



John Muir Charter Schools
117 New Mohawk Rd. Ste. F
Nevada City, CA 95959
Phone: 530.272.4008
Fax: 530.272.4009
Web: www.johnmuircs.com

John Muir Charter Schools Meeting of the Board of Directors

Wednesday, November 9, 2022

9:00 a.m.

John Muir Charter Schools Office
117 New Mohawk Rd. Suite F
Nevada City, CA 95959

Zoom Meeting:

<https://us02web.zoom.us/j/89913185156>

Dial by your location:

+1 669 900 9128

Audio of this meeting will be recorded

AGENDA

ANNOUNCEMENT No. 1: This meeting is being held pursuant to the procedures established in Assembly Bill 361 amending elements of the Brown Act effective October 1, 2021. All Board members may attend the meeting by teleconference. This meeting will be a virtual meeting only. The public may observe and address the meeting via Zoom.

ANNOUNCEMENT No. 2: The public will have access to the John Muir Charter Schools Governing Board meeting through Zoom Teleconferencing. If you are joining the meeting via Zoom and wish to make a comment on an item, press the “raise a hand” button. If you are joining the meeting by phone, press *9 to indicate a desire to make a comment. A moderator will call you by the last three digits of your phone number when it is your turn to speak. Speakers will be limited to 3 minutes.

ANNOUNCEMENT No. 3: Should this Board meeting encounter any security breach or inappropriate issues, the meeting will be ended immediately and rescheduled as soon as practical.

1. Meeting Call to Order

2. Introductions

3. Oral Communications/Public Comments: Recognition of individuals wishing to comment on non-agenda items may do so at this time. Individuals who wish to address an agenda item may do so at this time or at the time the agenda item is heard. After being recognized by the board president, please identify yourself. No individual presentation shall be for more than three (3) minutes and the total time for this purpose shall not exceed fifteen (15) minutes. Ordinarily, board members will not respond to presentations and no action can be taken. However, the board may give direction to staff following a presentation

5. Additions to the Agenda

6. Adoption of the Agenda

7. Informational/Action Items

- A. Approval of the Minutes of the Regular Board Meeting Wednesday, October 12, 2022 (Attachment 1, Page 5)
- B. Approval of Vendor Payments 9/26/22 - 10/25/22 (Attachment 2, Page 11)
- C. Approval of New and Termed Employees 10/1/22 - 10/31/22 (Attachment 3, Page 17)
- D. Shall the John Muir Charter Schools governing board approve re-authorizing remote teleconference meetings for the period of November 10, 2022 through December 14, 2022 because the Board determines at this time the meeting will be held during a proclaimed state of Emergency, and State or Local Officials have imposed or recommended measures to promote social distancing? (Attachment 4, Page 19)
- E. Amended Educator Effectiveness Block Grant Plan (Attachment 5, Page 21)

8. Discussion Items

- A. Draft one of a proposed revision of the JMCS At-Will Salary Step Schedule (Attachment 6, Page 29)
- B. Nevada County Community Charter School- Possible Second JMCS Charter (Attachment 7, Page 41)
- C. JMCS Foundation Report (Gil Botello)
- D. File Digitization and Headquarters Update
- E. Recruitment and Marketing Update
- D. CEO's Report

9. Miscellaneous Information Items

- A. 2022-2023 Notable Dates:
 - 1. December 11-12, 2022: Professional Development Day 3-4: Custom PD with the Los Angeles Museum of Tolerance- Board Members Welcome
 - 2. June 8, 2023: CCC Statewide Graduation in Sacramento
 - 3. June 14, 2023: Rancho Cielo Graduation in Salinas

B. Correspondence

C. Schedule of Future Board Meetings

- i. Wednesday, December 14, 2022, 9 a.m. Sacramento Regional Conservation, Corps 6101 27th Street Sacramento, CA 95822 or virtual pending board approval.
- iii. Wednesday, January 11, 2023, 9 a.m. Sacramento Regional Conservation, Corps 6101 27th Street Sacramento, CA 95822 or virtual pending board approval.
- iii. Wednesday, February 8, 2023, 9 a.m. Sacramento Regional Conservation, Corps 6101 27th

Board Attendance at Upcoming Meetings:

	12/09/2022	1/11/2023	2/8/2023
Stanton Miller	Yes or No	Yes or No	Yes or No
Michael Corbett	Yes or No	Yes or No	Yes or No
Sallie Wilson	Yes or No	Yes or No	Yes or No
Len Eckhardt	Yes or No	Yes or No	Yes or No
Gil Botello	Yes or No	Yes or No	Yes or No

10. Request for Agenda Items

11. Adjournment

This agenda was posted at least 24 hours in advance of the meeting at:

- John Muir Charter Schools Office, 117 New Mohawk Rd. Suite F, Nevada City, Ca 95959 ●
www.johnmuircs.com

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John Muir Charter Schools
117 New Mohawk Rd. Ste. F
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Attachment 1

Annual Meeting of the John Muir Charter Schools Meeting of the Board of Directors

Wednesday, October 12, 2022,

9:00 a.m.

John Muir Charter Schools Office
117 New Mohawk Rd. Suite F
Nevada City, CA 95959

Zoom Meeting:

<https://us02web.zoom.us/j/86898852115>

Dial by your location:

+1 669 900 9128

Audio of this meeting will be recorded

Minutes

ANNOUNCEMENT No. 1: This meeting is being held pursuant to the procedures established in Assembly Bill 361 amending elements of the Brown Act effective October 1, 2021. All Board members may attend the meeting by teleconference. This meeting will be a virtual meeting only. The public may observe and address the meeting via Zoom.

ANNOUNCEMENT No. 2: The public will have access to the John Muir Charter Schools Governing Board meeting through Zoom Teleconferencing. If you are joining the meeting via Zoom and wish to make a comment on an item, press the “raise a hand” button. If you are joining the meeting by phone, press *9 to indicate a desire to comment. A moderator will call you by the last three digits of your phone number when it is your turn to speak. Speakers will be limited to 3 minutes.

ANNOUNCEMENT No. 3: Should this Board meeting encounter any security breach or inappropriate issues, the meeting will be ended immediately and rescheduled as soon as practical.

1. Meeting Call to Order

Stan Miller called the meeting to order at

2. Introductions

JMCS Board Members in attendance: Stan Miller, Len Eckhardt, Gil Botello, Sallie Wilson, and Michael Corbett. JMCS Staff Members in Attend: CEO RJ Guess, COO Dawn McConnell, Fiscal Analyst Rachael Navarrete, Administrative Coordinator Luz Delgado, IT Director Kyle Moneypenny, Outreach Coordinator Stephanie Hodnet.

3. Oral Communications/Public Comments: Recognition individuals wishing to comment on non-agenda items may do so at this time. Individuals who wish to address an agenda item may do so at this time or at the time the agenda item is heard. After being recognized by the board president, please identify yourself. No individual presentation shall be for more than three (3) minutes and the total time for this purpose shall not exceed fifteen (15) minutes. Ordinarily, board members will not respond to presentations and no action can be taken. However, the board may give directions to staff following a presentation.

5. Additions to the Agenda

Gil Botello asked that in items E and F change the word “empowered” to “authorized”.

6. Adoption of the Agenda

On a motion made by Gil Botello and seconded by Michael Corbett, the agenda was adopted on a 5-0-0-0 vote.

(Ayes: Miller, Eckhardt, Corbett, Wilson, Botello. Noes: None. Absent: None. Abstentions: None.)

7. Informational/Action Items

A. Approval of the Minutes of the Regular Board Meeting Wednesday, September 14, 2022 (Attachment 1, Page 5)

On a motion made by Len Eckhardt and seconded by Gil Botello, the Approval of the Minutes of the Regular Board Meeting Wednesday, September 14, 2022, were approved on a 5-0-0-0 vote.

(Ayes: Miller, Eckhardt, Corbett, Wilson, Botello. Noes: None. Absent: None. Abstentions: None.)

B. Approval of Vendor Payments 8/26/22 - 9/25/22 (Attachment 2, Page 11)

Len Eckhard asked about the life expectancy of computers purchased for new staff. Kyle Moneypenny noted that the standard is 3 years. Gil Botello asked what happens to the outdated computers, Kyle responded that he checks to see if the computer is salvageable, and if the computer can be fixed into working condition he will send them to sites. If they are not in working condition they will be sent to e-waste. Stan Miller asked about a printer sent to a staff member's home. Kyle responded that the printer was for a site but was sent to the employee's home. Gil asked about Digital Libraries. RJ Guess responded that this is Edgenuity, a pilot online curriculum program for Rancho Cielo. Stan asked if the internet services and Bank of America charges are monthly or quarterly. Rachael Navarrete responds that this is monthly.

On a motion made by Gil Botello and seconded by Michael Corbett, the Vendor Payments from 8/26/22 -9/25/22, were approved on a 5-0-0-0 vote.

(Ayes: Miller, Eckhardt, Corbett, Wilson, Botello. Noes: None. Absent: None. Abstentions: None.)

C. Approval of New and Termed Employees 9/1/22 - 9/30/22 (Attachment 3, Page 19)

On a motion made by Len and seconded by Gil, the Approval of the New and Termed Employees 9/1/22 -9/30/22, were approved on a 5-0-0-0 vote.

(Ayes: Miller, Eckhardt, Corbett, Wilson, Botello. Noes: None. Absent: None. Abstentions: None.)

- D. Shall the John Muir Charter Schools governing board approve re-authorizing remote teleconference meetings for the period of October 13, 2022, through November 9, 2022, because the Board determines at this time the meeting will be held during a proclaimed state of Emergency, and State or Local Officials have imposed or recommended measures to promote social distancing?

The board members feel that for the safety of the staff the November board meeting should be held virtually.

On a motion made by Gil Botello and seconded by Sallie Wilson, the November 9, 2022 meeting will be held virtually, on a 5-0-0-0 vote.

(Ayes: Miller, Eckhardt, Corbett, Wilson, Botello. Noes: None. Absent: None. Abstentions: None.)

- E. Shall the John Muir Charter Schools Governing Board ~~empower~~ authorize the CEO to move the school headquarters location if the aggregate office and moving costs are reduced from existing costs over a 5 year period? (Attachment 4, Page 21)

RJ Guess noted that based on the document presented there would be no savings in moving. RJ asked the board to authorize him to decide to move the office if it saves JMCS money over 5 years. Gil Botello suggested downsizing significantly or closing the office. RJ reminded Gil that there are still document storage and other services that need to be done in an office, Rachael Navarrete explained that many functions need to be taken care of in the office.

Gil would also like to change the word “empowered” to “authorized”.

On a motion made by Gil Botello and seconded by Sallie Wilson, the board members approved the CEO to move the school headquarters location if the aggregate office and moving costs are reduced from existing costs over a 5 year period. The motion was approved on a 5-0-0-0 vote.

(Ayes: Miller, Eckhardt, Corbett, Wilson, Botello. Noes: None. Absent: None. Abstentions: None.)

- F. Shall the John Muir Charter Schools Governing Board ~~empower~~ authorize the CEO to contract for school file digitization services not to exceed \$70,000? (Attachment 5, Page 23)

Kyle Moneypenny has been researching potential vendors for digitization and discussed the digitization process. Kyle has narrowed it down to 4 vendors and is sending samples to them so he can make the best informed decision. The cost may fluctuate based on how much handwork may be involved. Kyle would like to keep the digitization local.

Gil Botello would also like to change the word “empowered” to “authorized”.

On a motion made by Gil Botello and seconded by Michael Corbett, the board members authorized the CEO to contract for school file digitization services not to exceed \$70,000 was approved on a 5-0-0-0 vote.

(Ayes: Miller, Eckhardt, Corbett, Wilson, Botello. Noes: None. Absent: None. Abstentions: None.)

8. Discussion Items

B. JMCS Foundation Report (Gil Botello)

Gil Botello will bring a report to the November meeting.

D. CEO's Report

RJ Guess announced that select sites would be filmed in the coming weeks to create a new JMCS video and highlight clips for social media and marketing. Salary schedules will also be presented in November. RJ also mentioned he will be visiting the JMCS headquarters at least once a month.

9. Miscellaneous Information Items

A. 2022-2023 Notable Dates:

1. October 17, 2022: In-Service Day #2
2. June 8, 2023: CCC Statewide Graduation in Sacramento
3. June 14, 2023: Rancho Cielo Graduation in Salinas

B. Correspondence

None.

C. Schedule of Future Board Meetings

- i. Wednesday, November 09, 2022, 9 a.m. Sacramento Regional Conservation, Corps 6101 27th Street Sacramento, CA 95822 or virtual pending board approval.
- ii. Wednesday, December 14, 2022, 9 a.m. Sacramento Regional Conservation, Corps 6101 27th Street Sacramento, CA 95822 or virtual pending board approval.
- iii. Wednesday, January 11, 2023, 9 a.m. Sacramento Regional Conservation, Corps 6101 27th Street Sacramento, CA 95822 or virtual pending board approval.

Board Attendance at Upcoming Meetings:

	11/09/2022	12/14/2022	1/11/2023
Stanton Miller	Yes	Yes	Yes
Michael Corbett	Yes	Yes	Yes
Sallie Wilson	Yes	Yes	Yes
Len Eckhardt	Yes	Yes	Yes
Gil Botello	Yes	Yes	Yes

10. Request for Agenda Items

- Revised Salary Schedule
- Digitization Updates
- Headquarters Updates

11. Adjournment

Stan Miller adjourned the meeting at 9:56 am.

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John Muir Charter Schools

Vendor Activity

From 9/26/2022 Through 10/25/2022

Vendor Name	Vendor ID	Check/Vo... Date	Chc... Num...	Transaction Description	Res... Code	Obj... Code	Site Code	Expenses
Abila	ABIL000	10/13/2022	13262	Nov 2022 Financial Software Program Subscription	0000	5800	002	1,551.16
Airespring	AIRE000	10/6/2022	13235	Internet Service for Headquarters	0000	5940	001	656.09
Amazon Capital Services	AMAZ001	10/6/2022	13240	Acct#A1GJATGXQUAYOW/Return of Supplies for Bus Service	0000	4300	002	(33.93)
Amazon Capital Services	AMAZ001	10/6/2022	13240	Supplies for Bus Services	0000	4300	002	194.23
Amazon Capital Services	AMAZ001	10/6/2022	13240	Supplies for Delta	0000	4300	101	136.21
Amazon Capital Services	AMAZ001	10/6/2022	13240	Acct#A1GJATGXQUAYOW/Return of Supplies for Camarillo	0000	4300	105	(51.10)
Amazon Capital Services	AMAZ001	10/6/2022	13240	Supplies for Camarillo	0000	4300	105	528.27
Amazon Capital Services	AMAZ001	10/6/2022	13240	Acct#A1GJATGXQUAYOW/Return of Supplies for SLO	0000	4300	110	(193.91)
Amazon Capital Services	AMAZ001	10/6/2022	13240	Supplies for Fortuna	0000	4300	112	62.96
Amazon Capital Services	AMAZ001	10/6/2022	13240	Supplies for Placer	0000	4300	117	357.44
Amazon Capital Services	AMAZ001	10/6/2022	13240	Supplies for Placer CCC	0000	4300	117	182.86
Amazon Capital Services	AMAZ001	10/6/2022	13240	Supplies for Norwalk	0000	4300	120	17.63
Amazon Capital Services	AMAZ001	10/6/2022	13240	Supplies for CCNB	0000	4300	202	317.90
Amazon Capital Services	AMAZ001	10/6/2022	13240	Supplies for SRCC	0000	4300	204	315.23
Amazon Capital Services	AMAZ001	10/6/2022	13240	Supplies for VOALA	0000	4300	319	536.98
Amazon Capital Services	AMAZ001	10/6/2022	13240	Supplies for Richmond YB	0000	4300	321	85.48
Amazon Capital Services	AMAZ001	10/6/2022	13240	Supplies fore Richmond YB	0000	4300	321	31.66
Amazon Capital Services	AMAZ001	10/6/2022	13240	Supplies for Rancho Ceilo	0000	4300	322	10.47
Amazon Capital Services	AMAZ001	10/6/2022	13240	Supplies for Rancho Cielo	0000	4300	322	329.46
Amazon Capital Services	AMAZ001	10/6/2022	13240	Supplies for VOALA for No Hollywood	0000	4300	323	105.24
Amazon Capital Services	AMAZ001	10/6/2022	13240	Supplies for VOALA for No. Hollywood	0000	4300	323	25.61
Amazon Capital Services	AMAZ001	10/6/2022	13240	Supplies for GEM Academy	0000	4300	402	6.27
Amazon Capital Services	AMAZ001	10/6/2022	13240	Acct#A1GJATGXQUAYOW/Return of Supplies for Westside YA	0000	4300	423	(34.08)
Amazon Capital Services	AMAZ001	10/6/2022	13240	Printer for Camarillo	0000	4400	105	588.80
Amazon Capital Services	AMAZ001	10/6/2022	13240	Storage Cabinet for Camarillo	0000	4400	105	349.61
Amazon Capital Services	AMAZ001	10/6/2022	13240	Printer for Fortuna	0000	4400	112	108.72
Amazon Capital Services	AMAZ001	10/6/2022	13240	Writing Tables for Placer	0000	4400	117	99.08
Amazon Capital Services	AMAZ001	10/6/2022	13240	Computer Monitor for Norwalk	0000	4400	120	127.06
Amazon Capital Services	AMAZ001	10/6/2022	13240	Charging Cart for CCNB	0000	4400	202	1,423.49
Amazon Capital Services	AMAZ001	10/6/2022	13240	Folding Table for CCNB	0000	4400	202	169.31
Amazon Capital Services	AMAZ001	10/6/2022	13240	Folding Table for YC Santa Rosa	0000	4400	202	97.23
Amazon Capital Services	AMAZ001	10/6/2022	13240	Folding Tables for CCNB	0000	4400	202	131.78

Note: Partial Payments may cause totals to be overstated in the Expenses or the Charges column.

Date: 10/31/22 11:20:47 AM

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John Muir Charter Schools

Vendor Activity

From 9/26/2022 Through 10/25/2022

Vendor Name	Vendor ID	Check/Vo... Date	Chc... Num...	Transaction Description	Res... Code	Obj... Code	Site Code	Expenses
Amazon Capital Services	AMAZ001	10/6/2022	13240	Mobile Whiteboard for CCNB	0000	4400	202	293.51
Amazon Capital Services	AMAZ001	10/6/2022	13240	Apple TV	0000	4400	204	130.49
Amazon Capital Services	AMAZ001	10/6/2022	13240	TV Cart for SRCC	0000	4400	204	142.12
Amazon Capital Services	AMAZ001	10/6/2022	13240	Apple MacBook for Rebecca Roe/UCCIE	0000	4400	209	1,281.85
Amazon Capital Services	AMAZ001	10/6/2022	13240	Fan for Success Center	0000	4400	320	54.30
Amazon Capital Services	AMAZ001	10/6/2022	13240	Bluetooth Speaker for Richmond YB	0000	4400	321	40.22
Amazon Capital Services	AMAZ001	10/6/2022	13240	Wireless Keyboard for Rancho Cielo	0000	4400	322	70.72
Amazon Capital Services	AMAZ001	10/6/2022	13240	Mobile Lateral Filing Cabinet for VOALA NH	0000	4400	323	130.29
Amazon Capital Services	AMAZ001	10/6/2022	13240	Desks/Workstations/Tables for OCYC	0000	4400	408	1,251.30
Amazon Capital Services	AMAZ001	10/6/2022	13240	Postage for Richmond YB	0000	5920	321	14.45
Amazon Capital Services	AMAZ001	10/13/2022	13263	Laser Printer for VOALA No. Hollywood	0000	4400	323	85.73
Amazon Capital Services	AMAZ001	10/13/2022	13263	Metal Storage Cabinet for VOALA No. Hollywood	0000	4400	323	208.04
Anna Pizelo	PIZE000	10/6/2022	13249	09/06-09/23/2022 Mileage Reimbursement	0000	5200	001	253.25
AT&T	ATT0001	10/6/2022	13241	Ban#9391028085/Phn for Headquarters	0000	5930	001	93.32
AT&T	ATT0001	10/6/2022	13241	Ban#9391028101/Phn for SLO	0000	5930	110	17.16
AT&T	ATT0001	10/6/2022	13241	Ban#9391028068/Internet for Delta	0000	5940	101	214.48
AT&T	ATT0001	10/13/2022	13265	Ban#9391028095/Phn for Chico	0000	5930	102	91.66
AT&T	ATT0001	10/13/2022	13265	Acct#9391081852/Phn for Placer	0000	5930	117	161.91
AT&T	ATT0001	10/13/2022	13265	Ban#9391028095/Internet for Chico	0000	5940	102	151.63
AT&T	ATT0002	10/13/2022	13266	Acct#150773226/Internet for Redding	0000	5940	111	42.80
AT&T	ATT0003	10/13/2022	13267	Acct#08802453037260/Internet for Ukiah	0000	5940	116	181.90
Atrium Court, LLC	ATRO000	10/13/2022	13264	November 2022 Rent for YC Santa Rosa	0000	5600	202	3,040.20
Bank Of America	BOADELG	10/13/2022	13269	Supplies for Headquarters	0000	4300	001	110.69
Bank Of America	BOADELG	10/13/2022	13269	Shipping/Postage for Admin	0000	5920	001	457.89
Bank of America	BOAGUES	10/13/2022	13270	09/01-09/30/2022 Travel for Guess, RJ	0000	5200	001	3,471.61
Bank of America	BOAGUES	10/13/2022	13270	2023 CCSC Registration Fee/Guess, RJ	0000	5800	001	399.00
Bank of America	BOAHODN	10/13/2022	13271	Online Student Recruitment	0029	5800	000	570.75
Bank of America	BOALEE0	10/13/2022	13272	2023 CCSC Registration Fee for Lee, Lita	0000	5800	001	399.00
Bank of America	BOALEE0	10/13/2022	13272	Bus Passes for Std @ SFCC	0000	5800	206	50.00
Bank of America	BOALEE0	10/13/2022	13272	HiSet Tests for Std @ SFCC	0000	5800	206	110.75
Bank of America	BOAMCCO	10/13/2022	13273	09/01-09/30/2022 Travel for McConnell, Dawn	0000	5200	001	557.05
Bank of America	BOAMCCO	10/13/2022	13273	2023 CCSC Registration Fee for McConnell, Dawn	0000	5800	001	399.00
Bank of America	BOAMCCO	10/13/2022	13273	Mathalicious/Cluster Lower Full Yearly Subscription	0023	5800	001	3,520.00
Bank of America	BOAMONN	10/13/2022	13274	Laptop for SRCC	0000	4300	204	648.49
Bank of America	BOAMONN	10/13/2022	13274	Phone for Placer	0000	4400	117	82.57
Bank of America	BOAMONN	10/13/2022	13274	MacBook Air for VOALA	0000	4400	323	1,080.42

Note: Partial Payments may cause totals to be overstated in the Expenses or the Charges column.

Date: 10/31/22 11:20:47 AM

Page: 2

John Muir Charter Schools

Vendor Activity

From 9/26/2022 Through 10/25/2022

Vendor Name	Vendor ID	Check/Vo... Date	Chec... Num...	Transaction Description	Res... Code	Obj... Code	Site Code	Expenses
Bank of America	BOAMONN	10/13/2022	13274	Advertisement for Employee Recruitment	0000	5800	001	1,479.85
Bank of America	BOAMONN	10/13/2022	13274	Mo Subscription for Adobe Acrobat/Delgado, Luz	0000	5800	001	16.99
Bank of America	BOAMONN	10/13/2022	13274	Mo Subscription for Adobe Acrobat/Lee, Lita	0000	5800	001	16.99
Bank of America	BOAMONN	10/13/2022	13274	Mo Subscription for Adobe Acrobat/McConnell, Dawn	0000	5800	001	16.99
Bank of America	BOAMONN	10/13/2022	13274	Mo Subscription for Texting App for Stdts	0000	5800	001	49.00
Bank of America	BOAMONN	10/13/2022	13274	Yearly Renewal for Edjoin	0000	5800	001	5,200.00
Bank of America	BOAMONN	10/13/2022	13274	Yearly Zoom Subscriptions Admin	0000	5800	001	274.75
Bank of America	BOAMONN	10/13/2022	13274	Mo Subscription for Adobe Acrobat/Lawson, E	0000	5800	002	16.99
Bank of America	BOAMONN	10/13/2022	13274	Mo Subscription for Adobe Acrobat/Wood, T	0000	5800	002	16.99
Bank of America	BOAMONN	10/13/2022	13274	Mo Subscription for Adobe Acrobat/Sturgis	0000	5800	003	16.99
Bank of America	BOAMONN	10/13/2022	13274	Mo Subscription for Adobe Acrobat/Moneypenny	0000	5800	004	16.99
Bank of America	BOAMONN	10/13/2022	13274	Mo Subscription for Adobe Acrobat/YC Santa Rosa	0000	5800	202	16.99
Bank of America	BOAMONN	10/13/2022	13274	Shipping/Postage of Inventory	0000	5920	004	577.56
Bank of America	BOAMONN	10/13/2022	13274	Internet for Monterey	0000	5940	114	96.30
Bank of America	BOAMONN	10/13/2022	13274	Mo Subscription for Adobe Acrobat/Wegner, R	0023	5800	001	16.99
Bank of America	BOANAVA	10/13/2022	13275	Adobe Acrobat Mo Subscription for Navarrete, Rachael	0000	5800	002	14.99
Bank of America	BOANAVA	10/13/2022	13275	Mo Financial Software Hosting Fee	0000	5800	002	462.00
Bank of America	BOANAVA	10/13/2022	13275	Shipping/Postage for Admin	0000	5920	001	31.40
Bank of America	BOANAVA	10/13/2022	13275	Employee Transportation Services/Payroll Deductions	0000	9529	000	183.00
Bank of America	BOAPIZE	10/13/2022	13276	09/01-09/30/2022 Travel for Pizelo, Anna	0000	5200	001	38.75
Bank of America	BOAPIZE	10/13/2022	13276	2023 CCSC Registration Fee for Pizelo, Anna	0000	5800	001	399.00
Bank of America	BOAPIZE	10/13/2022	13276	Bus Passes for Stdts @ Westside YA	0000	5800	423	30.00
Bank of America	BOAREED	10/13/2022	13277	09/01-09/30/2022 Travel for Reed, Thomas	0000	5200	006	424.76
Bank of America	BOASCHO	10/13/2022	13278	Supplies for Scholl, Aaron	0000	4300	001	20.95
Bank of America	BOASCHO	10/13/2022	13278	2023 CCSC Registration Fee for Scholl, Aaron	0000	5800	001	399.00
Berkshire Hathaway	BERK000	10/13/2022	13268	Policy#JOWC218736/Nov 2022 Workers Comp	0000	9516	000	2,056.34
Homestate Companies								
Bolita Lee	LEEB000	10/6/2022	13245	09/12-09/20/2022 Mileage Reimbursement	0000	5200	001	861.25
Brookcrest by Culligan Water	BROO000	10/6/2022	13242	Water Service for Headquarters	0000	4300	001	9.00
Central City Neighborhood Partners	CENT001	10/13/2022	13279	November 2022 Rent for GEM Academy	0000	5600	402	3,373.00
City of La Habra	CITYL00	10/13/2022	13280	Utilities for OCYC	0000	5500	408	295.13
City of La Habra	CITYL00	10/13/2022	13281	Oct-Dec 2022 Security Alarm System for OCYC	0000	5800	408	61.42

Date: 10/31/22 11:20:47 AM

Note: Partial Payments may cause totals to be overstated in the Expenses or the Charges column.

John Muir Charter Schools

Vendor Activity

From 9/26/2022 Through 10/25/2022

Vendor Name	Vendor ID	Check/Vo... Date	Chec... Num...	Transaction Description	Res... Code	Obje... Code	Site Code	Expenses
City of Riverside	CITYR00	10/13/2022	13282	November 2022 Rent for RVS	0000	5600	211	1,286.52
Comcast	COMC000	10/13/2022	13283	Acct#964805790/Internet for YC Santa Rosa	0000	5940	202	290.78
Comcast	COMC000	10/13/2022	13284	Acct#963147273/Internet for Chico	0000	5940	102	89.74
Comcast	COMC000	10/13/2022	13285	Acct#8155300342550860/Internet for YC Santa Rosa	0000	5940	202	84.17
Conservation Corp Long Beach	CONS000	10/13/2022	13290	November 2022 Rent for RJ Guess	0000	5600	001	237.80
Corrie L Lucchesi	LUCC000	10/13/2022	13295	09/30/2022 Postage Reimbursement/Fresno	0000	5920	103	32.30
Cristina A Dickason	DICK000	10/6/2022	13243	09/07-09/30/2022 Mileage Reimbursement	6332	5200	001	842.50
Dataflow Business System, Inc.	DATA001	10/13/2022	13291	Acct#JM4008/Copier for Rancho Cielo	0000	5600	322	12.50
DNA - Diverse Network Assoc	DNAD000	9/29/2022	13227	Oct 2022 Website & Video Hosting	0000	5800	004	148.95
DNA - Diverse Network Assoc	DNAD000	9/29/2022	13227	Oct 2022 Website Hosting	0000	5800	004	800.00
Emilia Lawson	LAWS000	10/13/2022	13294	09/26-09/29/2022 Mileage Reimbursement	0000	5200	002	6.25
Emilia Lawson	LAWS000	10/13/2022	13294	09/26-09/29/2022 Postage Reimbursement	0000	5920	002	9.36
Envoy Plan Services, Inc	ENVO001	9/29/2022	13228	EE Envoy Contributions for 09/30/2022 Payroll Period	0000	9523	000	1,500.00
Frontier Communications	FRON000	10/13/2022	13293	Acct#56286801910227145/Phn for Norwalk	0000	5930	120	178.18
Frontier Communications	FRON000	10/13/2022	13293	Acct#56286801910227145/Internet for Norwalk	0000	5940	120	92.73
Intermedia.net Inc	INTE001	10/6/2022	13244	Phn Services for Headquarters	0000	5930	001	100.11
Janeta White	WHIT000	10/6/2022	13260	09/28/2022 Bus Passes for Stdts @ Pomona	0000	5800	107	64.00
John Muir Charter Schools Foundation	JMCSF000	9/29/2022	13230	Sept 2022 Donation/EE Payroll Deductions	0000	9528	000	60.00
Nevada County Superintendent of Schools	NCSOS00	10/6/2022	13246	EE/ER STRS Contributions for 09/01-09/30/2022 Reporting Per	0000	9511	000	84,744.89
ODP Business Solutions, LLC	OFFI000	10/13/2022	13297	Acct#33853536/Return of Supplies for YC Santa Rosa	0000	4300	202	(7.86)
ODP Business Solutions, LLC	OFFI000	10/13/2022	13297	Acct#33853536/Supplies for YC Santa Rosa	0000	4300	202	7.86
ODP Business Solutions, LLC	OFFI000	10/13/2022	13297	Supplies for YC Santa Rosa	0000	4300	202	393.95
ODP Business Solutions, LLC	OFFI000	10/13/2022	13297	Supplies for UCCIE	0000	4300	209	143.25
ODP Business Solutions, LLC	OFFI000	10/13/2022	13297	Supplies for Rancho Cielo	0000	4300	322	319.69
ODP Business Solutions, LLC	OFFI000	10/13/2022	13297	Postage for YC Santa Rosa	0000	5920	202	36.00
One Ring Networks	ONER000	10/6/2022	13247	Internet for Camarillo	0000	5940	105	299.00
Optimum	OPTI000	10/13/2022	13298	Acct#07715-125282-01-0/Internet for Fortuna	0000	5940	112	149.47
Optimum Foods LLC	OPTI001	10/13/2022	13299	Milk & Food for Pomona	0000	4300	107	222.50
Optimum Foods LLC	OPTI001	10/13/2022	13299	Milk & Food for CCNB	0000	4300	202	496.82
Optimum Foods LLC	OPTI001	10/13/2022	13299	Food & Milk for SRCC	0000	4300	204	183.77

Note: Partial Payments may cause totals to be overstated in the Expenses or the Charges column.

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John Muir Charter Schools

Vendor Activity

From 9/26/2022 Through 10/25/2022

Vendor Name	Vendor ID	Check/Vo... Date	Chc... Num...	Transaction Description	Res... Code	Obj... Code	Site Code	Expenses
Optimum Foods LLC	OPTI001	10/13/2022	13299	Food for UCCIE	0000	4300	209	94.94
Optimum Foods LLC	OPTI001	10/13/2022	13299	Milk for UCCIE	0000	4300	209	63.78
Optimum Foods LLC	OPTI001	10/13/2022	13299	Milk & Food for Rancho Cielo	0000	4300	322	462.47
Optimum Foods LLC	OPTI001	10/13/2022	13299	Milk & Food for GEM Academy	0000	4300	402	169.04
Optimum Foods LLC	OPTI001	10/13/2022	13299	Milk & Food for Westside Youth Academy	0000	4300	423	158.70
Paradise Drinking Water	PARA000	10/13/2022	13300	Acct#020860/Water Service for OCYC	0000	4300	408	39.80
PG&E	PGE0000	10/6/2022	13248	Acct#0715818221-7/Utilities for Headquarters	0000	5500	001	548.84
Philadelphia Insurance Co.	PHIL000	10/13/2022	13301	Acct#78807985/Nov 2022 Liability Insurance	0000	5400	001	3,227.26
Rancho Cielo Inc	RANC000	10/6/2022	13250	Oct 2022 Rent for Rancho Cielo	0000	5600	322	9,375.00
Rancho Cielo Inc	RANC000	10/6/2022	13250	Oct 2022 Internet for Rancho Cielo	0000	5940	322	200.00
Rebecca Roe	ROE0000	10/6/2022	13251	09/27/2022 Supply Reimbursement/UCCIE	0000	4300	209	61.38
Rebecca Roe	ROE0000	10/6/2022	13251	09/01-09/27/2022 Mileage Reimbursement	0000	5200	209	990.00
Renaissance Learning Inc	RENA000	10/13/2022	13302	Annual All Product Renaissance Platform	0000	5800	006	750.00
Renaissance Learning Inc	RENA000	10/13/2022	13302	Star Math Subscription	0000	5800	006	3,640.00
Renaissance Learning Inc	RENA000	10/13/2022	13302	Star Reading Subscription	0000	5800	006	3,640.00
San Francisco Conserv Corps	SANF000	10/6/2022	13252	Oct 2022 Rent for SFCC	0000	5600	206	964.17
Scenario Learning LLC	SCEN000	10/6/2022	13253	Annual Renewal for SafeSchools Training for JMCS	0000	5800	001	1,253.00
So Calif Mountains Foundation	SOCA000	10/6/2022	13254	Sept 2022 Fac Exp/Rent for UCCIE	0000	5600	209	3,860.00
State of California	DOJ000	10/13/2022	13292	Sept 2022 Fingerprinting For John Muir	0000	5800	001	64.00
Department of Justice								
Sterling Administration	STER000	10/6/2022	13255	Oct 2022 DCA Funding Contributions	0000	9524	000	416.66
Sterling Administration	STER000	10/6/2022	13255	Oct 2022 FSA Funding Contributions	0000	9524	000	862.50
Swing Education, Inc.	SWIN000	10/6/2022	13256	09/24-09/30/2022 Sub Services for SFCC	0000	5800	101	314.00
Swing Education, Inc.	SWIN000	10/13/2022	13303	10/01-10/07/2022 Sub Services for Norwalk	0000	5800	120	195.00
TCSN-The Computer Shop	TCSN000	10/6/2022	13257	Internet for SLO	0000	5940	110	94.95
Netlink								
The Cleaning Solution	CLEA001	9/29/2022	13224	Sept 2022 Cleaning Service for HQ	0000	5800	001	300.00
Thomsen Properties LLC	THOM002	10/13/2022	13304	November 2022 Rent for Headquarters	0000	5600	001	4,670.27
Time Warner Cable	TIME000	10/13/2022	13305	Acct#128514001/Phn for Riverside	0000	5930	211	39.99
Time Warner Cable	TIME000	10/13/2022	13305	Acct#110629101/Internet for LA	0000	5940	119	59.99
Time Warner Cable	TIME000	10/13/2022	13305	Acct#110629101/Internet for Riverside	0000	5940	211	99.98
Tom Reed	REED000	9/29/2022	13232	09/21-09/27/2022 Mileage Reimbursement	0000	5200	006	343.75
Toshiba Financial Services	TOSH000	10/6/2022	13258	Crt#450-0053811-000/Copier for Headquarters	0000	5600	001	843.45
Toshiba Financial Services	TOSH000	10/6/2022	13258	Yearly Personal Property Tax on Copier @ HQ	0000	5800	001	277.67
Twig Education, Inc	TWI000	10/13/2022	13306	Twig Science Student Online Software	0023	5800	001	350.00
Twig Education, Inc	TWI000	10/13/2022	13306	Twig Science Teacher Online Software	0023	5800	001	300.00

Note: Partial Payments may cause totals to be overstated in the Expenses or the Charges column.

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John Muir Charter Schools

Vendor Activity

From 9/26/2022 Through 10/25/2022

Vendor Name	Vendor ID	Check/Vo... Date	Chc... Num...	Transaction Description	Res... Code	Obje... Code	Site Code	Expenses
Verizon Wireless	VERI000	10/6/2022	13259	Internet & Hot Spots for IT	0000	5940	004	45.79
Verizon Wireless	VERI000	10/6/2022	13259	Internet & Hot Spots for Pomona	0000	5940	107	91.58
Verizon Wireless	VERI000	10/6/2022	13259	Internet & Hot Spots for Norwalk	0000	5940	120	91.58
Verizon Wireless	VERI000	10/6/2022	13259	Internet & Hot Spots for YC Santa Rosa	0000	5940	202	45.79
Verizon Wireless	VERI000	10/6/2022	13259	Internet & Hot Spots for VOALA	0000	5940	319	45.79
Verizon Wireless	VERI000	10/6/2022	13259	Internet & Hot Spots for OCYC	0000	5940	408	91.59
Your Dream Properties	YOUR000	10/6/2022	13261	Oct 2022 Rent for OCYC	0000	5600	408	1,750.00
Your Dream Properties	YOUR000	10/6/2022	13261	Security Deposit for OCYC Lease	0000	9340	000	3,500.00
Your Dream Properties	YOUR000	10/13/2022	13307	November 2022 Rent for OCYC	0000	5600	408	1,750.00
Transaction Total								<u>183,500.06</u>

Report
Opening/Current
Balance

Report Transaction
Totals

Report Current Balances

183,500.06

John Muir Charter Schools
Report of New Employees
10/1/22-10/31/22

<u>Employee Name</u>	<u>Site</u>	<u>Position</u>	<u>FTE</u>	<u>Start Date</u>	<u>EE replaced (term date)</u>
Deering, Michelle	Rancho Cielo	Teacher	1.00	10/24/2022	n/a
Hage, Stephanie	SF LCC	Teacher	1.00	10/3/2022	William Lawson
Higgins, Caroline	CCNB - Cotati	Hourly Teacher	n/a	10/13/2022	n/a

John Muir Charter Schools
Employee Status Changes
10/1/22-10/31/22

<u>Employee Name</u>	<u>Prev Site</u>	<u>New Site</u>	<u>Prev Position</u>	<u>New Position</u>	<u>Start Date</u>
Bye, Colleen	Tahoe CCC	same	.75 FTE	1.0 FTE	10/7/2022
Callaghan, Matthew	Ukiah CCC	same	.50 FTE	.625 FTE	10/25/2022
Mizenin, Alexandra	CCNB - SR	same	Hourly Teacher	.50 FTE salaried t	10/1/2022
Moore, Jocelyn	Sacramento RCC	Admin	Site Coordinatc	Community Scho	10/1/2022

John Muir Charter Schools
Report of Termed Employees
10/1/22-10/31/22

<u>Employee Name</u>	<u>Site</u>	<u>Position</u>	<u>FTE</u>	<u>Term Date</u>
Spyres, Minnie	Redding CCC	Teacher	1.00	10/20/22 el

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Governor Newsom to End the COVID-19 State of Emergency

Published: Oct 17, 2022

California's pandemic response saved tens of thousands of lives, protected the economy, distributed nation-leading financial assistance and built up an unprecedented public health infrastructure

The SMARTER Plan will maintain California's operational preparedness to support communities and quickly respond to outbreaks

SACRAMENTO – Today, Governor Gavin Newsom announced that the COVID-19 State of Emergency will end on February 28, 2023, charting the path to phasing out one of the most effective and necessary tools that California has used to combat COVID-19. This timeline gives the health care system needed flexibility to handle any potential surge that may occur after the holidays in January and February, in addition to providing state and local partners the time needed to prepare for this phaseout and set themselves up for success afterwards.

With hospitalizations and deaths dramatically reduced due to the state's vaccination and public health efforts, California has the tools needed to continue fighting COVID-19 when the State of Emergency terminates at the end of February, including vaccines and boosters, testing, treatments and other mitigation measures like masking and indoor ventilation. As the State of Emergency is phased out, the SMARTER Plan continues to guide California's strategy to best protect people from COVID-19.

[SMARTER Plan progress update](#)

"Throughout the pandemic, we've been guided by the science and data – moving quickly and strategically to save lives. The State of Emergency was an effective and necessary tool that we utilized to protect our state, and we wouldn't have gotten to this point without it," said Governor Newsom. "With the operational preparedness that we've built up and the measures that we'll continue to employ moving forward, California is ready to phase out this tool."

To maintain California's COVID-19 laboratory testing and therapeutics treatment capacity, the Newsom Administration will be seeking two statutory changes immediately upon the Legislature's return: 1) The continued ability of nurses to dispense COVID-19 therapeutics; and 2) The continued ability of laboratory workers to solely process COVID-19 tests.

"California's response to the COVID-19 pandemic has prepared us for whatever comes next. As we move into this next phase, the infrastructure and processes we've invested in and built up will provide us the tools to manage any ups and downs in the future," said Secretary of the California Health & Human Services Agency, Dr. Mark Ghaly. "While the threat of this virus is still real, our preparedness and collective work have helped turn this once crisis emergency into a manageable situation."

Throughout the pandemic, Governor Newsom, the Legislature and state agencies have been guided by the science and data to best protect Californians and save lives – with a focus on those facing the greatest social and health inequities – remaining nimble to adapt mitigation efforts along the way as we learned more about COVID-19. The state's efforts to support Californians resulted in:

- Administration of 81 million vaccinations, distribution of a billion units of PPE throughout the state and processing of 186 million tests.
- Allocation of billions of dollars to support hospitals, community organizations, frontline workers, schools and more throughout the pandemic.
- The nation's largest stimulus programs to support people hardest hit by the pandemic – \$18.5 billion for direct payments to Californians, \$8 billion for rent relief, \$10 billion for small business grants and tax relief, \$2.8 billion to help with overdue utility bills, and more.

California's pandemic response efforts have saved tens of thousands of lives, kept people out of the hospital and protected the economy:

- California's [death rate](#) is the lowest amongst large states. If California had Texas' death rate, 27,000 more people would have died here. If California had Florida's rate, that figure jumps to approximately 56,000 more deaths.
- In only the first ten months of vaccines being available, a study showed that California's efforts [saved 20,000 lives](#), kept 73,000 people out of the hospital and prevented 1.5 million infections.
- California's actions during the pandemic protected the economy and the state continues to lead the nation in creating jobs and new business starts:
 - "[‘Lockdown’ states like California did better economically than ‘looser’ states like Florida, new COVID data shows](#),” with **California's economy having contracted less** than such states – economic output shrank 3.5% on average for the U.S., compared with 2.8% for California.
 - Since February 2021, **California has created 1,628,300 new jobs** – over 16% of the nation's jobs, by far more than any other state. By comparison, Texas created 1,133,200 jobs (11.3% of the nation's) and Florida created 787,600 jobs (7.9% of the nation's) in that same timeframe.
 - Since the beginning of 2019, data from the [Bureau of Labor Statistics](#) shows that **over 569,000 businesses started in California**, by far more than any other state.

###

Educator Effectiveness Block Grant 2021

Local Educational Agency (LEA) Name	Contact Name and Title	Email and Phone
John Muir Charter Schools	RJ Guess CEO	rguess@johnmuircs.com 530.272.4008

Total amount of funds received by the LEA:	Date of Public Meeting prior to adoption:	Date of adoption at public meeting:
138,860	11/10/2021	12/08/2021, amended 11/9/2022

EC 41480

(a)(2) A school district, county office of education, charter school, or state special school may expend the funds received pursuant to this subdivision from the 2021–22 fiscal year to the 2025–26 fiscal year, inclusive. School districts, county offices of education, charter schools, and state special schools **shall coordinate the use of any federal funds received under Title II of the federal Every Student Succeeds Act of 2015 (Public Law 114–95) to support teachers and administrators with the expenditure of funds received pursuant to this subdivision.**

(b) A school district, county office of education, charter school, or state special school shall expend funds apportioned pursuant to this section to provide professional learning for **teachers, administrators, paraprofessionals who work with pupils, and classified staff that interact with pupils**, with a focus on any of the following areas:

- (1) **Coaching and mentoring of staff serving in an instructional setting and beginning teacher or administrator induction, including, but not limited to, coaching and mentoring solutions that address a local need for teachers that can serve all pupil populations with a focus on retaining teachers, and offering structured feedback and coaching systems organized around social-emotional learning, including, but not limited to, promoting teacher self-awareness, self-management, social awareness, relationships, and responsible decision-making skills, improving teacher attitudes and beliefs about one's self and others, and supporting learning communities for educators to engage in a meaningful classroom teaching experience.**

Planned Activity	Budgeted 2021-22	Budgeted 2022-23	Budgeted 2023-24	Budgeted 2024-25	Budgeted 2025-26	Total Budgeted per Activity
JMCS will provide intensive school-wide support for first and second year teachers by paying for and supporting New Teacher Induction in partnership with the Sacramento County Office of Education. This support includes expenditures for program participation for first and second year teachers working towards their clear credentials, as well as	20188	16805	16804			53,797.00

Planned Activity	Budgeted 2021-22	Budgeted 2022-23	Budgeted 2023-24	Budgeted 2024-25	Budgeted 2025-26	Total Budgeted per Activity
paying stipends to mentor teachers assigned to work with participants in the Induction program. JMCS will also provide stipends for teachers on the Teacher Action Committee, which acts as a support and guidance group for teacher to administration communication and teacher support initiatives through PD and regular meetings. As per AB 181: JMCS will provide funding for prospective teaching staff to complete RICA and TPA. This includes administration of test fees as well as any supplemental materials or workshops/webinars to support completion.						
Subtotal	20,188.00	16,805.00	16,804.00	0.00	0.00	53,797.00

(2) Programs that lead to effective, standards-aligned instruction and improve instruction in literacy across all subject areas, including English language arts, history-social science, science, technology, engineering, mathematics, and computer science.

Planned Activity	Budgeted 2021-22	Budgeted 2022-23	Budgeted 2023-24	Budgeted 2024-25	Budgeted 2025-26	Total Budgeted per Activity
JMCS will provide resources and professional development to improve instructional practices including: 1. Curriculum and instruction workshops for teachers, webinars, and conferences related to meeting students' academic and social-emotional needs. 2. Curriculum pilot stipends for JMCS staff to pilot new curricula, analyze student achievement data, and participate in focus groups to select curricula state-wide.	6511.98	20622	20622			47,755.98

Planned Activity	Budgeted 2021-22	Budgeted 2022-23	Budgeted 2023-24	Budgeted 2024-25	Budgeted 2025-26	Total Budgeted per Activity
3. Providing stipends to select staff for presenting content area professional development services to other teachers and staff during the 5 JMCS state-wide in-service days. 4. Providing stipends for current teaching staff to act as content-area "leads" with a focus on literacy and access to all content areas for all students. 5. Providing stipends for current teaching staff to develop new curriculum in content areas up for review in 2022-2024.						
Subtotal	6,511.98	20,622.00	20,622.00	0.00	0.00	47,755.98

(3) Practices and strategies that reengage pupils and lead to accelerated learning.

Planned Activity	Budgeted 2021-22	Budgeted 2022-23	Budgeted 2023-24	Budgeted 2024-25	Budgeted 2025-26	Total Budgeted per Activity
Subtotal	0.00	0.00	0.00	0.00	0.00	0.00

(4) Strategies to implement social-emotional learning, trauma-informed practices, suicide prevention, access to mental health services, and other approaches that improve pupil well-being.

Planned Activity	Budgeted 2021-22	Budgeted 2022-23	Budgeted 2023-24	Budgeted 2024-25	Budgeted 2025-26	Total Budgeted per Activity
JMCS will provide travel and conference fees for staff to attend conferences related to addressing the social emotion needs of students. This will include conferences put on by RAPSA, Youth Empowerment Summit, and any other relevant opportunities that arise. JMCS will also cover fees and travel for any	9096.35	966	967			11,029.35

Planned Activity	Budgeted 2021-22	Budgeted 2022-23	Budgeted 2023-24	Budgeted 2024-25	Budgeted 2025-26	Total Budgeted per Activity
conferences or workshops focused on SEL and trauma-informed practices for our staff and partnering agency staff that work with our students.						
Subtotal	9,096.35	966.00	967.00	0.00	0.00	11,029.35

(5) Practices to create a positive school climate, including, but not limited to, restorative justice, training around implicit bias, providing positive behavioral supports, multitiered systems of support, transforming a schoolsite's culture to one that values diverse cultural and ethnic backgrounds, and preventing discrimination, harassment, bullying, and intimidation based on actual or perceived characteristics, including disability, gender, gender identity, gender expression, language, nationality, race or ethnicity, religion, or sexual orientation.

Planned Activity	Budgeted 2021-22	Budgeted 2022-23	Budgeted 2023-24	Budgeted 2024-25	Budgeted 2025-26	Total Budgeted per Activity
JMCS will provide stipends for staff to engage with JMCS's equity committee. This will include stipends for a Committee Chairperson as well as stipends as allowed and travel for staff, students, and community partners who are completing focus group work. In addition, JMCS will provide funding for staff to attend workshops, webinars and conferences focused on school climate and culturally relevant educational practices through vendors such as the National Equity Project, Epoch Education and Pacific Education Group (Courageous Conversation About Race) and others as yet unidentified. In addition, JMCS will buy copies of "Cultivating Genius" by Gholdy Muhammad for a book club and hold structured PD.	4126.54	11770	0			15,896.54
Subtotal	4,126.54	11,770.00	0.00	0.00	0.00	15,896.54

24 (6) Strategies to improve inclusive practices, including, but not limited to, universal design for learning, best practices for early identification, and development of individualized education programs for individuals with exceptional needs.

Planned Activity	Budgeted 2021-22	Budgeted 2022-23	Budgeted 2023-24	Budgeted 2024-25	Budgeted 2025-26	Total Budgeted per Activity
Subtotal	0.00	0.00	0.00	0.00	0.00	0.00

(7) Instruction and education to support implementing effective language acquisition programs for English learners, which may include integrated language development within and across content areas, and building and strengthening capacity to increase bilingual and biliterate proficiency.

Planned Activity	Budgeted 2021-22	Budgeted 2022-23	Budgeted 2023-24	Budgeted 2024-25	Budgeted 2025-26	Total Budgeted per Activity
Subtotal	0.00	0.00	0.00	0.00	0.00	0.00

(8) New professional learning networks for educators not already engaged in an education-related professional learning network to support the requirements of subdivision (c).

Planned Activity	Budgeted 2021-22	Budgeted 2022-23	Budgeted 2023-24	Budgeted 2024-25	Budgeted 2025-26	Total Budgeted per Activity
JMCS will provide funding for teaching and administration staff to attend conferences, workshops and webinars that are focused on school organizational cohesiveness, fiscal management, credentialing practices, and general effective school practices, including practices focused on recruitment and retaining a diverse teaching staff.	8310.56	1035	1035			10,380.56
Subtotal	8,310.56	1,035.00	1,035.00	0.00	0.00	10,380.56

(9) Instruction, education, and strategies to incorporate ethnic studies curricula adopted pursuant to Section 51226.7 into pupil instruction for grades 7 to 12, inclusive.

Planned Activity	Budgeted 2021-22	Budgeted 2022-23	Budgeted 2023-24	Budgeted 2024-25	Budgeted 2025-26	Total Budgeted per Activity
Subtotal	0.00	0.00	0.00	0.00	0.00	0.00

(10) Instruction, education, and strategies for certificated and classified educators in early childhood education, or childhood development.

JMCS Board Packet - November 9, 2022

Planned Activity	Budgeted 2021-22	Budgeted 2022-23	Budgeted 2023-24	Budgeted 2024-25	Budgeted 2025-26	Total Budgeted per Activity
Subtotal	0.00	0.00	0.00	0.00	0.00	0.00

Summary of Expenditures

Planned Activity	Budgeted 2021-22	Budgeted 2022-23	Budgeted 2023-24	Budgeted 2024-25	Budgeted 2025-26	Total Budgeted per Activity
Subtotal Section (1)	20,188.00	16,805.00	16,804.00	0.00	0.00	53,797.00
Subtotal Section (2)	6,511.98	20,622.00	20,622.00	0.00	0.00	47,755.98
Subtotal Section (3)	0.00	0.00	0.00	0.00	0.00	0.00
Subtotal Section (4)	9,096.35	966.00	967.00	0.00	0.00	11,029.35
Subtotal Section (5)	4,126.54	11,770.00	0.00	0.00	0.00	15,896.54
Subtotal Section (6)	0.00	0.00	0.00	0.00	0.00	0.00
Subtotal Section (7)	0.00	0.00	0.00	0.00	0.00	0.00
Subtotal Section (8)	8,310.56	1,035.00	1,035.00	0.00	0.00	10,380.56
Subtotal Section (9)	0.00	0.00	0.00	0.00	0.00	0.00
Subtotal Section (10)	0.00	0.00	0.00	0.00	0.00	0.00
Totals by year	48,233.43	51,198.00	39,428.00	0.00	0.00	138,859.43

Total planned expenditures by the LEA:

138,859.43

Note:

Per EC 41480 (d)(2): On or before September 30, 2026, the LEA must report detailed expenditure information to the California Department of Education, including, but not limited to:

- specific purchases made;

Educator Effectiveness Block Grant 2021 for John Muir Charter Schools

- the number of the following educators who received professional development:
 - o Teachers;
 - o Administrators;
 - o Paraprofessional educators;
 - o Classified staff.

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John Muir Charter Schools 2023-2024 Salary Schedule Revision

Introduction

For much of its early years (approximately 1998-2008), John Muir Charter Schools (JMCS) did not have a formalized salary schedule. In approximately 2008, JMCS adopted a simple salary schedule to comply with STRS and PERS requirements, and in the 2014-2015 school year JMCS adopted the salary schedule format we use today; differentiating between multiple rows (positions) and containing up to 16 columns (advancement). During the 2014-2015 school year, JMCS introduced its first official application for merit-based salary increases, prior to that date raises were approved based only on employee requests or supervisor recommendations.

Prior to the 2017- 2018 school year, teacher salaries were also capped by the available revenues in the individual site budget, however, in the 2017-2018 school year JMCS changed its budgeting practices to remove salaries from the site budget and to charge a portion of total salaries to all site budgets as a percentage of total revenues at the site.

Prior Years Merit-Based Pay Increases

Between 2014 and 2022, requests for salary increases were based on an application submitted by the JMCS employee to their supervisor, COO, or CEO. While JMCS staff have always done their best to be completely objective in their evaluation of the requests, it became increasingly difficult to objectively decide if an employee does deserve a raise; our most hard-working and talented staff objectively deserved a raise every year, and some staff would not deserve a raise if compared directly to their higher performing peers. While merit-based raises may be a better practice to reward the highest-performing JMCS staff, merit-based raises also provide a less transparent pathway for staff to receive salary increases and can cause problems in developing multi-year budget and cash flow projections.

Transition to a Traditional “District Style” Salary Schedule

In developing a proposed transition to a more traditional “district style” salary schedule, JMCS staff identified the 38 high school or unified school districts closest to each JMCS site and input the steps and columns into spreadsheets for analysis. In analyzing these 38 sheets, JMCS staff built a series of averages to account for differentiation in the cost of living in different California geographic regions and then began building out a traditional style column format for certificated staff, and a multi-step row format for classified staff. In the attached draft schedules, certificated salaries generally increase by 3% across columns and 2.5% for each year of service. Classified steps increase 2.5% for each year of service up to year 15, then remain stagnant for 5-year intervals with 5% increases between each interval.

Following the development of the initial draft of schedules, JMCS staff met with NCSOS staff to discuss how NCSOS staff, both certificated and classified are placed on NCSOS salary schedules and how staff advance to higher steps. Additionally, JMCS spoke with charter school consultants regarding other charters that have adopted more traditional salary schedule models, but with mixed results. Of the five charters we discussed that do use a similar model, one is a

represented staff, one has very broad and flexible categories in the lower lines or steps, and two have multiple steps but no columns.

Longevity Bonus

Included in the step schedule is a longevity bonus after years 5, 10, and 20; 1.5% of the employee's salary at the end of the 5th, 10th, or 20th year. An employee would receive a 5-year bonus on August 31st of the 6th year of employment with JMCS; this offset is to discourage staff from working through a bonus year and immediately leaving.

Placement on the Revised Salary Schedule: Current Staff

Current staff will be placed at the closest step to their current salary; if there are slight differences between the current and new steps we positioned employees at the subsequent higher step. In a few rare cases, employees had been working for multiple years at lower salary rates that are far too low to be even an entry-level step on the revised salary schedule. For the purposes of implementing the new schedule, JMCS staff will not collect transcripts for analysis for current staff; current staff will progress forward on the schedule from their placement at the beginning of the 2023-2024 school year. If upon receiving their placement on the new schedule staff feel they should be placed at a higher step based on their post-graduate degrees, the staff member may submit their transcripts to the JMCS COO or CEO for consideration. The JMCS CEO and COO are not included in automatic step increases; the CEO evaluates the salary of the COO (with board ratification) and the governing board negotiates the compensation of the CEO through the CEO's contract process.

Placement on the Revised Salary Schedule: New/Incoming Staff

With the transition to a more traditional "district style" salary schedule, the greatest changes to the current JMCS system will be in how we make employment offers to new staff and how those new staffs are subsequently placed on the salary schedule. A preliminary process is as follows:

1. Job postings will list under salary/compensation "placement on the JMCS salary schedule [specific schedule] and include a link to the JMCS website where the salary schedule will be posted.
2. At the time of the conditional offer of employment, potential new staff will be asked to submit transcripts from any post-graduate work showing conference of a master's degree, doctorate, and the number of postgraduate credits that have been earned.
3. In the process of making an employment offer, the JMCS Regional Director, COO, or CEO will review applicant materials for statements indicating a master's or doctoral degree and further ask candidates if they have a master's or doctoral degree. The JMCS Regional Director, COO, or CEO may make a "provisional salary offer pending transcript review".
4. JMCS will accept up to 11 years of transfer service credits, for example, a teacher with 6 years of service would enter at step 7.
5. The JMCS Regional Director, COO, or CEO will evaluate the submitted transcript for placement on the salary schedule, and after a placement determination has been made, send the transcript to the JMCS office for inclusion in the staff personnel file.

6. Staff that complete a master's or doctoral degree while employed with JMCS must submit a transcript to the JMCS Regional Director, COO, or CEO for evaluation. Assuming the transcript evaluation shows receipt of an additional degree, the new and higher salary scale placement will take effect on the 1st day of the next school year.

Analysis of Cost Increases Moving Forward

Initial analysis of the revised schedules shows that staffing costs for total employment will increase by approximately \$117,730 in 2023-2024, primarily due to staff that have been historically underpaid and under the new model will receive more significant salary increases. This increase is the equivalent of 1 mid-range employee FTE, and would not have significant effects on JMCS's budget over multiple years. The JMCS business office is preparing a more in-depth multi-year projection including projected total COLA increases under the School Services dart board, but our initial review shows that the 2.5% increases teachers receive per year will be adequately subsidized by ongoing COLAs to JMCS's base rate finding.

John Muir Charter Schools
Salary Step Schedule A: Certificated Teacher

	1	2	3	4	5	
	BA + Intern or Provisional Cred.	BA + Preliminary Cred.	BA + Clear Credential	BA and 45+ or MA	60+ with MA or Doc	Increase
1	\$55,209	\$57,417	\$59,140	\$60,914	\$62,741	
2	\$55,209	\$58,853	\$60,618	\$62,437	\$64,310	2.50%
3		\$58,853	\$62,134	\$63,998	\$65,918	2.50%
4		\$58,853	\$63,687	\$65,598	\$67,566	2.50%
5		\$58,853	\$65,279	\$67,238	\$69,255	2.50%
Retention Bonus 1			\$1,004	\$1,034	\$1,065	1.50%
6			\$66,911	\$68,919	\$70,986	2.50%
7			\$68,584	\$70,642	\$72,761	2.50%
8			\$70,299	\$72,408	\$74,580	2.50%
9			\$72,056	\$74,218	\$76,444	2.50%
10			\$73,858	\$76,073	\$78,356	2.50%
Retention Bonus 2			\$1,004	\$1,170	\$1,205	1.50%
Transfer Credit Limit			\$75,704	\$77,975	\$80,314	2.50%
12			\$77,597	\$79,925	\$82,322	2.50%
13			\$79,537	\$81,923	\$84,380	2.50%
14			\$81,525	\$83,971	\$86,490	2.50%
15			\$83,563	\$86,070	\$88,652	2.50%
16			\$85,652	\$88,222	\$90,868	2.50%
17			\$87,793	\$90,427	\$93,140	2.50%
18			\$89,988	\$93,760	\$95,469	2.50%
19			\$92,238	\$96,104	\$97,855	2.50%
20-24			\$96,850	\$100,909	\$102,748	5%
Retention Bonus 3 @20 yrs			\$1,525	\$1,589	\$1,618	1.50%
25-29			\$101,692	\$105,955	\$107,885	5%
30+			\$106,777	\$111,252	\$113,280	5%

Hourly Teacher or Substitute (not based on service years)
\$25.18
\$26.44
\$27.76
\$29.15
\$30.61
\$32.14
\$33.74
\$35.43
\$37.20
\$39.06
\$41.02
\$43.07
\$45.22
\$47.48
\$49.85
\$52.35
\$54.96

John Muir Charter Schools

Salary Step Schedule C: Certificated Counselor (PPS)

	Step	BA and 45+ or MA	60+ with MA or Doc	Increase
	1	\$64,489	\$66,424	2.50%
	2	\$66,101	\$68,084	2.50%
	3	\$67,754	\$69,786	2.50%
	4	\$69,448	\$71,531	2.50%
	5	\$71,184	\$73,319	2.50%
Retention Bonus 1		\$1,068	\$1,100	1.50%
	6	\$72,963	\$75,152	2.50%
	7	\$74,787	\$77,031	2.50%
	8	\$76,657	\$78,957	2.50%
	9	\$78,574	\$80,931	2.50%
	10	\$80,538	\$82,954	2.50%
Retention Bonus 2		\$1,208	\$1,244	1.50%
Transfer Limit.	11	\$82,551	\$85,028	2.50%
	12	\$84,615	\$87,154	2.50%
	13	\$86,731	\$89,332	2.50%
	14	\$88,899	\$91,566	2.50%
	15	\$91,121	\$93,855	2.50%
	16	\$93,399	\$96,201	2.50%
	17	\$95,734	\$98,606	2.50%
	18	\$98,128	\$101,071	2.50%
	19	\$100,581	\$103,598	2.50%
	20-24	\$105,610	\$108,778	5.00%
Retention Bonus 3		\$1,584	\$1,632	1.50%
	25-29	\$110,890	\$114,217	5.00%
	30+	\$116,435	\$119,928	5.00%

John Muir Charter Schools
Salary Step Schedule D: Certificated CTE

	Step	Preliminary Designated Subjects CTE Teaching Credential	Clear Designated Subjects CTE Teaching Credential	Clear Designated Subjects CTE Credential + 30 units or 8 years industry experience	Clear Designated Subjects CTE Credential + BA or 10 years industry experience	Increase
	1	\$57,417	\$59,140	\$60,914	\$62,741	
	2	\$59,140	\$60,914	\$62,741	\$64,623	3%
	3	\$60,914	\$62,742	\$64,624	\$66,562	3%
	4	\$62,741	\$64,624	\$66,562	\$68,559	3%
	5	\$64,623	\$66,563	\$68,559	\$70,616	3%
Retention Bonus 1		\$969	\$998	\$1,028	\$1,059	1.50%
	6	\$66,562	\$68,559	\$70,616	\$72,734	3%
	7	\$68,559	\$70,616	\$72,735	\$74,916	3%
	8	\$70,616	\$72,735	\$74,917	\$77,164	3%
	9	\$72,734	\$74,917	\$77,164	\$79,478	3%
	10	\$74,916	\$77,164	\$79,479	\$81,863	3%
Retention Bonus 2		\$1,124	\$1,157	\$1,192	\$1,228	1.50%
Transfer Limit @11	11-14	\$78,662	\$81,023	\$83,453	\$85,956	5%
	15-19	\$82,595	\$85,074	\$87,626	\$90,254	5%
	20-24	\$86,725	\$89,327	\$92,007	\$94,766	5%
Retention Bonus 3 @ 20 year completion		\$1,301	\$1,340	\$1,380	\$1,421	1.50%
	25-30	\$91,061	\$93,794	\$96,607	\$99,505	5%

John Muir Charter Schools
Salary Step Schedule E: Certificated Administrative Positions

		1	2	3	
Certificated Position	Step	Coordinator	Deputy Director	Director	Increase
	1	\$86,421	\$96,575	\$103,335	
	2	\$88,582	\$98,989	\$105,918	2.5%
	3	\$90,796	\$101,464	\$108,566	2.5%
	4	\$93,066	\$104,001	\$111,280	2.5%
	5	\$95,393	\$106,601	\$114,063	2.5%
Retention Bonus 1		\$1,431	\$1,599	\$1,711	
	6	\$97,777	\$109,266	\$116,914	2.5%
	7	\$100,222	\$111,997	\$119,837	2.5%
	8	\$102,727	\$114,797	\$122,833	2.5%
	9	\$105,296	\$117,667	\$125,904	2.5%
	10	\$107,928	\$120,609	\$129,051	2.5%
Retention Bonus 2		\$1,619	\$1,809	\$1,936	
Transfer Limit	11	\$110,626	\$123,624	\$132,278	2.5%
	12	\$113,392	\$126,715	\$135,584	2.5%
	13	\$116,227	\$126,715	\$138,974	2.5%
	14	\$119,132	\$129,883	\$142,448	2.5%
	15	\$122,111	\$129,883	\$146,010	2.5%
	16	\$125,163	\$133,130	\$149,660	2.5%
	17	\$128,292	\$133,130	\$153,401	2.5%
	18	\$131,500	\$136,458	\$157,236	2.5%
	19	\$134,787	\$136,458	\$161,167	2.5%
	20-24	\$138,157	\$139,869	\$165,197	2.5%
Retention Bonus 3 @20 yrs		\$2,072	\$2,098	\$2,478	
	25-29	\$145,065	\$146,863	\$173,456	5%
	30+	\$152,318	\$154,206	\$182,129	5%

John Muir Charter Schools
Salary Step Schedule F: Classified Site Based Positions

		1	2	3	4	5	
Classified Position	Step	Para 1	Para 2	Para 3	Instructor	Tutor/Coach	Increase
	1	\$20.60 \$40,705.60	\$24.80 \$49,004.80	\$28.99 \$57,284.24	\$30.29 \$59,853.04	\$21.02 \$41,535.52	2.5%
	2	\$21.12 \$41,723.24	\$25.42 \$50,229.92	\$29.71 \$58,716.35	\$31.05 \$61,349.37	\$21.55 \$42,573.91	2.5%
	3	\$21.64 \$42,766.32	\$26.06 \$51,485.67	\$30.46 \$60,184.25	\$31.82 \$62,883.10	\$22.08 \$43,638.26	2.5%
	4	\$22.18 \$43,835.48	\$26.71 \$52,772.81	\$31.22 \$61,688.86	\$32.62 \$64,455.18	\$22.64 \$44,729.21	2.5%
	5	\$22.74 \$44,931.37	\$27.37 \$54,092.13	\$32.00 \$63,231.08	\$33.43 \$66,066.56	\$23.20 \$45,847.44	2.5%
Retention Bonus 1		\$673.97	\$811.38	\$948.47	\$991.00	\$687.71	1.5%
	6	\$23.31 \$46,054.65	\$28.06 \$55,444.43	\$32.80 \$64,811.86	\$34.27 \$67,718.22	\$23.78 \$46,993.63	2.5%
	7	\$23.89 \$47,206.02	\$28.76 \$56,830.54	\$33.62 \$66,432.16	\$35.13 \$69,411.18	\$24.38 \$48,168.47	2.5%
	8	\$24.49 \$48,386.17	\$29.48 \$58,251.31	\$34.46 \$68,092.96	\$36.01 \$71,146.46	\$24.99 \$49,372.68	2.5%
	9	\$25.10 \$49,595.82	\$30.22 \$59,707.59	\$35.32 \$69,795.28	\$36.91 \$72,925.12	\$25.61 \$50,607.00	2.5%
	10	\$25.73 \$50,835.72	\$30.97 \$61,200.28	\$36.20 \$71,540.17	\$37.83 \$74,748.25	\$26.25 \$51,872.17	2.5%
Retention Bonus 2		\$762.54	\$918.00	\$1,073.10	\$1,121.22	\$778.08	1.5%
	11	\$26.37 \$52,106.61	\$31.75 \$62,730.29	\$37.11 \$73,328.67	\$38.77 \$76,616.95	\$26.91 \$53,168.98	2.5%
Transfer Limit							
	12	\$27.03 \$53,409.27	\$32.54 \$64,298.54	\$38.04 \$75,161.89	\$39.74 \$78,532.38	\$27.58 \$54,498.20	2.5%
	13	\$27.70 \$54,744.51	\$33.35 \$65,906.01	\$38.99 \$77,040.93	\$40.74 \$80,495.68	\$28.27 \$55,860.66	2.5%
	14	\$28.40 \$56,113.12	\$34.19 \$67,553.66	\$39.96 \$78,966.96	\$41.76 \$82,508.08	\$28.98 \$57,257.17	2.5%
	15	\$29.11 \$57,515.95	\$35.04 \$69,242.50	\$40.96 \$80,941.13	\$42.80 \$84,570.78	\$29.70 \$58,688.60	2.5%
	16-19	\$29.83 \$58,953.85	\$35.92 \$70,973.56	\$41.99 \$82,964.66	\$43.87 \$86,685.05	\$30.44 \$60,155.82	2.5%
	20-24	\$31.33 \$61,901.54	\$37.71 \$74,522.24	\$44.09 \$87,112.89	\$46.06 \$91,019.30	\$31.97 \$63,163.61	5%
Retention Bonus 3 @ year 20 completion		\$928.52	\$1,117.83	\$1,306.69	\$1,365.29	\$947.45	1.5%
	25-29	\$32.89 \$64,996.62	\$39.60 \$78,248.35	\$46.29 \$91,468.54	\$48.37 \$95,570.27	\$33.56 \$66,321.79	5%
	30+	\$34.54 \$68,246.45	\$41.58 \$82,160.77	\$48.60 \$96,041.96	\$50.78 \$100,348.78	\$35.24 \$69,637.88	5%

John Muir Charter Schools
Salary Step Schedule G: Classified Adminstrative Positions

		1	2	3	4	
Classified Position	Step	Director	Deputy Director	Coordinator	Counselor	Increase
	1	\$44.01 \$86,963.76	\$32.48 \$64,180.48	\$34.19 \$67,559.44	\$28.85 \$57,007.60	2.5%
	2	\$45.11 \$89,137.85	\$33.29 \$65,784.99	\$35.04 \$69,248.43	\$29.57 \$58,432.79	2.5%
	3	\$46.24 \$91,366.30	\$34.12 \$67,429.62	\$35.92 \$70,979.64	\$30.31 \$59,893.61	2.5%
	4	\$47.39 \$93,650.46	\$34.98 \$69,115.36	\$36.82 \$72,754.13	\$31.07 \$61,390.95	2.5%
	5	\$48.58 \$95,991.72	\$35.85 \$70,843.24	\$37.74 \$74,572.98	\$31.85 \$62,925.72	2.5%
Retention Bonus 1		\$1,439.88	\$1,062.65	\$1,118.59	\$943.89	1.5%
	6	\$49.79 \$98,391.51	\$36.75 \$72,614.32	\$38.68 \$76,437.31	\$32.64 \$64,498.87	2.5%
	7	\$51.04 \$100,851.30	\$37.67 \$74,429.68	\$39.65 \$78,348.24	\$33.46 \$66,111.34	2.5%
	8	\$52.31 \$103,372.58	\$38.61 \$76,290.42	\$40.64 \$80,306.94	\$34.29 \$67,764.12	2.5%
	9	\$53.62 \$105,956.90	\$39.57 \$78,197.68	\$41.66 \$82,314.62	\$35.15 \$69,458.23	2.5%
	10	\$54.96 \$108,605.82	\$40.56 \$80,152.62	\$42.70 \$84,372.48	\$36.03 \$71,194.68	2.5%
Retention Bonus 2		\$1,629.09	\$1,202.29	\$1,265.59	\$1,067.92	
Transfer Limit	11	\$56.34 \$111,320.97	\$41.58 \$82,156.44	\$43.77 \$86,481.79	\$36.93 \$72,974.55	2.5%
	12	\$57.74 \$114,103.99	\$42.62 \$84,210.35	\$44.86 \$88,643.84	\$37.85 \$74,798.91	2.5%
	13	\$59.19 \$116,956.59	\$43.68 \$86,315.61	\$45.98 \$90,859.94	\$38.80 \$76,668.88	2.5%
	14	\$60.67 \$119,880.50	\$44.77 \$88,473.50	\$47.13 \$93,131.43	\$39.77 \$78,585.61	2.5%
	15	\$62.18 \$122,877.52	\$45.89 \$90,685.34	\$48.31 \$95,459.72	\$40.76 \$80,550.25	2.5%
	16-19	\$63.74 \$125,949.45	\$47.04 \$92,952.47	\$49.52 \$97,846.21	\$41.78 \$82,564.00	2.5%
	20-24	\$66.93 \$132,246.93	\$49.39 \$97,600.10	\$51.99 \$102,738.52	\$43.87 \$86,692.20	5.0%
Retention Bonus 3 @ year 20 completion		\$1,983.70	\$1,464.00	\$1,541.08	\$1,300.38	1.5%
	25-29	\$70.27 \$138,859.27	\$51.86 \$102,480.10	\$54.59 \$107,875.45	\$46.07 \$91,026.81	5.0%
	30+	\$73.79 \$145,802.24	\$54.46 \$107,604.10	\$57.32 \$113,269.22	\$48.37 \$95,578.15	5.0%

John Muir Charter Schools
Salary Step Schedule H: Classified Business Office

		1	2	3	4	5	6	7	8	
Classified Position	Step	Admin Coordinator	Admin Assist	Head Registrar	Registrar	Assistant Registrar	Analyst 1	Analyst 2	Analyst 3	Increase
	1	\$32.70 \$64,615.20	\$26.16 \$51,692.16	\$32.70 \$64,615.20	\$25.55 \$50,486.80	\$21.02 \$41,535.52	\$25.20 \$49,795.20	\$32.16 \$63,548.16	\$41.05 \$81,114.80	2.5%
	2	\$33.52 \$66,230.58	\$26.81 \$52,984.46	\$33.52 \$66,230.58	\$26.19 \$51,748.97	\$21.55 \$42,573.91	\$25.83 \$51,040.08	\$32.96 \$65,136.86	\$42.08 \$83,142.67	2.5%
	3	\$34.36 \$67,886.34	\$27.48 \$54,309.08	\$34.36 \$67,886.34	\$26.84 \$53,042.69	\$22.08 \$43,638.26	\$26.48 \$52,316.08	\$33.79 \$66,765.29	\$43.13 \$85,221.24	2.5%
	4	\$35.21 \$69,583.50	\$28.17 \$55,666.80	\$35.21 \$69,583.50	\$27.51 \$54,368.76	\$22.64 \$44,729.21	\$27.14 \$53,623.98	\$34.63 \$68,434.42	\$44.21 \$87,351.77	2.5%
	5	\$36.09 \$71,323.09	\$28.88 \$57,058.47	\$36.09 \$71,323.09	\$28.20 \$55,727.98	\$23.20 \$45,847.44	\$27.82 \$54,964.58	\$35.50 \$70,145.28	\$45.31 \$89,535.56	2.5%
Retention Bonus 1		\$1,069.85	\$855.88	\$1,069.85	\$835.92	\$687.71	\$824.47	\$1,052.18	\$1,343.03	1.5%
	6	\$37.00 \$73,106.17	\$29.60 \$58,484.93	\$37.00 \$73,106.17	\$28.91 \$57,121.18	\$23.78 \$46,993.63	\$28.51 \$56,338.70	\$36.39 \$71,898.91	\$46.44 \$91,773.95	2.5%
	7	\$37.92 \$74,933.82	\$30.34 \$59,947.06	\$37.92 \$74,933.82	\$29.63 \$58,549.21	\$24.38 \$48,168.47	\$29.22 \$57,747.17	\$37.30 \$73,696.38	\$47.61 \$94,068.30	2.5%
	8	\$38.87 \$76,807.17	\$31.10 \$61,445.73	\$38.87 \$76,807.17	\$30.37 \$60,012.94	\$24.99 \$49,372.68	\$29.95 \$59,190.84	\$38.23 \$75,538.79	\$48.80 \$96,420.01	2.5%
	9	\$39.84 \$78,727.35	\$31.87 \$62,981.88	\$39.84 \$78,727.35	\$31.13 \$61,513.26	\$25.61 \$50,607.00	\$30.70 \$60,670.62	\$39.18 \$77,427.26	\$50.02 \$98,830.51	2.5%
	10	\$40.84 \$80,695.53	\$32.67 \$64,556.42	\$40.84 \$80,695.53	\$31.91 \$63,051.09	\$26.25 \$51,872.17	\$31.47 \$62,187.38	\$40.16 \$79,362.94	\$51.27 \$101,301.27	2.5%
Retention Bonus 2		\$1,210.43	\$968.35	\$1,210.43	\$945.77	\$778.08	\$932.81	\$1,190.44	\$1,519.52	1.5%
Transfer Limit	11	\$41.86 \$82,712.92	\$33.49 \$66,170.34	\$41.86 \$82,712.92	\$32.71 \$64,627.37	\$26.91 \$53,168.98	\$32.26 \$63,742.07	\$41.17 \$81,347.02	\$52.55 \$103,833.80	2.5%
	12	\$42.91 \$84,780.74	\$34.32 \$67,824.59	\$42.91 \$84,780.74	\$33.52 \$66,243.06	\$27.58 \$54,498.20	\$33.06 \$65,335.62	\$42.20 \$83,380.69	\$53.86 \$106,429.65	2.5%
	13	\$43.98 \$86,900.26	\$35.18 \$69,520.21	\$43.98 \$86,900.26	\$34.36 \$67,899.13	\$28.27 \$55,860.66	\$33.89 \$66,969.01	\$43.25 \$85,465.21	\$55.21 \$109,090.39	2.5%
	14	\$45.08 \$89,072.77	\$36.06 \$71,258.21	\$45.08 \$89,072.77	\$35.22 \$69,596.61	\$28.98 \$57,257.17	\$34.74 \$68,643.23	\$44.33 \$87,601.84	\$56.59 \$111,817.65	2.5%
	15	\$46.20 \$91,299.59	\$36.96 \$73,039.67	\$46.20 \$91,299.59	\$36.10 \$71,336.53	\$29.70 \$58,688.60	\$35.61 \$70,359.31	\$45.44 \$89,791.89	\$58.00 \$114,613.09	2.5%
	16-19	\$47.36 \$93,582.08	\$37.89 \$74,865.66	\$47.36 \$93,582.08	\$37.00 \$73,119.94	\$30.44 \$60,155.82	\$36.50 \$72,118.30	\$46.58 \$92,036.68	\$59.45 \$117,478.42	2.5%
	20-24	\$49.73 \$98,261.18	\$39.78 \$78,608.94	\$49.73 \$98,261.18	\$38.85 \$76,775.94	\$31.97 \$63,163.61	\$38.32 \$75,724.21	\$48.91 \$96,638.52	\$62.43 \$123,352.34	5%
Retention Bonus 3 @ year 20 completion		\$1,473.92	\$1,179.13	\$1,473.92	\$1,151.64	\$947.45	\$1,135.86	\$1,449.58	\$1,850.29	1.5%
	25-29	\$52.21 \$103,174.24	\$41.77 \$82,539.39	\$52.21 \$103,174.24	\$40.80 \$80,614.73	\$33.56 \$66,321.79	\$40.24 \$79,510.42	\$51.35 \$101,470.44	\$65.55 \$129,519.95	5%
	30+	\$54.82 \$108,332.95	\$43.86 \$86,666.36	\$54.82 \$108,332.95	\$42.84 \$84,645.47	\$35.24 \$69,637.88	\$42.25 \$83,485.94	\$53.92 \$106,543.97	\$68.82 \$135,995.95	5%

John Muir Charter Schools
Salary Step Schedule I: Admin Leadership

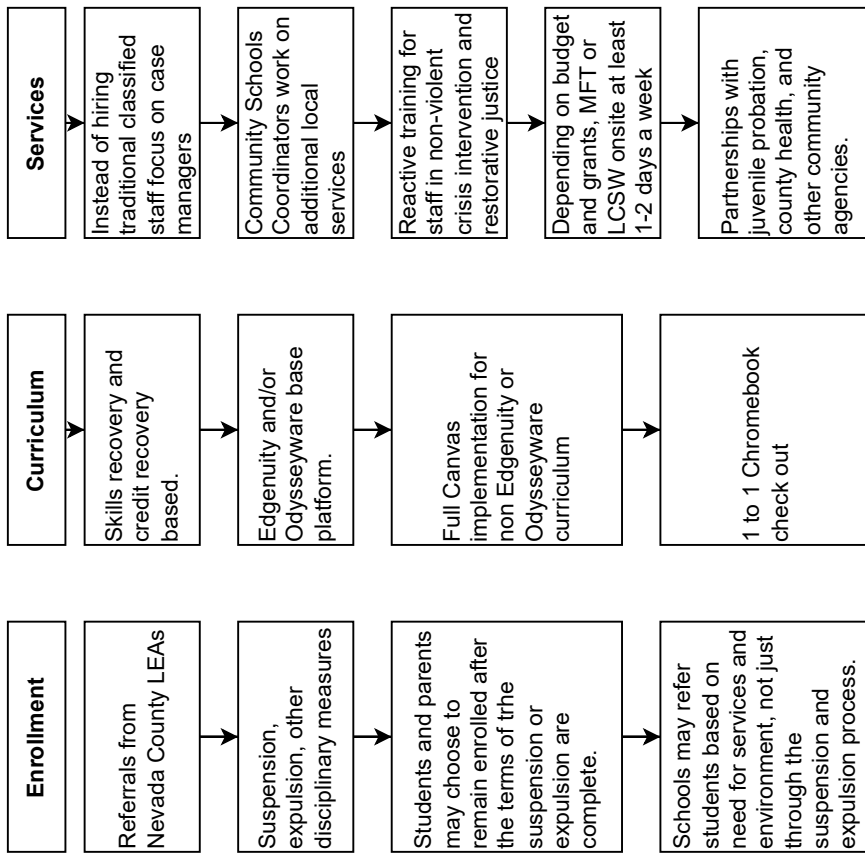
	1	2	3		
	CEO	COO	CFO		Increase
1	\$126,628.00	\$112,473.00	\$55.97	\$110,596.72	
2	\$132,959.40	\$118,096.65	\$58.77	\$116,126.56	5%
3	\$139,607.37	\$124,001.48	\$61.71	\$121,932.88	5%
4	\$146,587.74	\$130,201.56	\$64.79	\$128,029.53	5%
5	\$153,917.13	\$136,711.63	\$68.03	\$134,431.00	5%
6	\$161,612.98	\$143,547.22	\$71.43	\$141,152.55	5%
7	\$169,693.63	\$150,724.58	\$75.01	\$148,210.18	5%
8	\$178,178.31	\$158,260.81	\$78.76	\$155,620.69	5%
9	\$187,087.23	\$166,173.85	\$82.69	\$163,401.73	5%
10	\$196,441.59	\$174,482.54	\$86.83	\$171,571.81	5%
11	\$206,263.67	\$183,206.67	\$91.17	\$180,150.40	5%
12	\$216,576.85	\$192,367.00	\$95.73	\$189,157.92	5%
13	\$227,405.69	\$201,985.35	\$100.51	\$198,615.82	5%
14	\$238,775.98	\$212,084.62	\$105.54	\$208,546.61	5%
15	\$250,714.78	\$222,688.85	\$110.82	\$218,973.94	5%

Employees on the Administrative Leadership step schedule do not advance through steps based on years in service. The CEO advances through contract negotiation with the JMCS governing board. The COO and CFO advance based on performance, and while the CEO negotiates total compensation for the COO and CFO, the JMCS governing board approves the final compensation terms for the COO and CFO.

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Nevada County Community Charter School

A John Muir Charter School



Grades 6-12

- 1 Multiple Subject High School Teacher-Teaching Principal
- 1 Multiple Subject Middle School Teacher
- 2 Case Managers
- 1 General Office Aide- Phones, attendance, PowerSchool, classroom backup
- Grow to 3 FTE Teachers- 1 teaching principal
- MFT or LCSW onsite depending on grant and budget status.

Current ADA:
Approximately 10

Target
ADA: **50 by year 3.**

Target
ADA: **70 by year 5**



JOHN MUIR
CHARTER SCHOOLS