GRANITE MOUNTAIN CHARTER SCHOOL
10535 Foothill Blvd #100, Rancho Cucamonga, CA 91730
Phone (909) 906-3593
Fax (909) 324-2720

Regular Scheduled Board Meeting
Granite Mountain Charter School
April 14th, 2022, 6 p.m.
10535 Foothill Blvd. #100
Rancho Cucamonga, CA 91730

Through Teleconference Only
Join Zoom Meeting:
https://granitemountainschool.zoom.us/j/8593877639?pwd=OFlpdkNCQkhZcWVackppdmxKeEFlZz09

AGENDA

	Description	Presenter	Page #
1.	Call to Order		
2.	Approval of the Agenda		
3.	Public Comments		
4.	Executive Director's Report a. Business Services b. Staffing c. Academics d. Student Support e. Specialized Services f. Operations g. Looking Forward h. Questions	Brook MacMillan	4
5.	Virtual Learning Department Presentation	Lauren Anderson, Director of Virtual Learning; Bella and Brady Lynn Pedevillano, Student Presenters	27

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6.	Discussion and Potential Action on the March 17th, 2022 Meeting Minutes		39
7.	Consent Agenda - Consideration for Action - One motion and vote will enact all consent agenda items that are routine in nature* a. Adopted Curriculum Contract: Acellus Cybrschool b. Adopted Curriculum Contract: Imagine Learning Edgenuity & Odysseyware c. 2022-2023 SIS Renewal Contract with School Pathways d. 2022-2023 Employee Contract Template Language e. Amendment to the Policy for Inspection of Public Records f. Amendment to the 22-23 Organization Chart g. One Time Additional PEX Funding		42
8.	Discussion and Potential Action on the Executive Director's Evaluation Form Template and Timeline	Brook MacMillan	91
9.	Discussion and Potential Action on the Temporary State Testing Support Stipend	Brook MacMillan	96
10.	Discussion and Potential Action on the Resolution of the Board of Directors of Granite Mountain Charter School Approving Teleconferencing Options for Board Meetings		97
11.	Board of Directors' Requests		
12.	Announcement of next regular board meeting		
13.	Adjournment		

*All matters listed under Consent Agenda are considered to be routine or sufficiently supported by prior or accompanying reference materials and information as to not require additional discussion. A motion as referenced below will enact all items. There will be no separate discussion of these items prior to the time the Board of Education votes on the motion unless members of the Board, staff or public request specific items to be removed from the Consent Agenda for separate consideration for action.

Public comment rules: Members of the public may address the Board on agenda or non-agenda items through the teleconference platform, zoom. Zoom does not require the members of the public to have an account or login. Please either utilize the chat option to communicate with the administrative team your desire to address the board or simply

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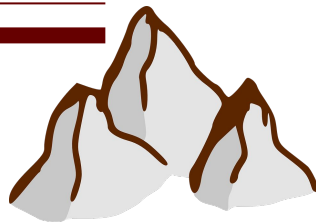
communicate orally your desire to address the board when the board asks for public comments. Speakers may be called in the order that requests are received. We ask that comments are limited to 2 minutes each, with no more than 15 minutes per single topic so that as many people as possible may be heard. If a member of the public utilizes a translator to address the board, those individuals are allotted 4 minutes each. If the board utilizes simultaneous translation equipment in a manner that allows the board to hear the translated public testimony simultaneously, those individuals are allotted 2 minutes each. By law, the Board is allowed to take action only on items on the agenda. The Board may, at its discretion, refer a matter to school staff or calendar the issue for future discussion.

Note: Granite Mountain Charter School Governing Board encourages those with disabilities to participate fully in the public meeting process. If you need a disability-related modification or accommodation, including auxiliary aids or services, to participate in the public meeting, please contact the Governing Board Office at 951-290-3013 at least 48 hours before the scheduled board meeting so that we may make every reasonable effort to accommodate you. (Government Code § 54954.2; Americans with Disabilities Act of 1990, § 202 (42 U.S.C. § 12132)).

Granite Mountain Charter School

Executive Director's Update

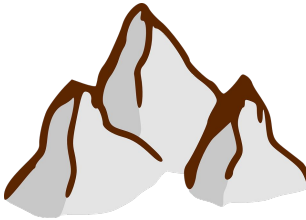
April 14th, 2022



Business Services

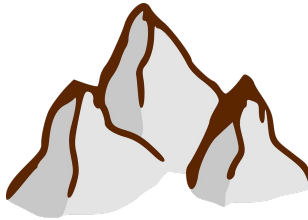
Business Services Updates

- Additional storage has been installed at our Lucerne office.
- The final shipment of Thematic boxes have gone out for the year!
- Preparations and training for the new OPS inventory system will begin soon.



Instructional Materials and Supplies Updates

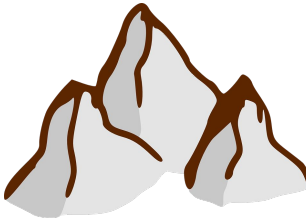
- During the month of March, the department had its highest month of productivity this school year
- This month the department has successfully collaborated with Amazon Business and OPS to establish the Amazon Punchout system within OPS
- We continue to work with other departments to migrate data over into the OPS and plan to begin the curation of training materials in April



Vendor Relations Updates

- Vendor Relations is working on sending out service vendor contracts and detailed lists of service to all vendors for the 2022-2023 school year.

- Preparing to transition the vendor information and catalog to the new system within the coming weeks.

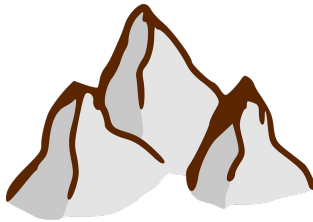


Staffing

Community Engagement Department Updates

This month our Community Engagement Department has been busy getting all things Graduation and Promotion underway. We are so excited to be in the final stages of contracting with a local venue for both ceremonies.

As we look to the future, the Community Engagement Department is eagerly anticipating offering more Explorer Group opportunities as well as community service projects for our students.



Human Resources Updates

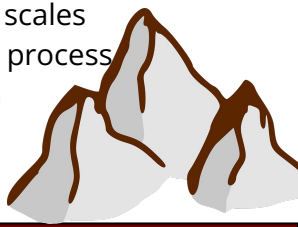
1. 245 employees as of 4/7

2. Form 700s were filed on time; thank you, Board Members!

3. Assignment changes:

- J. Chetney, Director of High School Support, eff. 4/7
- M. Echevarria, Director of Intervention and Student Services, eff. 4/7
- J. Grasmick, Director of Social Emotional Learning (SEL) and Special Populations eff. 4/7
- M. Alemar, Director of Instructional Technology, eff. 4/7
- J. Kaylor, Director of Professional Development and Training, eff. 4/7
- D. Oliver, Director of Digital Learning, eff. 4/11
- D. Hernandez, Director of Career Technical Education, eff. 4/11
- S. Stevenson, Director of Student Athletics and Fitness, eff. 4/8
- L. Buss, Senior Director of Special Education, eff. 7/1
- J. Penagos, Director of Assessments and Related Services, eff. 7/1

- We are working on updating the rate-in for all certificated employees to reflect the recently adopted pay scales for the 22/23 school year. This is an excellent opportunity for our specialist and AD to learn the rating in process.
- Our HR specialist and AD of Health and Safety are working towards completing an HR certificate through CharterSafe. The courses are helping them strengthen their HR foundation and therefore create a more robust HR department.



Academics

Student Achievement Updates:

Assessment

- ELPAC testing is being wrapped up, only a few more students are needing to be tested.
- CAASPP testing is underway. We had a great turn out the first week of testing. Teachers were able to attend the testing team's live zoom room throughout the week of testing to help troubleshoot any technical issues within the system.

Achievement Administrators

- AAs have made outreach calls to parents who have requested to opt out to testing to ensure they know the significantly negative impact this has on GMCS in terms of our dashboard and renewal.

Student Achievement Updates:

High School

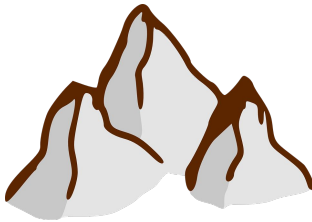
- Freshman Orientation April 20th (Spanish meeting April 21)
- HSAAs are meeting with every rising 9th grader this spring to discuss all HS things

Student Success

- New reports have been run identifying students who received a D or F on their progress reports and meetings have been scheduled to assist teachers in progress monitoring these students and developing a plan to support them towards success by the end of the semester.

Curriculum Updates

- The curriculum department was able to get some extra hands on deck in order to get the high school LP Packets completed by the end of summer. We are very excited for them to roll out by the first of the next school year for K-12



Student Support

Student Support

Intervention

- Director of Intervention and Student Services: Marissa Echevarria
  - Over 60 Requests for 1:1 Tutoring in Session 4
  - Over 100 Screens for Intervention Classes in Math, Reading and Writing
  - Piloting an Asynchronous Intervention Program
  - SST Success Story: A 7th grader came to SST last Spring. He was not turning in any work and slept most of the day. The SST Coordinator implemented an Action Plan that incorporated personal connections with the Learning Coach, the HST and herself. He has made significant progress and is graduating from the SST process!

Multilingual Populations

- Significant attendance increase from our January to March ELAC meetings and in our peer tutoring participation
- Provided a 30 minute PD to the staff in all things Multilingual
- 96% of our EL students have started ELPAC testing

Student Support

Social Emotional Learning and Special Populations

- Director of SEL and Special Pops: Jaime Grasmick
- *Chantelle Crespo, our Special Populations Administrator, received a personal invitation from the county to attend the Southern Region Student Wellness Conference, all expenses paid because of her work as liaison for our school. The county recognized that Chantelle consistently goes above and beyond to provide individualized care to our Special Population students.*
- Working with HSTs to ensure that all graduating students have access to a cap and gown.

High School Support

- Director of HIgh School Support: Julie Chetney
- High School Orientation is on it's way! April 20: English Only; April 21: English and Spanish
- MTSS model has been designed for High School students. Julie is working with Assistant Directors to create the proper framework and procedures to fully implement the MTSS program in the fall.

Specialized Services

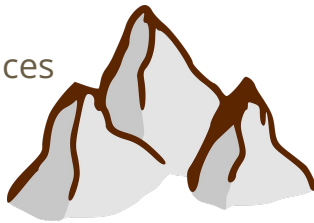
Special Education Updates

The Special Education Department is currently focusing on:

- Convening approximately 120 IEP meetings before the end of the school year
- Completing pending evaluations for 65 students
- We are holding our last SPED Parent University session in May
    - Topic: *Social-Emotional Learning, Tactile Learning, & Strategies for a Successful Summer*

The 2022-2023 focus areas for the Specialized Pupil Services Division:

- Expanding the SPED Parent University program by developing a new series
- Aligning the SAI sessions with GMCS 5 At A Time
- Provide more focused-specific PLCs and professional developments for the various Departments and Teams:
    - Special Education Department: Case Management Team and Instructional Team
    - Assessments and Related Service Department: Assessment Team and Related Services Team



Operations

Enrollment Report

Granite Mountain

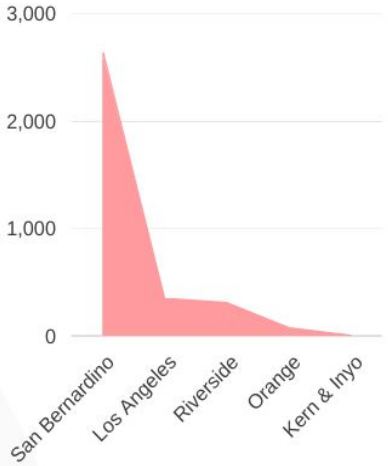
Our 22-23 Open Enrollment and Letter of Intent period have closed as of April 1st, 2022.

We have received over 1,067 enrollment Interest forms during our open enrollment period. We will be holding a lottery April 18th for our general lottery pool.

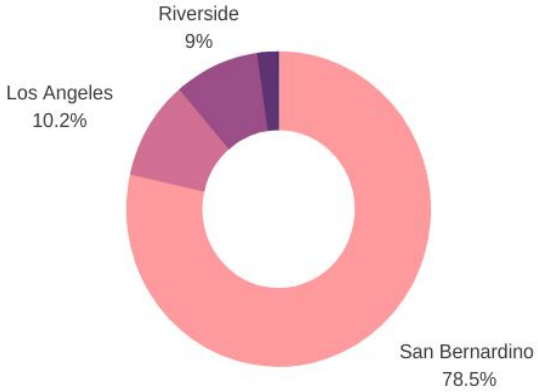
Withdrawals this month have decreased with only 6 withdrawals since March 29th.

ENROLLMENT REPORT

Student Registration Department



Total = 3,379
Current Enrollment



Total = 3,139
Returning Enrollment Data

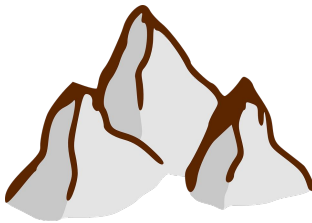
School Information Systems

Completed the solicitation of bids for our SIS for the 22-23 school year.

Our current SIS offers a wealth of reporting support, integrates well with CALPADS and our staff is familiar with the platform.

The time and effort as well as additional staffing needed to migrate to a new system would be significant.

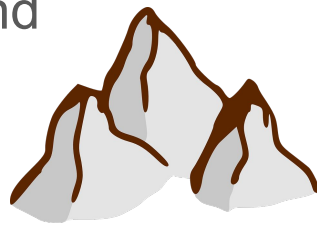
We recommend continued contracting with our current SIS provider, School Pathways.



Technology Updates

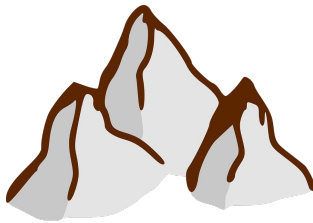
- New Director of Instructional Technology has been hired and will begin the process of:
    - Identifying the needs of staff, parents, and students
    - Creating and implementing plan to meet those needs

- Immediate focus areas:
    - Working with IMS to transition to OPS and Amazon Punchout
    - Creating a cybersafety and internet literacy program for students
    - Developing training workshops and materials for staff and families

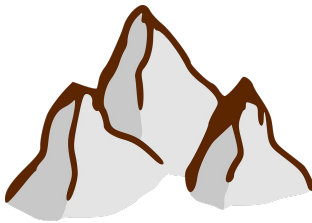


Looking forward....

A. LCAP Presentation (May)
B. Universal Pre-K Grant Public Hearing (May)
C. Form 990 (May)
D. Benefits presentation (May)
E. 22-23 Board Meeting Calendar (May)
F. LCAP Approval (June)
G. Preliminary Budget 22-23 (June)
H. Universal Pre-K Grant Approval (June)
I. No Board resumes received as of yet to fill the vacancy but will continue to solicit interest. We will do an election of officers at the next meeting (May).

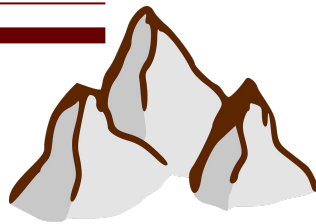


Questions?



Granite Mountain Charter School

Virtual Learning Department
Plugged In!



Plugged In! High School Student Speakers

- B[redacted] Pedevillano, 11th grade GMCS student currently taking HS Algebra 2 with Plugged In!
- B[redacted] Pedevillano, 9th grade GMCS student currently taking Spanish 1 and English 9 with Plugged In!

Meet our Plugged In! Leadership Team

- Over the last 2 years our Plugged In! Staff has increased as our program has grown. We have increased from 14 staff members in 20/21 to 24 staff members in 21/22.

Danielle Hernandez
Assistant Director K5

Sandee Sanderson
Assistant Director MS and HS

Samara Hodgson

Tereneh McMican

Elizabeth Stockman

Rachel Tomor

Naader Reda

Plugged In! K5 Virtual Teachers

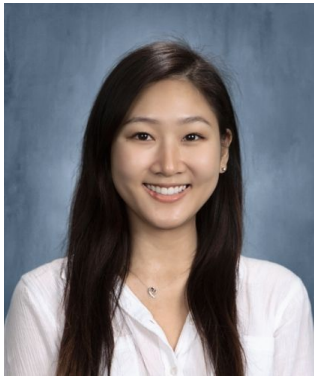
Victoria McCraw (K)

Gabby Borja (1st)

Mary Harrison (2nd)

Cierra Corsaro (3rd)

Katie Ramirez (4th)



Grace Jeong (5th)

Plugged In! MS Content Specialists

Jene James (Social Studies)

Renee Gurley (Language Arts)

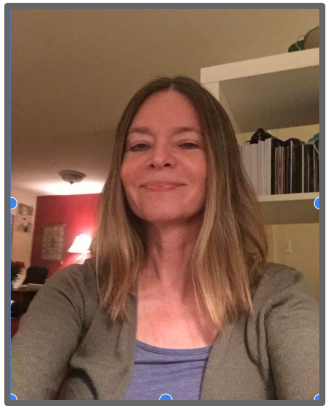
Lindsey Mack (Math)

Brad Shepard (Science)

Plugged In! HS Content Specialists

Abbey Sarver (VAPA courses)

Dona Sisk (Science)



Evelyn Harris (English)

Shermeena Grimsby (Math)

Christine Kramer (Social Sciences)

Juanita Diaz De Leon (Spanish)

Plugged In! Program Growth over the last 2 years

Over the last 2 years our department has worked extremely hard to develop and implement a K-12 Live Virtual in house curriculum option. The 2021-22 was the second year of our in house Virtual Learning Program, Plugged In! for grades K-8th and our pilot year for our live virtual AG High School option.

- We currently provide live virtual instruction to **461** K-5 Students and **218** middle school (6-8) students for a total of **679** K-8 students which is approximately **25%** of GMCS's total K-8 student population.

- We have increased the number of GMCS students we provide live instruction to by **12%** since the 20/21 school year.

- In our pilot year, we currently provide live virtual instruction to **119** HS students that take 468 high school course seats. This is approximately **22%** of GMCS's High School student population.

Our Amazing Offerings!

- Twice weekly Live Virtual Instruction with a GMCS teacher in each of the 4 core subjects
- Weekly interactive asynchronous lesson plans with standards-based activities provided to the families for 4 core subjects using McGraw Hill curriculum. Fully graded (by content specialist) curriculum option for 6-12th grade students.
- Hosted monthly virtual thematic workshops for each grade level that are standards-based and educational in nature.
- In collaboration with our Student Support Services Department we were able to offer a support class for our middle school math students that struggled in specific standards based on STAR 360 test data.
- In collaboration with the community engagement department our students are given monthly in-person field trip opportunities that correlate with our monthly themes.

Plugged In! Data Based Student Growth

Our team has made it a priority this year to analyze the STAR 360 data for students in our program, in order to provide data driven instruction centered around student needs.

During our monthly PLCs with the Plugged In! Staff, we look at progress being made based on our offerings of targeted support both in the virtual classroom during synchronous instruction and suggested support during asynchronous time.

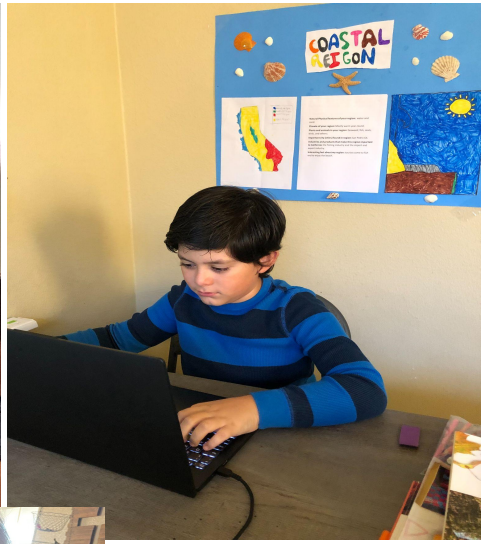
We decided to focus on moving students who were on watch or in need of intervention into the at or above grade level range. With our added strategies and support classes specifically designed for middle school students, **76%** of the students we were working with increased their test scores in either ELA, math, or both from the Fall to the Winter STAR 360 assessment.

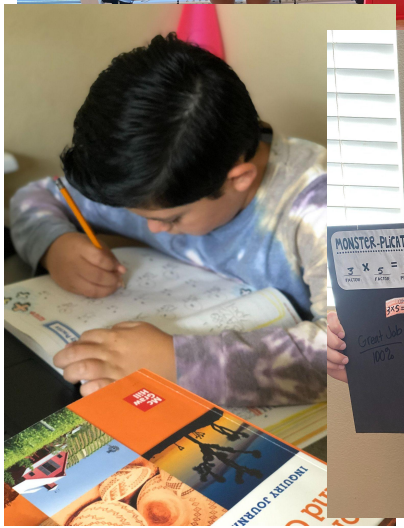
We continue to provide instruction driven by the Winter data and hope that we will see growth when we analyze the Spring data.

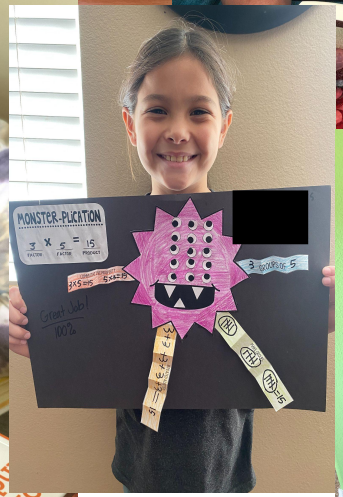
Top 5 Accomplishments over the last 2 years

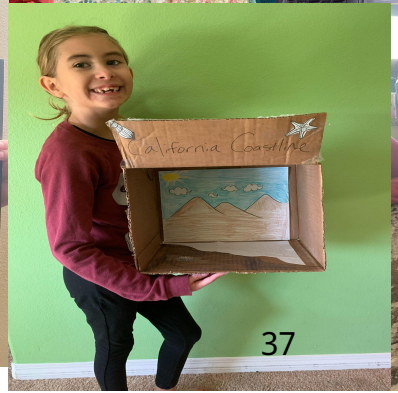
1. Developed, implemented, and grew a successful K-8 in house live virtual curriculum option.
2. Developed and implemented an in house AG aligned live virtual High School curriculum option.
3. PLCs each month targeting student needs based on data and 76% of students targeted increased their test scores.
4. Collaboration across departments to create in person thematic events and Plugged In! support classes for struggling students in middle school math.
5. Live virtual workshops each month focusing on our program themes or social emotional learning topics.

Plugged In! Program Pictures









Plugged In! students hard at work!

Questions?

Regular Scheduled Board Meeting
Granite Mountain Charter School
March 17th, 2022, 6 p.m.
10535 Foothill Blvd. #100
Rancho Cucamonga, CA 91730

Through Teleconference Only

Attendance: Luke Kibler, John Hannon III, Wendy Maldonado, Ryan Callahan

Fritzy Devera joined at 6:04pm

Absent: Nino Lopez

1. **Call to Order**
   Luke Kibler called the meeting to order at 6:03 pm.

2. **Approval of the Agenda**
   Ryan Callahan motioned to approve the agenda.
   Luke Kibler seconded.
   Luke Kibler aye, Wendy Maldonado aye, Ryan Callahan aye, John Hannon III aye

3. **Public Comments**
   None

4. **Executive Director's Report**
   Brook MacMillan gave her Executive Director's report on the following:
   a) Day in the Life, Training & Professional Development
   b) School Compliance and Operations
   c) Academic Programs
   d) Student Support Services
   e) Specialized Pupil Services
   f) Business Services
   g) Into Next Year

5. **Curriculum Department Presentation**
   Karley Turner, Director of Curriculum & Instruction, presented on the Curriculum & Instruction department.

6. **Discussion and Potential Action on the Adopted Curriculum Options**

Ryan Callahan motioned to approve the Adopted Curriculum Options.
Wendy Maldonado seconded.
Luke Kibler aye, Wendy Maldonado aye, Ryan Callahan aye, John Hannon III aye, Fritzy Devera aye

7. **Discussion and Potential Action on the Universal Curriculum**
   Luke Kibler motioned to approve the Universal Curriculum.
   Wendy Maldonado seconded.
   Luke Kibler aye, Wendy Maldonado aye, Ryan Callahan aye, John Hannon III aye, Fritzy Devera aye

8. **Discussion and Potential Action on the February 17th, 2022 Meeting Minutes**
   Wendy motioned to approve the February 17th, 2022 Meeting Minutes.
   Luke Kibler seconded.
   Luke Kibler aye, Wendy Maldonado aye, Ryan Callahan aye, John Hannon III aye, Fritzy Devera aye

9. **Presentation, Discussion and Potential Action on the February Financials**
   Aaron Guibord presented the February Financials.
   Luke Kibler motioned to approve the February Financials.
   Fritzy Devera seconded.
   Luke Kibler aye, Wendy Maldonado aye, Ryan Callahan aye, John Hannon III aye, Fritzy Devera aye

10. **Discussion and Potential Action on the Second Interim Report**
    Luke Kibler motioned to approve the Second Interim Report.
    Ryan Callahan seconded.
    Luke Kibler aye, Wendy Maldonado aye, Ryan Callahan aye, John Hannon III aye, Fritzy Devera aye

11. **Consent Agenda - Consideration for Action - One motion and vote will enact all consent agenda items that are routine in nature***
    a) Amendment to the Comprehensive School Safety Plan
    b) Vendor Contract
    c) Opt Out Notice for CharterSAFE
    d) High School Course Retake and Extensions
    e) Instructional Funds Policy

    Luke Kibler motioned to approve the Consent Agenda.
    Ryan Callahan seconded.
    Luke Kibler aye, Wendy Maldonado aye, Ryan Callahan aye, John Hannon III aye, Fritzy Devera aye

12. **Discussion and Potential Action on the Additional PEX Funding**
    Wendy Maldonado motioned to approve the Additional PEX Funding.
    Luke Kibler seconded.
    Luke Kibler aye, Wendy Maldonado aye, Ryan Callahan aye, John Hannon III aye, Fritzy Devera aye

13. **Discussion and Potential Action on the AG Completion Improvement Grant**

Luke Kibler motioned to approve the AG Completion Improvement Grant.
Wendy Maldonado seconded.
Luke Kibler aye, Wendy Maldonado aye, Ryan Callahan aye, John Hannon III aye, Fritzy Devera aye

14. Discussion and Potential Action on the Resolution of the Board of Directors of Granite Mountain Charter School Approving Teleconferencing Options for Board Meetings

Ryan Callahan motioned to approve the Resolution of the Board of Directors of Granite Mountain Charter School Approving Teleconferencing Options for Board Meetings.
Wendy Maldonado seconded.
Luke Kibler aye, Wendy Maldonado aye, Ryan Callahan aye, John Hannon III no, Fritzy Devera aye

15. Discussion and Potential Action on the Board Member Resignation

Ryan Callahan motioned to accept Luke Kibler's board resignation as of April 15th, 2022.
Wendy Maldonado seconded.
Luke Kibler aye, Wendy Maldonado aye, Ryan Callahan aye, John Hannon III aye, Fritzy Devera aye

16. Board of Directors' Requests

None

17. Announcement of next regular board meeting

Brook MacMillan announced the next regular board meeting as April 14th, 2022 at 6 pm via teleconference.

18. Adjournment

Ryan Callahan motioned to adjourn the meeting at 7:53 pm.
Luke Kibler seconded.
Luke Kibler aye, Wendy Maldonado aye, Ryan Callahan aye, John Hannon III aye, Fritzy Devera aye

Adopted Curriculum Contract

Granite Mountain Charter School (GMCS) is seeking approval for the following contract for initial licenses:

- Acellus CybrSchool

Homeschool with Acellus

Please send payment to:
CybrSchool LLC
Attn: Accounts Receivable
10220 N. Ambassador Drive, Suite 880, Kansas City, MO 64153 USA
Phone: 800-945-4151

Proposal Number: 935637
Approval Date: 03/22/2022

CybrSchool LLC is the Sole Source for these items. Terms & Conditions

District: Granite Mountain Charter School
Location: Lucerne Valley, CA

Contact: Ms. Julie Roszkowicz, Assistant Director of Curriculum Contracts
Phone: (951) 479-2609
Email: julie@granitemountainschool.com

☑ Click here to indicate that you have read and agree to the terms of the CybrSchool Agreement.

☑ Click here to certify that you the have authority to bind the District and are signing as an authorized agent of the District.

Name: Karley Turner Title: Director of Curriculum Email: karley.turner@granitemountainschool.com

QTY	DESCRIPTION	PRICE	EXTENDED PRICE
250	**Acellus CybrSchool License - $250/student** • View Course List • License valid for 1 year.	$ 250.00	$ 62,500.00
		Amount to be Paid by District:	**$ 62,500.00**

Adopted Curriculum Contract

Granite Mountain Charter School (GMCS) is seeking approval for the following contract for initial licenses:

- Imagine Learning Edgenuity & Odysseyware

imagine learning

Price Quote

8860 E. Chaparral Rd
Suite 100
Scottsdale, AZ 85250
877-725-4257 x1037

Date	7/1/2022
Quote No.	237031
Acct. No.	05:gr:CA:12243190
Total	$75,250.00
Pricing Expires	6/30/2023

Payment Schedule	Contract Start	Contract End
	7/1/2022	6/30/2023

Site	Description	Comment	End Date	Per Unit	Qty	Amount
1. Granite Mountain Charter School						
	Digital Libraries 6-12 Comprehensive All Content Concurrent User (MS and HS content for math, ELA, science, social studies, electives, AP, world languages, Virtual Tutors; excludes eDynamic Learning and Purpose Prep)		06/30/2023	$1,000.00	45	$45,000.00
	IS Teaching per Semester (18 week) Course (14 day drop/add grace period) ($325/ semester/enrollment)		06/30/2023	$325.00	70	$22,750.00
	Odysseyware 6-12 Comprehensive Single User (Includes all MS and HS libraries including all Math, ELA, Science, Social Studies, General Electives, Career Electives and World Languages; excludes eDynamic Learning and Purpose Prep)		06/30/2023	$500.00	15	$7,500.00

Subtotal	$75,250.00
Total	$75,250.00

Imagine Learning will audit enrollment count throughout the year. If more enrollments are found to be in use than purchased, Imagine Learning will invoice the customer for the additional usage.

This quote is subject to Edgenuity Inc. Standard Terms and Conditions ("Terms and Conditions"). These Terms and Conditions are available at http://www.edgenuity.com/edgenuity-standard-terms-and-conditions-of-sale.pdf, may change without notice and are incorporated by this reference. By signing this quote or by submitting a purchase order or form purchasing document, Customer explicitly agrees to these Terms and Conditions resulting in a legally binding agreement. To the fullest extent permitted under applicable law, all pricing information contained in this quote is confidential, and may not be shared with third parties without Edgenuity's written consent.

Granite Mountain Charter School

Signature: _____

Print Name: _____

Title: _____

Date: _____

Imagine Learning Representative

Zoe Drew
zoe.drew@imaginelearning.com
210.907.8819

Not valid unless accompanied by a purchase order. Please specify a shipping address if applicable. Please e-mail this quote, the purchase order and order documentation to AR@imaginelearning.com or fax to 480-423-0213.

School Pathways, LLC
181 Commercial Street, Portola, CA 96122
Phone: 866-200-6936

Customer Name:	Granite Mountain Charter	Enrollment:	3550
Customer Contact Name:	Christina Phillips	Customer Contact Title:	COO
Contact Email:	christina@granitemountainschool.com	Number of Schools:	1
Customer Contact Phone:	909-906-3593 x134	Contract Term:	36 months
Proposal Issue Date:	4/5/2022	Start Date:	7/1/2022
Proposal Expiration Date:	6/30/2022	End Date:	6/30/2025

Product Subscriptions	Quantity	Unit	Annual Subscription Fee
SIS Annual Subscription	3550	Student	$16,898.00
SPArchiving Annual Subscription	3550	Student	$18,602.00
PLS Annual Subscription	3550	Student	$135,255.00
RegOnline Annual Subscription	3550	Student	$4,934.50
Clever Bridge Annual Subscription	1	School	$476.27
Google Apps Bridge Annual Subscription	1	School	$396.89
National Student Clearinghouse Bridge Annual Subscription	1	School	$396.89
OPS Bridge Annual Subscription	1	School	$476.27
Renaissance Learning Bridge Annual Subscription	1	School	$396.89
		Total Annual Subscription Fees:	**$177,832.71**

Professional Services & Custom Development	Quantity	Unit	One-Time Training, Services, Development Fee
		Total One-Time Setup and Training Fees:	**N/A**

Subscription, Services, Custom Development Totals:

Product/Service	Total Quote
Annual Product Subscriptions	$177,832.71
Total Quote	**$177,832.71**

Product subscription prices shall increase by 3% in the second and third years of the terms.

School Pathways will review enrollment prior to term end date to adjust subscription fees for enrollment increases as needed.
Any applicable state sales tax has not been added to this quote.

Invoices shall be issued: ☐ Annually ☐ Bi-Annually ☐ Quarterly.

Invoices will be sent out annually (7/1), bi-annually (7/1 and 1/1), or quarterly (7/1, 10/1, 1/1, 4/1), based upon your chosen preference.
Payment is due within 30 days of the invoice date.

By execution of this quote, School Pathways subscriptions and/or services listed herein shall be provided to the Customer subject to the terms and conditions found at: link to www.schoolpathways.com/msa

IN WITNESS WHEREOF, the parties hereto have executed this Order Form on the dates indicated below.

Granite Mountain Charter	School Pathways, LLC.
By:	By:
Printed Name:	Printed Name:
Title:	Title:
Date:	Date:

FIXED TERM EMPLOYMENT AGREEMENT
BETWEEN
GRANITE MOUNTAIN CHARTER SCHOOL &
,

THIS EMPLOYMENT AGREEMENT ("Agreement") is entered into by and between the above named employee ("Employee") and the Governing Board ("Board") of Granite Mountain Charter School The Board desires to hire employees who will assist Granite Mountain Charter School in achieving the goals and meeting the requirements of the school. The parties recognize that Granite Mountain Charter School is not governed by the provisions of the California Education Code, except as expressly set forth in the Charter Schools Act of 1992. The Board desires to engage the services of the Employee for purposes of assisting Granite Mountain Charter School in implementing its purposes, policies, and procedures.

WHEREAS, Granite Mountain Charter School and Employee wish to enter into an employment relationship under the conditions set forth herein, the parties hereby agree as follows:

A. STATUTORY PROVISIONS RELATING TO CHARTER SCHOOL EMPLOYMENT

1. The charter schools has been established and operate pursuant to the Charter Schools Act of 1992, Education Code section 47600, *et seq*. Granite Mountain Charter School has been duly approved by the District, according to the laws of the State of California.

2. Pursuant to Education Code section 47604, Granite Mountain Charter School has elected to be formed and to operate as a non-profit public benefit corporation pursuant to the Non-profit Public Benefit Corporation Law of California (Part 2, commencing with section 5110 *et seq*. of the Corporations Code). As such, Granite Mountain Charter School is considered a separate legal entity from the District, which granted the charter. The District shall not be liable for any debts and obligations of Granite Mountain Charter School, and the employee signing below expressly recognizes that he/she is being employed by Granite Mountain Charter School and not the District.

3. Pursuant to Education Code section 47610, Granite Mountain Charter School must comply with all of the provisions set forth in their charters, but is otherwise exempt from the laws governing school districts except as specified in Education Code section 47610.

4. Granite Mountain Charter School shall be deemed the exclusive public school employer of the employees at Granite Mountain Charter School for purposes of Government Code section 3540.1.

B. EMPLOYMENT TERMS AND CONDITIONS

1. Duties

Employee will perform such duties as Granite Mountain Charter School may reasonably assign and Employee will abide by all School policies and procedures as adopted and amended from time to time.

2. Term and Work Schedule

Subject to Section C, "Termination of Agreement" herein, Granite Mountain Charter School hereby employs Employee for the term of the charter, commencing on or after **July 1, 20222021** and ending **June 30, 20232022.** Workdays for the Employee shall be consistent with the applicable calendar of workdays for this position. **Directors are expected to work 215 days a year.**

Granite Mountain Charter School shall have the right to assign or reassign the Employee to positions, duties, or additional duties and to make changes in responsibilities, work, or transfers, at any time during the contract term. Specific programs will have specific needs. Any question should be directed to the immediate supervisor.

Employee will not render services in person or by electronic means, paid or otherwise, for any other person or entity during contracted work hours with Granite Mountain Charter School.

3. Compensation

Employee will receive a salary schedule indicating yearly salary no later than June 15th of each school year to be paid semi-monthly (twice a month) from which the Board shall withhold all statutory and other authorized deductions. (Additional column increases earned during the year will be documented on a supplementary salary schedule approved by the Board of Directors of Granite Mountain Charter School at which the employee is affiliated for any given school year.) Employee is not required to carry a roster but has the option to carry up to fifteen [number]twelve (1215) students upon approval. Compensation for these students will be $100/month per student. Additional student compensation is only possible when students are in attendance. In times of need, the school reserves the right to assign additional students to employee's roster. The employee's roster will be pulled on the last business day of the pay period in consideration for additional student compensation. The board may adjust compensation by up to 15% in the form of a salary increase or reduction based on actual enrollment; any salary increase is contingent on enrollment and positive performance. The salary schedule is based on what the board will deem to be reasonable targets. Salary changes will only be permitted at the end of the 1st three fiscal quarters – namely September 30th, December 31st, and March 30th. **Base salary for 2022-20232021-2022 is $XXX,XXX (Leadership, Year X).** Employee's daily rate will be calculated by Salary/260 possible workdays.

4. Employee Benefits

Employee shall be entitled to participate in designated employee benefit programs and plans established by Granite Mountain Charter School (subject to program and eligibility requirements) for the benefit of its employees, which from time to time may be amended and modified by Granite Mountain Charter School in its sole discretion.

5. Performance Evaluation

Employee shall receive periodic performance reviews conducted by his/her supervisor in accordance with the Granite Mountain Charter School evaluation policy.

Failure to evaluate Employee shall not prevent Granite Mountain Charter School from disciplining or dismissing Employee in accordance with this Agreement.

6. Employee Rights

Employment rights and benefits for employment at Granite Mountain Charter School shall only be as specified in this Employment Agreement, the Charter Schools Act and Granite Mountain Charter School's Personnel Handbook, which from time to time may be amended and modified. Employment rights and benefits may be affected by other applicable agreements or directives or advisories from the California Department of Education or State Board of Education. During the term of this Agreement, Employee shall not acquire or accrue tenure, or any employment rights with Granite Mountain Charter School.

7. Licensure

Employee understands that employment is contingent upon verification and maintenance of any applicable licensure and/or credentials.

8. Child Abuse and Neglect Reporting

California Penal Code section 11166 requires any child care custodian who has knowledge of, or observes, a child in his or her professional capacity or within the scope of his or her employment whom he or she knows or reasonably suspects has been the victim of child abuse to report the known or suspected instance of child abuse to a child protective agency immediately, or as soon as practically possible, by telephone and to prepare and send a written report thereof within thirty-six (36) hours of receiving the information concerning the incident.

By executing this Agreement, the Employee acknowledges he or she is a child care custodian and is certifying that he or she has knowledge of California Penal Code section 11166 and will comply with its provisions.

9. Fingerprinting/TB Clearance

Fingerprint clearance for Employee will be acquired through submitting the Employee's fingerprints to the California Department of Justice. Employee will be required to assume the cost of all fees related to the fingerprinting process. Employee will be required to submit evidence from a licensed physician that he/she was found to be free from active tuberculosis. Both clearances need to be in place prior to the first day of service.

10. Conflicts of Interest

Employee understands that, while employed by Granite Mountain Charter School, he or she will have access to confidential and proprietary information. Employee therefore shall not maintain employment or contracts for employment, or engage in any consultant or independent contractor relationship, with any other agency or

school that will in any way conflict with his/her employment with Granite Mountain Charter School. Employee agrees that he/she will not enter into any contract(s), or participate in making any contracts, in which he/she has a financial interest. Employee also specifically agrees that he/she will not recommend that Granite Mountain Charter School enter into a contractual relationship with a vendor to which the Employee has a familial or marital connection.

11. Outside Professional Activities

The outside professional activities including consulting, speaking, and writing shall not occur during regular work hours. Granite Mountain Charter School shall in no way be responsible for any expenses attendant to the performance of such outside activities.

12. School Intellectual Property and Non-Competition

Employee may during the course of [his/her] duties be advised of certain confidential business matters and affairs of Employer regarding its business practices, students, suppliers and employees. Employee's duties may also place Employee in a position of trust and confidence with respect to certain trade secrets and other proprietary information relating to the business of Employer and not generally known to the public or competitors. Such proprietary information may include student information, competitive strategies, marketing plans, special designs or systems, and accounting information. Employee shall not, either during [his/her] employment with Employer, or any time in the future, directly or indirectly:

a. disclose or furnish, directly or indirectly, to any other person, firm, agency, corporation, client, business, or enterprise, any confidential information acquired during [his/her] employment;

b. individually or in conjunction with any other person, firm, agency, company, client, business, or corporation, employ or cause to be employed any confidential information in any manner whatsoever, except in furtherance of the business of Employer;

c. without the written consent of Employer, publish, deliver, or commit to being published or delivered, any copies, abstracts, or summaries of any files, records, documents, drawings, specifications, lists, equipment and similar items relating to the business of Employer, except to the extent required in the ordinary course of Employee's duties;

Upon termination of employment, Employee is required to immediately return to Employer all property of Employer in as good condition as when received (normal wear and tear excepted) including, but not limited to, all files, records, documents, curriculum, equipment and supplies, promotional materials, and similar items relating to the business of Employer.

C. TERMINATION OF AGREEMENT

This Agreement may be terminated by any of the following:

1. **Early Termination with/without Cause:** The School Administration or Board may unilaterally, and with or without cause or advance notice, terminate this Agreement. ~~In consideration of the right to terminate this Agreement without cause, the School shall pay to Employee his/her salary for fifteen (15) calendar days after termination occurs.~~ . In consideration of the right to terminate this Agreement without cause, the School shall pay to Employee 10 school days at the daily rate of his/her salary after termination occurs based on receipt of a release of claims agreement and the return of items identified in B.12.c. If the employee refuse to sign a release of claims the employee will be paid for one day of employment.

1.

2. **Revocation/Nonrenewal of Charter**: In the event that Granite Mountain Charter School is either revoked or non-renewed, this Agreement shall terminate immediately upon the effective date of the revocation/nonrenewal of the charter, and without the need for the payment process outlined in Section C.1 above.

3. **Death or Incapacitation of Employee:** The death of Employee shall terminate this Agreement and all rights provided under this Agreement. In the event that Employee becomes incapacitated to the extent that, in the judgment of the Board, Employee may no longer perform the essential functions of his/her job with or without reasonable accommodation, as set forth in the job specifications, the Board may terminate this Agreement and without the need for the payment process outlined in Section C.1 above.

D. **NON-RENEWAL/EXPIRATION OF TERM.** The Board may elect not to offer future employment agreements to Employee at its sole discretion, without cause, and this Agreement will lapse by its own terms.

E. **GENERAL PROVISIONS**

1. Waiver of Breach

The waiver by either party, or the failure of either party to claim a breach of any provision of this Agreement, will not operate or be construed as a waiver of any subsequent breach.

2. Assignment

The rights and obligations of the respective parties under the Agreement will inure to the benefit of and will be binding upon the heirs, legal representatives, successors and assigns of the parties hereto; provided, however, that this Agreement will not be assignable by either party without prior written consent of the other party.

3. Governing Law

This Agreement will be governed by, construed, and enforced in accordance with the laws of the State of California.

4. Partial Invalidity

If any provision of this Agreement is found to be invalid or unenforceable by any court, the remaining provisions herein will remain in effect unless such partial invalidity or unenforceability would defeat an essential business purpose of the Agreement.

F. ACCEPTANCE OF EMPLOYMENT

By signing below, the Employee declares as follows:

1. I have read this Agreement and accept employment with Granite Mountain Charter School on the terms specified herein.

2. All information I have provided to Granite Mountain Charter School related to my employment is true and accurate.
3. This is the entire agreement between Granite Mountain Charter School and me regarding the terms and conditions of my employment. This is a final and complete agreement and there are no other agreements, oral or written, express or implied, concerning the subject matter of this Agreement.

Employee Signature:_____ Date: _____

Address: _____

Telephone:_____ Social Security Number: _____

Granite Mountain Charter School Approval:

Date: _____ _____

Executive Director, Granite Mountain Charter School

FIXED TERM EMPLOYMENT AGREEMENT
BETWEEN
GRANITE MOUNTAIN CHARTER SCHOOL &
,

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Granite Mountain Charter School shall have the right to assign or reassign the Employee to positions, duties, or additional duties and to make changes in responsibilities, work, or transfers, at any time during the contract term. Specific programs will have specific needs. Any question should be directed to the immediate supervisor.

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7. Licensure

Employee understands that employment is contingent upon verification and maintenance of any applicable licensure and/or credentials.

8. Child Abuse and Neglect Reporting

California Penal Code section 11166 requires any child care custodian who has knowledge of, or observes, a child in his or her professional capacity or within the scope of his or her employment whom he or she knows or reasonably suspects has been the victim of child abuse to report the known or suspected instance of child abuse to a child protective agency immediately, or as soon as practically possible, by telephone and to prepare and send a written report thereof within thirty-six (36) hours of receiving the information concerning the incident.

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Employee may during the course of [his/her] duties be advised of certain confidential business matters and affairs of Employer regarding its business practices, students, suppliers and employees. Employee's duties may also place Employee in a position of trust and confidence with respect to certain trade secrets and other proprietary information relating to the business of Employer and not generally known to the public or competitors. Such proprietary information may include student information, competitive strategies, marketing plans, special designs or systems, and accounting information. Employee shall not, either during [his/her] employment with Employer, or any time in the future, directly or indirectly:

a. disclose or furnish, directly or indirectly, to any other person, firm, agency, corporation, client, business, or enterprise, any confidential information acquired during [his/her] employment;

b. individually or in conjunction with any other person, firm, agency, company, client, business, or corporation, employ or cause to be employed any confidential information in any manner whatsoever, except in furtherance of the business of Employer;

c. without the written consent of Employer, publish, deliver, or commit to being published or delivered, any copies, abstracts, or summaries of any files, records, documents, drawings, specifications, lists, equipment and similar items relating to the business of Employer, except to the extent required in the ordinary course of Employee's duties;

Upon termination of employment, Employee is required to immediately return to Employer all property of Employer in as good condition as when received (normal wear and tear excepted) including, but not limited to, all files, records, documents, curriculum, equipment and supplies, promotional materials, and similar items relating to the business of Employer.

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without cause, the School shall pay to Employee 10 school days at the daily rate of his/her salary after termination occurs based on receipt of a release of claims agreement and the return of items identified in B.12.c. If the employee refuses to sign a release of claims the employee will be paid for one day of employment.
~~1.~~

2. **Revocation/Nonrenewal of Charter**: In the event that Granite Mountain Charter School is either revoked or non-renewed, this Agreement shall terminate immediately upon the effective date of the revocation/nonrenewal of the charter, and without the need for the payment process outlined in Section C.1 above.

3. **Death or Incapacitation of Employee:** The death of Employee shall terminate this Agreement and all rights provided under this Agreement. In the event that Employee becomes incapacitated to the extent that, in the judgment of the Board, Employee may no longer perform the essential functions of his/her job with or without reasonable accommodation, as set forth in the job specifications, the Board may terminate this Agreement and without the need for the payment process outlined in Section C.1 above.

D. NON-RENEWAL/EXPIRATION OF TERM. The Board may elect not to offer future employment agreements to Employee at its sole discretion, without cause, and this Agreement will lapse by its own terms.

E. GENERAL PROVISIONS

1. Waiver of Breach

The waiver by either party, or the failure of either party to claim a breach of any provision of this Agreement, will not operate or be construed as a waiver of any subsequent breach.

2. Assignment

The rights and obligations of the respective parties under the Agreement will inure to the benefit of and will be binding upon the heirs, legal representatives, successors and assigns of the parties hereto; provided, however, that this Agreement will not be assignable by either party without prior written consent of the other party.

3. Governing Law

This Agreement will be governed by, construed, and enforced in accordance with the laws of the State of California.

4. Partial Invalidity

If any provision of this Agreement is found to be invalid or unenforceable by any court, the remaining provisions herein will remain in effect unless such partial invalidity or unenforceability would defeat an essential business purpose of the Agreement.

F. ACCEPTANCE OF EMPLOYMENT

By signing below, the Employee declares as follows:

1. I have read this Agreement and accept employment with Granite Mountain Charter School on the terms specified herein.

2. All information I have provided to Granite Mountain Charter School related to my employment is true and accurate.
3. This is the entire agreement between Granite Mountain Charter School and me regarding the terms and conditions of my employment. This is a final and complete agreement and there are no other agreements, oral or written, express or implied, concerning the subject matter of this Agreement.

Employee Signature:_____Date: _____

Address: _____

Telephone:_____Social Security Number: _____

Granite Mountain Charter School Approval:

Date: _____ _____

Executive Director, Granite Mountain Charter School

FIXED TERM EMPLOYMENT AGREEMENT
BETWEEN
GRANITE MOUNTAIN CHARTER SCHOOL &
, Assistant Director of

THIS EMPLOYMENT AGREEMENT ("Agreement") is entered into by and between the above named employee ("Employee") and the Governing Board ("Board") of Granite Mountain Charter School The Board desires to hire employees who will assist Granite Mountain Charter School in achieving the goals and meeting the requirements of the school. The parties recognize that Granite Mountain Charter School is not governed by the provisions of the California Education Code, except as expressly set forth in the Charter Schools Act of 1992. The Board desires to engage the services of the Employee for purposes of assisting Granite Mountain Charter School in implementing its purposes, policies, and procedures.

WHEREAS, Granite Mountain Charter School and Employee wish to enter into an employment relationship under the conditions set forth herein, the parties hereby agree as follows:

A. STATUTORY PROVISIONS RELATING TO CHARTER SCHOOL EMPLOYMENT

1. The charter schools has been established and operate pursuant to the Charter Schools Act of 1992, Education Code section 47600, *et seq*. Granite Mountain Charter School has been duly approved by the District, according to the laws of the State of California.

2. Pursuant to Education Code section 47604, Granite Mountain Charter School has elected to be formed and to operate as a non-profit public benefit corporation pursuant to the Non-profit Public Benefit Corporation Law of California (Part 2, commencing with section 5110 *et seq*. of the Corporations Code). As such, Granite Mountain Charter School is considered a separate legal entity from the District, which granted the charter. The District shall not be liable for any debts and obligations of Granite Mountain Charter School, and the employee signing below expressly recognizes that he/she is being employed by Granite Mountain Charter School and not the District.

3. Pursuant to Education Code section 47610, Granite Mountain Charter School must comply with all of the provisions set forth in their charters, but is otherwise exempt from the laws governing school districts except as specified in Education Code section 47610.

4. Granite Mountain Charter School shall be deemed the exclusive public school employer of the employees at Granite Mountain Charter School for purposes of Government Code section 3540.1.

B. EMPLOYMENT TERMS AND CONDITIONS

1. Duties

Employee will perform such duties as Granite Mountain Charter School may reasonably assign and Employee will abide by all School policies and procedures as adopted and amended from time to time.

2. Term and Work Schedule

Subject to Section C, "Termination of Agreement" herein, Granite Mountain Charter School hereby employs Employee for the term of the charter, commencing on or after July 1, 2022 ~~November 17, 2021~~ and ending **June 30, 2023 ~~2022~~.** Workdays for the Employee shall be consistent with the applicable calendar of workdays for this position. **Assistant Directors are expected to work 215 days a year.**

Granite Mountain Charter School shall have the right to assign or reassign the Employee to positions, duties, or additional duties and to make changes in responsibilities, work, or transfers, at any time during the contract term. Specific programs will have specific needs. Any question should be directed to the immediate supervisor.

Employee will not render services in person or by electronic means, paid or otherwise, for any other person or entity during contracted work hours with Granite Mountain Charter School.

3. Compensation

Employee will receive a salary schedule indicating yearly salary no later than June 15th of each school year to be paid semi-monthly (twice a month) from which the Board shall withhold all statutory and other authorized deductions. (Additional column increases earned during the year will be documented on a supplementary salary schedule approved by the Board of Directors of Granite Mountain Charter School at which the employee is affiliated for any given school year.) Additional compensation of $100/month per student is given when the employee's roster is more than ~~10~~ [number] students. Additional compensation is only possible when students are in attendance. The employee's roster will be pulled on the last business day of the pay period in consideration for additional student compensation. Employees who wish to carry more students than their roster requirement may be given permission by the Executive Director, which permission is in the sole discretion of the Executive Director, at the same above rate. Dependent on position, school need, and with approval, employee may be assigned an equivalent instructional assignment in place of required roster. In times of need, the school reserves the right to assign additional students to employee's ~~The~~roster. The board may adjust compensation by up to 15% in the form of a salary increase or reduction based on actual enrollment; any salary increase is contingent on enrollment and positive performance. The salary schedule is based on what the board will deem to be reasonable targets. Salary changes will only be permitted at the end of the 1st three fiscal quarters – namely September 30th, December 31st, and March 30th. **Base salary for 2022~~1~~-2023~~2~~ is $XX,XXX (Leadership, Year X) with a roster of [number] ~~ten (10)~~ students or equivalent instructional assignment.** Employee's daily rate will be calculated by Salary/260 possible workdays.

4. Employee Benefits

Employee shall be entitled to participate in designated employee benefit programs and plans established by Granite Mountain Charter School (subject to program and eligibility requirements) for the benefit of its employees, which from time to time

may be amended and modified by Granite Mountain Charter School in its sole discretion.

5. Performance Evaluation

Employee shall receive periodic performance reviews conducted by his/her supervisor in accordance with the Granite Mountain Charter School evaluation policy.

Failure to evaluate Employee shall not prevent Granite Mountain Charter School from disciplining or dismissing Employee in accordance with this Agreement.

6. Employee Rights

Employment rights and benefits for employment at Granite Mountain Charter School shall only be as specified in this Employment Agreement, the Charter Schools Act and Granite Mountain Charter School's Personnel Handbook, which from time to time may be amended and modified. Employment rights and benefits may be affected by other applicable agreements or directives or advisories from the California Department of Education or State Board of Education. During the term of this Agreement, Employee shall not acquire or accrue tenure, or any employment rights with Granite Mountain Charter School.

7. Licensure

Employee understands that employment is contingent upon verification and maintenance of any applicable licensure and/or credentials.

8. Child Abuse and Neglect Reporting

California Penal Code section 11166 requires any child care custodian who has knowledge of, or observes, a child in his or her professional capacity or within the scope of his or her employment whom he or she knows or reasonably suspects has been the victim of child abuse to report the known or suspected instance of child abuse to a child protective agency immediately, or as soon as practically possible, by telephone and to prepare and send a written report thereof within thirty-six (36) hours of receiving the information concerning the incident.

By executing this Agreement, the Employee acknowledges he or she is a child care custodian and is certifying that he or she has knowledge of California Penal Code section 11166 and will comply with its provisions.

9. Fingerprinting/TB Clearance

Fingerprint clearance for Employee will be acquired through submitting the Employee's fingerprints to the California Department of Justice. Employee will be required to assume the cost of all fees related to the fingerprinting process. Employee will be required to submit evidence from a licensed physician that he/she was found to be free from active tuberculosis. Both clearances need to be in place prior to the first day of service.

10. Conflicts of Interest

Employee understands that, while employed by Granite Mountain Charter School, he or she will have access to confidential and proprietary information. Employee therefore shall not maintain employment or contracts for employment, or engage in any consultant or independent contractor relationship, with any other agency or school that will in any way conflict with his/her employment with Granite Mountain Charter School. Employee agrees that he/she will not enter into any contract(s), or participate in making any contracts, in which he/she has a financial interest. Employee also specifically agrees that he/she will not recommend that Granite Mountain Charter School enter into a contractual relationship with a vendor to which the Employee has a familial or marital connection.

11. Outside Professional Activities

The outside professional activities including consulting, speaking, and writing shall not occur during regular work hours. Granite Mountain Charter School shall in no way be responsible for any expenses attendant to the performance of such outside activities.

12. School Intellectual Property and Non-Competition

Employee may during the course of [his/her] duties be advised of certain confidential business matters and affairs of Employer regarding its business practices, students, suppliers and employees. Employee's duties may also place Employee in a position of trust and confidence with respect to certain trade secrets and other proprietary information relating to the business of Employer and not generally known to the public or competitors. Such proprietary information may include student information, competitive strategies, marketing plans, special designs or systems, and accounting information. Employee shall not, either during [his/her] employment with Employer, or any time in the future, directly or indirectly:

a. disclose or furnish, directly or indirectly, to any other person, firm, agency, corporation, client, business, or enterprise, any confidential information acquired during [his/her] employment;

b. individually or in conjunction with any other person, firm, agency, company, client, business, or corporation, employ or cause to be employed any confidential information in any manner whatsoever, except in furtherance of the business of Employer;

c. without the written consent of Employer, publish, deliver, or commit to being published or delivered, any copies, abstracts, or summaries of any files, records, documents, drawings, specifications, lists, equipment and similar items relating to the business of Employer, except to the extent required in the ordinary course of Employee's duties;

Upon termination of employment, Employee is required to immediately return to Employer all property of Employer in as good condition as when received (normal wear and tear excepted) including, but not limited to, all files, records, documents, curriculum, equipment and supplies, promotional materials, and similar items

relating to the business of Employer.

C. TERMINATION OF AGREEMENT

This Agreement may be terminated by any of the following:

1. **Early Termination with/without Cause:** The School Administration or Board may unilaterally, and with or without cause or advance notice, terminate this Agreement. ~~In consideration of the right to terminate this Agreement without cause, the School shall pay to Employee his/her salary for fifteen (15) calendar days after termination occurs.~~ In consideration of the right to terminate this Agreement without cause, the School shall pay to Employee 10 school days at the daily rate of his/her salary after termination occurs based on receipt of a release of claims agreement and the return of items identified in B.12.c. If the employee -refuses to sign a release of claims the employee will be paid for one day of employment.

~~1.~~

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2. **Revocation/Nonrenewal of Charter**: In the event that Granite Mountain Charter School is either revoked or non-renewed, this Agreement shall terminate immediately upon the effective date of the revocation/nonrenewal of the charter, and without the need for the payment process outlined in Section C.1 above.

3. **Death or Incapacitation of Employee:** The death of Employee shall terminate this Agreement and all rights provided under this Agreement. In the event that Employee becomes incapacitated to the extent that, in the judgment of the Board, Employee may no longer perform the essential functions of his/her job with or without reasonable accommodation, as set forth in the job specifications, the Board may terminate this Agreement and without the need for the payment process outlined in Section C.1 above.

D. NON-RENEWAL/EXPIRATION OF TERM. The Board may elect not to offer future employment agreements to Employee at its sole discretion, without cause, and this Agreement will lapse by its own terms.

E. GENERAL PROVISIONS

1. Waiver of Breach

The waiver by either party, or the failure of either party to claim a breach of any provision of this Agreement, will not operate or be construed as a waiver of any subsequent breach.

2. Assignment

The rights and obligations of the respective parties under the Agreement will inure to the benefit of and will be binding upon the heirs, legal representatives, successors and assigns of the parties hereto; provided, however, that this Agreement will not be assignable by either party without prior written consent of the other party.

3. Governing Law

This Agreement will be governed by, construed, and enforced in accordance with the laws of the State of California.

4. Partial Invalidity

If any provision of this Agreement is found to be invalid or unenforceable by any court, the remaining provisions herein will remain in effect unless such partial invalidity or unenforceability would defeat an essential business purpose of the Agreement.

F. ACCEPTANCE OF EMPLOYMENT

By signing below, the Employee declares as follows:

1. I have read this Agreement and accept employment with Granite Mountain Charter School on the terms specified herein.

2. All information I have provided to Granite Mountain Charter School related to my employment is true and accurate.
3. This is the entire agreement between Granite Mountain Charter School and me regarding the terms and conditions of my employment. This is a final and complete agreement and there are no other agreements, oral or written, express or implied, concerning the subject matter of this Agreement.

Employee Signature:_____ Date: _____

Address: _____

Telephone:_____ Social Security Number: _____

Granite Mountain Charter School Approval:

Date: _____ _____

Executive Director, Granite Mountain Charter School

FIXED TERM EMPLOYMENT AGREEMENT
BETWEEN
GRANITE MOUNTAIN CHARTER SCHOOL &, Homeschool Teacher

THIS EMPLOYMENT AGREEMENT ("Agreement") is entered into by and between the above named employee ("Employee") and the Governing Board ("Board") of Granite Mountain Charter School ("Granite Mountain Charter School"). The Board desires to hire employees who will assist Granite Mountain Charter School in achieving the goals and meeting the requirements of the school. The parties recognize that Granite Mountain Charter School is not governed by the provisions of the California Education Code, except as expressly set forth in the Charter Schools Act of 1992. The Board desires to engage the services of the Employee for purposes of assisting Granite Mountain Charter School in implementing its purposes, policies, and procedures.

WHEREAS, Granite Mountain Charter School and Employee wish to enter into an employment relationship under the conditions set forth herein, the parties hereby agree as follows:

A. STATUTORY PROVISIONS RELATING TO CHARTER SCHOOL EMPLOYMENT

1. Granite Mountain Charter School has been established and operate pursuant to the Charter Schools Act of 1992, Education Code section 47600, *et seq*. Granite Mountain Charter School has been duly approved by the District, according to the laws of the State of California.

2. Pursuant to Education Code section 47604, Granite Mountain Charter School has elected to be formed and to operate as a non-profit public benefit corporation pursuant to the Non-profit Public Benefit Corporation Law of California (Part 2, commencing with section 5110 *et seq*. of the Corporations Code). As such, Granite Mountain Charter School is considered a separate legal entity from the District, which granted the charters. The District shall not be liable for any debts and obligations of Granite Mountain Charter School, and the employee signing below expressly recognizes that he/she is being employed by Granite Mountain Charter School and not the District.

3. Pursuant to Education Code section 47610, Granite Mountain Charter School must comply with all of the provisions set forth in its charter, but is otherwise exempt from the laws governing school districts except as specified in Education Code section 47610.

4. Granite Mountain Charter School shall be deemed the exclusive public school employer of the employees at Granite Mountain Charter School for purposes of Government Code section 3540.1.

B. EMPLOYMENT TERMS AND CONDITIONS

1. Duties

Employee will perform such duties as Granite Mountain Charter School may reasonably assign and Employee will abide by all school policies and procedures as adopted and amended from time to time.

2. Term and Work Schedule

Subject to Section C, "Termination of Agreement" herein, Granite Mountain Charter School hereby employs Employee for the term of the school, commencing on or after ~~October 25, 2021~~ July 1, 2022 and ending **June 30, ~~2022~~ 2023.** Workdays for the Employee shall be consistent with the applicable calendar of workdays for this position.

Granite Mountain Charter School shall have the right to assign or reassign the Employee to positions, duties, or additional duties and to make changes in responsibilities, work, or transfers, at any time during the contract term. All other teachers will provide educational services either online or in-person. Specific programs will have specific needs and the Employee is expected to work in accordance with those specific needs. Any question should be directed to the immediate supervisor.

Employee will not render services in person or by electronic means, paid or otherwise, for any other person or entity during contracted work hours with Granite Mountain Charter School.

Teachers are expected to work 197 days a year.

3. Compensation

Employee will receive a salary schedule indicating yearly salary no later than June 15th of each school year to be paid semi-monthly (twice a month) from which the Board shall withhold all statutory and other authorized deductions. (Additional column increases earned during the year will be documented on a supplementary salary schedule approved by the Board of Directors of Granite Mountain Charter School at which the employee is affiliated for any given school year.) Additional compensation of $100/month per student is given when the employee's roster is more than 25 students. Additional student compensation is only possible during the time when students are in attendance. The employee's roster will be pulled on the last business day of the pay period in consideration for additional student compensation. –Employees who wish to carry more students than their roster requirement may be given permission by the Executive Director at the same above rate, , which permission is in the sole discretion of the Executive Director. In times of need, the school reserves the right to assign additional students to employee's ~~Carryin~~roster. Carrying a case load of less than 25 students over a course of three (3) months may result in a return to part time status. The board may adjust compensation by up to 15% in the form of a salary increase or reduction based on actual enrollment; any salary increase is contingent on enrollment and positive performance. The salary schedule is based on what the board will deem to be reasonable targets. Salary changes will only be permitted at the end of the 1st three fiscal quarters – namely September 30th, December 31st, and March 30th. **Base salary for 2022 -2023 ~~2021-2022~~ is $XX,XXX (Step X-X , C-Basis)**. Employee's daily rate will be calculated by Salary/260 possible ~~work days~~workdays.

4. Employee Benefits

Employee shall be entitled to participate in designated employee benefit programs and plans established by Granite Mountain Charter School (subject to program and eligibility requirements) for the benefit of its employees, which from time to time may be amended and modified by Granite Mountain Charter School in its sole discretion.

5. Performance Evaluation

Employee shall receive periodic performance reviews conducted by his/her supervisor in accordance with Granite Mountain Charter School's evaluation policy.

Failure to evaluate Employee shall not prevent Granite Mountain Charter School from disciplining or dismissing Employee in accordance with this Agreement.

6. Employee Rights

Employment rights and benefits for employment at Granite Mountain Charter School shall only be as specified in this Employment Agreement, the Charter Schools Act and Granite Mountain Charter School's Personnel Handbook, which from time to time may be amended and modified by Granite Mountain Charter School, in Granite Mountain Charter School's sole discretion. During the term of this Agreement, Employee shall not acquire or accrue tenure, or any employment rights with Granite Mountain Charter School.

7. Licensure

Employee understands that employment is contingent upon verification and maintenance of any applicable licensure and/or credentials.

8. Child Abuse and Neglect Reporting

California Penal Code section 11166 requires any child care custodian who has knowledge of, or observes, a child in his or her professional capacity or within the scope of his or her employment whom he or she knows or reasonably suspects has been the victim of child abuse to report the known or suspected instance of child abuse to a child protective agency immediately, or as soon as practically possible, by telephone and to prepare and send a written report thereof within thirty-six (36) hours of receiving the information concerning the incident.

By executing this Agreement, the Employee acknowledges he or she is a child care custodian and is certifying that he or she has knowledge of California Penal Code section 11166 and will comply with its provisions.

9. Fingerprinting/TB Clearance

Fingerprint clearance for Employee will be acquired through submitting the Employee's fingerprints to the California Department of Justice. Employee will be required to assume the cost of all fees related to the fingerprinting process. Employee will be required to submit evidence from a licensed physician that he/she was found to be free from active tuberculosis. Both clearances need to be in place

prior to the first day of service.

10. Conflicts of Interest

Employee understands that, while employed by Granite Mountain Charter School, he or she will have access to confidential and proprietary information. Employee therefore shall not maintain employment or contracts for employment, or engage in any consultant or independent contractor relationship, with any other agency or school that will in any way conflict with his/her employment with Granite Mountain Charter School. Employee agrees that he/she will not enter into any contract(s), or participate in making any contracts, in which he/she has a financial interest. Employee also specifically agrees that he/she will not refer students to, or encourage students to utilize, any Granite Mountain Charter School approved vendor to which the Employee has a familial or marital connection. Employee also specifically agrees that he/she will not recommend that Granite Mountain Charter School enter into a contractual relationship with a vendor to which the Employee has a familial or marital connection.

11. Outside Professional Activities

Any outside professional activities (including consulting, speaking, and writing not on behalf of Granite Mountain Charter School) shall not occur from 8:30 a.m. – 3:30 p.m. Monday through Friday, except holidays; teachers are expected to complete their Granite Mountain Charter School employment duties from 8:30 a.m. – 3:30 p.m. Granite Mountain Charter School shall in no way be responsible for any expenses attendant to the performance of such outside activities performed outside of employment with Granite Mountain Charter School.

12. School Intellectual Property and Non-Competition

Employee may during the course of [his/her] duties be advised of certain confidential business matters and affairs of Employer regarding its business practices, students, suppliers and employees. Employee's duties may also place Employee in a position of trust and confidence with respect to certain trade secrets and other proprietary information relating to the business of Employer and not generally known to the public or competitors. Such proprietary information may include student information, competitive strategies, marketing plans, special designs or systems, and accounting information. Employee shall not, either during [his/her] employment with Employer, or any time in the future, directly or indirectly:

a. disclose or furnish, directly or indirectly, to any other person, firm, agency, corporation, client, business, or enterprise, any confidential information acquired during [his/her] employment;

b. individually or in conjunction with any other person, firm, agency, company, client, business, or corporation, employ or cause to be employed any confidential information in any manner whatsoever, except in furtherance of the business of Employer;

c. without the written consent of Employer, publish, deliver, or commit to being published or delivered, any copies, abstracts, or summaries of any files, records, documents, drawings, specifications, lists, equipment and similar items relating to the business of Employer, except to the extent required in the ordinary course of Employee's duties;

Upon termination of employment, Employee is required to immediately return to Employer all property of Employer in as good condition as when received (normal wear and tear excepted) including, but not limited to, all files, records, documents, curriculum, equipment and supplies, promotional materials, and similar items relating to the business of Employer.

C. TERMINATION OF AGREEMENT

This Agreement may be terminated by any of the following:

1. **Early Termination with/without Cause:** The School Administration or Board may unilaterally, and with or without cause or advance notice, terminate this Agreement. In consideration of the right to terminate this Agreement without cause, the School shall pay to Employee 10 school days at the daily rate of his/her salary after termination occurs based on receipt of a release of claims agreement and the return of items identified in B.12.c. If the employee ~~refuse~~ refuses to sign a release of claims the employee will be paid for one day of employment.

2. **Revocation/Nonrenewal of Charter**: In the event that Granite Mountain Charter School is either revoked or non-renewed, this Agreement shall terminate immediately upon the effective date of the revocation/nonrenewal of the charter, and without the need for the payment process outlined in Section C.1 above.

3. **Death or Incapacitation of Employee:** The death of Employee shall terminate this Agreement and all rights provided under this Agreement. In the event that Employee becomes incapacitated to the extent that, in the judgment of the Board, Employee may no longer perform the essential functions of his/her job with or without reasonable accommodation, as set forth in the job specifications, the Board may terminate this Agreement and without the payment process outlined in Section C.1 above.

D. NON-RENEWAL/EXPIRATION OF TERM. The Board may elect not to offer future employment agreements to Employee at its sole discretion, without cause, and this Agreement will lapse by its own terms.

E. GENERAL PROVISIONS

1. Waiver of Breach

The waiver by either party, or the failure of either party to claim a breach of any provision of this Agreement, will not operate or be construed as a waiver of any subsequent breach.

2. Assignment

The rights and obligations of the respective parties under the Agreement will inure to the benefit of and will be binding upon the heirs, legal representatives, successors and assigns of the parties hereto; provided, however, that this Agreement will not be assignable by either party without prior written consent of the other party.

3. **Governing Law**

This Agreement will be governed by, construed, and enforced in accordance with the laws of the State of California.

4. **Partial Invalidity**

If any provision of this Agreement is found to be invalid or unenforceable by any court, the remaining provisions herein will remain in effect unless such partial invalidity or unenforceability would defeat an essential business purpose of the Agreement.

F. ACCEPTANCE OF EMPLOYMENT

By signing below, the Employee declares as follows:

1. I have read this Agreement and accept employment with Granite Mountain Charter School on the terms specified herein.

2. All information I have provided to Granite Mountain Charter School related to my employment is true and accurate.

3. This is the entire agreement between Granite Mountain Charter School and me regarding the terms and conditions of my employment. This is a final and complete agreement and there are no other agreements, oral or written, express or implied, concerning the subject matter of this Agreement.

Employee Signature:_____ Date: _____

Address: _____

Telephone:_____ Social Security Number: _____

Granite Mountain Charter School Approval:

Date: _____ _____

Executive Director, Granite Mountain Charter School

FIXED TERM EMPLOYMENT AGREEMENT
BETWEEN
GRANITE MOUNTAIN CHARTER SCHOOL & ,

THIS EMPLOYMENT AGREEMENT ("Agreement") is entered into by and between the above named employee ("Employee") and the Governing Board ("Board") of Granite Mountain Charter School ("Granite Mountain Charter School"). The Board desires to hire employees who will assist Granite Mountain Charter School in achieving the goals and meeting the requirements of the school. The parties recognize that Granite Mountain Charter School is not governed by the provisions of the California Education Code, except as expressly set forth in the Charter Schools Act of 1992. The Board desires to engage the services of the Employee for purposes of assisting Granite Mountain Charter School in implementing its purposes, policies, and procedures.

WHEREAS, Granite Mountain Charter School and Employee wish to enter into an employment relationship under the conditions set forth herein, the parties hereby agree as follows:

A. STATUTORY PROVISIONS RELATING TO CHARTER SCHOOL EMPLOYMENT

1. The Granite Mountain Charter School has been established and operate pursuant to the Charter Schools Act of 1992, Education Code section 47600, *et seq*. Granite Mountain Charter School charter schools have been duly approved by the District, according to the laws of the State of California.

2. Pursuant to Education Code section 47604, Granite Mountain Charter School has elected to be formed and to operate as a non-profit public benefit corporation pursuant to the Non-profit Public Benefit Corporation Law of California (Part 2, commencing with section 5110 *et seq*. of the Corporations Code). As such, Granite Mountain Charter School is considered a separate legal entity from the authorizing district, which granted the charters. The District shall not be liable for any debts and obligations of Granite Mountain Charter School, and the employee signing below expressly recognizes that he/she is being employed by Granite Mountain Charter School and not the authorizing district.

3. Pursuant to Education Code section 47610, Granite Mountain Charter School must comply with all of the provisions set forth in their charters, but is otherwise exempt from the laws governing school districts except as specified in Education Code section 47610.

4. Granite Mountain Charter School shall be deemed the exclusive public school employer of the employees at Granite Mountain Charter School for purposes of Government Code section 3540.1.

B. EMPLOYMENT TERMS AND CONDITIONS

1. Duties

Employee will perform such duties as Granite Mountain Charter School may reasonably

assign and Employee will abide by all School policies and procedures as adopted and amended from time to time. Employee further agrees to abide by the provisions of Granite Mountain Charter School' charters.

2. Term and Work Schedule

Subject to Section C, "Termination of Agreement" herein, Granite Mountain Charter School hereby employs Employee for the term commencing on or after July 1, 2022~~January 3, 2022~~ and ending **June 30, ~~2023~~ 2022.** Workdays for the Employee shall be consistent with the applicable calendar of workdays for this position.

Granite Mountain Charter School shall have the right to assign or reassign the Employee to positions, duties, or additional duties and to make changes in responsibilities, work, or transfers, at any time during the contract term.

Employee will not render services in person or by electronic means, paid or otherwise, for any other person or entity during contracted work hours with Granite Mountain Charter School. Employee will work with his/her supervisor to establish contracted hours work schedule.

3. Compensation

Employee will receive a salary schedule indicating yearly salary or per hour wages upon hiring or no later than June 15th of each school year to be paid semi- monthly (twice a month) from which the Board shall withhold all statutory and other authorized deductions. (Additional column increases earned during the year will be documented on a supplementary salary schedule approved by the Board of Directors of ~~the~~ Granite Mountain Charter School ~~charter school~~ at which the employee is affiliated for any given school year.) The board may adjust compensation by up to 15% in the form of a salary increase or reduction based on actual enrollment; any salary increase is contingent on enrollment and positive performance. The salary schedule is based on what the board will deem to be reasonable targets. Salary changes will only be permitted at the end of the 1st three fiscal quarters – namely September 30th, December 31st, and March 30th. ~~Employee's daily rate will be calculated by $22.111 x 8 hours.~~ The hourly pay rate for this position is $XX.XX, (Support X-X, Classified), Employee's daily rate will be calculated by $XX.XX x 8 hours. The Employee shall not be permitted to earn overtime compensation without the prior written consent of Granite Mountain Charter School.

4. Employee Benefits

Employee shall be entitled to participate in designated employee benefit programs and plans established by Granite Mountain Charter School (subject to program and eligibility requirements) for the benefit of its employees, which from time to time may be amended and modified by Granite Mountain Charter School in its sole discretion.

5. Performance Evaluation

Employee shall receive periodic performance reviews conducted by his/her supervisor in accordance with the Granite Mountain Charter School evaluation policy. Failure to evaluate Employee shall not prevent Granite Mountain Charter School from disciplining or dismissing Employee in accordance with this Agreement.

6. Employee Rights

Employment rights and benefits for employment at Granite Mountain Charter School shall only be as specified in this Employment Agreement, Granite Mountain Charter School' charters, the Charter Schools Act and Granite Mountain Charter School' Personnel Handbook, which from time to time may be amended and modified by Granite Mountain Charter School. Employment rights and benefits may be affected by other applicable agreements or directives or advisories from the California Department of Education or State Board of Education. During the term of this Agreement, Employee shall not acquire or accrue tenure, or any employment rights with Granite Mountain Charter School.

7. Licensure

Employee understands that employment is contingent upon verification and maintenance of any applicable licensure and/or credentials.

8. Child Abuse and Neglect Reporting

California Penal Code section 11166 requires any child care custodian who has knowledge of, or observes, a child in his or her professional capacity or within the scope of his or her employment whom he or she knows or reasonably suspects has been the victim of child abuse to report the known or suspected instance of child abuse to a child protective agency immediately, or as soon as practically possible, by telephone and to prepare and send a written report thereof within thirty-six (36) hours of receiving the information concerning the incident.

By executing this Agreement, the Employee acknowledges he or she is a child care custodian and is certifying that he or she has knowledge of California Penal Code section 11166 and will comply with its provisions.

9. Fingerprinting/TB Clearance

Fingerprint clearance for Employee will be acquired through submitting the Employee's fingerprints to the California Department of Justice. Employee will be required to assume the cost of all fees related to the fingerprinting process. Employee will be required to submit evidence from a licensed physician that he/she was found to be free from active tuberculosis. Both clearances need to be in place prior to the first day of service.

10. Conflicts of Interest

Employee understands that, while employed by Granite Mountain Charter School, he or she will have access to confidential and proprietary information. Employee therefore shall not maintain employment or contracts for employment, or engage in any consultant or independent contractor relationship, with any other agency or school that will in any way conflict with his/her employment with Granite Mountain Charter School. Employee agrees that Employee will not enter into any contract in Employee's official capacity in which Employee has a financial interest.

11. Outside Professional Activities

The outside professional activities including consulting, speaking, and writing shall not occur during regular work hours. Granite Mountain Charter School shall in no way be responsible for any expenses attendant to the performance of such outside activities.

C. TERMINATION OF AGREEMENT

This Agreement may be terminated by any of the following:

1. **Early Termination with/without Cause:** The School Administration or Board may unilaterally, and with or without cause or advance notice, terminate this Agreement. ~~In consideration of the right to terminate this Agreement without cause, the School shall pay to Employee his/her salary for fifteen (15) calendar days after termination occurs.~~ . In consideration of the right to terminate this Agreement without cause, the School shall pay to Employee 10 school days at the daily rate of his/her salary after termination occurs based on receipt of a release of claims agreement and the return of items identified in B.12.c. If the employee refuses to sign a release of claims the employee will be paid for one day of employment.

1.

2. **Revocation/Nonrenewal of Charter**: In the event that the Granite Mountain Charter School charters with the District are either revoked or non-renewed, this Agreement shall terminate immediately upon the effective date of the revocation/nonrenewal of the charters, and without the need for the payout process identified in Section C.1 above.

3. **Death or Incapacitation of Employee:** The death of Employee shall terminate this Agreement and all rights provided under this Agreement. In the event that Employee becomes incapacitated to the extent that, in the judgment of the Board, Employee may no longer perform the essential functions of his/her job with or without reasonable accommodation, as set forth in the job specifications, the Board may terminate this Agreement without the need for the payout process identified in Section C.1 above.

D. NON-RENEWAL/EXPIRATION OF TERM. The Board may elect not to offer future employment agreements to Employee at its sole discretion, without cause, and this Agreement will lapse by its own terms.

E. GENERAL PROVISIONS

1. **Waiver of Breach**

The waiver by either party, or the failure of either party to claim a breach of any provision of this Agreement, will not operate or be construed as a waiver of any subsequent breach.

2. **Assignment**

The rights and obligations of the respective parties under the Agreement will inure to the benefit of and will be binding upon the heirs, legal representatives, successors and assigns of the parties hereto; provided, however, that this Agreement will not be assignable by either party without prior written consent of the other party.

3. **Governing Law**

This Agreement will be governed by, construed, and enforced in accordance with the laws of the State of California.

4. **Partial Invalidity**

If any provision of this Agreement is found to be invalid or unenforceable by any court, the remaining provisions herein will remain in effect unless such partial invalidity or unenforceability would defeat an essential business purpose of the Agreement.

F. ACCEPTANCE OF EMPLOYMENT

By signing below, the Employee declares as follows:

1. I have read this Agreement and accept employment with Granite Mountain Charter School on the terms specified herein.

2. All information I have provided to Granite Mountain Charter School related to my employment is true and accurate.

3. This is the entire agreement between Granite Mountain Charter School and me regarding the terms and conditions of my employment. This is a final and complete agreement and there are no other agreements, oral or written, express or implied, concerning the subject matter of this Agreement.

Employee Signature:_____ Date: _____

Address: _____

Telephone:_____ Social Security Number: _____

Granite Mountain Charter School Approval:

Date: _____ _____

Executive Director, Granite Mountain Charter School

This Employment Agreement is subject to ratification and approval by the Governing Board of Granite Mountain Charter School.

FIXED TERM EMPLOYMENT AGREEMENT
BETWEEN
GRANITE MOUNTAIN CHARTER SCHOOL &, Virtual Learning
Teacher, K-8

THIS EMPLOYMENT AGREEMENT ("Agreement") is entered into by and between the above named employee ("Employee") and the Governing Board ("Board") of Granite Mountain Charter School ("Granite Mountain Charter School"). The Board desires to hire employees who will assist Granite Mountain Charter School in achieving the goals and meeting the requirements of the school. The parties recognize that Granite Mountain Charter School is not governed by the provisions of the California Education Code, except as expressly set forth in the Charter Schools Act of 1992. The Board desires to engage the services of the Employee for purposes of assisting Granite Mountain Charter School in implementing its purposes, policies, and procedures.

WHEREAS, Granite Mountain Charter School and Employee wish to enter into an employment relationship under the conditions set forth herein, the parties hereby agree as follows:

A. STATUTORY PROVISIONS RELATING TO CHARTER SCHOOL EMPLOYMENT

1. Granite Mountain Charter School has been established and operate pursuant to the Charter Schools Act of 1992, Education Code section 47600, *et seq*. Granite Mountain Charter School has been duly approved by the District, according to the laws of the State of California.

2. Pursuant to Education Code section 47604, Granite Mountain Charter School has elected to be formed and to operate as a non-profit public benefit corporation pursuant to the Non-profit Public Benefit Corporation Law of California (Part 2, commencing with section 5110 *et seq*. of the Corporations Code). As such, Granite Mountain Charter School is considered a separate legal entity from the District, which granted the charters. The District shall not be liable for any debts and obligations of Granite Mountain Charter School, and the employee signing below expressly recognizes that he/she is being employed by Granite Mountain Charter School and not the District.

3. Pursuant to Education Code section 47610, Granite Mountain Charter School must comply with all of the provisions set forth in its charter, but is otherwise exempt from the laws governing school districts except as specified in Education Code section 47610.

4. Granite Mountain Charter School shall be deemed the exclusive public school employer of the employees at Granite Mountain Charter School for purposes of Government Code section 3540.1.

B. EMPLOYMENT TERMS AND CONDITIONS

1. Duties

Employee will perform such duties as Granite Mountain Charter School may reasonably assign and Employee will abide by all school policies and procedures as adopted and amended from time to time.

2. Term and Work Schedule

Subject to Section C, "Termination of Agreement" herein, Granite Mountain Charter School hereby employs Employee for the term of the school, commencing on or after July 1, 2022 ~~August 31, 2021~~ and ending **June 30,** 2023 ~~2022~~**.** Workdays for the Employee shall be consistent with the applicable calendar of workdays for this position.

Granite Mountain Charter School shall have the right to assign or reassign the Employee to positions, duties, or additional duties and to make changes in responsibilities, work, or transfers, at any time during the contract term. All other teachers will provide educational services either online or in-person. Specific programs will have specific needs and the Employee is expected to work in accordance with those specific needs. Any question should be directed to the immediate supervisor.

Employee will not render services in person or by electronic means, paid or otherwise, for any other person or entity during contracted work hours with Granite Mountain Charter School.

Teachers are expected to work 197 days a year.

3. Compensation

Employee will receive a salary schedule indicating yearly salary no later than June 15th of each school year to be paid semi-monthly (twice a month) from which the Board shall withhold all statutory and other authorized deductions. (Additional column increases earned during the year will be documented on a supplementary salary schedule approved by the Board of Directors of Granite Mountain Charter School at which the employee is affiliated for any given school year.) Additional compensation of $100/month per student is given when the employee's roster is more than ~~15~~ [number] students. Additional student compensation is only possible during the time when students are in attendance. The employee's roster will be pulled on the last business day of the pay period in consideration for additional student compensation. Employees who wish to carry more students than their roster requirement may be given permission by the Executive Director at the same above rate, which permission is in the sole discretion of the Executive Director. In times of need, the school reserves the right to assign additional students to employee's roster. Carrying a case load of less than ~~15~~ [number] students over a course of three (3) months may result in a return to part time status. The board may adjust compensation by up to 15% in the form of a salary increase or reduction based on actual enrollment; any salary increase is contingent on enrollment and positive performance. The salary schedule is based on what the board will deem to be reasonable targets. Salary changes will only be permitted at the end of the 1st three fiscal quarters – namely September 30th, December 31st, and March 30th. **Base salary for 2022 – 2023 ~~2021-2022~~ is $XX,XXX (Step X-X, Virtual Learning)**. Employee's daily rate will be calculated by Salary/260 possible ~~work days~~ workdays.

4. Employee Benefits

Employee shall be entitled to participate in designated employee benefit programs and plans established by Granite Mountain Charter School (subject to program and eligibility requirements) for the benefit of its employees, which from time to time may be amended and modified by Granite Mountain Charter School in its sole discretion.

5. Performance Evaluation

Employee shall receive periodic performance reviews conducted by his/her supervisor in accordance with Granite Mountain Charter School's evaluation policy.

Failure to evaluate Employee shall not prevent Granite Mountain Charter School from disciplining or dismissing Employee in accordance with this Agreement.

6. Employee Rights

Employment rights and benefits for employment at Granite Mountain Charter School shall only be as specified in this Employment Agreement, the Charter Schools Act and Granite Mountain Charter School's Personnel Handbook, which from time to time may be amended and modified by Granite Mountain Charter School, in Granite Mountain Charter School's sole discretion. During the term of this Agreement, Employee shall not acquire or accrue tenure, or any employment rights with Granite Mountain Charter School.

7. Licensure

Employee understands that employment is contingent upon verification and maintenance of any applicable licensure and/or credentials.

8. Child Abuse and Neglect Reporting

California Penal Code section 11166 requires any child care custodian who has knowledge of, or observes, a child in his or her professional capacity or within the scope of his or her employment whom he or she knows or reasonably suspects has been the victim of child abuse to report the known or suspected instance of child abuse to a child protective agency immediately, or as soon as practically possible, by telephone and to prepare and send a written report thereof within thirty-six (36) hours of receiving the information concerning the incident.

By executing this Agreement, the Employee acknowledges he or she is a child care custodian and is certifying that he or she has knowledge of California Penal Code section 11166 and will comply with its provisions.

9. Fingerprinting/TB Clearance

Fingerprint clearance for Employee will be acquired through submitting the Employee's fingerprints to the California Department of Justice. Employee will be required to assume the cost of all fees related to the fingerprinting process. Employee will be required to submit evidence from a licensed physician that he/she

was found to be free from active tuberculosis. Both clearances need to be in place prior to the first day of service.

10. Conflicts of Interest

Employee understands that, while employed by Granite Mountain Charter School, he or she will have access to confidential and proprietary information. Employee therefore shall not maintain employment or contracts for employment, or engage in any consultant or independent contractor relationship, with any other agency or school that will in any way conflict with his/her employment with Granite Mountain Charter School. Employee agrees that he/she will not enter into any contract(s), or participate in making any contracts, in which he/she has a financial interest. Employee also specifically agrees that he/she will not refer students to, or encourage students to utilize, any Granite Mountain Charter School approved vendor to which the Employee has a familial or marital connection. Employee also specifically agrees that he/she will not recommend that Granite Mountain Charter School enter into a contractual relationship with a vendor to which the Employee has a familial or marital connection.

11. Outside Professional Activities

Any outside professional activities (including consulting, speaking, and writing not on behalf of Granite Mountain Charter School) shall not occur from 8:30 a.m. – 3:30 p.m. Monday through Friday, except holidays; teachers are expected to complete their Granite Mountain Charter School employment duties from 8:30 a.m. – 3:30 p.m. Granite Mountain Charter School shall in no way be responsible for any expenses attendant to the performance of such outside activities performed outside of employment with Granite Mountain Charter School.

12. School Intellectual Property and Non-Competition

Employee may during the course of [his/her] duties be advised of certain confidential business matters and affairs of Employer regarding its business practices, students, suppliers and employees. Employee's duties may also place Employee in a position of trust and confidence with respect to certain trade secrets and other proprietary information relating to the business of Employer and not generally known to the public or competitors. Such proprietary information may include student information, competitive strategies, marketing plans, special designs or systems, and accounting information. Employee shall not, either during [his/her] employment with Employer, or any time in the future, directly or indirectly:

a. disclose or furnish, directly or indirectly, to any other person, firm, agency, corporation, client, business, or enterprise, any confidential information acquired during [his/her] employment;

b. individually or in conjunction with any other person, firm, agency, company, client, business, or corporation, employ or cause to be employed any confidential information in any manner whatsoever, except in furtherance of the business of Employer;

c. without the written consent of Employer, publish, deliver, or commit to being published or delivered, any copies, abstracts, or summaries of any files, records, documents, drawings, specifications, lists, equipment and similar items relating to the business of Employer, except to the extent required in the ordinary course of Employee's duties;

Upon termination of employment, Employee is required to immediately return to Employer all property of Employer in as good condition as when received (normal wear and tear excepted) including, but not limited to, all files, records, documents, curriculum, equipment and supplies, promotional materials, and similar items relating to the business of Employer.

C. TERMINATION OF AGREEMENT

This Agreement may be terminated by any of the following:

1. **Early Termination with/without Cause:** The School Administration or Board may unilaterally, and with or without cause or advance notice, terminate this Agreement. In consideration of the right to terminate this Agreement without cause, the School shall pay to Employee 10 school days at the daily rate of his/her salary after termination occurs based on receipt of a release of claims agreement and the return of items identified in B.12.c. If the employee refuses to sign a release of claims the employee will be paid for one day of employment.

2. **Revocation/Nonrenewal of Charter**: In the event that Granite Mountain Charter School is either revoked or non-renewed, this Agreement shall terminate immediately upon the effective date of the revocation/nonrenewal of the charter, and without the need for the payment process outlined in Section C.1 above.

3. **Death or Incapacitation of Employee:** The death of Employee shall terminate this Agreement and all rights provided under this Agreement. In the event that Employee becomes incapacitated to the extent that, in the judgment of the Board, Employee may no longer perform the essential functions of his/her job with or without reasonable accommodation, as set forth in the job specifications, the Board may terminate this Agreement and without the payment process outlined in Section C.1 above.

D. NON-RENEWAL/EXPIRATION OF TERM. The Board may elect not to offer future employment agreements to Employee at its sole discretion, without cause, and this Agreement will lapse by its own terms.

E. GENERAL PROVISIONS

1. Waiver of Breach

The waiver by either party, or the failure of either party to claim a breach of any provision of this Agreement, will not operate or be construed as a waiver of any subsequent breach.

2. Assignment

The rights and obligations of the respective parties under the Agreement will inure to the benefit of and will be binding upon the heirs, legal representatives, successors and assigns of the parties hereto; provided, however, that this Agreement will not be assignable by either party without prior written consent of the other party.

3. **Governing Law**

This Agreement will be governed by, construed, and enforced in accordance with the laws of the State of California.

4. **Partial Invalidity**

If any provision of this Agreement is found to be invalid or unenforceable by any court, the remaining provisions herein will remain in effect unless such partial invalidity or unenforceability would defeat an essential business purpose of the Agreement.

F. ACCEPTANCE OF EMPLOYMENT

By signing below, the Employee declares as follows:

1. I have read this Agreement and accept employment with Granite Mountain Charter School on the terms specified herein.

2. All information I have provided to Granite Mountain Charter School related to my employment is true and accurate.

3. This is the entire agreement between Granite Mountain Charter School and me regarding the terms and conditions of my employment. This is a final and complete agreement and there are no other agreements, oral or written, express or implied, concerning the subject matter of this Agreement.

Employee Signature:_____ Date: _____

Address: _____

Telephone:_____ Social Security Number: _____

Granite Mountain Charter School Approval:

Date: _____ _____

Executive Director, Granite Mountain Charter School

Policy for Inspection of Public Records

I. Purpose

This Policy sets forth Granite Mountain Charter School's ("School") policies and procedures regarding requests for inspection of the School's public records under the California Public Records Act ("PRA") (Government Code section 6250 et seq.). The School recognizes the public's right to access public records and intends to provide public members with reasonable access to public records consistent with the law. If any provision of this Policy conflicts with the law, the law shall take precedence.

II. How to Request Records

Requests for the School's public records must be submitted to:

~~Executive Director~~ Records Department
Granite Mountain Charter School
10535 Foothill Blvd. #100
Rancho Cucamonga, CA 91730
Phone: (909) 906-3593
Fax: (909) 324-2720
Email: ~~brook@granitemountainschool.com~~
records@granitemountainschool.com

To ensure that requests can be responded to appropriately, the School encourages that all requests be made in writing by submitting a Public Records Request Form, attached as Appendix A. To the extent possible, the requestor should specify, in writing, the records sought with sufficient detail to enable the School to identify particular records.

III. Right to Inspect

To the extent required by law, the School will make available all public records open to inspection by any person during normal business hours and by appointment only. Copies of public records may be obtained by any person, subject to compliance with the procedures set forth in this Policy and consistent with the law.

IV. Records Exempt from Disclosure

There are numerous circumstances under which public records are exempt from disclosure. Whether an exemption applies will be determined on a case-by-case basis. The School will determine which records or a portion thereof are exempt from disclosure consistent with the PRA and other relevant state and federal laws. The notification of denial or withholding of records must be in writing and shall provide the reason for the denial or withholding of records and shall set forth the names and titles or positions of each person responsible for the denial.

V. Procedures for Responding to Requests for Inspection or Copies of Records

The School will follow a two-step process when responding to a PRA request. First, within 10 calendar days of receiving any request to inspect or copy a public record, the School shall acknowledge receipt of the request and inform the requestor whether the School has disclosable public records in its possession that are responsive to the request and when it will make them available. If the School determines that it will not provide some records, it shall provide the grounds for withholding them and shall set forth the names and titles or positions of each person responsible for the denial. Second, if the School determines that it has disclosable documents, it shall make the documents available within a reasonable time.

In unusual circumstances, the School may extend the 10-day limit for up to 14 days by providing written notice to the requestor setting forth the reasons for the extension and the date on which a determination is expected to be made.

If the request is ambiguous or unfocused, the School shall make a reasonable effort to elicit additional clarifying information from the requestor that will identify public records responsive to the request. To the extent reasonable under the circumstances, the School shall do all of the following in assisting the requestor:

1. Assist the member of the public to identify records and information that are responsive to the request or to the purpose of the request, if stated;

2. Describe the information technology and physical location in which the records exist; and

3. Provide suggestions for overcoming any practical basis for denying access to the records or information sought.

These requirements are deemed to have been satisfied if the School is unable to identify the requested information after making a reasonable effort to elicit additional clarifying information from the requestor that will help identify the record or records.

The School may charge a reasonable fee (not to exceed the direct costs of duplication) for preparation of copies of identifiable public records. Deposit of applicable fees is required prior to preparation and delivery of any requested records.

Policy Approved by Board on September 21, 2019.

Revised ~~July 25th, 2020~~ April 14th, 2022

APPENDIX A

GRANITE MOUNTAIN CHARTER SCHOOL

PUBLIC RECORDS REQUEST FORM

Fee Schedule	
Document Production	Paper and electronic records (black): $0.15 per page Paper and electronic records (color): $0.25 per page Records provided on CDs: $1.00 per disc Records provided on DVD: $2.00 per disc
Computer Programming	Direct costs associated with production
Mailing Documents	Envelope (letter sized) $0.05 per envelope Envelope (9x12 or 12x13) $0.10 per envelope Postage determined based on actual cost

Requestor's Information

Name:_____ Title:_____

Organization:_____

Address: _____

_____

Phone:_____ Fax:_____ Email: _____

Records Requested

I am requesting the following documents:

_____

_____

_____

_____

_____

_____

I am also seeking_____copies of the documents listed above.

I understand that Granite Mountain Charter School will respond to all public records requests in compliance with the timelines provided under state law and consistent with its policies.

I understand that in accordance with the School's Policy for Inspection of Public Records, the School may charge a fee for copies of public records as specified above. Payment is required in advance of delivery of any requested records. If more than 15 pages are requested, the School may require a deposit before making copies.

Amendment to the 22-23 Organization Chart

It is recommended that the Granite Mountain Charter School Board of Directors approve the following amended 22-23 Organization Chart. Notable changes are the addition of the CTE Department and consolidated Assistant Director positions. Asterisked positions represent positions that may not be staffed until later in the year as programs are developed.

Granite Mountain Charter School

Organization Chart

2022-2023

School Board

Executive Director

Legal Services

Business Division

Chief Business Officer

Secondary Approval Administrator

Business Back Office Support

Vendor Relations Department

Director of Vendor Relations
AD of Vendor Relations
Vendor Relations Administrator
Vendor Specialist

Instructional Materials & Services Department

Director of Instructional Materials & Services
AD of Instructional Materials
Procurement Training Coordinator
Procurement Reconciliations Coordinator
Procurement Specialists
AD of Purchase Orders
Field Trip Procurement Coordinator
Procurement Specialists
AD of Curriculum Contracts
Curriculum Coordinator

Business Services Department

Director of Business Services
AD of Logistics
Restitution Coordinator
Procurement Specialist-Shipping
Shipping/Library*
Driver*

Accounts Payable Coordinators
Accounts Payable Specialist

Staffing Division

Chief of Staff

Human Resources Department

Director of Human Resources
Assistant Director of Health and Safety
HR Specialists

HomeSchool Department

Senior Director Team Lead
Senior Directors
Regional Administrator
Lead Teachers
HomeSchool Teachers

Community Engagement Department

Director of Community Engagement
AD of Family Relations
AD of Community Cohorts
Family Support Specialists
Community Cohort Coordinators
Paraprofessionals

Positive School Culture Department

Director of Positive School Culture
AD of Positive School Culture

Professional Development & Training Department

Director of Professional Development & Training
AD of Staff Training
Induction Coaches

Academics Division

Chief of Academics

Student Achievement Department

Director of Student Achievement
Achievement Administrators
WASC Coordinator
Assistant Director of Assessment
Regional Testing Coordinators

Student Life Department

Director of Student Life
Assistant Director of HS Student Life
Assistant Director of Tk-8 Student Life
Student Life Teachers

Student Athletics & Fitness Department

Director of Student Athletics & Fitness
AD of Student Fitness*
Coaches

PluggedIn! Department

Director of PluggedIn!
AD of High School PluggedIn!
PluggedIn! HS Administrators
AD of Middle School PluggedIn!
PluggedIn! Middle School Administrators
AD of Elem School PluggedIn!
PluggedIn! Elem. School Administrators
PluggedIn! Teachers
Paraprofessionals

Curriculum Department

Director of Curriculum
AD of High School Curriculum
HS Curriculum Administrators
AD of Elementary School Curriculum
Elem School Curriculum Administrators

Digital Learning Department

Director of Digital Learning
Trailblazer Time Coordinator
ADs of Digital Learning
TK-8 Content Specialist
HS Content Specialists

Career Technical Education (CTE) Department

Director of Career Technical Education (CTE)
Career Technical Education Administrator*
CTE Program Teachers*

Student Support Division

Chief of Student Support

Soc. Emo. Learning & Special Populations Dept.

Dir. of Soc. Emo. Learning & Special Populations
AD of Wellness & Student Crisis
GE School Psychologist
SEL Coordinator
Special Populations Administrator

Intervention Department

Director of Intervention & Student Services
Study Session Assess. Coordinator
Paraprofessionals
AD of Student Services
Speech & Language Pathologist
SST/504 Coordinators
AD of Academic Intervention
Reading Coordinators
Math Coordinator
Writing Coordinator

Multilingual Populations Department

AD of Multilingual Populations
EL Intervention Coordinator
EL Paraprofessional

High School Support Department

Director of High School Support
AD of College and Career Readiness
School Counselor
AD of HS Achievement
HS Achievement Administrators
AD of HS Success
HS Success Administrators

Operations Division

Chief Operations Officer

Compliance and Accountability Department

Director of Comp. and School Accountability
Assistant Director of Compliance
Compliance Specialists
Assistant Director of School Accountability
Audit Coordinator

Registration and Administrative Support Department

Director of Registration & Admin Support
AD of Registration & Admin Support
Administrative Support Coordinator
Student Registration Coordinators
Office Manager

Records Department

Director of School Records & Info. Management
Assistant Director of Student Information
Records Specialists
SpEd Records Specialist*

Instructional Technology Department

Director of Instructional Technology
AD of Digital Media & Communications
Instructional Technology Specialists*

Specialized Pupil Services Division

Chief of Specialized Pupil Services

Program Administrator PD/GE Fam. Relations
SpEd Specialist
Data Specialist

Special Education Department

Senior Director of Special Education
AD of Special Education
Program Administrators
Special Education Teachers - Case Managers
Special Education Teachers - Instructional Teachers
Substitute Teacher/Paraprofessional

Assesments and Related Services Department

Dir. of Assessments and Related Services
Health Services Administrator*
Program Administrator
School Psychologist
Speech-Language Pathologist
Occupational Therapist
School Nurse
School Social Worker
Adaptive PE Specialist*
Sped Teacher*

One Time Additional PEX Funding

In order to process the increased request for second semester instructional materials, services, and field trips Granite Mountain Charter School (GMCS) would like to request an additional PEX Funding in the amount of $120,000.

Executive Director's Evaluation and Timeline

As the Granite Mountain Charter School Board of Directors evaluates the Executive Director on an annual basis, it is recommended that the Board of Directors use the provided evaluation form for this 21-22 evaluation year. This is the same form that was used in the 19-20 and 20-21 school years. Goals, core values and core competencies have been updated to reflect the evaluation from last year as well as the needs of the school over the course of the year.

Proposed Timeline:

1. April 14, 2022 - GMCS Board of Directors reviews the evaluation form and selected goals, core values and core competencies.
2. April 21, 2022 - Executive Director sends a copy of the form to each board member with self-evaluation sections complete.
3. April 22 - May 9th - GMCS Board members individually complete the evaluation form and return to the Executive Director
4. May 12, 2022 - Executive Director compiles received feedback from Board members. During closed session at the May 12, 2022 scheduled board meeting, Board members and the Executive Director discuss the evaluation. At this session, the Board will be able to make a determination in regards to the Executive Director's contract renewal and salary. During this session, the Board secretary will take notes and prepare the final evaluation report to share with the Executive Director.
5. May 20, 2022 - Board secretary sends Executive Director a copy of the final evaluation report.

Granite Mountain Charter School

2021 -2022

Executive Director Performance Evaluation Form

Overview

As with any other employee evaluation, Executive Director evaluations should focus on both what the ED has achieved as well as how the ED operates.

The Executive Director Performance Evaluation Form consists of three parts:

1. **The "what":** To what extent is the ED leading the organization to accomplish what it should be accomplishing? Is the ED leading the organization to deliver results in the short- and longer-term?
2. **The "how":** To what extent is how the ED is leading consistent with our values, and our beliefs about what skills the ED needs in order to be effective?
3. **The "what next":** Moving forward, what are the implications of this review in terms of ED tenure, areas in which the ED should continue performing well, and areas in which the ED should improve?

Part I: What was achieved?

The board and ED should agree at the start of the year on the most important goals for the organization. The first section of the review focuses on the extent to which the organization achieved those goals. (In cases where unforeseen opportunities or challenges arose during the year that were not captured in the initial goals, they should be added here as well.)

Part II: How was it achieved?

This section focuses on values that all employees are expected to demonstrate, which the ED should model, as well as competencies and behaviors that are key to the ED position in particular.

Part III: Summary and Next Steps

This section summarizes performance for the year and identifies overall areas of strength, areas for improvement, and next steps.

The ED should fill this form out as a self-assessment, and then the board will use this form to complete the final evaluation, taking into account relevant data on the organization's progress toward goals, as well as input from the staff[1], fellow board members, and the ED's self-evaluation.

Ratings

The following scale is used for all ratings in the review:

- **Exceeds expectations**: Consistently delivers exceptional results; is a model for others to follow.
- **Meets expectations**: Consistently meets expectations in all areas.
- **Partially meets expectations**: Meets expectations in some areas and needs improvement in others.
- **Does not meet expectations**: Needs significant improvement quickly.

1

Executive Director Performance Evaluation Form

Executive Director Name			
Review Period		**Review Date**	
Reviewed by	☐ Self ☐ Board		

1. Organizational Goals		
Goal[2] *Note: Put each goal in a separate row, adding more rows as needed. If you'd like, you can mark the most important goals in bold.*	**Result**	**Rating** **E:** ***exceeds expectations*** **M:** ***meets expectations*** **P:** ***partially meets expectations*** **D:** ***Does not meet expectations***
Expand educational program to ensure robust, comprehensive offerings for each student to engage in the school.		
Refine school processes and internal systems to ensure seamless operations		
Maintain GMCS financial standing while soliciting external funding sources for the school.		
Comments *(optional)* : To what extent did you/the Executive Director achieve the goals for the position this past period?		

2. Demonstrating Performance Factors
To what degree did you / the Executive Director demonstrate the following core values and competencies?

Core Values *Add more rows as needed*	**Description of Value**	**Rating (E, M, P, D, N/A)**
Leadership		
Service		
Engagement		

Core Competencies *Add more rows as needed*	**Description of Competency**	**Rating (E, M, P, D, N/A)**

[2] List the most important objectives for the organization for the period covered by the evaluation, and assess the

extent to which the ED led the organization to meet those objectives.

Vision		
Management		
Responsibility		

Comments *(optional)* : In what priority areas of performance (values and competencies) did you / the Executive Director excel? In what areas is improvement needed?

3. Summary Assessment, Next Steps, and Trajectory at Organization

Overall performance rating:

☐ Exceeds Expectations
☐ Meets Expectations
☐ Partially Meets Expectations
☐ Does Not Meet Expectations

Comments *(Note: if you—the board—conducted 360 feedback or solicited input from others, use this section to summarize themes and highlights in addition to your own assessment.)*

1. **What are 1-3 notable areas of strength?**
   a.
   b.
2. **What are 1-3 areas of growth or improvement?**
   a.
   b.
3. **What do you see as your / the Executive Director's trajectory in the organization? What are the next steps?**

4. Feedback for Board / Board Self-Reflection

What has the board done well or effectively to provide support to the Executive Director?
What might the board have done differently?
What support is needed from the board moving forward?

Temporary State Testing Support Stipend
$500 Certificated Staff
$20.00/hour Classified Staff

Rationale: The state of CA has recently worked to recalculate dashboard scorings that can have a profound impact in the school's ability to renew our charter petition. Please see page attached for more details. As such, additional work is needed from Granite Mountain staff members to ensure that every student is provided the utmost flexibility in state testing.

***

The Temporary State Testing Support Stipend is available to individuals who would like to assist our students with their state testing needs. Stipend eligibility would begin April 25th through May 31st, 2022. Individuals who receive this stipend will be responsible for:

- Organizing and implementing group and 1-1 CAASPP and/or CAA testing sessions both in person and virtually:
    - 5 or more in–person and virtual group testing opportunities, or
    - 7 or more one-to-one virtual or in-person testing.
    - Opportunities would be made available to all students who have not yet completed state testing, and the students participating should be students outside of the teacher's current roster.
    - For CAA (*required to hold a General Education or Special Education Credential)*
        - Organize and implement 1-1, in-person testing sessions
        - Complete a 2-hour Moodle training
        - Familiarize themselves with the test, protocols, and administration
- Securing locations that can support larger group and 1-1 testing.
- Providing testing opportunities on evenings and weekends as needed.
- Familiarizing themselves with testing technology and being comfortable with meeting with students in person at various times and days.
- Running remote and in-person summative testing sessions or willingness to be trained to run remote and in-person summative testing sessions.

Certificated employees: If interested, certificated employees will submit an action plan that explains how they will meet the requirements of this stipend to their supervisor for approval.

Classified employees: Classified employees will be recommended by their supervisor. The hours spent working on the requirements of this stipend will be compensated at the rate of $20.00 per hour. Any overtime hours worked for this stipend will need previous approval from the employee's supervisor.

RESOLUTION OF THE BOARD OF DIRECTORS OF
GRANITE MOUNTAIN CHARTER SCHOOL
APPROVING TELECONFERENCING OPTIONS FOR BOARD MEETINGS

APRIL 14TH, 2022

WHEREAS, the Governor of the State of California has proclaimed a state of emergency due to the COVID-19 global pandemic; and

WHEREAS, the proclaimed state of emergency remains in effect as of the date of this resolution;

WHEREAS, the Board of Directors for Granite Mountain Charter School believes that meeting in person for Board meetings would present imminent risks to the health or safety of attendees due to COVID-19 due to space limitations;

WHEREAS, the Board of Directors for Granite Mountain Charter School has reconsidered the circumstances of the state of emergency as of the date of this resolution;

WHEREAS, the Board of Directors believes that the state of emergency continues to directly impact the ability of the members of the Board and members of the public to meet safely in person.

NOW, THEREFORE, BE IT RESOLVED that, on April 14th, 2022, the Board of Directors of Granite Mountain Charter School hereby determines that meeting in person for Board meetings would present imminent risks to the health or safety of attendees and that the state of emergency continues to directly impact the ability of the members of the Board and members of the public to meet safely in person. Therefore, the Board of Directors opts to continue utilizing the teleconferencing options provided in AB 361 (2021) and as reflected in Government Code section 54953.

If the Board does not pass this resolution, meetings will default to in-person at the location posted on the agenda. Public comments will be taken at any location posted on the agenda.

PASSED AND ADOPTED by the Board of Directors on the 14th of April 2022, by the following vote:

YES _____
NOS _____
ABSENT _____

Date: _____ _____

Ryan Callahan
Board Secretary
Granite Mountain Charter School Board of Directors