These Minutes are Pending Board Approval

Mission Statement: "ACADEMICS. LEADERSHIP. COMMUNITY."

George Washington Academy Thursday, March 27, 2025 7:30 p.m.

Board Meeting Minutes

Location: George Washington Academy

2277 South 3000 East St. George, Utah Learning Lab

The Annual Review Indicators Training was held at 7:00 p.m. prior to the Board Meeting.

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

Board Welcome: Shannon Greer, President

Roll Call: Shannon Greer, President

Prayer: Josh Serrano

Pledge of Allegiance: Laura Pressley

GWA Year Goals:

- Expanding student Leadership opportunities for ALL students
- Ensure ALL students are learning at High Levels
- Focus on Employee Mental Health with Better and Quicker Access

Blake said that they met with Talk Space about usage. There has been much higher usage with this program than the last. They are about to see how the students are learning with assessments coming up. Shannon asked about leadership opportunities. Blake said that a group is teaming up with the Best Friends Animal Sanctuary for GWA gives back. 7th Graders are a part of a new program, the Legacy Project. 7th graders come up with different skills they want to leave behind for other students. Examples range from a picture taken from space with a message that said "we can have a lasting impact on the universe." Another student presented an idea about how to be better with recycling. The winner will be invited to come and present their idea to the Board.

Approval of Minutes:

Kevin made a motion to approve the Minutes from the February 27th, 2025 Board Meeting as outlined in the board packet. Amanda seconded the motion. The motion passed unanimously. All present voted in favor: Amanda Mortenson, Kevin Peterson, Casey Unrein, Brady Pearce, Laura Pressley, Shannon Greer. Laura Snelson via Zoom.

Board Members Present: Amanda Mortenson, Kevin Peterson, Casey Unrein, Brady Pearce, Laura Pressley, Shannon Greer. Laura Snelson via Zoom.

Board Members Not Present: Deborah Odenwalder

Others Present: Steve Erickson, Christin Giles, Spencer Adams, Deborah Kauvaka, Josh Serrano, Rachel Richins, Jenna Ayers, Lexi Toia and Shelbi Kelly.

Public Opportunity to Address the Board:

None

Set time for adjournment

Blake set the time for adjournment at 8:20.

Teacher Reports: Lexi Toia the Teacher Representative gave the report. She said that 6th grade is beginning their early drafts for their descriptive writing essays. The theme of their writing will be focused on describing their experience as a sixth grade student. Then they're going to develop their final drafts. They're collaborating with Student Treasures Publishing in order to begin the publishing process of their own classroom book. As of November 12, IXL shows that students gained 54%. This estimates that student IXL ELA scores have increased by half a grade level. As of March 25th IXL data shows that students have gained 145 increase. Students have surpassed the ELA rate of 90% increase within IXL by the end of the school year. Their RISE benchmark assessments show they need support in anyalyzing informational tests. With implementation of vertical learning through trial and error, she is discovering how to teach this method and how she's learning how it can be cross-curricular with ELA. For math in 6th grade, they said they just wrapped up module 13 which is area of triangles and special quadrialteralas. The average score for the end of the unit test was an 87%. Their math IXL scores are continuing to grow with a portion of weekly leadership hour designated for students to work on their skill gaps. IXL shows an average growth of 75 points. 100 points representing one grade level of growth. 39 students have exceeded a growth of 100 points thus far. With 5th grade they have been using IXL to spiral review. They noticed at the end of last year, while preparing for the RISE tests that they were reviewing things from the beginning of the year and it was hard for the kids to remember. Now, with IXL, they have been reviewing all year long. They do it for bell work Monday through Thursday and for a fun break. They are able to pass off their skills throughout the week. The teachers are able to choose which skills they want to use. They've been doing 2 math skills and 2 ELA skills, usually 2 older and 2 newer skills. Using IXL in the classroom to spiral review has made it an actual review instead of needing to reteach the concepts that were learned at the beginning of the year. IXL is not used to teach, it's used as supplementary work. Casey asked about the usage report that Christine sent at the end of the last meeting. It has said that the older grades use IXL more than the younger. He wanted to know if it was just because they are more capable of grabbing their computers and logging in. Blake confirmed that it had a lot to do with it. Lexi said that her class understands the expectation of what to do they get to class for the day. They grab their chromebook and get to work. Kevin asked if they need to make sure the new computers they are buying with the Land Trust fund have cameras. Steve said they do. Amanda asked how the Give Me Liberty Program is going. Lexi said it's be going great. There has been so much participation, mostly because of the amazing parents that are helping this year. They had a booth at Meet the Teacher which helped get everyone excited. Seeing their name on the posters with stickers on it helps the kids get really motivated. The last day to do it is April 4. The parents who did it this year said they are willing to do it again next year.

Administration Report:

Blake Clark, Executive Director gave the report. Today was the fourth grade Utah Program and the third grade math calculator competition. The Math competition is 25 questions of all operations in math. They follow a calculator and it will give them a random multiplication fact they have to answer. In the first round it's 3 minutes, the second round it's 2 minutes and the last one is one. It goes off the percentage that they get correct. Last year we only had four or five students to make it to the final round, this year there were 12 students. It's really important for 4th graders to know these facts so this has been a great way to prepare them and have them embedded in their brain. From the board update that was sent out, the attendance is 93% and tardies are 95%. Current enrollment is 998 with 0 overtime hours. Blake said that there are families that are interested in coming in the future. He will send out the projected enrollment numbers for next year. If we had the new building we would be able to take two kindergarten classes and one first and second grade, which would be an additional 100 kids. Jumping to retention, the outreach committee met this week, retention numbers are looking really really good. In the past several years our retention has been at 75% for our fifth graders going into 6th. That number has gone up. From 6th to 7th, 93% are staying. In some of our grades we literally only have 2 kids that are leaving. Overall as a school we're at 95% retention rate. Teacher retention is at 90% which is the highest it's ever been. A lot of those leaving are part-time or college-age students. There is always something that happens, where a spouse gets a job and someone leaves. When that happens there are 25 applications sitting on his desk to pull from. Casey asked that with the high retention, will there be new students able to get in. Blake said that the maximum number of students for sixth and seventh grade is 120. Thats 30 per class which per charter they can do. Historically there are more sixth and seventh graders wanting to get in during the summer. They give quite a few tours in the summer for sixth and seventh grade families. He said that based on the historic number of 75% retention of 5th graders going into sixth grade, thats one of our goals with expansion is to bump up that number. So although Casev make think that the retention numbers are scary high, to Blake, its a great accomplishment of what the teachers are doing and the culture of the school which shows that people want to stay. He said that he was talking to an employee who's family member toured a school thats goals were attendance related. They have buses bringing their students to them. Our school has parents picking up and dropping off, they are so dedicated to getting their kids to the school that we are able to focus our goals on academics. It's sad when a schools overall goal is attendance. All reports that are listed have been completed.

Financial Report:

Business Administrator, Spencer Adams gave the report. The budget report is as of the end of February. About 66% of the way through the fiscal year. We are trending on track across the majority of the major categories. There has been a big emphasis as a finance committee to try and get as close to reality as we can, especially the forecasted column there, which is a bit of change from years past. Ratios continue to look great. Operating margin, about 6.5%, overall we are in a healthy spot and will continue to monitor things as we go throughout the rest of the year. I mentioned in the finance committee meeting that we do have some of the federal requests into

our grants department. Hopefully in the next month or two we'll start seeing more than just the lunch funds in the federal category in the revenue. We just started the preliminary budget for next year and everything from the legislative session came out positive. Obviously, we'll have more details on that but just kind of giving you alittle bit of what came out of that. There was a 4% increase to the WPU and then a 9% increase to the local replacement fund. So great increases there. They also increased the educator salare adjustment again, positive news for the teachers in that regard. Kevin asked if from a federal standpoint, any of the changes being made are causing delays in reimbursements. Spencer said he hasn't seen anything yet but that the sooner we can get them in the better, now is better than June or July. His understanding is that the state has the funds and they are the ones that will be releasing the funds, everything is managed through Utah Grants. Casey asked how the funds will continue with the dismantling of the Federal Department of Education. Spencer hadn't heard, Shannon said we will still get the funds that we've received, it'll just come through the state. The question is about the SPED funds, where is that going to come from. The good thing is that the state of Utah is very pro-education, Governor Cox is pro-charter particularly so she doesn't think our students will suffer. There may just be a learning curve. Kevin said that Utah gets 7.5% of it's total budget from federal funds, other schools are as high as 22%. We can figure this out.

Committee Reports (3 min each):

- **Policies Committee** Nothing
- Finance Committee In the packet there is the reimbursement resolution. It was dated for March 19. With the tariffs kicking in, we don't know how much prices will be going up. We will be voting on it later.
- Audit Committee Nothing
- **Benefits Committee** We met on Talk Space, we had one questions that was asked to talk space and they were able to get back to us so it doesn't seem like that will change anything.
- Curriculum Committee Just a successful implementation of the vertical boards.
- Outreach Committee Laura Pressley said they have been brainstorming 20th anniversary celebration ideas and ways to celebrate as a community and as a school as well as ideas for an expansion asnnouncement, a groundbreaking type even and some things to get buy-in and excitement going. The PTO is up for letting us join with them in the fall event and instead of calling it a Fall Fest it will be a 20 year anniversary celebration..
- **Technology Committee** Nothing
- LAND Trust Committee Nothing
- PTO Committee Josh Serrano gave the report. The Glow Show was a huge success and the PTO is planning on doing it again next year. The PTO is working hard to fill positions for the PTO positions that are open. The election was moved to April to give parents time. Rise Snacks are almost completed. The PTO is funding the Legacy Program of \$250 for up to 12 participants. Next year they are willing to donate \$500 up to 12 participants. Funds will be deposited into a 529 account. PTO will sponsor the dinner. Judging is end of April. Family appreciation event is being moved to the gym to avoid issues with weather and so it doesn't need to start so late. Moving it the gym it can be dark enough to watch. The movie will be Wild Robot with free pizza and popcorn. The

- PTO is talking about changing the fundraising to two different categories, one for the PTO events the other for the school expansion.
- Board Development Committee Shannon Greer said that the legislative update will be on the 28 of next month. May will be board evaluations. Shannon will not be here so Laura Snelson will lead that portion of the discussion during training. In the month leading up to the May board meeting we will be sending out board evaluations and review. June is conference. If you're interested in coming, we encourage you to come. There will be a board specific strand that will be very valuable to all board members. If you're interested in going, let Jessica know ASAP. Hotel rooms need to be reserved before they run out of space. Hopefully many teachers will be joining us. There will also be an opportunity for anyone who is interested in developing relationships with districts.
- Campus Management Committee Nothing

At 8:20, Kevin made a motmion to continue the board meeting. Brady seconded the motion.

Discussion and/or Action Items:

- Expenditures over \$5,000
- Kevin made a motion to approve the Reimbursement Resolution in the amount of 18 million as outlined in the Board Packet. Second made by Amanda. The motion passed unanimously. All present voted in favor: Amanda Mortenson, Kevin Peterson, Casey Unrein, Brady Pearce, Laura Pressley, Shannon Greer. Laura Snelson via Zoom.
- Amanda made a motion to approve the 2025-2026 Mathnasium Partnership contract for \$92,000 as outlined in the Board Packet. Laura Snelson seconded the motion. Blake said it's the exact same as last yea, except they added December. Chrisine said that they have already extended the invitations and have a backup list for who to invite next based on data. Shannon confirmed it was full. The data was sent by Blake in the update. Casey asked why the numbers, particularly the 5th grade are lower in total sessions. Christine confirmed they have had a lot of movement with either students being identified as need that support and some that are doing just fine and can go back to their patriot time to do math. So the kids that were going haven't been there consecutively based on the movement from their needs. The motion passed unanimously. All present voted in favor: Amanda Mortenson, Kevin Peterson, Casey Unrein, Brady Pearce, Laura Pressley, Shannon Greer. Laura Snelson via Zoom.
- Amanda made a motion to approve 2025-2026 CKLA Curriculum Materials in the amount of \$29,520.53 as outlined in the Board Packet. The second came from Laura Pressley. The motion passed unanimously. All present voted in favor: Amanda Mortenson, Kevin Peterson, Casey Unrein, Brady Pearce, Laura Pressley, Shannon Greer. Laura Snelson via Zoom.
- Casey made a motion to approve the 2025-2026 HMH Curriculum Materials in the amount of \$31,849.70. The second came from Kevin. The motion passed unanimously. All present voted in favor: Amanda Mortenson, Kevin Peterson, Casey Unrein, Brady Pearce, Laura Pressley, Shannon Greer. Laura Snelson via Zoom.
- Kevin made a motion to approve the Financial Systems as outlined in the board packet for the amount of \$5,900. The second came from Brady. Casey asked if this is every year. Blake explained it is, you just don't usually see it. The motion passed unanimously. All

- present voted in favor: Amanda Mortenson, Kevin Peterson, Casey Unrein, Brady Pearce, Laura Pressley, Shannon Greer. Laura Snelson via Zoom.
- Laura made a motion to retain the services of Snow, Jensen and Reese being led by Gregory Hardman at the rates listed in the packet for serves relating to our construction contracts for our school expansion. Kevin seconded the motion. Casey asked if he gave a scope of hours. Kevin explained that he didn't, it's hard to know but that he does have experience. It's important to have a layer of protection for us especially when contractors contracts heavily favor them. This way we have someone looking out for us, someone who knows what to look for and what to avoid. Shannon talked about how we will vet things ourselves then have him look at things after we have know all we can do to review things. Casey asked if these fees will be reimbursed with the bonds. Kevin said he would be shocked if they weren't. But he doesn't honestly know. Casey also asked if need to approve invoices from above \$5,000. Kevin is hopeful that we won't be using too many hours of the attorney's time because we will be vetting everything thoroughly before it goes to him. The motion passed unanimously. All present voted in favor: Amanda Mortenson, Kevin Peterson, Casey Unrein, Brady Pearce, Laura Pressley, Shannon Greer. Laura Snelson via Zoom.

GWA Expansion:

Shannon Greer said she waiting for the date to close for the RFSQ. Then we will review those. We need a committee of at least 3 in addition to the admin team to take a look at those. We don't have dates yet. Be thinking if that is something you want to be part of.

Closed Meeting – *None*

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

Next Meeting: The next regular Board Meeting will be held on April 24, 2025 at 7:30 p.m.

Adjournment: Amanda made a motion to adjourn. The meeting adjourned at 8:40.

Written by Shelbi Kelly.



Financial Summary

as of March 31, 2025

75.0% through the Year BUDGET REPORT EXPENSES RATIOS

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

Enrollment Revenue

1000 Local

3000 State

4000 Federal

Total Revenue

Total Neve

Expenses

100 Salaries

- 200 Benefits
- 300 Prof & Technical Services
- 400 Purchased Property Services 500 Other Purchase Services
- 600 Supplies and Materials
- 700 Property, Equipment
- 800 Debt Service and Misc

Total Expenses

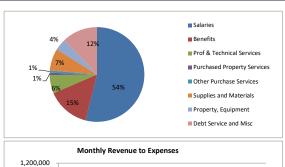
Net Income from Operations

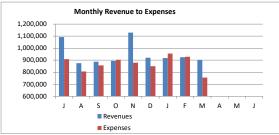
Operating Margin

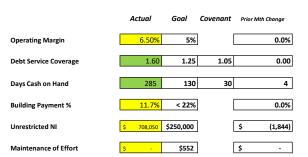
Year-to Date % of Approved Forecast Actuals Budget Forecast 1000 1016 506,089 \$ 546,858 \$ 696,858 73% 7,889,346 10,198,466 \$ 10,637,084 74% 149,606 430,455 \$ 433,195 35% 8,545,041 \$ 11,175,779 \$ 11,767,137 4,296,901 \$ 5,876,332 \$ 5,932,452 72% 1,137,440 1,669,678 \$ 1,608,319 71% 631,679 \$ 491,945 \$ 683,383 72% 67,670 \$ 92,280 \$ 91,080 74% 48,719 \$ 75,838 \$ 81,403 60% 630,710 \$ 730,928 \$ 831,100 76% 183,996 348,081 \$ 440,147 42% 984,952 \$ 1,334,712 \$ 1,334,712 74% 10,759,528 \$ 11,002,596 7,842,333 \$ 71% 702,708 \$ 416,251 \$ 764,541 92%

3.7%

6.5%





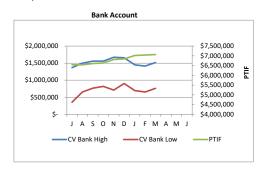


CASH RESERVES ENROLLMENT

 Month Ending Cash Balance
 \$ 8,585,693
 Includes \$7,067,959 PTIF

 Days Cash on Hand
 285

8.2%

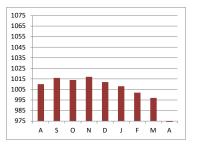


	Actual Itu	roiecast
Last Year Reserve Balance	\$ 7,135,787	\$ 7,135,787
Reserves Added this Year	\$ 702,708	\$ 708,050
Project 1	\$ -	\$ -
New Reserve Balance	\$ 7,838,495	\$ 7,843,837

Actual Vtd

								М	
K	139	141	139	139	138	137	136	136	
1	134	136	136	137	137	136	137	135	
2	139	138	137	137	136	137	136	137	
3	134	136	136	136	139	137	138	137	
4	138	140	138	138	138	139	137	136	
5	125	125	126	125	125	127	127	127	
6	106	105	107	106	105	103	101	100	
7	95	95	95	99	94	92	90	89	
Total	1010	1016	1014	1017	1012	1008	1002	997	0







		(996 Students) FY24 Actuals		Current Yr Actuals	. '	1000 Students) Approved Budget		Changes	1016 Forecas	st	% of Forecast	% Change From Prior Mth
Revenue												
1000 Revenue From Local Sources							_				1	
1510 Interest	\$	448,400	\$	324,351	\$	300,000	\$	150,000		,000	72.1%	11.0%
1600 Food Services 1741 Student Activities and Fees	\$	219,830 125	\$	170,152 15	\$	230,000	\$	-	\$ 230	300	74.0% 5.0%	12.2% 0.0%
1741 Textbook and Library Fees	\$	123	\$	-	\$	-	\$	-	\$	-	0.0%	0.0%
1920 Donations	\$	14,116	\$	3,221	\$	4,000	\$	-		,000	80.5%	0.0%
1920 Staff Lounge	\$	2,681	\$	2,016	\$	3,000	\$	-		,000	67.2%	62.6%
1920 Dixie Direct Fundraiser 1930 Sales of Assets	\$	7,175 78	\$	-	\$	8,558	\$	-		,558	0.0%	0.0% 0.0%
1930 Sales of Assets 1990 Background Checks	\$	1,529	\$	-	\$	1,000	\$	-	\$ 1 \$,000	0.0%	0.0%
1990 Miscellaneous Income	\$	- 1,323	\$	6,334	\$	-	\$	-	\$	-	0.0%	0.0%
Total 1000:	\$	693,934	\$	506,089	\$	546,858	\$	150,000	\$ 696	,858	72.6%	11.4%
3000 Revenue From State Sources MSP	1						1.	[1	
30-3005 Regular School Program K 30-3010 Regular School Program 1-12	\$	479,589 3,326,359	\$	406,962 2,672,629	\$	390,014 3,591,301	\$	152,602 (27,544)	\$ 542 \$ 3,563	,616	75.0% 75.0%	12.5% 12.5%
30-3020 Professional Staff	\$	239,285	Ś	183,126	\$	249,288	\$	(6,144)		,144	75.3%	12.3%
31-1205 Sped Educ Reg Add-On WPUS	\$	538,986	\$	489,627	\$	678,233	\$	(30,641)		,592	75.6%	12.0%
31-1210 Sped Educ Reg Self Contained	\$	33,883	\$	46,045	\$	61,393	\$	-		,393	75.0%	12.5%
31-1220 Sped Educ Extended Year Program	\$	3,926	\$	3,160	\$	4,217	\$	(4)		,213	75.0% 75.0%	12.5%
31-1225 Sped Educ State Programs 31-1278 Sped Educ Stipends Extended Year	\$	8,355 3,024	\$	7,361 1,344	\$	9,814	\$	1,344		,814	100.0%	12.5% 0.0%
31-5201 Class Size Reduction K-8	\$	392,873	\$	319,217	\$	412,617	\$	13,006	•	,623	75.0%	12.5%
31-5344 Enhancement for At-Risk Student	\$	124,890	\$	108,492	\$	157,998	\$	(16,010)		,988	76.4%	11.5%
31-5901 Career and Tech Ed Dist. Add-On	\$	6,230	\$	4,757	\$	5,965	\$	129		,094	78.1%	12.5%
31-5903 CTE Comprehensive Counseling	\$	20,000	\$	15,000	\$	- 445.000	\$	20,000	T	,000	75.0%	12.5% 12.5%
32-0500 Charter School Admin. Costs Base Funding 32-5310 Flexible Allocation	\$	114,540 2,279	\$	87,458 1,767	\$	115,000 2,323	\$	1,610 33		,610	75.0% 75.0%	12.5%
32-5619 Charter School Local Replacement	\$	3,111,614	Ś	2,522,579	\$	3,317,000	\$		\$ 3,363		75.0%	12.5%
32-5651 Educator Professional Time	\$	89,531	\$	102,232	\$	-	\$	102,232		,232	100.0%	0.0%
33-5805 Early Literacy	\$	42,822	\$	-	\$	-	\$	-	\$	-	0.0%	0.0%
34-5642 Elementary School Counselor Grant	\$	50,000	\$	-	\$	-	\$		\$	-	0.0%	0.0%
34-5666 Professional Learning Grant 34-5807 Teacher Salary Supplement Program	\$	8,989 11,311	\$	6,587	\$	-	\$	8,782	\$ 8	,782	75.0% 0.0%	12.5% 0.0%
34-5868 Teacher Supplies and Materials	\$	7,610	\$	21,200	\$	22,713	\$	(1,513)	T	,200	100.0%	0.0%
34-5876 Educator Salary Adjustment	\$	564,864	\$	444,078	\$	598,011	\$	(7,089)		,922	75.2%	12.4%
34-5911 ELL Software	\$	2,787	\$	-	\$	-	\$	-	\$	-	0.0%	0.0%
35-5420 School Land Trust Program	\$	145,119 58,794	\$	148,100	\$	148,100	\$	49,660		,100	100.0% 0.0%	0.0%
35-5655 Digital Teaching & Learning 35-5678 TSSA	Ś	231,049	Ś	190,455	Ś	254.228	\$	(288)		,940	75.0%	12.5%
35-5679 School Based Mental Health Grant	\$	55,060	\$	-	\$	54,918	\$	- (200)		,918	0.0%	0.0%
35-5810 Library Books & Elective Resources	\$	-	\$	-	\$	-	\$	-	\$	-	0.0%	0.0%
35-5882 Beverly Taylor Sorenson Grant	\$	47,540	\$	37,800	\$	30,333	\$	20,067		,400	75.0%	12.5%
38-5608 Mental Health Screeners 38-5618 Early Interactive Software Program	\$	42,395 10,246	\$	-	\$	-	\$	33,151	\$ 33	,151	0.0% 0.0%	0.0%
38-5654 Period Products in Schools	\$	10,240	\$	-	\$	-	\$	-	\$	-	0.0%	0.0%
38-5673 Substance Prevention	\$	4,000	\$	4,000	\$	4,000	\$	-		,000	100.0%	0.0%
38-5674 Elementary Suicide Prevention	\$	1,000	\$	1,000	\$	1,000	\$	-		,000	100.0%	0.0%
38-5697 LETRS Professional Development Grant	\$	2.000	\$	-	\$	-	\$	-	\$	-	0.0%	0.0%
38-5914 School Safety Specialist 38-5914 School Safety Grant	\$	3,000 59,438	\$		\$	-	\$	63,797	\$ 63	,797	0.0%	0.0% 0.0%
38-8070 School Lunch (Liquor Tax)	\$	164,824	\$	64,370	\$	90,000	\$	15,000		,000	61.3%	17.2%
Total 3000:	\$	10,006,212	\$	7,889,346	\$	10,198,466	\$	438,618	\$ 10,637	,084	74.2%	12.0%
4000 Revenue From Federal Sources												
45-7522 IDEA Pre-School	\$	2,503	\$	-	\$	2,503	\$	41		,544	0.0%	0.0%
45-7524 IDEA Flow-Through 45-8075 Free & Reduced Reimbursement	\$	153,427 131,759	\$	83,234	\$	153,247 132,555	\$	2,699		,946 ,555	0.0% 62.8%	0.0% 16.5%
45-8075 National School Lunch Program	\$	56,316	\$	43,772	\$	57,480	\$	-		,480	76.2%	17.2%
45-8075 School Breakfast Program	\$	29,548	\$	22,600	\$	29,467	\$	-		,467	76.7%	16.7%
45-8079 Local Food for Schools Co-Op	\$	6,984	\$	-	\$	-	\$	-	\$	-	0.0%	0.0%
45-8080 Pandemic EBT	\$	653	\$	-	\$	-	\$	-	\$		0.0%	0.0%
47-7290 CARES UEN WIFI 48-7801 Federal Title I A	\$	43,465	\$	-	\$	47,055	\$	-	\$ 47	,055	0.0% 0.0%	0.0% 0.0%
48-7860 Federal NCLB Title II A	\$	11,706	\$	-	\$	8,148	\$	-		,148	0.0%	0.0%
48-7860 Federal Title IV Repurposed to Title I	\$	10,000	\$	-	\$	-	\$	-	\$	-	0.0%	0.0%
Total 4000:	\$	446,361	\$	149,606	\$	430,455	\$	2,740		,195	34.5%	16.8%
Total Revenue:	\$	11,146,507	\$	8,545,041	\$	11,175,779	\$	591,358	\$ 11,767	,137	72.6%	12.0%



10.856

Total 500:

6.242

67,616 \$

905

3.376 \$

11.000

9.000

11.000

5,565 \$

9.000

8.2%

37.5%

12.7%

0.0%

530 Telephone

540 Marketing

GEORGE AS	C	996 Students) FY24 Actuals	,	Current Yr Actuals		1000 Students) Approved Budget	1	Changes		1016 Forecast	% of Forecast	% Change From Prior Mth
600 Supplies and Materials							_	0				
610a Classroom Supplies	\$	52,113	\$	48,252	\$	44,680	\$	33,320	\$	78,000	61.9%	4.5%
610a TSSA - Supplies	\$	7,610	\$	-	\$	18,320	\$	(18,320)	\$	-	0.0%	0.0%
610a LAND TRUST	\$	-	\$	1,191	\$	12,000	\$	(9,000)	\$	3,000	39.7%	5.5%
610b Special Ed Supplies	\$	9,522	\$	4,183	\$	10,000	\$	- (C 000)	\$	10,000	41.8%	8.6%
610 Elective Supplies 610c Theatre Supplies	\$	4,241	\$	2.694	\$	6,000 7,000	\$	(6,000)	\$	7.000	0.0% 38.5%	0.0% 4.7%
610d CCA Expenses	\$	4,456	Ś	3,575	\$	5,179	\$	-	\$	5,179	69.0%	0.0%
610e Student Activity Supplies / Incentives	Ś	11,739	\$	9,142	\$	14,000	\$	-	\$	14,000	65.3%	-9.4%
610f Board Expenses/meals	\$	3,666	\$	1,385	\$	10,000	\$	-	\$	10,000	13.9%	0.0%
610g Office Supplies/General	\$	34,581	\$	32,176	\$	35,000	\$	-	\$	35,000	91.9%	1.8%
610h Safety Supplies	\$	1,602	\$	1,948	\$	4,000	\$	-	\$	4,000	48.7%	-8.4%
School Safety Grant	\$	3,245	\$	3,133	\$	-	\$	3,133	\$	3,133	100.0%	5.7%
610i GWA Gives Back 610j First Aid Supplies	\$	388	\$	647	\$	1,300 1,000	\$	-	\$	1,300 1,000	0.0% 64.7%	0.0% 11.0%
610k Director Discretionary Fund	\$	8,734	Ś	6,345	\$	10,000	\$	-	Ś	10,000	63.5%	12.4%
610m Staff Lounge	Ś	5,033	Ś	6,662	\$	6,000	\$	1,000	\$	7,000	95.2%	-1.3%
610n Swag Store	\$	-	\$	-	\$	-	\$	-	\$	-	0.0%	0.0%
610o Christmas Party	\$	4,975	\$	4,999	\$	5,000	\$	-	\$	5,000	100.0%	0.0%
610p Health and Wellness	\$	1,685	\$	1,210	\$	3,000	\$	-	\$	3,000	40.3%	30.8%
610q Non Food Lunch Supplies	\$	23,851	\$	29,031	\$	-	\$	30,000	\$	30,000	96.8%	3.9%
621 Natural Gas	\$	12,039	\$	7,348	\$	14,000	\$	-	\$	14,000	52.5%	19.8%
622 Electricity	\$	43,346 248,244	\$	36,073 216,394	\$	43,000 230,000	\$	20,000	\$	43,000 250,000	83.9% 86.6%	9.2% 10.2%
630 School Lunch Prgm 641 Textbooks/Curriculum	\$	47,705	\$	216,394	\$	79,794	خ	(46,100)	\$	33,694	63.9%	0.1%
641 TSSA - Curriculum	Ś	39,200	\$	42,533	\$	39,200	\$	11,500	Ś	50,700	83.9%	0.1%
641 UCCRSC	\$	-	\$	-	\$	-	\$	-	\$	-	0.0%	0.0%
641 Digital Teaching & Learning Curriculum	\$	47,152	\$	34,600	\$	14,000	\$	20,600	\$	34,600	100.0%	0.0%
641 SpEd - Textbooks/Curriculum	\$	922	\$	12,200	\$	29,855	\$	15,000	\$	44,855	27.2%	0.0%
644 Library Books	\$	4,324	\$	2,993	\$	4,000	\$	-	\$	4,000	74.8%	0.7%
650 Tech Related Supplies	\$	46,519	\$	3,692	\$	-	\$	5,140	\$	5,140	71.8%	-28.2%
650 SpEd - Tech Related Supplies 670 Educational Software	\$	19,000	\$	1,448	\$	15,700	\$	1,448 (15,700)	\$	1,448	100.0% 0.0%	0.0% 0.0%
670 Early Interactive Software - Educational Software	¢	19,000	è	33,151	ċ	15,700	٥	33.151	خ	33.151	100.0%	0.0%
670 TSSA - Educational Software (\$75,900 between hardware/software)	Ś	-	Ś	9,674	Ś	10,800	Ś	15,700	Ś	26,500	36.5%	0.0%
670 LAND TRUST - Educational Software	\$	9,551	\$	18,535	\$	14,700	\$	5,300	\$	20,000	92.7%	0.0%
670 SpEd - Educational Software	\$	-	\$	-	\$	3,400	\$	-	\$	3,400	0.0%	0.0%
680 Maintenance Supplies & Material	\$	37,421	\$	33,960	\$	40,000	\$	-	\$	40,000	84.9%	6.4%
Total 600:	\$	732,864	\$	630,710	\$	730,928	\$	100,172	\$	831,100	75.9%	4.8%
700 Property	ι.		١.	1			1.					
710 Land and Site Improvements & Building	\$	99,353	\$	59,026	_	25,000	\$	48,000		73,000	80.9%	0.0%
710 School Safety Grant 733 Furniture and Fixtures	\$	18,311	\$	10,420	\$	20,000	\$	50,000	\$	50,000 20,000	0.0% 52.1%	0.0% 1.0%
733 SpEd - Furniture and Fixtures	\$	1,533	\$	1.080	\$	1,296	\$	-	\$	1,296	83.3%	0.0%
734 Technology Hardware	\$	54,929	\$		\$	2,700	\$	(2,700)	\$		0.0%	0.0%
734 TSSA - Tech Hardware (\$75,900 between hardware/software)	\$	-	\$	-	\$	-	\$	1,400	\$	1,400	0.0%	0.0%
734 LAND TRUST - Hardware	\$	18,607	\$	6,273	\$	55,000	\$	-	\$	55,000	11.4%	0.0%
734 SpEd - Tech Hardware	\$	3,108	\$	-	\$	345	\$	-	\$	345	0.0%	0.0%
734 ESSER III - Tech Hardware	\$	-	\$	-	\$	-	\$	-	\$	-	0.0%	0.0%
734 Digital Teaching & Learning Hardware	\$	-	\$		\$	15,000	\$	-	\$	15,000	0.0%	0.0%
734 School Safety Grant 736 Technology Software	\$	24,962 2,020	\$	7,433	\$	-	\$	10,833	\$	10,833	68.6% 0.0%	84.3% -100.0%
736 TSSA - Software (\$75,900 between hardware/software)	Ś	38,782	Ş	54,818	Ş	48.000	\$	-	\$	48,000	114.2%	27.6%
736 LAND TRUST - Software	\$	10,773	Ś	54,010	\$	5,500	\$	(5,500)	\$		0.0%	0.0%
736 SpEd - Software	Ś	2,771	Ś	1,680	\$	1,800	\$	-	Ś	1,800	93.3%	0.0%
736 School Safety Grant	\$	23,100	\$	473	\$	-	\$	473	\$	473	100.0%	0.0%
739 Kitchen Equipment	\$	643	\$	-	\$	23,440	\$	(10,440)	\$	13,000	0.0%	0.0%
790 Cap Ex Fund	\$	227,009	\$	42,793	\$	150,000	\$	-	\$	150,000	28.5%	0.0%
	\$	525,901	\$	183,996	\$	348,081	\$	92,066	\$	440,147	41.8%	2.2%
800 Debt Service & Miscellaneous	م ا	45.45-	م ا	44.0 1		40.05-1	م ا	i		40.05-1	l ==···	ا
810 Dues and Fees 830 Bond Restricted Assets (Interest)	\$	15,132 469,512	\$	14,268 352,134	\$	19,000 436,912	\$	-	\$	19,000 436,912	75.1% 80.6%	1.6% 12.5%
840 Bond Restricted Assets (Interest)	\$	815,000	Ś	611,250	\$	845,000	Ś	-	\$	845,000	72.3%	12.5%
833 Bond Fees	\$	51,670	\$	7,300	\$	33,800	\$	-	\$	33,800	21.6%	0.0%
890 Miscellaneous	\$	618	\$		\$	-	\$		\$	-	0.0%	0.0%
Total 800:	\$	1,351,932	\$	984,952	\$	1,334,712	\$	-	\$	1,334,712	73.8%	12.2%
Total Expenses:	\$	10,156,583	\$	7,842,333	\$	10,759,528	\$	243,068	\$	11,002,596	71.3%	10.8%

Net Income:	\$ 989,924	\$	702,708	\$	416,251	\$ 348,290	\$	764,541		91.9%		
		Goa	l for Unresti	cted	Net Income:		\$	250,000	Rest	ricted Forec	asted S _I	pend Down
			Unrestrict	ed N	et Income:		\$	708,050	Food :			(129,284)
			Restrict	ed N	et Income:		\$	56,491	SpEd		\$	56,491
Cap Ex Fund:		At	year end:	\$	176,393	Use: \$0	At	year end:	\$	283,600		
(Unrestricted over \$350,000) Special Project Fund:		Ве	g of Year	\$	185,261		At	year end:	\$	543,311		
								35%	SpEd L	Inrestricted	i \$	226,657
Fund Reserve:					7,413,538			7,843,837				

GEORGE WASHINGTON ACADEMY Balance Sheet

As of March 31, 2025

	Mar 31, 25
ASSETS Current Assets Checking/Savings	
8110 · Cash in Banks 8111 · Cache Valley Bank Accounts 1 · Petty Cash 8111.1 · Cache Valley Bank (2050) 8111.3 · Cache Valley Checking (8114)	179.07 1,040.00 1,516,515.35
Total 8111 · Cache Valley Bank Accounts	1,517,734.42
8116 · PTIF 8120 · US Bank Accounts 8120.1C · Principal Fund 2015 (80001) 8120.2 · Interest Fund 2008 (9002) 8120.2B · Interest Fund 2011 (5001) 8120.2C · Interest Fund 2015 (80002) 8120.3C · Reserve Fund 2015 (80003) 8120.5C · Repair & Rplcmnt 2015 (80005) 8120.6C · Expense Fund 2015 (80006)	7,067,959.32 862,701.80 0.02 0.01 269,082.60 1,285,912.50 150,000.00 80,169.68
Total 8120 · US Bank Accounts	2,647,866.61
Total 8110 · Cash in Banks	11,233,560.35
Total Checking/Savings	11,233,560.35
Other Current Assets 8130 · Accounts Recievable 8135 · Utah State Sales Tax	3,129.77
Total 8130 · Accounts Recievable	3,129.77
Total Other Current Assets	3,129.77
Total Current Assets	11,236,690.12
TOTAL ASSETS	11,236,690.12
LIABILITIES & EQUITY Liabilities Current Liabilities Accounts Payable 9513 · Accounts Payable-bill.com	36,652.29
Total Accounts Payable	36,652.29
Credit Cards 9531 · Visa Card 9531a · VISA Card - Jessica's Card	2,482.45
Total 9531 · Visa Card	2,482.45
9532 · Lowe's	143.40
Total Credit Cards	2,625.85
Other Current Liabilities 9510 · Accounts Payable 9530 · Accrued Liabilities 9535 · Accrued Bond Liability	546.85 744,928.15
Total 9530 · Accrued Liabilities	744,928.15
9540 · Accrued Salaries & Withholdings 9541 · Employee's Social Security 9541.A · Employee FICA 9541.B · Employee's MEDICARE	372.00 87.00
Total 9541 · Employee's Social Security	459.00

GEORGE WASHINGTON ACADEMY Balance Sheet

As of March 31, 2025

	Mar 31, 25
9542 · Employer's Social Security 9542.A · Employer's FICA 9542.B · Employer's MEDICARE	372.00 87.00
Total 9542 · Employer's Social Security	459.00
9543 · Federal Withholding 9544 · Utah State Withholding 9545 · Payroll Liabilities 9545.0 · HSA	361.00 15,304.00 100.00
Total 9545 · Payroll Liabilities	100.00
Total 9540 · Accrued Salaries & Withholdings	16,683.00
9540a · Payroll & Benefit YE Accrual 9550 · Due to Other Funds 9560 · Deferred Revenue	352,543.09 315,684.26
9561 · Local	24,066.64
Total 9560 · Deferred Revenue	24,066.64
Total Other Current Liabilities	1,454,451.99
Total Current Liabilities	1,493,730.13
Total Liabilities	1,493,730.13
Equity 30000 · Opening Balance Equity 9820 · Net Assets - Restricted 9830 · Retained Earnings 9850 · Unreserved Fund Balances 9859 · Undesignated Fund Balance Net Income	193.93 274,126.04 8,336,409.18 7,398.97 422,122.16 702,709.71
Total Equity	9,742,959.99
TOTAL LIABILITIES & EQUITY	11,236,690.12



Proposal Title:	Access Points
Submitted by:	Steve Erickson
Originating Co	mmittee: Technology 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:

Our Wifi access points throughout the school are old and need replacing.

Background Information, including a list of reviewing committees:

We currently have Ruckus Access Points that we purchased around 2020. They are in need of replacing. We reached out to multiple companies to get quotes. You will notice that we have two options. Ruckus and Ubiquiti.

At times the Ruckus has not performed well and it has been spotty in some areas. In talking with our IT support they suggested going with Ubiquiti which will be comparable to Ruckus but a cheaper option. It will also communicate with our network infrastructure more effectively allowing IT to thoroughly diagnose and configure the network.

Assessment:

Recommendation:

The Technology Committee recommends going with Superior Technical Solutions for the amount of \$26,226.67 as it is the cheapest quote.

This will come out of line item for technology hardware (734) and is part of the 1-5 year plan of replacement. This will be part of what Land Trust grant will cover.

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.



S	Submitted By: $_$	STEVE ERIC	KSON	Authorization for Travel						
[Date: 4/14	/25 Ven	dor: _ \$T\$	Dates of Travel:						
٧	Vebsite/Contac	ct Info:		Reimbursement Request (Fill Out Below & Attach all Receipts)						
В	BILL/SHIP TO:	George Washingt 2277 S. 300	· ·	Teacher Supp	ly Account Purc	hase? Y N				
		St. George		e, yan sirin a ka si kirin kana kana da masaya ya ka ka da ma da m	acher 4.5 gill die Grossen von der Statisch der Ver- Teil Statisch erweiten einer Anders der Statisch der Sta					
	QTY	ITEM #	DESCRIPTION (include dates as a	pplicable)	UNIT PRICE	LINE TOTAL				
	29		Ubiquiti Access Points		\$532.00	\$15,428.00				
	1		wifi Controller		\$ 372.00	\$372.00				
	29		Syr License/support			#9,066.67				
	9		Wire Runs		\$150.00	\$1350.00				

This is a/an (Circle One):

School Credit Card Purchase

School Credit Card (Admin)

LINE TOTAL

		Procurement: If the item is over \$100	Subtotal	# 26,226.67	
Budget Category: (Administration	Only)	and/service is over \$1,000, you are required to request 3 bids.	Shipping		
300 Professional & Technical	Budget Detail:	Please attach all bids to this requisition and a brief	Sales Tax		
400 Purchased Property Services	Budget Detail:	explanation of why you chose the vendor.	TOTAL	\$26,226.67	
500 Other Purchased Services	Budget Detail:				
600 Supplies & Materials	Budget Detail:				
700 Property	Budget Detail: 734	Executive Director's Approval (For purchases up to \$2,000)		Date	
Principal Discretionary Curriculum	Land Trust CCA	(1 or porchases up to \$2,000)			
Student Incentives Special Education		Approving Board Member (For purchases between \$2,001 - \$5	(,000)	Date	
Other:					
Notes:		Board Chair or Board Member on Finance Con For purchases over \$5,000	nmittee	Date	
		*Purchases over \$5,000 MUST be	e approved in a	a board meetina	



Networking Equipment

Prepared for GWA

By Garrick Poulson | garrick@stsutah.com Valid until Wednesday, April 30, 2025

Netwoi	rk Equipment		A most on The Contract The Contract	\$26,216.67
Produc		Quantity	Price	Amount
© artenossa	WiFi 7 Enterprise Access Points	29	\$532.00	\$15,428.00
Protestation	WiFi controller	1	\$372.00	\$372.00
E ericeiosa	5YR Licenses/ Support	1	\$9,066.67	\$9,066.67
B ANAMAN	Wire Runs	9	\$150.00	\$1,350.00

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		원 경우를 잃었다.
Subtotal	이 2017년 1일 시간 중요	\$26,216,67
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Shipping	人名马格兰德格 电流线	\$10.00
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\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$		
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Tracel 1		# 17 MAR 200
Total		\$26,226.67
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www.lesolson.com

800-365-8804

Corporate Headquarters, 3244 South 300 West, South Salt Lake, Utah 84115

Quote MITQ219150

Valid through April 30, 2025 @ 1:59 pm

Prepared For:

George Washington Academy Jessica Bentley Phone: (435) 673-2232 2277 S 3000 E St George, UT 84790-8510 jbentley@gwacademy.org

Prepared By:

David Martin Managed IT Solutions Account Executive Phone: 435-634-1548 Email: davidmartin@lesolson.com





Below is the interactive version of the quote, you can choose options and see the quote totals.

For the full presentation proposal, $\underline{\text{click here}}$ to view or download the PDF version of this quote. You can sign and fax this in, or you can save time by simply electronically accepting this quote below.

Line Item Detail

	QTY	Description	Picture	Unit Price	Ext Price
Ubic	luiti Acces	s Points	billiologica pilotoco estable	promptens on proposed and make and stated to the	***************************************
	29	E7 Campus - Enterprise-grade indoor/outdoor access point with 10 Spatial Streams, WiFi 7 performance, PRISM™ active RF filtering technology, and integrated directional antennas.		\$815.31	\$23,643.99
	29	UI Care Extended Coverage to 5 year Warranty and Support		\$162.24	\$4,704.96
.		Setup and configuration is not included. Setup and configuration will be billed for actual hours used on a time & materials basis based on the listed rates below:	• • • • • • • • • • • • • • • • • • • •		
		Desktop/Laptop: \$120/Hour Server/Backup and Disaster Recovery: \$150/Hour Firewall/Specialty Products: \$250/Hour			
		Work will be performed by an LOC Technician trained in the installation and configuration of your software/hardware.			

Update Totals

SubTotal:	\$28,348.95
Shipping:	\$0.00
Sales Tax:	\$0.00
Total:	\$28,348,95

Ready to Accept?

Order Confirmation

Les Olson Company, seller, agrees to sell and the Purchaser agrees to buy all the goods and personal property described in the foregoing sales order at the price and upon the terms therein stated, and subject to final credit approval. The title to said property shall remain with the seller until the full purchase price is paid, but the purchaser shall be responsible for any loss, damage or injury to said property, whether by fire or otherwise, and no such loss, damage or injury shall relieve the purchaser from liability to pay the full purchase price. Equipment on a cost per copy, rental or lease must be covered by insurance. Time is of the essence regarding the terms of this contract, and if default be made by the purchaser in any payment of any of the terms of this sale, the seller may, at its election, declare the forfeiture hereunder and may take possession of the property and thereupon all of the purchaser's rights herein shall cease, and all payments theretofore made by the purchaser shall be forfeited as liquidated damages. No acceptance of any intermediate payment by the seller after default shall be a waiver of subsequent or of the seller's right to repossess the property and declare a forfeiture. The purchaser gives seller the right to file financing statements with respect to the equipment under the Uniform Commercial Code, as amended, or other similar provisions of law, and authorizes seller where permitted by law to make such filings without buyer's signature. The purchaser agrees to pay, in the event the account becomes delinquent and is turned over to an attorney or third-party collector, fees equal to fifty percent (50%) of the balance due all attendant collection costs. A Finance Charge of 1 1/2% per month (ANNUAL PERCENTAGE RATE 18%) will be charged on all overdue accounts, NOTE: We will not be responsible for loss or damage caused by fire, theft, testing or any other causes beyond our control. A 15% handling/Restocking charge on all returned merchandise will be made, and in some cases additio

Setup and configuration not explicitly stated above will be billed for actual hours used on a time & materials basis based on the current LOC rate for the purchased items. Work will be performed by an LOC Technician qualified for the installation and configuration of your software/hardware.

IP Address	205.124.244.114
PO Number	# P T To Hot Historia to a constitution of the
	(Optional: Enter PO Number as your reference only.)
Comments	
Email Address	jbentley@gwacademy.org
Printed Name	
Signature	
	·
	Click to Accept
	Note, use the "Click to Accept" option above to accept this quote.
łave Questio	ns?
t Ready To Acce	pt? Have Questions?

N

Please review the below quote and use buttons Deny or Accept.

Use X to accept or deny the line Items. Then use

Recalculate Total

to see the final Price.

Then scroll to the button to finalize the Quote.



Sales Order # 662579 Customer # 04-GEOWA Sales Rep: David Martin Order Date: Apr 11, 2025

S.O. Expiration Date: Apr 30, 2025

Sold To

George Washington Academy 2277 S 3000 E St George, UT 84790-8510 Attn: Jessica Bentley jbentley@gwacademy.org (435) 673-2232

Scope of Work - Wireless Access Point Installation

Les Olson IT will provide all necessary cabling and installation services for wireless access points (WAPs) at five designated locations throughout the school. Each WAP will require two Cat6 data connections. All access points will be properly terminated and clearly labeled.

Estimated Labor

This project is estimated to require approximately 12 hours of labor. Should we approach the quoted labor time, we will notify the designated point of contact to determine how to proceed.

Inclusions

- Provision, cabling, and installation of five (5) new telecom double drops throughout the school.
- Provision and installation of five (5) wireless access points.
- All work performed by Les Olson IT will comply with current applicable codes and industry standards.

Exclusions

- Provision or installation of conduit, grounding, or 110V electrical work.
- Rental or provision of electric or gas-powered lift vehicles. If required, lift equipment can be provided at an additional
 cost.
- Provision or installation of plenum-rated cabling. If plenum-rated cable is required, it may be supplied at an additional cost.
- Any camera aiming or configuration beyond the project's date of Substantial Completion. Additional configuration or adjustments requested after this date will incur extra charges.

Purchase Type		Purchase (Option					Subtotal
Cash		Net 30						\$ 2,365.00 (plus applicable taxes)
	rms & Conditions (d e use of electronic s		view)					
Accepted By:	First Name, Last N	Jame	Date:	Apr 11	, 2025	PO:		
Sign:						Title: Initials:	Your title Your initials	
Chance of the Control		Clear					***************************************	

Accept Quote



Ruckus

Prepared For:

George Washington Academy

George Washington Academy Accounts Payable 2277 S 3000 E St George, UT 84790

P: (435) 673-2232 E: jbentley@gwacademy.org

Prepared by:

DHE Computer Systems - CO

Nick Raimondi 7076 South Alton Way Building C Centennial, CO 80112

P: 3032906050

E: Nick.Raimondi@dhecs.com

Quote #012459 v1

\$47,387.70

Date Issued:

04.03.2025 Expires:

05.03,2025

Total:

Products

Description		Price	Oty	EXI, Price
901-R770-US00	RUCKUS R770 Wi-Fi 7 tri-band concurrent wireless Access Point with 2x2 (2.4GHz) + 4x4 (5GHz) + 2x2 (6GHz) RF configurations.	\$1,311.16	30	\$39,334.80
CLD-ESNT-APSW- REC5	R1 ESSENTIALS 1 AP/SW REC 5-YR	\$268.43	30	\$8,052.90
FREIGHT-NT	FREIGHT (Non-Taxable) FREIGHT (Non-Taxable)	\$0.00	1	\$0.00
	1187年,自然的政治和工程的主要的"国人"和国际主要的国际		Subtotal:	\$47,387,70
Quote Summary Products				Amount \$47,387.70

Taxes, shipping, handling and other fees may apply. We reserve the right to cancel orders arising from pricing or other errors.

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Acceptance							
 DHE Computer Systems - CO	,		George Washington	Academy			
Nick Raimondi			George Washington	Academy			•
Signature / Name			Signature / Name				Initials
04/03/2025			· · · · · · · · · · · · · · · · · · ·			*	
Date			Date		21		

Quote #012459 v1 Page: 1 of 1

Protech Castle Rock

825 Wilcox St Castle Rock, CO 80104 US +17202744711 gfaircloth@protechcr.com www.protechcr.com

Quote



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

	Profile	
1958	04/01/2025	

Mr Jessica Bentley George Washington Academy George Washington Academy Jessica Bentley 2277 S.3000 E, St George , UT 84790 USA

	No exercise.			\$ 12 min
 RUC-901-R770-US00	Ruckus R770 Wifi 7 tri band concurrent wireless access point 2x2 2.4GHz 4x4 5GHz +6GHz RF Configuration	29	1,711.17	49,623.93
RUC-CLD-ESNT- APSW-REC5	Ruckus One Essentials 5-YR Subscription For 1 Network Device(AP Or Switch)ForREC,Switch	29	457.00	13,253.00
Freight	Free Shipping and Net 30 Day Terms Included	1	0.00	0.00

TOTAL

\$62,876.93

Accepted By

Accepted Date



Proposal Title: Chromebooks
Submitted by: Steve Erickson
Originating Committee: Technology 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: With our 1-5 year plan we try to change out and update the oldest Chromebooks each year.
Background Information, including a list of reviewing committees:
Assessment:

Recommendation:

The Technology Committee recommends going with Protech Computer Systems for the amount of \$30,000 as they are the cheapest quote with the most quantity.

This will come out of line item 734 and is part of the Land Trust and DTL allocations.

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: Steve Erickson

	/25 Vendor		h		ravel			
" / Website/Conta				<u>_</u>		mbursement Re elow & Attach c		
BILL/SHIP TO:	George Washington 2277 S. 3000 E St. George, U	•			Teacher Supp	ly Account Purc	chase? Y N	
QTY	ITEM #	DESCRIPTI	ON (includ	le dates as o	applicable)	UNIT PRICE	LINE TOTAL	
120			1000	hromeboo		#Z18.00	\$26,160.00	
/20		Google	Manage	ment C	posole	# 32.00	#3,840.00	
		3						
				-				
Budget Categor	ry: (Administration Only)				ver \$100 over \$1,000, you o request 3 bids.	Subtotal Shipping	\$30,000.00	
300 Professional		get Detail: _		Please attach	d a brief	Sales Tax		
400 Purchased F 500 Other Purch		get Detail: _ get Detail: _		the vendor.	f why you chose	TOTAL	430,000.00	
600 Supplies & N	Materials Budg	get Detail: _						
700 Property	Bud	get Detail: _		Executive Directory (For purchases u			Date	
Principal Discret Curriculum Student Incentiv Special Education	/es	d Trust	2011 D. C. 192 M. C.	Approving Board	l Member etween \$2,001 - \$	5,000)	Date	
Other:			_			-		
Notes:				For purchases of			Date a board meeting	

This is a/an (Circle One):

School Credit Card Purchase

School Credit Card (Admin)

Protech Castle Rock

825 Wilcox St Castle Rock, CO 80104 US +17202744711 gfaircloth@protechcr.com www.protechcr.com

Quote



Mr Jessica Bentley George Washington Academy Jessica Bentley 2277 S.3000 E,

St George, UT 84790

St George, OT 84790

1959	04/02/2025	

Mr Jessica Bentley
George Washington Academy
George Washington Academy
Jessica Bentley
2277 S.3000 E,
St George , UT 84790
USA

	10000		V-1-7	111111111111111111111111111111111111111	44. fra. 6 - 1, 3 - 1 - 1	
	LEN-82W00001US	Lenovo Gen 4 Mediatek Non - Touch 4GB 1 x 32GB EMMC integrated Graphics BT 5.1 WiFi 6 1 Year Warranty	120	218.00	26,160.00	
1	GOG-CROS-SW-DIS- EDU	Google Management Console for Education	120	32.00	3,840.00	

Jessica , here is a extra unit for a student , thank you all for the opportunity to serve GWA , we truly appreciate the opportunity .

TOTAL

\$30,000.00

Accepted By

Accepted Date



Thank you for choosing CDW. We have received your quote.

Hardware

Software

Services

IT Solutions

Brands

Research Hub

QUOTE CONFIRMATION

JESSICA BENTLEY,

Thank you for considering CDW•G for your technology needs. The details of your quote are below. **If you are an eProcurement or single sign on customer, please log into your system to access the CDW site.** You can search for your quote to retrieve and transfer back into your system for processing.

For all other customers, click below to convert your quote to an order.

Convert Quote to Order

QUOTE #	QUOTE DATE	QUOTE REFERENCE	CUSTOMER #	GRAND TOTAL
PJSL062	3/28/2025	LENOVO	10498749	\$29,869.00

QUOTE DETAILS				
ITEM	QTY	CDW#	UNIT PRICE	EXT, PRICE
Google Chrome Education Upgrade	119	5988499	\$32.00	\$3,808.00
Mfg, Part#: CROS-SW-DIS-EDU-NEW				
Electronic distribution - NO MEDIA				
Contract: BuyQ National Charter and Private Schools Contract (BQ-IT-001)				
Lenovo 100e Chromebook Gen 4 - 11.6" - MediaTek Kompanio 520 - 4 GB RAM - 3	119	7377715	\$219.00	\$26,061.00
Mfg, Part#: 82W00001US				
Contract: BuyQ National Charter and Private Schools Contract (BQ-IT-001)				

жарысындарынын арык-ынын ар	
\$29,869.00	SUBTOTAL
\$0.00	SHIPPING
\$0.00	SALES TAX
\$29,869,00	GRAND TOTAL

DELIVER TO
Shipping Address:
GEORGE WASHINGTON ACADEMY
JESSICA BENTLEY
2277 S 3000 E
ST GEORGE, UT 84790-8510
Phone: (435) 673-2232
Shipping Method: TForce Freight, Special Services
Please remit payments to:
CDW Government
75 Remittance Drive
Suite 1515
Chicago, IL 60675-1515



Sales Contact Info

Blake Muno | (866) 302-0960 | blakmun@cdwg.com

LEASE OPTIONS					
FMV TOTAL	FMV LEASE OPTION	BO TOTAL	BO LEASE OPTION		
\$29,869.00	\$863.21/Month	\$29,869.00	\$985.38/Month		

Monthly payment based on 36 month lease. Other terms and options are available. Contact your Account Manager for details. Payment quoted is subject to change.

Why finance?

- . Lower Upfront Costs, Get the products you need without impacting cash flow. Preserve your working capital and existing credit line.
- Flexible Payment Terms. 100% financing with no money down, payment deferrals and payment schedules that match your company's business cycles.
- Predictable, Low Monthly Payments, Pay over time. Lease payments are fixed and can be tallored to your budget levels or revenue streams.
- Technology Refresh. Keep current technology with minimal financial impact or risk. Add-on or upgrade during the lease term and choose to return or purchase the equipment at end of lease.
- Bundle Costs. You can combine hardware, software, and services into a single transaction and pay for your software licenses over time! We know your challenges and understand the need for flexibility.

General Terms and Conditions:

This quote is not legally binding and is for discussion purposes only. The rates are estimate only and are based on a collection of industry data from numerous sources. All rates and financial quotes are subject to final review, approval, and documentation by our leasing partners. Payments above exclude all applicable taxes. Financing is subject to credit approval and review of final equipment and services configuration. Fair Market Value leases are structured with the assumption that the equipment has a residual value at the end of the lease term.

Need Help?



My Account



Support



Call 800.800.4239

About Us | Privacy Policy | Terms and Conditions

This order is subject to CDW's Terms and Conditions of Sales and Service Projects at http://www.cdwg.com/content/terms-conditions/product-sales.aspx
For more information, contact a CDW account manager.

© 2025 CDW+G LLC, 200 N. Milwaukee Avenue, Vernon Hills, IL 60061 | 800.808.4239



Bill to George Washington Academy Prospect No: 81271 2277 South 3000 East St. George UT 84790 USA Ship to George Washington Academy 2277 South 3000 East St. George UT 84790 USA 4356732232 Quote Details Created: March 31, 2025 Expiration: April 14, 2025 Created by: Ryan Lapadat ryan.lapadat@trafera.com

NetTerms None

Estimate No: E000141056

Contract None

Producte & Sarvicas

Items and Descriptions	Overview	Notes	Qty	Unit Price	Totals
100E G4 CAM MTK MT8186 4G 32G 11" CHROME	Lenovo TopSeller 100e G4 Chrome - 11.6" 1366 x 768 Non-Touch - MediaTek MT8186 (2.00GHz, 256KB) - 4.0GB RAM - 1x32GB eMMC, - Integrated Graphics - MediaTek Wi-Fi 6 MT7921 2x2 AX & Bluetooth 5.1 or above - Camera 720P HD RGB with Microphone - Warranty - 1Y Mailin		118	\$224.00	\$26,432.00
Google Chrome Management Perpetual EDU	Google Chrome Management Perpetual EDU License		118	\$30.00	\$3,540.00
			programment of the second	Subtotal	\$29,972.00
				Tax	\$0.00
				Total	\$29,972.00

Terms and Conditions

This quote is confidential and is to be viewed solely by individuals within the organization to whom it is addressed. Unauthorized distribution or disclosure of the contents of this quote is prohibited. If you are not from the organization addressed, please notify us immediately so we can prepare a quote specific to you. Prices and availability may change without notice prior to the quote expiration date due to market conditions, including potential tariff adjustments and available inventory.

Please Remit Checks to:

Trafera LLC PO Box 208960 Dallas, TX 75320-8960

Questions? Contact me

Ryan Lapadat

ryan.lapadat@trafera.com



100e w/ Chrome

Prepared For:

George Washington Academy

George Washington Academy Accounts Payable 2277 S 3000 E St George, UT 84790

P: (435) 673-2232 E: jbentley@gwacademy.org

Prepared by:

DHE Computer Systems - CO

Nick Raimondi 7076 South Alton Way **Building C** Centennial, CO 80112

P: 3032906050

E: Nick.Ralmondi@dhecs.com

Quote #012399 v

Date Issued:

04.01.2025

Expires:

05.01.2025

Products

Description 82W0000PUS	Lenovo 100e Chromebook Gen 4 - MediaTek - MT8186T - 8-Core - 2.05GHz - 11.6Inch - 1366 x 768 - LPDÐR4X - 8GB RAM - 3600MHz - 64GB SSD - ARM Mali -G52 MC2 - Power Adapter - 65Watt - Intel AX201 11ax - IEEE 802.11 ax, Bluetooth 5.1 - Keyboard,Touchpad - Chro	Price \$248.00	i i	** Ext. Price \$26,288.00
CROS-SW-DIS- EDU-NEW	Google Chrome - License - 1 License - Academic	\$31.00	106	\$3,286.00
FREIGHT-NT	FREIGHT (Non-Taxable)	\$425.00	1	\$425.00
			Subtotal:	\$29,999.00

Quote Summary	Amounti
Products	\$29,999.00
Total:	\$29,999.00

Taxes, shipping, handling and other fees may apply. We reserve the right to cancel orders arising from pricing or other errors.

Acceptance		
DHE Computer Systems - CO	George Washington Academy	
Nick Raimondi	George Washington Academy	· · · · · · · · · · · · · · · · · · ·
Signature / Name	Signature / Name	Initials
04/01/2025		
Date	Date	

Quote #012399 v1 Page: 1 of 1

Quote Details Print

Quote Number: 246186641

Billing Address

Jessica Bentley George Washington Academy 2277 S 3000 E ST GEORGE, UT 84790

Phone 435-673-2232

Shipping Address

Jessica Bentley George Washington Academy 2277 S 3000 E ST GEORGE, UT 84790 Phone 435-673-2232

Qty 112	Product Description Google Chrome OS Management Console - license - 1 license Catalog Open Market Item BB21691687 Manufacturer CROSSWDISEDUNEW Standard Delivery	Availability Call to order	Delivery Address Shipping Address Ship to my address	Price \$31.74	Total Price \$3,554.88
***************************************	Standard Denvery		Pro	oduct Total: Tax:	\$3,554.88 \$239.95
***************************************		angan an an angan sa manangan sa manang	QU	OTE TOTAL:	\$3,794.83
• 05/02	tion Date 2/25		et administração (nego especia) a algun en sincia recept en experio en interior e asecutações	Historykedomonya vysavito ypoporovogi konosia 444	n caracteristic un un quanti caracteristic caracteristic caracteristic caracteristic con quanti caracteristic c
	ng Method(s) tructions:)				
	nt Type ess Advantage Account******	****5467	and an angle of the second		oga-apo-apo-apo-apo-apo-apo-apo-apo-apo-ap

Best Buy For Business is pleased to provide the quote you requested. We realize you have numerous options for procuring IT Products and appreciate that you contacted us. We will honor the prices on this quote through the expiration date identified above.

Given the rapid change in technology and product availability, Best Buy For Business cannot guarantee all the items on this quote will be available for purchase in the future. In that case, we will work together to make changes or modifications to your quote or order.

Thank you for partnering with Best Buy For Business on this opportunity.

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Terms and Conditions | Privacy Policy | Returns Policy | California Privacy Rights



100e w/ Chrome

Prepared For:

George Washington Academy

George Washington Academy Accounts Payable 2277 S 3000 E St George, UT 84790

P: (435) 673-2232

E: jbentley@gwacademy.org

Prepared by:

DHE Computer Systems - CO

Nick Raimondi 7076 South Alton Way Building C Centennial, CO 80112

P: 3032906050

E: Nick,Raimondi@dhecs.com

Quote #012399 v1

Date Issued:

04.02.2025

Expires:

05.01.2025

Products

Description 82W0000PUS	Lenovo 100e Chromebook Gen 4 - MediaTek - MT8186T - 8-Core - 2.05GHz - 11.6Inch - 1366 x 768 - LPDDR4X - 8GB RAM - 3600MHz - 64GB SSD - ARM Mali -G52 MC2 - Power Adapter - 65Watt - Intel AX201 11ax - IEEE 802.11 ax, Bluetooth 5.1 - Keyboard,Touchpad - Chro	\$247.89	ଭା୍ଧ 121	Ext. Price \$29,994.69
CROS-SW-DIS- EDU-NEW	Google Chrome - License - 1 License - Academic	\$31.00	121	\$3,751.00
FREIGHT-NT	FREIGHT (Non-Taxable)	\$425.00	1	\$425.00
FREIGHT-NT	FREIGHT (Non-Taxable)	\$425.00	1 Subtotal:	\$4 \$34,1

Quote Summary	Amount
Products	\$34,170.69
	Total: \$34,170.69

Taxes, shipping, handling and other fees may apply. We reserve the right to cancel orders arising from pricing or other errors.

7	Acceptance			
	DHE Computer Systems - CC)	George Washington Academy	
	Nick Raimondi		George Washington Academy	
	Signature / Name		 Signature / Name Initials	
	04/02/2025			
•	Date		 Date	

Quote #012399 v1 Page: 1 of 1

CLOSE

Quote Details Print

Quote Number: 246186436

Billing Address

Jessica Bentley George Washington Academy 2277 S 3000 E ST GEORGE, UT 84790 Phone 435-673-2232 **Shipping Address**

Jessica Bentley George Washington Academy 2277 S 3000 E ST GEORGE, UT 84790 Phone 435-673-2232

i de perte ficije, a filozofia i i jednjem podestiku i ila dani i a mistriori i kom posavi, u im sa	traduses as a district in a self-tradition according to	is the control of the track is not not be a single from the state of the same		Total Price	
Gen 4 - 11.6" - MediaTek Kompanio 520 - 4 GB RAM - 32 GB eMMC - English Catalog Open Market Item 8B22110612 Manufacturer 82W00001US	In Stock			\$28,099.89	
	***************************************	00000000000000000000000000000000000000	Product Total:	\$28,099.89	
		S	tandard Delivery: Tax:	\$0.00 \$1,896.74	
			QUOTE TOTAL:	\$29,996.63	
	Lenovo 100e Chromebook Gen 4 - 11.6" - MediaTek Kompanio 520 - 4 GB RAM - 32 GB eMMC - English Catalog Open Market Item 8B22110612	Lenovo 100e Chromebook Gen 4 - 11.6" - MediaTek Kompanlo 520 - 4 GB RAM - 32 GB eMMC - English Catalog Open Market Item 8B22110612 Manufacturer 82W00001US Standard Delivery	Lenovo 100e Chromebook Gen 4 - 11.6" - MediaTek Kompanlo 520 - 4 GB RAM - 32 GB eMMC - English Catalog Open Market Item 8B22110612 Manufacturer 82W00001US Standard Delivery Standard Delivery Sign Pate (25)	Gen 4 - 11.6" - MediaTek Kompanlo 520 - 4 GB RAM - 32 GB eMMC - English Catalog Open Market Item BB22110612 Manufacturer 82W00001US Standard Delivery Product Total: Standard Delivery: Tax: QUOTE TOTAL: Ion Date //25	

Best Buy For Business is pleased to provide the quote you requested. We realize you have numerous options for procuring IT Products and appreciate that you contacted us. We will honor the prices on this quote through the expiration date identified above.

Given the rapid change in technology and product availability, Best Buy For Business cannot guarantee all the items on this quote will be available for purchase in the future. In that case, we will work together to make changes or modifications to your quote or order.

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www.lesolson.com

800-365-8804

Corporate Headquarters, 3244 South 300 West, South Salt Lake, Utah 84115

Quote MITQ219154

Valid through April 30, 2025 @ 1:59 pm

Prepared For:

George Washington Academy Jessiča Bentley Phone: (435) 673-2232 2277 S 3000 E St George, UT 84790-8510 jbentley@gwacademy.org

Prepared By:

David Martin Managed IT Solutions Account Executive Phone: 435-634-1548 Email: davidmartin@lesolson.com





Below is the interactive version of the quote, you can choose options and see the quote

For the full presentation proposal, <u>click here</u> to view or download the PDF version of this quote. You can sign and fax this in, or you can save time by simply electronically accepting this quote below.

Line Item Detail

QTY Description

Picture

Unit Price

Ext Price

Lenovo 100e Chromebook

104

Lenovo 100e Chromebook Gen 4 11.6" Chromebook - HD - Intel N-Series N100 - 4 GB - 32 GB Flash Memory - English Keyboard - Graphite Gray - Intel Chip - 1366 x 768 - ChromeOS - Intel UHD Graphics - Twisted nematic (TN) - Front Camera/Webcam - IEEE 802.11ax Wireless LAN Standard

\$250,69 \$26,071.76

Google Chrome Education OS

104

Google Chrome - License - 1 License - Academic

\$38.00 \$3,952.00

Update Totals

SubTotal: Shipping: \$30,023.76 \$0.00

Sales Tax:

\$0.00

Total:

\$30,023.76

Ready to Accept?

Order Confirmation

Les Olson Company, seller, agrees to sell and the Purchaser agrees to buy all the goods and personal property described in the foregoing sales order at the price and upon the terms therein stated, and subject to final credit approval. The title to said property shall remain with the seller until the full purchase price is paid, but the purchaser shall be responsible for any loss, damage or injury to said property, whether by fire or otherwise, and no such loss, damage or injury shall relieve the purchaser from liability to pay the full purchase price. Equipment on a cost per copy, rental or lease must be covered by insurance. Time is of the essence regarding the terms of this contract,

and if default be made by the purchaser in any payment of any of the terms of this sale, the seller may, at its election, declare the forfeiture hereunder and may take possession of the property and thereupon all of the purchaser's rights herein shall cease, and all payments theretofore made by the purchaser shall be forfeited as liquidated damages. No acceptance of any intermediate payment by the seller after default shall be a waiver of subsequent or of the seller's right to repossess the property and declare a forfeiture. The purchaser gives seller the right to file financing statements with respect to the equipment under the Uniform Commercial Code, as amended, or other similar provisions of law, and authorizes seller where permitted by law to make such filings without buyer's signature. The purchaser agrees to pay, in the event the account becomes delinquent and is turned over to an attorney or third-party collector, fees equal to fifty percent (50%) of the balance due all attendant collection costs. A Finance Charge of 1 1/2% per month (ANNUAL PERCENTAGE RATE 18%) will be charged on all overdue accounts. NOTE: We will not be responsible for loss or damage caused by fire, theft, testing or any other causes beyond our control. A 15% handling/Restocking charge on all returned merchandise will be made, and in some cases additional shipping charges will apply. Security products are not a guarantee against compromise. Remediation of compromise (other than SOC response to active threat) is billed at indicated rates. Security & SOC services do not include physical forensic services, onsite remediation or notification services that may be required by state, local or federal agencies. Existing systems are expected to be serviced by their respective provider (i.e. AV equipment, phone systems, phone handsets and other specialty or IoT hardware). The terms and conditions within the original signed Agreement correctly set forth the entire agreement between parties. Setup and configuration not explicitly stated above will be billed for actual hours used on a time & materials basis based on the current LOC rate for the purchased items. Work will be performed by an LOC Technician qualified for the installation and configuration of your software/hardware. U I agree to the terms and conditions of the above document and PDF attachment with an electronic signature below. 205.124.244.114 **IP Address PO Number** (Optional: Enter PO Number as your reference only.) Comments Email jbentley@gwacademy.org **Address Printed Name** Signature Click to Accept Note, use the "Click to Accept" option above to accept this quote. **Have Questions?** Not Ready To Accept? Have Questions? Submit (Note, by clicking submit here is not an acceptance of this quote. Please use the "Click to Accept" option above. Note, you will receive a copy of your message by email.) No questions posted yet. Time expressed in Mountain Daylight Time UTC-06:00



Pricing Proposal

Quotation #: 26034721 Created On: 4/3/2025 Valid Until: 4/30/2025

UT-City of Saint George Washington Academy School District

Jessica Bentley

2277 South 3000 East Saint George, UT 84790 **United States**

Phone: (435) 673-2232

Fax:

Email: jbentley@gwacademy.org

Zach Gilbert

Phone: Fax:

Email: zach_gilbert@shi.com

\$286.44

\$26,925.36

All Prices are in US Dollar (USD)

Product		Your Price	Total
Lenovo 100e Chromebook Gen 4 83G8 - Intel N-series - N100 / up to 3.4 GHz - Chrome OS - UHD Graphics - 4 GB RAM - 32 GB eMMC - 11.6" TN 1366 x 768 (HD) - Wi-Fi 6 - graphite gray - kbd: English Lenovo - Part#: 83G80002US Contract Name: OMNIA Partners IT Solutions, Products & Services Contract #: 2024056-02	99	\$268.56	\$26,587.44
Chrome OS Management Console - License - academic Google - Part#: CROSSWDISEDUNEW Contract Name: OMNIA Partners IT Solutions, Products & Services Contract #: 2024056-02	99	\$32,00	\$3,168.00
	2004	Total	\$29,755.44
	Lenovo 100e Chromebook Gen 4 83G8 - Intel N-series - N100 / up to 3.4 GHz - Chrome OS - UHD Graphics - 4 GB RAM - 32 GB eMMC - 11.6" TN 1366 x 768 (HD) - Wi-Fi 6 - graphite gray - kbd: English Lenovo - Part#: 83G80002US Contract Name: OMNIA Partners IT Solutions, Products & Services Contract #: 2024056-02 Chrome OS Management Console - License - academic Google - Part#: CROSSWDISEDUNEW Contract Name: OMNIA Partners IT Solutions, Products & Services	Lenovo 100e Chromebook Gen 4 83G8 - Intel N-series - N100 / up to 3.4 GHz - 99 Chrome OS - UHD Graphics - 4 GB RAM - 32 GB eMMC - 11.6" TN 1366 x 768 (HD) - Wi-FI 6 - graphite gray - kbd: English Lenovo - Part#: 83G80002US Contract Name: OMNIA Partners IT Solutions, Products & Services Contract #: 2024056-02 Chrome OS Management Console - License - academic 99 Google - Part#: CROSSWDISEDUNEW Contract Name: OMNIA Partners IT Solutions, Products & Services	Lenovo 100e Chromebook Gen 4 83G8 - Intel N-series - N100 / up to 3.4 GHz - 99 \$268.56 Chrome OS - UHD Graphics - 4 GB RAM - 32 GB eMMC - 11.6" TN 1366 x 768 (HD) - Wi-Fi 6 - graphite gray - kbd: English Lenovo - Part#: 83G80002US Contract Name: OMNIA Partners IT Solutions, Products & Services Contract #: 2024056-02 Chrome OS Management Console - License - academic 99 \$32.00 Google - Part#: CROSSWDISEDUNEW Contract Name: OMNIA Partners IT Solutions, Products & Services Contract #: 2024056-02

Lenovo 100e Chromebook Gen 4 83G8 - Intel N-series - N100 / up to 3.4 GHz -

Chrome OS - UHD Graphics - 4 GB RAM - 32 GB eMMC - 11.6" IPS touchscreen 1366

x 768 (HD) - Wi-Fl 6 - graphite gray - kbd: English

Lenovo - Part#: 83G80000US

Contract Name: OMNIA Partners IT Solutions, Products & Services

Contract #: 2024056-02

Note: In stock

Additional Comments

Please Note: Lenovo has a zero returns policy on any custom build machines. Lenovo also does not allow returns on open box/phased out products. For these products, orders are non-cancellable and non-returnable from point of order.

Please note: Google has a zero returns policy.

Due to the potential impact of any current or future tariffs, the price and availability of hardware items on this quote may be subject to change.

Thank you for choosing SHI International Corpl The pricing offered on this quote proposal is valid through the expiration date listed above. To ensure the best level of service, please provide End User Name, Phone Number, Email Address and applicable Contract Number when submitting a Purchase Order. For any additional information including Hardware, Software and Services Contracts, please contact an SHI Inside Sales Representative at (888) 744-4084. SHI International Corp. is 100% Minority Owned, Woman Owned Business. TAX ID# 22-3009648; DUNS# 61-1429481; CCR# 61-243957G; CAGE 1HTF0

SHI SPIN: #143012572

SHI-GS SPIN (For Texas customers ONLY): #143028315

For E-rate SPI orders, applicant shall be responsible for payment of any outstanding or ineligible costs if USAC rejects reimbursement claim in whole or in part,

Maximize your technology's lifecycle with SHI's services to recover, redeploy, remarket, and recycle your devices. For more information, contact AssetRecoveryServices@SHI.com

Thank you for choosing SHI International Corp! The pricing offered on this quote proposal is valid through the expiration date set above. To ensure the best level of service, please provide End User Name, Phone Number, Email Address and applicable Contract Number when submitting a Purchase Order.

SHI International Corp. Is 100% Minority Owned, Woman Owned Business. TAX ID# 22-3009648; DUNS# 61-1429481; CCR# 61-243957G; CAGE 1HTF0

The products offered under this proposal are resold in accordance with the terms and conditions of the Contract referenced under that applicable line item.



Submitted by: Steve Erickson
Originating Committee: Technology 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: With our 1-5 year plan we try to switch out some computers each year. This year we will need to replace one administrative computer and use the remaining allocated funds for teacher computers.
Background Information, including a list of reviewing committees: This is part of our replacement plan.
Assessment:

Recommendation:

Proposal Title: Computer Replacements

The Technology Committee recommends going with Superior Technical Solutions for the purchase of the computers for \$8,799.31 as it is the lowest quote for the same quality computers.

This will come out of line item 734 and is part of the Land Trust allocation.

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.



Principal Discretionary

Special Education

Curriculum Student Incentives

Other: _

Notes: __

Land Trust

	Steve Eri			Δ.,	thorization for Tr	ravel	
Date: 4/14/	25 Ve	endor: STS			el:		
Website/Conto	act Info:				imbursement Request Below & Attach all Receipts)		
BILL/SHIP TO:	George Washing 2277 S. 3 St. Georg		Те	Teacher Supply Account Purchase?			
QTY	ITEM #	DESCRIPTION (inclu	ude dates as app	licable)	UNIT PRICE	LINE TOTAL	
/		All-IN-ONE	DELL COMPU	TER	\$1,332.00	\$1,332.00	
7		DELL PRECISIO	N DESKTOP CO	MPUTER	£1,065.33	\$ 7,457.31	
		7			7		
10.15.0							
			<u>Procurement:</u> If the item is over \$		Subtotal	#8,799.31	
Budget Catego	ry: (Administration	Only)	and/service is over are required to req		Shipping		
300 Professional & Technical Budget Detail: 400 Purchased Property Services Budget Detail: 500 Other Purchased Services Budget Detail:		s of sweetable demonstrations as	Please attach all bi requisition and a br	ief	Sales Tax		
		Budget Detail: Budget Detail:	explanation of why you chose the vendor.		TOTAL	\$8,799.31	
600 Supplies & I		Budget Detail:					
700 Property		Budget Detail: 734	Executive Director's A	pproval	1	Date	

Board Chair or Date
Board Member on Finance Committee
For purchases over \$5,000

(For purchases up to \$2,000)

Approving Board Member

(For purchases between \$2,001 - \$5,000)

*Purchases over \$5,000 MUST be approved in a board meeting

Date

This is a/an (Circle One):

orchase Order/Invoice P.O. #

School Credit Card Purchase

School Credit Card (Admin)



GWA New Computers

Prepared for GWA

By John Siggard | john@stsutah.com Valid until Wednesday, April 30, 2025

Compu	ater Replacements			\$8,789.31
Produ	ct	Quantity	Price	Amount
St. 20, projecticos	Dell AlO computer i7 EQ: 32GB DDR5/1TB M.2/ Windows 11 Pro/ 3YR warranty	1	\$1,332.00	\$1,332.00
R or treatment	Dell precision i5 or equivalent, 32GB DDR5, 500GB M.2, Windows 11 Pro, 3 Yr Warranty	7	\$1,065.33	\$7,457.31

Subtotal	
	\$8,789.31
Shipping	\$10.00
Tax	\$0.00
Total	\$8,799.31

Protech Castle Rock

825 Wilcox St Castle Rock, CO 80104 US +17202744711 gfaircloth@protechcr.com www.protechcr.com

Quote



Mr Jessica Bentley George Washington Academy Jessica Bentley 2277 S.3000 E,

St George, UT 84790

	M. P.	
1957	03/31/2025	

Mr Jessica Bentley George Washington Academy George Washington Academy Jessica Bentley 2277 S.3000 E, St George, UT 84790 USA

*. :	A STATE OF THE STA		QTY	\$146.1 F	
	Dell-Optiplex-7420	Dell Optiplex 7420 Plus All In One I- 7 14700 VPRO 512GB 32GB Ram W11P Warranty -Open Boxed New	1	1,399.99	1,399.99

TOTAL

\$1,399.99

Accepted By

Accepted Date



Thank you for choosing CDW. We have received your quote.

Hardware

Software

Services

IT Solutions

Brands

Research Hub

QUOTE CONFIRMATION

JESSICA BENTLEY,

Thank you for considering CDW•G for your technology needs. The details of your quote are below. **If you are an eProcurement or single sign on customer, please log into your system to access the CDW site.** You can search for your quote to retrieve and transfer back into your system for processing.

For all other customers, click below to convert your quote to an order.

Convert Quote to Order

QUOTE #	QUOTE DATE	QUOTE REFERENCE	CUSTOMER #	GRAND TOTAL
PJ\$K825	3/28/2025	DELL	10498749	\$7,666.00

QUOTE DETAILS		333333344 mala hara hara hara hara hara hara hara h		
ITEM	QTY	CDW#	UNIT PRICE	EXT. PRICE
CDW 3 Year Standard Product Protection-Desktop-Device Value \$1400-\$1649.99	5	6027367	\$44.00	\$220.00
Mfg, Part#: CDW1650DESKSTESP36D				
Electronic distribution - NO MEDIA				
Dell OptiPlex 7420 All In One - all-in-one Core i7 i7-14700 2.1 GHz - 16 GB	1.	7879142	\$1,490.00	\$1,490.00
Mfg. Part#: 8V634				
Contract: BuyQ National Charter and Private Schools Contract (BQ-IT-001)				
			•	
Dell OptiPlex 7020 Plus - SFF Core i7 i7-14700 2.1 GHz - 32 GB - SSD 512 GB	4	7852452	\$1,489.00	\$5,956.00
Mfg. Part#: FMFD1				
Contract: BuyQ National Charter and Private Schools Contract (BQ-IT-001)				

\$7,666.00	SUBTOTAL
\$0.00	
·	SHIPPING
\$0.00	SALES TAX
\$7.666.00	GRAND TOTAL

Billing Address:	Shipping Address:
GEORGE WASHINGTON ACADEMY	GEORGE WASHINGTON ACADEMY
ACCOUNTS PAYABLE	JESSICA BENTLEY
2277 S 3000 E	2277 S 3000 E
ST GEORGE, UT 84790-8510	ST GEORGE, UT 84790-8510
Phone: (435) 673-2232	Phone: (435) 673-2232
Payment Terms: NET 30 Days-Govt/Ed	Shipping Method: FedEx Ground (1-2 days)

CDW Government 75 Remittance Drive Suite 1515 Chicago, IL 60675-1515



Sales Contact Info

Blake Muno | (866) 302-0960 | blakmun@cdwg.com

L	LEASE OPTIONS						
	FMV TOTAL	FMV LEASE OPTION	BO TOTAL	BO LEASE OPTION			
	\$7,666.00	\$222.39/Month	\$7,666.00	\$253.59/Month			

Monthly payment based on 36 month lease. Other terms and options are available, Contact your Account Manager for details, Payment quoted is subject to change.

Why finance?

- · Lower Upfront Costs, Get the products you need without impacting cash flow. Preserve your working capital and existing credit line.
- Flexible Payment Terms, 100% financing with no money down, payment deferrals and payment schedules that match your company's business cycles.
- · Predictable, Low Monthly Payments. Pay over time. Lease payments are fixed and can be tailored to your budget levels or revenue streams.
- Technology Refresh, Keep current technology with minimal financial impact or risk, Add-on or upgrade during the lease term and choose to return or purchase the equipment at end of lease.
- Bundle Costs. You can combine hardware, software, and services into a single transaction and pay for your software licenses over time! We
 know your challenges and understand the need for flexibility.

General Terms and Conditions:

This quote is not legally binding and is for discussion purposes only. The rates are estimate only and are based on a collection of industry data from numerous sources. All rates and financial quotes are subject to final review, approval, and documentation by our leasing partners. Payments above exclude all applicable taxes. Financing is subject to credit approval and review of final equipment and services configuration. Fair Market Value leases are structured with the assumption that the equipment has a residual value at the end of the lease term.

Need Help?



My Account



Support



Call 800.800.4239

About Us | Privacy Policy | Terms and Conditions

This order is subject to CDW's Terms and Conditions of Sales and Service Projects at http://www.cdwq.com/content/terms-conditions/product-sales.aspx
For more information, contact a CDW account manager.

© 2025 CDW+G LLC, 200 N. Milwaukee Avenue, Vernon Hills, IL 60061 | 800.808.4239



Pricing Proposal

Quotation #: 26068882 Created On: 4/11/2025 Valid Until: 4/30/2025

UT-City of Saint George Washington Academy School District

Jessica Bentley

2277 South 3000 East Saint George, UT 84790 United States

Phone: (435) 673-2232

Fax:

Email: jbentley@gwacademy.org

Zach Gilbert

Phone: Fax:

Email: zach_gilbert@shi.com

All Prices are in US Dollar (USD)

	Product	Qty	Your Price	Total
1	Dell OptiPlex 7420 All In One - All-in-one Core i7 i7-14700 / up to 5.4 GHz High Performance - RAM 16 GB - SSD 512 GB - NVMe, Class 35 - UHD Graphics 770 - Gigabit Ethernet, Bluetooth, IEEE 802.11ax (Wi-Fi 6E) - Win 11 Pro - monitor: LED 23.81" 1920 x 10 Dell - Parl#: 8V634 Contract Name: OMNIA Partners IT Solutions, Products & Services Contract #: 2024056-02 Note: In Stock	1	\$1,461.09	\$1,461.09
2	Dell Upgrade from 3Y Next Business Day to 3Y ProSupport Plus - Extended service agreement - parts and labor - 3 years - on-site - 24x7 - response time: NBD - for OptiPlex 3030, 5040, 5050, 5060, 5250 All In One, 7010, 7020 Dell - Part#: 808-3203 Contract Name: OMNIA Partners IT Solutions, Products & Services Contract #: 2024056-02 Note: ESD	1	\$86.77	\$86.77
		400	Total	\$1,547.86

Additional Comments

Dell has a no-returns policy on all hardware products. If an item is DOA, missing, wrong, or visibly damaged in transit, SHI must be notified within 20 days.

Due to the potential impact of any current or future tariffs, the price and availability of hardware items on this quote may be subject to change.

Thank you for choosing SHI International Corp! The pricing offered on this quote proposal is valid through the expiration date listed above. To ensure the best level of service, please provide End User Name, Phone Number, Email Address and applicable Contract Number when submitting a Purchase Order. For any additional information including Hardware, Software and Services Contracts, please contact an SHI Inside Sales Representative at (888) 744-4084. SHI International Corp. is 100% Minority Owned, Woman Owned Business. TAX ID# 22-3009648; DUNS# 61-1429481; CCR# 61-243957G; CAGE 1HTF0

SHI SPIN: #143012572

SHI-GS SPIN (For Texas customers ONLY): #143028315
For E-rate SPI orders, applicant shall be responsible for payment of any outstanding or ineligible costs if USAC rejects reimbursement claim in whole or in part,

Maximize your technology's lifecycle with SHI's services to recover, redeploy, remarket, and recycle your devices. For more information, contact AssetRecoveryServices@SHI.com

Thank you for choosing SHI International Corpl The pricing offered on this quote proposal is valid through the expiration date set above. To ensure the best level of service, please provide End User Name, Phone Number, Email Address and applicable Contract Number when submitting a Purchase Order.

SHI International Corp. is 100% Minority Owned, Woman Owned Business. TAX ID# 22-3009648; DUNS# 61-1429481; CCR# 61-243957G; CAGE 1HTF0

The products offered under this proposal are resold in accordance with the terms and conditions of the Contract referenced under that applicable line item.



www.leso lson.com

800-365-8804

Corporate Headquarters, 3244 South 300 West, South Salt Lake, Utah 84115

Quote MITQ219152-01

Valid through April 30, 2025 @ 4:59 pm

Prepared For:

George Washington Academy Jessica Bentley Phone: (435) 673-2232 2277 S 3000 E St George, UT 84790-8510 jbentley@gwacademy.org

Prepared By:

David Martin
Managed IT Solutions Account Executive
Phone: 435-634-1548
Email: davidmartin@lesolson.com





Below is the interactive version of the quote, you can choose options and see the quote totals.

For the full presentation proposal, <u>click here</u> to view or download the PDF version of this quote. You can sign and fax this in, or you can save time by simply electronically accepting this quote below.

Line Item Detail

	QTY	Description	Picture	Unit Price	Ext Price
Del	l Comput	er Options	55:00:050:055:00:060:00:060:080:050:660:00:060:06	Michigan kan kempulan kentan kentan kempulan kentan kentan kentan kentan kentan kentan kentan kentan kentan ke	552656676666657667657657655655 85585 569495797
	1	Dell OptiPlex 7420		\$1,563.76	\$1,563.76
		(Qty 1) - Dell OptiPlex 7000 7420 All-in-One Computer - Intel Core i7 14th Gen i7-14700 - vPro Technology - 16 GB - 256 GB SSD - 23.8" Full HD - Desktop - Black - Intel Q670 Chip - 1920 x 1080 - Windows 11 Pro - Intel UHD Graphics 770 DDR5 SDRAM - English (US) Keyboard - IEEE 802.11ax - 160 W	Secretaria de la composición dela composición de la composición de la composición de la composición dela composición de la composición dela composición dela composición de la composición de la composición de la composición dela composición de la composición dela composición dela composición dela composición dela composición dela composición dela compos	\$1,282.47	\$1,282.47
	2	(Qty 1) - Kingston 16GB DDR5 SDRAM Memory Module - For Notebook - 16 GB - DDR5-5600/PC5-44800 DDR5 SDRAM - 5600 MHz Single-rank Memory - CL46 - 1.10 V - Non-ECC - Unbuffered - 262-pin - SoDIMM - Lifetime Warranty		\$60.57	\$60.57
		(Qty 1) - Kingston KC3000 1 TB Solid State Drive - M.2 2280 Internal - PCI Express NVMe (PCI Express NVMe 4.0 x4) - Desktop PC, Notebook Device Supported - 800 TB TBW - 7000 MB/s Maximum Read Transfer Rate - 5 Year Warranty		\$156.09	\$156,09
	Ø	(Qty 1) - Dell Upgrade from 3Y Next Business Day to 3Y ProSupport - 24 x 7 - Onsite - Technical - Physical	ProSupport	\$64.63	\$64.63
2	. 5	Dell Precision 3460		\$1,356.43	\$6,782.15
	,	(Qty 1) - Dell Precision 3000 3460 Workstation - Core i7 14th Gen i7-14700 - vPro Technology - 16 GB - 512 GB SSD - Small Form Factor - Black - Intel W680 Chip - Windows 11 Pro - UHD Graphics 770 Graphics - DVD-Writer - Serial ATA/600, NVMe Controller - English (US) Keyboard - Gigabit Ethernet	9	\$1,220.23	\$1,220.23
		(Qty 1) - Kingston 16GB DDR5 SDRAM Memory Module - For Notebook - 16 GB - DDR5-5600/PC5-44800 DDR5 SDRAM - 5600 MHz Single-rank Memory - CL46 - 1.10 V - Non-ECC - Unbuffered - 262-pln - SoDIMM - Lifetime Warranty		\$60.57	\$60,57

(Qty 1) - Dell Upgrade from 3Y Next Business Day to 3Y ProSupport - 24 x 7 - Onsite - Technical - Physical



\$75.63

\$75.63

Setup and configuration is not included. Setup and configuration will be billed for actual hours used on a time & materials basis based on the contracted rates.

Work will be performed by an LOC Technician trained in the installation and configuration of your software/hardware.

Update Totals

SubTotal: Shipping: \$8,345.91 \$0.00

Sales Tax:

\$0.00

Total:

\$8,345.91

Ready to Accept?

Order Confirmation

Les Olson Company, seller, agrees to sell and the Purchaser agrees to buy all the goods and personal property described in the foregoing sales order at the price and upon the terms therein stated, and subject to final credit approval. The title to said property shall remain with the seller until the full purchase price is paid, but the purchaser shall be responsible for any loss, damage or injury to said property, whether by fire or otherwise, and no such loss, damage or injury shall relieve the purchaser from liability to pay the full purchase price. Equipment on a cost per copy, rental or lease must be covered by insurance. Time is of the essence regarding the terms of this contract, and if default be made by the purchaser in any payment of any of the terms of this sale, the seller may, at its election, declare the forfeiture hereunder and may take possession of the property and thereupon all of the purchaser's rights herein shall cease, and all payments theretofore made by the purchaser shall be forfeited as liquidated damages. No acceptance of any intermediate payment by the seller after default shall be a walver of subsequent or of the seller's right to repossess the property and declare a forfeiture. The purchaser gives seller the right to file financing statements with respect to the equipment under the Uniform Commercial Code, as amended, or other similar provisions of law, and authorizes seller where permitted by law to make such filings without buyer's signature. The purchaser agrees to pay, in the event the account becomes delinquent and is turned over to an attorney or third-party collector, fees equal to fifty percent (50%) of the balance due all attendant collection costs. A Finance Charge of 1 1/2% per month (ANNUAL PERCENTAGE RATE 18%) will be charged on all overdue accounts. NOTE: We will not be responsible for loss or damage caused by fire, theft, testing or any other causes beyond our control. A 15% handling/Restocking charge on all returned merchandise will be made, and in some cases additio

Setup and configuration not explicitly stated above will be billed for actual hours used on a time & materials basis based on the current LOC rate for the purchased items. Work will be performed by an LOC Technician qualified for the installation and configuration of your software/hardware.

	erms and conditions of the above document and PDF attachment with an electronic signature below. 205.124.244.114
IP Address	205.124.244.114
PO Number	The contraction of the contracti
	(Optional: Enter PO Number as your reference only.)
Comments	A STATE OF THE STA
F = \$1	
Email Address	jbentley@gwacademy.org
Printed Name	« э. а.а.а. а эт эт этом приняти прин
Signature	



Proposal Title: 2025-2026 Independent Contractor Agreements for Special Education Related Services

Submitted by: Mireille Evans, Special Education Director

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:

Renewal of the following contracted service provider agreements:

- -Occupational Therapist (Proposed change to compensation from \$105/hr to \$110/hr, no change to contractor or scope of work)
- -Speech Language Pathologist (no changes to contractor, scope of work, or compensation)
- -Physical Therapist (no changes to contractor, scope of work, or compensation)
- -Psychologist (no changes to contractor, scope of work, or compensation)

Background Information, including a list of reviewing committees:

All of the above listed contractors provide required special education services for GWA students.

Assessment:

n/a

Recommendation:

It is the recommendation of the Special Education Department to renew all of the attached Independent Contractor Agreements as written.

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

GWA INDEPENDENT CONTRACTOR AGREEMENT

THIS INDEPENDENT CONTRACTOR AGREEMENT ("this Agreement") is entered into effective the 1st day of August, 2025 by and between: George Washington Academy, a Utah non-profit corporation ("GWA"), and Prickly Pear Pediatric Therapy, LLC("Contractor").

<u>RECITALS</u>

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

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

AGREEMENT

- 1. Scope of Work, GWA has hired Contractor to provide the following services: Occupational Therapy to be used for direct/indirect therapy, initial evaluations, reevaluations, screenings, attend IEP meetings, IEP development, complete student IEP progress reports, trainings, and consultation. Contractor will provide these services on an as needed basis and only when GWA calls and requests such services, or as otherwise agreed by the parties for a maximum 50 hours a month. Contractor agrees to be reasonably available to GWA for this purpose.
- 2. <u>Term of Agreement.</u> The term of this Agreement and the performance of services hereunder shall commence on the date signed, and will continue as long as GWA retains the services and talents of Contractor.
 - GWA shall have the right to terminate this Agreement upon 14 days written notice should GWA determine that it no longer requires the services of Contractor or Contractor has failed to perform the services required hereunder in accordance with the terms of the Agreement. Such termination shall be accomplished by delivery of written notice of termination ("Notice of Termination") to Contractor. Unless otherwise indicated in the Notice of Termination, such termination shall be effective immediately upon delivery of the Notice of Termination to Contractor. For purposes hereof, the Notice of Termination shall be deemed delivered (a) upon transmission by GWA to Contractor at the e-mail address set forth below if delivery is by e-mail; (b) at the time of personal delivery, if delivery is in person; (c) one (1) business day after deposit with an express overnight courier for United States deliveries, or two (2) business days after such deposit for deliveries outside of the United States, with proof of delivery from the courier requested; or (d) three (3) business days after deposit in the United States mail by certified mail...(return receipt requested) for United States deliveries when addressed to Contractor at the address set forth below or at such other address as Contractor may designate by giving ten (10) days' advance written notice to GWA.

2.2. Contractor may terminate this Agreement upon **14 days** written notice to GWA, at the address provided below.

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

- 3. <u>Compensation</u>. Compensation shall be at a rate of \$110 per hour and is based solely on work that is performed pursuant to the terms of this contract, properly recorded, and invoiced.
- 4. <u>Payment Terms.</u> Contractor will invoice GWA by the 5th day of the month for services provided during the previous month and shall include with the invoice such documentation as GWA may require substantiating the compensation requested. GWA shall submit payment to Contractor within 15 days of receipt.
- 5. Relationship of Parties. In all matters relating to this Agreement, Contractor is not an employee of GWA but is engaged as an independent contractor in a professional capacity. As such, Contractor is not entitled to any of the employee benefits provided by GWA to its employees, nor is Contractor eligible for unemployment benefits or workers compensation. Furthermore, GWA is not responsible to pay any income taxes, unemployment taxes, Social Security taxes or any other taxes to any government agency in relation to the services provided hereunder.
 - 5.1. Contractor agrees to indemnify and hold harmless GWA from any and all claims or suits related to any of the matters set forth in this section 5.
 - 5.2. No agent, employee or servant or one party shall be or be deemed to be the employee, agent, or servant of the other.
 - 5.3. Contractor shall be solely and entirely responsible for its acts, damages, losses, and/or injuries, and for the acts, damages, losses, and/or injuries of its agents, employees, servants, and subcontractors in connection with the performance of this Agreement.
 - 5.4. Neither party shall act on behalf of or represent directly or by implication as having authority to act on behalf of the other party, except as specifically set forth in this Agreement.
 - 5.5. USBE shall have permission to request information directly from Contractor as it relates to services provided and this Agreement.
- 6. <u>Insurance.</u> Contractor shall obtain, at Contractor's expense, and keep in effect during the term of this Agreement, insurance that is standard in Contractor's industry as well as Workers Compensation or Workers Compensation Waiver. This coverage may be

written in combination with commercial general liability insurance maintained by Contractor (with separate limits). Limits of coverage per accident or occurrence shall not be less than \$1,000,000 per incident, and \$3,000,000 annually.

- 7. <u>Background Check.</u> Contractor shall submit to and pay for a current criminal background check and provide the results of the same to GWA. Contractors who work directly with students and/or who may have unsupervised access to children may be subject to a higher level background check prior to beginning work.
- 8. <u>Confidentiality</u>. Contractor has, or will have, access to certain Confidential Information. Confidential Information refers to all information about a student including personal and family information, social, behavioral, and psychological information, academic performance and progress, and program goals. Contractor shall only use the Confidential Information to render services to GWA. Contractor will take reasonable measures to ensure that any Confidential Information received will be safeguarded so as to protect against intentional or accidental disclosure to any third-party to gain unauthorized access to such information.
- 9. <u>Interpretation</u>. The parties agree that this Agreement is the product of negotiation, and expressly waive the rule of interpretation of a writing against the drafter.
- 10. <u>Indemnity</u>. Contractor agrees to indemnify and hold GWA harmless from any and all claims, judgments, costs, suits, debts or liabilities, including attorney fees, resulting from Contractor's performance or failure to perform any activities hereunder or in relation to this Agreement or from violation of any federal or state laws or regulations. In addition thereto, Contractor shall defend and hold GWA harmless from any worker's compensation claim or unemployment insurance claim made by Contractor, its officers, directors, employees, agents and servants or made on Contractor's behalf.
- 11. <u>Non-Assignment</u>. Contractor may not assign this Agreement without GWA's written consent.
- 12. <u>Default: Attorney Fees and Costs.</u> Should any party default in any of the covenants or agreements herein contained, that defaulting party shall pay all costs and expenses, including reasonable attorney fees, which may arise or accrue from enforcing this Agreement or in pursuing any remedy provided hereunder or by applicable law or in defending in any such action, as applicable, whether such remedy is pursued by filing suit or otherwise.
- 13. <u>No Waiver.</u> The failure of any party hereto to exercise any right, power, or remedy provided under this Agreement or otherwise available in respect hereof at law or in equity, or to insist upon compliance by any other party hereto with its obligations hereunder, and any custom or practice of the parties at variance with the terms hereof, shall not constitute a waiver by such party of its right to exercise any such or other right, power, or remedy or to demand such compliance.

- 14. <u>Severability.</u> If any provisions of this agreement shall be held to be invalid or unenforceable for any reason, the remaining provisions shall continue to be valid and enforceable. If a court finds that any provision of the Agreement is invalid or unenforceable, but that by limiting such provision it would become valid or enforceable, then such provision shall be deemed to be written, construed, and enforced as so limited.
- 15. <u>Notices</u>. All notices or communications to be given under this Agreement shall be given in writing and either personally delivered or deposited in the mail to the address shown below of the party entitled to receive notice, postage prepaid, registered or certified, or e-mailed to Contractor at the e-mail address listed below. The e-mail address or address of either party may be changed by written notice to the other party.
- 16. Entire Agreement. This written document contains the entire understanding and agreement of the parties on the subject matter set forth herein, and supersedes any prior agreement relating to these matters. No promises or inducements have been made other than those reflected herein, and no party is relying on any statement or representation by any person except those set forth herein, including without limitation oral or written summaries of this Agreement. All negotiations, understandings, representations and preliminary agreements are merged herein. This Agreement supersedes and replaces all previous agreements entered into by the parties. The parties intend this document to be the final and exclusive expression of their agreement.
- 17. <u>Modification</u>. This Agreement may not be modified, amended or revoked unless in writing signed by all the parties hereto.
- 18. Governing Law. Jurisdiction, and Choice of Forum. This Agreement shall be governed by and construed in accordance with the laws of the State of Utah, without giving effect to the principles of conflicts of law thereof. Any action brought to enforce or interpret any provision of this Agreement or that otherwise arises under this Agreement shall be brought in the Fifth Judicial District Court for Washington County, State of Utah.
- 19. <u>Binding Effect</u>. This Agreement shall apply to, inure to the benefit of and bind all parties hereto, their permitted assigns, heirs, personal representatives and other successors.

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

George Washington Academy a Utah non-profit o	corporation
Name:	
Signature:	
Date:	
Address:	
2277 South 3000 East St. George, UT 84790	
Contractor:	
Name: Prickly Pear Pediatric Therapy, LLC	
Signature: Mily Sonzogni	
Date: April 1, 2025	
Address:	
168 N 100, Ste 224 St. George, UT 84790	

GWA INDEPENDENT CONTRACTOR AGREEMENT

THIS INDEPENDENT CONTRACTOR AGREEMENT ("this Agreement") is entered into effective the 1st day of August, 2025 by and between: George Washington Academy, a Utah non-profit corporation ("GWA"), and Intermountain Speech Pathology Services ("Contractor").

<u>RECITALS</u>

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

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

AGREEMENT

- 1. <u>Scope of Work.</u> GWA has hired Contractor to provide the following services: **All needs related to speech/communication as a related service within GWA.** Contractor will provide these services on an as needed basis and only when GWA calls and requests such services, or as otherwise agreed by the parties. Contractor agrees to be reasonably available to GWA forthis purpose.
- 2. <u>Term of Agreement</u>, The term of this Agreement and the performance of services hereunder shall commence on the date signed, and will continue as long as GWA retains the services and talents of Contractor.
 - 2.1. GWA shall have the right to immediately terminate this Agreement upon GWA's determination that it no longer requires the services of Contractor or Contractor has failed to perform the services required hereunder in accordance with the terms of the Agreement. Such termination shall be accomplished by delivery of written notice of termination ("Notice of Termination") to Contractor. Unless otherwise indicated in the Notice of Termination, such termination shall be effective immediately upon delivery of the Notice of Termination to Contractor. For purposes hereof, the Notice of Termination shall be deemed delivered (a) upon transmission by GWA to Contractor at the e-mail address set forth below if delivery is by e-mail; (b) at the time of personal delivery, if delivery is in person; (c) one (1) business day after deposit with an express overnight courier for United States deliveries, or two (2) business days after such deposit for deliveries outside of the United States, with proof of delivery from the courier requested; or (d) three (3) business days after deposit in the United States mail by certified mail (return receipt requested) for United

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

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

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

- 3. <u>Compensation.</u> Compensation shall be at a rate of \$75 per hour for SLP, \$55 per hour for SLT and is based solely on work that is performed pursuant to the terms of this contract, properly recorded, and invoiced.
- 4. <u>Payment Terms.</u> Contractor will invoice GWA within 14 days of providing services and shall include with the invoice such documentation as GWA may require substantiating the compensation requested.
- 5. Relationship of Parties. In all matters relating to this Agreement, Contractor is not an employee of GWA but is engaged as an independent contractor in a professional capacity. As such, Contractor is not entitled to any of the employee benefits provided by GWA to its employees, nor is Contractor eligible for unemployment benefits or workers compensation. Furthermore, GWA is not responsible to pay any income taxes, unemployment taxes, Social Security taxes or any other taxes to any government agency in relation to the services provided hereunder.
 - 5.1. Contractor agrees to indemnify and hold harmless GWA from any and all claims or suits related to any of the matters set forth in this section 5.
 - 5.2. No agent, employee or servant or one party shall be or be deemed to be the employee, agent, or servant of the other.
 - 5.3. Contractor shall be solely and entirely responsible for its acts, damages, losses, and/or injuries, and for the acts, damages, losses, and/or injuries of its agents, employees, servants, and subcontractors in connection with the performance of this Agreement.
 - 5.4. Neither party shall act on behalf of or represent directly or by implication as having authority to act on behalf of the other party, except as specifically set forth in this Agreement.
 - 5.5. USBE shall have permission to request information directly from Contractor as it relates to services provided and this Agreement.

- 6. <u>Insurance</u>. Contractor shall obtain, at Contractor's expense, and keep in effect during the term of this Agreement, insurance that is standard in Contractor's industry. This coverage may be written in combination with commercial general liability insurance maintained by Contractor (with separate limits). Limits of coverage per accident or occurrence shall not be less than \$1,000,000 per incident, and \$3,000,000 annually.
- 7. <u>Background Check</u>. Contractor shall submit to and pay for a current criminal background check and provide the results of the same to GWA. Contractors who work directly with students and/or who may have unsupervised access to children may be subject to a higher level background check prior to beginning work.
- 8. <u>Confidentiality</u>. Contractor has, or will have, access to certain Confidential Information. Confidential Information refers to all information about a student including personal and family information, social, behavioral, and psychological information, academic performance and progress, and program goals. Contractor shall only use the Confidential Information to render services to GWA. Contractor will take reasonable measures to ensure that any Confidential Information received will be safeguarded so as to protect against intentional or accidental disclosure to any third-party to gain unauthorized access to such information.
- 9. <u>Interpretation</u>. The parties agree that this Agreement is the product of negotiation, and expressly waive the rule of interpretation of a writing against the drafter.
- 10. <u>Indemnity</u>. Contractor agrees to indemnify and hold GWA harmless from any and all claims, judgments, costs, suits, debts or liabilities, including attorney fees, resulting from Contractor's performance or failure to perform any activities hereunder or in relation to this Agreement or from violation of any federal or state laws or regulations. In addition thereto, Contractor shall defend and hold GWA harmless from any workmen's compensation claim or unemployment insurance claim made by Contractor, its officers, directors, employees, agents and servants or made on Contractor's behalf.
- 11. <u>Non-Assignment</u>. Contractor may not assign this Agreement without GWA's written consent.
- 12. <u>Default: Attorney Fees and Costs</u>. Should any party default in any of the covenants or agreements herein contained, that defaulting party shall pay all costs and expenses, including reasonable attorney fees, which may arise or accrue from enforcing this Agreement or in pursuing any remedy provided hereunder or by applicable law or in defending in any such action, as applicable, whether such remedy is pursued by filing suit or otherwise.
- 13. <u>No Waiver.</u> The fallure of any party hereto to exercise any right, power, or remedy provided under this Agreement or otherwise available in respect hereof at law or in equity, or to insist upon compliance by any other party hereto with its obligations hereunder, and any custom or practice of the parties at variance with the terms hereof, shall not constitute a waiver by such

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

- 14. <u>Severability.</u> If any provisions of this agreement shall be held to be invalid or unenforceable for any reason, the remaining provisions shall continue to be valid and enforceable. If a court finds that any provision of the Agreement is invalid or unenforceable, but that by limiting such provision it would become valid or enforceable, then such provision shall be deemed to be written, construed, and enforced as so limited.
- 15. <u>Notices</u>. All notices or communications to be given under this Agreement shall be given in writing and either personally delivered or deposited in the mail to the address shown below of the party entitled to receive notice, postage prepaid, registered or certified, or e-mailed to Contractor at the e-mail address listed below. The e-mail address or address of either party may be changed by written notice to the other party.
- 16. Entire Agreement. This written document contains the entire understanding and agreement of the parties on the subject matter set forth herein, and supersedes any prior agreement relating to these matters. No promises or inducements have been made other than those reflected herein, and no party is relying on any statement or representation by any person except those set forth herein, including without limitation oral or written summaries of this Agreement. All negotiations, understandings, representations and preliminary agreements are merged herein. This Agreement supersedes and replaces all previous agreements entered into by the parties. The parties intend this document to be the final and exclusive expression of their agreement.
- 17. <u>Modification</u>. This Agreement may not be modified, amended or revoked unless in writing signed by all the parties hereto.
- 18. Governing Law. Jurisdiction, and Choice of Forum. This Agreement shall be governed by and construed in accordance with the laws of the State of Utah, without giving effect to the principles of conflicts of law thereof. Any action brought to enforce or interpret any provision of this Agreement or that otherwise arises under this Agreement shall be brought in the Fifth Judicial District Court for Washington County, State of Utah.
- 19. <u>Binding Effect</u>. This Agreement shall apply to, inure to the benefit of and bind all parties hereto, their permitted assigns, heirs, personal representatives and other successors.

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

George Washington Academy a Utah non-profit corporation	Contractor		
a otati non-proni corporațion	Intermountain Speech Pathology Services Monica Dixon, SLP		
Name:	"		
Signature:	Signature: Mana Juy CCC Sup		
Date:	Date: 4/2/2025		
Address:	Address:		
2277 South 3000 East	221 Emeraud Drive, Unit 36		
St. George, UT 84790	St. George, UT 84770		
	Email: mondixon1@gmail.com		

GWAINDEPENDENT CONTRACTOR AGREEMENT

THIS INDEPENDENT CONTRACTOR AGREEMENT ("this Agreement") is entered into effective the 1st day of August, 2025 by and between: George Washington Academy, a Utah non-profit corporation ("GWA"), and Mountain Land Rehabilitation, LLC. ("Contractor").

RECITALS

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

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

<u>AGREEMENT</u>

- 1. <u>Scope of Work</u>, GWA has hired Contractor to provide the following services: Physical Therapy to be used for direct/indirect therapy, initial evaluations, re-evaluations, screenings, attend IEP meetings, IEP development, and complete student IEP progress reports. Contractor will provide these services on an as needed basis and only when GWA calls and requests such services, or as otherwise agreed by the parties for a maximum of 10 hours per month. Contractor agrees to be reasonably available to GWA for this purpose.
- 2. <u>Term of Agreement.</u> The term of this Agreement and the performance of services hereunder shall commence on the date signed, and will continue as long as GWA retains the services and talents of Contractor.
 - 2.1. GWA shall have the right to immediately terminate this Agreement upon GWA's determination that it no longer requires the services of Contractor or Contractor has failed to perform the services required hereunder in accordance with the terms of the Agreement. Such termination shall be accomplished by delivery of written notice of termination ("Notice of Termination") to Contractor. Unless otherwise indicated in the Notice of Termination, such termination shall be effective immediately upon delivery of the Notice of Termination to Contractor. For purposes hereof, the Notice of Termination shall be deemed delivered (a) upon transmission by GWA to Contractor at the e-mail address set forth below if delivery is by e-mail; (b) at the time of personal delivery, if delivery is in person; (c) one (1) business day after deposit with an express overnight courier for United States deliveries, or two (2) business days after such deposit for deliveries outside of the United States, with proof of delivery from the courier requested; or (d) three (3) business days after deposit in the United States mail by certified mail (return receipt requested) for United

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

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

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

- 3. <u>Compensation.</u> Compensation shall be at a rate of \$180 per evaluation and \$125 per visit of student direct services and is based solely on work that is performed pursuant to the terms of this contract, properly recorded, and invoiced.
- 4. <u>Payment Terms.</u> Contractor will invoice GWA within 30 days of providing services and shall include with the invoice such documentation as GWA may require substantiating the compensation requested.
- 5. Relationship of Parties. In all matters relating to this Agreement, Contractor is not an employee of GWA but is engaged as an independent contractor in a professional capacity. As such, Contractor is not entitled to any of the employee benefits provided by GWA to its employees, nor is Contractor eligible for unemployment benefits or workers compensation. Furthermore, GWA is not responsible to pay any income taxes, unemployment taxes, Social Security taxes or any other taxes to any government agency in relation to the services provided hereunder.
 - 5.1. Contractor agrees to indemnify and hold harmless GWA from any and all claims or suits related to any of the matters set forth in this section 5.
 - 5.2. No agent, employee or servant or one party shall be or be deemed to be the employee, agent, or servant of the other.
 - 5.3. Contractor shall be solely and entirely responsible for its acts, damages, losses, and/or injuries, and for the acts, damages, losses, and/or injuries of its agents, employees, servants, and subcontractors in connection with the performance of this Agreement.
 - 5.4. Neither party shall act on behalf of or represent directly or by implication as having authority to act on behalf of the other party, except as specifically set forth in this Agreement.
 - 5.5. USBE shall have permission to request information directly from Contractor as it relates to services provided and this Agreement.

- 6. <u>Insurance</u>. Contractor shall obtain, at Contractor's expense, and keep in effect during the term of this Agreement, insurance that is standard in Contractor's industry. This coverage may be written in combination with commercial general liability insurance maintained by Contractor (with separate limits). Limits of coverage per accident or occurrence shall not be less than \$1,000,000 per incident, and \$3,000,000 annually.
- 7. <u>Background Check</u>. Contractor shall submit to and pay for a current criminal background check and provide the results of the same to GWA. Contractors who work directly with students and/or who may have unsupervised access to children may be subject to a higher level background check prior to beginning work.
- 8. <u>Confidentiality</u>. Contractor has, or will have, access to certain Confidential Information. Confidential Information refers to all information about a student including personal and family information, social, behavioral, and psychological information, academic performance and progress, and program goals. Contractor shall only use the Confidential Information to render services to GWA. Contractor will take reasonable measures to ensure that any Confidential Information received will be safeguarded so as to protect against intentional or accidental disclosure to any third-party to gain unauthorized access to such information.
- 9. <u>Interpretation</u>. The parties agree that this Agreement is the product of negotiation, and expressly waive the rule of interpretation of a writing against the drafter.
- Indemnity. Contractor agrees to indemnify and hold GWA harmless from any and all claims, judgments, costs, suits, debts or liabilities, including attorney fees, resulting from Contractor's performance or failure to perform any activities hereunder or in relation to this Agreement or from violation of any federal or state laws or regulations. In addition thereto, Contractor shall defend and hold GWA harmless from any workmen's compensation claim or unemployment insurance claim made by Contractor, its officers, directors, employees, agents and servants or made on Contractor's behalf.
- 11. <u>Non-Assignment.</u> Contractor may not assign this Agreement without GWA's written consent.
- 12. <u>Default: Attorney Fees and Costs</u>. Should any party default in any of the covenants or agreements herein contained, that defaulting party shall pay all costs and expenses, including reasonable attorney fees, which may arise or accrue from enforcing this Agreement or in pursuing any remedy provided hereunder or by applicable law or in defending in any such action, as applicable, whether such remedy is pursued by filing suit or otherwise.
- 13. <u>No Waiver.</u> The failure of any party hereto to exercise any right, power, or remedy provided under this Agreement or otherwise available in respect hereof at law or in equity, or to insist upon compliance by any other party hereto with its obligations hereunder, and any custom or practice of the parties at variance with the terms hereof, shall not constitute a

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

- 14. <u>Severability</u>. If any provisions of this agreement shall be held to be invalid or unenforceable for any reason, the remaining provisions shall continue to be valid and enforceable. If a court finds that any provision of the Agreement is invalid or unenforceable, but that by limiting such provision it would become valid or enforceable, then such provision shall be deemed to be written, construed, and enforced as so limited.
- 15. <u>Notices</u>. All notices or communications to be given under this Agreement shall be given in writing and either personally delivered or deposited in the mail to the address shown below of the party entitled to receive notice, postage prepaid, registered or certified, or e-mailed to Contractor at the e-mail address listed below. The e-mail address or address of either party may be changed by written notice to the other party.
- 16. Entire Agreement. This written document contains the entire understanding and agreement of the parties on the subject matter set forth herein, and supersedes any prior agreement relating to these matters. No promises or inducements have been made other than those reflected herein, and no party is relying on any statement or representation by any person except those set forth herein, including without limitation oral or written summaries of this Agreement. All negotiations, understandings, representations and preliminary agreements are merged herein. This Agreement supersedes and replaces all previous agreements entered into by the parties. The parties intend this document to be the final and exclusive expression of their agreement.
- 17. <u>Modification</u>. This Agreement may not be modified, amended or revoked unless in writing signed by all the parties hereto.
- 18. Governing Law, Jurisdiction, and Choice of Forum. This Agreement shall be governed by and construed in accordance with the laws of the State of Utah, without giving effect to the principles of conflicts of law thereof. Any action brought to enforce or interpret any provision of this Agreement or that otherwise arises under this Agreement shall be brought in the Fifth Judicial District Court for Washington County, State of Utah.
- 19. <u>Binding Effect</u>. This Agreement shall apply to, inure to the benefit of and bind all parties hereto, their permitted assigns, heirs, personal representatives and other successors.

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

George Washington Academy a Utah non-profit corporation	Contractor Mountain Land Rehabilitation, LLC
Name:	Jason Lobb Name:
Signature:	Signature: Jason Lobb (Apr 4, 2025 05:53 MDT)
Date:	04/04/25 Date:
Address: 2277 South 3000 East St. George, UT 84790	Address: 1952 E Fort Union Blvd Salt Lake City, UT 84121
	Email:

GWA INDEPENDENT CONTRACTOR AGREEMENT

THIS INDEPENDENT CONTRACTOR AGREEMENT ("this Agreement") is entered into effective the 1st day of August 2025, by and between: George Washington Academy, a Utah non-profit corporation ("GWA"), and Ryan Houston, Ph.D. ("Contractor").

RECITALS

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

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

<u>AGREEMENT</u>

- 1. <u>Scope of Work.</u> GWA has hired Contractor to provide the following services: Administer necessary testing for initial evaluations and/or re-evaluations in the realm of Special Education and to create as well as submit written reports based on the results from the testing to GWA in the allotted time frame designated by the State of Utah. Contractor will provide these services on an as needed basis and only when GWA calls and requests such services, or as otherwise agreed by the parties. Contractor agrees to be reasonably available to GWA for this purpose.
- 2. <u>Term of Agreement.</u> The term of this Agreement and the performance of services hereunder shall commence on the date signed, and will continue as long as GWA retains the services and talents of Contractor.
 - 2.1. GWA shall have the right to immediately terminate this Agreement upon GWA's determination that it no longer requires the services of Contractor or Contractor has failed to perform the services required hereunder in accordance with the terms of the Agreement. Such termination shall be accomplished by delivery of written notice of termination ("Notice of Termination") to Contractor. Unless otherwise indicated in the Notice of Termination, such termination shall be effective immediately upon delivery of the Notice of Termination to Contractor. For purposes hereof, the Notice of Termination shall be deemed delivered (a) upon transmission by GWA to Contractor at the e-mail address set forth below if delivery is by e-mail; (b) at the time of personal delivery, if delivery is in person; (c) one (1) business day after deposit with an express overnight courier for United States deliveries, or two (2) business days after such deposit for deliveries outside of the United States, with proof of delivery from the courier requested; or (d) three (3) business days after deposit in the United States mail by certified mail (return receipt requested) for United States deliveries when addressed to Contractor at the address

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

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

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

- 3. <u>Compensation.</u> Compensation shall be at a rate of \$375 per evaluation, hotel accommodations reserved and paid for by GWA, and mileage reimbursement at the current State rate and is based solely on work that is performed pursuant to the terms of this contract, properly recorded, and invoiced.
- 4. <u>Payment Terms.</u> Contractor will invoice GWA within 30 days of providing services and shall include with the invoice such documentation as GWA may require substantiating the compensation requested.
- 5. Relationship of Parties. In all matters relating to this Agreement, Contractor is not an employee of GWA but is engaged as an independent contractor in a professional capacity. As such, Contractor is not entitled to any of the employee benefits provided by GWA to its employees, nor is Contractor eligible for unemployment benefits or workers compensation. Furthermore, GWA is not responsible to pay any income taxes, unemployment taxes, Social Security taxes or any other taxes to any government agency in relation to the services provided hereunder.
 - 5.1. Contractor agrees to indemnify and hold harmless GWA from any and all claims or suits related to any of the matters set forth in this section 5.
 - 5.2. No agent, employee or servant or one party shall be or be deemed to be the employee, agent, or servant of the other.
 - 5.3. Contractor shall be solely and entirely responsible for its acts, damages, losses, and/or injuries, and for the acts, damages, losses, and/or injuries of its agents, employees, servants, and subcontractors in connection with the performance of this Agreement.
 - 5.4. Neither party shall act on behalf of or represent directly or by implication as having authority to act on behalf of the other party, except as specifically set forth in this Agreement.
 - 5.5. USBE shall have permission to request information directly from Contractor as it relates to services provided and this Agreement.

- 6. <u>Insurance</u>. Contractor shall obtain, at Contractor's expense, and keep in effect during the term of this Agreement, insurance that is standard in Contractor's industry. This coverage may be written in combination with commercial general liability insurance maintained by Contractor (with separate limits). Limits of coverage per accident or occurrence shall not be less than \$1,000,000 per incident, and \$3,000,000 annually.
- 7. <u>Background Check</u>. Contractor shall submit to and pay for a current criminal background check and provide the results of the same to GWA. Contractors who work directly with students and/or who may have unsupervised access to children may be subject to a higher level background check prior to beginning work.
- 8. <u>Confidentiality</u>. Contractor has, or will have, access to certain Confidential Information. Confidential Information refers to all information about a student including personal and family information, social, behavioral, and psychological information, academic performance and progress, and program goals. Contractor shall only use the Confidential Information to render services to GWA. Contractor will take reasonable measures to ensure that any Confidential Information received will be safeguarded so as to protect against intentional or accidental disclosure to any third-party to gain unauthorized access to such information.
- 9. <u>Interpretation</u>. The parties agree that this Agreement is the product of negotiation, and expressly waive the rule of interpretation of a writing against the drafter.
- 10. <u>Indemnity</u>. Contractor agrees to indemnify and hold GWA harmless from any and all claims, judgments, costs, suits, debts or liabilities, including attorney fees, resulting from Contractor's performance or failure to perform any activities hereunder or in relation to this Agreement or from violation of any federal or state laws or regulations. In addition thereto, Contractor shall defend and hold GWA harmless from any workmen's compensation claim or unemployment insurance claim made by Contractor, its officers, directors, employees, agents and servants or made on Contractor's behalf.
- 11. <u>Non-Assignment</u>. Contractor may not assign this Agreement without GWA's written consent.
- 12. <u>Default: Attorney Fees and Costs</u>. Should any party default in any of the covenants or agreements herein contained, that defaulting party shall pay all costs and expenses, including reasonable attorney fees, which may arise or accrue from enforcing this Agreement or in pursuing any remedy provided hereunder or by applicable law or in defending in any such action, as applicable, whether such remedy is pursued by filing suit or otherwise.
- 13. <u>No Waiver.</u> The failure of any party hereto to exercise any right, power, or remedy provided under this Agreement or otherwise available in respect hereof at law or in equity, or to insist upon compliance by any other party hereto with its obligations hereunder, and any custom or practice of the parties at variance with the terms hereof, shall not constitute a waiver by such

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

- 14. <u>Severability</u>. If any provisions of this agreement shall be held to be invalid or unenforceable for any reason, the remaining provisions shall continue to be valid and enforceable. If a court finds that any provision of the Agreement is invalid or unenforceable, but that by limiting such provision it would become valid or enforceable, then such provision shall be deemed to be written, construed, and enforced as so limited.
- 15. <u>Notices</u>. All notices or communications to be given under this Agreement shall be given in writing and either personally delivered or deposited in the mail to the address shown below of the party entitled to receive notice, postage prepaid, registered or certified, or e-mailed to Contractor at the e-mail address listed below. The e-mail address or address of either party may be changed by written notice to the other party.
- agreement of the parties on the subject matter set forth herein, and supersedes any prior agreement relating to these matters. No promises or inducements have been made other than those reflected herein, and no party is relying on any statement or representation by any person except those set forth herein, including without limitation oral or written summaries of this Agreement. All negotiations, understandings, representations and preliminary agreements are merged herein. This Agreement supersedes and replaces all previous agreements entered into by the parties. The parties intend this document to be the final and exclusive expression of their agreement.
- 17. <u>Modification</u>. This Agreement may not be modified, amended or revoked unless in writing signed by all the parties hereto.
- 18. Governing Law, Jurisdiction, and Choice of Forum. This Agreement shall be governed by and construed in accordance with the laws of the State of Utah, without giving effect to the principles of conflicts of law thereof. Any action brought to enforce or interpret any provision of this Agreement or that otherwise arises under this Agreement shall be brought in the Fifth Judicial District Court for Washington County, State of Utah.
- 19. <u>Binding Effect</u>. This Agreement shall apply to, inure to the benefit of and bind all parties hereto, their permitted assigns, heirs, personal representatives and other successors.

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

George Washington Academy	Contractor
a Utah non-profit corporation	Ryan Houston, Ph.D.
Name:	Name: Ryan Houston, PhD
Signature:	Signature: Ry House PhD
Date:	Date:4-8-23
Address: 2277 South 3000 East St. George, UT 84790	Address: 3383 Monroe Blvd. Ogden, UT 84403
	Email: ryanhoustonphd@gmail.com



Proposal Title: Land Trust Edits
Submitted by: B. Clark
Originating Committee: Land Trust 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 state has reviewed our initial Land Trust Plan and we needed to add more detail to the descriptors. Attached you will find the edited plan, none of the goals have been changed, just the details of accomplishing the goals.
Background Information, including a list of reviewing committees: I have sent the revisions to the state and they have given us the go ahead to have it re-approved by the Board.
Assessment:
Recommendation:

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.

Upcoming School Plan 2025-2026 - George Washington Academy

The Plan has been submitted by the School and is waiting LEA review. Goal #1 close State Goal close Our goal for the 2025-2026 school year is to continue providing technology to increase student achievement by 2% in mathematics, science, and literacy. Academic Area close English/Language Arts Mathematics Science Measurements close

We will review academic formative assessments, progress monitoring data, benchmarks, interim assessments and other pieces of data to ensure that we are meeting the needs of the students in Reading, Math, and Science. We will use Acadience Math and Reading as well as RISE interim, benchmark, and summative assessments. In ELA we are 14% above the state, but are still having grade levels score in the high 50%. In Math on average we are only 8 % above the state average

with grades still scoring in the 50% percent proficient area. And in Science we are scoring almost 30% higher, but still have grades performing in the high 60% for parent proficient. We still see the room for improvement and what to ensure we are ensuring for all students.

Action Plan Steps and Expenditures

close

GWA continues to ensure that we are focused on research-based educational strategies and working towards becoming a model 21st-century school through innovative technology implementation.

- 1.We will purchase technology software (\$20,000) that is research-based to provide rigor while supporting students that need additional time and support with specific skills and standards. Our charter goal is to ensure that we are 10% above the state in academic areas and in Math, ELA, and Science we are getting close to that percentage. We will be purchasing Learning A-Z, Go Guardian, SWANK, Typing Club, and Panorama.
- 2.The purchased software will be used on purchased hardware (\$55,000) to support student needs. We will collect information from various team leaders and the technology and curriculum committees. We will submit all orders from 7/1/25-12/1/25. We will purchase Chromebooks, desktops, headphones, and laptops. We feel like the available educational software will provide direct support to the student populations requiring additional resources.

Category	Description	Estimated Cost
Software < \$5,000	(1.) Various technology software that supports state standards and adopted curricula	\$20,000.00
Hardware > \$5,000 and furniture to house trust purchases; book cases, carts for devices	(2.) Chromebook and Desktop Computers etc.	\$55,000.00
	Total:	\$75,000.00

close

State Goal

close

Our goal is to have our students increase in proficiency in all state-mandated reporting academic areas, including science, math, and ELA by 3%. We will use the RISE summative, interim and benchmark assessments as well as Acadience Math and Reading BOY, MOY, and EOY data to show growth and student proficiency. In ELA we are 14% above the state, but are still having grade levels score in the high 50%. In Math on average we are only 8 % above the state average with grades still scoring in the 50% percent proficient area. And in Science we are scoring almost 30% higher, but still have grades performing in the high 60% for parent proficient. We still see the room for improvement and what to ensure we are ensuring for all students.

Academic Area

close

- English/Language Arts
- Mathematics
- Science

Measurements

close

We will meet weekly to monitor the progress of all of our students and the growth or lack of growth that they are exhibiting. We will ensure that we have the support and intervention and extension activities in place to support all students better. We will constantly monitor their progress through Acadience Progress Monitoring in both reading and math as well as the RISE benchmarks, interim, and summative assessments. We will use the PLC process to ensure that we are being as effective as

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poss1	ble	tor	all	stuc	lents.

Action Plan Steps and Expenditures

close

1. (\$30,000) We are continuing the PLC Process by focusing on collaboration in all settings throughout the school. We have coordinated all the schedules throughout the school day so that teachers can collaborate with their teams during contract time. As we continue this initiative, we would like to provide more research-based professional development to our staff whether that be in the area of collaboration, instructional best practices, data, assessment, or leadership etc.

Category	Description	Estimated Cost
Professional development requiring an overnight stay (travel, meals, hotel, registration, per-diem)	(1.) Staff training and Development as well as associated travel costs	\$30,000.00
	Total:	\$30,000.00

Goal #3

close

State Goal

close

Our goals is to have our students increase in proficiency in all state-mandated reporting academic areas, including science, math, and ELA by 2%.

Academic Area

close

- English/Language Arts
- Mathematics
- Science

Measurements

close

We will use the RISE Summative, Interim, and Benchmarks as well as Acadience Math and Reading to show growth and student proficiency. In ELA we are 14% above the state, but are still having grade levels score in the high 50%. In Math on average we are only 8% above the state average with grades still scoring in the 50% percent proficient area. And in Science we are scoring almost 30% higher, but still have grades performing in the high 60% for parent proficient. We still see the room for improvement and what to ensure we are ensuring for all students.

Action Plan Steps and Expenditures

close

1. (\$40,000)We will hire teacher assistant and interventionists to support our students in an after school reading intervention who are deemed at-risk in reading. We will monitor student progress with benchmark reporting and progress monitoring tools and use Common Formative Assessment data to understand better how to meet their specific skill needs. We will look at the varying needs of K-7 students in our building and look for skill deficiencies in academics and behavior. We will work individually and in small groups with these students to accelerate their learning to grade level through intervention. The assessment that we will use to measure student growth are: Acadience Reading and Math.

Category	Description	Estimated Cost
Salaries and Benefits (teachers, aides, specialists, productivity, substitutes)	(1.) We will hire three grade level assistants/ interventionists to meet the needs of our students.	\$40,000.00
	Total:	\$40,000.00

Goal #4

close

State Goal

close

Using the collected data from state assessments we will determine which students qualify for after school interventions. By providing after school programs in Math and Reading our students will increase by 2% on Acadience Reading and Acadience Math assessments.

Academic Area

close

- English/Language Arts
- Mathematics

Measurements

close

In ELA we are 14% above the state, but are still having grade levels score in the high 50%. We will use the RISE Summative, Interim, and Benchmarks as well as Acadience Math and Reading to show growth and student proficiency.

Action Plan Steps and Expenditures

close

1. (\$9,000) We will pay a stipend to employees who spend time executing after

school programs. We will look at the various needs of our students based on data and ask GWA Employees to offer an after school program that would benefit our students in the areas of Reading. We will hire interventionists trained in the 95, which is the researched program we will use to provide the intervention. Certified interventionists will provide one on one interventions and small group (no larger than 5) to students that need the additional time and support. We will look at acadience progress monitoring reading data and set a goal for 2% growth from beginning of year to end of year.

2. (\$3,000) We will provide necessary supplies to our interventionists including copies of curricula, paper, paper clips, folders, binders, pencils, and necessary reading materials and manipulative used for intervention.

Category	Description	Estimated Cost
Salaries and Benefits (teachers, aides, specialists, productivity, substitutes)	(1.) Stipends for educators to provide after school programs	\$9,000.00
Expendable items that are consumed, wornout or lose identity through use (paper, science and art supplies), food for a cooking class, a field trip, or a parent night (consistent with LEA policy)	2. (\$3,000) Supplies needed for after school programs.	\$3,000.00
	Total:	\$12,000.00

Summary of Estimated Expenditures

Category	Estimated Cost (entered by the school)
Expendable items that are consumed, wornout or lose identity through use (paper, science and art supplies), food for a cooking class, a field trip, or a parent night (consistent with LEA policy)	\$3,000.00
Hardware > \$5,000 and furniture to house trust purchases; book cases, carts for devices	\$55,000.00
Software < \$5,000	\$20,000.00
Salaries and Benefits (teachers, aides, specialists, productivity, substitutes)	\$49,000.00



Proposal Title: FY26 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 2024-2025 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 6% increase to the base amount, achieved the goals of the school.

Assessment:

During the legislative session, the WPU increased by 4% and the local replacement increased by 9%. Based on a conservative budget, and expecting additional increases to various revenue line items, we are currently forecasting an increase in revenue around \$500,000.

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.

	executive Director		
Step	Salary	*Legislative increase	Total
1	\$130,745	\$2,500	\$133,245
2	\$132,635	\$2,500	\$135,135
3	\$134,525	\$2,500	\$137,025
4	\$136,472	\$2,500	\$138,972
2	\$138,420	\$2,500	\$140,920
9	\$140,422	\$2,500	\$142,922
7	\$142,427	\$2,500	\$144,927
8	\$144,494	\$2,500	\$146,994
6	\$146,559	\$2,500	\$149,059
10	\$150,814	\$2,500	\$153,314
11	\$152,970	\$2,500	\$155,470
12	\$155,154	\$2,500	\$157,654
13	\$157,371	\$2,500	\$159,871
14	\$159,620	\$2,500	\$162,120
15	\$161,900	\$2,500	\$164,400

																1
**Legislative/School Funded Stipend	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	Paid out in conjunction with legislative support staff stipend

Step	Salary	*Legislative increase	Total
1	\$105,042	\$2,500	\$107,542
2	\$106,553	\$2,500	\$109,053
3	\$108,066	\$2,500	\$110,566
4	\$109,623	\$2,500	\$112,123
2	\$111,181	\$2,500	\$113,681
9	\$112,783	\$2,500	\$115,283
7	\$114,387	\$2,500	\$116,887
8	\$116,040	\$2,500	\$118,540
6	\$117,693	\$2,500	\$120,193
10	\$121,097	\$2,500	\$123,597
11	\$122,826	\$2,500	\$125,326
12	\$124,582	\$2,500	\$127,082
13	\$126,360	\$2,500	\$128,860
14	\$128,167	\$2,500	\$130,667
15	\$129,998	\$2,500	\$132,498
Proposed in Proposed Ef	Proposed in Board Meeting on 4/24/2025 Proposed Effective 8/1/2025		

Assistant Director

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

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

** School Funded Stipend: Equals 1.5x the support staff stipend funded by the legislature. (FY26: \$1,000)

Step Salary, Exempt 1 \$66,493 2 \$67,303 3 \$68,112 4 \$68,922 5 \$69,732 6 \$70,541 7 \$71,351 8 \$72,160 9 \$72,160 10 \$73,79 11 \$74,589 12 \$75,398 13 \$76,208 14 \$77,015 15 \$77,926 16 \$77,015 17 \$79,474 18 \$80,310 19 \$81,156 20 \$82,010 Proposed in Board Meeting on 4/24/2025 Proposed Effective 8/1/2025	Administ	Administrative Services Director
1 \$66,493 2 \$67,303 3 \$67,303 4 \$68,112 4 \$68,112 5 \$68,112 5 \$68,122 5 \$68,122 6 \$57,023 6 \$77,1351 8 \$77,1351 8 \$77,1351 11 \$77,1351 11 \$77,1351 12 \$77,1351 13 \$76,208 14 \$77,015 15 \$77,015 16 \$77,015 17 \$79,474 18 \$77,015 19 \$81,156 20 \$82,010 Proposed in Board Meeting on 4/24/2025	Step	Salary, Exempt
2 \$67,303 3 \$68,112 4 \$58,112 5 \$68,112 5 \$68,112 6 \$50,732 6 \$70,541 7 \$71,351 8 \$72,160 9 \$72,968 10 \$73,779 11 \$73,779 12 \$73,779 13 \$76,208 14 \$77,015 15 \$77,015 16 \$78,646 17 \$79,474 18 \$81,156 20 \$82,010 Proposed in Board Meeting on 4/24/2025	1	\$66,493
3 \$68,112 4 \$568,912 5 \$68,922 6 \$50,732 6 \$70,541 7 \$71,351 8 \$77,1351 8 \$77,1351 10 \$77,1351 11 \$77,1359 11 \$77,1398 13 \$76,208 14 \$77,015 15 \$77,015 16 \$77,015 17 \$79,474 18 \$79,474 19 \$82,010 19 \$82,010 Proposed in Board Meeting on 4/24/2025	2	\$05,303
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5 \$69,732 6 \$70,541 7 \$71,351 8 \$72,160 9 \$72,968 10 \$73,779 11 \$74,589 12 \$75,38 13 \$76,208 14 \$77,015 15 \$77,015 16 \$78,646 17 \$79,474 18 \$80,310 19 \$82,010 19 \$82,010 10 \$82,010 10 \$82,010 10 \$82,010	4	\$68,922
6 \$70,541 7 \$71,351 8 \$72,160 9 \$72,160 10 \$72,968 10 \$73,79 11 \$74,589 12 \$75,398 13 \$77,015 14 \$77,015 15 \$77,015 16 \$77,015 17 \$79,474 18 \$80,310 19 \$81,156 20 \$82,010 Proposed in Board Meeting on 4/24/2025	2	\$69,732
7 \$71,351 8 \$72,160 9 \$72,160 10 \$72,160 11 \$72,968 11 \$74,589 12 \$75,398 13 \$75,398 14 \$77,015 15 \$77,015 16 \$77,015 17 \$79,474 18 \$80,310 19 \$81,156 20 \$82,010 Proposed in Board Meeting on 4/24/2025	9	\$70,541
8 \$72,160 9 \$72,160 10 \$73,796 11 \$73,779 11 \$74,589 13 \$76,208 14 \$77,015 15 \$77,015 16 \$77,015 17 \$79,474 18 \$80,310 19 \$81,156 20 \$82,010 Proposed in Board Meeting on 4/24/2025	7	\$71,351
9 \$72,968 10 \$73,779 11 \$73,779 12 \$73,779 13 \$76,208 14 \$77,015 15 \$77,015 16 \$77,015 17 \$79,474 18 \$80,310 19 \$81,156 20 \$82,010 Proposed in Board Meeting on 4/24/2025	8	\$72,160
10 \$73,779 11 \$74,589 12 \$774,589 13 \$77,018 14 \$77,015 15 \$77,015 16 \$77,015 17 \$79,474 18 \$80,310 19 \$81,156 20 \$82,010 Proposed in Board Meeting on 4/24/2025	6	\$72,968
11 \$74,589 12 \$75,398 13 \$76,208 14 \$77,015 15 \$77,826 16 \$78,646 17 \$79,474 18 \$80,310 20 \$82,010 Proposed in Board Meeting on 4/24/2025 Proposed Effective 8/1/2025	10	\$77,87
12 \$75,398 13 \$76,208 14 \$77,015 15 \$77,015 16 \$77,015 17 \$77,826 17 \$77,826 18 \$77,9474 18 \$80,310 19 \$81,156 20 \$82,010 Proposed in Board Meeting on 4/24/2025	11	\$74,589
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14 \$77,015 15 \$77,015 16 \$77,826 16 \$78,846 17 \$79,474 18 \$80,310 19 \$81,156 20 \$82,010 Proposed in Board Meeting on 4/24/2025	13	\$76,208
15 \$77,826 16 \$78,646 17 \$79,474 18 \$80,310 19 \$81,156 20 \$82,010 Proposed in Board Meeting on 4/24/2025	14	\$77,015
16 \$78,646 17 \$79,474 18 \$80,310 19 \$81,156 20 \$82,010 Proposed in Board Meeting on 4/24/2025 Proposed Effective 8/1/2025	15	\$77,826
17 \$79,474 18 \$80,310 19 \$81,156 20 \$82,010 Proposed in Board Meeting on 4/24/2025 Proposed Effective 8/1/2025	16	\$78,646
18 \$80,310 19 \$81,156 20 \$82,010 Proposed in Board Meeting on 4/24/2025 Proposed Effective 8/1/2025	17	\$24,474
19 \$81,156 20 \$82,010 Proposed in Board Meeting on 4/24/2025 Proposed Effective 8/1/2025	18	\$80,310
20 \$82,010 Proposed in Board Meeting on 4/24/2025 Proposed Effective 8/1/2025	19	\$81,156
Proposed in Board Meeting on 4/24/2025 Proposed Effective 8/1/2025	20	\$82,010
Proposed Effective 8/1/2025	Proposed in Boa	ard Meeting on 4/24/2025
	Proposed Effect	ive 8/1/2025

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					Teach	er Salary	Teacher Salary Schedule	<u>o</u>				
		Lane 1			Lane 2			Lane 3			Lane 4	
Step		BS Degree		BS Degree +{	BS Degree +30 Semester Hrs Approved Credit	s Approved	4	Masters Degree		Masters D	Masters Degree +36 Semester Hrs Approved Credit	ester Hrs
	Salary	*Legislative increase	Total	Salary	*Legislative increase	Total	Salary	*Legislative increase	Total	Salary	*Legislative increase	Total
1	\$52,828	\$10,350	\$63,178	\$26,578	\$10,350	\$66,938	\$59,078	\$10,350	\$69,428	\$64,078	\$10,350	\$74,428
2	\$54,078	\$10,350	\$64,428	\$57,828	\$10,350	\$68,178	\$60,328	\$10,350	\$70,678	\$65,328	\$10,350	\$75,678
3	\$55,328	\$10,350	\$65,678	\$29,078	\$10,350	\$69,428	\$61,578	\$10,350	\$71,928	\$66,578	\$10,350	\$76,928
4	\$56,578	\$10,350	\$66,958	\$60,328	\$10,350	\$70,678	\$62,828	\$10,350	\$73,178	\$67,828	\$10,350	\$78,178
2	\$57,828	\$10,350	\$68,178	\$61,578	\$10,350	\$71,928	\$64,078	\$10,350	\$74,428	\$69,078	\$10,350	\$79,428
9	\$29,078	\$10,350	\$69,428	\$62,828	\$10,350	\$73,178	\$65,328	\$10,350	\$75,678	\$70,328	\$10,350	\$80,678
7	\$60,328	\$10,350	\$70,678	\$64,078	\$10,350	\$74,428	\$66,578	\$10,350	\$76,928	\$71,578	\$10,350	\$81,928
8	\$61,578	\$10,350	\$71,928	\$65,328	\$10,350	\$75,678	\$67,828	\$10,350	\$78,178	\$72,828	\$10,350	\$83,178
6	\$62,828	\$10,350	\$73,178	\$66,578	\$10,350	\$76,928	\$69,078	\$10,350	\$79,428	\$74,078	\$10,350	\$84,428
10	\$64,078	\$10,350	\$74,428	\$67,828	\$10,350	\$78,178	\$70,328	\$10,350	\$80,678	\$75,328	\$10,350	\$85,678
11	\$65,328	\$10,350	\$75,678	\$69,078	\$10,350	\$79,428	\$71,578	\$10,350	\$81,928	\$76,578	\$10,350	\$86,928
12	\$66,578	\$10,350	\$76,928	\$70,328	\$10,350	\$80,678	\$72,828	\$10,350	\$83,178	\$77,828	\$10,350	\$88,178
13	\$67,828	\$10,350	\$78,178	\$71,578	\$10,350	\$81,928	\$74,078	\$10,350	\$84,428	\$79,078	\$10,350	\$89,428
14	\$69,078	\$10,350	\$79,428	\$72,828	\$10,350	\$83,178	\$75,328	\$10,350	\$82,678	\$80,328	\$10,350	\$90,678
15	\$70,328	\$10,350	\$80,678	\$74,078	\$10,350	\$84,428	\$76,578	\$10,350	\$86,928	\$81,578	\$10,350	\$91,928
16	\$71,578	\$10,350	\$81,928	\$75,328	\$10,350	\$85,678	\$77,828	\$10,350	\$88,178	\$82,828	\$10,350	\$93,178
17	\$72,828	\$10,350	\$83,178	\$76,578	\$10,350	\$86,928	\$79,078	\$10,350	\$89,428	\$84,078	\$10,350	\$94,428
18	\$74,078	\$10,350	\$84,428	\$77,828	\$10,350	\$88,178	\$80,328	\$10,350	\$29'06\$	\$85,328	\$10,350	\$95,678
19	\$75,328	\$10,350	\$85,678	\$79,078	\$10,350	\$89,428	\$81,578	\$10,350	\$91,928	\$86,578	\$10,350	\$96,928
20	\$76,578	\$10,350	\$86,928	\$80,328	\$10,350	\$30,678	\$82,828	\$10,350	\$93,178	\$87,828	\$10,350	\$98,178
21	\$77,828	\$10,350	\$88,178	\$81,578	\$10,350	\$91,928	\$84,078	\$10,350	\$94,428	\$89,078	\$10,350	\$99,428
22	\$79,078	\$10,350	\$89,428	\$82,828	\$10,350	\$93,178	\$85,328	\$10,350	\$95,678	\$90,328	\$10,350	\$100,678
23	\$80,328	\$10,350	\$90,678	\$84,078	\$10,350	\$94,428	\$86,578	\$10,350	\$96,928	\$91,578	\$10,350	\$101,928
24	\$81,578	\$10,350	\$91,928	\$85,328	\$10,350	\$95,678	\$87,828	\$10,350	\$98,178	\$92,828	\$10,350	\$103,178
25	\$82,828	\$10,350	\$93,178	\$86,578	\$10,350	\$96,928	\$89,078	\$10,350	\$99,428	\$94,078	\$10,350	\$104,428
56	\$84,078	\$10,350	\$94,428	\$87,828	\$10,350	\$98,178	\$90,328	\$10,350	\$100,678	\$95,328	\$10,350	\$105,678
27	\$85,328	\$10,350	\$95,678	\$89,078	\$10,350	\$99,428	\$91,578	\$10,350	\$101,928	\$96,578	\$10,350	\$106,928
28	\$86,578	\$10,350	\$96,928	\$90,328	\$10,350	\$100,678	\$92,828	\$10,350	\$103,178	\$97,828	\$10,350	\$108,178
29	\$87,828	\$10,350	\$98,178	\$91,578	\$10,350	\$101,928	\$94,078	\$10,350	\$104,428	\$39,078	\$10,350	\$109,428
œ	\$89,078	\$10,350	\$99,428	\$92,828	\$10,350	\$103,178	\$95,328	\$10,350	\$105,678	\$100,328	\$10,350	\$110,678

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

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Step Lune I Step (State + 3) Funuty (Funu) ***Daily (Funu) <t< th=""><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th></t<>													
SABORTER **Hourhy Lequivalent **Poally Approved Salary **Hourhy Lequivalent ***Hourhy Lequivalent ***Hourhy Lequivalent ****Hourhy Lequivalent *****Hourhy Lequivalent ****Hourhy Lequivalent ****			Lane 1			Lane 2			Lane 3		Lai	ane 4	
Salary Salary Salary Salary Salary \$52,828 \$52,828 \$55,778 \$55,778 \$55,771 \$501,289 \$53,970 \$50,270<	Step	BS DEGREE	*Hourly 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
555,728 533,02 526,144 556,778 535,64 520,239 559,078 536,14 550,78 536,14 550,78 536,14 550,78 536,14 550,78 536,14 550,78 538,14 530,14 530,14 530,14 530,14 530,14 530,14 530,14 530,14 530,14 530,14 530,14 530,14 530,14 530,14 530,14 530,14 530,14 530,14 560,178 530,14 530,14 530,14 530,14 530,14 530,14 530,14 530,14 560,178 530,14 560,178 530,14 560,178 530,14 560,178 530,14 560,178 530,14 560,178 540,10 530,14 560,178 540,10 540,10 530,13 560,178 540,10		Salary			Salary			Salary			Salary		
554,078 535,4078 535,408 536,408 530,384 530,164 560,288 530,164 560,288 530,164 560,288 530,164 560,288 530,164 560,288 530,164 560,288 530,164 530,164 560,288 530,164 560,288 530,164 560,288 530,164 560,178 540,08 530,164 530,164 530,164 530,164 560,178 540,178 540,178 530,178 540,178 530,178 540,178 540,178 540,178 540,178 540,178 540,178 540,178 540,178 540,178 540,178 540,178 540,178 540,178 540,178 540,178 540,178 540,178 <t< th=""><th>1</th><th>\$52,828</th><th>\$33.02</th><th>\$264.14</th><th>\$56,578</th><th>\$35.36</th><th>\$282.89</th><th>\$29,078</th><th>\$36.95</th><th>\$295.39</th><th>\$64,078</th><th>\$40.05</th><th>\$320.39</th></t<>	1	\$52,828	\$33.02	\$264.14	\$56,578	\$35.36	\$282.89	\$29,078	\$36.95	\$295.39	\$64,078	\$40.05	\$320.39
556,778 534,58 534,58 530,788 536,778 536,178 536,178 538,49 530,789 556,778 556,778 536,078 556,778 530,789 530,783 530,78 530,114 556,788 530,78 530,00 <t< td=""><td>2</td><td>\$54,078</td><td>\$33.80</td><td>\$270.39</td><td>\$57,828</td><td>\$36.14</td><td>\$289.14</td><td>\$60,328</td><td>\$37.71</td><td>\$301.64</td><td>\$65,328</td><td>\$40.83</td><td>\$326.64</td></t<>	2	\$54,078	\$33.80	\$270.39	\$57,828	\$36.14	\$289.14	\$60,328	\$37.71	\$301.64	\$65,328	\$40.83	\$326.64
\$56,578 \$58,58 \$58,28 \$60,228 \$37,71 \$301,64 \$62,828 \$59,72 \$314,14 \$60,288 \$63,178 \$51,278 \$51,278 \$51,278 \$51,278 \$51,278 \$51,278 \$51,278 \$51,278 \$51,278 \$51,278 \$51,278 \$51,218 \$51,278 \$5	3	\$55,328	\$34.58	\$276.64	\$29,078	\$36.92	\$295.39	\$61,578	\$38.49	\$307.89	\$66,578	\$41.61	\$332.89
557,828 556,14 5289,14 561,78 538,49 564,078 540,03 540,	4	\$56,578	\$35.36	\$282.89	\$60,328	\$37.71	\$301.64	\$62,828	\$39.27	\$314.14	\$67,828	\$42.39	\$339.14
559,078 536,078 518,087 518,087 518,087 518,088 518,087 518,088 518,087 518,088 <t< td=""><td>2</td><td>\$57,828</td><td>\$36.14</td><td>\$289.14</td><td>\$61,578</td><td>\$38.49</td><td>\$307.89</td><td>\$64,078</td><td>\$40.05</td><td>\$320.39</td><td>\$69,078</td><td>\$43.17</td><td>\$345.39</td></t<>	2	\$57,828	\$36.14	\$289.14	\$61,578	\$38.49	\$307.89	\$64,078	\$40.05	\$320.39	\$69,078	\$43.17	\$345.39
\$66,278 \$58,771 \$500.64 \$66,078 \$40.05 \$280.93 \$56,278 \$40.05 \$320.89 \$545.78 \$40.05 \$52.28 \$50.20 \$50.20 \$50.20 \$50.20 \$50.20 \$50.20 \$50.20 \$50.20 \$50.20 \$50.20 \$50.20 \$50.20 \$50.20 <th< td=""><td>9</td><td>\$59,078</td><td>\$36.95</td><td>\$295.39</td><td>\$62,828</td><td>\$39.27</td><td>\$314.14</td><td>\$65,328</td><td>\$40.83</td><td>\$326.64</td><td>\$70,328</td><td>\$43.96</td><td>\$351.64</td></th<>	9	\$59,078	\$36.95	\$295.39	\$62,828	\$39.27	\$314.14	\$65,328	\$40.83	\$326.64	\$70,328	\$43.96	\$351.64
\$66,1578 \$38,40 \$310,128 \$66,278 \$40,033 \$32,604 \$63,914 \$66,778 \$64,078 <	7	\$60,328	\$37.71	\$301.64	\$64,078	\$40.05	\$320.39	\$66,578	\$41.61	\$332.89	\$71,578	\$44.74	\$357.89
566,282 589,27 5314,14 566,788 5416 532,39 546,178 546,178 541,17 546,178 541,17 541,17 541,18 543,23 543,24 571,278 544,17 537,28 543,17 537,28 541,27 5345,39 543,17 541,17 541,17 541,17 541,17 541,17 541,17 541,17 541,17 541,17 541,17 541,17 541,17 537,18 541,14 537,18 541,14 537,18 541,14 537,18 541,14 537,18 541,14 537,18 541,14 537,18 541,14 537,18 541,14 537,18 541,14 537,18 541,14 537,18 541,14 537,18 541,14 537,18 541,14 537,18 541,14 537,18 541,14 537,18 541,14 537,18 541,14 538,14 538,14 538,14 538,14 538,14 538,14 538,14 538,14 538,14 538,14 538,14 538,14 538,14 538,14 538,14 5	80	\$61,578	\$38.49	\$307.89	\$65,328	\$40.83	\$326.64	\$67,828	\$42.39	\$339.14	\$72,828	\$45.52	\$364.14
\$64,078 \$40,05 \$520,39 \$67,288 \$42,39 \$339,14 \$70,328 \$43,66 \$351,66 \$65,238 \$40,88 \$40,88 \$40,88 \$40,88 \$45,27 \$54,16 \$66,238 \$40,88 \$40,88 \$40,88 \$40,88 \$40,27 \$54,10 \$66,78 \$41,10 \$32,28 \$43,29 \$71,288 \$40,20 \$370,39 \$60,78 \$41,10 \$345,39 \$71,288 \$44,07 \$54,08 \$40,08 \$40,00 \$60,78 \$41,10 \$345,39 \$71,288 \$41,08 \$40,00 \$40,00 \$40,00 \$60,78 \$44,11 \$345,39 \$71,288 \$41,08 \$40,00 <	6	\$62,828	\$39.27	\$314.14	\$66,578	\$41.61	\$332.89	\$469,078	\$43.17	\$345.39	\$74,078	\$46.30	\$370.39
566.278 \$40.88 \$120.664 \$66.078 \$43.17 \$345.39 \$15.78 \$44.74 \$357.89 \$66.278 \$44.61 \$123.289 \$71,278 \$44.74 \$15.78 \$45.24 \$15.78 \$15.21 \$15.21 \$66.288 \$43.21 \$13.22.89 \$71,278 \$44.74 \$15.23 \$16.50 \$20.21 \$66.078 \$43.17 \$13.24.89 \$71,278 \$44.74 \$17.578 \$16.50 \$20.00 \$10.00 \$	10	\$64,078	\$40.05	\$320.39	\$67,828	\$42.39	\$339.14	\$70,328	\$43.96	\$351.64	\$75,328	\$47.08	\$376.64
\$66,578 \$41,61 \$1332.89 \$77,278 \$44,24 \$237.88 \$46,578 \$36,474 \$237.89 \$36,474 \$237.89 \$54,27 \$36,578 \$54,27 \$36,578 \$54,77 \$36,578 \$54,74 \$37.83 \$57.00 \$37.64 \$37.64 \$37.278 \$47.74 \$327.89 \$57.08 \$37.08	11	\$65,328	\$40.83	\$326.64	\$69,078	\$43.17	\$345.39	\$71,578	\$44.74	\$357.89	\$76,578	\$47.86	\$382.89
\$67,878 \$42,39 \$339,14 \$71,278 \$44.74 \$337,89 \$54,078 \$46,30 \$370,39 \$69,078 \$431,17 \$435,39 \$71,288 \$45,52 \$344,14 \$75,664 \$370,39 \$470,88 \$470,88 \$470,88 \$470,88 \$470,88 \$470,88 \$470,88 \$470,88 \$470,88 \$470,88 \$470,88 \$470,88 \$470,88 \$470,89 \$470,88 \$480,41 \$575,78 \$470,88 \$480,41 \$576,78 \$470,88 \$480,41 \$480,42 \$380,14 \$480,42<	12	\$66,578	\$41.61	\$332.89	\$70,328	\$43.96	\$351.64	\$72,828	\$45.52	\$364.14	\$77,828	\$48.64	\$389.14
\$66,078 \$43,17 \$346,39 \$72,828 \$45,27 \$364,14 \$75,328 \$47,08 \$376,64 \$70,228 \$43,96 \$73,4078 \$46,80 \$77,828 \$47,68 \$48,86 \$388,14 \$71,282 \$44,74 \$43,57,89 \$76,328 \$47,08 \$76,828 \$86,64 \$389,14 \$71,282 \$44,74 \$45,28 \$76,328 \$47,08 \$76,828 \$48,64 \$389,14 \$71,282 \$44,30 \$37,039 \$77,828 \$49,23 \$79,078 \$40,22 \$30,139 \$75,282 \$47,08 \$30,39 \$77,828 \$49,23 \$79,078 \$40,14 \$40,14 \$75,783 \$47,08 \$49,42 \$30,39 \$40,23 \$40,14	13	\$67,828	\$42.39	\$339.14	\$71,578	\$44.74	\$357.89	\$74,078	\$46.30	\$370.39	\$79,07\$	\$49.45	\$395.39
\$70,328 \$413.96 \$155,164 \$74,078 \$46.30 \$370,528 \$475,278 \$476.30 \$576,64 \$776,578 \$48.52 \$48.52 \$48.52 \$47.68 \$576,64 \$776,578 \$46.47 \$58.04 \$58.28 \$58.28 \$58.04 \$58.28	14	\$69,078	\$43.17	\$345.39	\$72,828	\$45.52	\$364.14	\$75,328	\$47.08	\$376.64	\$80,328	\$50.21	\$401.64
\$71,578 \$44,74 \$155.89 \$75,328 \$47.08 \$376.64 \$77,828 \$48.47 \$389.14 \$72,228 \$45,22 \$46,27 \$46,39 \$77,828 \$54,64 \$389.14 \$56.39 \$14.07 \$389.34 \$77,228 \$46,52 \$470,28 \$48,64 \$789.34 \$50.23 \$50.21 \$40.78 \$77,228 \$47,08 \$48,64 \$79,078 \$49.42 \$389.34 \$50.38 \$50.21 \$401.44 \$77,228 \$48,64 \$79,078 \$49.42 \$389.34 \$50.39 \$40.789	15	\$70,328	\$43.96	\$351.64	\$74,078	\$46.30	\$370.39	\$76,578	\$47.86	\$382.89	\$81,578	\$50.99	\$407.89
\$77,878 \$46,52 \$566,14 \$76,578 \$47,86 \$382,89 \$79,078 \$49,42 \$395,39 \$74,078 \$46,30 \$77,228 \$47,68 \$381,39 \$77,228 \$48,64 \$381,578 \$50,99 \$407,89 \$75,528 \$47,08 \$376,64 \$79,078 \$495,23 \$401,54 \$81,77 \$401,41 \$60,99 \$407,89 \$77,828 \$47,08 \$382,49 \$80,328 \$50,21 \$401,64 \$82,828 \$51,77 \$401,41 \$40,03	16	\$71,578	\$44.74	\$357.89	\$75,328	\$47.08	\$376.64	\$77,828	\$48.64	\$389.14	\$82,828	\$51.77	\$414.14
\$74,078 \$46,30 \$370,39 \$77,828 \$48,64 \$389,338 \$80,328 \$40,164 \$75,238 \$47,08 \$77,628 \$48,42 \$395,39 \$81,788 \$40,164 \$52,828 \$50,328 \$401,44 \$50,28 \$50,39 \$401,64 \$52,88 \$51,77 \$41,414 \$77,828 \$47,88 \$58,28 \$50,328 \$50,39 \$407,89 \$54,078 \$50,39 \$60,188 \$51,77 \$41,414 \$79,078 \$49,42 \$58,288 \$51,77 \$41,414 \$56,64 \$58,678 \$54,078 \$40,03 \$56,78 \$54,03 \$40,03 \$56,78 \$54,03 \$40,03 \$56,78 \$54,03 \$40,03 \$56,78 \$54,13 \$40,03 \$56,78 \$54,13 \$40,03 \$56,78 \$54,13 \$40,03 \$56,78 \$54,13 \$40,03 \$56,78 \$54,13 \$40,03 \$56,78 \$54,13 \$40,03 \$56,78 \$54,13 \$40,03 \$56,78 \$54,13 \$40,03 \$40,03 \$40,03 \$40,03 \$40,03	17	\$72,828	\$45.52	\$364.14	\$76,578	\$47.86	\$382.89	\$79,078	\$49.42	\$395.39	\$84,078	\$52.55	\$420.39
\$75,238 \$47,08 \$79,078 \$494.2 \$395.39 \$815.78 \$407.89 \$407.89 \$76,78 \$47,86 \$282,88 \$81,28 \$40,28 \$40.14 \$40.14 \$77,828 \$48,64 \$389.14 \$81,578 \$40.789 \$40.88 \$51.77 \$414.14 \$85.38 \$51.37 \$40.64 \$79,778 \$49.64 \$84.078 \$52.59 \$40.789 \$85.33 \$40.66 \$40.66 \$80,278 \$49.24 \$48.678 \$52.33 \$40.64 \$84.078 \$40.239 \$40.89 \$40.209 \$40.078 \$40.039 \$40.009 \$40.039	18	\$74,078	\$46.30	\$370.39	\$77,828	\$48.64	\$389.14	\$80,328	\$50.21	\$401.64	\$85,328	\$23.33	\$426.64
\$7/5.78 \$47,88 \$88.289 \$80,328 \$50.21 \$401.64 \$82.838 \$51.77 \$401.14 \$7/7,828 \$48.64 \$88.24 \$81,778 \$50.99 \$407.88 \$40.33 \$402.39 \$79,778 \$48.64 \$88.178 \$51,77 \$404.14 \$52.33 \$40.23 \$80,278 \$49.0.2 \$595.59 \$82.828 \$54.11 \$422.89 \$40.23 \$80,278 \$50.21 \$401.64 \$86,78 \$51.77 \$404.14 \$86.78 \$51.37 \$40.39 \$60.33 \$40.289 \$40.289 \$40.289 \$40.289 \$40.289 \$40.289 \$40.289 \$40.289 \$54.11 \$40.289 \$54.11 \$40.289 \$40.289 \$40.91	19	\$75,328	\$47.08	\$376.64	\$79,078	\$49.42	\$395.39	\$81,578	\$50.99	\$407.89	\$86,578	\$54.11	\$432.89
\$77,828 \$48,64 \$189,94 \$18,934 \$18,178 \$18,049 \$18,040 <th< td=""><td>20</td><td>\$76,578</td><td>\$47.86</td><td>\$382.89</td><td>\$80,328</td><td>\$50.21</td><td>\$401.64</td><td>\$82,828</td><td>\$51.77</td><td>\$414.14</td><td>\$87,828</td><td>\$54.89</td><td>\$439.14</td></th<>	20	\$76,578	\$47.86	\$382.89	\$80,328	\$50.21	\$401.64	\$82,828	\$51.77	\$414.14	\$87,828	\$54.89	\$439.14
\$19,078 \$40,42 \$199,539 \$182,88 \$51,77 \$414,14 \$185,338 \$426,64 \$20,328 \$50,21 \$401,64 \$84,078 \$52,55 \$403,33 \$406,64 \$43,11 \$432,89 \$81,578 \$50,99 \$407,89 \$86,328 \$53,33 \$406,64 \$87,88 \$43,11 \$432,89 \$82,282 \$51,77 \$414,14 \$86,578 \$54,218 \$549,078 \$545,17 \$445,39 \$493,14 \$40,89,078 \$55,67 \$445,39 \$431,41 \$40,89,078 \$55,67 \$445,39 \$451,64 \$451,78 \$461,14 \$451,88 \$461,14 \$451,88 \$461,14 \$451,88 \$461,14	21	\$77,828	\$48.64	\$389.14	\$81,578	\$50.99	\$407.89	\$84,078	\$52.55	\$420.39	\$89,078	\$55.67	\$445.39
\$80,328 \$50,21 \$400,64 \$84,078 \$52,55 \$400,39 \$86,78 \$54,11 \$402,89 \$81,778 \$50,99 \$407,89 \$85,328 \$53,33 \$40,66 \$87,828 \$48,91 \$82,828 \$51,77 \$414,14 \$86,578 \$54,11 \$432,89 \$89,038 \$56,67 \$46,53 \$84,78 \$52,52 \$40,038 \$87,828 \$54,11 \$40,328 \$56,67 \$46,53 \$86,77 \$42,038 \$89,078 \$55,67 \$445,39 \$46,14 \$40,28 \$86,78 \$54,11 \$432,89 \$54,67 \$46,29 \$46,14 \$47,89 \$86,78 \$54,11 \$432,89 \$54,67 \$46,39 \$46,14 \$47,89 \$86,78 \$54,11 \$432,89 \$54,74 \$46,789 \$54,078 \$56,67 \$89,77 \$445,39 \$44,14 \$54,78 \$54,078 \$40,14 \$89,78 \$54,89 \$44,14 \$54,78 \$54,078 \$40,14	22	\$79,078	\$49.42	\$395.39	\$82,828	\$51.77	\$414.14	\$85,328	\$53.33	\$426.64	\$90,328	\$56.46	\$451.64
\$81,578 \$60,99 \$407.89 \$68,328 \$55,33 \$40,828 \$54,89 \$499,14 \$82,828 \$1.77 \$44,44 \$68,578 \$54,11 \$42,89 \$56,67 \$44,53 \$84,078 \$22,52 \$42,03,93 \$54,89 \$54,99,14 \$66,67 \$46,164 \$86,278 \$52,28 \$42,03,93 \$54,89 \$54,99,14 \$66,67 \$46,18 \$86,778 \$52,28 \$420,99 \$87,828 \$54,89 \$64,99,14 \$64,18 \$64,18 \$86,778 \$52,28 \$420,99 \$55,67 \$445,39 \$51,78 \$51,74 \$64,18 \$86,778 \$54,10 \$43,28 \$56,46 \$46,14 \$64,14 \$64,14 \$89,778 \$54,89 \$43,44 \$54,67 \$54,89 \$54,64 \$46,14 \$89,778 \$54,67 \$44,14 \$55,67 \$44,14 \$54,67 \$46,14	23	\$80,328	\$50.21	\$401.64	\$84,078	\$52.55	\$420.39	\$86,578	\$54.11	\$432.89	\$91,578	\$57.24	\$457.89
582,828 551,77 5414,14 586,578 554,11 5432,89 589,078 556,67 5445,39 584,078 552,55 \$420,39 \$87,888 \$54,89 \$439,14 \$90,328 \$56,66 \$41164 585,28 \$53,33 \$426,64 \$88,078 \$55,67 \$445,39 \$457,89 \$457,89 \$457,89 \$86,778 \$54,11 \$432,89 \$90,328 \$55,67 \$46,18 \$467,89 \$467,89 \$86,78 \$54,11 \$432,89 \$90,328 \$57,24 \$467,89 \$40,78 \$464,14 \$89,78 \$54,69 \$445,39 \$46,78 \$40,78 \$40,78 \$40,78 \$89,77 \$55,67 \$445,39 \$54,58 \$54,78 \$40,78 \$40,78	24	\$81,578	\$20.99	\$407.89	\$85,328	\$53.33	\$426.64	\$87,828	\$54.89	\$439.14	\$92,828	\$58.02	\$464.14
\$84,078 \$52,55 \$420,39 \$87,828 \$54.89 \$439,14 \$90,328 \$56.46 \$451.64 \$85,328 \$53,33 \$42,664 \$88,078 \$55.67 \$445,39 \$91,578 \$57,24 \$457.89 \$86,778 \$54,11 \$432,89 \$90,328 \$55.66 \$461.64 \$92,88 \$640.14 \$87,828 \$54,48 \$445,39 \$445,39 \$91,28 \$57,24 \$467.89 \$40,38 \$89,728 \$55,67 \$445,39 \$91,28 \$51,28 \$94,078 \$58,67 \$40,41	25	\$82,828	\$51.77	\$414.14	\$86,578	\$54.11	\$432.89	\$89,078	\$55.67	\$445.39	\$94,078	\$58.80	\$470.39
585.328 553.33 542.664 589.078 555.67 5445.39 591.278 557.24 5457.89 586.77 556.46 545.88 556.46 545.88 580.02 546.14 587.82 554.89 549.18 555.40 545.78 586.14 589.77 555.67 544.53 591.28 556.40 547.89 586.14 589.77 544.89 544.53 591.28 558.67 544.18 588.07 546.14 589.77 555.67 5445.39 592.82 558.67 586.14 595.38 595.88 4476.64	56	\$84,078	\$52.55	\$420.39	\$87,828	\$54.89	\$439.14	\$90,328	\$56.46	\$451.64	\$95,328	\$59.58	\$476.64
\$86.578 \$54.11 \$432.289 \$90.328 \$55.64 \$467.64 \$92.828 \$58.02 \$464.14 \$87.828 \$54.89 \$435.14 \$91.828 \$58.67 \$54.789 \$54.789 \$54.789 \$54.60 \$464.14 \$55.67 \$445.39 \$466.14 \$466.14 \$456.39 \$466.44 \$466.14 <td>27</td> <td>\$85,328</td> <td>\$53.33</td> <td>\$426.64</td> <td>\$89,078</td> <td>\$55.67</td> <td>\$445.39</td> <td>\$91,578</td> <td>\$57.24</td> <td>\$457.89</td> <td>\$96,578</td> <td>\$60.36</td> <td>\$482.89</td>	27	\$85,328	\$53.33	\$426.64	\$89,078	\$55.67	\$445.39	\$91,578	\$57.24	\$457.89	\$96,578	\$60.36	\$482.89
\$87,828 \$54.89 \$439.14 \$91,578 \$57.24 \$457.89 \$94,078 \$58.80 \$470.39 \$89,078 \$55.67 \$445.39 \$92,828 \$58.02 \$464.14 \$95,328 \$595.88 \$476.64	28	\$86,578	\$54.11	\$432.89	\$90,328	\$56.46	\$451.64	\$92,828	\$58.02	\$464.14	\$97,828	\$61.14	\$489.14
\$89,078 \$55.67 \$445.39 \$92,828 \$58.02 \$464.14 \$95,328 \$59.58 \$476.64	53	\$87,828	\$54.89	\$439.14	\$91,578	\$57.24	\$457.89	\$94,078	\$58.80	\$470.39	\$29,078	\$61.92	\$495.39
	30	\$89,078	\$55.67	\$445.39	\$92,828	\$58.02	\$464.14	\$95,328	\$59.58	\$476.64	\$100,328	\$62.71	\$501.64

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 absorve up the pay scale one year at a time. Any deviations from this procedure must be reported to the CMA Finance Committee. Employees will absorve completed a full year at CMA will automatically move up to the next will be the be pay scale after the beauting of the feature will be that the device because 31st, will acknow up one keed on the pay scale. Employees hired on or after abmuny 1st of the measter will remain on their unrent keed of the teps year device the feature shall be the feature will are less year of the feature will be the feat

92	Special Education Director 220 Days	Direct	or
Salary 573,357 573,943 574,544 575,420 576,331 577,5420 576,331 577,5420 577,5420 577,2420 577,2420 577,2420 577,2420 577,2420 577,2420 577,2420 577,2420 577,2420 577,2420 577,2420 577,2420 577,2420 577,2420 577,2420 577,2420 577,2420 577,2420 583,010 584,010 586,010			Lane 3
	ates Degree Bachelors Degree	gree	Masters Degree
	Salary Salary		Salary
	\$73,357 \$79,146	9	\$87,845
	\$73,943 \$80,450	0	\$88,576
	\$74,534 \$81,104	4	\$89,316
	\$75,420 \$82,090	0	\$90,425
	\$76,321 \$83,090	0	\$91,549
	\$77,236 \$84,105	2	\$92,692
	\$78,161 \$85,137		\$93,850
	\$79,104 \$86,180	0	\$95,029
	\$80,059 \$87,243	3	\$96,222
	\$81,030 \$88,320	0	\$97,434
	\$82,014 \$89,414	4	\$98,666
	\$83,010 \$90,523	3	\$99,915
	\$84,025 \$89,551	1	\$101,182
	\$85,054 \$92,797		\$102,467
		2	\$103,775
	\$87,163 \$95,131	1	\$105,100
	\$88,239 \$96,322	2	\$106,444
	\$89,329 \$97,531	1	\$107,807
	\$90,435 \$98,756	9	\$109,190
	\$91,555 \$99,997	7	\$110,591
	\$92,692 \$101,257	22	\$112,012
	\$93,844 \$102,533	33	\$113,454
		- 2	\$114,915
	\$96,196 \$105,139	62	\$116,396
25 \$97,396	\$97,396 \$106,470	0,	\$117,899

Proposed Effective 8/1/2025

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

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 CINK France Committee. Employees with about pear at CINK will accomment the Committee. Employees hired and a full year at CINK will accommend that the reported to the pay scale until the beginning of the fiscal year of employment at CONA.

				Special	Special Education Teacher Salary Schedule	n Teach	າer Salar)	/ Schedul	ø,			
		Lane 1			Lane 2			Lane 3			Lane 4	
Step		BS Degree		BS Degree +:	BS Degree +30 Semester Hrs Approved Credit	s Approved	4	Masters Degree		Masters D A	Masters Degree +36 Semester Hrs Approved Credit	ester Hrs
	Salary	*Legislative increase	Total	Salary	*Legislative increase	Total	Salary	*Legislative increase	Total	Salary	*Legislative increase	Total
1	\$56,097	\$10,350	\$66,447	\$59,847	\$10,350	\$70,197	\$62,347	\$10,350	\$72,697	\$67,347	\$10,350	\$77,697
2	\$57,347	\$10,350	\$67,697	\$61,097	\$10,350	\$71,447	\$63,597	\$10,350	\$73,947	\$68,597	\$10,350	\$78,947
3	\$58,597	\$10,350	\$68,947	\$62,347	\$10,350	\$72,697	\$64,847	\$10,350	\$75,197	\$69,847	\$10,350	\$80,197
4	\$59,847	\$10,350	\$70,197	\$63,597	\$10,350	\$73,947	\$66,097	\$10,350	\$76,447	\$71,097	\$10,350	\$81,447
2	\$61,097	\$10,350	\$71,447	\$64,847	\$10,350	\$75,197	\$67,347	\$10,350	\$77,697	\$72,347	\$10,350	\$82,697
9	\$62,347	\$10,350	\$72,697	\$66,097	\$10,350	\$76,447	\$68,597	\$10,350	\$78,947	\$73,597	\$10,350	\$83,947
7	\$63,597	\$10,350	\$73,947	\$67,347	\$10,350	\$77,697	\$69,847	\$10,350	\$80,197	\$74,847	\$10,350	\$85,197
8	\$64,847	\$10,350	\$75,197	\$68,597	\$10,350	\$78,947	\$71,097	\$10,350	\$81,447	\$76,097	\$10,350	\$86,447
6	\$66,097	\$10,350	\$76,447	\$69,847	\$10,350	\$80,197	\$72,347	\$10,350	\$82,697	\$77,347	\$10,350	\$87,697
10	\$67,347	\$10,350	\$77,697	\$71,097	\$10,350	\$81,447	\$73,597	\$10,350	\$83,947	\$78,597	\$10,350	\$88,947
11	\$68,597	\$10,350	\$78,947	\$72,347	\$10,350	\$82,697	\$74,847	\$10,350	\$85,197	\$79,847	\$10,350	\$90,197
12	\$69,847	\$10,350	\$80,197	\$73,597	\$10,350	\$83,947	\$76,097	\$10,350	\$86,447	\$81,097	\$10,350	\$91,447
13	\$71,097	\$10,350	\$81,447	\$74,847	\$10,350	\$85,197	\$77,347	\$10,350	\$87,697	\$82,347	\$10,350	\$92,697
14	\$72,347	\$10,350	\$82,697	\$76,097	\$10,350	\$86,447	\$78,597	\$10,350	\$88,947	\$83,597	\$10,350	\$93,947
15	\$73,597	\$10,350	\$83,947	\$77,347	\$10,350	\$87,697	\$79,847	\$10,350	\$90,197	\$84,847	\$10,350	\$95,197
16	\$74,847	\$10,350	\$85,197	\$78,597	\$10,350	\$88,947	\$81,097	\$10,350	\$91,447	\$86,097	\$10,350	\$96,447
17	\$76,097	\$10,350	\$86,447	\$79,847	\$10,350	\$90,197	\$82,347	\$10,350	\$92,697	\$87,347	\$10,350	\$97,697
18	\$77,347	\$10,350	\$87,697	\$81,097	\$10,350	\$91,447	\$83,597	\$10,350	\$93,947	\$88,597	\$10,350	\$98,947
19	\$78,597	\$10,350	\$88,947	\$82,347	\$10,350	\$92,697	\$84,847	\$10,350	\$95,197	\$89,847	\$10,350	\$100,197
20	\$79,847	\$10,350	\$90,197	\$83,597	\$10,350	\$93,947	\$86,097	\$10,350	\$96,447	\$91,097	\$10,350	\$101,447
21	\$81,097	\$10,350	\$91,447	\$84,847	\$10,350	\$95,197	\$87,347	\$10,350	\$97,697	\$92,347	\$10,350	\$102,697
22	\$82,347	\$10,350	\$92,697	\$86,097	\$10,350	\$96,447	\$88,597	\$10,350	\$98,947	\$93,597	\$10,350	\$103,947
23	\$83,597	\$10,350	\$93,947	\$87,347	\$10,350	\$97,697	\$89,847	\$10,350	\$100,197	\$94,847	\$10,350	\$105,197
24	\$84,847	\$10,350	\$95,197	\$88,597	\$10,350	\$98,947	\$91,097	\$10,350	\$101,447	\$96,097	\$10,350	\$106,447
25	\$86,097	\$10,350	\$96,447	\$89,847	\$10,350	\$100,197	\$92,347	\$10,350	\$102,697	\$97,347	\$10,350	\$107,697
56	\$87,347	\$10,350	\$97,697	\$91,097	\$10,350	\$101,447	\$93,597	\$10,350	\$103,947	\$98,597	\$10,350	\$108,947
27	\$88,597	\$10,350	\$98,947	\$92,347	\$10,350	\$102,697	\$94,847	\$10,350	\$105,197	\$99,847	\$10,350	\$110,197
28	\$89,847	\$10,350	\$100,197	\$93,597	\$10,350	\$103,947	\$96,097	\$10,350	\$106,447	\$101,097	\$10,350	\$111,447
59	\$91,097	\$10,350	\$101,447	\$94,847	\$10,350	\$105,197	\$97,347	\$10,350	\$107,697	\$102,347	\$10,350	\$112,697
30	\$92,347	\$10,350	\$102,697	\$96,097	\$10,350	\$106,447	\$98,597	\$10,350	\$108,947	\$103,597	\$10,350	\$113,947

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

Lane 4, st

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 after the beginning of the fiscal year. following their first completed year of employment at GWA.

Step Line 1 Line 2 Line 4 Line 4 <th></th> <th></th> <th></th> <th></th> <th>nourly spen reacher hay schedule of equivalent</th> <th>שבת ובשר</th> <th></th> <th>, , ,</th> <th>, ,,,,,,</th> <th>;</th> <th></th> <th></th> <th></th>					nourly spen reacher hay schedule of equivalent	שבת ובשר		, , ,	, ,,,,,,	;			
R5 DEGREE Hounty (quinding) ***Daily (quinding)			Lane 1			Lane 2			Lane 3		Га	ne 4	
Salary Salary<	Step	BS DEGREE	*Hourly Equivalent	**Daily Equivalent	BS Degree +30 Approved Semester Hrs	*Hourly Equivalent	** Daily Equivalent	Masters Degree			Masters Degree +36 Approved Semester Hrs	*Hourly Equivalent	**Daily Equivalent
\$55,087 \$58,084 \$58,084 \$58,084 \$59,084 \$59,084 \$59,084 \$59,084 \$59,084 \$50,097 <t< th=""><th></th><th>Salary</th><th></th><th></th><th>Salary</th><th></th><th></th><th>Salary</th><th></th><th></th><th>Salary</th><th></th><th></th></t<>		Salary			Salary			Salary			Salary		
\$55,347 \$38,54 \$226,74 \$88,14 \$286,74 \$88,14 \$286,74 \$88,597 \$81,139 \$64,847 \$40,537 \$61,097 \$41,131 \$330,44 \$62,637 \$51,17,94 \$64,847 \$40,247 \$40,444 \$40,243 \$51,097 \$41,131 \$330,44 \$61,097 \$41,131 \$330,44 \$61,097 \$41,131 \$330,44 \$61,097 \$41,131 \$330,44 \$61,097 \$41,131 \$330,44 \$61,097 \$41,131 \$330,44 \$61,097 \$41,131 \$330,44 \$61,097 \$41,131 \$330,44 \$61,097 \$41,131 \$330,44 \$61,097 \$41,097 <th< th=""><th>П</th><th>\$56,097</th><th>\$35.06</th><th>\$280.49</th><th>\$59,847</th><th>\$37.40</th><th>\$299.24</th><th>\$62,347</th><th>\$38.97</th><th>\$311.74</th><th>\$67,347</th><th>\$42.09</th><th>\$336.74</th></th<>	П	\$56,097	\$35.06	\$280.49	\$59,847	\$37.40	\$299.24	\$62,347	\$38.97	\$311.74	\$67,347	\$42.09	\$336.74
558,897 536,62 5202,99 568,247 588.97 5311,74 564,847 540,53 5324,34 569,847 540,444 561,097 538,43 5306,49 566,297 5317,99 566,297 541,29 566,297 541,29 566,297 541,24 566,207 541,24 567,347 540,29 571,347 541,247 541,24 566,207 541,31 566,207 541,31 566,207 541,31 566,207 541,31 566,207 541,31 566,207 541,31 566,207 541,31 566,207 541,31 542,09 533,42 566,207 541,31 542,09 534,20 571,347 546,07 541,31 540,20 571,347 546,07 541,31 540,20 571,347 546,07 541,407 546,07 541,407 546,07 541,407 546,07 541,407 546,07 541,407 546,07 541,407 546,07 541,407 546,07 541,407 546,07 541,407 546,07 541,407 546,07 541,407	2	\$57,347	\$35.84	\$286.74	\$61,097	\$38.19	\$305.49	\$63,597	\$39.75	\$317.99	\$68,597	\$42.87	\$342.99
556,947 537,40 5299,24 589,74 589,74 589,74 589,74 589,74 589,74 589,74 589,74 589,74 589,74 580,7	3	\$58,597	\$36.62	\$292.99	\$62,347	\$38.97	\$311.74	\$64,847	\$40.53	\$324.24	\$69,847	\$43.65	\$349.24
\$66,097 \$88,199 \$380,494 \$40,283 \$29,4247 \$40,2847 \$40,284 \$40,284 \$40,284 \$40,294 \$40,294 \$40,284 \$40,294 \$41,274 \$66,094 \$41,214 \$59,004 \$41,274 \$59,004 \$41,274 \$59,004 \$41,274 \$59,004 \$41,274 \$59,004 \$41,274 \$59,004 \$41,274 \$59,004 \$41,274 \$50,004 \$41,274 \$50,004 \$41,274 \$50,004 \$41,274 \$50,004 \$41,274 \$50,004 \$41,274 \$50,004 \$41,274 \$50,004 \$41,274 \$50,004 \$41,274 \$50,004 \$41,274 \$50,004 \$41,274 \$50,004 \$41,274 \$50,004 \$41,274 \$50,004 \$41,274 \$50,004 \$41,274	4	\$59,847	\$37.40	\$299.24	\$63,597	\$39.75	\$317.99	\$66,097	\$41.31	\$330.49	\$71,097	\$44.44	\$355.49
566,2947 588,97 541,174 586,697 541,31 539,049 543,877 542,397 541,377 546,097 546,097 542,297 556,497 542,09 5336,74 566,997 543,874 540,877 540,977 544,44 535,40 573,477 540,978 544,44 535,540 573,477 540,078 544,44 535,540 573,547 540,09 542,09 542,09 573,477 544,44 535,47 573,477 546,00 573,547	2	\$61,097	\$38.19	\$305.49	\$64,847	\$40.53	\$324.24	\$67,347	\$42.09	\$336.74	\$72,347	\$45.22	\$361.74
566,097 543,194 5817.99 5817.99 580,294 5818.79 5849.97 582,094 <t< td=""><td>9</td><td>\$62,347</td><td>\$38.97</td><td>\$311.74</td><td>\$66,097</td><td>\$41.31</td><td>\$330.49</td><td>\$68,597</td><td>\$42.87</td><td>\$342.99</td><td>265'82\$</td><td>\$46.00</td><td>\$367.99</td></t<>	9	\$62,347	\$38.97	\$311.74	\$66,097	\$41.31	\$330.49	\$68,597	\$42.87	\$342.99	265'82\$	\$46.00	\$367.99
566,897 540,28 542,87 542,87 542,87 542,87 542,87 542,87 542,87 542,87 542,87 542,87 542,84 542,87 542,87 546,09 576,097 541,27 542,37 542,37 542,37 546,09 577,37 546,00 557,347 542,37 546,00 557,347 546,00 557,347 544,44 552,43 571,097 544,44 552,43 571,097 546,00 556,734 571,097 546,00 556,734 571,097 546,00 556,734 571,097 546,00 556,734 571,097 546,00 576,007 576,007 547,247 546,00 576,007<	7	\$63,597	\$39.75	\$317.99	\$67,347	\$42.09	\$336.74	\$69,847	\$43.65	\$349.24	\$74,847	\$46.78	\$374.24
\$66,897 \$4131 \$330,49 \$68,847 \$436.64 \$77,347 \$46,274 \$71,347 \$46,274 \$71,347 \$46,274 \$71,347 \$46,274 \$71,047 \$44,44 \$73,547 \$74,274 \$77,347 \$78,679 \$78,679 \$46,127 \$66,897 \$43,28 \$73,247 \$45,274 \$45,274 \$75,674 \$79,847 \$79,847 \$79,847 \$79,947 \$66,897 \$44,44 \$73,247 \$46,78 \$73,477 \$46,78 \$73,472 \$79,847 \$50,907 \$71,097 \$44,44 \$75,674 \$77,347 \$46,78 \$77,347 \$48,24 \$51,097 \$40,907 \$50,907 \$71,097 \$44,44 \$76,097 \$46,78 \$77,347 \$48,34 \$586,74 \$77,347 \$48,347 \$50,097 \$50,097 \$78,273 \$78,474 \$78,474 \$78,474 \$78,474 \$78,474 \$78,474 \$78,474 \$78,474 \$78,474 \$78,474 \$78,474 \$78,474 \$78,474 \$78,474 \$78,474 \$78,474 \$78,474 <td>80</td> <td>\$64,847</td> <td>\$40.53</td> <td>\$324.24</td> <td>\$68,597</td> <td>\$42.87</td> <td>\$342.99</td> <td>\$71,097</td> <td>\$44.44</td> <td>\$355.49</td> <td>260'92\$</td> <td>\$47.56</td> <td>\$380.49</td>	80	\$64,847	\$40.53	\$324.24	\$68,597	\$42.87	\$342.99	\$71,097	\$44.44	\$355.49	260'92\$	\$47.56	\$380.49
567,347 542,09 538,74 511,097 544,44 5355.49 573,597 546,109 578,597 578,597 546,00 586,799 573,597 546,00 573,297 573,297 573,297 573,297 573,297 573,297 574,297 573,297 574,274 578,297 574,274 578,297 574,274 578,297 578,297 574,274 578,274 578,274 578,274 578,274 578,274 578,274 578,274 578,274 578,274 578,274 578	6	\$66,097	\$41.31	\$330.49	\$69,847	\$43.65	\$349.24	\$72,347	\$45.22	\$361.74	\$77,347	\$48.34	\$386.74
568,897 542,287 5342,99 537,247 546,22 556,144 579,847 540,997 540,979 570,497 540,997 540,997 560,997 560,997 560,997 560,997 570,907 540,907 570,907 <th< td=""><td>10</td><td>\$67,347</td><td>\$42.09</td><td>\$336.74</td><td>\$71,097</td><td>\$44.44</td><td>\$355.49</td><td>\$73,597</td><td>\$46.00</td><td>\$367.99</td><td>265'82\$</td><td>\$49.12</td><td>\$392.99</td></th<>	10	\$67,347	\$42.09	\$336.74	\$71,097	\$44.44	\$355.49	\$73,597	\$46.00	\$367.99	265'82\$	\$49.12	\$392.99
\$60,807 \$43.65 \$13.62 \$13.69	11	\$68,597	\$42.87	\$342.99	\$72,347	\$45.22	\$361.74	\$74,847	\$46.78	\$374.24	\$79,847	\$49.90	\$399.24
\$1,097 \$44.44 \$335.49 \$7A,847 \$46.78 \$77,347 \$48.54 \$385.49 \$71,097 \$44.44 \$335.49 \$71,097 \$44.44 \$335.40 \$74,847 \$49.20 \$48.31 \$38.61,74 \$76,007 \$48.47 \$78.297 \$49.20 \$392.90 \$83.347 \$51.27 \$73,397 \$46.00 \$367.90 \$67.347 \$49.90 \$392.90 \$84.47 \$53.00 \$53.00 \$50.00	12	\$69,847	\$43.65	\$349.24	\$73,597	\$46.00	\$367.99	\$76,097	\$47.56	\$380.49	\$81,097	\$50.69	\$405.49
\$12,247 \$46,22 \$361,74 \$76,697 \$47,56 \$380,497 \$481,897 \$491,29 \$483,597 \$52,234 \$1,73,27 \$46,60 \$46,60 \$77,347 \$482,60 \$586,74 \$482,00 \$399,24 \$84,60 \$350,60 \$300,00 \$399,24 \$84,60 \$360,0	13	\$71,097	\$44.44	\$355.49	\$74,847	\$46.78	\$374.24	\$77,347	\$48.34	\$386.74	\$82,347	\$51.47	\$411.74
\$73,397 \$46.00 \$373,99 \$77,347 \$48,34 \$586,74 \$79,847 \$4990 \$399,24 \$84,847 \$53,03 \$74,347 \$46,00 \$377,247 \$46,12 \$592,93 \$81,027 \$400,00 \$399,24 \$540,00 \$530,00 \$530,00 \$530,00 \$530,00 \$500,00 \$600,00 \$61,00 \$51,00 \$61,00	14	\$72,347	\$45.22	\$361.74	\$76,097	\$47.56	\$380.49	\$78,597	\$49.12	\$392.99	\$83,597	\$52.25	\$417.99
\$74,847 \$46.78 \$337,24 \$78,857 \$49,12 \$392,99 \$81,097 \$50,69 \$60,69 \$60,69 \$60,69 \$63,89 \$77,847 \$41,74 \$41,74 \$41,74 \$41,74 \$41,74 \$86,697 \$53,83 \$77,847 \$480,84 \$50,60 \$40,24 \$41,74 \$41,74 \$41,74 \$86,697 \$58,37 \$54,37<	15	\$73,597	\$46.00	\$367.99	\$77,347	\$48.34	\$386.74	\$79,847	\$49.90	\$399.24	\$84,847	\$53.03	\$424.24
\$76,697 \$48.54 \$380,40 \$79,847 \$49.90 \$399.24 \$82,347 \$51,74 \$411,74 \$87,347 \$87,347 \$54,59 \$54,59 \$405,24 \$58,247 \$54,59 <	16	\$74,847	\$46.78	\$374.24	\$78,597	\$49.12	\$392.99	\$81,097	\$20.69	\$405.49	\$86,097	\$53.81	\$430.49
\$77,347 \$48.34 \$386,74 \$60,69 \$405.40 \$83.597 \$52.25 \$417.99 \$88.597 \$88.597 \$85.597 \$75,947 \$494,24 \$405.40 \$405.40 \$52.32 \$411.79 \$80.607 \$53.81 \$404.20 \$86.597 \$55.37 \$81,087 \$406.90 \$589.24 \$52.22 \$411.79 \$80.007 \$53.81 \$401.07 \$56.94	17	\$76,097	\$47.56	\$380.49	\$79,847	\$49.90	\$399.24	\$82,347	\$51.47	\$411.74	\$87,347	\$54.59	\$436.74
\$78,897 \$49,12 \$332,99 \$82,347 \$51,47 \$111,74 \$84,847 \$53.03 \$42,42 \$89,847 \$56.13 \$81,947 \$50,437 \$52,25 \$411,79 \$56,097 \$53.03 \$405,40 \$93,047 \$56.94 \$56.94 \$81,947 \$50,40 \$405,40 \$53.22 \$411,59 \$56.07 \$53.47 \$53.03 \$412,99 \$93,377 \$56.94 \$82,447 \$50,40 \$53.23 \$413,04 \$58,597 \$54.29 \$43.29 \$93,597 \$57.72 \$77.72 \$40.29 \$93,597 \$58.50 \$77.72 \$40.29 \$93,597 \$58.50 \$77.72 \$40.29 \$93,597 \$58.50 \$77.72 \$40.29 \$93,597 \$58.50 \$77.72 \$40.29 \$93,597 \$58.50 \$59.50 \$80.60 \$80.60 \$80.60 \$80.60 \$80.60 \$80.60 \$80.60 \$80.60 \$80.60 \$80.60 \$80.60 \$80.60 \$80.60 \$80.60 \$80.60 \$80.60 \$80.60 \$80.60 \$80.60	18	\$77,347	\$48.34	\$386.74	\$81,097	\$50.69	\$405.49	\$83,597	\$52.25	\$417.99	265'88\$	\$55.37	\$442.99
\$138,347 \$49.90 \$389,24 \$88,597 \$52.25 \$417.99 \$86,097 \$53.81 \$430.49 \$50.097 \$56.097 \$82,347 \$50.06 \$40.174 \$68.097 \$52.23 \$436.74 \$52.37 \$432.77 \$58.07 \$82,347 \$51.07 \$58.097 \$58.247 \$58.297 \$58.207 \$58.207 \$58.09 \$58.507 \$58.00	19	\$78,597	\$49.12	\$392.99	\$82,347	\$51.47	\$411.74	\$84,847	\$53.03	\$424.24	\$89,847	\$56.15	\$449.24
\$81,97 \$50.69 \$405.49 \$88,447 \$53.30 \$424.24 \$89,347 \$54.59 \$436,74 \$92,347 \$57.77 \$82,347 \$51.17 \$66.09 \$45.30 \$45.30 \$48.37 \$45.30 \$58.37 \$58.3	20	\$79,847	\$49.90	\$399.24	\$83,597	\$52.25	\$417.99	\$86,097	\$53.81	\$430.49	\$91,097	\$56.94	\$455.49
\$88,347 \$51,47 \$411,74 \$86,097 \$53,88 \$430,49 \$588,597 \$55,37 \$442,29 \$33,597 \$58,00 \$84,397 \$52,25 \$417,99 \$87,447 \$54,59 \$436,74 \$560,68 \$494,24 \$59,847 \$59,28 \$84,847 \$543,29 \$543,59 \$443,24 \$494,24 \$59,847 \$50,08 \$86,097 \$543,04 \$642,09 \$445,24 \$495,44 \$60,08 \$60,08 \$86,097 \$543,0 \$56,13 \$442,24 \$93,47 \$60,84 \$60,84 \$88,397 \$543,9 \$56,13 \$445,24 \$59,347 \$60,84 \$60,84 \$88,407 \$56,14 \$96,947 \$56,14 \$94,44 \$60,84 \$60,84 \$88,407 \$54,24 \$56,14 \$94,44 \$59,44 \$60,84 \$60,84 \$88,407 \$54,24 \$60,44 \$60,44 \$60,84 \$60,84 \$60,84 \$60,84 \$88,407 \$54,24 \$60,44 \$60,44 \$60,84	21	\$81,097	\$50.69	\$405.49	\$84,847	\$53.03	\$424.24	\$87,347	\$54.59	\$436.74	\$92,347	\$57.72	\$461.74
\$88.397 \$52.25 \$417.99 \$88.349 \$45.49 \$49.24 \$59.349 \$59.349 \$59.349 \$59.349 \$59.349 \$59.349 \$59.349 \$59.349 \$59.349 \$59.349 \$59.349 \$59.349 \$59.349 \$59.349 \$59.349 \$50.06 \$50.07 \$50.07 \$50.07 \$50.08 \$50.07 \$50.08 \$50.07 \$50.07 \$50.00 \$50.00 \$50.00 \$50.00 \$50.00 \$50.00 \$50.00 \$50.00 \$50.00 \$50.00 \$50.00 \$50.00 \$50.00	22	\$82,347	\$51.47	\$411.74	\$86,097	\$53.81	\$430.49	\$88,597	\$55.37	\$442.99	\$93,597	\$58.50	\$467.99
\$86,847 \$35.33 \$424,24 \$85.53 \$442.24 \$55.37 \$442.24 \$55.37 \$442.24 \$55.37 \$442.24 \$50.097 \$56.04 \$56.097 \$56.097 \$56.094 \$50.008 \$86,947 \$56.34 \$449.24 \$56.34 \$46.77 \$66.17 \$66.17 \$56.07 \$66.17 <td< td=""><td>23</td><td>\$83,597</td><td>\$52.25</td><td>\$417.99</td><td>\$87,347</td><td>\$54.59</td><td>\$436.74</td><td>\$89,847</td><td>\$56.15</td><td>\$449.24</td><td>\$94,847</td><td>\$59.28</td><td>\$474.24</td></td<>	23	\$83,597	\$52.25	\$417.99	\$87,347	\$54.59	\$436.74	\$89,847	\$56.15	\$449.24	\$94,847	\$59.28	\$474.24
\$86,097 \$53,381 \$430.49 \$58,047 \$56,15 \$449,24 \$92,347 \$461.74 \$93,347 \$60.84 \$87,347 \$436.78 \$436,74 \$56,94 \$455.49 \$93,297 \$461.79 \$98,597 \$56.62 \$88,997 \$553.37 \$440,29 \$59,247 \$577.72 \$461.74 \$949,497 \$590,897 \$56.02 \$60.997 \$60.00 \$88,897 \$553.37 \$440,29 \$592,347 \$582.02 \$461.74 \$594,097 \$60.00 \$400,00 \$60.00 \$60.00 \$60.00 \$60.00 \$60.00 \$60.00 \$60.00 \$60.00 \$60.00 \$60.00 \$60.00 \$60.00 \$60.00 \$60.00 \$60.70 <td>24</td> <td>\$84,847</td> <td>\$53.03</td> <td>\$424.24</td> <td>\$88,597</td> <td>\$55.37</td> <td>\$442.99</td> <td>\$91,097</td> <td>\$56.94</td> <td>\$455.49</td> <td>\$96,097</td> <td>\$60.06</td> <td>\$480.49</td>	24	\$84,847	\$53.03	\$424.24	\$88,597	\$55.37	\$442.99	\$91,097	\$56.94	\$455.49	\$96,097	\$60.06	\$480.49
\$88,347 \$543.54 \$91,097 \$56.34 \$455.44 \$591,597 \$58.597 \$58.597 \$58.597 \$58.597 \$58.597 \$58.597 \$58.597 \$58.597 \$58.240 \$58.540 \$58.540 \$58.540 \$58.540 \$58.540 \$58.540 \$58.540 \$58.240 <t< td=""><td>25</td><td>\$86,097</td><td>\$53.81</td><td>\$430.49</td><td>\$89,847</td><td>\$56.15</td><td>\$449.24</td><td>\$92,347</td><td>\$57.72</td><td>\$461.74</td><td>\$97,347</td><td>\$60.84</td><td>\$486.74</td></t<>	25	\$86,097	\$53.81	\$430.49	\$89,847	\$56.15	\$449.24	\$92,347	\$57.72	\$461.74	\$97,347	\$60.84	\$486.74
\$688.997 \$55.37 \$442.99 \$59.347 \$57.72 \$461.74 \$94,847 \$59.28 \$474.24 \$99.847 \$62.40 \$8,847 \$56.15 \$449.24 \$593.347 \$561.73 \$406.07 \$60.07 \$60.07 \$60.07 \$60.07 \$60.07 \$60.07 \$60.07 \$60.72 \$60.72 \$60.07 \$60.72 <td< td=""><td>26</td><td>\$87,347</td><td>\$54.59</td><td>\$436.74</td><td>\$91,097</td><td>\$56.94</td><td>\$455.49</td><td>\$93,597</td><td>\$58.50</td><td>\$467.99</td><td>\$98,597</td><td>\$61.62</td><td>\$492.99</td></td<>	26	\$87,347	\$54.59	\$436.74	\$91,097	\$56.94	\$455.49	\$93,597	\$58.50	\$467.99	\$98,597	\$61.62	\$492.99
889,847 \$56,15 \$449,24 \$93,597 \$58,50 \$467,99 \$96,097 \$60.06 \$480,49 \$100,097 \$63.19 \$91,097 \$56,94 \$455,49 \$94,847 \$592,88 \$474,24 \$97,347 \$60.84 \$486,74 \$100,347 \$63.97 \$92,347 \$560,167 \$60.84 \$461,74 \$100,407 \$60.84 \$100,347 \$63.97	27	\$88,597	\$55.37	\$442.99	\$92,347	\$57.72	\$461.74	\$94,847	\$59.28	\$474.24	\$99,847	\$62.40	\$499.24
\$91,037 \$56.94 \$455.49 \$94,847 \$59.28 \$474.24 \$97,347 \$60.84 \$486.74 \$100,347 \$63.97 \$92,347 \$57,72 \$461.74 \$96,097 \$60.06 \$480.49 \$98,597 \$61.62 \$492.99 \$103,597 \$64.75	28	\$89,847	\$56.15	\$449.24	\$93,597	\$58.50	\$467.99	\$96,097	\$60.06	\$480.49	\$101,097	\$63.19	\$505.49
\$92,347 \$57.72 \$461.74 \$96,097 \$60.06 \$480.49 \$98,597 \$61.62 \$492.99 \$103,597 \$64.75	53	\$91,097	\$56.94	\$455.49	\$94,847	\$59.28	\$474.24	\$97,347	\$60.84	\$486.74	\$102,347	\$63.97	\$511.74
	30	\$92,347	\$57.72	\$461.74	\$96,097	\$60.06	\$480.49	\$98,597	\$61.62	\$492.99	\$103,597	\$64.75	\$517.99

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

Emploses will adonce up the pay scale one year at a time. Any deviations from this procedure must be reported to the GNA Finance Committee. Employees who have completed a full year at GNA will automatically more up to the next beet on the pay scale the clowing school year, imployees shired after the beginning of the fiscal year. July 1st, and before becember 3.5t, 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 GNA.

		Lane 1			Lane 2			Lane 3			Lane 4	
Step		BS Degree		BS Degree +30 Semester Hrs Approved Credit	Semester Hr Credit	s Approved		Masters Degree	əa	Masters De	gree +36 Seme Credit	Masters Degree +36 Semester Hrs Approved Credit
	Salary	*Legislative increase	Total	Salary	*Legislative increase	Total	Salary	*Legislative increase	Total	Salary	*Legislative increase	Total
1	\$63,281	\$10,350	\$73,631	\$67,703	\$10,350	\$78,053	\$72,413	\$10,350	\$82,763	\$76,835	\$10,350	\$87,185
2	\$64,063	\$10,350	\$74,413	\$68,541	\$10,350	\$78,891	\$72,815	\$10,350	\$83,165	\$77,785	\$10,350	\$88,135
3	\$64,843	\$10,350	\$75,193	\$69,376	\$10,350	\$79,726	\$73,217	\$10,350	\$83,567	\$78,733	\$10,350	\$89,083
4	\$65,628	\$10,350	\$75,978	\$70,214	\$10,350	\$80,564	\$73,621	\$10,350	\$83,971	\$79,684	\$10,350	\$90,034
2	\$66,847	\$10,350	\$77,197	\$71,518	\$10,350	\$81,868	\$74,424	\$10,350	\$84,774	\$81,164	\$10,350	\$91,514
9	\$67,869	\$10,350	\$78,219	\$72,612	\$10,350	\$82,962	\$75,628	\$10,350	\$85,978	\$82,405	\$10,350	\$92,755
7	\$68,893	\$10,350	\$79,243	\$73,708	\$10,350	\$84,058	\$76,835	\$10,350	\$87,185	\$83,649	\$10,350	\$93,999
∞	\$69,914	\$10,350	\$80,264	\$74,802	\$10,350	\$85,152	\$78,041	\$10,350	\$88,391	\$84,890	\$10,350	\$95,240
6	\$70,937	\$10,350	\$81,287	\$75,897	\$10,350	\$86,247	\$79,248	\$10,350	\$89,598	\$86,132	\$10,350	\$96,482
10	\$71,959	\$10,350	\$82,309	\$76,991	\$10,350	\$87,341	\$80,452	\$10,350	\$90,802	\$87,374	\$10,350	\$97,724
11	\$72,982	\$10,350	\$83,332	\$78,086	\$10,350	\$88,436	\$81,658	\$10,350	\$92,008	\$88,616	\$10,350	\$98,966
12	\$74,548	\$10,350	\$84,898	\$79,761	\$10,350	\$90,111	\$83,504	\$10,350	\$93,854	\$90,517	\$10,350	\$100,867
13	\$75,650	\$10,350	\$86,000	\$80,941	\$10,350	\$91,291	\$84,803	\$10,350	\$95,153	\$91,855	\$10,350	\$102,205
14	\$76,751	\$10,350	\$87,101	\$82,119	\$10,350	\$92,469	\$86,102	\$10,350	\$96,452	\$93,193	\$10,350	\$103,543
15	\$77,853	\$10,350	\$88,203	\$83,298	\$10,350	\$93,648	\$87,400	\$10,350	\$97,750	\$94,531	\$10,350	\$104,881
16	\$78,971	\$10,350	\$89,321	\$84,495	\$10,350	\$94,845	\$88,719	\$10,350	690'66\$	\$95,889	\$10,350	\$106,239
17	\$80,107	\$10,350	\$90,457	\$85,711	\$10,350	\$96,061	\$90,059	\$10,350	\$100,409	\$97,269	\$10,350	\$107,619
18	\$81,262	\$10,350	\$91,612	\$86,945	\$10,350	\$97,295	\$91,420	\$10,350	\$101,770	\$98,670	\$10,350	\$109,020
19	\$82,435	\$10,350	\$92,785	\$88,200	\$10,350	\$98,550	\$92,803	\$10,350	\$103,153	\$100,095	\$10,350	\$110,445
50	\$83,628	\$10,350	\$93,978	\$89,477	\$10,350	\$99,827	\$94,209	\$10,350	\$104,559	\$101,543	\$10,350	\$111,893
21	\$84,838	\$10,350	\$95,188	\$90,772	\$10,350	\$101,122	\$95,635	\$10,350	\$105,985	\$103,013	\$10,350	\$113,363
22	\$86,068	\$10,350	\$96,418	\$92,089	\$10,350	\$102,439	\$97,085	\$10,350	\$107,435	\$104,506	\$10,350	\$114,856
23	\$87,318	\$10,350	\$92,668	\$93,425	\$10,350	\$103,775	\$98,559	\$10,350	\$108,909	\$106,023	\$10,350	\$116,373
54	\$88,587	\$10,350	\$98,937	\$94,784	\$10,350	\$105,134	\$100,056	\$10,350	\$110,406	\$107,566	\$10,350	\$117,916
25	\$89,877	\$10,350	\$100,227	\$96,164	\$10,350	\$106,514	\$101,577	\$10,350	\$111,927	\$109,132	\$10,350	\$119,482
92	\$91,188	\$10,350	\$101,538	\$97,567	\$10,350	\$107,917	\$103,122	\$10,350	\$113,472	\$110,723	\$10,350	\$121,073
27	\$92,519	\$10,350	\$102,869	\$98,991	\$10,350	\$109,341	\$104,691	\$10,350	\$115,041	\$112,340	\$10,350	\$122,690
9 62	\$95,246	\$10,350	\$105,596	\$101.909	\$10,350	\$112,759	\$107.906	\$10.350	\$118.256	\$115,902	\$10.350	\$126,001
8	\$96,642	\$10,350	\$106,992	\$103,403	\$10,350	\$113,753	\$109,552	\$10,350	\$119,902	\$117,346	\$10,350	\$127,696

225- Pay Scale Advancement Policy Approved April 25, 2013, Draft Rewised March 24, 2014
Employees will advance up the pay scale one year at at time. Any deviations from this procedure are subject to Board approval prior to Letters of Employment being sent out.
Employees will advance be tell year at 104N will automore up to the next level on the pay scale the following school year. Employees hired after the beginning of
the first about a vivil size, and pelice betainers at 31st, will also more up one level on the payscale. Employees hired on or after January stoff the next year will remain on their
current level of payscale until the beginning of the first year following rither first completed year of employment at GWA.

[This Policy will be included out the bottom of oil current ond future poryscales]

			S	LP Salar	SLP Salary Schedule	<u>e</u>			
		Lane 1			Lane 2			Lane 3	
Step	BS Degree	BS Degree + Special Ed Credential	Credential	BS Degr Approved	BS Degree + 30 Semester Hrs Approved + Special Ed Credential	ster Hrs Credential	Master	Masters Degree + Special Ed Credential	ecial Ed
	Salary	*Legislative increase	Total	Salary	*Legislative increase	Total	Salary	*Legislative increase	Total
1	\$54,909	\$10,350	\$65,259	\$60,172	\$10,350	\$70,522	\$68,082	\$10,350	\$78,432
2	\$55,442	\$10,350	\$65,792	\$61,357	\$10,350	\$71,707	\$68,745	\$10,350	\$79,095
3	\$55,980	\$10,350	\$66,330	\$61,953	\$10,350	\$72,303	\$69,417	\$10,350	\$79,767
4	\$56,785	\$10,350	\$67,135	\$62,848	\$10,350	\$73,198	\$70,424	\$10,350	\$80,774
2	\$57,604	\$10,350	\$67,954	\$63,757	\$10,350	\$74,107	\$71,446	\$10,350	\$81,796
9	\$58,435	\$10,350	\$68,785	\$64,680	\$10,350	\$75,030	\$72,486	\$10,350	\$82,836
7	\$59,275	\$10,350	\$69,625	\$65,617	\$10,350	\$75,967	\$73,539	\$10,350	\$83,889
8	\$60,133	\$10,350	\$70,483	\$95,568	\$10,350	\$76,918	\$74,610	\$10,350	\$84,960
6	\$61,002	\$10,350	\$71,352	\$67,533	\$10,350	\$77,883	\$75,695	\$10,350	\$86,045
10	\$61,885	\$10,350	\$72,235	\$68,513	\$10,350	\$78,863	\$76,798	\$10,350	\$87,148
11	\$62,777	\$10,350	\$73,127	\$69,506	\$10,350	\$79,856	\$77,916	\$10,350	\$88,266
12	\$63,685	\$10,350	\$74,035	\$70,515	\$10,350	\$80,865	\$79,053	\$10,350	\$89,403
13	\$64,608	\$10,350	\$74,958	\$71,540	\$10,350	\$81,890	\$80,204	\$10,350	\$90,554
14	\$65,544	\$10,350	\$75,894	\$72,581	\$10,350	\$82,931	\$81,373	\$10,350	\$91,723
15	\$66,493	\$10,350	\$76,843	\$73,635	\$10,350	\$83,985	\$82,560	\$10,350	\$92,910
20	\$67,459	\$10,350	\$77,809	\$74,706	\$10,350	\$85,056	\$83,765	\$10,350	\$94,115
25	\$68,437	\$10,350	\$78,787	\$75,794	\$10,350	\$86,144	\$88,082	\$10,350	\$98,432

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 morphede a full what at GWA whill actornated in move up to the next level on the pay scale the following school year. Employees thred affect the beginning of the fiscal year, July 1st, and before December 31st, will also move up one level on the pay scale. Employees the for on 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.

	Licensed Clinical Social Worker	Social Worker	
Step	Salary	*Legislative increase	Total
1	\$70,386	\$10,350	\$80,736
2	\$71,244	\$10,350	\$81,594
3	\$72,103	\$10,350	\$82,453
4	\$72,961	\$10,350	\$83,311
2	\$73,821	\$10,350	\$84,171
9	\$74,678	\$10,350	\$82)05\$
7	\$75,538	\$10,350	\$88′58\$
8	\$76,395	\$10,350	\$86,745
6	\$77,253	\$10,350	\$82,603
10	\$78,112	\$10,350	\$88,462
11	\$78,971	\$10,350	\$89,321
12	\$79,830	\$10,350	\$90,180
13	\$80,687	\$10,350	\$91,037
14	\$81,546	\$10,350	\$91,896
15	\$82,405	\$10,350	\$92,755
20	\$89,273	\$10,350	\$66,623
Proposed in Boa	Proposed in Board Meeting on 4/24/2025		
Proposed Effective 8/1/2025	ive 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 after the beginning of the fiscal year following their first completed year of employment at GWA.

	Registeı	Registered Nurse	е
		Lane 1	
Step		BS DEGREE	
	Salary	Hourly Equivalent	Daily Equivalent
1	\$47,287	\$29.55	\$236.44
2	\$48,063	\$30.04	\$240.32
3	\$48,836	\$30.52	\$244.18
4	\$49,613	\$31.01	\$248.07
2	\$50,386	\$31.49	\$251.93
9	\$51,162	\$31.98	\$255.81
7	\$51,939	\$32.46	\$259.70
8	\$53,102	\$33.19	\$265.51
6	\$53,878	\$33.67	\$269.39
10	\$55,039	\$34.40	\$275.20
11	\$56,202	\$35.13	\$281.01
12	\$57,364	\$32.85	\$286.82
13	\$58,528	\$36.58	\$292.64
14	\$59,692	\$37.31	\$298.46
15	\$60,855	\$38.03	\$304.28
16	\$62,015	\$38.76	\$310.08
Proposed in	Proposed in Board Meeting on 4/24/2025	4/24/2025	
Proposed Ef	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, Luly 1st, and before December 31st, will also move up one level on the pay scale the following school year. Employees hired on or after the beginning of the fiscal year following their first completed year of employment at pay scale employment at most 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.

Executive Level Secretary Purchasing/Finance & Budgeting Secretary 1 \$52,452 2 \$53,703 3 \$54,984 4 \$56,99 5 \$50,025 6 \$59,025 7 \$60,452 8 \$51,926 9 \$63,377 10 \$64,93 11 \$66,493 12 \$68,863 13 \$68,863 14 \$69,631 15 \$70,398 16 \$71,118 17 \$71,926 18 \$72,667 19 \$73,430 20 \$74,201 Proposed in Board Meeting on 4/24/2025

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.

chedule	Secretary 2: Registrar, Health and Wellness Secretary, and other secretary roles that require additional certification and training	\$20.78	\$21.30	\$21.83	\$22.38	\$22.94	\$23.51	\$24.09	\$24.71	\$25.31	\$25.95	\$26.61	\$27.25	\$27.94	\$28.64	\$29.36	\$30.10	\$30.86	\$31.63	\$32.41	\$33.23
Secretary Pay Schedule	Secretary 1: Example: Attendance Secretary, Substitute Secretary	\$16.03	\$16.50	\$17.00	\$17.51	\$18.03	\$18.57	\$19.13	\$19.71	\$20.30	\$20.90	\$21.54	\$22.18	\$22.84	\$23.53	\$24.23	\$24.96	\$25.72	\$26.49	\$27.30	\$28.11
	Step	1	2	3	4	5	9	7	8	6	10	11	12	13	14	15	16	17	18	19	20

Proposed Effective 8/1/2025

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ıle	TAs performing Teaching Duties (Example: P.E., Computers, Library, and Motor Lab Manager)	\$20.51	\$21.53	\$22.62	\$23.75	\$24.95	\$25.67	\$26.46	\$27.24	\$28.06	\$28.91	\$29.78	\$30.66	\$31.59	\$32.54	\$33.52
Teacher Assistant Pay Schedule	Teacher Aide 2 Positions REQUIRING related Associates Degree and/or required certifications	\$18.27	\$18.83	\$19.39	\$19.97	\$20.56	\$21.18	\$21.81	\$22.47	\$23.15	\$23.84	\$24.56	\$25.29	\$26.05	\$26.83	\$27.63
Teacher A	Teacher Assistant 1: Example: Grade Level, Lunch & Custodial Assistants	\$16.03	\$16.50	\$17.00	\$17.51	\$18.03	\$18.57	\$19.13	\$19.71	\$20.30	\$20.90	\$21.54	\$22.18	\$22.84	\$23.53	\$24.23
	Step	1	2	3	4	5	9	7	8	6	10	11	12	13	14	15

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Sped Executive Level Secretary 1 \$49,427 2 \$50,416 3 \$51,424 4 \$52,452 5 \$53,703 6 \$54,942 4 \$52,452 5 \$53,703 6 \$54,984 7 \$66,299 8 \$57,645 9 \$59,025 10 \$56,394 8 \$57,645 9 \$59,025 11 \$66,491 12 \$66,491 13 \$64,947 14 \$66,493 15 \$58,093 16 \$68,863 17 \$66,491 18 \$70,397 19 \$71,119 20 \$71,219 21 \$73,430 22 \$73,430 23 \$74,202 Proposed in Board Meeting on 4/24/2025

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, fully 1st, and before December 31st, will also move up one level on the pay scale. Employees hired after the beginning of the fiscal year following their first completed year of employment at GWA.

Spe	Special Education Paraprotessional and RBT Pay	ressional and RBT Pay
	Scale	
Step	Paraprofessional	RBT
1	\$17.26	\$20.82
2	\$18.12	\$21.85
3	\$19.03	\$22.93
4	\$19.99	\$24.08
5	\$20.98	\$25.30
9	\$22.02	\$26.57
7	\$22.69	\$27.35
8	\$23.35	\$28.17
6	\$24.06	\$29.02
10	\$24.78	\$29.88
11	\$25.54	\$30.78
12	\$26.30	\$31.70
13	\$27.08	\$32.65
14	\$27.92	\$33.63
15	\$28.75	\$34.64

Proposed Effective 8/1/2025

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

Employees will advance up the payscale 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 upto the next 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.

Step Salary, Exempt 200 Days 1 \$47,871 2 \$48,827 3 \$49,820 4 \$50,831 5 \$51,863 6 \$52,914 7 \$53,985 8 \$55,094 9 \$55,043 10 \$57,348 11 \$58,493 12 \$59,658 13 \$60,860 14 \$60,860 15 \$63,321 16 \$64,582 17 \$65,879 18 \$67,196 19 \$68,532 20 \$69,903 Proposed in Board Meeting on 4/24/2025	Food Service	Food Services Coordinator
n 4/24/2	Step	Salary, Exempt 200 Days
n 4/24/2	1	\$47,871
on 4/24/2	2	\$48,827
on 4/24/2	3	\$49,820
on 4/24/2	4	\$50,831
on 4/24/2	5	\$51,863
on 4/24/2	9	\$52,914
on 4/24/2	7	\$53,985
on 4/24/2	8	\$55,094
on 4/24/2	6	\$56,222
on 4/24/2	10	\$57,348
on 4/24/2	11	\$58,493
on 4/24/2	12	\$59,658
on 4/24/2	13	\$60,860
on 4/24/2	14	\$62,081
on 4/24/2	15	\$63,321
on 4/24/2	16	\$64,582
on 4/24/2	17	\$65,879
on 4/24/2	18	\$67,196
on 4/24/2	19	\$68,532
Proposed in Board Meeting on 4/24/2025 Proposed Effective 8/1/2025	20	\$69,903
proposed Effective 8/1/2025	Proposed in Board Meeting	on 4/24/2025
	Proposed Effective 8/1/202	5

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	Food Service Aide
	ray sciledule
Step	Lane 1
1	\$17.87
2	\$19.03
3	\$20.18
4	\$21.34
5	\$22.50
9	\$23.66
7	\$24.81
8	\$25.97
9	\$27.14
10	\$28.29
11	\$29.45
12	\$30.60
13	\$31.77
14	\$32.92
15	\$34.08

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	Full T	Full Time Maintenance Salary Schedule	Salary Schedul	le
	r	Lane 1	La	Lane 2
Step	Less than 5 years experience	Hourly Equivalent (Based on 250 days)	**Licensed or Greater Than 5 Years Experience	Hourly Equivalent (Based on 250 days)
1	\$37,928	\$18.96	\$41,395	\$20.70
2	\$39,824	\$19.91	\$43,463	\$21.73
3	\$41,815	\$20.91	\$45,637	\$22.82
4	\$43,905	\$21.95	\$47,919	\$23.96
5	\$46,100	\$23.05	\$50,316	\$25.16
9			\$52,834	\$26.42
10			\$55,472	\$27.74
15			\$58,246	\$29.12
20			\$61,159	\$30.58
roposec	Proposed in Board Meeting on 4/24/2025 Proposed Effective 8/1/2025	24/2025		
* Licen	** Licensed (ie electrician, plumber etc.)	nber etc.)		

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Proposal Title: TOUCHMATH Supplimental Curriculum

Submitted by: Christine Giles

Originating Committee: Christine Giles, Mireille Evans, Jenna Watkins, Jordan Norcross, Alexa

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:

Student learning data indicates a high number of students receiving special education services are in need of a supplemental math curriculum that provides both a new instructional method for teaching number sense and a progression toward more complex mathematical skills. In our four Special Education classrooms, many students require concrete, physical manipulatives and a fundamentally different approach to learning numbers than what has previously been used. These signs point to the need for instructional practices that incorporate more tangible

Background Information, including a list of reviewing committees:

Our students have a wide range of diverse learning needs. Each teacher brought evidence showing that many students require a curriculum that supports neurodiversity and varied learning profiles. TOUCHMATH is a globally recognized curriculum designed to strengthen students' understanding of numeracy and foundational math concepts, making it a strong fit for our classrooms

Assessment:

Student learning data and teacher observations show that many of our students receiving special education services need a math curriculum that supports neurodiversity and builds number sense through concrete, hands-on learning. In all four of our Special Education classrooms, students benefit from physical manipulatives and a more accessible approach to math instruction. After reviewing multiple options, we selected TOUCHMATH for its strong research base and proven success in supporting diverse learners around the world. This program will help our teachers

Recommendation:

We recommend that the GWA Board of Directors approve the proposal to purchase TOUCHMATH for implementation in our Special Education classrooms. Please note we have included in the quote a Virtual Training to implement this new curriculum with higher impact and teacher success.

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 4/8/2025

Expiration Date 5/8/2025 2 N Nevada Ave, Ste 1200 Colorado Springs, CO 80903-1702

Phone: 1-800-888-9191 FTIN: 83-1927094

Quote Number 00011899

US

Price Quote

Contact Name Christine Giles Prepared by Emily Weissmueller

Phone 4356732232 Email emily.weissmueller@touchmath.net

Email cgiles@gwacademy.org

US

Bill To Account George Washington Academy Ship to Account George Washington Academy

Bill To 2277 S 3000 E Ship To 2277 S 3000 E

St George, UT 84790 St George, UT 84790

Product SKU	Product	Quantity	Price	Total Price	Discount Applied	Extended
3888	Blended Solution Additional Student Licenses - 1 Year (Bundle of 15)	1.00	\$945.00	\$945.00	\$0.00	\$945.00
4122	Kindergarten - Upper Grades Blended Solution, Initial Implementation Year	3.00	\$2,981.00	\$8,943.00	\$0.00	\$8,943.00
2738	PL - TouchMath JumpStart - Virtual	1.00	\$2,000.00	\$2,000.00		\$2,000.00
4145	Pre-K - Second Grade Blended Classroom Solution, 1 Year with Manipulatives	1.00	\$2,382.00	\$2,382.00	\$0.00	\$2,382.00
4004	TouchMath Classroom Add-on Manipulatives	5.00	\$633.00	\$3,165.00	\$3,165.00	\$0.00
4192	Upper Grades Blended Classroom Solution, Initial Implementation Year with Manipulatives	1.00	\$1,912.00	\$1,912.00	\$0.00	\$1,912.00

\$19,347.00	Subtotal
\$3,165.00	Discount Applied
\$0.00	Tax
\$16,182.00	Order Total USD

Customer Notes

Renewal price for 2026-2027 = \$10,602 for one year implementation

- 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://termsofuse.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: