounting for the investment and expenditure of Tax-Exempt Bonds. In recording Costs for the Project Facility, the Bond Compliance Officer will ensure that the accounting system will include the following information: (1) identity of person or business paid, along with any other available narrative description of the purpose for the payment, (2) date of payment, (3) amount paid, and (4) invoice number or other identifying reference.

(b) *Accounting for Refunded Bonds and Related Refunded Bond Accounts.* For Tax-Exempt Bonds that are issued to refund prior Tax-Exempt Bonds, the Tax Compliance Agreement will set out special accounting and allocation procedures for the proceeds of the financing, and if necessary proceeds of the refinanced Tax-Exempt Bonds.

(c) *Tax-Exempt Bond File.* The Bond Compliance Officer will be responsible for assembling and maintaining the Tax-Exempt Bond File. The Bond Compliance Officer will provide copies to the Issuer of items contained in the Tax-Exempt Bond File upon request.

Section 5.4. Final Allocation of Tax-Exempt Bond Proceeds.

(a) *Preparation of Final Written Allocation; Timing.* The Bond Compliance Officer is responsible for making a written allocation of proceeds of Tax-Exempt Bonds to expenditures and identifying the Financed Assets. This process will be memorialized in the Final Written Allocation. For a new money financing, the Bond Compliance Officer will commence this process as of the earliest of (1) the requisition of all Tax-Exempt Bond proceeds from any segregated Tax-Exempt Bond funded account, (2) the date the Project Facility has been substantially completed or (3) four and one-half years following the issue date of the Tax-Exempt Bonds. For Tax-Exempt Bonds issued only to refund a prior issue of Tax-Exempt Bonds, the Bond Compliance Officer will work with Bond Counsel to prepare and/or document the Final Written Allocation for the Project Facility financed by the refunded Tax-Exempt Bonds and include it in the Tax Compliance Agreement.

(b) *Contents and Procedure.* The Bond Compliance Officer will consult the Tax Compliance Agreement and, if necessary, contact Bond Counsel to seek advice regarding any special allocation of Tax-Exempt Bond proceeds and other money of the Institution to the Costs of the Project Facility. If no special allocation is required or recommended, the Bond Compliance Officer will allocate Costs of the Project Facility to the proceeds of the Tax-Exempt Bonds in accordance with the Institution's accounting records. Each Final Written Allocation will contain the following: (1) a reconciliation of the actual sources and uses to Costs of the Project Facility, (2) the percentage of the cost of the Project Facility financed with proceeds of the Tax-Exempt Bonds (sale proceeds plus any investment earnings on those sale proceeds), (3) the Project Facility's Placed in Service date, (4) the estimated economic useful life of the Project Facility, and

(5) any special procedures to be followed in completing the Annual Compliance Checklist (e.g., limiting the Annual Compliance Checklist to specific areas of the Project Facility that the Final Written Allocation or the Tax Compliance Agreement treats as having been financed by Tax-Exempt Bonds).

(c) *Finalize Annual Compliance Checklist.* As part of the preparation of the Final Written Allocation, the Bond Compliance Officer will update the draft Annual Compliance Checklist contained in the relevant Tax Compliance Agreement. The Bond Compliance Officer will include reminders for all subsequent arbitrage rebate computations required for the Tax-Exempt Bonds in the Annual Compliance Checklist.

(d) *Review of Final Written Allocation and Annual Compliance Checklist.* Each Final Written Allocation and Annual Compliance Checklist will be reviewed by legal counsel to the Institution or Bond Counsel for sufficiency and compliance with the Tax Compliance Agreement and this Compliance Procedure. Following the completion of the review, the Bond Compliance Officer will execute the Final Written Allocation.

(e) *Certification of Compliance.* The Bond Compliance Officer will certify in writing to the Issuer and the Trustee completion of its responsibilities under this **Section 5.4**.

ARTICLE VI

ONGOING MONITORING PROCEDURES

Section 6.1. Annual Compliance Checklist. An Annual Compliance Checklist will be completed by the Bond Compliance Officer each year following completion of the Final Written Allocation. Each Annual Compliance Checklist will be designed and completed for the purpose of identifying potential noncompliance with the terms of the Tax Compliance Agreement or this Compliance Procedure and obtaining documents (such as investment records, arbitrage calculations, or other documentation for the Project Facility) that are required to be incorporated in the Tax-Exempt Bond File. The Bond Compliance Officer will refer any responses indicating a violation of the terms of the Tax Compliance Agreement to legal counsel to the Institution or Bond Counsel and, if recommended by counsel, will follow the procedure set out in **Section 4.4** hereof to remediate the non-compliance.

Section 6.2. Arbitrage and Rebate Compliance. The Bond Compliance Officer will monitor the investment of Bond Restricted Funds and provide investment records to the Rebate Analyst on a timely basis. The Bond Compliance Officer will follow the directions of the Rebate Analyst with respect to the preparation of and the timing of rebate or yield reduction computations.

Section 6.3. Form 990; Schedule K. The Bond Compliance Officer is responsible for ensuring the completion of Form 990; Schedule K on an annual basis. The Bond Compliance Officer will review Form 990; Schedule K each year to ensure the veracity of the information provided.

ARTICLE VII

DISCLOSURE

Section 7.1. Continuing Disclosure Compliance File .

(a) *Compilation and Maintenance of Continuing Disclosure Compliance File.* The Bond Compliance Officer shall compile and maintain the Continuing Disclosure Compliance File.

(b) *Annual Review of Continuing Disclosure Compliance File.* Within 180 days after the end of each fiscal year of the Institution, the Bond Compliance Officer will complete the Annual Continuing Disclosure Compliance Checklist and update the Continuing Disclosure Compliance File as indicated by the Annual Continuing Disclosure Compliance Checklist.

(c) *Remedying Noncompliance.* If the Bond Compliance Officer identifies any non-compliance with the Continuing Disclosure Undertaking as a result of the annual review or otherwise, the Bond Compliance Officer shall promptly take steps to remedy the noncompliance, including by making any necessary remedial filings. In the event the Bond Compliance Officer identifies any such noncompliance, the Bond Compliance Officer shall update the Continuing Disclosure Compliance File to reflect the noncompliance in the Institution's five-year history of compliance.

Section 7.2. Issuance of New Disclosure Bonds.

(a) *Review Primary Offering Documents.*

(1) The Bond Compliance Officer will review a draft of the Primary Offering Document for each new issue of Bonds. The Institution is primarily responsible for the accuracy and completeness of the information in the Primary Offering Document relating to the Institution. The Bond Compliance Officer will coordinate the Institution's efforts to ensure that the information in each Primary Disclosure Document relating to the Institution does not contain any untrue statements of a material fact or omit to state any material fact necessary to make the statements contained therein, in light of the circumstances under which they were made, not misleading. In the review and preparation of Primary Offering Documents, the Bond Compliance Officer shall consult with internal or external counsel and other appropriate officials, employees and agents of the Institution. The Bond Compliance Officer may designate internal or external counsel or other officials, employees or agents of the Institution, as appropriate, to assist in the preparation of each Primary Disclosure Document or portions thereof and should discuss with internal or external counsel questions relating to the material accuracy and completeness of any information included in any Primary Disclosure Document.

(2) The Bond Compliance Officer will review any statement in a Primary Offering Document related to the Institution's past compliance with the Continuing Disclosure Undertaking to determine whether such Primary Offering Document accurately describes such past compliance.

(b) *Review Continuing Disclosure Undertakings.* The Bond Compliance Officer will review each Continuing Disclosure Undertaking related to a new issuance of Disclosure Bonds. If necessary, the Bond Compliance Officer will confer with Bond Counsel or other counsel regarding the meaning and scope of each obligation contained in the Continuing Disclosure Undertaking.

(c) *Update Continuing Disclosure Compliance File.* As soon as practicable after the issuance of any new Disclosure Bonds, the Bond Compliance Officer will be responsible for updating the Continuing Disclosure Compliance File to reflect the issuance of such new Disclosure Bonds.

Section 7.3. Annual Report, Quarterly Report and Event Notice Filing Procedures.

(a) *Annual Report and Quarterly Report Preparation and Submission.* The Bond Compliance Officer will prepare or cause the preparation of the Annual Report and all Quarterly Reports and will cause the Annual Report and each Quarterly Report to be filed with the MSRB on EMMA before the applicable deadline[s] required by the Continuing Disclosure Undertaking. If the Institution has engaged a third-party to submit the Annual Report and the Quarterly Reports on the Institution's behalf, the Bond Compliance Officer will request and review confirmation that each filing has been timely made as required.

(b) *Event Notice Submissions.* As necessary, the Bond Compliance Officer shall coordinate with those other employees and agents of the Institution most likely to become aware of the occurrence of a Material Event to ensure such employee or agent promptly notifies the Bond Compliance Officer upon the occurrence of a Material Event. After obtaining actual knowledge of the occurrence of any event that the Bond Compliance Officer believes may constitute an event requiring an Event Notice, the Bond Compliance Officer will consult with counsel to assist with the determination of whether to determine if an Event Notice is required under the Continuing Disclosure Undertaking. If it is determined that an Event Notice is required, the Bond Compliance Officer will cause an Event Notice to be filed on EMMA.

ADOPTED BY THE GOVERNING BODY ON APRIL 23, 2026

EXHIBIT A

**LIST OF TAX-EXEMPT BONDS AND DISCLOSURE BONDS COVERED BY THIS COMPLIANCE
PROCEDURE**

Tax-Exempt Bonds

Disclosure Bonds

EXHIBIT B

ANNUAL DISCLOSURE COMPLIANCE CHECKLIST

Name of Disclosure Compliance Officer: _____		
Period covered by checklist (“Annual Period”): _____		
Date: _____		
Item	Question	Response
1 New/Defeased Bonds	Were any Disclosure Bonds issued, refunded or defeased during the Annual Period?	<input type="checkbox"/> Yes <input type="checkbox"/> No
	If answer above was “Yes,” update the Continuing Disclosure Compliance File to reflect the Bonds currently outstanding and changes, if any, to the deadline for filing or the content of information required under the Continuing Disclosure Undertaking.	
2 Annual Report Filings	During the Annual Period, were the required Annual Report and Quarterly Reports filed on EMMA by the due date?	<input type="checkbox"/> Yes <input type="checkbox"/> No
	If answer above was “No,” file the required Annual Report and Quarterly Report(s) on EMMA, if not yet filed, and any required Notice of Failure to File. In either case, update the Disclosure Compliance File to reflect the filing date of the Annual Report and Quarterly Reports.	
3 Material Event Filings	During the Annual Period, did any of the following Material Events occur? <ul style="list-style-type: none"> • principal and interest payment delinquencies; 	<input type="checkbox"/> Yes <input type="checkbox"/> No

	<ul style="list-style-type: none">• non-payment related defaults, if material;• unscheduled draws on debt service reserves reflecting financial difficulties;• unscheduled draws on credit enhancements reflecting financial difficulties;• substitution of credit or liquidity providers, or their failure to perform;• adverse tax opinions, the issuance by the Internal Revenue Service of proposed or final determinations of taxability, Notices of Proposed Issue (IRS Form 5701-TEB) or other material notices or determinations with respect to the tax status of the Bonds, or other material events affecting the tax status of the Bonds;• modifications to rights of bondholders, if material;• bond calls, if material, and tender offers;• defeasances;• release, substitution or sale of property securing repayment of the Bonds, if material;• rating changes;• bankruptcy, insolvency, receivership or similar event of the obligated person;• the consummation of a merger, consolidation, or acquisition involving the obligated person or the sale of all or substantially all of the assets of the obligated person, other than in the ordinary course of business, the entry into a definitive agreement to undertake such an action or the termination of a definitive agreement relating to any such actions, other than pursuant to its terms, if material;• appointment of a successor or additional trustee or the change of name of the trustee, if material;• the incurrence of a Financial Obligation of the obligated person, if material, or agreement to covenants, events of default, remedies, priority rights, or other similar terms of a Financial Obligation of the obligated person, any of which	
--	--	--

	<p>affect security holders, if material; and</p> <ul style="list-style-type: none"> • a default, event of acceleration, termination event, modification of terms, or other similar events under the terms of a Financial Obligation of the obligated person, any of which reflect financial difficulties 	
	<p>If answer above was “Yes,” was an Event Notice filed on EMMA within 10 business days?</p> <p>If No, file an Event Notice on EMMA.</p> <p>If a Material Event occurred, update the Continuing Disclosure Compliance File to reflect the occurrence of the Material Event and the date the required notice was filed.</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No
<p>4</p> <p>Upcoming Annual Report</p>	<p>Has the Annual Report for the most recent fiscal year been prepared?</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No
	<p>If answer above was “No,” prepare and file or cause the preparation and filing of the Annual Report for the most recent fiscal year as soon as practicable prior to the deadline.</p>	



PROPOSAL FOR BOARD ACTION

Proposal Title: TouchMath Curriculum

Submitted by: Mireille Dennis, Special Education Director

Originating Committee: Special Education / Mr. Clark

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:

Access to the TouchMath digital platform for special education teachers and students is set to expire on April 27, 2026. In place of renewing the digital subscription, it is proposed that we purchase and transition to a print-only version of the TouchMath curriculum moving forward.

Background Information, including a list of reviewing committees:

In May 2024, the Board approved the purchase and implementation of a blended (digital and print) model of the TouchMath curriculum. TouchMath is a research-based supplemental program designed to support students who struggle with foundational math skills and abstract concepts. Its multisensory approach has proven effective in meeting the needs of learners with diverse abilities and learning styles, particularly within special education settings.

Assessment:

The proposed transition to a print-only TouchMath curriculum is expected to maintain the effectiveness of math intervention supports while improving accessibility and ease of use for both students and teachers. The change reduces reliance on digital devices, supporting increased student engagement and alignment with screen time guidelines. Implementation will be monitored through teacher feedback and student performance data to ensure continued progress in foundational math skills.

Recommendation:

It is recommended that the Board approve the transition to and purchase of the print-only version of the TouchMath curriculum. This option provides greater accessibility for both students and teachers, supporting more consistent and effective implementation in the classroom. Additionally, moving to a print-only format aligns with HB 273 requirements related to reducing and limiting student screen time during the school day. The purchase order for the proposed print materials is included with this proposal.

Please submit this form with all accompanying paperwork to the Board Clerk, Shelbi Kelly, at skelly@gwacademy.org by the 15th day of the month of the Board meeting.



Quote Date 4/16/2026

Expiration Date 5/16/2026

2 N Nevada Ave, Ste 1200
Colorado Springs, CO 80903-1702
Phone: 1-800-888-9191
FTIN: 83-1927094

Quote Number 00014915

Price Quote

Contact Name Mireille Dennis
Email mdennis@gwacademy.org

Prepared by Emily Weissmueller
Email emily.weissmueller@touchmath.com

Bill To Contact Mireille Dennis
Bill To Account George Washington Academy
Bill To 2277 S 3000 E
St George, UT 84790
US

Ship To Contact Mireille Dennis
Ship to Account George Washington Academy
Ship To 2277 S 3000 E
St George, UT 84790
US

Product SKU	Product	Quantity	Price	Total Price	Discount Applied	Extended
3182	First Grade Math Curriculum - Print Only	2.00	\$1,429.00	\$2,858.00	\$0.00	\$2,858.00
3118	Grade 3 Print Curriculum Only	3.00	\$1,429.00	\$4,287.00	\$0.00	\$4,287.00
3128	Grade 4 Curriculum Print Only	3.00	\$1,429.00	\$4,287.00	\$0.00	\$4,287.00
3138	Grade 5 Curriculum Print Only	1.00	\$1,429.00	\$1,429.00	\$0.00	\$1,429.00
3154	Kindergarten Math Curriculum - Print Only	1.00	\$1,429.00	\$1,429.00	\$0.00	\$1,429.00
4200	Pre-K Classroom Solution - Print	1.00	\$1,082.00	\$1,082.00	\$0.00	\$1,082.00
3215	Second Grade Math Curriculum - Print Only	2.00	\$1,429.00	\$2,858.00	\$0.00	\$2,858.00
4215	Upper Grades Classroom Solution - Print	1.00	\$4,625.00	\$4,625.00	\$0.00	\$4,625.00
2780	Virtual Training (3-hour Session)	1.00	\$2,000.00	\$2,000.00	\$2,000.00	\$0.00

Subtotal	\$24,855.00
Discount Applied	\$2,000.00
Shipping and Handling	\$2,742.60
Tax	\$0.00
Order Total USD	\$25,597.60

Customer Notes

- Quote Only -

Invoice Terms: Net 30; Past due invoices of more than 30 days are subject to a service charge of 1-1/2 % per month on outstanding balance.

Please make checks payable in US Dollars to TouchMath Acquisition LLC

ACH Information: JPMorganChase New York, NY 10017 - ACH Routing #102001017- Account #596232622

Products are periodically revised which may result in changes to availability and prices quoted. If an extension of time is needed for this quote, please contact us at 1-800-888-9191 Monday through Friday 7:00 a.m. - 5:00 p.m. MST.



Purchase Orders should be generated on official district or school form or school letterhead and include the date, item numbers, descriptions, prices, and an authorized signature for payment. Please reference the above Quote number on your P.O. and in further communications.

The Product identified above is only authorized for use in the Quantity of Classrooms set forth above. Unauthorized copying, reproduction, distribution, or modification of the Product, or any part thereof, in any form without explicit written permission from TouchMath Acquisition LLC is strictly prohibited. No part of the Product, may be reproduced, stored in a retrieval system, or transmitted in any form or by any means - electronic, mechanical, photocopying, recording, or otherwise - without the prior written permission of TouchMath Acquisition LLC. All rights reserved.

To expedite your order, please email your P.O. to orders@touchmath.com

Shipping and tax are estimated and will be recalculated when the order is placed. These amounts will not exceed the quoted values.

A copy of our Sole Source Letter and current W9 form can be downloaded from our website at www.touchmath.com/contact

By signing this Price Quote, the purchaser is agreeing to the Standard Terms and Conditions for TouchMath Products and Services, which are incorporated herein by reference and are available at <http://termsfuse.classworks.com>.

Our privacy policy can be viewed at www.touchmath.com/privacy-policy

In return for your signing this Order Form, the parties agree that TouchMath will hold both the inventory and pricing set forth herein and the District will seek to obtain a Purchase Order for this Order. If no Purchase Order is received by TouchMath within 60 days, then the inventory will be released from the above-referenced hold and the pricing will be subject to change.

The undersigned represents and warrants that they have full authority to execute this Agreement on behalf of the school district identified above and by signing this Price Quote bind said district to the terms and conditions set forth herein.

Signature: _____ Date: _____

BOARD UPDATE



Charter Goals:

- 1** Board Members will review and discuss internal and external student data, presented by the director, to assess goal achievement and academic progress.
- 2** % of students demonstrating proficiency on each state mandated end-of-year assessment, as compared to the average of WCSD and UT.
- 3** % of students demonstrating growth in each state mandated end-of-year assessment subject



2025–2026 Goals

Academics - By the end of the 2025–2026 school year, 85% of students will show growth in math fluency from beginning of year to end of year!

Leadership - Teachers will lead their own professional development by sharing and modeling best practices in academic instruction and behavior support, fostering a culture of shared leadership and continuous growth.

Community - Foster a positive school culture that motivates by embedding regular meaningful celebrations that recognize student achievement, personal growth, and staff contributions.

OVERTIME: 0 HOURS

ATTENDANCE: 89%
TARDY: 99%

26-27 ENROLLMENT PROJECTIONS

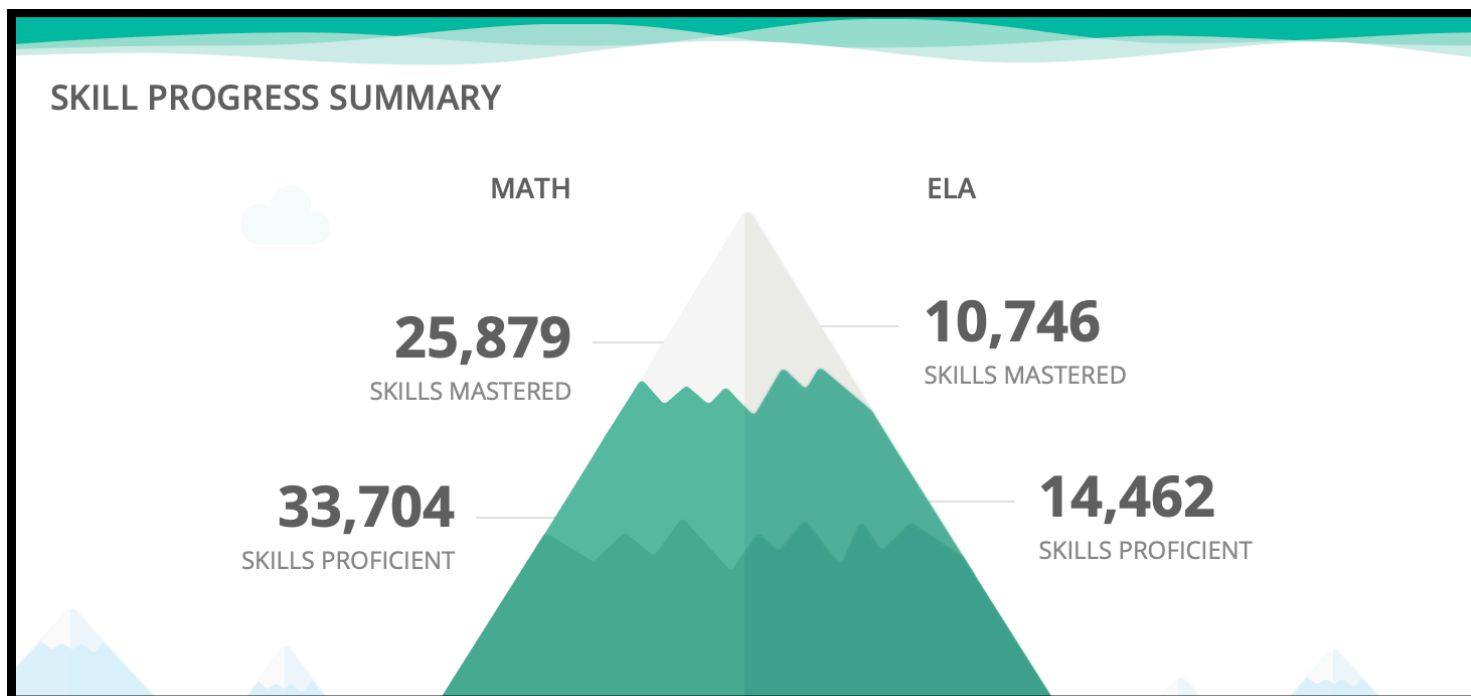
Grade:	K	1	2
Max Enrollment (LOTTERY)	135	1	2
Ideal Enrollment	140	140	140
Students Accepted/Returning:	137	135	134
Intent to Return Not Completed:	0	0	0
Offered/Not Accepted Yet:	0	1	0
Save open spot current year:		3	5
Projected:	137	139	139
Waitlist Numbers:	88	44	21

Grade:	3	4	5
Max Enrollment (LOTTERY)	1	1	3
Ideal Enrollment	140	140	140
Students Accepted/Returning:	139	140	136
Intent to Return Not Completed:	0	0	0
Offered/Not Accepted Yet:	0	0	1
Save open spot current year:	1	0	3
Projected:	140	140	140
Waitlist Numbers:	33	26	12

Grade:	6	7	Totals:
Max Enrollment (LOTTERY)	0	5	148
Ideal Enrollment	120	120	1080
Students Accepted/Returning:	123	108	1052
Intent to Return Not Completed:	0	0	0
Offered/Not Accepted Yet:	0	1	3
Save open spot current year:	2	8	22
Projected:	125	117	1077
Waitlist Numbers:	27	0	251

28 more students added from March

IXL SKILLS AND MASTERY



END OF YEAR RISE AND ACADIENCE DATA COMING IN MAY



PROPOSAL FOR BOARD ACTION

Proposal Title: LEA Specific 3-Year Exention for Tracy Baker

Submitted by: Christine Giles

Originating 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:

Tracy Baker will complete her initial three-year term as a seventh grade math teacher under a state-authorized LEA-Specific License. During this time, she has demonstrated strong effectiveness as a secondary math teacher at GWA. The Board of Directors is now asked to consider renewing her LEA-Specific License for an additional three-year term, beginning in June 2026 and extending through June 2029.

Background Information, including a list of reviewing committees:

Christine Giles met with State Licensing Representative Joe B. Wright to determine next steps for Tracy Baker. In light of Tracy's strong instructional effectiveness and high performance on state summative assessments, it is strongly recommended that the Board of Directors renew her three-year contract, allowing her to continue serving as a seventh grade math teacher at GWA.

Assessment:

Tracy has been instrumental in the success of our middle school students and has collaborated closely with our sixth grade math teacher to build a strong and cohesive math program. It is recommended that we continue the three-year renewal cycle for her license.

Recommendation:

The administration recommends that the Board approve a second three-year contract for Tracy Baker, allowing her to continue in her content-specific middle school role.

Please submit this form with all accompanying paperwork to the Board Clerk, Shelbi Kelly, at skelly@gwacademy.org by the 15th day of the month of the Board meeting.