

These Minutes are Pending Board Approval

Mission Statement: "ACADEMICS. LEADERSHIP. COMMUNITY."

George Washington Academy

Thursday June 25th, 2026

7:00 p.m.

Board Meeting Minutes

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

Continuation of Strategic Planning was held prior to the Board Meeting business. The Board Meeting convened at 7:00pm.

Board Welcome: Shannon Greer, President

Roll Call: Shannon Greer

Prayer: Kevin Peterson

Pledge of Allegiance: Steve Erickson

Board Members Present: Kevin Peterson, Casey Unrein, Laura Snelson, Brady Pearce and Miguel Munoz. Shannon Greer and Sharna Rowe via zoom.

Board Members Not Present: Laura Pressley and Rachel Richins.

Others Present: Steve Erickson, Chance Manzanares, Jaycee Rogers, Debbie Kauvaka, Spencer Adams and Sadie Carter.

Quorum: A Quorum was established.

GWA Year Goals:

- Academics- By the end of the 2025-2026 school year, 85% of students will show growth in math fluency from beginning of year to end of year.
- Leadership- Teachers will lead their own professional development by sharing and modeling best practices in academic instruction and behavior support, fostering a culture of shared leadership and continuous growth.
- Community- Foster a positive school culture that motivates by embedding regular meaningful celebrations that recognize student achievement, personal growth, and staff contributions.

Strategic Planning: Laura Snelson discussed that there are elements of the Strategic Plan Framework that will need to be voted on during the July meeting. She sent out a document in June for the Board to review which shows the Leadership responsibilities for the Strategic Plan. The framework will be built by 3 Core Elements, which are, Academic Excellence, Student Support and Capacity & Sustainability. These elements will contain pillars, sub pillars and strategic priorities. She gave a preview of what the framework will look like and what it contains. She requested that she step down unless there is a formal need for her help at the Leadership level which includes decision making. She will be handing the system over to the Admin team.

Approval of Minutes: Kevin Peterson made a motion to approve the Minutes from the May 14th, 2026 Board Meeting as outlined in the Board Packet. Miguel Munoz seconded the motion. The motion passed unanimously. Those who voted in favor: Kevin Peterson, Casey Unrein, Laura Snelson, Brady Pearce and Miguel Munoz. Sharna Rowe via zoom. Shannon Greer abstained because she was not present for the May meeting.

Public Opportunity to Address the Board:

None

Set time for adjournment:

Kevin Peterson set time for adjournment as 8:45pm.

Teacher Reports: None

Administration Report: Chance Manzanares gave the report. He mentioned that Blake will go over the 25/26 goals and how we met them at the July meeting. Debbie discussed that enrollment projections will be changing in the month of June. The list is changing based on lack of response within the current waitlist and that new names will be added at this time and reached out to. All grades have a waitlist with the exception of 7th grade. This month is also when the school will start to see transfer requests so that will affect the numbers as well. Chance mentioned that the raw data we have that will be finalized closer to Fall, shows that GWA is meeting or exceeding our goals with Rise. This includes ELA, Math and Science. He did not have the information to give an update on the Administration reports due in June.

Financial Report: Spencer Adams gave the report. He reported that we are coming to the end of the fiscal year and everything is looking good and ending comfortably. Ratios on the summary page of the report show a small increase, this is due to making sure we have plenty of funds in the forecast columns. He wants to make sure we avoid any compliance issues. He wants to make sure we have enough funds in the reserve to cover emergencies. He asked the Board Members that when they go to approve the final budget for FY 26, to take notice of the reserves table in the summary, which includes construction costs of \$850,000, these will be included in the total expenses. He also mentioned one thing not listed was where the bonds closed today, we now have the cost of issuance which will need to be included in the total expenses, that number is just over \$307,000. He wanted to make the Board Members aware of these totals before approving the budget. Casey asked when he will be submitting the final budget to the State.

Spencer answered that the final budget will be voted on today, then he will get it uploaded to the State. There is 30 days from adoption of the budget that it needs to be submitted to the state. The actuals will not be submitted till September. Casey also asked if we could get a balance sheet or dashboard for the construction expenses. Spencer noted that he will include additional columns to cover this information all together and make it easily accessible. Laura asked if funding will be in alignment for the Strategic plan and if she could work with Spencer to plan for this. Spencer said he is willing to meet with Laura to address this.

Committee Reports (3 min each):

- **Policies Committee** – Casey mentioned that there is a volunteer policy being worked on. Will volunteers be covered by workman's comp while in the building, will they be insured and will they be compensated? These are all things being worked on and discussed.
- **Finance Committee** – Nothing to report.
- **Audit Committee** - Nothing to report.
- **Benefits Committee** – Nothing to report.
- **Curriculum Committee** – Jaycee Rogers will be the new committee chair.
- **Outreach Committee** – Nothing to report.
- **Technology Committee** - Nothing to report.
- **LAND Trust Committee** – Our Land Trust Program was selected for a program compliance review audit. July 7th is the deadline for the first phase and questionnaire. He will update the Board as he works through the audit.
- **PTO Committee** – Nothing to report.
- **Board Development Committee** – Board Retreat will be held in July. The focus will be on Public and Open Meetings and Strategic Plan.
- **Campus Management Committee** – Nothing to report.

Discussion and/or Action Items:

- Kevin Peterson made a motion to accept the bid from Ecogreen for Turf Field Maintenance in the amount of \$7,250.00.
Sharna Rowe seconded the motion.
Miguel and Sharna asked why there was such a large discrepancy in the two different quote totals. Steve answered that because Ecogreen initially installed it incorrectly, that the other companies would have to charge more to fix it. Casey asked if they gave indication of how often they would need to come for maintenance or how many years until full replacement is needed. Steve said that they did not, but initially they said about 15 years, we are currently at about year 5. We are outside of the warranty window. Kevin suggested putting money aside each year to plan for maintenance costs.
The motion passed unanimously. Those who voted in favor: Kevin Peterson, Casey Unrein, Laura Snelson, Brady Pearce and Miguel Munoz. Shannon Greer and Sharna Rowe via zoom.
- Kevin Peterson made a motion to approve the 2026/2027 IXL Subscription Invoice in the amount of \$19,887.50. Brady Pearce seconded the motion.

Casey wondered why there was such a large bump in cost this year. He mentioned asking for a discount like they offered in years past. Steve mentioned that there is a 3-5% increase each year for technology programs. Casey mentioned that this is a 15% increase. Jaycee spoke to a sales consultant who asked if George Washington Academy was interested in upgrading the account. She mentioned if she wondered if that accounted for the increase in price. Jaycee will get clarification if the increase includes the upgraded package or if that would add to the initial quote. It needs to be clarified with IXL why there was such a large increase and if there is anything they can do to work on the cost of the program for the school.

The motion passed unanimously. Those who voted in favor: Kevin Peterson, Casey Unrein, Laura Snelson, Brady Pearce and Miguel Munoz. Shannon Greer and Sharna Rowe via zoom.

- Kevin Peterson made a motion to accept the FY26 Final Budget with the additional cost of issuance for the bond line to be increased by \$307,649.
Casey Unrein seconded the motion. No discussion was held.
The motion passed unanimously. Those who voted in favor: Kevin Peterson, Casey Unrein, Laura Snelson, Brady Pearce and Miguel Munoz. Shannon Greer and Sharna Rowe via zoom.
- Kevin Peterson made a motion to approve the FY27 Original Budget as outlined in the packet. Brady Pearce seconded the motion.
Kevin wants to be cautious about the teacher salary increase. We are increasing teacher salaries by \$407,000. That means 83% of the increase we are getting from the state is being allocated for the teachers. That increase isn't included in the debt already being carried. He is always in support of teachers but he is worried that if the increase continues that we won't be able to afford to keep the building. Shannon mentioned there needs to be a focus on advertising and full classes with full seats. She also mentioned the secret sauce to the school is the teachers so we have to take care of them but we may need to be more frugal in spending. Kevin mentioned there needs to be a realistic expectation while advertising for new teachers coming to GWA so we don't give them a false sense of security or higher expectation of pay.
The motion passed unanimously. Those who voted in favor with concerns noted: Kevin Peterson, Casey Unrein, Laura Snelson, Brady Pearce and Miguel Munoz. Shannon Greer and Sharna Rowe via zoom.
- Casey Unrein entertained a motion to approve the GWA PTO Policy.
Kevin Peterson seconded the motion.
Prior to the Board Meeting Casey sent an email to the Board with the proposed PTO Policy attached. That email can be found at the end of these minutes. Casey said the need for this policy arose after finding that the PTO has not been filing tax returns and is not active according to the IRS. This means that the donations accepted by the PTO can be seen "for profit". Casey suggests as a short term fix, we allow the donors to give money to the school but allow the PTO to decide where the donations are being used. The school would hold the funds but allow the PTO to be the decision makers. He mentioned that this first step policy would give the PTO security that we are

not taking the funds, that they will have access and control of the donations. He says it has been challenging to finalize this policy because he has not been able to meet with all interested parties to discuss. He did say he foresees a larger policy needing to be put in place in the future that will address larger items such as possible insurance. Miguel mentioned that he has major reservations about the policy. When he went through the risks associated with adopting the policy he found that material misrepresentation issues could cause risks for the school. Miscommunication between the parents, PTO and the Board about fund allocation can lead to lawsuits in the future. The risks include back paying missed taxes, legal and attorney fees which could be very costly. Miguel mentioned that charter schools carry higher risks in this area than many other entities. He mentioned that the way to avoid this would be to have a non profit organization that's legally separate from GWA that is not going to have the same liability that we do. Any possible lawsuits would only affect that entity versus the school as a whole. Miguel and Brady suggested creating a new 501c3 company to create a clean slate and lessen the gray area between GWA and the PTO. These changes could be made within a month or two for the PTO to fully become its own entity. Shannon mentioned that the wait does affect fundraising because it will postpone monies being collected. 25/26 Sponsorships started at the beginning of June, so we are technically behind for the 26/27 school year. She asked if this process could be expedited so the PTO didn't lose so much time with collecting funds for donations. Miguel confirmed that an entity could be formed within 48 hours. After being formed, the PTO entity could immediately start accepting donations. Shannon mentioned that the PTO has expressed that they don't want the financial responsibilities where they are volunteers with no training or experience. Shannon asked if we put these responsibilities onto the Board Clerk, if that can run in tandem with the PTO being its own non profit organization/entity. The Board Clerk would not be paid out of the PTO funds but would be covered by George Washington Academy. There was also concern raised regarding Sadie Carter, current Board Clerk, continuing to raise funds through sponsorship donation, which she has already started for the 26/27 school year. The application states that checks be payable to GWA PTO which raised concern for the Board Members. A decision was made to schedule a Board Meeting for June 29th with Board Members and PTO Members in attendance. The goal is to form a 501c3 and have that running within 48 hours of the meeting. Sponsorship would then be able to resume under the newly formed entity.

Casey Unrein states that there was a large amount of discussion surrounding this topic, he noted that the Board is leaning towards continuing fundraising under GWA directly so we avoid any 501c3 issues. The Board will also talk to the PTO about setting up a new organization and solving this issue. In the meantime the purpose of this motion is to say that the school will fundraise and set those funds aside for a group of parents to vote on.

The motion passed. Those who voted in favor of the policy that was discussed and will be in place until amended: Laura Snelson, Casey Unrein and Kevin Peterson. Sharna Rowe and Shannon Greer via zoom.

Those not in favor: Miguel Munoz and Brady Pearce

Extension of Meeting: At 9:20pm, the Board recognized that the previously established adjournment time of 8:45pm had passed. Shannon Greer made a motion to continue the meeting beyond the scheduled adjournment time. The motion passed unanimously. The Board continued with the remaining agenda

items. Those who voted in favor: Kevin Peterson, Casey Unrein, Laura Snelson, Brady Pearce and Miguel Munoz. Shannon Greer and Sharna Rowe via zoom.

Oath of Office: David Stillman was sworn in as a member of the Board of Directors. His term will begin in July.

Hughes Construction Update: Nothing new to report.

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 July 16th 2026.

Adjournment: Kevin Peterson made a motion to adjourn at 9:43pm.

Written by: Sadie Carter

Casey Unrein email containing his proposed PTO Policy:

Hi all,

My apologies for sending this so late.

With the summer travel schedules, progress on the GWA PTO policy has not progressed nearly as much as I had hoped. I have a meeting with PTO leadership and Admin next week.

The comprehensive policy still needs significant polishing (see draft attached) and I want to ensure it works for both parties (GWA and PTO).

In the meantime, in order to provide flexibility for the near future and ensure our clerk can have a path forward for fundraising, I suggest we approve a simple statement of:

*PTO Designated Fund
Fundraising collected by GWA*

The GWA Board may, from time to time, collect funds from sources and designate those funds to be administered by the PTO.

In these cases, GWA shall treat funds as temporarily restricted for the purpose of being spent on PTO approved activities. GWA will provide the PTO with an accounting of these funds and GWA Admin will work with the PTO to allocate and disperse funds in accordance with PTO planning. Any funds disbursed via this channel must also meet all other GWA policies, including Procurement and Financial Management policies.

Expenditures from funds designated as temporarily restricted for the PTO may not exceed revenues in any fiscal year. Any excess funds from prior fiscal years will be rolled into a restricted PTO Endowment fund. Income from the PTO Endowment fund will be available for PTO regular expenditures. PTO Endowment corpus funds shall be restricted and only available for expenditure via a majority vote of the PTO and GWA Board.

I do note that this path forward has significant operational considerations. It is my hope that the GWA Admin team can help the PTO leadership navigate those. Specifically Debbie has noted:

If GWA is collecting any funds, they would need to be receipted by those authorized to make receipts (front office, etc.), and all cash handling rules for the school would apply, such as depositing within 3 days, etc. This brings up the question of what funds would need to be receipted that the PTO currently does that wouldn't be following school policies, such as PTO dollar day where students bring a dollar to school, Venmo would need to be directly through the school and it's very limited in how it can be set up, etc.

--
Casey Unrein
Board Member
George Washington Academy



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George Washington Academy

Monday June 29th, 2026

3:00 p.m.

Board Meeting Minutes

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

The Board Meeting convened at 3:00 p.m.

Board Welcome: Shannon Greer, President

Roll Call: Shannon Greer

Prayer: TBD

Pledge of Allegiance: Casey Unrein

Board Members Present: Shannon Greer, Casey Unrein, Laura Pressley, and Blake Clark. Miguel Munoz and Rachel Richens via zoom.

Board Members Not Present: Kevin Peterson, Laura Snelson, Brady Pearce, and Sharna Rowe

Others Present: Debbie Kauvaka, Chance Manzanares, Josh Serrano and Sadie Carter. Spencer Adams via zoom.

A quorum was established.

Discussion and/or Action Items:

Shannon Greer entertained a motion to formalize the process that was discussed at the Thursday 25th meeting to bring the PTO under the umbrella of GWA following the policies and procedures as they are currently written, with the expectation that new procedures will be developed within the next 4 months. Laura Pressley seconded the motion

The Board discussed the future organizational and financial structure of the Parent Teacher Organization (PTO), including legal, financial, and operational considerations. Members reviewed options for maintaining the PTO as a separate nonprofit entity, operating it under the school's umbrella, or pursuing a future PTA model. Discussion included governance, fundraising oversight, legal liability, administrative workload, financial controls, succession planning, and the need for clear policies and procedures regardless of the organizational structure selected.

The Board reaffirmed its prior direction that, until a long term structure is established, sponsorship donations will be made payable to George Washington Academy. The sponsorship application will be updated to reflect the school's information, including the school's EIN.

The Board discussed the current status of the PTO's nonprofit entity, outstanding tax and bookkeeping obligations, and options for resolving those matters before determining the organization's long-term future. Members emphasized the importance of maintaining appropriate separation between the school and the PTO to reduce legal and financial risk.

The Board discussed establishing financial procedures to support PTO operations during the transition period. Responsibilities for purchase approvals, reimbursements, and transaction oversight will be coordinated through the Board Clerk, with tax-related responsibilities anticipated to be managed by the Red Apple financial team, subject to workload capacity. Administration, the Board Clerk, and PTO leadership will meet to develop consistent financial procedures and reimbursement processes.

The Board discussed the development of formal policies and procedures to provide clear guidance for future PTO operations and financial oversight. Members also discussed establishing an annual PTO budget and implementing regular financial reporting to improve transparency and accountability.

The Board reviewed fundraising procedures, sponsorship oversight, and methods to ensure consistent management of donations. The possibility of creating additional electronic payment options for fundraising was discussed, along with procedures for providing receipts for donations.

The Board also discussed options for continuing scholarship opportunities for students, including researching policies regarding scholarship donations and exploring potential alternative funding structures.

The Board recognized the importance of the Board Liaison position during the transition period and discussed further defining the responsibilities of that role to support communication and coordination between the Board, administration, and the PTO.

During the transition, the Board directed that no funds be deposited into or withdrawn from the existing PTO bank account. Existing debit cards associated with the account will be destroyed to prevent unauthorized transactions. Current PTO funds may be placed into an interest-bearing account while remaining accessible. PTO financial needs will be processed through the school until a permanent structure is established.

The Board directed certain staff and team members to do the following:

- Board Clerk- Update the sponsorship application using the school's information, subject to administrative review and approval. Resume sponsorship and scholarship outreach following approval of revised materials.
- Coordinate meetings between administration, Board representatives, PTO leadership, and the Board Clerk to establish transition procedures, develop the PTO budget process, and determine ongoing Board Clerk responsibilities supporting PTO operations.
- PTO President and Committee- Identify resources to assist with resolving the existing PTO bookkeeping, tax filings, and closure or transition of the current nonprofit entity.

The motion passed unanimously. Those who voted in favor: Shannon Greer, Casey Unrein, and Laura Pressley. Miguel Munoz via zoom. Rachel Richins voted via text message and it was confirmed by present board members.

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 July 16th 2026.

Adjournment: Shannon Greer made a motion to adjourn at 6:01pm.

Written by: Sadie Carter

Draft



Financial Summary
as of June 30, 2026

BUDGET REPORT EXPENSES RATIOS

100% through the year

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

Enrollment

Year-to Date Actuals	Approved Budget	Forecast	% of Forecast
\$ 647,278	\$ 596,858	\$ 648,742	100%
\$ 11,707,222	\$ 11,247,066	\$ 11,703,944	100%
\$ 372,283	\$ 433,195	\$ 481,027	77%
\$ 12,726,783	\$ 12,277,119	\$ 12,833,713	99%

Revenue

1000 Local	\$ 596,858	\$ 648,742	100%
3000 State	\$ 11,707,222	\$ 11,703,944	100%
4000 Federal	\$ 372,283	\$ 481,027	77%
Total Revenue	\$ 12,726,783	\$ 12,833,713	99%

Expenses

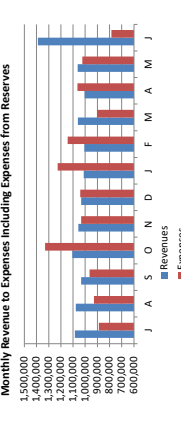
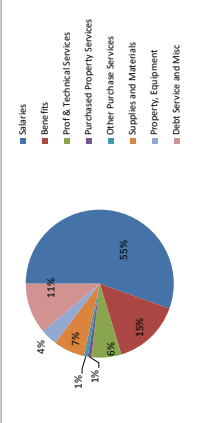
100 Salaries	\$ 6,488,976	\$ 6,591,378	\$ 6,758,575	98%
200 Benefits	\$ 1,722,117	\$ 1,712,544	\$ 1,895,427	95%
300 Prof & Technical Services	\$ 638,361	\$ 708,000	\$ 789,521	88%
400 Purchased Property Services	\$ 90,335	\$ 108,000	\$ 96,080	94%
500 Other Purchase Services	\$ 80,443	\$ 98,075	\$ 99,110	82%
600 Supplies and Materials	\$ 729,834	\$ 801,216	\$ 896,194	86%
700 Property, Equipment	\$ 435,348	\$ 396,340	\$ 497,562	97%
800 Debt Service and Misc	\$ 1,348,324	\$ 1,334,712	\$ 1,347,862	100%
Total Expenses	\$ 11,524,738	\$ 11,744,247	\$ 12,853,222	95%

Net Income from Operations

\$ 1,202,045	\$ 522,873	\$ 648,591	185%
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Operating Margin

9.4%	4.3%	5.1%
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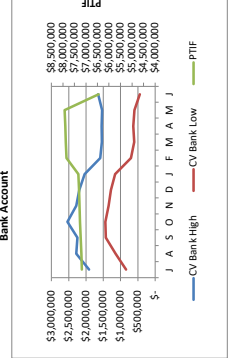


	Actual	Goal	Covenant	Prior Mth Change
Operating Margin	5.05%	5%		0.0%
Debt Service Coverage	1.51	1.25	1.05	0.0%
Days Cash on Hand	243	130	30	(40)
Building Payment %	10.5%	< 22%		0.0%
Unrestricted NI	\$ 648,591	\$250,000	\$	0
Maintenance of Effort	\$ 552		\$	-

CASH

Month Ending Cash Balance	\$ 8,101,675	Includes
		\$6,450,226 PTIF

Bank Account



RESERVES

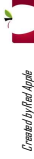
Change From Prior Month

Actual Ytd	Forecast
Last Year Reserve Balance	\$ 9,640,018
Reserves Added this Year	\$ 1,075,526
Construction	\$ (807,038)
New Reserve Balance	\$ 9,908,506

ENROLLMENT

K	A	S	O	N	D	J	F	M	A	J
1	140	140	140	140	139	139	139	137	137	137
2	140	140	140	140	139	139	139	139	139	139
3	141	141	140	141	141	141	141	141	141	141
4	135	135	135	133	136	136	137	137	137	137
5	138	137	138	138	140	141	139	138	138	138
6	110	110	110	110	112	112	112	112	111	111
7	88	88	87	86	84	84	83	82	82	82
Total	1030	1030	1029	1028	1027	1030	1025	1025	1021	1021

NPU 933.38



Budget Detail Report

Actuals as of: **June 30, 2026** Percentage of Year: 100%

		(2025 Students)		(2020 Students)		2020			% Change From Prior Mth				
		FY25 Actuals	Current Yr Actuals	Approved Budget	Changes	FY26 Proposed Final Budget	% of Forecast						
Revenue													
1000 Revenue From Local Sources													
1510 Interest	\$	437,000	\$	395,136	\$	350,000	\$	50,000	\$	400,000	98.8%	8.2%	
1600 Food Services	\$	230,000	\$	235,480	\$	230,000	\$	26,762	\$	232,672	101.2%	1.2%	
1741 Student Activities and Fees	\$	300	\$	117	\$	300	\$	-	\$	300	39.0%	0.0%	
1741 Textbook and Library Fees	\$	-	\$	-	\$	-	\$	-	\$	-	0.0%	0.0%	
1920 Donations	\$	4,815	\$	3,727	\$	4,000	\$	-	\$	4,000	93.2%	0.0%	
1920 Staff Lounge	\$	3,210	\$	3,152	\$	3,000	\$	152	\$	3,152	100.0%	0.0%	
1920 Dixie Direct Fundraiser	\$	9,151	\$	8,063	\$	8,558	\$	-	\$	8,558	94.2%	0.0%	
1930 Sales of Assets	\$	1,000	\$	60	\$	1,000	\$	(940)	\$	60	100.0%	0.0%	
1990 Background Checks	\$	-	\$	-	\$	-	\$	-	\$	-	0.0%	0.0%	
1990 Miscellaneous Income	\$	-	\$	1,543	\$	-	\$	-	\$	-	0.0%	0.0%	
	Total 1000:	\$	685,476	\$	647,278	\$	596,858	\$	51,884	\$	648,742	99.8%	5.3%
3000 Revenue From State Sources MSP													
30-3005 Regular School Program K	\$	542,616	\$	570,463	\$	578,219	\$	(7,430)	\$	570,789	99.9%	9.0%	
30-3010 Regular School Program 1-12	\$	3,563,757	\$	3,706,516	\$	3,692,961	\$	14,372	\$	3,707,333	100.0%	9.1%	
30-3020 Professional Staff	\$	243,144	\$	-	\$	-	\$	-	\$	-	0.0%	0.0%	
31-1205 Sped Educ Reg Add-On WPUS	\$	647,592	\$	818,528	\$	673,498	\$	145,030	\$	818,528	100.0%	8.9%	
31-1210 Sped Educ Reg Self Contained	\$	61,393	\$	67,747	\$	63,848	\$	3,899	\$	67,747	100.0%	9.1%	
31-1220 Sped Educ Extended Year Program	\$	4,213	\$	4,846	\$	4,384	\$	462	\$	4,846	100.0%	9.1%	
31-1225 Sped Educ State Programs	\$	9,814	\$	11,433	\$	10,207	\$	1,226	\$	11,433	100.0%	9.1%	
31-1278 Sped Educ Stipends Extended Year	\$	1,344	\$	4,480	\$	-	\$	4,480	\$	4,480	100.0%	0.0%	
31-5201 Class Size Reduction K-8	\$	425,623	\$	444,382	\$	442,647	\$	1,735	\$	444,382	100.0%	9.1%	
31-5344 Enhancement for At-Risk Student	\$	141,988	\$	139,612	\$	147,667	\$	(8,055)	\$	139,612	100.0%	8.8%	
31-5901 Career and Tech Ed Dist. Add-On	\$	6,342	\$	-	\$	-	\$	-	\$	-	0.0%	0.0%	
31-5903 CTE Comprehensive Counseling	\$	20,000	\$	20,000	\$	-	\$	20,000	\$	20,000	100.0%	9.1%	
32-0500 Charter School Base Funding	\$	116,610	\$	118,450	\$	116,265	\$	2,185	\$	118,450	100.0%	9.1%	
32-5310 Flexible Allocation (Teacher and Classroom Salary Support)	\$	2,356	\$	373,888	\$	376,433	\$	(2,424)	\$	374,009	100.0%	9.0%	
32-5619 Charter School Local Replacement	\$	3,363,438	\$	3,736,840	\$	3,628,000	\$	108,840	\$	3,736,840	100.0%	9.1%	
32-5845 SCSS Start Up Grant	\$	395,231	\$	118,848	\$	107,298	\$	6,549	\$	118,848	100.0%	0.0%	
32-5846 SCSS Start Up Grant	\$	-	\$	-	\$	-	\$	-	\$	-	0.0%	0.0%	
34-5659 Educator Support Prof Bonus	\$	-	\$	61,209	\$	-	\$	61,209	\$	61,209	100.0%	0.0%	
34-5666 Professional Learning Grant	\$	8,782	\$	-	\$	-	\$	-	\$	-	0.0%	0.0%	
34-5807 SHINE Teacher Salary Supplement Program	\$	-	\$	37,041	\$	-	\$	37,041	\$	37,041	100.0%	9.1%	
34-5868 Teacher Supplies and Materials	\$	21,200	\$	20,953	\$	21,200	\$	(247)	\$	20,953	100.0%	0.0%	
34-5876 Educator Salary Adjustment	\$	590,922	\$	683,093	\$	678,642	\$	4,451	\$	683,093	100.0%	9.1%	
34-5911 ELL Software	\$	-	\$	-	\$	-	\$	-	\$	-	0.0%	0.0%	
35-5420 School Land Trust Program	\$	148,100	\$	157,343	\$	157,343	\$	-	\$	157,343	100.0%	0.0%	
35-5655 Digital Teaching & Learning	\$	49,660	\$	39,210	\$	46,000	\$	(6,790)	\$	39,210	100.0%	0.0%	
35-5678 TSSA	\$	253,940	\$	304,399	\$	304,399	\$	-	\$	304,399	100.0%	9.1%	
35-5679 School Based Mental Health Grant	\$	54,918	\$	52,656	\$	52,656	\$	-	\$	52,656	100.0%	0.0%	
35-5810 Library Books & Elective Resources	\$	-	\$	-	\$	-	\$	-	\$	-	0.0%	0.0%	
35-5882 Beverly Taylor Sorenson Grant	\$	50,400	\$	49,000	\$	50,400	\$	(1,400)	\$	49,000	100.0%	9.1%	
38-0500 School Fees	\$	-	\$	4,714	\$	-	\$	4,714	\$	4,714	100.0%	0.0%	
38-5608 Mental Health Screeners	\$	-	\$	2,253	\$	-	\$	2,253	\$	2,253	100.0%	0.0%	
38-5618 Early Interactive Software Program	\$	31,151	\$	-	\$	-	\$	-	\$	-	0.0%	0.0%	
38-5295 School Leader	\$	-	\$	120	\$	-	\$	120	\$	120	100.0%	0.0%	
38-5673 Substance Prevention	\$	4,000	\$	4,000	\$	4,000	\$	-	\$	4,000	100.0%	0.0%	
38-5674 Elementary Suicide Prevention	\$	1,000	\$	1,000	\$	1,000	\$	-	\$	1,000	100.0%	0.0%	
38-5813 Stipends for Future Educators (Student Teacher Stipend)	\$	-	\$	13,000	\$	-	\$	13,000	\$	13,000	100.0%	0.0%	
38-5914 School Safety Specialist	\$	3,000	\$	-	\$	-	\$	-	\$	-	0.0%	0.0%	
38-5914 School Safety Grant	\$	63,797	\$	50,797	\$	-	\$	50,797	\$	50,797	100.0%	0.0%	
38-8070 Liquor Tax	\$	105,000	\$	94,542	\$	90,000	\$	-	\$	90,000	105.0%	9.5%	
38-8084 Summer EBT Reimbursement	\$	-	\$	866	\$	-	\$	866	\$	866	100.0%	0.0%	
39-0500 Children & Teen Enhancement Grant	\$	-	\$	3,000	\$	-	\$	3,000	\$	3,000	100.0%	0.0%	
	Total 3000:	\$	10,640,332	\$	11,707,222	\$	11,247,066	\$	456,878	\$	11,703,944	100.0%	9.2%
4000 Revenue From Federal Sources													
45-7522 IDEA Pre-School	\$	2,544	\$	2,563	\$	2,544	\$	19	\$	2,563	100.0%	0.0%	
45-7524 IDEA Flow-Through	\$	155,946	\$	156,849	\$	155,946	\$	903	\$	156,849	100.0%	0.0%	
45-8075 Free & Reduced Reimbursement	\$	119,000	\$	117,035	\$	132,555	\$	(14,555)	\$	118,000	99.2%	9.1%	
45-8075 National School Lunch Program	\$	61,990	\$	66,810	\$	57,480	\$	8,520	\$	66,000	101.2%	9.5%	
45-8075 School Breakfast Program	\$	31,692	\$	29,026	\$	29,467	\$	-	\$	29,467	98.5%	7.9%	
45-8079 Local Food for Schools Co-Op	\$	2,936	\$	-	\$	-	\$	-	\$	-	0.0%	0.0%	
45-8080 Pandemic EBT	\$	-	\$	-	\$	-	\$	-	\$	-	0.0%	0.0%	
47-7290 CARES UEN WIFI	\$	-	\$	-	\$	-	\$	-	\$	-	0.0%	0.0%	
48-7801 Federal Title I A	\$	47,055	\$	-	\$	47,055	\$	61,093	\$	108,148	0.0%	0.0%	
48-7860 Federal NCLB Title II A	\$	8,148	\$	-	\$	8,148	\$	(8,148)	\$	-	0.0%	0.0%	
48-7860 Federal Title IV Repurposed to Title I	\$	-	\$	-	\$	-	\$	-	\$	-	0.0%	0.0%	
	Total 4000:	\$	429,311	\$	372,283	\$	433,195	\$	47,832	\$	481,027	77.4%	90.7%
	Total Revenue:	\$	11,755,119	\$	12,726,783	\$	12,277,119	\$	556,594	\$	12,833,713	99.2%	10.3%



	(2016 Students)			(2017 Students)			2019			% Change From Prior Mth
	FY25 Actuals	Current Yr Actuals	Approved Budget	Changes	FY26 Proposed Final Budget	% of Forecast				
Expenses										
100 Salaries										
121 Administration	\$ 520,202	\$ 550,941	\$ 571,276	\$ -	\$ 571,276	96.4%			9.6%	
131 Teachers	\$ 3,147,493	\$ 3,428,820	\$ 3,486,478	\$ -	\$ 3,486,478	98.3%			9.0%	
131 Special Education Salaries	\$ 332,081	\$ 381,593	\$ 380,839	\$ -	\$ 380,839	100.2%			9.1%	
131 Stipends / Merit Pay	\$ 66,420	\$ 121,154	\$ 106,500	\$ 20,000	\$ 126,500	95.8%			52.5%	
131 Summer Professional Development	\$ 60,000	\$ -	\$ 60,000	\$ -	\$ 60,000	0.0%			0.0%	
131 Educator Professional Time Stipend	\$ 40,000	\$ 22,996	\$ 40,000	\$ -	\$ 40,000	57.5%			-42.5%	
131 Mental Health Stipend	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%			0.0%	
131 Student Teacher Stipend	\$ -	\$ -	\$ -	\$ 13,000	\$ 13,000	0.0%			0.0%	
131 SHINE Stipend	\$ -	\$ 32,500	\$ -	\$ 32,500	\$ 32,500	100.0%			0.0%	
131 Educator Support Prof Bonus	\$ -	\$ 55,763	\$ -	\$ 61,209	\$ 61,209	91.1%			0.0%	
131 LETRS Training Stipend	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%			0.0%	
131 TSP After School Tutoring Stipends	\$ 12,600	\$ 12,600	\$ 12,600	\$ -	\$ 12,600	100.0%			0.0%	
131 LAND TRUST - Stipends	\$ 9,000	\$ 875	\$ 9,000	\$ -	\$ 9,000	9.7%			0.0%	
131 Special Education Stipends (After School)	\$ 1,120	\$ 4,000	\$ 1,120	\$ 4,480	\$ 5,600	71.4%			0.0%	
132 Substitute Teachers (PTO Stipend)	\$ 30,000	\$ 17,834	\$ 30,000	\$ -	\$ 30,000	59.4%			1527.2%	
132 SpEd Substitutes	\$ 5,000	\$ -	\$ 5,000	\$ -	\$ 5,000	0.0%			0.0%	
142 Counselor	\$ 257,466	\$ 280,955	\$ 282,455	\$ -	\$ 282,455	99.5%			9.1%	
143 School Nurse	\$ 9,921	\$ 14,522	\$ 10,517	\$ 3,483,000	\$ 14,000	103.7%			4.4%	
145 Librarian / Literacy Aide	\$ 22,279	\$ 24,650	\$ 24,795	\$ -	\$ 24,795	99.4%			2.4%	
152 Secretaries	\$ 136,399	\$ 149,479	\$ 164,170	\$ -	\$ 164,170	91.1%			4.8%	
152 Board Clerk	\$ 10,000	\$ 5,566	\$ 10,000	\$ -	\$ 10,000	55.7%			6.1%	
161 Teacher Aides, Reading Specialists & Subs	\$ 466,997	\$ 569,480	\$ 575,993	\$ -	\$ 575,993	98.9%			2.1%	
161 SEE Student	\$ -	\$ 7,530	\$ -	\$ 8,106	\$ 8,106	92.9%			0.0%	
161 TSSA - ELL Para's	\$ 25,350	\$ 25,350	\$ 25,350	\$ -	\$ 25,350	100.0%			0.0%	
161 LAND TRUST - K Aide/Student Support Para	\$ 37,000	\$ 37,000	\$ 37,000	\$ -	\$ 37,000	100.0%			0.0%	
161 SpEd Aides & Speech Therapist	\$ 235,040	\$ 264,412	\$ 268,517	\$ -	\$ 268,517	98.5%			2.1%	
162 Computer Aides	\$ 24,576	\$ 6,187	\$ 26,051	\$ (18,000)	\$ 8,051	79.3%			9.6%	
162 Computer Aides - DTL	\$ -	\$ 18,000	\$ -	\$ 18,000	\$ 18,000	100.0%			0.0%	
182 Custodial & Maintenance	\$ 120,493	\$ 135,482	\$ 167,136	\$ -	\$ 167,136	81.1%			7.8%	
191 Lunch Room Aide	\$ 363,015	\$ 322,067	\$ 296,581	\$ 24,419	\$ 321,000	100.3%			3.9%	
Reverses	\$ -	\$ -	\$ 50	\$ -	\$ 50	0.0%			0.0%	
Total 100:	\$ 5,932,452	\$ 6,489,976	\$ 6,591,378	\$ 167,197	\$ 6,758,575	96.0%			7.9%	
200 Employee Benefits										
220 Social Security	\$ 422,000	\$ 423,268	\$ 473,936	\$ 500	\$ 474,436	89.2%			8.1%	
220 LAND TRUST - BENEFITS	\$ 3,000	\$ 3,000	\$ 3,000	\$ -	\$ 3,000	100.0%			0.0%	
230 SpEd Social Security	\$ 41,090	\$ 46,226	\$ 50,444	\$ -	\$ 50,444	92.2%			6.3%	
230 Retirement	\$ 275,000	\$ 289,565	\$ 297,000	\$ -	\$ 297,000	97.5%			9.2%	
240 Group Insurance	\$ 725,754	\$ 830,443	\$ 762,042	\$ 77,958	\$ 840,000	98.9%			8.4%	
240 Mental Health	\$ 48,885	\$ 56,334	\$ 52,000	\$ 4,334	\$ 56,334	100.0%			0.0%	
240 Deductible Stipend	\$ 10,000	\$ 45,091	\$ 35,000	\$ 10,091	\$ 45,091	100.0%			0.0%	
270 Worker's Compensation Fund	\$ 24,938	\$ 23,205	\$ 26,185	\$ -	\$ 26,185	88.6%			0.0%	
280 Unemployment Insurance	\$ 10,000	\$ 4,986	\$ 13,338	\$ -	\$ 13,338	37.7%			0.0%	
Total 200:	\$ 1,560,667	\$ 1,722,117	\$ 1,712,544	\$ 92,883	\$ 1,805,427	95.4%			7.7%	
300 Purchased Professional & Technical										
320 Special Education Contractors	\$ 155,000	\$ 165,492	\$ 145,000	\$ 19,338	\$ 164,338	100.7%			4.0%	
320 Counseling Services - (FY20 LCSW-Mental Health)	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%			0.0%	
320 Math Center Contract	\$ 95,000	\$ 97,600	\$ 92,000	\$ 5,600	\$ 97,600	100.0%			0.0%	
330 Employee Training & Development	\$ 62,232	\$ 29,358	\$ 62,232	\$ (32,232)	\$ 30,000	97.9%			0.0%	
330 Educator Prof Time - Employee Training & Development	\$ -	\$ -	\$ -	\$ 62,232	\$ 70,841	0.0%			0.0%	
330 TSSA - Training & Development (as a result of RPT/Travel)	\$ 50,000	\$ 3,558	\$ 50,000	\$ -	\$ 50,000	7.1%			0.0%	
330 LAND TRUST - Training & Development	\$ 24,000	\$ 21,554	\$ 24,000	\$ -	\$ 24,000	89.8%			29.4%	
330 SpEd Training & Development	\$ 6,000	\$ 4,217	\$ 6,000	\$ -	\$ 6,000	70.3%			0.0%	
330 SEDC Services	\$ 3,891	\$ 2,575	\$ 3,891	\$ -	\$ 3,891	66.2%			0.0%	
340 Audit	\$ 17,802	\$ 21,963	\$ 16,600	\$ 5,363	\$ 21,963	100.0%			0.0%	
345 Business Manager Services	\$ 82,308	\$ 84,780	\$ 84,777	\$ -	\$ 84,777	100.0%			9.1%	
349 Legal Services	\$ 8,000	\$ 16,452	\$ 8,000	\$ 12,000	\$ 20,000	82.3%			0.0%	
350 Technical Services (IT)	\$ 156,258	\$ 156,009	\$ 147,600	\$ 8,928	\$ 156,528	99.7%			9.1%	
580 Admin & Teacher Travel (Meals)	\$ 7,000	\$ 3,606	\$ 7,000	\$ -	\$ 7,000	51.5%			0.0%	
580 TSSA - Travel (as a result of RPT/Travel)	\$ 38,800	\$ 11,280	\$ 38,800	\$ -	\$ 38,800	29.1%			0.0%	
580 LAND TRUST - Travel	\$ 6,000	\$ 5,966	\$ 6,000	\$ -	\$ 6,000	99.4%			22.0%	
580 SpEd - Travel	\$ 5,500	\$ 8,183	\$ 5,500	\$ 2,683	\$ 8,183	100.0%			0.0%	
580 SpEd Contracted Employee Travel	\$ 4,101	\$ 3,768	\$ 3,500	\$ 500	\$ 4,000	94.2%			0.0%	
Total 300:	\$ 721,892	\$ 636,361	\$ 700,900	\$ 84,412	\$ 793,921	80.2%			5.4%	
400 Purchased Property Services										
411 Water/Sewage	\$ 12,000	\$ 12,573	\$ 12,000	\$ -	\$ 12,000	104.8%			10.4%	
411 Water Rights	\$ 1,000	\$ 435	\$ 1,000	\$ -	\$ 1,000	43.5%			0.0%	
412 Disposal Services	\$ 17,328	\$ 14,747	\$ 15,480	\$ -	\$ 15,480	95.3%			0.0%	
420 Cleaning Services	\$ 6,500	\$ 2,615	\$ 6,500	\$ -	\$ 6,500	40.2%			0.0%	
431 Lawn Care Services	\$ 16,100	\$ 14,510	\$ 16,100	\$ -	\$ 16,100	90.1%			6.2%	
431 Non-Technology Repairs & Maintenance	\$ 36,000	\$ 45,455	\$ 37,000	\$ (12,000)	\$ 45,000	101.0%			7.7%	
432 Copy Machine Servicing	\$ 3,000	\$ -	\$ -	\$ -	\$ -	0.0%			0.0%	
Total 400:	\$ 91,928	\$ 90,335	\$ 108,080	\$ (12,000)	\$ 96,080	94.0%			6.2%	
500 Other Purchased Services										
518 Field Trips / Bus Rental	\$ 3,000	\$ 4,296	\$ 5,000	\$ -	\$ 5,000	85.9%			0.0%	
522 Property & Liability Insurance	\$ 58,403	\$ 49,608	\$ 63,075	\$ -	\$ 63,075	78.6%			0.0%	
530 Telephone	\$ 11,000	\$ 11,143	\$ 11,000	\$ 35	\$ 11,035	101.0%			0.0%	
540 Marketing	\$ 9,000	\$ 16,396	\$ 20,000	\$ -	\$ 20,000	82.0%			0.0%	
Total 500:	\$ 81,403	\$ 81,443	\$ 99,075	\$ 35	\$ 99,110	82.2%			0.1%	



	(2016 Students)			(2017 Students)			2018			% Change From Prior Mth
	FY25 Actuals	Current Yr Actuals	Approved Budget	Changes	FY26 Proposed Final Budget	% of Forecast				
600 Supplies and Materials										
610a Classroom Supplies	\$ 78,000	\$ 69,727	\$ 87,000	\$ (10,000)	\$ 77,000	90.6%				2.0%
610a TSSA - Supplies	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%				0.0%
610a LAND TRUST	\$ 3,000	\$ 299	\$ 3,000	\$ -	\$ 3,000	10.0%				0.0%
610b Special Ed Supplies	\$ 10,000	\$ 12,534	\$ 10,000	\$ 1,617	\$ 11,617	107.9%				7.9%
610 Elective Supplies	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%				0.0%
610c Theatre Supplies	\$ 7,000	\$ 4,395	\$ 7,000	\$ (2,738)	\$ 4,262	103.1%				3.1%
610d CCA Expenses	\$ 5,179	\$ 3,680	\$ 5,179	\$ (1,499)	\$ 3,680	100.0%				0.0%
610e Student Activity Supplies / Incentives	\$ 14,000	\$ 12,429	\$ 14,000	\$ -	\$ 14,000	88.8%				5.0%
610f Board Expenses/meals	\$ 10,000	\$ 14,611	\$ 10,000	\$ 4,611	\$ 14,611	100.0%				0.0%
610g Office Supplies/General	\$ 40,000	\$ 31,720	\$ 40,000	\$ -	\$ 40,000	79.3%				4.1%
610h Safety Supplies	\$ 4,000	\$ 2,442	\$ 4,000	\$ -	\$ 4,000	61.1%				13.0%
610i School Safety Grant	\$ 3,133	\$ 842	\$ -	\$ 842	\$ 842	100.0%				0.0%
610j OWA Given Back	\$ 1,300	\$ -	\$ 1,300	\$ -	\$ 1,300	0.0%				0.0%
610k First Aid Supplies	\$ 1,000	\$ 12	\$ 1,000	\$ -	\$ 1,000	1.2%				0.0%
610k Director Discretionary Fund	\$ 10,000	\$ 5,655	\$ 10,000	\$ -	\$ 10,000	56.6%				2.0%
610m Staff Lounge	\$ 8,045	\$ 5,559	\$ 8,000	\$ -	\$ 8,000	69.5%				1.9%
610n Swag Store	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%				0.0%
610o Christmas Party	\$ 5,000	\$ 4,580	\$ 5,000	\$ -	\$ 5,000	91.6%				0.0%
610p Health and Wellness	\$ 3,000	\$ 1,738	\$ 3,000	\$ -	\$ 3,000	57.9%				0.0%
610q Non Food Lunch Supplies	\$ 33,664	\$ 22,151	\$ 30,000	\$ -	\$ 30,000	73.8%				0.0%
621 Natural Gas	\$ 8,569	\$ 6,018	\$ 14,000	\$ (7,000)	\$ 7,000	86.0%				2.9%
622 Electricity	\$ 47,184	\$ 50,045	\$ 43,000	\$ 7,000	\$ 50,000	100.1%				10.6%
630 School Lunch Prgm	\$ 263,748	\$ 280,023	\$ 250,000	\$ 40,000	\$ 290,000	96.6%				0.0%
641 Textbooks/Curriculum	\$ 33,694	\$ 58,092	\$ 33,694	\$ 26,000	\$ 59,694	97.3%				0.0%
641 TSSA - Curriculum	\$ 50,700	\$ 49,327	\$ 50,700	\$ -	\$ 50,700	97.3%				0.0%
641 UCCISC	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%				0.0%
641 Digital Teaching & Learning Curriculum	\$ 34,600	\$ -	\$ 26,000	\$ (26,000)	\$ -	0.0%				0.0%
641 SpEd - Textbooks/Curriculum	\$ 44,855	\$ 3,759	\$ 44,855	\$ (14,855)	\$ 30,000	12.5%				0.0%
644 Library Books	\$ 4,000	\$ 2,664	\$ 4,000	\$ -	\$ 4,000	66.6%				5.2%
644 Children & Teen Enhancement Grant	\$ -	\$ 2,806	\$ -	\$ 3,000	\$ 3,000	93.5%				0.0%
650 Tech Related Supplies	\$ 5,140	\$ 10,899	\$ 5,140	\$ 6,000	\$ 11,140	97.8%				0.0%
650 SpEd - Tech Related Supplies	\$ 1,448	\$ 938	\$ 1,448	\$ -	\$ 1,448	64.8%				0.0%
SCSB Start Up Grant Expenses (furniture, Tech, Curriculum, etc.)	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%				0.0%
670 Educational Software	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%				0.0%
670 Early Interactive Software - Educational Software	\$ 33,151	\$ -	\$ -	\$ -	\$ -	0.0%				0.0%
670 TSSA - Educational Software (includes between hardware/software)	\$ 26,500	\$ 675	\$ 26,500	\$ -	\$ 26,500	2.3%				0.0%
670 LAND TRUST - Educational Software	\$ 20,000	\$ 17,910	\$ 20,000	\$ -	\$ 20,000	89.6%				0.0%
670 SpEd - Educational Software	\$ 3,400	\$ -	\$ 3,400	\$ -	\$ 3,400	0.0%				0.0%
680 Maintenance Supplies & Material	\$ 40,000	\$ 45,314	\$ 40,000	\$ 8,000	\$ 48,000	94.4%				2.5%
Total 600:	\$ 853,310	\$ 720,834	\$ 801,216	\$ 34,978	\$ 836,194	86.2%				1.5%
700 Property										
710 Land and Site Improvements & Building	\$ 73,000	\$ 81,494	\$ 73,000	\$ 8,500	\$ 81,500	100.0%				0.7%
710 School Safety Grant	\$ 50,000	\$ -	\$ -	\$ -	\$ -	0.0%				0.0%
733 Furniture and Fixtures	\$ 20,000	\$ 16,154	\$ 20,000	\$ -	\$ 20,000	80.8%				1.8%
733 SpEd - Furniture and Fixtures	\$ 1,296	\$ 1,341	\$ 1,296	\$ 3,000	\$ 4,296	31.2%				0.0%
734 Technology Hardware	\$ -	\$ 2,745	\$ -	\$ 3,000	\$ 3,000	91.5%				0.0%
734 TSSA - Tech Hardware (see 800 between hardware/software)	\$ 1,400	\$ -	\$ 1,400	\$ -	\$ 1,400	0.0%				0.0%
734 LAND TRUST - Hardware	\$ 55,000	\$ 53,537	\$ 55,000	\$ -	\$ 55,000	97.3%				2.0%
734 SpEd - Tech Hardware	\$ 345	\$ -	\$ 345	\$ -	\$ 345	0.0%				0.0%
734 Digital Teaching & Learning Hardware	\$ 15,000	\$ 19,000	\$ 20,000	\$ (1,000)	\$ 19,000	100.0%				0.0%
734 School Safety Grant	\$ 10,833	\$ -	\$ -	\$ -	\$ -	0.0%				0.0%
736 Technology Software	\$ -	\$ 17,425	\$ 12,500	\$ 3,911	\$ 16,411	106.2%				6.2%
736 TSSA - Software (see 800 between hardware/software)	\$ 48,000	\$ 49,102	\$ 48,000	\$ -	\$ 48,000	102.1%				2.3%
736 LAND TRUST - Software	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%				0.0%
736 SpEd - Software	\$ 1,800	\$ 1,747	\$ 1,800	\$ -	\$ 1,800	97.1%				0.0%
736 Digital Teaching & Learning Software	\$ -	\$ 2,200	\$ -	\$ 2,200	\$ 2,200	100.0%				0.0%
736 School Safety Grant	\$ 473	\$ -	\$ -	\$ -	\$ -	0.0%				0.0%
739 Kitchen Equipment	\$ 13,000	\$ 33,416	\$ 13,000	\$ 22,000	\$ 35,000	95.5%				0.0%
790 Cap Ex Fund	\$ 150,000	\$ 157,187	\$ 150,000	\$ 10,000	\$ 160,000	98.2%				25.7%
Total 700:	\$ 440,147	\$ 435,348	\$ 396,341	\$ 51,611	\$ 447,952	97.2%				9.1%
800 Debt Service & Miscellaneous										
810 Dues and Fees	\$ 19,000	\$ 16,829	\$ 19,000	\$ -	\$ 19,000	88.6%				1.7%
830 Bond Restricted Assets (Interest)	\$ 436,912	\$ 469,512	\$ 436,912	\$ -	\$ 436,912	107.5%				9.1%
840 Bond Restricted Assets (Principal)	\$ 845,000	\$ 815,000	\$ 845,000	\$ -	\$ 845,000	96.4%				9.1%
833 Bond Fees	\$ 33,800	\$ 46,950	\$ 33,800	\$ 13,150	\$ 46,950	100.0%				0.0%
890 Miscellaneous	\$ -	\$ 33	\$ -	\$ -	\$ -	0.0%				-81.0%
Total 800:	\$ 1,334,712	\$ 1,348,324	\$ 1,334,712	\$ 13,150	\$ 1,347,862	100.0%				8.6%
Total Expenses:	\$ 11,016,511	\$ 11,524,738	\$ 11,744,247	\$ 432,266	\$ 12,185,122	94.6%				7.4%
Net Income:	\$ 738,608	\$ 1,202,045	\$ 532,873	\$ 124,327	\$ 648,591	125.3%				
Goal for Unrestricted Net Income:				\$ -	\$ 250,000					
Unrestricted Net Income:				\$ -	\$ 648,591					
Restricted Net Income:				\$ -	\$ -					
Cap Ex Fund:		At year end: \$ 283,600		Use: \$0	At year end: \$ 286,413					
(Unrestricted over \$350,000) Special Project Fund:		Beg of Year \$ 537,979			At year end: \$ 836,570					
Fund Reserve:	\$ 10,715,344				35% SpEd Unrestricted \$ 286,485					
				\$ 10,288,609						

GEORGE WASHINGTON ACADEMY

Balance Sheet

As of June 30, 2026

	Jun 30, 26	May 31, 26	\$ Change
ASSETS			
Current Assets			
Checking/Savings			
8110 · Cash in Banks			
8111 · Cache Valley Bank Accounts			
1 · Petty Cash	179.07	179.07	0.00
8111.1 · Cache Valley Bank (2050)	1,310,233.00	70,411.06	1,239,821.94
8111.3 · Cache Valley Checking (8114)	2,311,037.23	1,458,739.15	852,298.08
Total 8111 · Cache Valley Bank Accounts	3,621,449.30	1,529,329.28	2,092,120.02
8116 · PTIF	6,450,225.88	7,926,159.92	-1,475,934.04
8120 · US Bank Accounts			
8120.1C · Principal Fund 2015 (80001)	106,985.25	71,450.51	35,534.74
8120.2 · Interest Fund 2008 (9002)	0.02	0.02	0.00
8120.2B · Interest Fund 2011 (5001)	0.01	0.01	0.00
8120.2C · Interest Fund 2015 (80002)	106,502.46	69,432.89	37,069.57
8120.3C · Reserve Fund 2015 (80003)	1,285,912.50	1,285,912.50	0.00
8120.5C · Repair & Rplcmnt 2015 (80005)	150,000.00	150,000.00	0.00
8120.6C · Expense Fund 2015 (80006)	96,577.48	93,963.02	2,614.46
Total 8120 · US Bank Accounts	1,745,977.72	1,670,758.95	75,218.77
8121 · US Bank Accounts 2026			
8121.4 · Reserve Fund 2026 (4004)	1,188,000.00	0.00	1,188,000.00
8121.7 · Project Fund 2026 (4007)	14,809,606.73	0.00	14,809,606.73
8121.8 · Cap Interest Fund 2026 (4008)	1,152,805.56	0.00	1,152,805.56
8121.9 · COI Fund 2026 (4009)	120,770.00	0.00	120,770.00
8121.9A · Project Equity Fund 2026 (4010)	1,722,324.86	0.00	1,722,324.86
Total 8121 · US Bank Accounts 2026	18,993,507.15	0.00	18,993,507.15
Total 8110 · Cash in Banks	30,811,160.05	11,126,248.15	19,684,911.90
Total Checking/Savings	30,811,160.05	11,126,248.15	19,684,911.90
Other Current Assets			
8130 · Accounts Recievable			
8135 · Utah State Sales Tax	3,919.97	3,758.02	161.95
Total 8130 · Accounts Recievable	3,919.97	3,758.02	161.95
8150 · Prepaid Expenses	9,450.00	9,450.00	0.00
Total Other Current Assets	13,369.97	13,208.02	161.95
Total Current Assets	30,824,530.02	11,139,456.17	19,685,073.85
TOTAL ASSETS	30,824,530.02	11,139,456.17	19,685,073.85
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
9513 · Accounts Payable-bill.com	9,177.27	14,569.60	-5,392.33
Total Accounts Payable	9,177.27	14,569.60	-5,392.33
Credit Cards			
9531 · Visa Card			
9531a · VISA Card - Jessica's Card	-1,261.15	11,429.47	-12,690.62
9531b · VISA Card - Blake's Card	43.90	319.68	-275.78
9531c · VISA Card - Steve's Card	0.00	153.22	-153.22
9531e · VISA Card - Chance's Card	-43.90	0.00	-43.90
Total 9531 · Visa Card	-1,261.15	11,902.37	-13,163.52
9532 · Lowe's	0.00	328.71	-328.71
Total Credit Cards	-1,261.15	12,231.08	-13,492.23
Other Current Liabilities			
9510 · Accounts Payable	745.91	745.91	0.00
9530 · Accrued Liabilities			
9535 · Accrued Bond Liability	476,400.01	369,357.30	107,042.71
Total 9530 · Accrued Liabilities	476,400.01	369,357.30	107,042.71
9540 · Accrued Salaries & Withholdings			
9541 · Employee's Social Security			
9541.A · Employee FICA	0.00	-1,416.66	1,416.66
9541.B · Employee's MEDICARE	0.00	-331.29	331.29
Total 9541 · Employee's Social Security	0.00	-1,747.95	1,747.95
9542 · Employer's Social Security			
9542.A · Employer's FICA	0.00	-1,416.66	1,416.66
9542.B · Employer's MEDICARE	0.00	-331.29	331.29
Total 9542 · Employer's Social Security	0.00	-1,747.95	1,747.95

GEORGE WASHINGTON ACADEMY
Balance Sheet

As of June 30, 2026

	Jun 30, 26	May 31, 26	\$ Change
9543 · Federal Withholding	0.00	-881.00	881.00
9544 · Utah State Withholding	16,377.00	21,595.00	-5,218.00
Total 9540 · Accrued Salaries & Withholdings	16,377.00	17,218.10	-841.10
9540a · Payroll & Benefit YE Accrual	385,197.21	385,197.21	0.00
9560 · Deferred Revenue			
9561 · Local	13,291.79	13,291.79	0.00
Total 9560 · Deferred Revenue	13,291.79	13,291.79	0.00
Total Other Current Liabilities	892,011.92	785,810.31	106,201.61
Total Current Liabilities	899,928.04	812,610.99	87,317.05
Total Liabilities	899,928.04	812,610.99	87,317.05
Equity			
30000 · Opening Balance Equity	18,993,701.08	193.93	18,993,507.15
9820 · Net Assets - Restricted	274,126.04	274,126.04	0.00
9830 · Retained Earnings	9,635,684.77	9,635,684.77	0.00
9850 · Unreserved Fund Balances	7,398.97	7,398.97	0.00
9859 · Undesignated Fund Balance	422,122.16	422,122.16	0.00
Net Income	591,568.96	-12,680.69	604,249.65
Total Equity	29,924,601.98	10,326,845.18	19,597,756.80
TOTAL LIABILITIES & EQUITY	30,824,530.02	11,139,456.17	19,685,073.85



PROPOSAL FOR BOARD ACTION

Proposal Title: Advanced Security Renewal

Submitted by: Steve Erickson

Originating Committee: Technology

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 annual subscription for George Washington Academy's Advanced Security platform is up for renewal. This critical cloud and email security infrastructure automatically scans all incoming school communications, flags malicious activity, and applies prominent warning banners to phishing emails to prevent successful cyberattacks.

Background Information, including a list of reviewing committees:

As educational institutions face escalating cyber threats, George Washington Academy has previously deployed this multi-layered Advanced Security tool to maintain data integrity and safeguard network endpoints. The system provides continuous monitoring, automated alerting, breach detection, and incident response to handle suspicious network behavior and enforce regulatory data compliance.

Assessment:

Our phishing email filter is so strict that even George Washington wouldn't be able to confirm his identity without getting flagged for wearing an unapproved wig in his profile picture.

Recommendation:

It is recommended that the Board approve the financial renewal of the Advanced Security Email/Cloud Security platform in the amount of \$11,205.00.

Please submit this form with all accompanying paperwork to the Board Clerk, Sadie Carter, at sadie.carter@gwacademy.org by the 15th day of the month of the Board meeting.



Submitted By: Steven Erickson

Date: 7/7/26 Vendor: STS

Website/Contact Info: _____

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

This is a/an (Circle One):

Purchase Order/Invoice P.O. #

2026-552

School Credit Card Purchase

School Credit Card (Admin)

Authorization for Travel

Dates of Travel: _____

Reimbursement Request
(Fill Out Below & Attach all Receipts)

Teacher Supply Account Purchase? Y N

QTY	ITEM #	DESCRIPTION (include dates as applicable)	UNIT PRICE	LINE TOTAL
		<u>Advanced security</u>		
		<u>Email/Cloud security</u>		<u>\$11,205.00</u>

Budget Category: (Administration Only)

300 Professional & Technical Budget Detail: _____

400 Purchased Property Services Budget Detail: _____

500 Other Purchased Services Budget Detail: _____

600 Supplies & Materials Budget Detail: _____

700 Property Budget Detail: 736

Principal Discretionary Land Trust
Curriculum CCA

Student Incentives
Special Education

Other: _____

Notes: _____

Procurement:

If the item is over \$100 and/service is over \$1,000, you are required to request 3 bids.

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

Subtotal	<u>\$11,205.00</u>
Shipping	
Sales Tax	
TOTAL	<u>\$11,205.00</u>

Executive Director's Approval
(For purchases up to \$2,000)

Date

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

Date

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

Date

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

291 E 1400 S #8
Saint George, UT 84790 USA
+14353138132
john@stsutah.com
www.stsutah.com



INVOICE

BILL TO

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

SHIP TO

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

INVOICE # 9022-321**DATE** 07/07/2026**DUE DATE** 07/22/2026**TERMS** Net 15

ACTIVITY	QTY	RATE	AMOUNT
Advanced Security Email/Cloud Security) - Scans all emails and places warning banners on all phishy emails. Monitoring, alerting, detecting and responding to suspicious activity, data breaches, and compliance issues	135	83.00	11,205.00

Ways to pay



SUBTOTAL	11,205.00
TAX	0.00
TOTAL	11,205.00
BALANCE DUE	\$11,205.00

View and pay



PROPOSAL FOR BOARD ACTION

Proposal Title: Blocks! Student Monitoring Renewal

Submitted by: Steve Erickson

Originating Committee: Technology

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

Situation:

George Washington Academy requires a comprehensive safety and content filtering solution for student devices. This proposal requests a renewal of a 1-year subscription to the Blocks! Admin/Parent/Delegate/Student Safety platform to monitor online behavior and ensure digital safety.

Background Information, including a list of reviewing committees:

Blocks! integrates with school networks to detect cyberbullying, self-harm, and inappropriate content, while providing dedicated dashboards that allow parents and school delegates to share monitoring responsibilities.

Assessment:

Blocks! is like a digital chaperone, except it actually catches students trying to sneak into places they shouldn't be.

Recommendation:

It is recommended that the Board approve the 1-year Blocks! renewal subscription in the amount of \$9,471.00.

Please submit this form with all accompanying paperwork to the Board Clerk, Sadie Carter, at sadie.carter@gwacademy.org by the 15th day of the month of the Board meeting.



Submitted By: Steven Erickson

Date: 7/7/26 Vendor: STS

Website/Contact Info: _____

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

This is a/an (Circle One):

Purchase Order/Invoice P.O. # 2026-552

School Credit Card Purchase

School Credit Card (Admin)

Authorization for Travel

Dates of Travel: _____

Reimbursement Request
(Fill Out Below & Attach all Receipts)

Teacher Supply Account Purchase? Y N

QTY	ITEM #	DESCRIPTION (include dates as applicable)	UNIT PRICE	LINE TOTAL
		<u>Blocksi student Monitoring</u>		
		<u>software 1 year subscription</u>		<u>\$9,471.00</u>

Budget Category: (Administration Only)

300 Professional & Technical Budget Detail: _____

400 Purchased Property Services Budget Detail: _____

500 Other Purchased Services Budget Detail: _____

600 Supplies & Materials Budget Detail: 670

700 Property Budget Detail: _____

Principal Discretionary Land Trust
Curriculum CCA

Student Incentives
Special Education

Other: _____

Notes: _____

Procurement:
If the item is over \$100
and/service is over \$1,000, you
are required to request 3 bids.

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

Subtotal \$9,471.00

Shipping _____

Sales Tax _____

TOTAL \$9,471.00

Executive Director's Approval
(For purchases up to \$2,000)

Date

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

Date

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

Date

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

Superior Technical Solutions/ IT4Eyes

291 E 1400 S #8

Saint George, UT 84790 USA

+14353138132

john@stsutah.com

www.stsutah.com



INVOICE

BILL TO

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

SHIP TO

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

INVOICE # 9022-320**DATE** 07/07/2026**DUE DATE** 07/22/2026**TERMS** Net 15

ACTIVITY	QTY	RATE	AMOUNT
Software Blocksi Admin/Parent/Delegate/Student Safety 1 Year Subscription BMEE-APTS1Y-00500	615	15.40	9,471.00

Ways to pay

SUBTOTAL	9,471.00
TAX	0.00
TOTAL	9,471.00
BALANCE DUE	\$9,471.00

[View and pay](#)



PROPOSAL FOR BOARD ACTION

Proposal Title: Server for Intercom

Submitted by: Steve Erickson

Originating Committee: Technology

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 school's intercom system is currently running on a temporary, non-dedicated computer rather than a standard, dedicated server. To prevent unexpected system downtime, communication failures, or operational interruptions, we need to purchase and deploy a permanent server replacement to ensure the long-term reliability of our campus-wide communications.

Background Information, including a list of reviewing committees:

When the current intercom system was originally installed, a dedicated server was identified as a necessary component for optimal stability and performance. However, due to budget constraints during that fiscal cycle, the server was omitted from the final purchase. As a temporary "band-aid" solution to get the school through the school year, a standard desktop computer was configured to host the system. While this temporary setup successfully bridged the gap, a standard PC is not designed to handle continuous, long-term server operations, making a

Assessment:

Our current intercom setup is held together by digital duct tape, and frankly, we're one Windows auto-update away from having to broadcast morning announcements through a megaphone.

Recommendation:

It is recommended that the Board approve the allocation of funds for the purchase and installation of a dedicated intercom system server. Quotes will be provided at the board meeting.

Please submit this form with all accompanying paperwork to the Board Clerk, Sadie Carter, at sadie.carter@gwacademy.org by the 15th day of the month of the Board meeting.



PROPOSAL FOR BOARD ACTION

Proposal Title: Special Education Curriculum (Additional Materials)

Submitted by: Jaycee Rogers

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:

The special education department has had a shift in the levels of their students and needs to purchase additional curriculum to support the new levels for the upcoming year.

Background Information, including a list of reviewing committees:

Assessment:

The special education team reviewed their end of year data and determined that there was an additional need for curriculum to support the growth of the students.

Recommendation:

Approve the additional curriculum materials for the 2026-2027 school year.

Please submit this form with all accompanying paperwork to the Board Clerk, Sadie Carter, at sadie.carter@gwacademy.org by the 15th day of the month of the Board meeting.



Submitted By: Mireille Dennis

Date: 7/1/24 Vendor: _____

Website/Contact Info: EPS

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

This is a/an (Circle One):

Purchase Order/Invoice P.O. #

2024-549

School Credit Card Purchase

School Credit Card (Admin)

Authorization for Travel

Dates of Travel: _____

Reimbursement Request
(Fill Out Below & Attach all Receipts)

Teacher Supply Account Purchase? Y N

QTY	ITEM #	DESCRIPTION (include dates as applicable)	UNIT PRICE	LINE TOTAL
3		level 6 student workbook	26.29	78.87
10		" 5 " "	26.29	252.90
17			26.29	446.93
49			26.29	1,288.21
29			26.29	762.41
30			26.29	788.70
4			59.29	237.16
1			416.29	416.29
1			416.29	416.29
1			416.29	416.29
1				
1				

Budget Category: (Administration Only)

300 Professional & Technical Budget Detail: _____

400 Purchased Property Services Budget Detail: _____

500 Other Purchased Services Budget Detail: _____

600 Supplies & Materials Budget Detail: 641

700 Property Budget Detail: _____

Principal Discretionary Land Trust
Curriculum CCA

Student Incentives
Special Education

Other: _____

Notes: _____

Procurement:

If the item is over \$100 and/service is over \$1,000, you are required to request 3 bids.

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

Subtotal \$5,530.34

Shipping 829.58

Sales Tax

TOTAL \$6,359.89

[Signature]

Executive Director's Approval
(For purchases up to \$2,000)

6/29/24

Date

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

Date

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

Date

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



EPS Operations, LLC
4800 Hampden Ln., Suite 560
Bethesda, MD 20814 USA

Tax ID Number: 92-1780143

Quote

#QU035559

Created: 6/24/2026

Expires: 7/24/2026

Billing Address	Shipping Address	Prepared For:
GEORGE WASHINGTON ACADEMY 2277 S 3000 E SAINT GEORGE UT 84790 United States	GEORGE WASHINGTON ACADEMY 2277 S 3000 E SAINT GEORGE UT 84790 United States	Contact Name: Jessica Bentley Contact Email: jbentley@gwacademy.org Contact Phone: (435) 673-2232 Account Number: 0182173 Payment Terms: Net 30 Contract Number:
Your Sales Contact	Email	Phone
Janice Marcus	janice.marcus@epslearning.com	

Notes:

Qty	Item Number	ISBN	Description	Unit Price	Amount
3	2001949	9780838865453	SPIRE 4E LEVEL 6 STUDENT WORKBOOK	\$26.29	\$78.87
10	2001950	9780838865446	SPIRE 4E LEVEL 5 STUDENT WORKBOOK	\$26.29	\$262.90
17	2001955	9780838865439	SPIRE 4E LEVEL 4 STUDENT WORKBOOK	\$26.29	\$446.93
49	2001954	9780838865422	SPIRE 4E LEVEL 3 STUDENT WORKBOOK	\$26.29	\$1,288.21
29	2001953	9780838865415	SPIRE 4E LEVEL 2 STUDENT WORKBOOK	\$26.29	\$762.41
30	2001951	9780838865408	SPIRE 4E LEVEL 1 STUDENT WORKBOOK	\$26.29	\$788.70
4	2013013	9780838865460	SPIRE STUDENT MANIPULATIVE KIT	\$59.29	\$237.16
1	2129408	9780838879818	SPIRE 4E SINGLE LEVEL 1 TEACHER SET W/ DIG	\$416.29	\$416.29
1	2129409	9780838879801	SPIRE 4E SINGLE LEVEL 2 TEACHER SET W/ DIG	\$416.29	\$416.29
1	2129409	9780838879801	SPIRE 4E SINGLE LEVEL 2 TEACHER SET W/ DIG	\$416.29	\$416.29
1	2129406	9780838879788	SPIRE 4E SINGLE LEVEL 3 TEACHER SET W/ DIG	\$416.29	\$416.29

Subtotal	\$5,530.34
Shipping & Handling	\$829.55
Tax Total	\$0.00

Total	\$6,359.89
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To accept and place an order for this quote:

By Email

By Phone

EPS Operations, LLC (FEIN 92-1780143) is a wholly owned subsidiary of EEP-EPS Holdings, LLC (FEIN 92-2084567) and a disregarded entity of EEP-EPS Holdings, LLC for U.S. federal income tax purposes.

Page 1 of 2



EPS Operations, LLC
4800 Hampden Ln., Suite 560
Bethesda, MD 20814 USA

Tax ID Number: 92-1780143

Quote

#QU035559

Created: 6/24/2026

Expires: 7/24/2026

Send your purchase order and a copy of this quote to orders@epslearning.com.

Call our Order Management team at **800.225.5750, Option 1** Monday-Friday 8:00am-5:30pm ET and provide your quote number and payment information.



PROPOSAL FOR BOARD ACTION

Proposal Title: 2026-27 Independent Contractor Agreements Special Ed Related Services

Submitted by: Mireille Dennis, 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/Changes to the following contracted service provider agreements:

- Occupational Therapy
- Speech Language Pathologist
- Physical Therapist
- Psychologist

(see next page for proposed changes)

Background Information, including a list of reviewing committees:

(see next page)

Assessment:

n/a

Recommendation:

It is the recommendation of the Special Education Director to renew all of the listed Independent Contractor Agreements as proposed.

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.

Situation:

Renewal of the following contracted service provider agreements with the proposed changes from 2025-2026 agreement:

-**Occupational Therapy:** Proposed change to scope of work from a max of 50 hours monthly to a max of 60 hours monthly; no other changes

-**Speech Language Pathologist:** Proposed change to compensation- SLT (Speech Language Technician) from \$55/hr to \$60/hr; no other changes

-**Physical Therapist:** Proposed wording change in Sec. 8 from "Contractor shall return, destroy, or permanently delete all Student Data in its possession" to "Contractor shall abide by all state & federal regulations and Contractor Compliance Standards regarding record retention, protection, and destruction."; no other changes

-**Psychologist:** no changes

Background Information, including a list of reviewing committees:

All of the above listed independent contractors provide required special education related services for students with IEPs. There has been significant growth in the number of students served under IDEA at GWA.

-Our **Occupational Therapist** will require more time to meet the growing numbers and needs of our students.

-Our **Speech Language Pathologist** has requested an increase in the hourly rate for her SLT (Speech Language Technicians) to align closer to the average agency contract rate in Utah.

-Our **Physical Therapist** requests change to wording in Section 8 from "Contractor shall return, destroy, or permanently delete all Student Data in its possession" as it runs counter to their requirement to retain patient records.

GWA INDEPENDENT CONTRACTOR AGREEMENT

THIS INDEPENDENT CONTRACTOR AGREEMENT ("**this Agreement**"), is entered into effective the **1st day of August, 2026** by and between: George Washington Academy, a Utah non-profit corporation ("**GWA**"), and **Prickly Pear Therapy, LLC** ("**Contractor**").

RECITALS

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

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

AGREEMENT

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

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

2.1. GWA shall have the right to immediately terminate this Agreement upon **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.

DS
ES

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. Compensation. 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 Agreement properly recorded, and invoiced.

4. Payment Terms. 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. Insurance. Contractor shall obtain, at its 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.

DS
ES

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

8. Confidentiality. Contractor has, or will have, access to certain confidential, personally identifiable Student Data. Student Data refers to all personally identifiable student information, including personal and family details, social, behavioral, and psychological information, academic performance and progress, and program goals. Contractor shall use Student Data strictly for the purpose of providing the contracted services to GWA within the terms of the agreement.

Access to Student Data is strictly limited to individuals with a legitimate need to know in order to effectively provide services or support the student. Unless the student's parent gives written consent through GWA authorizing otherwise, Student Data may only be shared with those directly involved in the student's education, including special education teachers, general education teachers, related service providers, and the special education director. As authorized by law or court order, Contractor shall share Student Data with law enforcement when legally required.

Contractor will take reasonable measures to ensure that all Student Data received will be safeguarded to protect against intentional or accidental disclosure to any third party, or unauthorized access to such information. GWA or its designee may audit Contractor at any time to verify compliance. Upon completion of the Agreement (if not renewed), or at the request of GWA, Contractor shall return, destroy, or permanently delete all Student Data in its possession.

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

10. Indemnity. Contractor agrees to indemnify and hold GWA harmless from any and all claims, judgments, costs, suits, debts or liabilities, including attorney fees, resulting from Contractor's performance or failure to perform any activities hereunder or in relation to this Agreement or from violation of any federal or state laws or regulations. In addition thereto, Contractor shall defend and hold GWA harmless from any 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. Non-Assignment. Contractor may not assign this Agreement without GWA's written consent.

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

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

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

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

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

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

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

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

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IN WITNESS WHEREOF, the parties have executed this Agreement on the day and year signed below.

George Washington Academy, a Utah Non-Profit Corporation

Name: _____

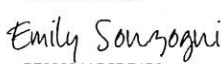
Signature: _____

Date: _____

Address: 2277 South 3000 East
Saint George, UT 84790

Contractor:

Name: Prickly Pear Pediatric Therapy, LLC

Signature: DocuSigned by:

BF69964AD5DF4B8...

Date: 5/7/2026

Email Address: emily@pricklypearkids.com

Address: 321 N Mall Drive, Suite N
Saint George, UT 84790

GWA INDEPENDENT CONTRACTOR AGREEMENT

THIS INDEPENDENT CONTRACTOR AGREEMENT ("**this Agreement**"), is entered into effective the **1st day of August, 2026** by and between: George Washington Academy, a Utah non-profit corporation ("**GWA**"), and **Intermountain Speech Pathology Services ("**Contractor**")**.

RECITALS

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

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

AGREEMENT

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

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

2.1. GWA shall have the right to immediately terminate this Agreement upon GWA's determination that it no longer requires the services of Contractor or Contractor has failed to perform the services required hereunder in accordance with the terms of the Agreement. Such termination shall be accomplished by delivery of written notice of termination ("Notice of Termination") to Contractor. Unless otherwise indicated in the Notice of Termination, such termination shall be effective immediately upon delivery of the Notice of Termination to Contractor. For purposes hereof, the Notice of Termination shall be deemed delivered (a) upon transmission by GWA to Contractor at the e-mail address set forth below if delivery is by e-mail; (b) at the time of personal delivery, if delivery is in person; (c) one (1) business day after deposit with an express overnight courier for United States deliveries, or two (2) business days after such deposit for deliveries outside of the United States, with proof of delivery from the courier requested; or (d) three (3) business days after deposit in the United States mail by certified mail (return receipt requested) for United States deliveries when addressed to Contractor at the address set forth below or at such other address as Contractor may designate by giving ten (10) days' advance written notice to GWA.

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

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

3. Compensation. Compensation shall be at a rate of **\$75 per hour for SLP, \$60 per hour for SLT** and is based solely on work that is performed pursuant to the terms of this contract, properly recorded, and invoiced.

4. Payment Terms. Contractor will invoice GWA **within 14 days** 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. Insurance. Contractor shall obtain, at its 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. Background Check. Contractor shall submit to and pay for a current criminal background check and provide the results of the same to GWA. Contractors who work directly with students and/or who may have unsupervised access to children may be subject to a higher level background check prior to beginning work.

8. Confidentiality. Contractor has, or will have, access to certain confidential, personally identifiable Student Data. Student Data refers to all personally identifiable student information, including personal and family details, social, behavioral, and psychological information, academic performance and progress, and program goals. Contractor shall use Student Data strictly for the purpose of providing the contracted services to GWA within the terms of the agreement.

Access to Student Data is strictly limited to individuals with a legitimate need to know in order to effectively provide services or support the student. Unless the student's parent gives written consent through GWA authorizing otherwise, Student Data may only be shared with those directly involved in the student's education, including special education teachers, general education teachers, related service providers, and the special education director. As authorized by law or court order, Contractor shall share Student Data with law enforcement when legally required.

Contractor will take reasonable measures to ensure that all Student Data received will be safeguarded to protect against intentional or accidental disclosure to any third party, or unauthorized access to such information. GWA or its designee may audit Contractor at any time to verify compliance. Upon completion of the Agreement (if not renewed), or at the request of GWA, Contractor shall return, destroy, or permanently delete all Student Data in its possession.

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

10. Indemnity. Contractor agrees to indemnify and hold GWA harmless from any and all claims, judgments, costs, suits, debts or liabilities, including attorney fees, resulting from Contractor's performance or failure to perform any activities hereunder or in relation to this Agreement or from violation of any federal or state laws or regulations. In addition thereto, Contractor shall defend and hold GWA harmless from any 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. Non-Assignment. Contractor may not assign this Agreement without GWA's written consent.

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

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

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

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

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

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

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

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

IN WITNESS WHEREOF, the parties have executed this Agreement on the day and year signed below.

George Washington Academy, a Utah Non-Profit Corporation

Name: _____

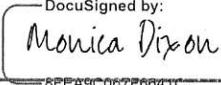
Signature: _____

Date: _____

Address: 2277 South 3000 East
Saint George, UT 84790

Contractor:

Name: Intermountain Speech Pathology Services

Signature:  _____
6PEA9C067P6841C...

Date: 5/7/2026

Email Address: mondixon1@gmail.com

Address: 221 Emeraud Drive, Unit 36
Saint George, UT 84770

GWA INDEPENDENT CONTRACTOR AGREEMENT

THIS INDEPENDENT CONTRACTOR AGREEMENT ("**this Agreement**"), is entered into effective the **1st day of August, 2026** by and between: George Washington Academy, a Utah non-profit corporation ("**GWA**"), and **Mountain Land Rehabilitation, LLC ("**Contractor**")**.

RECITALS

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

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

AGREEMENT

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

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

2.1. GWA shall have the right to immediately terminate this Agreement upon GWA's determination that it no longer requires the services of Contractor or Contractor has failed to perform the services required hereunder in accordance with the terms of the Agreement. Such termination shall be accomplished by delivery of written notice of termination ("Notice of Termination") to Contractor. Unless otherwise indicated in the Notice of Termination, such termination shall be effective immediately upon delivery of the Notice of Termination to Contractor. For purposes hereof, the Notice of Termination shall be deemed delivered (a) upon transmission by GWA to Contractor at the e-mail address set forth below if delivery is by e-mail; (b) at the time of personal delivery, if delivery is in person; (c) one (1) business day after deposit with an express overnight courier for United States deliveries, or two (2) business days after such deposit for deliveries outside of the United States, with proof of delivery from the courier requested; or (d) three (3) business days after deposit in the United States mail by certified mail (return receipt requested) for United States deliveries when addressed to Contractor at the address set forth below or at such other address as Contractor may designate by giving ten (10) days' advance written notice to GWA.

Initial


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

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

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

4. Payment Terms: Contractor will invoice GWA **within 30 days** 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 for paying 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 all claims or suits related to any of the matters set forth in 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. Insurance: Contractor shall obtain, at its 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.

Initial


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

8. Confidentiality: Contractor has, or will have, access to certain confidential, personally identifiable Student Data. Student Data refers to all personally identifiable student information, including personal and family details, social, behavioral, and psychological information, academic performance and progress, and program goals. Contractor shall use Student Data strictly for the purpose of providing the contracted services to GWA within the terms of the agreement.

Access to Student Data is strictly limited to individuals with a legitimate "need to know" to effectively provide services or support the student. Unless the student's parent gives written consent through GWA authorizing otherwise, Student Data may only be shared with those directly involved in the student's education, including special education teachers, general education teachers, related service providers, and the special education director. As authorized by law or court order, Contractor shall share Student Data with law enforcement when legally required.

Contractor will take reasonable measures to ensure that all Student Data received will be safeguarded to protect against intentional or accidental disclosure to any third party, or unauthorized access to such information. GWA or its designee may audit Contractor at any time to verify compliance. Upon completion of the Agreement (if not renewed), Contractor shall abide by all state & federal regulations and Contractor Compliance Standards regarding record retention, protection, and destruction.

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

10. Indemnity: Contractor agrees to indemnify and hold GWA harmless from 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. Non-Assignment: Contractor may not assign this Agreement without GWA's written consent.

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

Initial

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

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

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

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

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

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

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

Initial


IN WITNESS WHEREOF, the parties have executed this Agreement on the day and year signed below.

George Washington Academy, a Utah Non-Profit Corporation

Name: _____

Signature: _____

Date: _____

Address: 2277 South 3000 East
Saint George, UT 84790

Contractor

Name: **Mountain Land Rehabilitation, LLC**

Signed by:
Signature: Jason Lobb
20F3A5AEP4274B2...

Date: 5/12/2026

Email Address: jason@mlpt.com

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

GWA INDEPENDENT CONTRACTOR AGREEMENT

THIS INDEPENDENT CONTRACTOR AGREEMENT ("**this Agreement**"), is entered into effective the **1st day of August, 2026** by and between: George Washington Academy, a Utah non-profit corporation ("**GWA**"), and **Ryan Houston, Ph.D.** ("**Contractor**").

RECITALS

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

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

AGREEMENT

1. **Scope of Work:** GWA has hired Contractor to provide the following services: **Administer necessary testing for initial evaluations and/or re-evaluations in the realm of Special Education and to create and 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 requests such services, or as otherwise agreed by the parties. Contractor agrees to be reasonably available to GWA for this purpose.

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

2.1. GWA shall have the right to immediately terminate this Agreement upon GWA's determination that it no longer requires the services of Contractor or Contractor has failed to perform the services required hereunder in accordance with the terms of the Agreement. Such termination shall be accomplished by delivery of written notice of termination ("Notice of Termination") to Contractor. Unless otherwise indicated in the Notice of Termination, such termination shall be effective immediately upon delivery of the Notice of Termination to Contractor. For purposes hereof, the Notice of Termination shall be deemed delivered (a) upon transmission by GWA to Contractor at the e-mail address set forth below if delivery is by e-mail; (b) at the time of personal delivery, if delivery is in person; (c) one (1) business day after deposit with an express overnight courier for United States deliveries, or two (2) business days after such deposit for deliveries outside of the United States, with proof of delivery from the courier requested; or (d) three (3) business days after deposit in the United States mail by certified mail (return receipt requested) for United States deliveries when addressed to Contractor at the address set forth below or at such other address as Contractor may designate by giving ten (10) days' advance written notice to GWA.

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

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

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

4. Payment Terms: Contractor will invoice GWA **within 30 days** 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 for paying 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 all claims or suits related to any of the matters set forth in 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. Insurance: Contractor shall obtain, at its 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. Background Check: Contractor shall submit to and pay for a current criminal background check and provide the results of the same to GWA. Contractors who work directly with students and/or who may have unsupervised access to children may be subject to a higher-level background check prior to beginning work.

8. Confidentiality: Contractor has, or will have, access to certain confidential, personally identifiable Student Data. Student Data refers to all personally identifiable student information, including personal and family details, social, behavioral, and psychological information, academic performance and progress, and program goals. Contractor shall use Student Data strictly for the purpose of providing the contracted services to GWA within the terms of the agreement.

Access to Student Data is strictly limited to individuals with a legitimate "need to know" to effectively provide services or support the student. Unless the student's parent gives written consent through GWA authorizing otherwise, Student Data may only be shared with those directly involved in the student's education, including special education teachers, general education teachers, related service providers, and the special education director. As authorized by law or court order, Contractor shall share Student Data with law enforcement when legally required.

Contractor will take reasonable measures to ensure that all Student Data received will be safeguarded to protect against intentional or accidental disclosure to any third party, or unauthorized access to such information. GWA or its designee may audit Contractor at any time to verify compliance. Upon completion of the Agreement (if not renewed), or at the request of GWA, Contractor shall return, destroy, or permanently delete all Student Data in its possession.

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

10. Indemnity: Contractor agrees to indemnify and hold GWA harmless from 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. Non-Assignment: Contractor may not assign this Agreement without GWA's written consent.

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

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

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

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

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

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

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

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

IN WITNESS WHEREOF, the parties have executed this Agreement on the day and year signed below.

George Washington Academy, a Utah Non-Profit Corporation

Name: _____

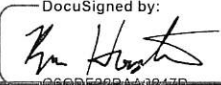
Signature: _____

Date: _____

Address: 2277 South 3000 East
Saint George, UT 84790

Contractor

Name: **Ryan Houston, Ph.D.**

Signature: DocuSigned by:

0000F02BAA3247D...

Date: 5/8/2026

Email Address: ryanhoustonphd@gmail.com

Address: 3383 Monroe Blvd.
Ogden, UT 84403



PROPOSAL FOR BOARD ACTION

Proposal Title: Strategic Planning Narrative- Board Level Strategic Planning Framework

Submitted by: Laura Snelson and Strategic Plan Core Element Leads

Originating Committee: Strategic Planning

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:

Over the past several months, the Board has engaged in a strategic planning process to clarify the long-term direction of George Washington Academy. Through this work, a comprehensive Strategic Planning Narrative and Board-Level Strategic Planning Framework has been developed to organize and communicate the school's strategic direction, governance priorities, and Institutional Effectiveness Framework.

Background Information, including a list of reviewing committees:

During the strategic planning process, it became evident that the school had many strong systems, programs, and practices already in place. Rather than creating an entirely new strategic direction, the framework was developed to organize, align, and make visible these existing strengths while establishing a governance structure that supports mission fulfillment, accountability, and continuous improvement. The framework intentionally distinguishes the Board's responsibility for establishing strategic direction from leadership's responsibility for developing the

Assessment:

The Strategic Planning Narrative provides the Board with a clear governance framework that establishes the school's strategic direction without prescribing operational implementation. Approval of the framework will provide leadership with the direction needed to develop the implementation architecture during the summer leadership retreat and return to the Board with recommendations for review prior to adoption of the Final Strategic Plan.

Recommendation:

Approve the Strategic Planning Narrative and Board-Level Strategic Planning Framework as the Board's governance framework for strategic planning. Direct the Director and Leadership Team to develop the implementation architecture and return to the Board with recommendations for review and approval before adoption of the Final Strategic Plan.

Please submit this form with all accompanying paperwork to the Board Clerk, Sadie Carter, at sadie.carter@gwacademy.org by the 15th day of the month of the Board meeting.

Purpose of this Document

The Strategic Planning Narrative and Board-Level Strategic Planning Framework

establishes the long-term strategic direction for George Washington Academy. It provides the governance architecture that defines the school's mission, strategic priorities, and organizational framework. This document is intended to guide governance, oversight, and strategic decision-making; it is not intended to serve as the final implementation plan.

Following Board approval, the Director and Leadership Team will operationalize the Board-approved framework by developing the implementation architecture during the summer leadership retreat. This process will include refining pillar and sub-pillar definitions, reviewing school performance data, identifying strategic priorities informed by evidence, establishing measures of success, developing Key Performance Indicators (KPIs), identifying evidence sources, establishing baselines and performance targets, and recommending reporting structures and implementation responsibilities.

The outcome of this work will provide the foundation for the development of the **Final Strategic Plan**.

Unlike the Board-Level Strategic Planning Framework, which establishes the overall strategic direction of the organization, the Final Strategic Plan will focus specifically on the strategic initiatives, improvement priorities, and measurable organizational outcomes that George Washington Academy intends to accomplish during the approved planning period.

The Final Strategic Plan will therefore include only those initiatives, goals, and implementation strategies that leadership recommends and the Board formally adopts following its review of the completed implementation architecture.

This phased approach ensures that the Strategic Plan is grounded in organizational evidence, informed by leadership expertise, aligned with Board priorities, and focused on a manageable number of high-impact strategic initiatives that can be effectively implemented, monitored, and evaluated over the life of the plan.



PROPOSAL FOR BOARD ACTION

Proposal Title: Update Policy 320 Bullying, Cyber-Bullying, Hazing, Abusive Conduct and

Submitted by: Debbie Kauvaka

Originating Committee: Policies Committee

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

Situation:

Board approval is requested for the Bullying, Cyber-bullying, Hazing, Retaliation, and Abusive Conduct Policy which has been updated from a model policy provided to schools to update their current policies

Background Information, including a list of reviewing committees:

The policy has been updated to align with current Utah law and federal civil rights requirements while outlining comprehensive procedures to promote a safe and respectful learning environment for instruction and school records. The revised policy retains many elements of the original policy, but due to the numerous additions and deletions, it made a red-lined version difficult to read and difficult to provide for review.

Assessment:

The policy provides an updated thorough framework for prevention, training, reporting, investigation, parent communication, corrective action, and ongoing compliance, supporting student and employee safety.

Recommendation:

It is recommended that the Board approve the updated policy as presented to ensure compliance with applicable legal requirements and reinforce the school's commitment to maintaining a safe, respectful, and inclusive educational environment.

Please submit this form with all accompanying paperwork to the Board Clerk, Sadie Carter, at sadie.carter@gwacademy.org by the 15th day of the month of the Board meeting.

320 - Bullying, Cyber-Bullying, Hazing, Abusive Conduct and Retaliation Policy



Purpose and Philosophy

Bullying, cyber-bullying, hazing, retaliation, and abusive conduct towards students and employees violates state law and local policy. Bullying on the basis of a protected class violates federal civil rights laws. The purpose of this policy is to prohibit bullying, cyber-bullying, hazing, retaliation, and abusive conduct involving George Washington Academy's (GWA) students and employees. GWA's Board has determined that a safe learning environment in which all members of the school community are treated with dignity and respect is necessary for students to learn and achieve high academic standards and that conduct constituting bullying, cyber-bullying, hazing, retaliation, and abusive conduct disrupts both a student's ability to learn and GWA's ability to educate its students in a safe environment.

Definitions

1. "Abusive conduct" means verbal, nonverbal, or physical conduct of a parent or student directed toward a school employee that, based on its severity, nature, and frequency of occurrence, a reasonable person would determine is intended to cause intimidation, humiliation, or unwarranted distress. A single act does not constitute abusive conduct.
2. "Accountability practice" means any evidence-based practice that increases academic outcomes and decreases behavior that disrupts the learning environment and holds students accountable for their actions by requiring them to take responsibility to repair harm and provide restitution when appropriate.
 - a. Some practices include adapting instruction to increase behavior engagement plans and restorative practices.
3. "Action plan" means a process to address an incident of bullying, cyber-bullying, hazing, or retaliation.
4. "Allegation" means a claim or assertion that someone has engaged in a reported incident that has not been verified by a formal process.
5. "Bullying" means student bullying and staff bullying.
6. "Civil rights violation" means violations as outlined in the following federal laws:
 - a. Title VI of the Civil Rights Act of 1964;
 - a. Title IX of the Education Amendments of 1972;
 - b. Section 504 of the Rehabilitation Act of 1973; or
 - c. Title II of the Americans with Disabilities Act of 1990
7. "Cyber-bullying" means using the Internet, a cell phone, or another device to send or post text, video, or an image with the intent or knowledge, or with reckless disregard, that the text, video, or image will hurt, embarrass, or threaten an individual, regardless of whether the individual directed, consented to, or acquiesced in the conduct, or voluntarily accessed the electronic communication.
8. "Hazing" means a school employee or student intentionally, knowingly, or recklessly committing an act or causing another individual to commit an act toward a school employee or student that:
 - a. Endangers the mental or physical health or safety of a school employee or student;
 - i. Involves any brutality of a physical nature, including whipping, beating, branding,

- calisthenics, bruising, electric shocking, placing of a harmful substance on the body, or exposure to the elements;
 - ii. Involves consumption of any food, alcoholic product, drug, or other substance or other physical activity that endangers the mental or physical health and safety of a school employee or student; or
 - iii. Involves any activity that would subject a school employee or student to extreme mental stress, such as sleep deprivation, extended isolation from social contact, or conduct that subjects a school employee or student to extreme embarrassment, shame, or humiliation; and
 - b. Is committed for the purpose of initiation into, admission into, affiliation with, holding office in, or as a condition for in a school or school-sponsored team, organization, program, club, or event; or
 - i. Is directed toward a school employee or student whom the individual who commits the act knows, at the time the act is committed, is a member of, or candidate for membership in, a school or school-sponsored team, organization, program, club, or event in which the individual who commits the act also participates.
 - c. The conduct described in this Subsection constitutes hazing, regardless of whether the person against whom the conduct is committed directed, consented to, or acquiesced in the conduct.
9. "Incident" means a verified incident of bullying, cyber-bullying, hazing, or retaliation.
10. "LEA Designee" means a designated individual at the LEA level who can provide training to investigators, oversee implementation of any action plan, monitor implementation, assist with school case-specific needs, and act as a liaison to the state board regarding bullying, cyber-bullying, hazing, and abusive conduct.
11. "Parent" means a parent or legal guardian.
12. "Restorative justice practice" means a discipline practice that brings together students, school personnel, families, and community members to resolve conflicts, address disruptive behaviors, promote positive relationships, and healing.
13. "Retaliate" or "retaliation" means an act or communication intended:
- a. As retribution against a person for reporting bullying, cyber-bullying, or hazing; or
 - b. To improperly influence the investigation of, or the response to, a report of bullying or hazing.
14. "School" means a public elementary or secondary school, including a charter school.
15. "School board" means:
- a. A local school board; or
 - b. A charter school governing board.
16. "School designee" means a school administrator or designee assigned to receive and investigate allegations at that school, notify parents and/or persons involved, and oversee action plans.
17. "School employee" means an individual working in the individual's official capacity as:
- a. A school teacher;
 - b. A school staff member;
 - c. An administrator, or

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- d. An individual who is employed, directly or indirectly, by a school, school board, or school district, or who works on a school campus.
- 18. “School grounds” means a school building; property on which a school building or facility is located; and property that is owned, leased or used by a school for a school-sponsored activity, function, program, instruction or training.
 - a. “School grounds” also includes school-related transportation vehicles.
- 19. “School-sponsored activity” means an activity, fundraising event, club, camp, clinic, or other event or activity that is authorized by a specific public school, according to local school board policy, and satisfies at least one of the following conditions:
 - a. The activity is managed or supervised by a school board, school, or public school employee;
 - b. The activity uses the school district or public school facilities, equipment, or other school resources; or
 - c. The activity is supported or subsidized, more than inconsequentially, by public funds, including the public school's activity funds or Minimum School Program dollars.
 - d. The activity includes preparation for and involvement in a public performance, contest, athletic competition, demonstration, display, or club activity.
- 20. “Staff bullying” means a school employee, with the intent to cause harm, repeatedly committing a written, verbal, or physical act against a student or another school employee, or engaging in a single egregious act toward another employee involving an imbalance of power, that:
 - a. Creates an environment that a reasonable person would find hostile, threatening, or humiliating; and
 - b. Substantially interferes with a student's or employee's educational or professional performance, opportunities, or benefits.
 - c. “Staff bullying” does not mean instances of:
 - i. Ordinary teasing, horseplay, argument, or peer conflict;
 - ii. Reasonable correction of behavior by a school employee; or
 - iii. Reasonable coaching strategies and techniques by a school employee who is a coach.
- 21. “Student bullying” means one or more students, with the intent to cause harm, repeatedly committing a written, verbal, or physical act against another student, or engaging in a single egregious act toward another student involving an imbalance of power, that:
 - a. Creates an environment that a reasonable person would find hostile; and
 - b. Interferes with a student's educational performance, opportunities, or benefits.
 - c. “Student bullying” does not mean instances of:
 - i. Ordinary teasing, horseplay, argument, or peer conflict;
 - ii. Reasonable correction of behavior by a school employee; or
 - iii. Reasonable coaching strategies and techniques by a school employee who is a coach.
- 22. “Verification” means that an alleged incident has been found to be substantiated through a formal investigation process.
- 23. “Volunteer” means a non-employee with significant, unsupervised access to students in connection with a school assignment.

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See Utah Code Ann. Section 53G-9-601; see also Utah Administrative Rule R277-613.

Prohibitions

1. Bullying Prohibited: A school employee or student shall not engage in bullying a school employee or student:
 - a. On school grounds;
 - b. At a school-sponsored activity;
 - c. While the school employee or student is traveling to or from a location or event described above.
2. Hazing and Cyber-bullying Prohibited: A school employee or student shall not engage in hazing or cyber-bullying of a school employee or student at any time or in any location.
3. Retaliation Prohibited: A school employee or student shall not engage in retaliation against:
 - a. A school employee;
 - b. A student, or
 - c. An investigator for, or witness of, an alleged incident of bullying, cyber-bullying, hazing, or retaliation.
4. False Allegations Prohibited: A school employee or student shall not make a false allegation of bullying, cyber-bullying, hazing, or retaliation against a school employee or student.
5. Abusive Conduct Prohibited: No student or parent shall engage in abusive conduct.

Additional Prohibitions

6. Any bullying, cyber-bullying, or hazing that is found to be targeted at a federally protected class is further prohibited under federal anti-discrimination laws and is subject to compliance regulations from the United States Department of Education, Office for Civil Rights (OCR).
7. A student shall not share a recording of an act of bullying, cyber-bullying, hazing, abusive conduct, or retaliation in order to impact or encourage future incidents.
 - a. This restriction does not prevent a student from sharing a recording of an incident or of abusive conduct with a teacher or administrator as part of reporting the incident of abusive conduct or in response to a request from a teacher or administrator for the recording.
8. A school employee or student shall not create or distribute sexually explicit or nonconsensual intimate images.

Responses to Prohibited Actions

If, after an investigation, a student is found to be in violation of this policy by participating in or encouraging conduct prohibited by this policy, the student shall be disciplined by appropriate measures up to, and including, suspension and expulsion, pursuant to Utah Code § 53G-8-205 and school policy, removal from participation in school activities, and/or discipline in accordance with regulations of the U.S. Department of Education Office for Civil Rights (OCR).

If, after an investigation, a school employee is found to be in violation of this policy, the employee shall be

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disciplined by appropriate measures, which may include termination, reassignment, or other appropriate action. In determining the appropriate response to students who have been found to have engaged in a verified incident, the following factors should be considered:

1. The development and maturity levels of the parties involved;
2. The impact of harm;
3. The surrounding circumstances;
4. Past incidences or past continuing patterns of behavior;
5. The relationships between the parties involved;
6. The level of disruption in or interference with the orderly operation of the school.

Reporting and Investigation

Students who have been subjected to or witnessed bullying, cyber-bullying, hazing, or retaliation, and students who have witnessed abusive conduct, are strongly encouraged to promptly report such incidents to any school employee. School employees who receive reports of such incidents must report them to the school designee. In connection with a report of an alleged incident, students and school employees who report incidents may request that their identity be kept anonymous, and reasonable steps shall be taken by the school designee and others involved in the reporting and investigation to maintain the anonymity of such individuals, if possible.

The school or LEA Designee shall report to the U.S. Department of Education, Office for Civil Rights (OCR) all acts of bullying, hazing, cyber-bullying, abusive conduct, or retaliation that the individual reasonably determines may be violations of a student's or employee's civil rights.

Students, parents/guardians/families, and school staff are encouraged to submit written complaints to ensure the school administrator is adequately informed of all details relevant to the complaint.

Complaints may also be submitted through the SafeUT application or the Public Education Hotline.

School employees must implement preventative measures to protect students from retaliation, including assisting students who are targeted by incidents and the student's parent(s) in reporting subsequent problems and new incidents. The school designee will promptly investigate each complaint of bullying in a thorough and confidential manner, including, to the extent possible, anonymous reports, and shall administer appropriate discipline to all individuals who violate this policy. Formal disciplinary action is prohibited based solely on an anonymous report.

At a minimum, an investigation shall include interviewing the alleged targeted individual and the alleged perpetrator to have engaged in a manner in violation of this policy. The Executive Director or school designee may also interview other individuals who may provide additional information, including the parents of the alleged targeted individual and alleged perpetrator, any witnesses to the conduct, and school staff. The Executive Director or school designee may also review physical evidence, including but not limited to video or audio recordings, notes, email, text messages, social media, and graffiti. The Executive Director or school

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designee shall inform any person being interviewed that the Executive Director or school designee is required to keep the details of the interview confidential to the extent allowed by law and that further reports of bullying will become part of the investigation. The Executive Director or school designee shall keep a written record of the date and time they interviewed individuals, which individuals they interviewed, unless the individual requests to remain anonymous, physical evidence they had reviewed and the manner in which it was reviewed.

If a school employee, agent, or school resource officer believes a student is at risk of harming themselves or others, the school employee, agent, or school resource officer may intervene and ask a student questions regarding the student's thoughts of harming self or others for the purposes of referring the student to appropriate prevention services and informing the student's parent.

GWA shall establish and post:

1. This policy and other procedures allowing for anonymous or in-person reporting of bullying, cyber-bullying, hazing, retaliation, or abusive conduct; and
2. The name and position of the School Designee to receive reports.

Each reported complaint should include:

1. Name of the complaining party, unless anonymous;
2. Name of the alleged targeted individual;
3. Name of the alleged perpetrator, if known;
4. Date and location of incident(s); and
5. A statement describing the incident(s), including the names of any witnesses.

All information received in the complaint, including the name of the complainant, shall be treated with the utmost confidence to the extent possible. Administrators shall notify the complainant before revealing the complainant's name, unless anonymous.

It is GWA's policy, in compliance with state and federal law, that students have a limited expectation of privacy on GWA's computer equipment and network system, and routine monitoring or maintenance may lead to discovery that a user has engaged in prohibited conduct. Also, individual targeted searches under this policy will be conducted if there is reasonable suspicion that a user has violated this policy. Personal electronic devices of any student suspected of violating this policy may be confiscated for investigation and may be turned over to law enforcement.

Parent Notification and Documentation

The School Designee (or their designee) must notify parents that their student was involved in an incident of bullying, cyber-bullying, hazing, abusive conduct, or retaliation, including incidents when a student expresses suicidal ideation. Timeliness of notification may vary depending on the circumstances of an incident.

If a School Designee and/or school employee believes that a situation exists which presents a serious threat to

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the well-being of a student, that School Designee (or their designee) and/or school employee shall notify the student's parent without delay, before the end of the school day.

The School Designee (or their designee), and/or school employee will notify the student's parent by:

1. Calling the parent and sending a follow-up email. This is the preferred method for delivering this notification.
2. Calling the parent and leaving a voicemail if they are unable to connect telephonically, and send a follow-up email.

The school administrator who notifies parents under this section shall keep an incident report which includes a record verifying that notification was provided to the parents/guardians/families of each student involved.

The administrator's record of notification must include the date and time of notification, manner of notification (phone call, in-person meeting, etc.), and an indication of the type of incident. The incident report may be disclosed to the parents/guardians and/or students involved, but it may not be disclosed to any other person or entity except when required by a valid court order as provided in Utah Code.

The school will retain the record for at least as long as the student is enrolled at the school and will provide or expunge the record in accordance with Utah Code § 53G 9-604.

In addition to notifying the parent or guardian as set forth above, the School Designee will provide the parent or guardian with the following:

1. suicide prevention materials and information as recommended by the Utah State Board of Education in accordance with Utah Code § 53G-9-604(2)(b);
2. information on ways to limit a student's access to fatal means, including firearms or medication; and
3. information and resources on the healthy use of social media and online practices as provided in R277-613.

Following the investigation of an incident, GWA shall follow up with the parents of all parties to:

1. Inform parents of the outcome when an investigation is concluded;
2. Provide additional information about the investigation or the resolution consistent with the Family Educational Rights and Privacy Act of 1974, 20 U.S.C. 1232g; and
3. Inform parents of appeal options if the parents disagree with resolution of the investigation.

If an incident is verified, the school will inform parents what safety measures will be in place for their child and regularly update the parents regarding implementation of an action plan.

School Action Plan

Verified violations of the prohibitions noted previously may result in:

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1. A discipline plan consistent with State Board of Education Administrative Rule R277-609.
2. Use of restorative justice practices consistent with State Board of Education Administrative Rule R277-613;
 - a. A student to whom an incident is directed, is not required to participate in a restorative justice practice with an individual who is alleged to have engaged in an incident. If the school designee would like a student to participate in a restorative justice practice, the school designee shall notify the student's parent of the restorative justice practice and obtain consent from the student's parent before including the student in the process.
3. Use of accountability practices;
4. The provision of supportive services designed to preserve the student's access to educational opportunities and a sense of safety.
5. Other actions against student or employee as appropriate.

Verified violations of prohibitions will result in the incident being documented in the file of the student who caused the incident.

Additionally, GWA shall create an action plan for verified incidents. An action plan shall include:

1. A communication plan designed to keep each parent updated on the implementation of the action plan;
2. With respect to the student to whom the incident was directed and in direct coordination with the student's parent:
 - a. A tailored response to the incident that addresses the student's needs;
 - b. A mechanism to consider consequences or accommodations the student may need regarding decreased exposure or interactions with the student who caused the incident;
 - c. Notification of the consequences and plan to address the behavior of the student who caused the incident;
 - d. Supportive measures designed to preserve the student's access to educational services and opportunities; and
 - e. To the extent available, access to other resources the parent requests for the student; and
3. With respect to the student who caused the incident and in direct coordination with the student's parent:
 - a. A range of tailored and appropriate consequences, making reasonable effort to preserve the student's access to educational services and activities;
 - b. A process to determine and provide any needed resources related to the underlying cause of the incident;
 - c. Supportive measures designed to preserve the student's access to educational services and opportunities while protecting the safety and well-being of other students; and
 - d. A process to remove the student from school in an emergency situation, including a description of what constitutes an emergency.

An action plan may not include a requirement that the student to whom the incident was directed change the student's:

1. Educational schedule or placement; or
2. Participation in a school-sponsored sport, club, or activity.

The Executive Director or his/her designee will produce and maintain a record that tracks implementation of the action plan addressing the incident, if applicable.

If, after the school attempts to involve a parent in the development and implementation of an action plan, the parent chooses not to participate in the process, the school may develop and implement an action plan without the parent's involvement.

Action plans must also include, as appropriate:

1. Prompt reporting to law enforcement of all acts of bullying, cyber-bullying, hazing, or retaliation that constitute suspected criminal activity;
2. Procedures for a fair and timely opportunity for the accused to explain the accusations and defend his/her actions prior to student or employee discipline; and
3. Procedures for providing due process in the investigation and findings through the investigation.

Appeals

Investigative procedures conducted under this policy may be appealed by both complainants and alleged perpetrators as provided in this subsection in accordance with GWA's grievance process. The purpose of an appeal is to determine whether the investigative procedures outlined in this policy were followed. An appeal may also be filed to introduce new evidence not available during the investigation. If an appeal does not introduce new evidence or allege a violation of the investigative procedures of this policy, it will be denied. Disagreement with the outcome of an investigation or with an investigator's interpretation of the facts is not grounds for an appeal under this policy.

Training and Education

GWA will ensure that students, employees, coaches, and volunteers receive training on bullying, cyber-bullying, hazing, retaliation, and abusive conduct from individuals qualified to provide such training. The training shall meet the standards established by the Utah State Board of Education's rules and include information on:

1. Bullying, cyber-bullying, hazing, abusive conduct, and retaliation;
2. Discrimination under the following federal laws:
 - a. Title VI of the Civil Rights Act of 1964;
 - b. Title IX of the Education Amendments of 1972;
 - c. Section 504 of the Rehabilitation Act of 1973; and
 - d. Title II of the Americans with Disabilities Act of 1990;

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3. How bullying, cyber-bullying, hazing, retaliation, and abusive conduct are different from discrimination and may occur separately from each other or in combination;
4. How bullying, cyber-bullying, hazing, retaliation, and abusive conduct are prohibited based upon race, color, national origin, sex, religion, or disability.
5. The right of free speech and how it differs for students, employees, and parents or guardians.
6. Safe digital citizenship.

The training will also complement the suicide prevention program required for students under R277-620 and the suicide prevention training required for licensed educators consistent with Utah Code Ann. Section 53G-9-704(1) and also include information on when issues relating to R277-613 may lead to student or employee discipline.

The training shall be offered to:

1. New school employees, coaches, and volunteers within the first year of employment or service;
2. All school employees, coaches, and volunteers at least once every three years after the initial training; and
3. All students (regardless of whether they are involved in athletics or extracurricular activities or clubs) at a frequency determined by the LEA designee.

In addition to the training requirements described above, any student, employee, or volunteer coach participating in a school-sponsored athletic program, both curricular and extracurricular, or extracurricular club or activity, shall, prior to participating in the athletic program or activity, participate in bullying, cyber-bullying, hazing, retaliation, and abusive conduct prevention training. This training shall be offered to new participants on an annual basis and to all participants at least once every three years. GWA will inform student athletes and extracurricular club members of prohibited activities under R277-613 and potential consequences for violation of the law and the rule.

GWA will maintain training participant lists or signatures, the date of the provided training, and provide the participant lists or signatures to the Utah State Board of Education upon request.

Assessment

GWA's designee will assess the prevalence of bullying, cyber-bullying, and hazing in the school, specifically in locations where students are unsafe and additional adult supervision may be required, such as playgrounds, hallways, and lunch areas.

Publication and Acknowledgement

GWA will provide this policy and related procedures to students, parents, volunteers, administrators, teachers, and school staff by posting this policy and related procedures on GWA's publicly accessible website and in student handbooks.

320 - Bullying, Cyber-Bullying, Hazing, Abusive Conduct and Retaliation Policy (cont.)

On an annual basis, school employees, students who are at least eight years old, and parents or guardians of students shall sign a statement indicating that they have received this policy.

Annual Reporting

GWA is required by Utah Code Subsection 53E-3-401 (3) and State Board of Education Administrative Rule R277-613 to report the following annually, on or before June 30, in accordance with submission requirements:

1. A copy of GWA's policy required in Section R277-613-4;
2. Implementation of the signed statement requirement described in Utah Code Subsection 53G-9-605 (3)(g);
3. Verification of GWA's training of school employees relating to bullying, cyber-bullying, hazing, retaliation, and abusive conduct described in Utah Code Section 53G-9-607;
4. Incidents of student bullying, cyber-bullying, hazing, and retaliation;
 - a. The number and type of incidents described in Subsection (4) that include a student who was alleged bullied, cyber-bullied, hazed, or retaliated against based on the student's actual or perceived characteristics, including disability, race, national origin, religion, or sex, gender identity, or sexual orientation, including the federal reporting requirements for civil rights violations.

Employee Grievance

A school employee who has experienced abusive conduct must report the incident to the School or LEA designee in writing. If the school employee is not satisfied with the school or designee's investigation of the abusive conduct and/or the resulting disciplinary action and/or recommended disciplinary action against the perpetrator, the school employee may address/raise the issue in accordance with the school's grievance policies.

Additional Notes

This policy applies to any student, school employee, contractor, visitor, or volunteer who engages in conduct that constitutes bullying or retaliation, all of whom have the responsibility to comply with this policy. Violation of this policy by any student, school employee, contractor, visitor, or volunteer will result in disciplinary action.

A school employee found to have committed an act of bullying, cyberbullying, hazing, or retaliation will be disciplined in accordance with policy.

This policy applies to bullying that:

1. Takes place at school or on school grounds;
2. Takes place while students are being transported to or from schools or school-sponsored events;
3. Takes place at any school-sponsored event, activity, function, program, instruction, or training; or
4. Takes place through the use of technology. School officials have the authority to discipline students for

320 - Bullying, Cyber-Bullying, Hazing, Abusive Conduct and Retaliation Policy (cont.)

off-campus or online speech that causes or threatens a substantial disruption to school operations, including violent altercations or a significant interference with a student's educational performance and involvement in school activities.

This policy does not prohibit expressive activity protected by the First Amendment of the United States Constitution. However, if off-campus speech that may constitute a bullying, cyber-bullying, or hazing incident creates a substantial disruption to the school environment, GWA may take disciplinary action against the student who initiated the speech.

Statement of Receipt

Utah law requires that each year, a student aged eight and older and their parent/guardian sign a statement indicating that they have received GWA's Bullying Policy. *See* Utah Code Ann. Section 53G-9-605(3)(j).



PROPOSAL FOR BOARD ACTION

Proposal Title: Create Policy 425 Language Access

Submitted by: Debbie Kauvaka

Originating Committee: Policies Committee

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

Situation:

Board approval is requested for the Language Access Policy to establish expectations for interpretation and translation services.

Background Information, including a list of reviewing committees:

The policy outlines the school's approach to supporting meaningful communication with families whose primary language is not English while recognizing English as the official language for instruction and school records.

Assessment:

The policy provides clear guidance for language assistance, supports compliance with applicable law, and promotes effective communication with students and families.

Recommendation:

It is recommended that the Board approve the Language Access Policy as presented to formalize the school's practices for providing language assistance. We will be creating a procedure and possibly a form for requesting translating services in the upcoming months.

Please submit this form with all accompanying paperwork to the Board Clerk, Sadie Carter, at sadie.carter@gwacademy.org by the 15th day of the month of the Board meeting.

Purpose

George Washington Academy is committed to ensuring meaningful communication with parents, guardians, and students whose primary language is not English by providing appropriate interpretation and translation services in accordance with applicable law.

Definitions

“Primary language” means the first language spoken by a student and a student’s parent or guardian.

“Interpretation” means simultaneous communication between a speaker of English and a speaker of another language.

“Translation” means the written communication wherein the written words of one person are communicated to others in writing in a different language.

Interpretation and Translation Services

English is the primary language used for instruction and school communications at George Washington Academy. When in accordance with applicable law and reasonably practicable, the school may provide language assistance to help parents, guardians, students, and other stakeholders understand school communications. Language assistance may include bilingual staff members, translation software, an adult selected by the parent or guardian, or a qualified interpreter when appropriate and available.

Official school documents are maintained in English, and in the event of any inconsistency between a translated document and the English-language version, the English-language version shall control.



PROPOSAL FOR BOARD ACTION

Proposal Title: Create Policy 486 School Volunteer

Submitted by: Debbie Kauvaka

Originating Committee: Policies Committee

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

Situation:

A volunteer policy was established to provide direction on volunteer duties, expectations, and appropriate conduct while participating as a school volunteer. The policy further addresses the purpose and requirements of background checks when applicable.

Background Information, including a list of reviewing committees:

he school did not have a formal policy outlining the roles, responsibilities, and expectations of volunteers. There was a need to establish consistent guidelines regarding volunteer conduct, supervision, and participation in school activities. In addition, clarification was needed regarding the circumstances under which background checks would be required to help ensure student safety and compliance with school requirements. We have attached the procedures and volunteer application for reference.

Assessment:

A review of current practices identified the absence of a formal policy governing school volunteers. While volunteers play an important role in supporting school programs and activities, there were no established guidelines defining their roles, responsibilities, expectations, or boundaries while serving in the school. The development of a volunteer policy was determined to be necessary to provide consistency, support student safety, and ensure compliance with school expectations and state law.

Recommendation:

It is recommended that the Board approve the updated policy. The Administrative Procedures referenced in the policy, along with the Volunteer Application, are also included for the reference.

Please submit this form with all accompanying paperwork to the Board Clerk, Sadie Carter, at sadie.carter@gwacademy.org by the 15th day of the month of the Board meeting.

Purpose

The purpose of this policy is to establish standards for volunteer service at George Washington Academy. Volunteers provide valuable support to the school by enhancing educational opportunities, promoting student achievement, and assisting school employees in maintaining a safe, respectful, and effective learning environment.

Definitions

1. “Volunteer” Has the meaning given that term in Utah Code 67-20-2(3) and is a person, whether parent, guardian, or other community member, who donates time and services without pay or other compensation, except that expenses actually and reasonably incurred may be reimbursed as approved by George Washington Academy (GWA).
2. “Supervising Employee” is an employee of GWA who uses volunteers.
3. “Qualifying Position” Paid employment that requires the employee to directly care for, supervise, control, or have custody of a child.

Policy

1. Volunteers shall perform volunteer services under the supervision of an assigned supervising employee and shall have the approval of the Executive Director or designee to perform such volunteer services.
2. Volunteers are expected to follow the direction of the school employee to whom they have been assigned and to conform to all applicable laws, rules, and policies.
3. In accordance with GWA Policy 280: Criminal Background Check and Reporting of Arrests Policy, GWA volunteers with unsupervised access to students in connection with the volunteer's assignment must submit to a background check as a condition of service. Until the background check is complete, the volunteer must remain under the supervised observation of a supervising employee.
 - 3.1. GWA will maintain and continuously monitor background records until such time as the volunteer notifies the school administrator that the volunteer is no longer interested in volunteering or when the volunteer's services are terminated.
4. Approval of Volunteer
 - 4.1. A volunteer may not donate any service to any school unless the volunteer's services are approved by the Executive Director or designee using GWA procedures, in accordance with Utah Code Section 67-20-4.
5. Pursuant to 53G-11-410, potential volunteers who have worked for a Qualifying Position employer in the last three years must sign a release authorizing the GWA to contact previous Qualifying Position employers to disclose information regarding any employment action taken or discipline imposed for the physical or sexual abuse of a child or student by the potential volunteer.
6. Pursuant to Utah State Rule 37-1, all GWA volunteers must receive training on unlawful discrimination, workplace harassment, civil rights, suicide prevention, bullying and hazing, confidentiality and appropriate behavior prior to beginning their volunteer assignment.
 - 6.1. Training must be reviewed yearly.
 - 6.2. Training must be documented

486 - School Volunteer Policy (cont.)

7. Employees covered by the Fair Labor Standards Act must not be allowed to perform duties as described in their position description or as an extension of their employment as a volunteer. Work not requested but "suffered or permitted" is defined as compensable time under 29 C.F.R.785.11.
8. Volunteers are subject to applicable school policies, rules, and procedures. In general, when interacting with students, they must adhere to the same standards of conduct outlined for employees. Volunteers must avoid inappropriate boundary invasions and must be honest and ethical in all their volunteer activities. Except in emergency circumstances, volunteers shall not be alone with a student where the interaction cannot be observed by a school employee or another responsible adult.
9. Volunteers must conduct themselves in a friendly, courteous manner and not show partiality toward any student.
10. Volunteers must not share or discuss their personal religious or political beliefs with or in the presence of students.
11. Volunteers who become aware of any potential student disciplinary issue must report the issue to the supervising employee or the administration.
12. Volunteers who use or have access to GWA technology resources must use those resources appropriately, responsibly, and consistent with school policy.
13. Under limited circumstances, volunteers may be given access to student educational records in connection with their volunteer services. Student educational records include all names, addresses, records, files, documents, and other materials that contain personally identifiable information on any student, as well as the personally identifiable information itself (including student grades and test scores). Volunteers must maintain the confidentiality of all student educational records. This means that volunteers may not disclose student records or personally identifiable student information to any person other than the supervising employee or building administrator. Inadvertent access of student educational records must be immediately reported to the supervising employee. Volunteers must never take any confidential information off campus. Failure of any volunteer to maintain the confidentiality of student records may disqualify the volunteer from further service at GWA.
14. Failure to follow the direction of a supervisor or to follow applicable laws, rules, and school policies may warrant termination of volunteer services. School administration retains discretion to approve, deny, suspend, or terminate volunteer service consistent with the needs of the school. Volunteers must not be utilized where their presence is considered disruptive to the educational environment of the school.
15. Volunteers must immediately report to the supervising employee or appropriate school administrator any occurrence of injury while volunteering.

1. All persons interested in providing volunteer services must complete the Volunteer Agreement Form.
2. The Executive Director or designee must authorize and sign the Volunteer Agreement Form.
3. The school will be responsible for providing all volunteers with information regarding assignment, safety, privacy, security, school policies, and accessible areas in the school.
4. All information on volunteers will be retained and will be readily accessible to administration if needed.
5. Administration must complete the Criminal Background Check paperwork when the volunteer is expected to have regular and possibly unsupervised access to a student in connection with the volunteer's assignment before the unsupervised access is granted.
6. GWA will remove a volunteer's name from the Rap Back monitoring system upon receiving notice that the volunteer's assignment has been terminated by the school or upon receiving direct notice from the volunteer that they will no longer perform volunteer services for the school.

GEORGE WASHINGTON ACADEMY
486F1 - Volunteer Application and Agreement

Thank you for your interest in volunteering with George Washington Academy. Volunteers provide valuable service to our schools, and we appreciate the time, talent, commitment, and energy they contribute. The safety of students and staff, as well as the protection of confidential student information, are top priorities. Volunteers are encouraged to report any inappropriate behavior or governmental action they observe to the Administration.

School Year: _____

Volunteer applications are valid only for the school year in which they are submitted. A new application must be completed each school year to continue volunteering.

Personal Information

Legal Name: _____

Email Address: _____ **Phone Number:** _____

I am a: ☐ Community Member ☐ Parent/Guardian - List Students' Names:

Areas of Interest for Volunteer Service: _____

Employment Information

Current or Most Recent Employer: _____ **Position:** _____

Supervisor: _____ **Supervisor Phone Number:** _____

Have you held a paid position that required you to directly care for, supervise, control, or have custody of a child in the last 3 years? Yes ____ No ____ **If yes, please give contact information below.**

Company Name: _____ **Position:** _____

Supervisor: _____ **Supervisor Phone Number:** _____

Confidentiality Agreement

Volunteers may have access to confidential student information, including academic, behavioral, or personal records. All student information must remain confidential and may only be shared with authorized school personnel in accordance with FERPA. Confidential information may not be disclosed verbally, in writing, electronically, or through social media. Any student safety concerns or reports of potential harm must be immediately reported to a teacher or administrator.

As a GWA volunteer, I agree that:

1. I will not discuss the identity of any student with unauthorized individuals.
2. I will not disclose information from student records or personally identifiable student information.
3. I will immediately report any actual or suspected breach of confidentiality to a teacher or administrator.
4. I will interact only with the student(s) I am authorized to observe or assist.
5. I will not share student information with other parties unless authorized by GWA or in a medical emergency.
6. I will direct questions regarding students or student records to the appropriate teacher or administrator.

Signature: _____ **Date:** _____

Volunteer Code of Conduct

I understand that as a volunteer at GWA, I am required to act in a way that acknowledges and reflects my inherent positions of authority and influence over students. I agree to the following;

1. I will recognize and maintain appropriate personal boundaries in teaching, supervising, and interacting with students, and shall avoid boundary violations, including behavior that could reasonably be considered grooming or lead to even an appearance of impropriety.
2. I may not subject a student to any form of abuse, including but not limited to:
 - a. physical abuse, verbal abuse, sexual abuse, or mental abuse.
3. I shall not touch a student in a way that makes a reasonably objective student feel uncomfortable.
4. I shall not engage in any sexual conduct toward or sexual relations with a student, including but not limited to:
 - a. viewing with a student, or allowing a student to view, pornography or any other sexually explicit or inappropriate images or content, whether video, audio, print, text, or other format
 - b. sexual battery
 - c. sexual assault.
5. When communicating with students, whether verbally or electronically, I shall be professional and avoid boundary violations.
6. I shall not provide gifts, special favors, or preferential treatment to a student or group of students.
7. I shall not discriminate against a student based on race, religion, national origin, disability (as provided in the Americans with Disabilities Act), or age (as provided in the Age Discrimination in Employment Act).
8. When using electronic devices and social media to communicate with students, I must comply with GWA's policy, be professional, pertain to school activities or classes, and comply with the Family Educational Rights and Privacy Act.
9. I may not use or be under the influence of alcohol or illegal substances during school hours on school property or at school-sponsored events while acting as a volunteer. Additionally, I, as a volunteer, may not use any form of tobacco or electronic cigarettes on school property or at school-sponsored activities in an employment capacity.
10. I shall dress appropriately for an elementary school setting.
11. I shall cooperate in any investigation concerning allegations of actions, conduct, or communications that, if proven, would violate this policy.
12. GWA recognizes that familial relationships between a volunteer and a student may provide for exceptions to certain provisions of this policy.
13. Conduct prohibited by this policy is considered a violation of this policy regardless of whether the student may have consented.

Training

All GWA volunteers must receive training on bullying, hazing, and nondiscrimination before beginning their volunteer assignment. This training is available at XXXXXXXXXX.

I certify that I have received training and understand the concepts discussed.

Signature: _____ **Date:** _____

Applicant Certification

By signing below, I certify that the information provided in this application is true and complete to the best of my knowledge. I authorize GWA to verify the information provided and obtain reference information regarding my volunteer eligibility. I further authorize previous employers to disclose information regarding employment actions or discipline related to the physical or sexual abuse of a child or student. I release GWA from any liability arising from the collection, review, or consideration of such information in determining volunteer eligibility.

Applicant Signature: _____ **Date:** _____

ADMINISTRATIVE USE ONLY

I certify that the above-named individual:

- ☐ Will serve as a volunteer under the direct supervision of a licensed educator or GWA employee.
- ☐ May, at times, have unsupervised access to students. (Background check completed)

Supervisor Name: _____ **Signature:** _____ **Date:** _____

Administrator Name: _____ **Signature:** _____ **Date:** _____