

FOUNTAIN VALLEY SCHOOL DISTRICT PERSONNEL COMMISSION

Regular Meeting AGENDA

Fountain Valley School District
Videoconference via Zoom @ 3:30 p.m.
Meeting Link: https://us02web.zoom.us/webinar/register/WN_79ckQxv6ShukIlh9WwcB0Q

October 22, 2020

Mr. Tony McCombs, Chairperson
Mr. William, Vice Chairperson
Mrs. Carol Davis, Member
Ms. Cathie Abdel, Assistant Superintendent Personnel

- **CALL TO ORDER**
- **PLEDGE OF ALLEGIANCE**
- **ROLL CALL**
- **APPROVAL OF AGENDA**

GENERAL FUNCTIONS

1. **Introduction of Guests**
2. **Introduction of Staff**
3. **Reading and Approval of Minutes - Regular Meeting of the Personnel Commission, September 24, 2020**
(Attachment #1) *Action*
4. **Agenda, Regular Meeting of the Board of Trustees, October 8, 2020**
(Attachment #2) *Information*
5. **Minutes, Regular Meeting of the Board of Trustees, September 3, 2020**
(Attachment #3) *Information*
6. **Minutes, Special Meeting of the Board of Trustees, September 17, 2020**
(Attachment #4) *Information*
7. **Minutes, Special Meeting of the Board of Trustees, September 24, 2020**
(Attachment #5) *Information*
8. **Director's Report** *Information*
9. **Commissioners' Comments** *Information*

10. Public Comments

Members of the community and staff are welcome to address the Personnel Commission on any item listed on the Agenda or Business or any other item or specific concern within the jurisdiction of the Personnel Commission. Speakers are requested to limit their presentation to four minutes.

In order to address the Personnel Commission, please email your comments to johnsond@fvsd.us by 3:15 p.m. on Thursday, October 22, 2020. Your comments will be read into the record.

ADMINISTRATION

11. Personnel Commission Annual Report, First Review

(Attachment #6)

Information

12. Eligibility Lists

Food Services Worker, Health Assistant and Library/Media Technician

(Attachments #7-#9)

Action

PERSONNEL

13. Job Announcements

None at this time.

Information

FINANCIAL

14. Personnel Commission Budget 2020-2021: Year to date

(Attachment #10)

Information

CLOSED SESSION

15. Closed Session

The Commission may discuss one or more of the following topics in Closed Session:

1. Personnel
2. Legal Advice

NEXT MEETING

16. The next meeting of the Personnel Commission will be:

November 19, 2020

3:30 p.m.

Via Zoom

ADJOURNMENT

17. Adjournment

FOUNTAIN VALLEY SCHOOL DISTRICT

PERSONNEL DIVISION

MEMORANDUM

TO: Personnel Commission

FROM: Cathie Abdel, Assistant Superintendent, Personnel

SUBJECT: **MINUTES, PERSONNEL COMMISSION-REGULAR
MEETING OF SEPTEMBER 24, 2020**

DATE: October 12, 2020

Attached for your approval are the minutes of the Personnel Commission regular meeting of September 24, 2020.

RECOMMENDATION

The Personnel Commission approve the minutes of the September 24, 2020 Personnel Commission regular meeting.

Attachment #1

FOUNTAIN VALLEY SCHOOL DISTRICT PERSONNEL COMMISSION

REGULAR MEETING

MINUTES

September 24, 2020

4:30 p.m.

Mr. McCombs called the Regular Meeting of the Personnel Commission to order at 4:40 p.m. held via a Zoom webinar. Mrs. Abdel led the Pledge of Allegiance.

Present for the entire meeting:

Mrs. Carol Davis, Member
Mr. Tony McCombs, Chairperson
Mr. William Mullin, Vice -Chairperson
Ms. Cathie Abdel, Assistant Superintendent Personnel

GENERAL FUNCTIONS

Approval of Agenda

Mrs. Davis moved to approve the agenda as presented. Mr. Mullin seconded the motion. Motion carried.

Introduction of Guests

Ms. Cathie Abdel announced there was one attendee via zoom, Mrs. Vania Arjian.

Introduction of Staff

Donna Johnson attended.

Minutes, Regular Meeting of the Personnel Commission, August 27, 2020

Mr. Mullin moved to approve the minutes as presented. Mrs. Davis seconded the motion. Motion carried.

Agenda, Regular Meeting of the Board of Trustees, September 3, 2020

Presented as an information item only.

Agenda, Special Meeting of the Board of Trustees, September 17, 2020

Presented as an information item only.

Minutes, Special Meeting of the Board of Trustees, August 3, 2020

Presented as an information item only.

Minutes, Special Meeting of the Board of Trustees, August 6, 2020

Presented as an information item only.

Minutes, Regular Meeting of the Board of Trustees, August 17, 2020

Presented as an information item only.

Director's Report

Our seven elementary schools returned for in-person instruction in the Hybrid Model on Tuesday, September 22, 2020. Mrs. Abdel shared a PowerPoint with the Commissioners highlighting the return of students and staff to our school sites. She shared that our parents had the choice of registering their students for an in-person Hybrid instructional model, or a full virtual/remote instructional model, "FVSD Connected". We have approximately 4,600 students, 75% of our students, register for the Hybrid instructional model at our 10 school

sites and about 1,500 , or 25%, in the FVSD Connected. FVSD Connected staff consists of 54 certificated staff and 20 classified staff that are supporting the virtual classrooms. Ms. Abdel had the opportunity to help welcome the students at Tamara Elementary School as they returned to in person instruction. The District has implemented protocols in place for verbal and visual wellness checks for our students as they arrive. The District negotiated a MOU with the classified association, which allows us to adjust workday schedules and have employees assuming duties outside of their normal job duties. For example, the Noon duty aides are helping with cleaning the high touch areas between the am and pm cohorts of students. Ms. Abdel showed several slides of individual classrooms. Each classroom has desk shields to provide another level of protection to mitigate the spread of the virus, and keep our students and staff safe and in school. The students are excited to be back in the classrooms with their friends. On Tuesday, September 29, 2020 the middle school students will be welcomed back to in-person instruction. The principals, teachers, and classified staff of our 3 middle schools are excited and ready for the students to return. Cathie wanted to recognize our amazing staff. She feels it was a collaborative effort involving leadership, the associations leadership, and the negotiations teams for our classified and certificated associations.

Commissioners' Comments

Mr. Mullin expressed his pride in the District and thanked everyone. Mrs. Davis expressed her thanks for Ms. Abdel's hard work.

Public Comments

No public comments were received.

ADMINISTRATION

Reappointment of CSEA Appointee to the Personnel Commission

Mr. Mullin moved to accept the reappointment of the CSEA appointee, Mr. Mullin. Mrs. Davis seconded the motion. Motion carried.

Eligibility Lists

Mr. Mullin moved to approve the eligibility lists for ESP Coordinator, ESP Instructor and Food Service Worker. Mrs. Davis seconded the motion. Motion carried.

PERSONNEL

Job Announcements

The open job postings for Food Services Worker and Noon Duty Aide were reviewed along with the dual certification job postings for Custodian, Health Assistant, Instructional Assistant- Bilingual (Spanish) and Instructional Assistant- Bilingual (Japanese).

FINANCIAL

Nothing at this time.

CLOSED SESSION

No closed session.

NEXT MEETING

The next meeting of the Personnel Commission will be:

Regular Meeting:

October 22, 2020 at 3:30 p.m.

Via Zoom Webinar

ADJOURNMENT

The September 24, 2020, regular meeting of the Personnel Commission adjourned at 4:16 p.m.

Mr. Tony McCombs, Chairperson

Mr. William Mullin, Vice-Chairperson

FOUNTAIN VALLEY SCHOOL DISTRICT

PERSONNEL DIVISION

MEMORANDUM

TO: Personnel Commission

FROM: Cathie Abdel, Assistant Superintendent, Personnel

SUBJECT: **AGENDA, OF THE BOARD OF TRUSTEES REGULAR
MEETING OF OCTOBER 8, 2020**

DATE: October 12, 2020

Attached for your information is the agenda of the Board of Trustees regular meeting of October 8, 2020



Fountain Valley School District

BOARD OF TRUSTEES
REGULAR MEETING

A G E N D A

10055 Slater Avneue
Fountain Valley, CA 92708
and Videoconference via Zoom

October 8, 2020

Meeting Link: https://us02web.zoom.us/webinar/register/WN_IiDgxnhWRAa43toK7O2oNg

- CALL TO ORDER: 6:30PM
- ROLL CALL
- APPROVAL OF AGENDA

M ___
 2nd ___
 V ___

- PLEDGE OF ALLEGIANCE

BOARD REPORTS AND COMMUNICATIONS

Board Members will make the following reports and communicate information to fellow Board Members and staff.

PUBLIC HEARINGS

1. CERTIFICATION OF PROVISIONS OF STANDARDS-ALIGNED INSTRUCTIONAL MATERIALS

The Board of Trustees will conduct a public hearing for the purpose of receiving public comment on the certification of provisions of standards-aligned instructional materials for the Fountain Valley School District. Public input is welcome.

2. PUBLIC HEARING AND CONSIDERATION OF RESOLUTION AUTHORIZING THE DEDICATION OF AN EASEMENT TO SOUTHERN CALIFORNIA EDISON

The Board of Trustees will conduct a public hearing for the purpose of receiving public comment on the consideration of authorizing the dedication of an easement to Southern California Edison. Public input is welcome.

Our mission is to promote a foundation for academic excellence, mastery of basic skills, responsible citizenship, and a desire by students to achieve their highest potential through a partnership with home and community.

PUBLIC COMMENTS

Members of the community and staff are welcome to address the Board of Trustees on any item listed on the Agenda of Business or any other item of specific concern. If a member of the audience requests a response to their comments, the Board of Trustees may ask the Superintendent/Staff to respond to them in writing after the meeting, or direct that additional information be provided to the Board on a future agenda.

In order to address the Board of Trustees, please email your comments to luccheser@fvsd.us by 5:00PM on Thursday, October 8th. Your comments will be read into the record. For those attending in person, please comply with the procedures listed on the goldenrod form, “For Persons Wishing to Address the Board of Trustees” and give the form to the Executive Assistant.

***** BOARD MEMBERS WHO WISH TO DISCUSS WITH STAFF ANY ITEMS LISTED UNDER LEGISLATIVE SESSION SHOULD INFORM THE BOARD PRESIDENT AT THIS TIME.**

LEGISLATIVE SESSION

- 3. RESOLUTION 2021-08 AUTHORIZING THE DEDICATION OF UTILITY EASEMENT TO SOUTHERN CALIFORNIA EDISON** M ___
2nd ___
V ___

Southern California Edison (“SCE”) requests an easement (“Easement”) over real property owned by the District, located between El Corazon Avenue and Brookhurst Street. The specific portions of property involved with the Easement, as well as the scope of the Easement, is identified and described in the Resolution of Intent, attached.

Superintendent’s Recommendation: It is recommended that the Board of Trustees adopts Resolution 2021-08 Authorizing the Utility Easement to Southern California Edison.

- 4. RESOLUTION 2021-09: CERTIFICATION OF PROVISION OF STANDARDS-ALIGNED INSTRUCTIONAL MATERIALS** M ___
2nd ___
V ___

The Board of Trustees of the Fountain Valley School District shall hereby certify that as of October 8, 2020, each pupil in the District in kindergarten through grade 8 has been provided with a standards-aligned textbook or basic instructional materials in each of the following areas: mathematics, science, history-social science and English/language arts, including the English language development component of an adopted program, and visual and performing arts.

Superintendent’s Recommendation: It is recommended that the Board of Trustees adopts Resolution 2021-09 certifying that each pupil in the Fountain Valley School District shall be provided with a standards-aligned textbook or basic instructional materials in the curricular areas of mathematics, science, history-social science, English/language arts, including the English language development component of an adopted program, and visual and performing arts.

5. RESOLUTION 2021-10 RECOGNITION OF OCTOBER 2020 AS DYSLEXIA AWARENESS MONTH

M ___
2nd ___
V ___

The International Dyslexia Association has designated October as Dyslexia Awareness Month to encourage staff members, families and the community to collaborate to raise awareness and understanding in so much as to identify, treat and prevent problems associated with dyslexia in order to ensure success for every student with dyslexia.

Superintendent’s Recommendation: It is recommended that the Board of Trustees adopts Resolution 2021-10 recognizing October 2020 as Dyslexia Awareness Month in the Fountain Valley School District.

6. CONSENT CALENDAR/ROUTINE ITEMS OF BUSINESS

M ___
2nd ___
V ___

All items listed under the Consent Calendar and Routine Items of Business are considered by the Board of Trustees to be routine and will be enacted by the Board in one action. There will be no discussion of these items prior to the time the Board votes on the motion unless members of the Board, staff, or public request specific items to be discussed and/or removed from the Consent Calendar.

Superintendent's Recommendation: The Board of Trustees approves all items listed under the Consent Calendar and Routine Items of Business in one action.

Routine Items of Business

- 6-A. Board Meeting Minutes from September 3rd regular meeting
- 6-B. Board Meeting Minutes from September 17th special meeting
- 6-C. Board Meeting Minutes from September 24th special meeting
- 6-D. Personnel Items (Employment Functions, Workshops/Conferences, and Consultants)
- 6-E. Donations
- 6-F. Warrants
- 6-G. Purchase Order Listing
- 6-H. Transfers and Adjustments
- 6-I. Resolution 2021-11 Payment to Trustees Collins for Missed Meeting due to Illness

Consent Items

6-J. APPROVE CHANGE ORDER #4 FOR THE COX ELEMENTARY SCHOOL MEASURE O HVAC AND MODERNIZATION PROJECT

Superintendent’s Comments: It is recommended that the Board of Trustees approves Change Order #4 for the Cox Elementary School Measure O HVAC and Modernization Project.

6-K. APPROVE CHANGE ORDER #5 FOR THE FULTON MIDDLE SCHOOL MEASURE O HVAC AND MODERNIZATION PROJECT

Superintendent's Comments: It is recommended that the Board of Trustees approves Change Order #5 for the Fulton Middle School Measure O HVAC and Modernization Project.

6-L. APPROVE CHANGE ORDER #4 FOR THE TAMURA ELEMENTARY SCHOOL MEASURE O HVAC AND MODERNIZATION PROJECT

Superintendent's Comments: It is recommended that the Board of Trustees approves Change Order #4 for the Tamura Elementary School Measure O HVAC and Modernization Project.

6-M. APPROVE THE CONTRACT WITH DNN CORPORATION TO PROVIDE KAYAKO SOFTWARE AND SUPPORT FOR THE INFORMATIONAL TECHNOLOGY DEPARTMENT'S HELPDESK

Superintendent's Comments: It is recommended that the Board of Trustees approve the contract with DNN Corporation to provide Kayako Software and Support.

6-N. APPROVE THE CONTRACT WITH WESTCOAST AIR CONDITIONING CO., INC. FOR PRECONSTRUCTION AND LEASE-LEASEBACK SERVICES FOR MODERNIZATION AND HVAC PROJECTS AT COX ELEMENTARY SCHOOL COMPLETE AND AUTHORIZE STAFF TO FILE THE APPROPRIATE NOTICES OF COMPLETION

Superintendent's Comments: It is recommended that the Board of Trustees approves the contract with West Coast Air Conditioning Co., Inc. for the Cox Elementary School Preconstruction and Lease-Leaseback Services for Modernization and HVAC Project complete and authorize the Superintendent or his designee to file the appropriate Notice of Completion on behalf of the District.

6-O. APPROVE THE CONTRACT WITH WESTCOAST AIR CONDITIONING CO., INC. FOR PRECONSTRUCTION AND LEASE-LEASEBACK SERVICES FOR MODERNIZATION AND HVAC PROJECTS AT FULTON MIDDLE SCHOOL COMPLETE AND AUTHORIZE STAFF TO FILE THE APPROPRIATE NOTICES OF COMPLETION

Superintendent's Comments: It is recommended that the Board of Trustees approves the contract with West Coast Air Conditioning Co., Inc. for the Fulton Middle School Preconstruction and Lease-Leaseback Services for Modernization and HVAC Project complete and authorize the Superintendent or his designee to file the appropriate Notice of Completion on behalf of the District.

6-P. APPROVE THE CONTRACT WITH WESTCOAST AIR CONDITIONING CO., INC. FOR PRECONSTRUCTION AND LEASE-LEASEBACK SERVICES FOR MODERNIZATION AND HVAC PROJECTS AT TAMURA ELEMENTARY SCHOOL COMPLETE AND AUTHORIZE STAFF TO FILE THE APPROPRIATE NOTICES OF COMPLETION

Superintendent's Comments: It is recommended that the Board of Trustees approves the contract with West Coast Air Conditioning Co., Inc. for the Tamura Elementary School Preconstruction and Lease-Leaseback Services for Modernization and HVAC Project complete and authorize the Superintendent or his designee to file the appropriate Notice of Completion on behalf of the District.

6-Q. SPECIAL EDUCATION SETTLEMENT AGREEMENT 2020-2021-E

Superintendent's Comments: It is recommended that the Board of Trustees approves this Special Education Settlement Agreement 2020-2021-E.

6-R. WILLIAMS UNIFORM COMPLAINT QUARTERLY REPORT

Superintendent's Comments: It is recommended that the Board of Trustees receives and approves the Williams Quarterly Report for the first quarter of the 2020-21 year and approves its submittal to the Orange County Department of Education.

6-S. AMENDMENT TO SPECIAL EDUCATION SETTLEMENT AGREEMENT 2019-2020 J

Superintendent's Comments: It is recommended that the Board of Trustees approves amendment to the November 19, 2019 Special Education Settlement Agreement 2019-2020 J.

SUPERINTENDENT'S COMMENTS/NEW ITEMS OF BUSINESS

The Board President will receive any announcements concerning new items of business from board members or the superintendent.

- **CLOSED SESSION**

The Board of Trustees will retire into Closed Session to address the following:

- **Personnel Matters:** *Government Code 54957 and 54957.1*
Appointment/Assignment/Promotion of employees; employee discipline/dismissal/release; evaluation of employee performance; complaints/charges against an employee; other personnel matters.
- **Pupil Personnel:** *Education Code 35146*
- **Negotiations:** *Government Code 54957.6*
Update and review of negotiations with the FVEA and CSEA Bargaining Units with the Board's designated representative, Cathie Abdel.

- Threat to Public Safety or Facilities: *Government Code 54956.5*
- Consultation with Assistant Superintendent, Personnel, Assistant Superintendent, Business Services and Assistant Superintendent, Educational Services: *Government Code 54956.5*
- REPORT OUT OF CLOSED SESSION
The Board President will report out on action taken, if any.
- APPROVAL TO ADJOURN

**The next regular meeting of the Fountain Valley School District
Board of Trustees is on Thursday, November 12, 2020 at 6:30PM.**

A copy of the Board Meeting agenda is posted on the District's web site (www.fvsd.us). Materials related to this agenda submitted to the Board of Trustees less than 72 hours prior to the meeting are available for public inspection by contacting the Superintendent's Office at luccheser@fvsd.us or calling 714.843.3255 during normal business hours.

Reasonable Accommodation for any Individual with a Disability: Any individual with a disability who requires reasonable accommodation to participate in a board meeting may request assistance by contacting the Superintendent's Office at luccheser@fvsd.us or calling 714.843.3255.

FOUNTAIN VALLEY SCHOOL DISTRICT

PERSONNEL DIVISION

MEMORANDUM

TO: Personnel Commission

FROM: Cathie Abdel, Assistant Superintendent, Personnel

SUBJECT: **MINUTES, OF THE BOARD OF TRUSTEES REGULAR
MEETING OF SEPTEMBER 3, 2020**

DATE: October 12, 2020

Attached for your information are the minutes of the Board of Trustees regular meeting of September 3, 2020.

Fountain Valley School District
Superintendent's Office

REGULAR MEETING OF THE BOARD OF TRUSTEES

Videoconference via Zoom

September 3, 2020

Meeting Link: https://zoom.us/webinar/register/WN_PsHPzBXtTFmOCYAypvGX-g

MINUTES

President Galindo called the regular meeting of the Board of Trustees to order at 6:30pm.

CALL TO ORDER

The following board members were present:

ROLL CALL

Jeanne Galindo	President
Sandra Crandall	President Pro Tem
Lisa Schultz	Clerk
Jim Cunneen	Member

Absent:

Ian Collins	Member
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Dr. Johnson noted an addendum to the Personnel Items with the addition of the Revised 2020-21 School Year Calendar.

AGENDA APPROVAL

Motion: Mrs. Schultz moved to approve the revised meeting agenda.

Second: Mr. Cunneen

Vote: 4-0 (Absent: Collins)

Mrs. Galindo led the Pledge of Allegiance.

PLEDGE OF ALLEGIANCE

STAFF REPORTS AND PRESENTATIONS

Assistant Superintendent, Educational Services, Dr. Steve McLaughlin, and Director, Educational Services, Dr. Jerry Gargus, reviewed with the Board of Trustees the process used to develop the District's Learning Continuity & Attendance Plan (LCP). Dr. McLaughlin shared a review of events in the District related to COVID-19 leading up to the 2020-21 Schools Reopening Plan. He shared an overview of the Schools Reopening Plan. Following this, Dr. Gargus shared Senate Bill 98, the requirements for the LCP and its intent. He shared the timeline related to the

LEARNING CONTINUITY & ATTENDANCE PLAN (LCP)

development of the LCP and the content including: general information; stakeholder engagement; in-person instructional offerings; distance learning program; mental health and social emotional wellbeing; school nutrition; increased or improved students for foster youth, ELs and low-income students. Dr. Gargus also shared a feedback survey going out tomorrow. Furthermore, he reviewed the timeline going forward. In closing, Dr. McLaughlin highlighted the quick pivots involved since March, complimenting our District staff for their input and the development of a comprehensive plan.

Assistant Superintendent, Business, Christine Fullerton and Director, Fiscal Services, Isidro Guerra reviewed for the Board of Trustees the unaudited actuals for the Fountain Valley School District for the fiscal year 2019-20. Mrs. Fullerton began by reviewing the District's Mission Statement. Following this, she provided a review of unaudited actuals per Ed. Code 41200. She also shared an overview of the State economy. Following this, Mr. Guerra shared details regarding 2019-20 unaudited actuals. He shared general fund revenues and their sources, as well as general fund expenditures and their sources. In addition, Mr. Guerra shared a summary of the general fund and a review of other district funds and their ending balances. Mrs. Fullerton shared a review of COVID-19 relief funds including SB 117, ESSER, and LLM, noting that even with these funds, expenditures related to COVID-19 will exceed these dedicated one-time revenues, encroaching into the general fund. In closing, Mrs. Fullerton noted the continued uncertainty surrounding the costs of COVID-19 response and preparedness, recession, safe school re-opening and the inherent risk of in-person instruction. She provided the Board with next steps including the approval of unaudited actuals this evening, external auditor review and a revisit of the 2020-21 budget at first interim.

UNAUDITED
ACTUALS FOR
FISCAL YEAR 2019-20
(ORAL AND
WRITTEN)

BOARD REPORTS AND COMMUNICATIONS

Mrs. Crandall commended Mrs. Abdel and our Personnel Department on the great work being done regarding staffing for the start of the year. Her activities since the last meeting included: Truth in Accounting webinar, FLVS professional development for FVSD, reading and study of topics related to reopening school.

Mr. Cunneen wished all of our students and staff involved in launching this school year the very best. He shared a quote from Sir Winston Churchill. He also shared feedback from a Cox parent regarding registration.

Mrs. Schultz noted three big dates coming up with the first day of school on September 9th and then the opportunity to come on campus on September 22nd and 24th. She noted that FVSD is ready to educate our students. She commended all those involved in the reopening of schools and preparing for this school year. She noted her confidence in our teachers, students and support staff and the success of the coming year.

Mrs. Galindo noted the opportunity to travel these last two weeks, sharing that she was able to see schools that have already opened and the joy of seeing students back on the playgrounds, something we are working towards. She expressed her confidence in our District’s plan, noting that it follows the best of procedures that needs to be in place. She thanked her fellow Trustees for their service this month.

PUBLIC COMMENTS

There were no requests to address the Board of Trustees.

PUBLIC COMMENTS

LEGISLATIVE SESSION

Motion: Mrs. Crandall moved to accept the Measure O Citizen’s Bond Oversight Committee’s 2019-2020 Annual Report.

ACCEPT THE
MEASURE O
CITIZEN’S BOND
OVERSIGHT
COMMITTEE’S
2019-2020 ANNUAL
REPORT

Second: Mrs. Schultz

Vote: 4-0 (Absent: Collins)

Motion: Mr. Cunneen moved to approve the Consent Calendar.

CONSENT
CALENDAR

Second: Mrs. Schultz

Vote: 4-0 (Absent: Collins)

The Consent Calendar included:

- Board Meeting Minutes from August 3rd special meeting
- Board Meeting Minutes from August 6th regular meeting
- Board Meeting Minutes from August 17th special meeting
- Personnel Items (Employment Functions, Workshops/Conferences, and Consultants)
- Warrants
- Purchase Order Listing

- Record of Eighth Grade Promotion, June 2020
- Approve the Use of Vicki Bransberg To Provide State Required Training for The Fountain Valley School District Bus Drivers
- Resolution 2021--06: Gann Amendment Appropriations Limitation
- 2019-20 Capital Facilities Fund / Developer Fees
- Unaudited Actuals for Fiscal Year Ending 2019-20
- Notice of Layoff for Classified Position – Child Care Services Technician
- Notice of Layoff for Classified Positions – Instructional Science Materials Assistant

SUPERINTENDENT’S COMMENTS/NEW ITEMS OF BUSINESS

Dr. Johnson Noted with great pride the approval this evening of Principal at Cox Elementary, Mrs. Cara Robinson. He welcomed Mrs. Robinson home to FVSD. Following this, Dr. Johnson shared details regarding the recently released *Blueprint for a Safer Economy* and updates regarding returning to in person instruction. Moreover, he shared a successful registration this week at our sites, commending our site principals for their efforts to ensure families had their schedules and teacher assignments at registration. He commended as well our IT Team for their extreme efforts to prepare for the start of the school year. In addition, he thanked and commended our certificated staff for their dedication, energy and time in professional development to prepare for virtual learning. Following this, he shared an update on registration, noting that of the more than 6100 registered students, 1558 elected to be a part of FVSD Connect, our full virtual/remote model. He also shared the theme for this year as we celebrate the FVSD Family. He noted that this year, more than ever, we need to support and care for one another. In closing, he honored our leadership team, specifically Mrs. Abdel, Mrs. Fullerton, Dr. McLaughlin, Dr. Gargus and Mrs. Christmas for all that they have done and continue to do to prepare for a start of a school year unlike any we have seen before. He thanked them for their commitment and extraordinary efforts. He also thanked our Board of Trustees, noting that they have been here to address all of the needs of students and families. In closing, he expressed his excitement for our students and our families and their return next week.

CLOSED SESSION

Mrs. Galindo announced that the Board would retire into Closed Session. Action was not anticipated. The following was addressed: CLOSED SESSION

- Personnel Matters: *Government Code 54957 and 54957.1*
Appointment/Assignment/Promotion of employees; employee discipline/dismissal/release; evaluation of employee performance; complaints/charges against an employee; other personnel matters.
- Pupil Personnel: *Education Code 35146*
Student expulsion(s) or disciplinary matters for violation of Board Policy 5144.1.
- Negotiations: *Government Code 54957.6*
Update and review of negotiations with the FVEA and CSEA Bargaining Units with the Board's designated representative, Cathie Abdel.
- Threat to Public Safety or Facilities: *Government Code 54956.5*
- Consultation with Assistant Superintendent, Personnel, Assistant Superintendent, Business Services and Assistant Superintendent, Educational Services: *Government Code 54956.5*
- Public Employee Performance Evaluation: *Government Code Section 54957 & 54957.1*
The Board will meet in closed session to discuss the annual performance evaluation of the superintendent.

ADJOURNMENT

Motion: Mrs. Schultz moved to adjourn the meeting at 8:28PM.

Second: Mr. Cunneen

Vote: 4-0 (Absent: Collins)

/rl

FOUNTAIN VALLEY SCHOOL DISTRICT

PERSONNEL DIVISION

MEMORANDUM

TO: Personnel Commission

FROM: Cathie Abdel, Assistant Superintendent, Personnel

SUBJECT: **MINUTES, OF THE BOARD OF TRUSTEES SPECIAL
MEETING OF SEPTEMBER 17, 2020**

DATE: October 12, 2020

Attached for your information are the minutes of the Board of Trustees special meeting of September 17, 2020.

Fountain Valley School District
Superintendent's Office

SPECIAL MEETING OF THE BOARD OF TRUSTEES

Videoconference via Zoom

September 17, 2020

Meeting Link: https://zoom.us/webinar/register/WN_Ts-5kM8hTX2gwFebCEp5yQ

MINUTES

President Galindo called the special meeting of the Board of Trustees to order at 6:30pm.

CALL TO ORDER

The following board members were present:

ROLL CALL

Jeanne Galindo	President
Sandra Crandall	President Pro Tem
Lisa Schultz	Clerk
Jim Cunneen	Member
Ian Collins	Member

Motion: Mrs. Schultz moved to approve the meeting agenda.

AGENDA APPROVAL

Second: Mr. Collins

Vote: 5-0

Mrs. Galindo led the Pledge of Allegiance.

PLEDGE OF
ALLEGIANCE
PUBLIC COMMENTS

There were no requests to address the Board prior to Closed Session.

Mrs. Galindo announced that the Board would retire into Closed Session. Action was not anticipated. The following was addressed:

CLOSED SESSION

- Personnel Matters: *Government Code 54957 and 54957.1*
Appointment/Assignment/Promotion of employees; employee discipline/dismissal/release; evaluation of employee performance; complaints/charges against an employee; other personnel matters.
- Pupil Personnel: *Education Code 35146*
Student expulsion(s) or disciplinary matters for violation of Board Policy 5144.1.

- Negotiations: *Government Code 54957.6*
Update and review of negotiations with the FVEA and CSEA Bargaining Units with the Board’s designated representative, Cathie Abdel.
- Threat to Public Safety or Facilities: *Government Code 54956.5*
- Consultation with Assistant Superintendent, Personnel, Assistant Superintendent, Business Services and Assistant Superintendent, Educational Services: *Government Code 54956.5*
- Public Employee Performance Evaluation: *Government Code Section 54957 & 54957.1*
The Board will meet in closed session to discuss the annual performance evaluation of the superintendent.

STAFF REPORTS AND PRESENTATIONS

Superintendent, Mark Johnson, Ed.D., and Assistant Superintendent, Educational Services, Steve McLaughlin, Ed.D., shared with the Board of Trustees proposed updates to the 2020-21 Reopening Schools Plan. Dr. Johnson began by providing a review of events to date. In addition, he reviewed the safety measures and protocols in place in preparation for students to return to campus including: social distanced desks with desk shields in all classes, assigned arrival gates, face coverings, an emphasis on shared responsibility between schools and parents, and cleaning between cohorts. Following this, Dr. Johnson shared an update on registration. He also shared updates to our return to in person instruction in a hybrid model, noting that elementary schools will still return in person in an AM/PM hybrid schedule on September 22nd while middle schools will now return on Tuesday, September 29th for A schedule and September 30th for B schedule. In addition, Dr. McLaughlin shared updates to the daily schedules for elementary and middle schools. In closing, Dr. Johnson shared communications from our sites that will go out to families to share details regarding the return to in person instruction.

UPDATES TO THE
2020-21 REOPENING
SCHOOLS PLAN

PUBLIC HEARING

The Board of Trustees conducted a public hearing in order to accept comments from members of the public regarding the

PUBLIC HEARING

District’s Learning Continuity and Attendance Plan for the year ending June 30, 2021, prior to final adoption. Public input was welcomed. There were no requests to speak and the hearing was closed.

PUBLIC COMMENTS

There were no requests to address the Board of Trustees.

PUBLIC COMMENTS

LEGISLATIVE SESSION

Motion: Mrs. Crandall moved to approve the revised 2020-21 Reopening Schools Plan

**REVISED 2020-21
REOPENING
SCHOOLS PLAN**

Second: Mr. Collins

Vote: 5-0

Motion: Mr. Collins moved to approve the Consent Calendar.

**CONSENT
CALENDAR**

Second: Mr. Cunneen

Vote: 5-0

The Consent Calendar included:

- Memorandum of Understanding Between Fountain Valley School District and Fountain Valley Education Association
- Memorandum of Understanding Between Fountain Valley School District and California School Employee Association and Its Chapter 358

SUPERINTENDENT’S COMMENTS/NEW ITEMS OF BUSINESS

Dr. Johnson Thanked everyone who has had a role from emails received, survey input, to the countless hours of our teachers, office staff and principals all in preparation for September 9th and the upcoming return to in person instruction. He noted his pride in working with such a fine group dedicated to our students and families.

ADJOURNMENT

Motion: Mr. Cunneen moved to adjourn the meeting at 7:45PM.

Second: Mr. Collins

Vote: 5-0

/rl

FOUNTAIN VALLEY SCHOOL DISTRICT

PERSONNEL DIVISION

MEMORANDUM

TO: Personnel Commission

FROM: Cathie Abdel, Assistant Superintendent, Personnel

SUBJECT: **MINUTES, OF THE BOARD OF TRUSTEES SPECIAL
MEETING OF SEPTEMBER 24, 2020**

DATE: October 12, 2020

Attached for your information are the minutes of the Board of Trustees special meeting of September 24, 2020.

Fountain Valley School District
Superintendent's Office

SPECIAL MEETING OF THE BOARD OF TRUSTEES

MINUTES

Videoconference via Zoom

September 24, 2020

Meeting Link: https://zoom.us/webinar/register/WN_OjhJGS42SC6fXAgE_0vVOA

President Galindo called the special meeting of the Board of Trustees to order at 6:30pm.

CALL TO ORDER

The following board members were present:

ROLL CALL

Jeanne Galindo	President
Sandra Crandall	President Pro Tem
Lisa Schultz	Clerk
Jim Cunneen	Member

Absent:

Ian Collins	Member
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Motion: Mrs. Schultz moved to approve the meeting agenda.

AGENDA APPROVAL

Second: Mr. Cunneen

Vote: 4-0 (Absent: Collins)

Mrs. Galindo led the Pledge of Allegiance.

PLEDGE OF
ALLEGIANCE

There were no requests to address the Board prior to Closed Session.

PUBLIC COMMENTS

Mrs. Galindo announced that the Board would retire into Closed Session. Action was not anticipated. The following was addressed:

CLOSED SESSION

- Personnel Matters: *Government Code 54957 and 54957.1*
Appointment/Assignment/Promotion of employees; employee discipline/dismissal/release; evaluation of employee performance; complaints/charges against an employee; other personnel matters.

- Pupil Personnel: *Education Code 35146*
Student expulsion(s) or disciplinary matters for violation of Board Policy 5144.1.
- Negotiations: *Government Code 54957.6*
Update and review of negotiations with the FVEA and CSEA Bargaining Units with the Board’s designated representative, Cathie Abdel.
- Threat to Public Safety or Facilities: *Government Code 54956.5*
- Consultation with Assistant Superintendent, Personnel, Assistant Superintendent, Business Services and Assistant Superintendent, Educational Services: *Government Code 54956.5*

PUBLIC COMMENTS

There were no requests to address the Board of Trustees.

PUBLIC COMMENTS

LEGISLATIVE SESSION

Motion: Mrs. Crandall moved to approve the Learning Continuity and Attendance Plan

APPROVAL OF
LEARNING
CONTINUITY AND
ATTENDANCE
PLAN

Second: Mrs. Schultz

Vote: 4-0 (Absent: Collins)

Motion: Mr. Cunneen moved to adopt Resolution 2021-07 Giving Notice of Intent to Grant a Utility Easement to Southern California Edison

APPROVE
RESOLUTION
NUMBER 2021-07
GIVING NOTICE
OF INTENT TO
GRANT A UTILITY
EASEMENT TO
SOUTHERN
CALIFORNIA
EDISON

Second: Mrs. Schultz

Vote: 4-0 (Absent: Collins)

SUPERINTENDENT’S COMMENTS/NEW ITEMS OF BUSINESS

Dr. Johnson Expressed great joy as this week we reopened our elementary schools and welcomed thousands of students back to our classrooms. This was the biggest team and logistical effort of our careers. With great pride, he expressed a huge thank you to all of our FVSD Family for their efforts to ensure this happened successfully. He noted as well the reopening of our middle schools next week on September 29th and 30th.

ADJOURNMENT

Motion: Mrs. Schultz moved to adjourn the meeting at 7:15PM.

Second: Mr. Cunneen

Vote: 4-0 (Absent: Collins)

/rl

FOUNTAIN VALLEY SCHOOL DISTRICT

PERSONNEL DIVISION

MEMORANDUM

TO: Personnel Commission

FROM: Cathie Abdel, Assistant Superintendent Personnel

SUBJECT: **PERSONNEL COMMISSION ANNUAL REPORT - 1ST REVIEW**

DATE: October 12, 2020

Attached is information for the Personnel Commission Annual Report: First Review

Fountain Valley School District



Personnel Commission Annual Report 2019 – 2020

PERSONNEL COMMISSIONERS

Carol Davis

Mrs. Davis was sworn into office in October, 2005, as the Commissioner appointed by the other two Commissioners. She is retired from the Fountain Valley School District where she worked for 25 years, including four years as Classified Personnel Technician. Mrs. Davis graduated from Vanguard University. She and her husband have three children, all of whom were FVSD students, and they also have six grandchildren.

Tony McCombs

Mr. McCombs joined the Personnel Commission in December, 2017. He was appointed by CSEA. Mr. McCombs was a FVSD Board member from 1996 to 2010. His career was in the construction business, having worked for the County of Orange as a building inspector, project manager and he recently retired as a Public Contracts Manager. He and his wife, a former FVSD employee, have four daughters who attended Fountain Valley schools and two grandchildren.

William Mullin

Mr. Mullin has been the District's appointee to the Commission since December, 1988. He is retired from the aerospace industry after 45 years with McDonnell Douglas, Douglas Aircraft, and Boeing. Mr. Mullin earned a B.S. degree in Economics from St. Edward's University, Austin, Texas. He and his wife are the proud parents of three children, all graduates of the FVSD, one of whom is a principal in the district, and five grandchildren.

STATEMENT OF ETHICS

We, the members of the Fountain Valley School District Personnel Commission and staff, believe:

In dedication to the performance of our responsibilities as defined under the Federal Constitution and the statutes of the State of California.

That public school service is a noble service; that stewardship is one of public trust; and we shall endeavor to perform our duties in a manner to bring honor and credit to education.

Excellence in the support of public education is the ultimate goal of the merit system.

Equal opportunity shall be provided to ALL and ALL shall be allowed to present their qualifications under a system of merit selection.

Efficiency of the classified service begins with individual responsibility to a shared ethical and work-related commitment by all employees in the work place.

As public officials in support of the merit system, we set the ethical tone by our personal conduct and our institutional leadership.

Implicit in our support of the merit system is our obligation to administer state and federal laws honestly in the mutual interest of the citizens, elected representatives, management, and employees.

In our continuing effort to discharge our duties:
We shall continue to seek, through state legislation and local policies, rules and processes which will further the interest of efficiency and fairness under the merit system guidelines.

We shall act in accordance with the best interests of sound personnel management; we shall refrain from partisanship and from pressure brought by special interest groups; we shall uphold the public interest as opposed to individual, private, or group interests.

We shall conduct ourselves, both on and off the job, in such a manner as to create faith in the objectivity and impartiality of our decisions, and we shall not engage in an activity or enterprise that would impair this standard.

- Mr. Tony McCombs, Chairperson
- Mr. William Mullin, Vice-Chairperson
- Mrs. Carol Davis, Chairperson
- Mrs. Cathie Abdel, Assistant Superintendent, Personnel
- Mrs. Donna Johnson, Classified Personnel Technician
- Mrs. Lisa O'Cain, Personnel Technician

MERIT SYSTEM DISTRICT

The Fountain Valley School District (FVSD) has been a merit system district since September, 1967, so we recently had our 50th anniversary. The District serves grades K-8 for a large portion of the City of Fountain Valley and a small portion of Huntington Beach.

FVSD has an enrollment of about 6,350 students. They attend our seven K-5 schools and three 6-8 middle schools. FVSD employs approximately 725 highly qualified certificated and classified staff members and supports a strong academic and comprehensive educational program at all grade levels and schools. The Personnel Commission plays a crucial part in the classification, selection, and training of the District's 435 classified employees. The Commission generally meets on the fourth Thursday of each month at 4:30 p.m. in the Board Room at the District Office.

HOW TO REACH US
 FVSD Personnel Commission
 10055 Slater Avenue
 Fountain Valley, CA 92708

Telephone: (714) 843-3228
 Email: abdelc@fvsd.us

REPORT OF ACTIVITIES

<u>Postings</u>	<u>2018/19</u>	<u>2019/20</u>
Open	1	5
Promotional	0	2
Dual - open and promotional	33	20
Interdepartmental	40	39
<u>Recruitment and Selection</u>		
Applications received	1,517	975
Written tests	413	288
Performance tests	45	23
Oral interviews	258	244
Eligibility lists certified	31	21
<u>Classification Activity</u>		
Revised job descriptions	3	0
New classifications created	1	0
Classifications retitled	0	0
Reclassifications/salary reallocations	1	0
<u>Employment</u>		
New hires	85	55
Summer employment	84	72
Promotions	6	6
Retirements	13	14
Resignations	30	27
Probationary terminations	3	3
Reemployments	0	3
Layoffs:		
Elimination of position	0	0
Reduction in hours	0	0

Highlights

The Commission recognized 14 outstanding classified employees at the annual Classified Employee Recognition held virtually in May. Mary Fox, Purchasing Technician at the District Office, was honored as the Classified Employee of the Year. Mr. Ross Hessler, Personnel Director for 20 years, retired in December 2019. During his tenure, he made many contributions to the Commission and the District. Ms. Cathie Abdel has acted as the interim Personnel Director since his retirement.

WHAT IS THE MERIT SYSTEM?

The merit system is a set of rules and procedures similar to "civil service," which govern classified school personnel. Its fundamental purpose is to ensure that employees are selected, promoted, and retained without favoritism or prejudice, on the basis of merit and fitness. In merit system school districts in California, the system is administered by the Personnel Commission, an independent body composed of three persons appointed for three-year staggered terms.

MERIT SYSTEM LAW*

Requires the Personnel Commission to do the following:

Ensure employees are hired in accordance with Commission Rules and Merit System Law on merit and fitness, without favoritism, interference, or influence.

Protect applicants and employees from discriminatory treatment.

Determine job-related educational and work experience requirements.

Ensure objective, job-related tests.

Provide for the establishment of eligibility lists.

Provide for announcements of job vacancies to employees and the public.

Classify or reclassify positions.

Recommend salary schedules consistent with the principle of like-pay for like-service.

Establish reasonable causes for demotion, suspension and dismissal.

Investigate and hear appeals of permanent employees who have been suspended, demoted or dismissed.

* **California Education Code
 Sections 45240-45320**

FOUNTAIN VALLEY SCHOOL DISTRICT

PERSONNEL DIVISION

MEMORANDUM

TO: Personnel Commission

FROM: Cathie Abdel, Assistant Superintendent Personnel

SUBJECT: **ELIGIBILITY LISTS**

DATE: October 12, 2020

Attached are the eligibility lists for:

Food Services Worker

Health Assistant

Library/Media Technician

RECOMMENDATION

The Personnel Commission approve the eligibility lists enumerated above.

Attachments #7 - #9

**Eligibility List
Food Services Worker
Merged List (Updated 10/02/2020)**

RANK	NAME	EXPIRES
1	Keri Gaydos	10-02-21
2	Mariah Macias	10-02-21
3	Barbara Reynolds	10-18-20
4	Diana Sedlak	8-19-21
5	Victoria Lopez	10-02-21
6	Victoria Johnson	10-02-21
7	Taylor Boardman	10-02-21
8	Eureka Arthadi	10-02-21
8	Rosa Beas de Temores	10-02-21
9	Lauren Williams	10-02-21
10	Juan Reyes	10-02-21
11	Zippora Tennies	10-18-20
12	Tuyet-Hong Nguyen	10-02-21
13	Meilian Cai	8-19-21

**Eligibility List
Health Assistant
Merged List (Updated 9-24-2021)**

RANK	NAME	EXPIRES
1	Mayan Castro	9-24-21
2	Kathy La	9-24-21
3	Keri Gaydos	9-24-21
4	MichaelGethins	9-24-21
4	Elizabeth Hindman	9-24-21
5	Jeanine Mandrup	9-24-21
5	Susan Barnstuble-Kingman	11-20-20
6	Ingeborg Peterson	9-24-21
6	Anna Tran	9-24-21
6	Claudette LaCaille	11-20-20
7	Audrie Avila	11-20-20
8	Imrose Salihue	11-20-20
9	Patricia Bikhazi	9-24-21
9	Ciera Romansky	11-20-20
10	Jonathan Tran	9-24-21
11	Manfredi Lee	11-20-20
12	Taylor Boardman	9-24-21

**Eligibility List
Library/Media Technician
EXPIRES 10-2-2020**

RANK	NAME
1	Bobbie Banner
2	Lisa-Anne Angebrandt
3	Stephanie Miller
4	Monica Buelna
5	Jamie Yeung
6	Karen Fromson
7	Casey Cho
8	Shari Hanson
9	Carol Deemer
10	Henry Tran

FOUNTAIN VALLEY SCHOOL DISTRICT

PERSONNEL DIVISION

MEMORANDUM

TO: Personnel Commission

FROM: Cathie Abdel, Assistant Superintendent, Personnel

SUBJECT: **JOB ANNOUNCEMENTS**

DATE: October 12, 2020

No job announcements have been posted since the last regular meeting of the Personnel Commission.

FOUNTAIN VALLEY SCHOOL DISTRICT

PERSONNEL DIVISION

MEMORANDUM

TO: Personnel Commission

FROM: Cathie Abdel, Assistant Superintendent, Personnel

SUBJECT: **PERSONNEL COMMISSION 2020 - 2021: YEAR-TO-DATE REVIEW**

DATE: October 12, 2020

Attached is the year-to-date information for the Personnel Commission by budget number for 2020-2021:

FOUNTAIN VALLEY SD

Object Code Summary Report by Cost Center

Object	Description	ADOPTED BUDGET	CURRENT BUDGET -	Enc To Date	-	Actual To Date	=	Balance	% Used
2320	Supervisors & Administrators	1,650.00	1,650.00	0.00		300.00		1,350.00	18 %
	Total for: 2300	1,650.00	1,650.00	0.00		300.00		1,350.00	18 %
2410	Sch Off Mgr.,Off/Admin Assist.	35,089.00	35,089.00	0.00		7,224.13		27,864.87	20 %
2413	Additional Duty - Cler,Tech,Of	500.00	500.00	0.00		0.00		500.00	0 %
2430	Confidential Salaries	73,248.00	73,248.00	0.00		18,462.00		54,786.00	25 %
	Total for: 2400	108,837.00	108,837.00	0.00		25,686.13		83,150.87	23 %
	Total for: 2000	110,487.00	110,487.00	0.00		25,986.13		84,500.87	23 %
3202	PERS-CLASSIFIED	22,530.00	22,530.00	0.00		5,317.04		17,212.96	23 %
	Total for: 3200	22,530.00	22,530.00	0.00		5,317.04		17,212.96	23 %
3314	MEDICARE-CLASSIFIED	1,602.00	1,602.00	0.00		374.20		1,227.80	23 %
3354	ALTERNATIVE	14.00	14.00	0.00		2.60		11.40	18 %
3356	OASDI-CLASSIFIED	6,782.00	6,782.00	0.00		1,587.56		5,194.44	23 %
	Total for: 3300	8,398.00	8,398.00	0.00		1,964.36		6,433.64	23 %
3402	HEALTH & WELFARE-CLASSIFIED	46,125.00	46,125.00	0.00		11,249.97		34,875.03	24 %
	Total for: 3400	46,125.00	46,125.00	0.00		11,249.97		34,875.03	24 %
3502	SUI-CLASSIFIED	54.00	54.00	0.00		12.75		41.25	23 %
	Total for: 3500	54.00	54.00	0.00		12.75		41.25	23 %
3602	WORKERS'COMP-CLASSIFIED	2,509.00	2,509.00	0.00		590.01		1,918.99	23 %
	Total for: 3600	2,509.00	2,509.00	0.00		590.01		1,918.99	23 %
3954	Long Term Disability-Class	191.00	191.00	0.00		46.50		144.50	24 %
	Total for: 3900	191.00	191.00	0.00		46.50		144.50	24 %
	Total for: 3000	79,807.00	79,807.00	0.00		19,180.63		60,626.37	24 %
4325	Office Supplies	350.00	350.00	0.00		0.00		350.00	0 %
	Total for: 4300	350.00	350.00	0.00		0.00		350.00	0 %
	Total for: 4000	350.00	350.00	0.00		0.00		350.00	0 %
5210	Travel, Conference, Workshop	2,300.00	2,300.00	0.00		0.00		2,300.00	0 %
5290	Mileage Non Taxable	30.00	30.00	0.00		0.00		30.00	0 %

FOUNTAIN VALLEY SD

Object Code Summary Report by Cost Center

Object	Description	ADOPTED BUDGET	CURRENT BUDGET - To Date	Enc To Date	Actual To Date	= Balance	% Used
	Total for: 5200	2,330.00	2,330.00	0.00	0.00	2,330.00	0 %
5390	Dues and Membership Non Taxabl	2,750.00	2,750.00	0.00	2,400.00	350.00	87 %
	Total for: 5300	2,750.00	2,750.00	0.00	2,400.00	350.00	87 %
5813	Consultant	895.00	895.00	0.00	895.00	0.00	100 %
5825	Advertising	500.00	500.00	0.00	461.18	38.82	92 %
5828	Staff Recognition	700.00	700.00	0.00	18.49	681.51	2 %
	Total for: 5800	2,095.00	2,095.00	0.00	1,374.67	720.33	65 %
	Total for: 5000	7,175.00	7,175.00	0.00	3,774.67	3,400.33	52 %
Total Object Type:XP Expenses		197,819.00	197,819.00	0.00	48,941.43	148,877.57	24 %