

Wilson School District # 7

Board Meeting Report

January 2021

Function Code	Function Description	FY 21 Budget REVISED	Expended YTD	Encumbered YTD	Exp & Enc YTD	Uncommitted Balance	% Committed
MAINTENANCE AND OPERATIONS FUND 001							
001- 100/ 600 Regular Education / Other Programs							
1000	Instruction	\$ 2,720,898	\$ 1,240,779	\$ 1,422,657	\$ 2,663,436	\$ 57,462	98%
2100	Support Svcs Student	407,168	212,170	196,971	409,141	(1,973)	100%
2200	Support Svcs Instr. Staff	396,428	240,521	186,043	426,564	(30,136)	108%
2300	Support Svcs Gen Admin	282,607	184,573	99,551	284,125	(1,518)	101%
2400	Support Svcs School Admin	375,600	206,413	172,767	379,180	(3,580)	101%
2500	Business & Technology	501,456	249,054	257,855	506,909	(5,453)	101%
2600	O & M Plant Svcs	1,471,924	754,493	714,196	1,468,689	3,235	100%
3100	Food Service Operations	17,517	9,608	8,082	17,690	(173)	101%
550-2200	K-3 Reading Program	61,077	32,814	33,337	66,151	(5,074)	108%
610-1000	Cocurricular Band/Choir	1,500	-	-	-	1,500	0%
620-1000	Athletic Programs	500	-	1,500	1,500	(1,000)	300%
900-3300	Community Services	452	452	-	452	0	100%
	Subtotal	\$ 6,237,127	\$ 3,130,876	\$ 3,092,960	\$ 6,223,837	\$ 13,290	100%
001 - 200 Special Education							
1000	Instruction	\$ 673,884	\$ 357,872	\$ 328,503	686,374	\$ (12,490)	102%
2100	Support Svcs Student	164,200	73,729	91,534	165,263	(1,063)	101%
2200	Support Svcs/ Omstr/ Staff	3,592	1,911	1,704	3,615	(23)	101%
2400	Support Svcs School Admin	136,989	69,910	68,512	138,422	(1,433)	101%
2500	Business & Technology	275	275	-	275	-	100%
	Subtotal	\$ 978,940	\$ 503,696	\$ 490,253	\$ 993,949	\$ (15,009)	102%
001 - 400 Transportation							
2500	Business & Technology	\$ 1,510	\$ 1,504	\$ -	\$ 1,504	\$ 6	100%
2600	District Trans. Svcs	\$ 7,824	\$ 3,996	\$ 3,827	\$ 7,823	\$ 1	100%
2700	Student Trans. Svcs	\$ 305,798	\$ 68,916	\$ 242,366	\$ 311,281	\$ (5,483)	102%
	Subtotal	\$ 315,132	\$ 74,415	\$ 246,193	\$ 320,608	\$ (5,476)	102%
511 - Desegregation Regular/Special Education							
1000	Instruction	\$ 1,609,398	\$ 643,555	\$ 640,608	\$ 1,284,163	\$ 325,234	80%
2100	Support Svcs Student	120,402	1,153	1,249	2,402	118,000	2%
2200	Support Svcs Instr. Staff	121,297	19,258	15,473	34,730	86,567	29%
2400	School Administration	15,203	636	567	1,203	14,000	8%
	Subtotal	\$ 1,866,300	\$ 664,602	\$ 657,897	\$ 1,322,498	\$ 543,802	71%
TOTAL M & O		\$ 9,397,499	\$ 4,373,590	\$ 4,487,303	\$ 8,860,892	\$ 536,607	94%

Wilson School District # 7

Board Meeting Report

January 2021

Function Code	Function Description	FY 21 Budget REVISED	Expended YTD	Encumbered YTD	Exp & Enc YTD	Uncommitted Balance	% Committed
CLASSROOM SITE FUNDS 011, 012 AND 013							
011- 100 Regular Education - Base							
1000	Instruction	\$ 298,947	\$ 30,721	\$ 31,632	\$ 62,353	\$ 236,594	21%
	Subtotal	\$ 298,947	\$ 30,721	\$ 31,632	\$ 62,353	\$ 236,594	21%
011- 200 Special Education - Base							
1000	Instruction	\$ 62,782	\$ 2,361	\$ 2,477	\$ 4,837	\$ 57,945	8%
	Subtotal	\$ 62,782	\$ 2,361	\$ 2,477	\$ 4,837	\$ 57,945	8%
	Total CSF- Base	\$ 361,729	\$ 33,082	\$ 34,108	\$ 67,191	\$ 294,538	19%
012- 100 Regular Education - Performance							
1000	Instruction	\$ 667,572	\$ 2,692	\$ 28,488	\$ 31,180	\$ 636,392	5%
2000	Support Services & Interest	15,000	916	1,252	2,168	12,832	14%
	Subtotal	\$ 682,572	\$ 3,608	\$ 29,741	\$ 33,349	\$ 649,223	0%
012- 200 Special Education - Performance							
1000	Instruction	\$ 170,000	\$ -	\$ -	\$ -	\$ 170,000	0%
	Subtotal	\$ 170,000	\$ -	\$ -	\$ -	\$ 170,000	0%
	Total CSF - Performance	\$ 852,572	\$ 3,608	\$ 29,741	\$ 33,349	\$ 819,223	4%
013- 100 Regular Education - Menu							
1000	Instruction	\$ 393,454	127,943	82,622	21,805	\$ 371,649	6%
2000	Support Services & Interest	2,000	1,446	-	1,446	554	72%
	Subtotal	\$ 395,454	\$ 129,389	\$ 82,622	\$ 23,251	\$ 372,203	6%
013- 200 Special Education - Menu							
1000	Instruction	\$ 86,755	\$ 6,165	\$ 6,469	\$ 10,954	\$ 75,801	13%
	Subtotal	\$ 86,755	\$ 6,165	\$ 6,469	\$ 10,954	\$ 75,801	13%
	TOTAL CSF - MENU	\$ 482,209	\$ 135,554	\$ 89,090	\$ 34,205	\$ 448,004	7%
TOTAL CLASSROOM SITE FUND (CSF)		\$ 1,696,510	\$ 172,244	\$ 152,940	\$ 134,744	\$ 1,561,766	8%

Wilson School District # 7

Board Meeting Report

January 2021

Function Code	Function Description	FY 21 Budget REVISED	Expended YTD	Encumbered YTD	Exp & Enc YTD	Uncommitted Balance	% Committed
UNRESTRICTED CAPITAL OUTLAY FUND 610							
1000	Instruction	\$ 1,035,387	\$ 472,237	\$ 28,081	\$ 500,318	\$ 535,069	48%
2100	Support Svcs Student	9,000	-	9,292	\$ 9,292	(292)	103%
2200	Media/ Library	144,250	92,596	51,016	\$ 143,612	638	100%
2300	Support Svcs Gen Admin *	-	-	-	\$ -	-	N/A
2400	Support Svcs School Admin*	-	-	-	\$ -	-	N/A
2500	Business & Technology	86,500	78,756	12,882	\$ 91,639	(5,139)	106%
2600	O & M Plant Svcs	84,958	-	12,587	\$ 12,587	72,371	15%
2700	Student Trans. Svcs	-	-	-	\$ -	-	N/A
3100	Food Service Operations	-	-	-	\$ -	-	N/A
3300	Community	-	-	-	\$ -	-	N/A
4500	Building Acquisition	-	-	-	\$ -	-	N/A
4600	Site Improvements	-	-	-	\$ -	-	N/A
4700	Building Improvement	110,000	103,975	-	\$ 103,975	6,025	95%
200-1000	Special Ed Instruction	-	-	-	\$ -	-	N/A
200-21/2200	Special Ed Student Support	1,000	1,033	-	\$ 1,033	(33)	103%
610-1000	Cocurricular Bank/Choir	-	-	-	\$ -	-	N/A
511-1000	Desegregation - Instruction	-	-	-	\$ -	-	N/A
511-2000	Desegregation - Support Svcs	-	-	-	\$ -	-	N/A
511-4000	Desegregation - Bldg Improv	-	-	-	\$ -	-	N/A
TOTALS		\$ 1,471,095	\$ 748,597	\$ 113,859	\$ 862,456	\$ 608,639	59%

BOARD APPROVAL OF ADD'L COMPENSATION

Revised 1/27/2021

Name	Position Description	Fund	Rate of pay	From	To
<u>Work Agreements</u>					
NURSE	NURSE SUPPORT/COVID VACCINES AT PXU	326	\$36/Hr.	1/23/2021	1/23/2021
<u>Schedule F</u>					
TEACHER	BRAINYOLOGY-AFTER SCHOOL PROGRAM	162	\$25.00/Hr.	1/21/2021	5/21/2021
TEACHER	BRAINYOLOGY-AFTER SCHOOL PROGRAM	162	\$25.00/Hr.	1/21/2021	5/21/2021
TEACHER	BRAINYOLOGY-AFTER SCHOOL PROGRAM	162	\$25.00/Hr.	1/21/2021	5/21/2021
TEACHER	BRAINYOLOGY-SATURDAY PROGRAM	162	\$30.00/Hr.	1/23/2021	4/17/2021
TEACHER	BRAINYOLOGY-SATURDAY PROGRAM	162	\$30.00/Hr.	1/23/2021	4/17/2021
TEACHER	BRAINYOLOGY-SATURDAY PROGRAM	162	\$30.00/Hr.	1/23/2021	4/17/2021
TEACHER	BRAINYOLOGY-SATURDAY PROGRAM	162	\$30.00/Hr.	1/23/2021	4/17/2021

WILSON ELEMENTARY SCHOOL DISTRICT NO. 7

REQUEST FOR AUTHORIZATION TO DISPOSE OF EQUIPMENT

Form No. 2021-01

Check one: Trade-In Sale Loss Transfer Other

From:

School Wilson Elementary
 Department _____
 Location _____

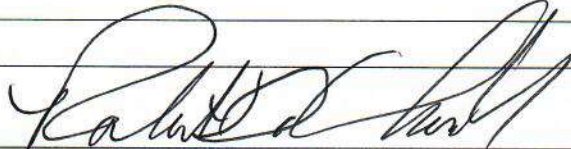
To:

91st Psalm Christian School
2020 E. Baseline
Phx, AZ 85042

			FOR BUSINESS OFFICE USE ONLY		
Tag No.	Description (Includes Model Number)	Serial No.	Date Acquired	Recorded Cost/Value	Sale/Trade- In Amount
120	student chairs			\$ -	\$ -

Reason for Disposition:

NO longer use them, AND NO where To store them

Signature  Date 12/17/20
 Department Head/Principal

Signature  Date 12/17/20
 Board/Authorized Agent

Deleted from general fixed assets listing or stewardship listing,
 If applicable, by _____ Date _____

Officer: Donn Cederdahl 10 month 11/12 month
 District: _____
 Site(s): _____

**School Safety Program
 FY 2021 Cooperative Agreement**

DUE April 15, 2020

We, the undersigned, acknowledge we will coordinate and cooperate in the School Safety Program if funds are awarded. By signing this agreement, we also give our assurance of the following items:

- We agree with the budget submitted
- We will uphold the intent of the grant, which includes but not limited to:
 - Provide for 180 hours of law-related education
 - Ensure full-time officer presence on campus during school hours consistent with grant requirements
 - Maintain weekly activity logs completed by the officer and submitted and monitored by the school administrator and agency supervisor
 - Facilitate access to appropriate educational records and data to officers in accordance with FERPA
 - Utilize a multidisciplinary School Safety Assessment and Prevention Team that meets quarterly for safety needs assessment, program planning, and continuous improvement
- We understand that, to the best of our ability, we are committed to ensuring officer continuity over the duration of the three-year grant cycle
- We understand that a school will be disadvantaged in the next School Safety Program competitive application by having more than three officers within a three-year grant cycle
- We will share the program design and operational plan with the assigned officer
- We will enter into a Service Agreement (or IGA)
- We understand each party's responsibility under the program

Print Name: Cindy Campton
School Principal(s)

Signature: *Cindy Campton*

Print Name: _____
District Superintendent

Signature: _____

Print Name: Demetrius Pannik Title: Sergeant SPO
Authorized Local Law Enforcement Agent/Authorized County Juvenile Probation Agent

Signature: *D Pannik*

Agency: DHODAIR POLICE DEPARTMENT

ACTION ITEM

DATE: February 9, 2021

ITEM: Approve acceptance of gifts.

SUBMITTED BY: _____
Beth Strickler, Director of Business Services & Technology

RECOMMENDED: _____
Mr. Antonio Sanchez, Superintendent

DISCUSSION:

DONOR	GIFT	PURPOSE
James Counts & Family	\$500	Wilson Community Center – homelessness & hunger
No Kid Hungry by Share Our Strength	\$10,000	Food distribution carts; Food distribution salaries; Grab-N-Go Kiosk

RECOMMENDED: It is recommended that the Governing Board approve acceptance of the presented gifts offered to the District.

ACTION ITEMS

DATE: February 9, 2021

ITEM: Approval for the Revised Contracts and Notice of Indefinite Term Appointment for the 2021-2022 School Year.

SUBMITTED BY: _____
Alex Dumas, Human Resources Director

RECOMMENDED BY: _____
Antonio Sanchez, Superintendent

RECOMMENDATION:

It is recommended the Governing Board approve Revised Contracts and Notice of Indefinite Term Appointment for the 2021-2022 School Year.

RATIONALE:

Per recommendation from District Legal Counsel, it is recommended the Governing Board approve the revised contracts and Notice of Indefinite Term Appointment for the 2021-2022 school year.

INFORMATION ITEM

DATE: February 9, 2021

ITEM: Board Financial Report as of January 31, 2021

SUBMITTED BY: _____
Beth Strickler, Director of Business Services & Technology

RECOMMENDED BY: _____
Mr. Antonio Sanchez, Superintendent

INFORMATION: All funds are within legal budget limits and are expected to remain so.

ACTION ITEM

DATE: February 9, 2021

ITEM: Minutes for January 12, 2021.

Minutes following

ACTION ITEM

DATE: February 9, 2021

ITEM: Approval of the School Safety Program Cooperative Agreement for fiscal year 2021.

SUBMITTED BY: _____
Antonio Sanchez, Superintendent

RECOMMENDED BY: _____
Antonio Sanchez, Superintendent

RECOMMENDATION:

It is recommended that the Governing Board approve the School Safety Program Cooperative Agreement for fiscal year 2021.

ACTION ITEM

DATE: February 9, 2021

ITEM: Approval of extra duty and stipends

SUBMITTED BY: _____
Beth Strickler, Director of Business Services & Technology

RECOMMENDED BY: _____
Antonio Sanchez, Superintendent

RECOMMENDATION:

It is recommended that the Governing Board approve the extra duty and stipends.

ACTION ITEM

DATE: February 9, 2021

ITEM: Request for authorization to dispose of non-technology equipment

SUBMITTED BY: _____
Beth Strickler, Director of Business Services & Technology

RECOMMENDED BY: _____
Antonio Sanchez, Superintendent

RECOMMENDATION:

It is recommended that the Governing Board approve the request for authorization to dispose of non-technology equipment.

ACTION ITEM**DATE:** February 9, 2021**ITEM:** Approval of New Employment**SUBMITTED BY:** _____
Alex Dumas, Human Resources Director**RECOMMENDED BY:** _____
Antonio Sanchez, Superintendent

ADMIN	CLASS. ADMIN	CERTIFIED	CLASSIFIED	Name	FTE	Assignment	Effective Date	Contract Amount
			X	Melissa Canedo	.94	Instructional Assistant (Primary)	02-08-2021	\$14.18 phr
			X	Mikayla Reyes	.94	Instructional Assistant (Primary)	02-08-2021	\$13.55 phr

RECOMMENDATION:

It is recommended that the Governing Board approve the following individual contracts.

ACTION ITEM**DATE:** February 9, 2021**ITEM:** Approval of Discontinuance of Employment**SUBMITTED BY:** _____
Alex Dumas, Human Resources Director**RECOMMENDED BY:** _____
Antonio Sanchez, Superintendent

ADMIN	CLASS. ADMIN	CERTIFIED	CLASSIFIED	Name	FTE	Assignment	Effective Date	RESIGNATION	NONRENEWAL	DECEASED	RETIREMENT	TERMINATION	LEAVE OF ABSENCE
			X	Claudia Gomez	.94	Preschool I.A. (Primary)	01-20-2021	X					
			X	Dessa Lipusz	1.0	ISS Monitor (Elementary)	01-29-2021	X					
		X		Sarah Slaughter Harper	1.0	Temp. School Counselor (Primary)	01-29-2021	X					
			X	Valerie Zakirov	.94	Instructional Assistant (Primary)	01-30-2021	X					
			X	Jasmine Bell	.94	Spec. Ed Instructional Assistant (Primary)	02-05-2021	X					
		X		Leslie Garnham	1.0	Certified Teacher (3 rd Grade – Primary)	05-21-2021				X		
			X	Guadalupe Lara	1.0	Accounts Payable (District Office)	06-01-2021				X		

RECOMMENDATION:

It is recommended that the Governing Board approve the following Discontinuance of Employment.

WILSON ELEMENTARY SCHOOL DISTRICT NO. 7

Governing Board Meeting Minutes for Tuesday, January 12, 2021
Special Meeting – 5:00 p.m.

REGULAR MEETING - WEBEX

1.0 GENERAL FUNCTIONS

Call to Order - Meeting began at 5:06 p.m.

Pledge of Allegiance – Mrs. Martinez, Board Member, led the Pledge of Allegiance.

Roll Call – Mrs. Joyce called roll.

Mr. Mario Martinez-Present

Mrs. Anna Martinez-Present

1.0 Adoption of board agenda.

ACTION

It was moved by Mr. Martinez and seconded by Mrs. Martinez to adopt the board agenda.

Vote passed, 2/0, unanimously.

2.0 PUBLIC PARTICIPATION

2.01 None

DISCUSSION

3.0 SUPERINTENDENT REPORT

3.02 Primary Report – Mrs. Wojcicki, Principal, reported on:

DISCUSSION

- **Holiday Events** – had a holiday drive-up, parents brought the students to pick up gift from sponsors, was very organized, had pop up tents, some sponsors brought goodies for students, had 1st virtual sing-a-long, music teacher put together with teachers and students singing and dancing, had a family engagement project that had families with their students show how they celebrate the holiday.
- **Grand Prize** – students won bikes and helmets, they worked so hard on being safe, responsible, and respectful, teachers nominated students.
- **Inservice** – talked about student engagement, reflected and brainstormed how to increase engagement, participation, and attendance, participated in vertical collaboration, and identified shifts in planning and scheduling for the next two weeks.
- **2nd semester update** – did data analysis, trained on iReady data dashboard, overview of the ATI dashboard, reviewed the students who are not making growth, met with grade levels to discuss how to support those students, determined how to shift instruction for the next 2 weeks, and teacher leaders will continue with the data talk and follow up with the instructional shifts.

3.04 Elementary Report – Ms. Campton, Principal, reported on:

DISCUSSION

- **Prizes for students** – small prizes delivered candy grams to high performers (students who completed tasks) and big prize, 5 ear pods for student (1 per grade level) based on GPA and attendance, assembly on Friday with presentation.
- **Inservice** – went over data, grades, attendance, and ATI, developed a plan for advisory students based on data, demonstration and training to flipped classrooms, maximizing class time and break out rooms.
- **2nd semester update** – giving students with failing grades an “Credit Recovery” opportunity to up their grade by attending Brainyology and Saturday School, and during their Advisory period incentive for students who are completing assignments and attending, they only have to “check in”, other must attend.

3.03 Superintendent Report – Mr. Sanchez, Superintendent, and Mrs. Willey, Curriculum Director, reported on:

DISCUSSION

- **Waiver – Onsite student support services** – went over benchmarks for weeks of 12/13 & 12/20, they showed 21.35% and 11.19% positivity, a waiver is only required and permitted if all on-site services will cease due to an outbreak and at least 5% higher than the Maricopa County rate for two consecutive weeks, contacted Maricopa County Department of Public Health for consultation, collaboration with Dr. Stemmler, he suggested a short-term waiver based on metrics, waiver approved January 5-18, 2021, next step is to meet with Dr. Stemmler on Thursday, January 14 to discuss weekly metrics.

4.0 APPROVAL OF CONSENT - ACTION

4.01 Ratifying of expense vouchers:

1048 dated December 10, 2020 in the amount of \$40,780.94
1049 dated December 15, 2020 in the amount of \$23,744.97
1052 dated January 5, 2021 in the amount of \$81,005.48
1053 dated January 7, 2021 in the amount of \$63,520.82

4.02 Ratifying of payroll vouchers:

1050 dated December 22, 2020 in the amount of \$357,397.52
1051 dated January 5, 2021 in the amount of \$334,001.64
1054 dated January 11, 2021 in the amount of \$6,626.50

4.03 Minutes for December 10, 2020

4.04 New Employment:

Valerie Zakirov, Instructional Assistant, effective 12/14/20
Deborah Simeone, Jr. High Language Arts, effective 12/14/20
Roy Sucanick, Facilities Manager, effective 1/4/21
Judy Brown, Instructional Assistant, effective 1/4/21
Sarah Slaughter Harper, School Counselor (PK-3), effective 1/11/21
Teria Anarghati, Instructional Assistant, effective 1/11/21

4.05 Discontinuance of Employment:

Didio Carrasco, Instructional Assistant, effective 12/25/20
Isabella Barrera, School Counselor (PK-3), effective 1/4/21

4.06 Approval of Leave of Absence:
Maria Caraveo, Food Service Manager, effective 1/4/21 – 1/15/21

4.07 Board Financial Report as of December 31, 2020

4.08 Approval of extra duty and stipends

4.09 Statement of Assurance – Teacher Evaluation

It was moved by Mr. Martinez and seconded by Mrs. Martinez to approve the consent items 4.01-4.09.

Vote passed, 2/0, unanimously.

5.0 SCHOOL BUSINESS

5.01 Approval of Paid Sick Leave Benefit due to COVID-19 pandemic as a benefit of employment for the time period of January 1, 2021 to June 30, 2021. ACTION

It was moved by Mr. Martinez and seconded by Mrs. Martinez to approve Paid Sick Leave Benefit due COVID-19 pandemic as a benefit of employment for the time period of January 1, 2021 to June 30, 2021. Discussion followed with Mr. Sanchez explaining it was expired as of December 31, 2020 and will help employees, it is for up to two weeks and only allowed to use once.

Vote passed, 2/0, unanimously.

6.0 GENERAL FUNCTIONS

6.01 Election of Board President ACTION

It was moved by Mr. Martinez and seconded by Mrs. Martinez to elect Mrs. Martinez as Board President.

Vote passed, 2/0, unanimously.

9.0 ADJOURNMENT

It was moved by Mr. Martinez and seconded by Mrs. Martinez to adjourn the meeting.

Vote passed, 2/0, unanimously. Meeting adjourned at 5:46 p.m. Next meeting will be held on Tuesday, February 9, 2021 at 5:00 p.m. ACTION

Anna Martinez, Board President

Mario Martinez, Member

Wilson Elementary School District #7

2021-2022

SUPPORT SERVICES CONTRACT

Document: Support Services Contract

LAST NAME, FIRST NAME

Issued By: Wilson Elementary School District #7 on 01/13/2021

Check Location: Elementary

Position Information

Position: Counselor	Start Date: 07/01/2021	End Date: 06/30/2022	Amount: \$00,000.00
	Days: 260		
	FTE: 1.0000		
	Type: Exempt		

Total Amount: \$00,000.00

This contract made and entered into as of its day of execution hereinafter set forth is between Wilson Elementary School District No. 7, by and through its Governing Board, and the employee name above with the indicated title.

DUTIES

D1. Unless otherwise notified, Employee will commence the first day of work on the indicated dates for a total of days listed above. If, however, an emergency or other circumstance as determined and declared by the Governing Board or its authorized designee delays the opening or requires the closing of the schools, the period of time covered by the employment contracts shall be extended so as to maintain open schools for the number of days required by the employment contracts without additional compensation to Employee.

D2. Employee agrees to abide by all state and federal laws and Governing Board policies and to perform well and faithfully such duties within the District as the Board, Superintendent, Supervisor and/or Principal of District may assign in accordance with law and the rules, regulations and policies adopted by the Board for the governance of the District. Employee understands that the Governing Board has discretion to revise its Board policies and/or procedures and agrees to abide by all policies as adopted by the Board.

D3. The Employee may be assigned to any particular building, location or department within the school district at the discretion of the Superintendent and may likewise be transferred from one assignment or duties to another.

D4. The Employee will competently perform the duties of his assignment and will be subject to a performance evaluation.

EMPLOYEE QUALIFICATIONS

Q1. Employee agrees and promises that s/he shall maintain all certificates, endorsements and licenses necessary to perform the duties required, including but not limited to a certificate to perform duties requisite for Employee's assignment and a valid fingerprint clearance card as required by law. Employee shall maintain the same during the term of this contract.

Q2. Employee understands and agrees that Employee is not entitled to compensation for any period during which such certificate(s) and/or endorsement(s) and/or approved area(s) is not maintained and in effect. In addition to any other remedies to which the District may be entitled, District shall not be obliged to pay or compensate Employee for work performed during such period and District may deduct any of that paid to Employee attributable to such period from any other monies owed to Employee by District. Notwithstanding the prior salary restriction where an Employee fails to maintain certification throughout the year, the Employee can be paid at a substitute rate if applicable.

COMPENSATION

C1. In consideration of performance of services pursuant to this contract, the District agrees to pay Employee the sum indicated above. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the professional staff. If eligible, Employee shall receive supplemental pay stipends or additional pay as expressly authorized by the Governing Board pursuant to Governing Board policy or specific Board action. The sum stated above is intended to correspond to Employee's degree of scale placement for the 2021-2022 school year as determined by the employee's training and experience on record with the District. Employee has an affirmative duty to notify the District of any mistaken amount within thirty (30) days or forfeit payment hereunder.

C2. Employee acknowledges and agrees that at any time after execution of this contract, the Base Salary specified above may be reduced by an amount not to exceed ten percent (10 %) of Employee's salary, if any of the following, individually or in conjunction, occurs: a) if the District's Base Support Level, the Revenue Control Limit, or the General Budget Limit authorized for the 2021-2022 fiscal year is less or becomes less than that authorized at the beginning of the 2020-2021 fiscal year; b) the District fails to receive during the 2021-2022 fiscal year funds in the amount initially budgeted for such year; or c) in order to effectuate the economies in the operation of the District due to a transition to current year funding. Employee shall be given not fewer than ten (10) calendar days' notice of any reduction in Base Salary that occurs as a result of this paragraph.

Wilson Elementary School District #7

2021-2022

SUPPORT SERVICES CONTRACT

Document: Support Services Contract

LAST NAME, FIRST NAME

Issued By: Wilson Elementary School District #7 on 01/13/2021

C3. If additional revenues become available to the District through legislative appropriation, state sales tax revenues, or other legal enactment and if those revenues are appropriated, authorized, and/or permitted to be used for employees' salaries during the 2021-2022 school year, Employee may be given a raise in salary, if so approved by the Governing Board in its sole discretion. Any such salary increase shall be apportioned to employees in a manner that will be determined by the Governing Board, unless the authorizing enactment specifies the method by which the increase is to be distributed.

C4. This contract is conditional upon the school or other work location to which Employee is assigned remaining open and in full operation for the entire term of this contract. In the event that, pursuant to court order, lack of appropriated or available funds, or for any other reason beyond the control of the District, either the assigned school or other work location is not open in operation for the full contract term or school operations are suspended or reduced below the anticipated level, there ~~shall~~may be a pro rata reduction of compensation under this contract corresponding to the portion of the contract

term that suspended or reduced District operations require suspension or reduction of the services of Employee.

C5. If the District is the recipient of results based funding pursuant to A.R.S. § 15-249.08 and Employee is eligible, the District may distribute additional pay to Employee in compliance with that statute and as determined by the Governing Board, in its discretion.

C6. If the District is the recipient of Invest in Education funding pursuant to A.R.S. § 15-1281 and Employee is eligible, the District may distribute additional pay to Employee in compliance with that statute and as determined by the Governing Board, in its discretion.

BENEFITS

B1. The Employee shall receive benefits (such as but not limited to paid leave, vacation, legal holidays and other benefits) in accordance with his or her employment status (i.e., part time, retired, ten month, or twelve month, certificated or support staff) and pursuant to the applicable Governing Board Policies.

B2. To the extent appropriate for the occasion and as part of the compensation, the District may provide incidental food and beverages at mandatory staff meetings, including in-services and staff development activities/trainings, in order to foster good working relations and encourage and reward staff participation.

B3. If Employee has retired with the Arizona State Retirement System, Employee acknowledges ~~as follows: that District shall not pay contributions on behalf of the Employee pursuant to A.R.S. §§ 38-736, 38-737 or 38-797.05 during the term of this contract and that the Employee shall not accrue credited service, retirement benefits or long-term disability program benefits pursuant to Article 2.1 of Title 38 or pursuant to District policy for the period the Employee returns to work.~~

TERMINATION

T1. Nothing contained herein shall be construed as a limitation on the District's ability to evaluate, discipline, suspend (with or without pay), non-renew this contract, or discharge Employee for unprofessional conduct, inadequate performance, violation of District policies or procedures, or other reasons that constitute "cause".

MISCELLANEOUS PROVISIONS

M1. This contract of employment shall immediately terminate and Employee shall be dismissed without any right to a hearing if Employee is arrested for or charged with a non-appealable offence listed in A.R.S. § 41-1758.03(B) and fails to immediately report the arrest or charge to the Employee's supervisor.

M2. Employee affirms that all Employee's representations in this contract, the Employee's employment application and any other document or oral statement submitted to the District concerning qualifications, fitness to perform work and representations about arrest and conviction record are true and accurate. It is a requirement of employment to report to the administration any circumstances or events that would affect the continuing accuracy or validity of those representations.

M3. Execution of this contract was authorized at a legally convened meeting of the District Governing Board. This contract cancels and supersedes all prior employment contracts between the parties and must be revised in writing.

M4. This contract must be signed and returned within thirty (30) days from date contract is made or it will be considered void. Execution of this contract was authorized at a legally convened meeting of the District Governing Board.

Wilson Elementary School District #7

2021-2022

SUPPORT SERVICES CONTRACT

Document: Support Services Contract

LAST NAME, FIRST NAME

IN WITNESS WHEREOF, the parties have caused this agreement to be executed on the day and year designated below.

Issued By: Wilson Elementary School District #7 on 01/13/2021

Employee Signature	Date	Antonio Sanchez Board Representative	01/13/2021 Date
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Wilson Elementary School District #7

2021-2022

SUPPORT SERVICES CONTRACT

Document: Support Services Contract

LAST NAME, FIRST NAME

Issued By: Wilson Elementary School District #7 on 01/13/2021

Check Location: Elementary

Position Information

Position: Counselor	Start Date: 07/27/2021	End Date: 05/20/2022	Amount: \$00,000.00
	Days: 193		
	FTE: 1.0000		
	Type: Exempt		

Total Amount: \$00,000.00

This contract made and entered into as of its day of execution hereinafter set forth is between Wilson Elementary School District No. 7, by and through its Governing Board, and the employee name above with the indicated title.

DUTIES

D1. Unless otherwise notified, Employee will commence the first day of work on the indicated dates for a total of days listed above. If, however, an emergency or other circumstance as determined and declared by the Governing Board or its authorized designee delays the opening or requires the closing of the schools, the period of time covered by the employment contracts shall be extended so as to maintain open schools for the number of days required by the employment contracts without additional compensation to Employee.

D2. Employee agrees to abide by all state and federal laws and Governing Board policies and to perform well and faithfully such duties within the District as the Board, Superintendent, Supervisor and/or Principal of District may assign in accordance with law and the rules, regulations and policies adopted by the Board for the governance of the District. Employee understands that the Governing Board has discretion to revise its Board policies and/or procedures and agrees to abide by all policies as adopted by the Board.

D3. The Employee may be assigned to any particular building, location or department within the school district at the discretion of the Superintendent and may likewise be transferred from one assignment or duties to another.

D4. The Employee will competently perform the duties of his assignment and will be subject to a performance evaluation.

EMPLOYEE QUALIFICATIONS

Q1. Employee agrees and promises that s/he shall maintain all certificates, endorsements and licenses necessary to perform the duties required, including but not limited to a certificate to perform duties requisite for Employee's assignment and a valid fingerprint clearance card as required by law. Employee shall maintain the same during the term of this contract.

Q2. Employee understands and agrees that Employee is not entitled to compensation for any period during which such certificate(s) and/or endorsement(s) and/or approved area(s) is not maintained and in effect. In addition to any other remedies to which the District may be entitled, District shall not be obliged to pay or compensate Employee for work performed during such period and District may deduct any of that paid to Employee attributable to such period from any other monies owed to Employee by District. Notwithstanding the prior salary restriction where an Employee fails to maintain certification throughout the year, the Employee can be paid at a substitute rate if applicable.

COMPENSATION

C1. In consideration of performance of services pursuant to this contract, the District agrees to pay Employee the sum indicated above. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the professional staff. If eligible, Employee shall receive supplemental pay stipends or additional pay as expressly authorized by the Governing Board pursuant to Governing Board policy or specific Board action. The sum stated above is intended to correspond to Employee's degree of scale placement for the 2021-2022 school year as determined by the employee's training and experience on record with the District. Employee has an affirmative duty to notify the District of any mistaken amount within thirty (30) days or forfeit payment hereunder.

C2. Employee acknowledges and agrees that at any time after execution of this contract, the Base Salary specified above may be reduced by an amount not to exceed ten percent (10 %) of Employee's salary, if any of the following, individually or in conjunction, occurs: a) if the District's Base Support Level, the Revenue Control Limit, or the General Budget Limit authorized for the 2021-2022 fiscal year is less or becomes less than that authorized at the beginning of the 2020-2021 fiscal year; b) the District fails to receive during the 2021-2022 fiscal year funds in the amount initially budgeted for such year; or c) in order to effectuate the economies in the operation of the District due to a transition to current year funding. Employee shall be given not fewer than ten (10) calendar days' notice of any reduction in Base Salary that occurs as a result of this paragraph.

Wilson Elementary School District #7

2021-2022

SUPPORT SERVICES CONTRACT

Document: Support Services Contract

LAST NAME, FIRST NAME

Issued By: Wilson Elementary School District #7 on 01/13/2021

C3. If additional revenues become available to the District through legislative appropriation, state sales tax revenues, or other legal enactment and if those revenues are appropriated, authorized, and/or permitted to be used for employees' salaries during the 2021-2022 school year, Employee may be given a raise in salary, if so approved by the Governing Board in its sole discretion. Any such salary increase shall be apportioned to employees in a manner that will be determined by the Governing Board, unless the authorizing enactment specifies the method by which the increase is to be distributed.

C4. This contract is conditional upon the school or other work location to which Employee is assigned remaining open and in full operation for the entire term of this contract. In the event that, pursuant to court order, lack of appropriated or available funds, or for any other reason beyond the control of the District, either the assigned school or other work location is not open in operation for the full contract term or school operations are suspended or reduced below the anticipated level, there shall may be a pro rata reduction of compensation under this contract corresponding to the portion of the contract

term that suspended or reduced District operations require suspension or reduction of the services of Employee.

C5. If the District is the recipient of results based funding pursuant to A.R.S. § 15-249.08 and Employee is eligible, the District may distribute additional pay to Employee in compliance with that statute and as determined by the Governing Board, in its discretion.

C6. If the District is the recipient of Invest in Education funding pursuant to A.R.S. § 15-1281 and Employee is eligible, the District may distribute additional pay to Employee in compliance with that statute and as determined by the Governing Board, in its discretion.

BENEFITS

B1. The Employee shall receive benefits (such as but not limited to paid leave, vacation, legal holidays and other benefits) in accordance with his or her employment status (i.e., part time, retired, ten month, or twelve month, certificated or support staff) and pursuant to the applicable Governing Board Policies.

B2. To the extent appropriate for the occasion and as part of the compensation, the District may provide incidental food and beverages at mandatory staff meetings, including in-services and staff development activities/trainings, in order to foster good working relations and encourage and reward staff participation.

B3. If Employee has retired with the Arizona State Retirement System, Employee acknowledges ~~as follows: that District shall not pay contributions on behalf of the Employee pursuant to A.R.S. §§ 38-736, 38-737 or 38-797.05 during the term of this contract and that the Employee shall not accrue credited service, retirement benefits or long-term disability program benefits pursuant to Article 2.1 of Title 38 or pursuant to District policy for the period the Employee returns to work.~~

TERMINATION

T1. Nothing contained herein shall be construed as a limitation on the District's ability to evaluate, discipline, suspend (with or without pay), non-renew this contract, or discharge Employee for unprofessional conduct, inadequate performance, violation of District policies or procedures, or other reasons that constitute "cause".

MISCELLANEOUS PROVISIONS

M1. This contract of employment shall immediately terminate and Employee shall be dismissed without any right to a hearing if Employee is arrested for or charged with a non-appealable offence listed in A.R.S. § 41-1758.03(B) and fails to immediately report the arrest or charge to the Employee's supervisor.

M2. Employee affirms that all Employee's representations in this contract, the Employee's employment application and any other document or oral statement submitted to the District concerning qualifications, fitness to perform work and representations about arrest and conviction record are true and accurate. It is a requirement of employment to report to the administration any circumstances or events that would affect the continuing accuracy or validity of those representations.

M3. Execution of this contract was authorized at a legally convened meeting of the District Governing Board. This contract cancels and supersedes all prior employment contracts between the parties and must be revised in writing.

M4. This contract must be signed and returned within thirty (30) days from date contract is made or it will be considered void. Execution of this contract was authorized at a legally convened meeting of the District Governing Board.

M5. Employees who work less than twelve (12) months per year may be paid over twelve (12) months. This is called "annualized compensation." Annualized compensation gives Employee income during the summer months. Due to IRS regulations, Employee must make a written election to receive annualized compensation. Employee shall initial selection below. If Employee fails to return this election before Employee begins work for the school year, the District will not annualize Employee's compensation. **Pay option may not be changed during the term of this contract.**

SAID SUM TO BE PAID WITH OPTION A, B, C (PLEASE CHECK ONE)

___ Option A: Final
Teacher is paid bi-weekly throughout the school year for all contract days.

___ Option B: Balance of Contract
Teacher is paid bi-weekly throughout the school year with balance paid in one lump sum at the end of the contract.

___ Option C: Summer
Teacher is paid bi-weekly throughout the school year and throughout the summer

Wilson Elementary School District #7
2021-2022

SUPPORT SERVICES CONTRACT

Document: Support Services Contract

LAST NAME, FIRST NAME

IN WITNESS WHEREOF, the parties have caused this agreement to be executed on the day and year designated below.

Issued By: Wilson Elementary School District #7 on 01/13/2021

Employee Signature	Date	Antonio Sanchez Board Representative	01/13/2021 Date
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Wilson Elementary School District #7

2021-2022

12 MONTH NON-CERTIFIED ADMINISTRATOR CONTRACT

Document: **12 Month Non-Certified Administrator Contract**

LAST NAME, FIRST NAME

Issued By: Wilson Elementary School District #7 on 01/13/2021

Check Location: District Office

Position Information

Position:	Business Service Director	Start Date:	07/01/2021	End Date:	06/30/2022	Amount:	\$00,000.00
		Days:	260				
		FTE:	1.0000				
		Type:	12 Month Non Certified Administrator				

Addenda Information

ADDITIONAL DUTIES	Start Date:	07/01/2021	End Date:	06/30/2022	Days:	260	Amount:	\$0,000.60
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Total Amount: \$00,000.00

This contract ("Contract") made and entered into as of its day of execution hereinafter set forth is between Wilson Elementary School District No. 7 ("District"), by and through its Governing Board, and the employee named above ("Administrator"). District and Administrator agree as follows:

TERM OF EMPLOYMENT

T1. The Board agrees to employ the Administrator for the dates indicated above.

T2. If the Administrator is certificated, then the Board shall provide notice of the Board's intention not to renew a contract on or before April 15th. Administrator has no legitimate expectancy of employment beyond the term indicated in position information.

DUTIES

D1. The duties and responsibilities of Administrator shall be those duties as may be assigned to the Administrator by the Superintendent. Administrator agrees to abide by all state and federal laws and Governing Board policies and to perform well and faithfully such duties within the District as the Board or Superintendent may assign in accordance with law and the rules, regulations and policies adopted by the Board for the governance of the District. Administrator understands that the Governing Board has discretion to revise its Board policies and/or procedures and agrees to abide by all policies as adopted by the Board.

D2. The Administrator may be assigned to any particular building, location or department within the school district at the discretion of the Superintendent and may likewise be transferred from one assignment or duties to another.

D3. The Administrator will competently perform the duties of his assignment and will be subject to a performance evaluation. The Administrator shall be governed during employment by the policies, rules and regulations of the Board and shall fulfill all the duties and responsibilities assigned.

ADMINISTRATOR QUALIFICATIONS

Q1. Administrator represents that Administrator has obtained all required special licenses and/or certifications so as to fulfill the duties of the position to which the Administrator has been assigned. Administrator shall maintain the same during the term of this contract.

Q2.— Administrator has provided fingerprints to the Arizona Department of Education and maintenance throughout the term of this contract of a Fingerprint Clearance Card on file with the District, unless the Administrator's certification status does not presently require fingerprinting or a clearance card.

Q3. This contract is conditioned on any licenses, clearance cards and/or certifications being valid at the time that Administrator executes this contract and continuing without interruption for the contract year, unless Administrator has written waiver executed by the Superintendent allowing Administrator to obtain the licenses and certificates at a latter specific date and maintaining same throughout the end of this contract. In addition to any other remedies to which the District may be entitled, District shall not be obliged to pay or compensate Administrator for work performed during such period when such licenses, certifications, endorsements or certificates are not maintained and District may deduct any of that paid to Administrator attributable to such period from any other monies owed to Administrator by District. Administrator's employment may be terminated if these conditions are not satisfied.

Wilson Elementary School District #7

2021-2022

12 MONTH NON-CERTIFIED ADMINISTRATOR CONTRACT

Document: 12 Month Non-Certified Administrator Contract

LAST NAME, FIRST NAME

Issued By: Wilson Elementary School District #7 on 01/13/2021

COMPENSATION

C1. In consideration of performance of services pursuant to this contract, the District agrees to pay Administrator, in addition to any fringe benefits provided by District policy, the sum indicated above. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the professional staff. **If eligible, Administrator shall receive supplemental pay stipends or additional pay as expressly authorized by the Governing Board pursuant to Governing Board policy or specific Board action**

C2. District agrees to pay Administrator any performance pay or funds earned pursuant to participation in the Teacher Incentive Fund (TIF) Recovery Program Act via the Rewarding Excellence in Instruction and Leadership Program (REIL) operated in conjunction with the Maricopa County Education Service Agency (MCESA). Payment of any funds is subject to the restrictions outlined in the TIF/REIL program and to the availability and appropriate of funding under the TIF/REIL program.

C3. Administrator acknowledges and agrees that at any time after execution of this contract, the Base Salary specified above may be reduced by an amount not to exceed ten percent (10%) of Administrator's salary, if any of the following, individually or in conjunction, occurs: a) if the District's Base Support Level, the Revenue Control Limit, or the General Budget Limit authorized for the 2021-2022 fiscal year is less or becomes less than that authorized at the beginning of the 2020-2021 fiscal year; b) the District fails to receive during the 2021-2022 fiscal year funds in the amount initially budgeted for such year; or c) the District does not receive funds that, as of May 30, 2021, the District anticipates receiving for use in the 2021-2022 fiscal year from the federal funding for education. Administrator shall be given not fewer than ten (10) calendar days' notice of any reduction in Base Salary that occurs as a result of this paragraph.

C4. If additional revenues become available to the District through legislative appropriation, state sales tax revenues, payment of back revenue owed by the State, decrease in anticipated cuts or decrease in revenue drop, or other legal enactment and if those revenues are appropriated, authorized, and/or permitted to be used for salaries during the 2021-2022 school year, Administrator may be given a raise in salary, if so approved by the Governing Board in its sole discretion. Any such salary increase shall be apportioned to Administrator in a manner that will be determined by the Governing Board, unless the authorizing enactment specifies the method by which the increase is to be distributed. Administrator must be currently employed by the District to receive any increase.

C5. This contract is conditional upon the school or other work location to which Administrator is assigned remaining open and in full operation for the entire term of this contract. In the event that, pursuant to court order, lack of appropriated or available funds, or for any other reason beyond the control of the District, either the assigned school or other work location is not open in operation for the full contract term or school operations are

suspended or reduced below the anticipated level, there ~~shall~~may be a pro rata reduction of compensation under this contract corresponding to the portion of the contract term that suspended or reduced District operations require suspension or reduction of the services of Administrator.

C6. Should Administrator believe there has been a mistake in the Administrator's salary, the Administrator shall have 30 (thirty) working days to notify District of the mistake. The sum stated above is intended to correspond to Administrator's step and degree placement for the 2018-2019 school year as determined by the Administrator's training and experience on record with the District. If the salary recited in this provision is mistaken and not in accordance with an accurate placement on the salary schedule, the accurate placement on the salary schedule shall govern and the amount shall be Adjusted
~~adjusted.~~

BENEFITS

B1. The Administrator shall receive benefits (such as but not limited to paid leave, vacation, legal holidays and other benefits) in accordance with his or her employment status (i.e. part time, retired, ten month, or twelve month, certificated or support staff) and pursuant to the applicable Governing Board Policies.

B2. If the Administrator has retired with the Arizona State Retirement System, Administrator acknowledges ~~as follows: that District shall not pay contributions on behalf of the Administrator pursuant to A.R.S. §§ 38-736, 38-737 or 38-797.05 during the term of this contract and that the~~ the Administrator shall not accrue credited service, retirement benefits or long-term disability program benefits pursuant to Article 2.1 of Title 38 or pursuant to District policy for the period the Administrator returns to work.

B3. To the extent appropriate for the occasion and as part of the compensation, the District may provide incidental food and beverages at mandatory staff meetings, including in-services and staff development activities/trainings, in order to foster good working relations and encourage and reward staff participation.

MISCELLANEOUS PROVISIONS

M1. Administrator affirms that all Administrator representations in this contract as well as those contained in the Administrator's application and related documents as submitted to the District are true and accurate. Determination by the Governing Board or its authorized representative that any such representation is not true or is inaccurate may, at District's option, be deemed a material breach of this contract and constitutes grounds for termination of employment in addition to any other action authorized by law or District policy.

M2. Administrator shall be evaluated through the use of an evaluation system and instrument adopted and approved pursuant to A.R.S. § 15-203(A)(38). The parties acknowledge and agree that the District's evaluation system and instrument may be amended from time to time during the term of this contract.

Wilson Elementary School District #7

2020-2021

12 MONTH NON-CERTIFIED ADMINISTRATOR CONTRACT

Document: **12 Month Non-Certified Administrator Contract**

LAST NAME, FIRST NAME

Issued By: Wilson Elementary School District #7 on 01/13/2021

M3. This contract of employment shall immediately terminate and employee shall be dismissed without any right to a hearing if employee is arrested for or charged with a non-appealable offence listed in Section 41-1758.03(B) and fails to immediately report the arrest or charge to the employee's supervisor.

M4. This document constitutes the entire agreement with the exception of Governing Board policies and administrative rules and regulations which may be amended from time to time, and are incorporated into this contract by this reference. This contract cancels and supersedes all prior contracts

issued for any portion of the term of this contract. Any subsequent amendment or addendum must be in writing.

M5. This contract must be signed and returned within thirty (30) days from date contract is made or it will be considered void. Execution of this contract was authorized at a legally convened meeting of the District Governing Board.

IN WITNESS WHEREOF, the parties have caused this agreement to be executed on the day and year designated below.

Employee Signature

Date

Antonio Sanchez
Board Representative

01/13/2021

Date

Wilson Elementary School District #7

2021-2022

NOTICE OF INDEFINITE TERM APPOINTMENT

Document: Notice of Indefinite Term Appointment

LAST NAME, FIRST NAME

Issued By: Wilson Elementary School District #7 on 01/13/2021

Job Title: SPED INSTRUCTIONAL ASSIST

Check Location: Primary

Position Information

Position:	SPED Instructional Assistant	Start Date:	07/28/2021
		Days:	193
		FTE:	0.9375
Hrs/Day:	7.5	Type:	Classified
Hourly Rate:	\$12.96		

Total Amount: \$0,000.00

This is to notify you that Wilson Elementary School District No. 7 intends to employ you at the position, hours per day, hourly rate and start date listed above. The wage and hour information included in this notice of appointment is used for budget and payroll purposes only and does not create a contract.

Your employment is "at will" and may be terminated by the District, or by you, with or without cause. Termination shall become effective upon Board action. No legitimate expectation of continued employment is created by this notice of appointment, understandings with the District or its agents, interpretations of Board policies, salary/compensation schedules, job descriptions or documents generated by the District. You are expected to comply with the District's policies, regulations and rules while you are employed.

The above wage is subject to the condition that funding to the District, as provided in the Arizona Revised Statutes or otherwise, is not reduced. In the event of a budget shortfall the Governing Board may, in its discretion, reduce wages (although not below the minimum wage), reduce hours, or reduce the number of staff.

To the extent appropriate for the occasion and as part of the compensation, the District may provide incidental food and beverages at mandatory staff meetings, including in-services and staff development activities/trainings, in order to foster good working relations and encourage and reward staff participation.

You shall not discriminate against any employee, student, parent, contractor or other individual with whom you come in contact while working for the District because of that person's sex, race, religion, color, national origin, age or disability.

This appointment is subject to cancellation pursuant to A.R.S. § 38-511.

This offer of appointment is contingent upon the following:

- Possession of a valid fingerprint clearance card issued pursuant to title 41, chapter 12, article 3.1 or provide proof of compliance with A.R.S. § 15-512(D) and A.R.S. § 15-534(A)(2);
- Absence of any charge or conviction of any non-appealable offence listed in A.R.S. Section 41-1758(B) and agreement to notify immediately your supervisor of any criminal charge or conviction which has occurred prior to or occurs during your employment;
- Completion of a satisfactory background investigation, reference checks and verification of previous experience;
- Satisfactory clearance through the federal E-Verify program; and
- Possession of any certificates, endorsements, or licenses requisite for the position.

In addition to any other remedies to which the District may be entitled, District shall not be obliged to pay or compensate you for work performed during any period when such contingencies have not been met and the District may deduct amounts paid to you attributable to such period from any other monies owed to you by the District.

If the notice of appointment is not returned to the District's Human Resources Office within fifteen (15) calendar days from the date issued by the Governing Board or includes terms in addition to those authorized by the Governing Board, the undersigned has not accepted employment with the District, and this appointment shall be null and void.

The undersigned hereby agrees to serve the District in all designated capacities as may be assigned and faithfully perform those duties required by law and the policies of the District.

Wilson Elementary School District #7

2021-2022

NOTICE OF INDEFINITE TERM APPOINTMENT

Document: Notice of Indefinite Term Appointment

LAST NAME, FIRST NAME

Issued By: Wilson Elementary School District #7 on 01/13/2021

Employee Signature

Date

Antonio Sanchez

01/13/2021

Date

Board Representative

Wilson Elementary School District #7

2021-2022

CERTIFICATED TEACHER'S CONTRACT

Document: Certified Teacher Contract

LAST NAME, FIRST NAME

Issued By: Wilson Elementary School District #7 on 01/13/2021

Check Location: Primary

Position Information

Position: Certified Teacher Start Date: 07/27/2021 End Date: 05/20/2022 Amount: \$00,000.00
Days: 193
FTE: 1.0000
Type: Certified

<u>Budget Code</u>	<u>Percent</u>
001.511.1000.6112.102.000.0000	100.00%

Addenda Information

301 BASE Start Date: 07/27/2021 End Date: 05/20/2022 Days: 193 Amount: \$000.00

<u>Budget Code</u>	<u>Percent</u>
011.100.1000.6115.102.000.0000	100.00%

301 ENHANCEMENT Start Date: 07/27/2021 End Date: 05/20/2022 Days: 193 Amount: \$00,000.00

<u>Budget Code</u>	<u>Percent</u>
013.100.1000.6115.102.000.0000	100.00%

Total Amount: \$00,000.00

This contract made and entered into as of its day of execution hereinafter set forth, between WILSON ELEMENTARY SCHOOL DISTRICT No. 7 of Maricopa County, Arizona acting through its Governing Board (hereinafter referred to as "District") and the employee named above, (hereinafter referred to as "Teacher").

- District agrees to employ Teacher for the dates indicated above. The contract year for Teacher shall be in accordance with the official calendar adopted by the Governing Board. If, however, an emergency or other circumstance as determined and declared by the Governing Board or its authorized designee delays the opening or requires the closing of the schools, the period of time covered by the employment contracts shall be extended so as to maintain open schools for the number of days required by the employment contracts without additional compensation to Teacher.
- Teacher's employment is conditioned upon the possession at all times of a valid Arizona teacher's certificate for the position being offered and upon the satisfactory completion of any and all background checks and fingerprint clearances that may be required. Teacher agrees to be appropriately certified in all assigned core academic subjects or as otherwise required by law and to hold all requisite endorsements by the commencement date of this contract. Teacher's employment may be terminated if these conditions are not satisfied.
- Teacher understands and agrees that Teacher is not entitled to compensation for any period during which such fingerprint clearance,

certificate(s) and/or endorsement(s) and/or approved area(s) is/are not maintained and in effect; and in addition to any other remedies to which the District may be entitled, District shall not be obliged to pay or compensate Teacher for work performed during such period and District may deduct any of that paid to Teacher attributable to such period from any other monies owed to Teacher by District. In the sole discretion of the District, Teacher may be paid at a substitute teacher rate for the maximum number as permitted by law.

Wilson Elementary School District #7

2021-2022

CERTIFICATED TEACHER'S CONTRACT

Document: Certified Teacher Contract

LAST NAME, FIRST NAME

Issued By: Wilson Elementary School District #7 on 01/13/2021

4. District agrees to pay Teacher a salary in the amount stated above. Teacher shall also receive such fringe benefits as the Governing Board approves for this fiscal year. **If eligible, Teacher shall receive supplemental pay stipends or additional pay as expressly authorized by the Governing Board pursuant to Governing Board policy or specific Board action.**

5. District agrees to pay Teacher any performance pay or funds earned pursuant to participation in the Teacher Incentive Fund (TIF) Recovery Program Act via the Rewarding Excellence in Instruction and Leadership Program (REIL) operated in conjunction with the Maricopa County Education Service Agency (MCESA). Payment of any funds is subject to the restrictions outlined in the TIF/REIL program and to the availability and appropriate of funding under the TIF/REIL program.

6. If the District is the recipient of results based funding pursuant to A.R.S. § 15-249.08, the District may distribute additional pay to Teacher in compliance with that statute and as determined by the Governing Board, in its discretion.

-7

7. If the District is the recipient of Invest in Education funding pursuant to A.R.S. § 15-1281, the District may distribute additional pay to Teacher in compliance with that statute and as determined by the Governing Board, in its discretion.

8. Pursuant to A.R.S. § 15-977 and provisions of the Classroom Site Fund, the District may or may not receive funds to support supplements to Teacher's Base Salary. Teacher expressly acknowledges that total pay will depend upon allocation of the Classroom Site Funds, amount of Classroom Site Funds received, if any, and employee eligibility. Payments associated with the Classroom Site Fund may be paid only if the balance in the applicable Site Fund account is sufficient to support the payment.

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9. The District anticipates that it will receive funding or be authorized to spend additional funds pursuant to instructional improvement fund (IIF). The salary indicated above may be increased/decreased pursuant to the IIF for the 2021-2022 school year to the extent funds are received or expenditures are authorized by legislative action. All amounts for employment year 2021-2022 are subject to cash controlled fluctuations. All IIF compensation anticipated for 2021-2022 are contingent upon receipt of funding or legislative authorization to expend. Any amount realized for contract year 2021-2022 may be decreased for subsequent years if the level of funding received by the District or the expenditures authorized by the legislature for those components of the IIF are decreased.

910. Teacher acknowledges and agrees that at any time after execution of this contract, the Base Salary specified above may be reduced by an amount not to exceed ten percent (10 %) of Teacher's salary, if any of the following, individually or in conjunction, occurs: a) if the District's Base Support Level, the Revenue Control Limit, or the General Budget Limit authorized for the 2020-2021 fiscal year is less or becomes less than that authorized at the beginning of the 2020-2021 fiscal year; b) the District fails to receive during the 2020-2021 fiscal year funds in the amount initially budgeted for such year; or c) in order to effectuate the economies in the operation of the District due to the transition to current year funding for. Teacher shall be given not fewer than ten (10) calendar days' notice of any reduction in Base Salary that occurs as a result of this paragraph.

1011. If additional revenues become available to the District through legislative appropriation, state sales tax revenues, payment of back revenue owed by the State, decrease in anticipated cuts or decrease in revenue drop, or other legal enactment and if those revenues are appropriated, authorized, and/or permitted to be used for salaries during the 2021-2022 school year, Teacher may be given a raise in salary, if so, approved by the Governing Board in its sole discretion. Any such salary increase shall be apportioned to Teacher in a manner that will be determined by the Governing Board, unless the authorizing enactment specifies the method by which the increase is to be distributed. Teacher must be currently employed by the District to receive any increase.

1112. This contract is conditional upon the school or other work location to which Teacher is assigned remaining open and in full operation for the entire term of this contract. In the event that, pursuant to court order, lack of appropriated or available funds, or for any other reason beyond the control of the District, either the assigned school or other work location is not open in operation for the full contract term or school operations are suspended or reduced below the anticipated level, there shall may be a pro rata reduction of compensation under this contract corresponding to the portion of the contract term that suspended or reduced District operations require suspension or reduction of the services of Teacher.

1213. Pursuant to A.R.S. § 15-545, any Teacher resignation without prior Governing Board approval shall be deemed to be an unprofessional act. Teacher recognizes that the District will incur expenses of securing a replacement and possibly costs for a substitute in the event that the teacher does not fulfill his/her obligations under the contract. In the event that the Teacher fails to report to his/her assignment or resigns from employment with the District, effective prior to the end of the term of this contract, employee agrees to pay the District the amount of Two Thousand Five Hundred Dollars (\$2,500.00) as liquidated damages, and not as a penalty. The Governing Board may waive this payment if the employee's non-performance results from circumstances beyond his/her control or from an agreement for a resignation in lieu of dismissal. The District may withhold all or any part of these

liquidated damages from any amount payable to the Teacher after receipt of the resignation or a failure to report for duty, and may take any action, including filing suit, to collect the liquidated damages. Teacher shall reimburse the District for any collection fees, attorney fees, court costs or other reasonable expenses incurred by the District to collect the amount owed as liquidated damages.

~~43~~**14.** Teacher warrants the truth of all representations and statements made by Teacher to District in connection with Teacher's employment. Any breach of this warranty may be grounds for termination of employment.

~~44~~**15.** Pursuant to A.R.S. § 15-550, if Teacher is arrested for or charged with any nonappealable offense listed in A.R.S. § 41-1758.03(B), Teacher shall immediately report the arrest or charge to Teacher's supervisor. Failure to do so shall result in immediate dismissal.

~~45~~**16.** Pursuant to A.R.S. § 15-538.02, the Governing Board may dismiss a Teacher who holds a teaching intern certificate, an emergency teaching certificate or another type of nonstandard certificate that is valid for one (1) year or less without complying with the requirements of A.R.S. §§ 15-537, 15-538, or 15-541. Such dismissal shall be effective ten (10) working days after delivery of the notice of dismissal to the Teacher.

Wilson Elementary School District #7

2021-2022

CERTIFICATED TEACHER'S CONTRACT

Document: Certified Teacher Contract

LAST NAME, FIRST NAME

Issued By: Wilson Elementary School District #7 on 01/13/2021

~~46~~**17.** Teacher agrees to teach such grade, grades or subjects as the Teacher may be assigned to teach, and to perform such other duties as may be assigned. Teacher agrees to abide by and be subject to the District's policies, regulations and rules as are in effect or may be amended during the term of this contract.

~~47~~**18.** Teacher shall be evaluated through the use of an evaluation system and instrument adopted and approved pursuant to A.R.S. §§ 15-203(A)(38) and 15-537. The parties acknowledge and agree that the District's evaluation system may be amended from time to time during the term of this contract.

~~48~~**19.** This contract is subject to cancellation pursuant to A.R.S. § 38-511.

~~49~~**20.** The entire agreement between the parties shall consist of this contract and compensation and benefits as approved by the Governing Board approves for this fiscal year. Any prior or contemporaneous agreements, whether written or oral, are superseded by the execution of this contract. Any subsequent amendment or addendum to this contract must be in writing and signed by both parties.

~~20~~**21.** If Teacher has retired with the Arizona State Retirement System and returned to work, teacher's employment is not subject to annual renewal and other provisions of Title 15 as specified in A.R.S. § 38-766.01. ~~The District~~**Teacher** shall not ~~pay retirement contributions on behalf of teacher during the term of this contract nor shall teacher~~ accrue credited service, retirement benefits or long term disability program benefits under either state law or by District policy.

~~24~~**22.** Should Teacher believe there is a mistake in Teacher's salary resulting in Teacher receiving less than what Teacher would be entitled under the compensation package, the Teacher shall have thirty (30) working days from initiating performance of duties under the contract to notify District of mistake. If Teacher does not notify district within these thirty days, Teacher waives right to additional amounts under current contract. If the Teacher has received more money than the Teacher is entitled for work performed, the Teacher shall, at the District's option (a) immediately repay any amount erroneously paid to the Teacher or (b) allow the District to reduce future payments to the Teacher to make up for any amount erroneously paid. This remedy shall be in addition to any other remedy to which the District is entitled under policy or law.

~~22~~**23.** To the extent appropriate for the occasion and as part of the compensation, the District may provide incidental food and beverages at mandatory staff meetings, including in-services and staff development activities/trainings, in order to foster good working relations and encourage and reward staff participation.

~~23~~**24.** This contract must be received by the District Office Human Resources Department within fifteen (15) business days from the date of the teacher's receipt of the written contract or the offer is revoked. Receipt will be deemed to have occurred when the written contract is personally delivered, placed in the teacher's school provided mailbox, including electronic mail, or two days after being placed in a United States postal service mailbox. If the contract is returned and includes terms in addition to the terms of contract offered by the board or is not returned within the (fifteen) 15 business days, under accordance with the provisions of A.R.S. §15-536 and/or A.R.S. §15-538.01, this Contract shall be null and void.

~~24~~**25.** Teachers who work less than twelve (12) months per year may be paid over twelve (12) months. This is called "annualized compensation." Annualized compensation gives Teacher income during the summer months. Due to IRS regulations, Teacher must make a written election to receive annualized compensation. Teacher shall initial selection below. If Teacher fails to return this election before Teacher begins work for the school year, the District will not annualize Teacher's compensation. **Pay option may not be changed during the term of this contract.**

SAID SUM TO BE PAID WITH OPTION A, B, C (PLEASE CHECK ONE)

Option A: Final
Teacher is paid bi-weekly throughout the school year for all contract days.

___ Option B: Balance of Contract

Teacher is paid bi-weekly throughout the school year with balance paid in one lump sum at the end of the contract.

___ Option C: Summer

Teacher is paid bi-weekly throughout the school year and throughout the summer.

IN WITNESS WHEREOF, the parties have caused this agreement to be executed on the day and year designated below.

Employee Signature	Date	Antonio Sanchez Board Representative	01/13/2021 Date
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Wilson Elementary School District #7

2021-2022

12 MONTH ADMINISTRATOR CONTRACT

Document: 12 Month Administrator Contract

LAST NAME, FIRST NAME

Issued By: Wilson Elementary School District #7 on 01/13/2021

Check Location: Primary

Position Information

Position:	Principal	Start Date:	07/01/2021	End Date:	06/30/2022	Amount:	\$00,000.00
		Days:	260				
		FTE:	1.0000				
		Type:	12 Month Administrator				

Addenda Information

ESL	Start Date: 07/01/2021	End Date: 06/30/2022	Days: 260	Amount: \$0,000.00
LONGEVITY	Start Date: 07/01/2021	End Date: 06/30/2022	Days: 260	Amount: \$000.00
REIL 3 - (SY13-14 Label)	Start Date: 07/01/2021	End Date: 06/30/2022	Days: 260	Amount: \$0,000.00
REIL 4 - (SY14-15 compensation group)	Start Date: 07/01/2021	End Date: 06/30/2022	Days: 260	Amount: \$0,000.00
REIL 5 - (SY15-16 compensation group)	Start Date: 07/01/2021	End Date: 06/30/2022	Days: 260	Amount: \$0,000.00
REIL Salary Year 6	Start Date: 07/01/2021	End Date: 06/30/2022	Days: 260	Amount: \$0,000.00
Total Amount:				\$00,000.00

This contract ("Contract") made and entered into as of its day of execution hereinafter set forth is between Wilson Elementary School District No. 7 ("District"), by and through its Governing Board, and the employee named above ("Administrator"). District and Administrator agree as follows:

TERM OF EMPLOYMENT

T1. The Board agrees to employ the Administrator for the dates indicated above.

T2. If the Administrator is certificated, then the Board shall provide notice of the Board's intention not to renew a contract on or before April 15th. Administrator has no legitimate expectancy of employment beyond the term indicated in position information.

T3. Any Administrator resignation without prior Governing Board approval shall be deemed to be an unprofessional act. In the event that the Administrator fails to report to his/her assignment or resigns from employment with the District, effective prior to the end of the term of this contract, employee agrees to pay the District the amount of Two Thousand Five Hundred Dollars (\$2,500.00) as liquidated damages, and not as a penalty. The Governing Board may waive this payment if the employee's non-performance results from circumstances beyond his/her control or from an agreement for a resignation in lieu of dismissal. The District may withhold all or any part of these liquidated damages from any amount payable to the Administrator after receipt of the resignation or a failure to report for duty, and may take any action, including filing suit, to collect the liquidated damages. Administrator shall reimburse the District for any collection fees, attorney fees, court costs or other reasonable expenses incurred by the District to collect the amount owed as liquidated damages.

DUTIES

D1. The duties and responsibilities of Administrator shall be those duties as may be assigned to the Administrator by the Superintendent. Administrator agrees to abide by all state and federal laws and Governing Board policies and to perform well and faithfully such duties within the District as the Board or Superintendent may assign in accordance with law and the rules, regulations and policies adopted by the Board for the governance of the District. Administrator understands that the Governing Board has discretion to revise its Board policies and/or procedures and agrees to abide by all policies as adopted by the Board.

Wilson Elementary School District #7

2021-2022

12 MONTH ADMINISTRATOR CONTRACT

Document: 12 Month Administrator Contract

LAST NAME, FIRST NAME

Issued By: Wilson Elementary School District #7 on 01/13/2021

D2. The Administrator may be assigned to any particular building, location or department within the school district at the discretion of the Superintendent and may likewise be transferred from one assignment or duties to another.

D3. The Administrator will competently perform the duties of his assignment and will be subject to a performance evaluation. The Administrator shall be governed during employment by the policies, rules and regulations of the Board and shall fulfill all the duties and responsibilities assigned.

ADMINISTRATOR QUALIFICATIONS

Q1. Administrator represents that Administrator has obtained all required special licenses and/or certifications so as to fulfill the duties of the position to which the Administrator has been assigned. Administrator shall maintain the same during the term of this contract.

Q2. Administrator has provided fingerprints to the Arizona Department of Education and maintenance throughout the term of this contract of a Fingerprint Clearance Card on file with the District, unless the Administrator's certification status does not presently require fingerprinting or a clearance card.

Q3. This contract is conditioned on any licenses, clearance cards and/or certifications being valid at the time that Administrator executes this contract and continuing without interruption for the contract year, unless Administrator has written waiver executed by the Superintendent allowing Administrator to obtain the licenses and certificates at a latter specific date and maintaining same throughout the end of this contract. In addition to any other remedies to which the District may be entitled, District shall not be obliged to pay or compensate Administrator for work performed during such period when such licenses, certifications, endorsements or certificates are not maintained and District may deduct any of that paid to Administrator attributable to such period from any other monies owed to Administrator by District. Administrator's employment may be terminated if these conditions are not satisfied.

COMPENSATION

C1. In consideration of performance of services pursuant to this contract, the District agrees to pay Administrator, in addition to any fringe benefits provided by District policy, the sum indicated above. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other members of the professional staff. **If eligible, Administrator shall receive supplemental pay stipends or additional pay as expressly authorized by the Governing Board pursuant to Governing Board policy or specific Board action.**

C2. District agrees to pay Administrator any performance pay or funds earned pursuant to participation in the Teacher Incentive Fund (TIF) Recovery Program Act via the Rewarding Excellence in Instruction and Leadership Program (REIL) operated in conjunction with the Maricopa County Education Service Agency (MCESA). Payment of any funds is subject to the restrictions outlined in the TIF/REIL program and to the availability and appropriate of funding under the TIF/REIL program.

C3. Administrator acknowledges and agrees that at any time after execution of this contract, the Base Salary specified above may be reduced by an amount not to exceed ten percent (10%) of Administrator's salary, if any of the following, individually or in conjunction, occurs: a) if the District's Base Support Level, the Revenue Control Limit, or the General Budget Limit authorized for the 2021-2022 fiscal year is less or becomes less than that authorized at the beginning of the 2020-2021 fiscal year; b) the District fails to receive during the 2021-2022 fiscal year funds in the amount initially budgeted for such year; or c) the District does not receive funds that, as of May 30, 2021, the District anticipates receiving for use in the 2021-2022 fiscal year from the federal funding for education. Administrator shall be given not fewer than ten (10) calendar days' notice of any reduction in Base Salary that occurs as a result of this paragraph.

C4. If additional revenues become available to the District through legislative appropriation, state sales tax revenues, payment of back revenue owed by the State, decrease in anticipated cuts or decrease in revenue drop, or other legal enactment and if those revenues are appropriated, authorized, and/or permitted to be used for salaries during the 2021-2022 school year, Administrator may be given a raise in salary, if so approved by the Governing Board in its sole discretion. Any such salary increase shall be apportioned to Administrator in a manner that will be determined by the Governing Board, unless the authorizing enactment specifies the method by which the increase is to be distributed. Administrator must be currently employed by the District to receive any increase.

C5. This contract is conditional upon the school or other work location to which Administrator is assigned remaining open and in full operation for the entire term of this contract. In the event that, pursuant to court order, lack of appropriated or available funds, or for any other reason beyond the control of the District, either the assigned school or other work location is not open in operation for the full contract term or school operations are suspended or reduced below the anticipated level, there shall ~~shall~~ **may** be a pro rata reduction of compensation under this contract corresponding to the portion of the contract term that suspended or reduced District operations require suspension or reduction of the services of Administrator.

C6. Should Administrator believe there has been a mistake in the Administrator's salary, the Administrator shall have 30 (thirty) working days to notify District of the mistake. The sum stated above is intended to correspond to Administrator's step and degree placement for the 2021-2022 school year as determined by the Administrator's training and experience on record with the District. If the salary recited in this provision is mistaken and not in accordance with an accurate placement on the salary schedule, the accurate placement on the salary schedule shall govern and the amount shall be adjusted.

Wilson Elementary School District #7

2021-2022

12 MONTH ADMINISTRATOR CONTRACT

Document: 12 Month Administrator Contract

LAST NAME, FIRST NAME

Issued By: Wilson Elementary School District #7 on 01/13/2021

BENEFITS

B1. The Administrator shall receive benefits (such as but not limited to paid leave, vacation, legal holidays and other benefits) in accordance with his or her employment status (i.e., part time, retired, ten month, or twelve month, certificated or support staff) and pursuant to the applicable Governing Board Policies.

Wilson Elementary School District #7

2021-2022

12 MONTH ADMINISTRATOR CONTRACT

Document: 12 Month Administrator Contract

LAST NAME, FIRST NAME

Issued By: Wilson Elementary School District #7 on 01/13/2021

B2. If the Administrator has retired with the Arizona State Retirement System, Administrator acknowledges ~~as follows: that District shall not pay contributions on behalf of the Administrator pursuant to A.R.S. §§ 38-736, 38-737 or 38-707.05 during the term of this contract and that the~~ **the** Administrator shall not accrue credited service, retirement benefits or long-term disability program benefits pursuant to Article 2.1 of Title 38 or pursuant to District policy for the period the Administrator returns to work.

B3. To the extent appropriate for the occasion and as part of the compensation, the District may provide incidental food and beverages at mandatory staff meetings, including in-services and staff development activities/trainings, in order to foster good working relations and encourage and

MISCELLANEOUS PROVISIONS

M1. Administrator affirms that all Administrator representations in this contract as well as those contained in the Administrator's application and related documents as submitted to the District are true and accurate. Determination by the Governing Board or its authorized representative that any such representation is not true or is inaccurate may, at District's option, be deemed a material breach of this contract and constitutes grounds for termination of employment in addition to any other action authorized by law or District policy.

M2. Administrator shall be evaluated through the use of an evaluation system and instrument adopted and approved pursuant to A.R.S. § 15-203(A)(38). The parties acknowledge and agree that the District's evaluation system and instrument may be amended from time to time during the term of this contract.

M3. This contract of employment shall immediately terminate and employee shall be dismissed without any right to a hearing if employee is arrested for or charged with a non-appealable offence listed in Section 41-1758.03(B) and fails to immediately report the arrest or charge to the employee's supervisor.

M4. This document constitutes the entire agreement with the exception of Governing Board policies and administrative rules and regulations which may be amended from time to time and are incorporated into this contract by this reference. This contract cancels and supersedes all prior contracts issued for any portion of the term of this contract. Any subsequent amendment or addendum must be in writing.

M5. This contract must be signed and returned within thirty (30) days from date contract is made or it will be considered void. Execution of this contract was authorized at a legally convened meeting of the District Governing Board.

IN WITNESS WHEREOF, the parties have caused this agreement to be executed on the day and year designated below.

Employee Signature	Date	Antonio Sanchez	01/13/2021
		Board Representative	Date