

Ducor School Board Attendance:

Date: 5-9-17

1. *Maryann Woodruff*
2. *Theresa Pace*
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.

Ducor School
23761 Avenue 56 – P.O. Box 249
Ducor, CA 93218
(559) 534-2261

Board of Trustees:

Jim Koontz (President)
Patricia Hughes (Member)

Flora Rodriguez (Member)
Mary McGill (Member)

Amparo Mariscal (Clerk)

School Board Meeting

May 9, 2017

Meeting Place: Library, Room 23

resolution: 3

Open Session 5:30 PM

***Possible board action**

Agenda

1. Called to order: Time: _____

____ President Jim Koontz ____ Board Member Flora Rodriguez ____ Board Member Mary McGill
____ Board Member Patricia Hughes ____ Clerk Amparo Mariscal ____ Superintendent

1.1 Pledge of Allegiance

1.2 Introduction of Visitors:

1.3 Community Input:

2. Regular Business Agenda: Board Action

2.1 * April 18, 2017 Board Minutes: Review of minutes for any corrections. There were no concerns questions or changes needed. Action Approved:

Action: Mr. Koontz ____ Mrs. Rodriguez ____ Mrs. Hughes ____ Mrs. Mariscal ____ Mrs. McGill ____

2.2 * Accounts Payable: monthly bills paid for the month of April and the beginning of May. Action:

Action: Mr. Koontz ____ Mrs. Rodriguez ____ Mrs. Hughes ____ Mrs. Mariscal ____ Mrs. McGill ____

2.3 * Inter-District Agreement for 2017-18: Four students enrolling from Terra Bella District to Ducor School grade levels Kindergarten, fourth and seventh grades. Action:

Action: Mr. Koontz ____ Mrs. Rodriguez ____ Mrs. Hughes ____ Mrs. Mariscal ____ Mrs. McGill ____

2.4 * Bus Driver Training Agreement: Agreement between Ducor School and Mr. Jeff Delk, to attend bus driving training..

Action: Mr. Koontz ____ Mrs. Rodriguez ____ Mrs. Hughes ____ Mrs. Mariscal ____ Mrs. McGill ____

2.5 * Library Technician: Updated job description for the 2017-18 school year. Action:

Action: Mr. Koontz ____ Mrs. Rodriguez ____ Mrs. Hughes ____ Mrs. Mariscal ____ Mrs. McGill ____

2.6 * 2017-18 Ducor School Calendar: The calendar indicates the school schedule. Action:

Action: Mr. Koontz ____ Mrs. Rodriguez ____ Mrs. Hughes ____ Mrs. Mariscal ____ Mrs. McGill ____

2.7 * Storage Container: Request to purchase a storage container for an estimate cost of \$3,300. Action:

Action: Mr. Koontz ____ Mrs. Rodriguez ____ Mrs. Hughes ____ Mrs. Mariscal ____ Mrs. McGill ____

2.8 * Transportation: Request to purchase a new/used 2016 passenger van. Action:

Action: Mr. Koontz ____ Mrs. Rodriguez ____ Mrs. Hughes ____ Mrs. Mariscal ____ Mrs. McGill ____

2.9 * DTA association: Bargaining union request salary increase for the 2017-18 school year. Action:

Action: Mr. Koontz____ Mrs. Rodriguez__ Mrs. Hughes____ Mrs. Mariscal __ Mrs. McGill _____

2.10 * Superintendent Contract for 2017-18: Contract submitted for review and approval.

Action: Mr. Koontz____ Mrs. Rodriguez__ Mrs. Hughes____ Mrs. Mariscal __ Mrs. McGill _____

3. Informational:

3.1 Attendance:

3.2 LCAP: Band for Today

3.3 Cooking class invite

3.4 Notice of Public Hearing on the 2017-18 budget hearing.

3.5 LCAP

3.5 Parent Club now PTA

3.6 Parent letter and May Calendar

4. Adjourn to Closed Session: Time:

5. Closed Session:

5.1 Employee Business

6. Report Out of Closed Session: Time:

6.1 Actions Taken:

7. Adjournment: Time:

Action: Mr. Koontz____ Mrs. Rodriguez__ Mrs. Hughes____ Mrs. Mariscal __ Mrs. McGill __aye____

2.1

Ducor School
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Board of Trustees:

Jim Koontz (President)
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School Board Meeting

April 18, 2017

Meeting Place: Library, Room 23

resolution: 3

Open Session 5:30 PM

***Possible board action**

Minutes

1. Called to order: Time: 5:30 pm

☒ President Jim Koontz ☐ ABS Board Member Flora Rodriguez ☒ Board Member Mary McGill
☒ Board Member Patricia Hughes ☒ Clerk Amparo Mariscal ☒ Superintendent

1.1 Pledge of Allegiance

1.2 Introduction of Visitors: Nancy Vogel, Liza Lucio, Virginia Rubio, Debbie Bates, Elvira Martinez, Jeremiah Sosa, Darren Hill, Florence Pace, Juan Reyes

1.3 Community Input: Mrs. Nancy Vogel spoke about the resolution to layoff classified employees. She said that the board should review the budget to avoid any layoffs and that there would be a negative impact on the families of the employees as well as the instructional time in the class. Mrs. Vogel also commented on the negative impact of who would be performing duties, classroom support and that parents and students could not volunteer to replace these positions. Mrs. Vogel asked the board to review their decision to lay off employees.

Mr. Reyes spoke about the mentors utilizing students in grade 7 to be leaders on campus to help the younger students and own siblings on campus. The mentors would be modeling good values and trust. The parents would also be involved with the students. Mr. Reyes also spoke about the track meet for the K-3 grade students and that the 7th grade mentors would be helping to organize and run the events. The mentors would help influence positive behavior for the younger students in the lower grades.

2. Regular Business Agenda: Board Action

2.1 * March 14, 2017 Board Minutes: Review for any corrections and or clarifications. No questions or concerns or modifications were made. Minutes were approved.

Action: Mr. Koontz M Mrs. Rodriguez abs Mrs. Hughes 1 Mrs. Mariscal aye Mrs. McGill 2

2.2 * Accounts Payable: monthly payments, record of invoices. Mrs. Bates asked why we Ducor was paying money to Terra Bella irrigation. Superintendent Rodriguez explained that maintenance purchases supplies for our irrigation. Mrs. Bates then retracted her question confused with another business. There were no other questions or concerns. Accounts payable was approved.

Action: Mr. Koontz M Mrs. Rodriguez abs Mrs. Hughes aye Mrs. Mariscal 2 Mrs. McGill 1

2.3 * Resolution: 3, In the matter of the reduction of classified school services for the 2016-17 school year (Ed. Code sections 45101, 45114, 45117, 45298, 45308). Due to the lack of work/funds certain services now being provided by classified employees of the district must reduce for the upcoming school year 2017-18. Board President Koontz moved to have further discussion in close session. Board approve to move close session.

Action: Mr. Koontz m Mrs. Rodriguez abs Mrs. Hughes 1 Mrs. Mariscal 2 Mrs. McGill aye

2.4 * Inter-district attendance agreement: pursuant to Ed. Code section 10801, between the governing board Ducor School and Terra Bella District and Porterville USD. Mrs. Nancy Vogel asked why the school board approves inter-district transfers considering the impact on the school budget. Superintendent Rodriguez explained that the two districts can formally agree to accept students without board approval or get board approval for every request. Superintendent Rodriguez also explained that normally the request are made because parents work in the area or have day care for their children to go to after school. Board President Koontz also confirmed a few parents that do request inter-district transfer due to child care. Mr. Koontz also explained that if the board does not approve the transfer, then the parents can go to the county office of education to have the decision overturned. Mrs. Nancy Vogel understood reasoning. Board approved the agreement.

Action: Mr. Koontz __m__ Mrs. Rodriguez __abs__ Mrs. Hughes __1__ Mrs. Mariscal __2__ Mrs. McGill __aye__

2.5 * Non-profit organization supplement: PTA organization to do business at Ducor School. Superintendent Rodriguez explained that the PTA organization required that the school board approve having a PTA on school site. Mrs. Lucio did ask when the organization will be getting their TAX ID. Mr. Juan Reyes said on May 4. There were no comments or concerns. Board approved to have PTA on site.

Action: Mr. Koontz __m__ Mrs. Rodriguez __abs__ Mrs. Hughes __2__ Mrs. Mariscal __aye__ Mrs. McGill __1__

2.6* Juan Reyes, Revised contract; Additional \$2,040 for the month of May. Superintendent Rodriguez requesting to extend Mr. Reyes contract for the month of May. Board President motioned move to close session for further discussion. Board approved the motion.

Action: Mr. Koontz __m__ Mrs. Rodriguez __abs__ Mrs. Hughes __2__ Mrs. Mariscal __1__ Mrs. McGill __aye__

2.7 * Ducor Teachers Association: yearly proposal for the next school year. Mrs. Pace commented on the salary increase would only go up \$1,680 if the school hired up to 10 certificated employees. She said that this amount was not very much to consider. Board made no actions. Negotiations continue for discussion.

Action: Mr. Koontz __ Mrs. Rodriguez __ Mrs. Hughes __ Mrs. Mariscal __ Mrs. McGill __

2.8 * Intent to Return: Mrs. Moreno, cafeteria employee, will be retiring at the end of 2016-17 school year. No discussions. Board approved no intent to return.

Action: Mr. Koontz __m__ Mrs. Rodriguez __abs__ Mrs. Hughes __1__ Mrs. Mariscal __2__ Mrs. McGill __aye__

2.9 * Administrative School Secretary 2016-17 salary schedule. Superintendent Rodriguez explained that Mr. Sosa, Business Manager, did not submit the salary schedule to be approved. Mr. Sosa also included the same salary schedule to be approved for the 2017-18 school year. There will be no changes to the salary schedule. Board action: Approved.

Action: Mr. Koontz __m__ Mrs. Rodriguez __abs__ Mrs. Hughes __1__ Mrs. Mariscal __2__ Mrs. McGill __aye__

2.10 * Salary Schedule Certificated/Classified position for the 2017-18 school year. Superintendent Rodriguez submitted the change in salary schedule for the 2017-18 school year. Board Action: Approved

Action: Mr. Koontz __m__ Mrs. Rodriguez __abs__ Mrs. Hughes __1__ Mrs. Mariscal __aye__ Mrs. McGill __2__

2.11 * LCAP public hearing: ECsec 52062(b)(1), governing boards must hold at least one public hearing to solicit the recommendations and comments from member of the public regarding the specifics actions and expenditures proposed to be included in the LCAP. This action is to approve a date to comply with the requirements. Superintendent Rodriguez explained that the regular board meeting June 12 would be the regular public hearing date. Superintendent Rodriguez explained that the next board meeting would be the approval of the LCAP. That meeting has been scheduled for June 27 at 5:30 pm. Board Action: Approved

Action: Mr. Koontz __m__ Mrs. Rodriguez __abs__ Mrs. Hughes __2__ Mrs. Mariscal __1__ Mrs. McGill __aye__

3. Informational:

- 3.1 Attendance:
- 3.2 New Year Calendar, options for review.
- 3.3 Revenue Source Description
- 3.4 Health and Wellness Yearly cost per employee classifications
- 3.5 Edison History Report
- 3.6 California Dashboard Report: Ducor School
- 3.7 CELDT report 2016
- 3.8 LCAP planning
- 3.9 DGS: department of General Services: plans for the cafeteria approved
- 3.10 Summer Night Lights schedule
- 3.11 Form 700: reminder to complete and hand in the office
- 3.12 April/May calendar of events

4. Adjourn to Closed Session: Time: 6:26 pm

Action: Mr. Koontz__m__ Mrs. Rodriguez_abs__ Mrs. Hughes__1__ Mrs. Mariscal__2__ Mrs. McGill_aye_____

5. Closed Session:

5.1 Employee Business

6. Report Out of Closed Session: Time: 7:19 pm

6.1 Actions Taken:

2.3 Resolution 3: Board Action approve the layoff of four classified employees

Action: Mr. Koontz_m__ Mrs. Rodriguez_abs__ Mrs. Hughes_aye__ Mrs. Mariscal__1__ Mrs. McGill__2_____

2.6 Juan Reyes, board action approved to have Mr. Reyes continue his services 3 days a week through the month of May.

Action: Mr. Koontz__m__ Mrs. Rodriguez_abs__ Mrs. Hughes_aye__ Mrs. Mariscal__2__ Mrs. McGill__1_____

7. Adjournment: Time: 7:20 pm

Action: Mr. Koontz_m__ Mrs. Rodriguez_abs__ Mrs. Hughes_aye__ Mrs. Mariscal__1__ Mrs. McGill__2_____

Tulare County Office of Education

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10 Ducor Union Elementary School District

4/27/2017
3:49:15PM

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** FINAL **
Batch No 185

Audit

Vendor No	Vendor Name	Reference Number	Invoice Date	PO #	Invoice No	Separate Check	Account Code	Amount	Flag	EFT
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012924	A & G TELEPHONE SERVICE	PV-170508	4/7/2017		3411		010-00000-0-00000-27000-59000-0-0000	\$235.00		
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troubleshoot network server after experiencing pow

Total Check Amount:

\$235.00

012999	ADVANCED MICRO SYSTEMS	PV-170506	4/21/2017		180026		010-00000-0-00000-27000-58000-0-0000	\$536.00		
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Network Optimization Agreement payment for May

Total Check Amount:

\$536.00

011655	A-L WELDING	PV-170518	3/16/2017		trans#A31421		010-11000-0-00000-81100-43000-0-0000	\$172.39		
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lag screw, head lamp, Nylon twine, fluor omg mark

Total Check Amount:

\$172.39

013463	American Incorporated	PV-170513	4/4/2017		7062071		010-00000-0-00000-82000-56000-0-0000	\$189.00		
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flame rollout was tripped on unit, reset switch an

Total Check Amount:

\$189.00

013312	AMERIPRIDE - CAFETERIA	PV-170509	4/12/2017		1501870554		130-53100-0-00000-82000-55000-0-0000	\$37.80		
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towel bar, mop wet large, service charge

Total Check Amount:

\$38.60

	AMERIPRIDE - CAFETERIA	PV-170510	4/26/2017		1501880445		130-53100-0-00000-82000-55000-0-0000	\$38.60		
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towel bar, mop wet large, service charge

Total Check Amount:

\$76.40

013311	AMERIPRIDE UNIFORM SERVICE	PV-170511	4/12/2017		1501870553		010-00000-0-00000-82000-55000-0-0000	\$87.41		
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mop dry 24", mop dry handle, towel wiper, mats, se

Total Check Amount:

\$90.57

	AMERIPRIDE UNIFORM SERVICE	PV-170512	4/26/2017		1501880443		010-00000-0-00000-82000-55000-0-0000	\$90.57		
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mopdry 24", mop dry handle, towel wiper, mats, ser

Total Check Amount:

\$177.98

013220	M. GREEN AND CO. LLP	PV-170514	4/8/2017		10% reserved amount		010-00000-0-00000-71910-58000-0-0000	\$1,495.00		
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state controller's approval letter reserved amount

Total Check Amount:

\$1,495.00

013394	Parent Institute for Quality E	PV-170507	4/11/2017		9W-12-366		010-07200-0-11100-10000-58000-0-0302	\$5,500.00		
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parent engagement in education 9 weeks educates pa

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10 Ducor Union Elementary School District
Tulare County Office of Education
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4/27/2017
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012652	SIGNAL AUTO PARTS	PV-170516	4/12/2017		34959		010-11000-0-00000-82000-43000-0-0000 battery for golf cart, add fee charge, plus tax	\$5,500.00		
Total Check Amount:								\$170.67		
012837	SUPPLYWORKS	PV-170515	4/7/2017		397049784		010-00000-0-00000-82000-55000-0-0000 1hr linear, foam skin cleanser, hand sanitizer, w/,	\$170.67		
Total Check Amount:								\$831.98		
012709	TULARE COUNTY OFFICE OF ED.	PV-170517	4/4/2017		172122		010-00000-0-00000-72000-58000-0-0000	\$831.98		
	TULARE COUNTY OFFICE OF ED.	PV-170519	4/10/2017		172184		CHOICES afterschool program cash match 010-07200-0-11100-10000-42000-0-0103 sets of ELA Bookmarks for Reading and Math-	\$750.00		
Total Check Amount:								\$194.40		
Total Check Amount:								\$944.40		

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Vendor No	Vendor Name	Reference Number	Invoice Date	PO #	Invoice No	Separate Check	Account Code	Amount	Flag	Audit	EFT
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Total District Payment Amount: \$10,328.82

10 Ducor Union Elementary School District
Tulare County Office of Education
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4/27/2017
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** FINAL **
 Batch No 185

Vendor No	Vendor Name	Reference Number	Invoice Date	PO #	Invoice No	Separate Check	Account Code	Amount	Flag	EFT	Audit
Batch No 185											
Total Accounts Payable:								\$10,328.82			

The School District hereby orders that payment be made to each of the above vendors in the amounts indicated on the preceding Accounts Payable Final totaling \$10,328.82 and the County Office of Education transfer the amounts from the indicated funds of the district to the Check Clearing Fund in order that checks may be drawn from a single revolving fund (Education Code 42631 & 42634).

 Authorizing Signature Date

Fund Summary		Total
010		\$10,252.42
130		\$76.40
Total		\$10,328.82

Tulare County Office of Education
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10 Ducor Union Elementary School District

5/4/2017
3:30:48PM

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** FINAL **
Batch No 186

Vendor No	Vendor Name	Reference Number	Invoice Date	PO #	Invoice No	Separate Check	Account Code	Amount	Flag	EFT	Audit
012971	Agri-Home Equipment	PV-170523	4/7/2017		32436		010-00000-0-00000-82000-56000-0-0000 cutter head assembly, trimmer line replacement, ga	\$99.01			
							Total Check Amount:	\$99.01			
011655	A-L WELDING	PV-170533	4/7/2017		A31400		010-11000-0-00000-81100-43000-0-0000 drywall screw, 4 clamp, hose, corner brace	\$42.52			
	A-L WELDING	PV-170534	4/12/2017		A31928		010-11000-0-00000-81100-43000-0-0000 slip joint uni, riser cut off, fluid master, wax g	\$43.22			
							Total Check Amount:	\$85.74			
013312	AMERIPRIDE - CAFETERIA	PV-170521	5/3/2017		1501885408		130-53100-0-00000-82000-55000-0-0000 towel bar microfiber, mop wet large, service charg	\$38.60			
							Total Check Amount:	\$38.60			
013311	AMERIPRIDE UNIFORM SERVICE	PV-170520	5/3/2017		1501885404		010-00000-0-00000-82000-55000-0-0000 mop dry 24", mop dry handle wood, towel wiper, mat	\$90.57			
							Total Check Amount:	\$90.57			
013383	CVIN LLC	PV-170525	5/1/2017		8736		010-00000-0-00000-27000-59000-0-0000 internet connection	\$109.15			
							Total Check Amount:	\$109.15			
012182	DUCOR CASH REVOLVING FUND	PV-170538	4/28/2017		ch# 671		010-00000-0-11100-42000-58000-0-0000 referee for baseball game	\$40.00		M	
	DUCOR CASH REVOLVING FUND	PV-170539	4/28/2017		ch# 672		010-00000-0-11100-42000-58000-0-0000	\$40.00		M	
							Total Check Amount:	\$80.00			
001647	DUCOR TELEPHONE CO	PV-170528	5/1/2017		000936		010-00000-0-00000-82000-55000-0-0000 monthly charges for school landlines	\$189.19			
							Total Check Amount:	\$189.19			
013424	Elvira Martinez	PV-170529	4/27/2017		427		010-00000-0-11100-10000-52000-0-0000 reimbursement for mileage roundtrip from home to Vi	\$51.40			

10 Ducor Union Elementary School District
Tulare County Office of Education
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5/4/2017
3:30:58PM

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Batch No 186

Vendor No	Vendor Name	Reference Number	Invoice Date	PO #	Invoice No	Separate Check	Account Code	Amount	Flag	EFT	Audit
013441	Home Depot Credit Services	PV-170527	4/21/2017		3180057		010-11000-0-00000-82000-43000-0-0000 shrouded disc 2pack, 2 master padlocks, motion led	\$51.40			M
Total Check Amount:								\$51.40			
013375	INFINITY COMMUNICATIONS	PV-170540	4/17/2017		5682		010-00000-0-00000-72000-58000-0-0000 Erate consulting services fee for Year 20 category	\$853.85			L
Total Check Amount:								\$853.85			
013451	Juan T. Reyes	PV-170536	4/30/2017		008		010-00000-0-00000-31200-58000-0-0000 increase parent involvement, establish communication	\$345.00			
	Juan T. Reyes		4/30/2017		008		010-07200-0-11100-10000-58000-0-0301	\$2,895.00			L
Total Check Amount:								\$3,240.00			
013466	Maria Becerra	PV-170530	4/27/2017		trans# 226466		010-00000-0-11100-10000-43000-0-0000 1 standard sandwich plate for last day celebration	\$35.00			
	Maria Becerra	PV-170531	4/27/2017		order# 23-920		010-00000-0-11100-10000-43000-0-0000 pizza purchase for end of year celebration for Pre	\$24.09			
Total Check Amount:								\$59.09			
012703	PAGE, FLORANCE	PV-170532	3/24/2017		324		010-63000-0-11100-10000-43000-0-0000 supplies for 1-3 grades reward movie	\$15.91			
Total Check Amount:								\$15.91			
005384	SOUTHERN CALIFORNIA EDISON	PV-170526	4/27/2017		April 27 2017		010-00000-0-00000-82000-55000-0-0000 electricity	\$1,629.27			
Total Check Amount:								\$1,629.27			
013198	Tulare Co. Registrar of Voters	PV-170535	3/30/2017		General Election		010-00000-0-00000-72000-58000-0-0000 for conducting the setup pf the November 8, 2016 g	\$448.77			
Total Check Amount:								\$448.77			
012709	TULARE COUNTY OFFICE OF ED.	PV-170541	9/21/2016		170514		010-00000-0-00000-27000-58000-0-0000 registration fee for basic heartsaver and cpr clas	\$45.00			

10 Ducor Union Elementary School District
Tulare County Office of Education
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3:30:58PM

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Vendor No	Vendor Name	Reference Number	Invoice Date	PO #	Invoice No	Separate Check	Account Code	Audit		
								Amount	Flag	EFT
012709	TULARE COUNTY OFFICE OF ED.	PV-170542	9/1/2016		170355		010-00000-0-00000-27000-58000-0-0000	\$45.00		
							registration fee for basic heartsaver and cpr clas			
							Total Check Amount:	\$90.00		
013389	US Bank Equipment Finance	PV-170522	4/20/2017		329002711		010-00000-0-00000-72000-58000-0-0000	\$984.07		
							contract payment for lease on copiers			
							Total Check Amount:	\$984.07		
012434	WASTE MANAGEMENT	PV-170524	5/1/2017		4091030-0165-0		010-00000-0-00000-82000-55000-0-0000	\$527.08		
							96gal toter recycle dumpster, 2 -6 yard dumpster,			
							Total Check Amount:	\$527.08		
006227	WEISENBERGERS ACE HARDWARE	PV-170537	4/4/2017		A513394		010-11000-0-00000-82000-43000-0-0000	\$166.29		
							lam steel,tape, caulk,mouse trap, handle shovel			
							Total Check Amount:	\$166.29		

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Total District Payment Amount: \$12,257.99

Tulare County Office of Education

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10 Ducor Union Elementary School District

5/4/2017
3:30:58PM

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Vendor No	Vendor Name	Reference Number	Invoice Date	PO #	Invoice No	Separate Check	Account Code	Amount	Flag	EFT
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Batch No 186

Total Accounts Payable:

\$12,257.99

The School District hereby orders that payment be made to each of the above vendors in the amounts indicated on the preceding Accounts Payable Final totalling \$12,257.99 and the County Office of Education transfer the amounts from the indicated funds of the district to the Check Clearing Fund in order that checks may be drawn from a single revolving fund (Education Code 42631 & 42634).

Authorizing Signature

Date

Fund Summary		Total
010		\$12,219.39
130		\$38.60
Total		\$12,257.99

2.4

DUCOR UNION ELEMENTARY SCHOOL
23761 AVE. 56, P.O. BOX 249
DUCOR, CA 93218
559-534-2261
FAX 559-534-2271

Subject: Bus Driver Training Agreement

This is agreement is entered into on _____ by and between Ducor Union Elementary
Date

School District and _____. Ducor Union Elementary School District agrees to
Employee Name

pay for the cost of the employees' time as well as the cost for the bus driver training. The
employees' time will be compensated at the rate of a step one Bus Driver on the classified salary
schedule for a Bus Driver. The total cost to Ducor Union Elementary School District for the
employees' time will be _____. The total cost to Ducor Union Elementary School District
for the bus driver training will be _____.

Dated

Superintendent/Principal

Dated

Employee

Library Technician Ducor School

SUMMARY

Under general supervision, performs specialized duties in a library media center or administrative office that requires the application of library clerical knowledge.

REPRESENTATIVE DUTIES

- Assist students or teachers in locating and selecting books and using reference materials in a computerized library system.
- Assist students and teachers in the effective use of library services and other community resources.
- Provide assistance to teachers and students by locating materials and helping to complete special projects.
- Attend conventions and conferences, read trade journals, and communicate with industry insiders in order to keep abreast of industry developments.
- Confer with teachers in order to select course materials and to determine which training aids are best suited to particular grade levels.
- Contact parents and students regarding late and lost library materials.
- Contact teachers and arrange schedule for classes to visit the library, with assistance from the principal.
- Direct and coordinate activities of assistants and other personnel during production.
- Train and provide work direction to students involved in shelving books and in circulation duties.
- Train and supervise volunteers who issue, shelve, label, and repair books and otherwise assist in operating the library, primarily on an automated library management system.
- Maintain student discipline in the library.
- Provide instruction in the proper use of library facilities.
- Read stories to students, as requested by teachers.
- Make recommendations and provide input on the modification of library procedures, work processes and service levels.
- Assist in long-range planning, maintaining an awareness of community desire and needs in the area of library services.
- Enter and update users' records on computers.
- File catalog cards in manual systems.
- Label books according to designated reading levels.
- Order library books and supplies.
- Reserve, circulate, renew, and discharge books and other materials.
- Process new books by entering data into an automated library management system.
- Deliver and retrieve items throughout the library by hand or using pushcart.

- Issue overdue notices.
- Maintain library in a neat and orderly condition.
- Send and receive emails and research information through the Internet.
- Maintain current knowledge of technological advances in the field.
- Operate a variety of office equipment, including a computer and assigned software.
- Operate a variety of equipment, including copier, media equipment and computers, as required by the assignment.
- Operate computerized reference resources such as a CD-ROM and Internet searches to assist students and teachers with research.
- The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to this classification.
- Perform other related duties as assigned.

MINIMUM QUALIFICATIONS

Knowledge of

- Library methods, procedures, terminology and related technology.
- School library practices and techniques.
- Bibliographic sources.
- Standard reference materials.
- Catalog card preparation, formats, and filing rules.
- Office practices and procedures.
- Standard library reference sources.
- Catalog card preparation, formats, and filing rules.
- Applicable software programs.

Ability to

- Plan, coordinate and arrange for appropriate training of subordinates and student assistants.
- Train and supervise student and adult volunteers.
- Assist students in selecting appropriate books for their level of achievement.
- Assist students in the use of library resources and references.
- Learn and apply library rules, regulations, and policies.
- Use library catalogs, computer searches, and other reference materials.
- Maintain files and keep records, both in written and computer form.
- Work with numerical and/or alphabetical filing systems.
- Perform mathematical computations accurately to maintain records, complete reports or update budgets.
- Operate a computer and use related software.
- Send and receive emails and research information through the Internet.
- Maintain current knowledge of technological advances in the field.
- Operate library media equipment used in research.
- Input data to maintain circulation records accurately.

- Work effectively in a demanding environment.
- Work independently with little direction and provide work direction to others.
- Read, interpret, apply, and explain rules, regulations, policies, and procedures.
- Respond to changing rules and regulations.
- Work collaboratively in a team environment.
- Establish and maintain successful working relationships.
- Work effectively with students.
- Use interpersonal techniques with tact, patience and courtesy.
- Understand, be sensitive to and respect the diverse academic, socio-economic, ethnic, religious, and cultural backgrounds, disabilities and sexual orientation of students, teachers, administrators and staff.
- Maintain consistent, punctual and regular attendance.
- Develop and maintain effective interpersonal relations using tact, patience and courtesy
- Maintain reliable, punctual and regular attendance.

Competency

- **CRITICAL THINKING:** Analytically and logically evaluating information, propositions, and claims
- **GENERAL PHYSICAL ABILITY:** Using strength, endurance, flexibility, balance, and coordination
- **PROFESSIONAL AND TECHNICAL EXPERTISE:** Applying technical subject matter to the job
- **ACTION AND RESULTS FOCUS:** Initiating tasks and focusing on accomplishment
- **HANDLING STRESS:** Maintaining emotional stability and self-control under pressure, challenge, or adversity
- **DECISION MAKING:** Choosing optimal courses of action in a timely manner
- **PROFESSIONAL INTEGRITY AND ETHICS:** Displaying honesty, adherence to principles, and personal accountability
- **SAFETY FOCUS:** Showing vigilance and care in identifying and addressing health risks and safety hazards
- **SELF-MANAGEMENT:** Showing personal organization, self-discipline, and dependability
- **ORAL COMMUNICATION:** Engaging effectively in dialogue
- **WRITING:** Communicating effectively in writing
- **CUSTOMER FOCUS:** Attending to the needs and expectation of customers
- **DESIGN SENSE:** Creating work products that are functional, intuitive and aesthetically pleasing
- **HANDLING CONFLICT:** Managing interpersonally strained situations
- **INFLUENCING:** Affecting others' positions and opinions
- **INVOLVING OTHERS:** Engaging others for their input, contribution, and shared responsibility for outcomes
- **PROFESSIONAL IMPACT:** Presenting self as a positive representative of the organization

- **RELATIONSHIP BUILDING:** Establishing rapport and maintaining mutually productive relationships
- **TEAMWORK:** Collaborating with others to achieve shared goals
- **LISTENING:** Fully comprehending spoken communication
- **READING COMPREHENSION:** Understanding and using written information

EMPLOYMENT STANDARDS

Education

- High School Diploma or Equivalent
- AA Degree
- BA Degree preferred

Experience

- One-two years' experience is required

Licenses/Certificates

- Class C Driver's License is required

RE: Storage Container Request (Isidro Rodriguez/Ducor School - 40' - Ducor 93218)

Dave Snyder <dsnyder@tpuinc.com>

Wed 5/3/2017 4:08 PM

To: Isidro Rodriguez <irodriguez@ducorschool.com>;

Isidro,

Thanks for contacting Transport Products Unlimited and allowing us to quote you on your container requirements. Transport Products Unlimited can supply different options on 40' & 45' containers.

A 40' std (standard height) used, **as-is paint scheme**, guaranteed wind and watertight container runs **\$1900.00** plus delivery and tax.

A 40' std used, **painted gray primer**, guaranteed wind and watertight container runs \$2250.00 plus delivery and tax.

A 40' std used, **painted with premium direct to metal color**, guaranteed wind and watertight container runs \$2550.00 plus delivery and tax.

A 40' HC (high cube) used, **as-is paint scheme**, guaranteed wind and watertight container runs \$2000.00 plus delivery and tax.

A 40' HC used, **painted gray primer**, guaranteed wind and watertight container runs \$2350.00 plus delivery and tax.

A 40' HC used, **painted with premium direct to metal color**, guaranteed wind and watertight container runs \$2650.00 plus delivery and tax.

A 45' HC used, **as-is paint scheme**, guaranteed wind and watertight container runs \$2100.00 plus delivery and tax.

A 45' HC used, **painted gray primer**, guaranteed wind and watertight container runs \$2500.00 plus delivery and tax.

A 45' HC used, **painted with premium direct to metal color**, guaranteed wind and watertight container runs \$2800.00 plus delivery and tax.

Also available 1-trip (new) containers

A 40' std 1-trip container runs \$4150.00* plus delivery and tax.

A 40' HC 1-trip container runs \$4300.00* plus delivery and tax.

A 45' HC 1-trip container runs \$5300.00* plus delivery and tax.

1-trip containers include factory premium paint, factory lock box, waist high door handles and hardwood floor.

*1-trip container pricing subject to change at any time and subject to manufacturers availability in the Oakland port area.

Standard = 8'6" outside height, 7'10" internal height.

HC (high cube) = 9'6" outside height, 8'10" internal height.

Options

- No options requested.

Roll-off trucking from our Vallejo, CA container yard to Ducor, CA (zip 93218) runs \$1100.00+tax (depending on actual delivery address).

Due to market fluctuations in both container and fuel prices, the above pricing is only valid for 15 days. After 15 days please contact us for current pricing as prices may have changed.

-In the event our driver arrives at customer's site as agreed, but is unable to deliver the container for any reason, customer will be charged a 'dry run' fee equal to the delivery charge.

-If the driver encounters any kind of delay which results in more than 30 minutes total delivery time, customer will be charged at a rate of \$100.00 per hour in 30 minute increments (\$50.00 minimum).

-Due to our roll-off (tilt-bed) delivery method, we are unable to deliver on top of preinstalled footings. Footings must be placed at the direction of our driver at the time of delivery.

Roll-Off delivery on a 40' container requires approximately 115' of space for the truck to pull out from the container.

Roll-Off delivery on a 45' container requires approximately 120' of space for the truck to pull out from the container.

Notes

- Why buy from the big 'Mobile' companies when they buy containers from us and have us do their deliveries?

Transport Products Unlimited is a full service container sales, repair and modification company. **We are not a broker.** We inspect and go through every container at our own container yard and repair as needed*. You are not getting the first container off a stack down at the terminals like you would if buying from a broker.

*Does not apply to SFP (Straight from Port) containers.

A sampling of what we offer:

- Refrigerated/Freezer Containers in 20', 24' & 40' HC
- Insulated Containers (Ex Reefers) in 20' & 40' HC
- Roll-Up & Steel Man Doors
- Turbine & Side Vents
- Skylights & Windows
- Air Conditioning & Heating
- Electrical Packages
- Specialized Container Shelving
- Lock Boxes
- Office Conversions
- 12' Refrigerated Event Trailers for Rent
- Empty Container Relocation

1900
1100

\$3,000-
TAXES

If you have any questions, please call me at 925-872-4181.

Regards,

Dave Snyder
Transport Products Unlimited, Inc.
925-872-4181 (Cell)
707-643-6425 (Yard Fax)
dsnyder@tpuinc.com

~ \$3300

2.8

**QUOTE**
VISALIA BUICK GMC

DATE: MAY 1, 2017

P O BOX 1431 VISALIA CA 93274
 Phone 559737-6025 Fax 559-738-2827
 mikem@groppettiauto.com

EXPIRATION DATE: MAY 31, 2017

TO ISIDRO RODRIGUEZ JR
 DUCOR ELEMENTARY SCHOOL
 23761 AVENUE 56, P O BOX 249
 DUCOR, CA 93218
 5595342261

SALESPERSON	JOB	SHIPPING METHOD	SHIPPING TERMS	DELIVERY DATE	PAYMENT TERMS	DUE DATE
M MORA					Due on receipt	

QTY	ITEM #	DESCRIPTION	UNIT PRICE	DISCOUNT	LINE TOTAL
1		2017 GMC SAVANA 12 PASSENGER VAN SEE ATTACHED SPEC SHEET	\$29,678.98		\$29,678.98
1		DOCUMENT FEE	80.00		80.00
1		CALIFORNIA TIRE FEE	8.75		8.75
TOTAL DISCOUNT					
				SUBTOTAL	\$29,767.73
				7.75% SALES TAX	\$2,306.32
				TOTAL	\$32,074.05

THANK YOU FOR YOUR BUSINESS!



Vehicle Locator

Detail Report for Customer

VISALIA BUICK GMC

1313 E MAIN STREET, VISALIA, CA, 93292

559-627-4444

Customer/Company:

DUCOR ELEMENTARY
SCHOOL

Sales Consultant:

Address:

23761 AVE 56, DUCOR CA
93218

Vehicle #1: 2017 GMC Savana	VIN/Order #	MSRP	Stock #
	1GJW7EFF2H1114028	\$39,750.00	000G6634

Additional Vehicle Information

GM Marketing Information

Body Style: TG23406-2500 Passenger Van

PEG: 1LS-Gas LS Equipment Group

Primary Color: GAZ-Summit White

Trim: 93G-Trim, Cloth, Med Dark Pewter

Engine: L20-Engine, Vortec 4.8L V8

Transmission: MYD-6-Speed Auto Trans w/Overdrive

Options: 1LS-Gas LS Equipment Group
93G-Trim, Cloth, Med Dark Pewter
A18-Glass, Rear Door Window, Swing-Out
A19-Glass, Rear Side Door Window, Swing Out
A31-Power Windows
AJ1-Glass: Deep Tinted
AK5-Air Bags, Frontal, Driver & Rt Front. Passenger
AS5-Seat: Front Bucket Deluxe
ASF-Head Curtain Side Airbags
ATG-Keyless Remote Entry
AU3-Power Door Locks
B38-Floor Covering, Vinyl, Frt & RR, Full Width
B46-Trim, Rear Halo, Body Colored
BA3-Console with Swing-out Storage Bin
BTV-Remote Engine Starting Pkg
C36-Heater, Rear Auxiliary
C49-Defogger, Rear Window
C60-Air Conditioning, Front Manual
C69-Air Conditioning, Rear
C6P-GVWR--8600 LBS
D31-Mirror, Inside, Rearview, Tilt
DE5-Mirrors, Outside Heated Power-Adjustable, Black
DH6-Mirrors, Visor LH/RH Pass. Illum. Sunshade
EF7-Country Code--USA
FHO-Vehicle Fuel--Gasoline E10
G80-Differential, Locking, Heavy-Duty, Rear
GAZ-Summit White
GU6-Rear Axle, 3.42 Ratio
JL4-StabiliTrak, Stability Control System
K34-Cruise Control
KG4-150 Amp Alternator
KI4-110 Volt Electrical Receptacle, In Cab
L20-Engine, Vortec 4.8L V8
MYD-6-Speed Auto Trans w/Overdrive
N33-Tilt-Wheel
NP5-Steering Wheel, Leather Wrapped


P03-Chrome Center Cap Wheel Cover
QB5-Wheel 16 X 6.5, Steel
TR9-Auxiliary Lighting
U80-Compass
UBS-NavTraffic (Digital Audio System & Traffic)
UD7-Rear Parking Assist
UE1-OnStar Comm. System
UFA-Outside Temperature Display
UI8-Audio System (Touchscreen, Navigation, CD, USB Port)
UJM-Tire Pressure Indicator
UPF-Bluetooth for Phone
USR-USB Port / Receptacle
UVC-Rear View Camera System
UY7-Trailer Wiring
V14-Transmission Oil Cooler, External
V22-Grille, Chrome W/ Dual Composite Headlamp
V37-Bumpers, Chrome, Front & Rear
V8D-Vehicle Statement U.S.
VK3-License Plate Mounting Provisions, Front
VV4-Onstar with 4G LTE Wi-Fi Hotspot
W1Y-Steering Wheel Controls for Sound System
XLP-Tires, Front LT245/75R16E All-Season, B/W
YA2-Door, Sliding, Rear, Passenger Side
YF5-California Emissions
YLP-Tires, Rear LT245/75R16E All-Season, B/W
Z82-Trailer Equipment, Heavy Duty
Z88-GMC
ZLP-Tires, Spare LT245/75R16E All-Season, B/W
ZQ2-Power Door Locks & Windows Pkg.
ZQ3-Tilt-Wheel & Cruise Control Pkg.
ZR7-Chrome Appearance Package
ZW6-Glass, Full Body
ZW9-Standard Body
ZX5-Seating, 12 Passenger
ZY1-Paint, Exterior Solid

Disclaimer:

GM has tried to make the pricing information provided in this summary accurate. Please refer to actual vehicle invoice, however, for complete pricing information. GM will not make any sales or policy adjustments in the case of inaccurate pricing information in this summary.

Sales Quote

Cooper, Travis (Salesman)

Buyer(s)	Co-Buyer(s)
Rodriguez, Isidro 23761 Ave 56 Ducor, CA 93218 Ph: (559) 534-2261	<div style="text-align:center">  EXTREME MOTORSPORTS <i>Anthony Flores</i> Owner </div> <div style="display:flex; justify-content:space-between; margin-top:20px;"> <div> 703 E. Main St. Visalia, CA 93292 Visit us at: www.extrememotorsportsinc.net </div> <div> Cell: 619.333.9458 Fax: 559.625.3968 </div> </div>

Loan Proposal

Interest	Add-On	APR	Term	Payment
<input type="checkbox"/> Add-On		0.000%	1	\$ 28,474.81
<input checked="" type="checkbox"/> Simple			Months	Final Pmt:28,474.81

Payments are estimates and APR is subject to negotiation

Sales Information

Price	\$25,995.00
Accessories	\$0.00
Doc Fee	\$80.00
Tax 7.75 %	\$2,020.81
Warranty	\$0.00
Gap	\$0.00
DMV	\$354.00
Other Fees	\$25.00
Insurance	\$0.00
Total	\$28,474.81
Deferred	\$0.00
Cash Down	\$0.00
Total Down	\$0.00
Trade Allowance	\$0.00
Trade Lien	\$0.00
Net Trade	\$0.00
Rebate	\$0.00
Total Net Down	\$0.00
Amt Financed	\$28,474.81

Extreme Motorsports, Inc.

A Valued Member of AutoSoft NET

Trade Information

Trade 1:

Trade 2:

Vehicle Profile

Stock Number 2801 Vehicle 2016 Ford Transit 350 Wagon XLT w/Low Roof w/60/40 Side Door V.I.N. 1FBZX2ZM2GKA93580	Stability Control Air Conditioning, Rear Power Steering CD (Single Disc) Side Air Bags Privacy Glass Towing Pkg	Hill Start Assist ABS (4-Wheel) Power Windows Tilt Wheel Backup Camera F&R Head Curtain Air Bags Daytime Running Lights Alloy Wheels	Traction Control Air Conditioning Power Door Locks AM/FM Stereo Dual Air Bags 15-Passenger Seating Running Boards
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2.9

Ducor Elementary Teachers Association
Initial Proposal
2017-18

1. Salary

In 2015-16 the total cost of bargaining unit salaries, including statutory costs was approximately \$585,000.

In 2016-17 the total cost of bargaining unit salaries, including statutory costs is approximately \$527,000. This is a saving of approximately \$58,000 over the cost of 2015-16.

1% salary increase is approximately \$5269
2% salary increase is approximately \$10,538
3% salary increase is approximately \$15,807
4% salary increase is approximately \$21,076
5% salary increase is approximately \$26,345
6% salary increase is approximately \$31,614

The bargaining unit did not receive a salary increase in the current year so we are hopeful that we can look at putting some money on the salary schedule for next year (2017-18) and covering the modest increase to health care.

**DUCOR UNION ELEMENTARY SCHOOL DISTRICT
NOTICE OF SALARY FOR CERTIFICATED MANAGEMENT
EMPLOYEES (CURRENT)**

Employee: Isidro Rodriguez, Jr. School Year: 2016-2017

Job Assignm Superintendent/Principal Step N/A

+ 180 School Days

+ 36 Preparation & Closing Days

216 Total Work Days

x 8.00 Hours Authorized Daily

1,728 Total Hours

89,352.00 Annual Gross Salary

+ 12.00 Months Worked

7,446.00 Gross Salary by Month

New Annual Base Salary by Percentage			Annual Base Salary Salary Increase
% Increase	Superintendent/Principal		
Current	\$ 89,352.00	\$ -	
1.00%	\$ 90,245.52	\$ 893.52	
1.50%	\$ 90,692.28	\$ 1,340.28	
2.00%	\$ 91,139.04	\$ 1,787.04	
2.50%	\$ 91,585.80	\$ 2,233.80	
3.00%	\$ 92,032.56	\$ 2,680.56	
3.50%	\$ 92,479.32	\$ 3,127.32	
4.00%	\$ 92,926.08	\$ 3,574.08	
4.50%	\$ 93,372.84	\$ 4,020.84	
5.00%	\$ 93,819.60	\$ 4,467.60	
10.00%	\$ 98,287.20	\$ 8,935.20	
15.00%	\$ 102,754.80	\$ 13,402.80	
20.00%	\$ 107,222.40	\$ 17,870.40	

Annual Base Salary by Percentage			Annual Base Salary Salary Increase
% Increase	Dollar Amount		
Current	\$ -		
1.00%	\$ 2,710.40		
1.50%	\$ 3,239.10		
2.00%	\$ 3,767.79		
2.50%	\$ 4,296.49		
3.00%	\$ 4,825.18		
3.50%	\$ 5,353.88		
4.00%	\$ 5,882.57		
4.50%	\$ 6,411.27		
5.00%	\$ 6,939.97		
10.00%	\$ 12,236.92		
15.00%	\$ 17,976.27		
20.00%	\$ 23,283.33		

New Annual Employer Benefits by Percentage										2017 Annual Employer's % Benefit Increase	2018 Annual Employer's % Benefit Increase
% Increase	STRS (16-17 14.43 % from 12.58 %)	FICA	SUI	MEDICARE	WORKERS COMP						
Current	\$ 11,240.48	\$ -	\$ 44.68	\$ 1,295.60	\$ 2,153.29	\$ 14,734.06	\$ -				
1.00%	\$ 13,022.43	\$ -	\$ 45.12	\$ 1,308.56	\$ 2,174.83	\$ 16,550.94	\$ 1,816.88				
1.50%	\$ 13,086.90	\$ -	\$ 45.35	\$ 1,315.04	\$ 2,185.59	\$ 16,632.87	\$ 1,898.82				
2.00%	\$ 13,151.36	\$ -	\$ 45.57	\$ 1,321.52	\$ 2,196.36	\$ 16,714.81	\$ 1,980.75				
2.50%	\$ 13,215.83	\$ -	\$ 45.79	\$ 1,327.99	\$ 2,207.13	\$ 16,796.74	\$ 2,062.69				
3.00%	\$ 13,280.30	\$ -	\$ 46.02	\$ 1,334.47	\$ 2,217.89	\$ 16,878.68	\$ 2,144.62				
3.50%	\$ 13,344.77	\$ -	\$ 46.24	\$ 1,340.95	\$ 2,228.66	\$ 16,960.61	\$ 2,226.56				
4.00%	\$ 13,409.23	\$ -	\$ 46.46	\$ 1,347.43	\$ 2,239.43	\$ 17,042.55	\$ 2,308.49				
4.50%	\$ 13,473.70	\$ -	\$ 46.69	\$ 1,353.91	\$ 2,250.19	\$ 17,124.49	\$ 2,390.43				
5.00%	\$ 13,538.17	\$ -	\$ 46.91	\$ 1,360.38	\$ 2,260.96	\$ 17,206.42	\$ 2,472.37				
10.00%	\$ 14,182.84	\$ -	\$ 49.14	\$ 1,425.16	\$ 2,368.62	\$ 18,025.77	\$ 3,291.72				
15.00%	\$ 14,827.52	\$ -	\$ 513.77	\$ 1,489.94	\$ 2,476.29	\$ 19,307.52	\$ 4,573.47				
20.00%	\$ 15,472.19	\$ -	\$ 536.11	\$ 1,594.72	\$ 2,583.95	\$ 20,146.98	\$ 5,412.93				

2016-17 2017-18		2018-19
% Increase		
Current	\$ 123,967.66	\$ 123,967.66
1.00%	\$ 127,473.32	\$ 127,473.32
1.50%	\$ 128,002.01	\$ 128,002.01
2.00%	\$ 128,530.71	\$ 128,530.71
2.50%	\$ 129,059.40	\$ 129,059.40
3.00%	\$ 129,588.10	\$ 129,588.10
3.50%	\$ 130,116.79	\$ 130,116.79
4.00%	\$ 130,645.49	\$ 130,645.49
4.50%	\$ 131,174.19	\$ 131,174.19
5.00%	\$ 131,702.88	\$ 131,702.88
10.00%	\$ 136,989.83	\$ 136,989.83
15.00%	\$ 142,739.18	\$ 142,739.18
20.00%	\$ 148,046.24	\$ 148,046.24

2016-17 2017-18		2018-19
% Increase		
Current	\$ 19,881.60	\$ 19,881.60
1.00%	\$ 20,160.82	\$ 20,160.82
1.50%	\$ 20,440.04	\$ 20,440.04
2.00%	\$ 20,719.26	\$ 20,719.26
2.50%	\$ 21,000.00	\$ 21,000.00
3.00%	\$ 21,280.74	\$ 21,280.74
3.50%	\$ 21,561.48	\$ 21,561.48
4.00%	\$ 21,842.22	\$ 21,842.22
4.50%	\$ 22,122.96	\$ 22,122.96
5.00%	\$ 22,403.70	\$ 22,403.70
10.00%	\$ 23,464.26	\$ 23,464.26
15.00%	\$ 24,524.82	\$ 24,524.82
20.00%	\$ 25,585.38	\$ 25,585.38

* Apprx. 4 % Increase

2.70

Bennett, Sutton & Carver
 • Add July, Superintendent Fast Day
 • Add June 29 Superintendent Fast Day

Logo		School Name					
July 2017 Important Information 7							
Sun	Mon	Tue	Wed	Thu	Fri	Sat	
						1	
2	3	4 Independence Day	5	6	7	8	
9	10	11	12	13	14	15	
16	17	18	19	20	21	22	
23	24	25	26	27	28	29	
30	31						

Logo		School Name						
August		Important Information						
2017		23						
Sun	Mon	Tue	Wed	Thu	Fri	Sat		
		1	2	3	4	5		
6	7	8	9	10	11	12		
13	14	15	16	17	18	19		
20	21	22	23	24	25	26		
27	28	29	30	31				

Logo		School Name					
September 2017		Important Information					
		20					
Sun	Mon	Tue	Wed	Thu	Fri	Sat	
					1	2	
3	4 Labor Day	5	6	7	8	9	
10	11	12	13	14	15	16	
17	18	19	20	21	22	23	
24	25	26	27	28	29	30	

Logo		School Name					
October 2017		Important Information					
		22					
Sun	Mon	Tue	Wed	Thu	Fri	Sat	
1	2	3	4	5	6	7	
8	9 Columbus Day	10	11	12	13	14	
15	16	17	18	19	20	21	
22	23	24	25	26	27	28	
29	30	31 Halloween					

Logo		School Name					
November 2017		Important Information					
		17					
Sun	Mon	Tue	Wed	Thu	Fri	Sat	
			1	2	3	4	
5	6	7	8	9	10	11 Veterans Day	
12	13	14	15	16	17	18	
19	20	21	22	23 Thanksgiving Day	24	25	
26	27	28	29	30			

Logo		School Name					
December 2017		Important Information					
		<div><div></div><div></div></div>					
Sun	Mon	Tue	Wed	Thu	Fri	Sat	
					1	2	
3	4	5	6	7	8	9	
10	11	12	13	14	15	16	
17	18	19	20	21	22	23	
24	25 Christmas	26	27	28	29	30	
31							

Logo		School Name						
January 2018		<div>Important Information</div> <div>17</div>						
Sun	Mon	Tue	Wed	Thu	Fri	Sat		
	1 New Year's Day	2	3	4	5	6		
7	8	9	10	11	12	13		
14	15 ML King's Day	16	17	18	19	20		
21	22	23	24	25	26	27		
28	29	30	31					

Logo		School Name					
February 2018		Important Information					
		19					
Sun	Mon	Tue	Wed	Thu	Fri	Sat	
				1	2	3	
4	5	6	7	8	9	10	
11	12	13	14	15	16	17	
18	19 President's Day	20	21	22	23	24	
25	26	27	28				

Logo		School Name					
March 2018		Important Information					
17							
Sun	Mon	Tue	Wed	Thu	Fri	Sat	
				1	2	3	
4	5	6	7	8	9	10	
11	12	13	14	15	16	17	
18	19	20	21	22	23	24	
25	26	27	28	29	30 Good Friday	31	

Logo		School Name						
<div>April 2018</div>		Important Information						
		20						
		Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1 Easter Sunday	2	3	4	5	6	7
		8	9	10	11	12	13	14
		15	16	17	18	19	20	21
		22	23	24	25	26	27	28
		29	30					

Logo		School Name						
May		Important Information						
2018		22						
Sun	Mon	Tue	Wed	Thu	Fri	Sat		
		1	2	3	4	5		
6	7	8	9	10	11	12		
13 Mother's Day	14	15	16	17	18	19		
20	21	22	23	24	25	26		
27	28 Memorial's Day	29	30	31				

Logo		School Name					
June 2018		Important Information					
21							
Sun	Mon	Tue	Wed	Thu	Fri	Sat	
					1	2	
3	4	5	6	7	8	9	
10	11	12	13	14	15	16	
17 Father's Day	18	19	20	21	22	23	
24	25	26	27	28	29	30	

**Ducor Union Elementary School District
Superintendent Employment Agreement
Isidro Rodriguez**

This Employment Agreement ("Agreement") is made and entered into by and between the Governing Board of the Ducor Union Elementary School District ("District" or "Board") and Isidro Rodriguez ("Superintendent/Principal").

1. **Term.** District hereby employs Superintendent/Principal for a period beginning on July 1, 2017 and terminating on June 30, 2018 unless terminated earlier or extended as provided by the terms of this Agreement or as required by law.
2. **Salary.** The Superintendent/Principal's salary shall be a total of _____ for 12 months of employment under this agreement, payable in equal payments. This salary shall be paid in equal monthly installments on the last regular business day of each calendar month. The Board reserves the right to change Superintendent/Principal's salary for any year of this Agreement with the written consent of the Superintendent/Principal.
3. **Working Days and Paid Holidays.** The Superintendent/Principal shall render 216 days of full-time regular service to the District during the time covered by this Agreement and shall receive no paid vacation. The Superintendent/Principal is not expected to work on holidays provided to certificated employees of the District. If the Superintendent/Principal performs services on more than 216 days during the term of the Agreement, it is expressly understood and agreed that such services shall be performed on a voluntary basis and without compensation.
4. **Duties.** The Superintendent/Principal shall satisfactorily perform the following duties:
 - a. **General Duties as Superintendent.** The Superintendent/Principal is employed as District Superintendent and shall perform the duties of District Superintendent as prescribed by the laws of the State of California, Board Policy, and the Superintendent's job description. All powers and duties shall be executed in accordance with District policy and the rules and regulation of the State board of Education. Subject to Board approval, the Superintendent/Principal shall have the following authority and responsibility: To organize or reorganize administrative/supervisory staff to best serve the District; to recommend placement and reassignment of all personnel; to review criticisms, complaints, or

suggestions referred to the Superintendent/Principal by the Board and to make appropriate recommendations for disposition to the Board; to administer the instructional and business affairs of the District.

The Superintendent/Principal, as the Chief Executive Officer, shall (1) review all policies adopted by the Board and make appropriate recommendations to the Board; (2) periodically evaluate or cause to be evaluated all District employees as provided by California law and board policy; (3) advise the Board of all possible sources of funds that might be available to implement present or contemplated District programs; (4) endeavor to maintain and improve the Superintendent/Principal's professional competence by all available means, including, but not limited to, subscription to and reading of appropriate periodicals; attendance at state and regional professional conferences and meetings; and membership in appropriate professional associations; (5) establish and maintain positive community, staff and board relations programs; (6) serve as the Board's representative with respect to all employer-employee matters and make recommendations to the Board concerning those matters; (7) recommend, to the Board, district goals and objectives for the ensuing school year; and (8) unless unavoidably detained, or with prior Board approval to be absent, attend all regular, special and closed session meetings of the Board with the exception of those closed sessions wherein the Board will be discussing matters related to the Superintendent's employment; and (9) perform all other reasonable, necessary, and customary duties of the Superintendent, including but not limited to those powers and duties provided in Education Code Section 35035 and Board policy. His duties shall also include all tasks and powers reasonably necessary to fulfill the duties specified herein and arising out of the position. In addition, the Superintendent/Principal will perform such further duties as shall be assigned or required of him by the Board.

- b. General Duties as Principal. The Superintendent/Principal is employed as District Principal and shall perform the duties of District Principal as prescribed by the laws of the State of California, Board Policy, and the Principal's job description. As Principal, the Superintendent/Principal shall: (1) establish and maintain positive

relationships with students, parents, staff, Board of Trustees, community and County Office of Education personnel; (2) implement an effective and ongoing communication program involving a variety of techniques and tools; (3) plan for and develop professional development and in-service training programs for all employees, Certificated and Classified; (4) create and maintain a positive teaching and learning environment (5) provide a safe school environment for students and staff along with well-maintained facilities which are attractive, clean and functional; (6) implement and supervise instructional programs used by staff; (7) conduct performance reviews and evaluations for staff consistent with Educational Codes; (8) plan on-going assessment programs including testing of students, staff morale, facilities needs and school climate; (9) complete reports and requests from the Board of Trustees; and (10) plan and hold periodical meetings with the following groups:

- a.) School site council
- b.) English Learner Advisory Committee
- c.) Staff
- d.) School Leadership Team
- e.) Others as assigned

5. Fringe Benefits.

- a. Health and Welfare Benefits. The Superintendent/Principal shall be eligible to participate in the District's health and welfare benefit program on the same terms and conditions, and subject to the same limitations, as the District's certificated employees, as those benefits, plans, providers and other terms and conditions may change from time-to-time. Thus, the Superintendent/Principal shall be entitled to receive the same District contribution toward health and welfare benefits and shall pay the same co-pays, premiums, deductibles and other costs as the District's certificated staff, as those costs and contributions may change from time-to-time. The Superintendent/Principal shall be responsible for all co-pays, deductibles and other costs in excess of the District's health insurance contribution. No District contribution may be received in cash or used for the purchase of non-District provided benefits.
- b. Tax Deferred Plans. The District agrees to provide the Superintendent/Principal with the ability to use an IRS Section 403b or similar tax deferred plan and an IRS

Section 125 Cafeteria Plan to the extent that such plans are made available to other District certificated employees. All contributions to such plans will be paid by the Superintendent/Principal and shall conform to all requirements of law.

- c. Post-Retirement Medical, Dental and Vision Benefits. Notwithstanding prior agreements to the contrary, the Superintendent/Principal shall not be entitled to any post-retirement benefits. The Superintendent/Principal agrees to relinquish all post-retirement rights he may have had to the District's contribution to medical, dental and vision benefits including Medicare Supplemental plans. However, the Superintendent/Principal remains eligible to purchase medical, dental and vision benefits, at his own cost, post-retirement, subject to the insurance carrier or insurance plan requirements, rules and restrictions, as those requirements, rules and restrictions may change from time to time. Superintendent/Principal agrees to be bound by any and all such changes.

6. Professional Meetings and Dues. The Superintendent/Principal shall attend professional meetings at the local, state, and national level, at the expense of the District, which the governing Board deems to be necessary and proper within the fiscal limitations of the District. The District shall pay the full cost of the Superintendent/Principal's membership dues to the Association of California School Administrators, or any other single professional group which the Superintendent/Principal chooses in order to maintain and improve his professional skills.

7. Outside Professional Activities. By prior approval of the Board, the Superintendent/Principal may undertake for consideration outside professional activities, including consulting, speaking and writing. The Superintendent/Principal's outside professional activities shall not occur during regular work hours or otherwise interfere with Superintendent/Principal's ability to satisfactorily perform the duties of the position. The Superintendent/Principal may, with prior approval of the Board, continue to draw a salary while engaged in such outside activities. In such cases, any honoraria paid to the Superintendent/Principal in connection with these activities shall be paid to the District. If the Superintendent/Principal chooses to use a holiday or non-work day to perform outside activities, the Superintendent/Principal may retain any honoraria paid. The Superintendent/Principal agrees not to use District staff or property in performing these

outside activities without prior written approval by the Board. In no case will the District be responsible for any expenses attendant to the performance of such outside activities unless prior Board approval is obtained.

8. **Automobile.** The Superintendent/Principal is required to have a vehicle available at all times to perform the duties of the position. The Superintendent/Principal shall be solely responsible for all expenses to use, maintain, operate and insure the automobile.
9. **Expense Reimbursement.** The District shall reimburse the Superintendent/Principal for actual and necessary expenses incurred by the Superintendent/Principal within the course and scope of the Superintendent/Principal's employment up to two thousand and five hundred dollars (\$2,500.00) for any of the following:
 - a. In-state conference fees;
 - b. Mileage reimbursement for all business related automobile travel at the current IRS rate per mile, as well as bridge tolls and parking fees;
 - c. Reimbursement for gasoline expenses paid personally when using a District owned vehicle;
 - d. Air travel;
 - e. Auto rentals, cab or shuttle fares for out-of-county travel;
 - f. Per diem/meal expenses at the same rate provided to other employees of the District; and
 - g. Other miscellaneous expenses incurred in the course and scope of employment as approved by the Board.

For expense reimbursement not authorized by this Agreement, the Superintendent/Principal may seek approval from the Board. For all reimbursements, the Superintendent/Principal shall submit expense claims in writing with appropriate supporting documentation (e.g., receipts, registration forms, hotel folios, maps reflecting mileage).

10. **Sick Leave.** The Superintendent/Principal shall accrue sick leave at the rate of one (1) day per month, twelve (12) days per year. In no event shall the District make a cash payment to the Superintendent/Principal for accumulated and unused sick leave; however, excess sick leave may be credited for retirement purposes as authorized by the statutes and regulations governing CalSTRS. The Superintendent/Principal shall follow District procedures and use District forms for reporting sick leave use.

11. **Evaluation.** The Board shall evaluate the performance and working relationships between the Superintendent/Principal and the Board. The parties shall establish District goals and objectives for the upcoming school year. The evaluation shall be held no later than the month of April. The Superintendent/Principal shall submit a written format for the evaluation which shall be mutually agreed upon by the Board and the Superintendent.

- a. **Self-Evaluation.** To assist the Board in the evaluation process, the Superintendent/Principal shall complete a written self-evaluation. This self-evaluation shall include a review of any action plans presented to the Superintendent/Principal at previous evaluations.
- b. **Board Evaluation.** Upon receipt of the self-evaluation, the Board shall evaluate the Superintendent/Principal. To initiate the evaluation process, the Superintendent/Principal shall inform each member of the Board in writing of the need for an evaluation by February 1 each year. Upon completion, the Board shall meet with and provide a copy of the evaluation report to the Superintendent/Principal in a closed session Board meeting no later than April 30 each year; however, the Board's failure to evaluate the Superintendent/Principal or its failure to timely evaluate the Superintendent/Principal shall have no impact upon the terms of this Agreement or upon the Superintendent/Principal's salary.
- c. **Action Plan.** Based upon findings specified in the evaluation report, the Superintendent/Principal, in collaboration with the Board, will prepare an action plan, if necessary, which will address areas identified as needing clarification, emphasis or improvement. The action plan will be included as an addendum to the evaluation report. If a jointly prepared action plan cannot be agreed upon, the Board, in its sole discretion, shall issue the action plan. The Superintendent/Principal and the Board shall sign the evaluation report and the action plan. However, failure of the Superintendent/Principal to sign the evaluation or action plan shall have no legal effect upon the Superintendent/Principal's duty to implement the evaluation and action plan.

12. **Fitness For Duty Examination.** Upon request by the Board, the Superintendent/Principal shall undergo a physical/mental examination by a District appointed physician. Prior to the examination, the Superintendent/Principal agrees to execute District provided medical

releases from all treating physicians authorizing the District appointed physician to review all medical records. The District appointed physician shall review this Agreement, the District's job description for the position, and be provided background information related to the duties of the position. The Superintendent/Principal shall submit all costs associated with this examination to the Superintendent/Principal's insurance carrier. All non-insured costs shall be borne by the District. The physician shall submit a confidential written report to the Board and the Superintendent/Principal addressing only the Superintendent/Principal's fitness to perform his job. The physician's report shall specifically indicate whether or not the Superintendent/Principal has any physical or mental impairment that substantially limits the Superintendent/Principal's ability to perform the essential functions of his position. No confidential medical information shall be submitted to the Board, the District, any third party, or any of the District's officers, agents or employees unless it is determined that the Superintendent/Principal is unable to perform the essential functions of the position and such medical information is directly related to such determination. If the Superintendent/Principal is determined by the District to be a disabled employee under state or federal law, the physician's report shall indicate what reasonable accommodations, if any, may be available to allow the Superintendent/Principal to perform the essential functions of his position. If the District determines that the Superintendent/Principal is disabled and, following an interactive dialogue with the Superintendent/Principal, that he is unable to perform the essential functions of the position, the parties agree that this Agreement may be terminated by the Board upon written notice to the Superintendent/Principal or the Superintendent/Principal obtaining CalSTRS disability benefits, whichever occurs first. Termination of this Agreement due to the Superintendent/Principal's inability to perform the essential functions of his position shall terminate the obligations of both parties under this Agreement. Notwithstanding any other provision of this Agreement, this section shall be the exclusive means of terminating this Agreement based upon the Superintendent/Principal's inability to perform the essential functions of his position. During the pendency of the termination notice, the Superintendent/Principal shall exhaust all accumulated sick leave. Health and welfare benefits shall remain available to the Superintendent/Principal until the Superintendent/Principal's employment relationship with the District is ended.

13. Termination of Agreement.

- a. Mutual Consent. This Agreement may be terminated by the mutual consent of the parties at any time.
- b. Termination for Cause. This Agreement may be terminated by the Board at any time for: 1) breach of contract; 2) unsatisfactory performance; 3) misconduct or dishonesty; 4) conviction or a “no lo” plea to a crime involving dishonesty, breach of trust, or physical or emotional harm to any person; 5) inability to perform the essential functions of the position; or 6) any grounds enumerated in Education Code sections 44932, 44933, or 44939. The Board shall not terminate this Agreement pursuant to this paragraph until a written statement of the grounds for termination has first been served upon the Superintendent/Principal. The Superintendent/Principal and the Board shall each have the right to be represented by counsel at their own expense. The Superintendent/Principal shall have a reasonable opportunity to respond to all matters raised in the charges and to submit any written documents the Superintendent/Principal believes are relevant to the charges. The conference with the Board shall not be an evidentiary hearing and neither party shall have the opportunity to call witnesses. If the Board, after considering all materials presented, decides to terminate this Agreement, it shall provide the Superintendent/Principal with a written decision. The decision of the Board shall be final. The Superintendent/Principal’s conference before the Board shall be deemed to satisfy the Superintendent/Principal’s entitlement to due process of law and shall be the Superintendent/Principal’s exclusive right to any conference or hearing otherwise required by law. The Superintendent/Principal waives any other rights that may be applicable to this termination for cause proceeding with the understanding that completion of this hearing exhausts the Superintendent/Principal’s administrative remedies and then authorizes the Superintendent/Principal to contest the Board’s determination in a court of competent jurisdiction.
- c. Termination Without Cause. The Board may, for any reason, without cause or a hearing, terminate this Agreement at any time upon ten (10) calendar day’s prior written notice to the Superintendent/Principal. During this ten (10) day period, the

parties shall discuss the Board-Superintendent/Principal employment relationship. In consideration for the exercise of this right to terminate without cause, the District shall pay to the Superintendent/Principal from the date of termination until the expiration of this Agreement, or for a period of twelve (12) months, whichever is less, a sum equal to the difference between Superintendent/Principal's salary at the rate in effect during the Superintendent/Principal's last month of service and the amount which the Superintendent/Principal earns from any other employment-related source (whether as employee, independent contractor, consultant or self-employed). As a condition of payment, the Superintendent/Principal shall be obligated to immediately seek other employment and to notify the District in writing immediately if the Superintendent/Principal earns income from any employment-related source as defined above.

For purposes of this section of the Agreement only, the term "salary" shall include only the Superintendent/Principal's regular monthly base salary and shall not include the value of any other payments, reimbursements or benefits received under this Agreement. All payments made pursuant to this termination without cause provision shall be subject to applicable payroll deductions and shall be treated as compensation for state and federal tax purposes. No payments made pursuant to this early termination provision shall constitute creditable service or creditable compensation for retirement purposes. Payments made pursuant to this termination without cause provision shall be considered as final settlement pay and shall not count for any retirement purpose; accordingly, no deductions shall be made for retirement purposes.

The Superintendent/Principal shall also be entitled to continue participation in the District's health and welfare benefit program on the same terms and conditions as described in 5(a) of this Agreement, for the remainder of the unexpired term of this Agreement, until expiration of this Agreement, a period of twelve (12) months, or until the Superintendent/Principal obtains other employment which provides health benefits, whichever occurs first.

The parties agree that any damages to the Superintendent/Principal that may result from the Board's early termination of this Agreement cannot be readily

ascertained. Accordingly, the parties agree that the payments made pursuant to this termination without cause provision, along with the District's agreement to provide paid health benefits, constitutes reasonable liquidated damages for the Superintendent/Principal, fully compensates the Superintendent/Principal for all tort, contract and other damages of any nature whatsoever, whether in law or equity, and does not result in a penalty. The parties agree that the District's completion of its obligations under this provision constitutes the Superintendent/Principal's sole remedy to the fullest extent provided by law. Finally, the parties agree that this provision meets the requirements governing maximum cash settlements as set forth in Government Code sections 53260, *et seq.*

- d. Termination at Expiration of Contract. The Board may, at its sole discretion, elect not to renew this Agreement for any reason by providing written notice to the Superintendent/Principal at least forty-five (45) days in advance of the expiration of the term of this Agreement in accordance with Education Code section 35031. If the Board fails to give such notice, this Agreement shall be extended for a period of only one year on the same terms and conditions set forth herein. The Superintendent/Principal shall inform each member of the Board of this notice requirement in writing no less than ninety (90) days in advance of the expiration of this Agreement.
- e. Termination for Inappropriate Fiscal Practices. Notwithstanding any other provision of this Agreement to the contrary, if the Board believes, and subsequently confirms through an independent audit, that the Superintendent/Principal has engaged in fraud, misappropriation of funds, or other illegal fiscal practices, then the Board may terminate the Superintendent/Principal and the Superintendent/Principal shall not be entitled to any salary payments, health benefits or other non-cash benefits as set forth above. If the Superintendent/Principal elects to contest the Board's determination in this regard, the Superintendent/Principal may request a hearing before an administrative law judge who shall determine the amount of the cash settlement, if any, in accordance with the requirements of Government Code section 53260, subdivision (b).

- f. Death. Death of the Superintendent/Principal terminates this Agreement immediately. In such event, all salary and other monetary amounts due to the Superintendent/Principal up to the time of death, if any, shall be paid to the Superintendent/Principal's estate unless otherwise declared in writing by the Superintendent/Principal.

14. **Notification by Superintendent/Principal Prior to Seeking Other Employment.** The Superintendent/Principal shall notify the Board if the Superintendent/Principal becomes a finalist for other employment.
15. **Credentials.** Superintendent/Principal hereby certifies that he holds legal and valid administrative and teacher's credential, which he shall maintain in effect throughout the life of this Agreement, and shall keep on file in the office of the County Superintendent of Schools and that he meets the qualifications of Education Code section 35028.
16. **Abuse of Office Provisions.** In accordance with Government Code sections 53243 *et seq.*, and as a separate contractual obligation, if the Superintendent/Principal receives a paid leave of absence or cash settlement and this Agreement is terminated for any reason, such paid leave or cash settlement shall be fully reimbursed to the District by the Superintendent/Principal if the Superintendent/Principal is convicted of a crime involving an abuse of office or the position of Superintendent/Principal. In addition, if the District funds the criminal defense of the Superintendent/Principal against charges involving abuse of office or position and the Superintendent/Principal is then convicted of such charges, the Superintendent/Principal shall fully reimburse the District all funds expended for the Superintendent/Principal's criminal defense.
17. **Tax/Retirement Liability.** The District makes no representations or warranties with respect to the tax or retirement consequences of this Agreement, including but not limited to, whether specific forms of compensation are creditable for retirement purposes, or with respect to the tax or retirement consequences of receiving retiree health benefits, Section 403b contributions, life insurance or other benefits provided to the Superintendent/Principal or any designated beneficiary, heirs, administrators, executors, successors or assigns of the Superintendent. The District makes no representations or warranties with respect to the enforceability of retroactive salary increases. Notwithstanding any other provision of this Agreement, the District shall not be liable for any retirement or state/federal tax

consequences to the Superintendent/Principal, any designated beneficiary, heirs, administrators, executors, successors or assigns of the Superintendent/Principal. The Superintendent/Principal shall assume sole responsibility and liability for all state and federal tax consequences of this Agreement and all retirement consequences of this Agreement. The Superintendent/Principal agrees to defend, indemnify and hold the District harmless from all such tax and retirement consequences.

18. **Mediation.** The Superintendent/Principal and Board agree to make a good faith effort to settle any dispute that arises under this Agreement through discussion and negotiations. If the dispute is not resolved within thirty (30) calendar days, the dispute shall be mediated unless the parties agree otherwise in writing. Both parties shall make a good faith effort to select a mediator and complete the mediation process within sixty (60) calendar days. If the parties cannot agree on a mediator, the mediator shall be appointed by the State Conciliation and Mediation Service. The mediator's fee, if any, shall be paid by the District. Each party shall bear its own attorney fees and costs. Any mediator selected by the parties shall have expertise in the area of the dispute and be knowledgeable in the mediation process. No person shall serve as mediator in any dispute in which that person has any financial or personal interest in the outcome of the mediation. The mediator's recommendation for settlement, if any, shall not be binding on the parties. Mediation pursuant to this provision shall be private and confidential. Only the parties and their representatives may attend any mediation session. Other persons may attend only with the written permission of both parties. All persons who attend any mediation session shall be bound by the confidentiality requirements of California Evidence Code sections 1115 *et seq.* and shall sign an agreement to that effect.
19. **Governing Laws and Venue.** This Agreement, and the rights and obligations of the parties, shall be construed and enforced in accordance with the laws of the State of California. The parties also agree that, in the event of litigation, venue shall be in Tulare County, California.
20. **Severability.** If any term or provision of the Agreement shall, to any extent, be held by a court of competent jurisdiction to be invalid, void or unenforceable, the remaining terms and provisions of the Agreement shall continue in effect.

21. **Construction.** This Agreement shall not be construed more strongly against either party regardless of who is responsible for its preparation.
22. **Entire Agreement.** This Agreement contains the entire understanding between the Parties with respect to the subject matter herein. There are no oral understandings, terms or conditions, and neither party has relied upon any representations, express or implied, not contained in this Agreement.
23. **Amendments.** This Agreement cannot be changed or supplemented orally. It may be modified or superseded only by a written instrument executed by both parties.
24. **Non-Assignment.** This is a contract for personal services. The Superintendent/Principal shall have neither the right nor the power to transfer his rights under this Agreement.
25. **Board Approval.** The parties agree that the effectiveness of this Agreement is contingent upon approval by the District's Governing Board.
26. **Binding Effect.** This Agreement shall be for the benefit of and shall be binding upon all parties and their respective successors, heirs and assigns.
27. **Execution of Other Documents.** All parties to this Agreement shall cooperate fully in the execution of any other documents and in the completion of any additional actions that may be necessary or appropriate to give full force and effect to the terms of this Agreement.
28. **Exclusivity.** To the maximum extent permitted by law, the parties agree that the employment relationship between the District and the Superintendent/Principal shall be governed exclusively by the provisions of this Agreement and not by Board policies, administrative regulations, management handbooks or similar documents.
29. **Management Hours.** The parties recognize that the demands of the position will require the Superintendent/Principal to average more than eight (8) hours a day, five (5) days per week, and/or more than forty (40) hours per week. The parties agree that Superintendent/Principal shall not be entitled to overtime compensation.
30. **Independent Review.** The Parties have had the opportunity to obtain, and have obtained, independent legal or other professional advice with regard to this Agreement, including tax and retirement consequences. The Parties acknowledge that the terms of this Agreement have been read and fully explained and that those terms are fully understood and voluntarily accepted.

31. **Execution.** This Agreement may be executed in one or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument. Photographic copies of such signed counterparts may be used in lieu of the originals for any purpose.
32. **Public Record.** The parties recognize that, once final, this Agreement is a public record and must be made available to the public upon request.
33. **Waiver.** Any waiver of any breach of any term or provision of this Agreement shall be in writing and shall not be construed to be a waiver of any other breach of this Agreement.

Isidro Rodriguez
District Superintendent/Principal

Dated: _____, 2017

Board President
Ducor Union Elementary School District

Dated: _____, 2017

**DUCOR UNION ELEMENTARY SCHOOL DISTRICT
SUPERINTENDENT/PRINCIPAL CONTRACT
ACCEPTANCE OF OFFER**

I accept the above offer of employment and the terms and conditions thereof and will report for duty as directed.

I have not entered into a contract of employment with any other school district or employer that will, in any way, conflict with this employment agreement.

I certify under penalty of perjury under the laws of the State of California that all statements contained in my application for employment and other documents I submitted in connection with my application are true and complete. I understand that if the District discovers false, incomplete, or misleading statements on my application or any other documents I have submitted in connection with my application, such statements shall justify immediate dismissal for cause.

I hold legal and valid administrative and teaching credentials each of which are or will be recorded with the Office of the Superintendent of Schools of Tulare County before receipt of my first payroll warrant. I further certify that I meet the qualifications of Education Code section 35028.

Dated: _____, 2017

Isidro Rodriguez
District Superintendent/Principal

This Agreement was approved by the Governing Board in open session at a regularly called meeting held on _____

Ducor Union Elementary School

05/05/2017
03:52:46 PM

2016-2017

MONTHLY ATTENDANCE SUMMARY

Page 1

Month 9 - From 03/20/2017 Through 04/14/2017

Regular Program

Grade Level	Tchr No.	A Tchg Days	B Enroll- ment Carried Fwd	C Gains	D Total Enroll- ment (B+C)	E Losses	F Ending Enroll- ment (D-E)	G Days Not Enroll	H Days Non- Apport Attend	I Actual Days (A*D)	J Total Apport Attend (A*D)-G-H	K Total A.D.A. (J/A)	L Percent Attend J/(A*D)-G	M Loss at End of Last School Day	YEAR TO DATE		
															Total Apport Attend	Days Taught	Total ADA (N/O)
K	25	15	15	1	16	1	15	14	18	240	208	13.87	92.04%	1	2207	147	15.01
K TOTAL		15	15	1	16	1	15	14	18	240	208	13.87	92.04%	1	2207	147	15.01
1	4	15	17	2	19	2	17	19	14	285	252	16.80	94.74%	0	2281	147	15.52
1 TOTAL		15	17	2	19	2	17	19	14	285	252	16.80	94.74%	0	2281	147	15.52
2	4	15	3	0	3	0	3	0	0	45	45	3.00	100.00%	0	440	147	2.99
2	29	15	7	2	9	0	9	3	4	135	128	8.53	96.97%	0	1213	147	8.25
2 TOTAL		15	10	2	12	0	12	3	4	180	173	11.53	97.74%	0	1653	147	11.24
3	29	15	15	0	15	1	14	0	19	225	206	13.73	91.56%	1	2048	147	13.93
3 TOTAL		15	15	0	15	1	14	0	19	225	206	13.73	91.56%	1	2048	147	13.93
TOTAL K-3		15	57	5	62	4	58	36	55	930	839	55.93	93.85%	2	8189	147	55.71
4	18	15	20	1	21	1	20	0	8	315	307	20.47	97.46%	1	2891	147	19.67
4 TOTAL		15	20	1	21	1	20	0	8	315	307	20.47	97.46%	1	2891	147	19.67
5	26	15	19	0	19	0	19	0	8	285	277	18.47	97.19%	0	2929	147	19.93
5 TOTAL		15	19	0	19	0	19	0	8	285	277	18.47	97.19%	0	2929	147	19.93
6	32	15	32	0	32	0	32	0	21	480	459	30.60	95.63%	0	4493	147	30.56
6 TOTAL		15	32	0	32	0	32	0	21	480	459	30.60	95.63%	0	4493	147	30.56
TOTAL 4-6		15	71	1	72	1	71	0	37	1080	1043	69.53	96.57%	1	10313	147	70.16
7	31	15	18	2	20	2	18	17	11	300	272	18.13	96.11%	1	2781	147	18.92
7 TOTAL		15	18	2	20	2	18	17	11	300	272	18.13	96.11%	1	2781	147	18.92
8	27	15	20	1	21	0	21	5	5	315	305	20.33	98.39%	0	2795	147	19.01
8 TOTAL		15	20	1	21	0	21	5	5	315	305	20.33	98.39%	0	2795	147	19.01
TOTAL 7-8		15	38	3	41	2	39	22	16	615	577	38.47	97.30%	1	5576	147	37.93
PROGRAM		15	166	9	175	7	168	58	108	2625	2459	163.93	95.79%	4	24078	147	163.80

3.1

To the best of my knowledge, the information contained on this document is accurate and complete.

Principal Signature

Date

Ducor Union Elementary School

05/05/2017
03:52:46 PM

Page 2

MONTHLY ATTENDANCE SUMMARY

Month 9 - From 03/20/2017 Through 04/14/2017

Program T TK Program

Grade Tchr Level No.	A Tchg Days	B Enroll- ment Carried Fwd	C Gains	D Total Enroll- ment (B+C)	E Losses	F Ending Enroll- ment (D-E)	G Days Not Enroll	H Days Non- Apport Attend	I Actual Days (A*D)	J Total Apport Attend (A*D)-G-H	K Total A.D.A. (J/A)	L Percent Attend J/(A*D)-G	M Loss at End of Last School Day	YEAR TO DATE		
														Total Apport Attend	Days Taught	Total ADA (N/O)
K 25	15	3	0	3	0	3	0	7	45	38	2.53	84.44%	0	403	147	2.74
K TOTAL	15	3	0	3	0	3	0	7	45	38	2.53	84.44%	0	403	147	2.74
TOTAL K-3	15	3	0	3	0	3	0	7	45	38	2.53	84.44%	0	403	147	2.74
PROGRAM	15	3	0	3	0	3	0	7	45	38	2.53	84.44%	0	403	147	2.74

To the best of my knowledge, the information contained on this document is accurate and complete.

Principal Signature

Date

Ducor Union Elementary School

05/05/2017
03:54:43 PM

2016-2017

MONTHLY ATTENDANCE SUMMARY

Page 1

Month 10 - From 04/17/2017 Through 05/12/2017

Regular Program

Grade Level	Tchr Days	A	B	C	D	E	F	G	H	I	J	K	L	M	YEAR TO DATE		
															Total Apport Attend	Days Taught	Total ADA (N/O)
K	25	19	15	1	16	0	16	5	13	304	286	15.05	95.65%	0	2493	166	15.02
K	TOTAL	19	15	1	16	0	16	5	13	304	286	15.05	95.65%	0	2493	166	15.02
1	4	19	17	0	17	1	16	12	11	323	300	15.79	96.46%	0	2581	166	15.55
1	TOTAL	19	17	0	17	1	16	12	11	323	300	15.79	96.46%	0	2581	166	15.55
2	4	19	3	0	3	0	3	0	0	57	57	3.00	100.00%	0	497	166	2.99
2	29	19	9	0	9	0	9	0	4	171	167	8.79	97.66%	0	1380	166	8.31
2	TOTAL	19	12	0	12	0	12	0	4	228	224	11.79	98.25%	0	1877	166	11.31
3	29	19	14	0	14	0	14	0	6	266	260	13.68	97.74%	0	2308	166	13.90
3	TOTAL	19	14	0	14	0	14	0	6	266	260	13.68	97.74%	0	2308	166	13.90
TOTAL K-3	19	58	1	59	1	1	58	17	34	1121	1070	56.32	96.92%	0	9259	166	55.78
4	18	19	20	0	20	0	20	0	11	380	369	19.42	97.11%	0	3260	166	19.64
4	TOTAL	19	20	0	20	0	20	0	11	380	369	19.42	97.11%	0	3260	166	19.64
5	26	19	19	0	19	0	19	0	10	361	351	18.47	97.23%	0	3280	166	19.76
5	TOTAL	19	19	0	19	0	19	0	10	361	351	18.47	97.23%	0	3280	166	19.76
6	32	19	32	0	32	0	32	0	18	608	590	31.05	97.04%	0	5083	166	30.62
6	TOTAL	19	32	0	32	0	32	0	18	608	590	31.05	97.04%	0	5083	166	30.62
TOTAL 4-6	19	71	0	71	0	0	71	0	39	1349	1310	68.95	97.11%	0	11623	166	70.02
7	31	19	18	0	18	0	18	0	14	342	328	17.26	95.91%	0	3109	166	18.73
7	TOTAL	19	18	0	18	0	18	0	14	342	328	17.26	95.91%	0	3109	166	18.73
8	27	19	21	0	21	0	21	4	12	399	383	20.16	96.96%	0	3178	166	19.14
8	TOTAL	19	21	0	21	0	21	4	12	399	383	20.16	96.96%	0	3178	166	19.14
TOTAL 7-8	19	39	0	39	0	0	39	4	26	741	711	37.42	96.47%	0	6287	166	37.87
PROGRAM	19	168	1	169	1	1	168	21	99	3211	3091	162.68	96.90%	0	27169	166	163.67

Principal Signature

Date

To the best of my knowledge, the information contained on this document is accurate and complete.

Ducor Union Elementary School

03/05/2017
03:54:43 PM

2016-2017

MONTHLY ATTENDANCE SUMMARY

Page 2

Month 10 - From 04/17/2017 Through 05/12/2017

Program T TK Program

Grade Tchr Level No.	A Tchg Days	B Enroll- ment Carried Fwd	C Gains	D Total Enroll- ment (B+C)	E Losses	F Ending Enroll- ment (D-E)	G Days Not Enroll	H Days Non- Apport Attend	I Actual Days (A*D)	J Total Apport Attend (A*D)-G-H	K Total A.D.A. (J/A)	L Percent Attend J/(A*D)-G	M Loss at End of Last School Day	YEAR TO DATE		
														Total Apport Attend	Days Taught	Total ADA (N/O)
K 25	19	3	0	3	0	3	0	5	57	52	2.74	91.23%	0	455	166	2.74
K TOTAL	19	3	0	3	0	3	0	5	57	52	2.74	91.23%	0	455	166	2.74
TOTAL K-3	19	3	0	3	0	3	0	5	57	52	2.74	91.23%	0	455	166	2.74
PROGRAM	19	3	0	3	0	3	0	5	57	52	2.74	91.23%	0	455	166	2.74

To the best of my knowledge, the information contained on this document is accurate and complete.

Principal Signature

Date

3.2

Band For Today

Jim J <jozwiak@bandfortoday.com>

Wed 5/3/2017 5:57 AM

To: Isidro Rodriguez <irodriguez@ducorschool.com>;

Hi Isidro,

Just wanted to go over everything we discussed yesterday.

May 24th: Morning half hour demonstration followed by instrument matching through the rest of the day.

Roughly 80 students between 4th and 8th

I will have demonstration flyers and matching flyers for all students in both English and Spanish

I think I will be there by myself so if there's anyone around to assist with some paperwork that would be helpful.

Maybe having a list of students we're seeing might be good. I will be sending home matching letters with instruments but I would like to record that somewhere else for our records so I can plan on rentals etc.

I have booked the flight and will be in Bakersfield the evening of the 23rd.

Budget:

We agreed on a minimum of \$12,000 for the year for two hours once a week for 30 weeks through the year. This included the instruments and music stands and books. If we need to add an hour the cost would be \$16,200. Three teaching hours per week and the instruments etc.

We usually start about mid September and end by Memorial Day.

Billing: We can do this in a few ways timing wise but here's what would be good on our end. We can split the year in half and the district can pay half at the beginning and the next half on Jan 15th for the rest of the year. We can do in trimesters also. Sept/Nov Dec/Feb Mar/May

My partner is Gina Jamison with Academic Entertainment. She will end up doing the final invoicing etc. She handles that and I take care of the education.

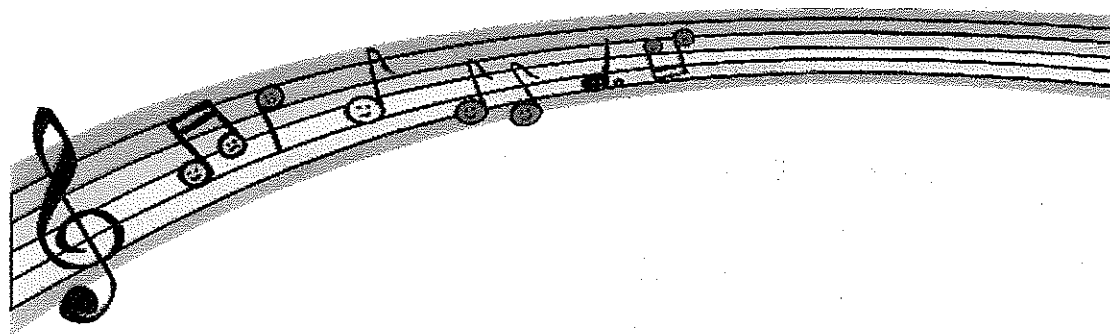
We also have a National Head of Education, Sally Campbell. She will be overseeing our teacher ect. so you will have some contact with her also. campbell@bandfortoday.com

The flight uses a smaller plane from Phoenix so I may ship everything beforehand. I'll let you know about that.

I think that's it for now and I'm excited to get started and bring music to your students.

Jim Jozwiak

www.bandfortoday.com



THE COOKING CLASSES
OF
DUCOR ELEMENTARY SCHOOL
WOULD LIKE
TO PRESENT
TO YOU AN EVENING
OF MUSIC AND FOOD



3.4


**Notice of Public Hearing on the 2017-2018 Proposed Budget
For Ducor Union School District of Tulare County**

A public hearing on the 2017-2018 proposed budget will be held on June 13, 2017 at 5:30 p.m. before the governing board of the Ducor Union School District ("District") in the Library Room #23 at 23761 Avenue 56, Ducor, California. At this public meeting, prior to the public hearing on the proposed budget, there will be a public hearing regarding the Local Control and Accountability Plan (LCAP).

The public may inspect the proposed budget at the District Office, 23761 Avenue 56 in Ducor, California beginning June 7, 2017. Any member of the public may appear at the public hearing and object to the proposed budget or any item in the budget.

The budget shall not be finally adopted by the governing board of the district until after the public hearing has been held. Not later than five days after adoption or by July 1, 2017, whichever occurs first, the governing board of the district shall file the budget with the county superintendent of schools.

Date: May 5, 2017


Jim Vidak
Tulare County Superintendent of Schools

Dear Parents;

May 4, 2017

We are at the last month of our school year. Thank You for your support and participation during the school year.

Estamos en el último mes de nuestro año escolar. Gracias por su apoyo y participación durante el año escolar.

This month, your students in grades 3-8 will be taking the California Assessment of Student Performance and Progress (CAASPP) test online. A schedule for each class has been designated to begin May 2. Each class will have been assigned a date to take the test. The test will begin at 9 AM until 12:30 PM. This is not a timed test. All students will be given enough time to finish the test this month. The test is designed to evaluate all students in Math and English Language Arts. Students in grades 5 and 8 will be given the Science test online.

Este mes, sus estudiantes en los grados 3-8 estarán el examen de evaluación y progreso del estudiante de California (CAASPP) en línea. Se ha designado un horario para cada clase para comenzar el 2 de mayo. Cada clase tendrá una fecha para tomar la prueba. La prueba comenzará a las 9 AM hasta las 12:30 PM. Esta no es una prueba cronometrada. A todos los estudiantes se les dará tiempo suficiente para terminar la prueba este mes. La prueba está diseñada para evaluar a todos los estudiantes en Matemáticas y Artes del Lenguaje Inglés. Los estudiantes en los grados 5 y 8 recibirán la prueba de Ciencias en línea.

We have scheduled field trips for all students to participate this month. Please understand that we only have one bus driver. We do have a few field trips that require our students to leave school early in the morning and return to school late in the evening. If you child rides the bus, we do ask all parents bring your child to school in the morning and pick up your child after school. Thank you for your help.

Hemos programado excursiones para que todos los estudiantes participen este mes. Por favor, entienda que sólo tenemos un conductor de autobús. Tenemos algunas excursiones que requieren que nuestros estudiantes salgan de la escuela temprano por la mañana y regresen a la escuela tarde en la noche. Si su hijo monta el autobús, le pedimos a todos los padres que traigan a su hijo a la escuela por la mañana y recoja su hijo en la tarde. Gracias por su ayuda.

Here is our calendar of events for the month of MAY:

May 4 Kindergarten Zoo Field Trip, 8:30-3:30 PM / Paseo de kinder

Parent Club meeting at 6 pm, PTA / reunion club de los padres

Earlimart Fiesta El Toro Supermarket, 3-6 pm / fiesta en Earlimart

May 5 Student of the Month Assembly 9-9:45 AM

Baseball/softball game at Ducor 12:45-2 PM / juego de baseball

Cinco De Mayo Fiesta, Ducor School, 5-8 PM

May 8 Food Distribution at 10-4 PM / distribucion de comida

May 9 Smokey the Bear visit 1st grade at 11:00 AM

Arts and Crafts, Last Day

Board Meeting at 5:30 PM, Library / reunion miembros de ducor

May 12 7th and 8th grade field trip, NO BUS in the morning or afternoon,

May 15 Shopping Cooking
Please deliver and pick up your student / paseo grados de 7 y 8, SIN AUTOBUS en la mañana y tarde

May 17 Cooking Class dinner / clase de cenar

May 18 Advance Cooking class field trip / paseo clase de advance cenar

Ducor School Open House at 6:30 PM / noche de escuela

May 19 Baseball/Softball tournament Columbine 9-2 PM / juego de baseball

May 23 Chino Valley Field Trip

May 23 7th and 8th grade field trip to Lindsay, McDermont Field, 9-2 pm /paseo grados de 7 y 8 Lindsay

May 24 Band Assembly at 9 AM

May 25 Beekeeping Class Lunch

May 26 8th grade field trip, NO BUS in the morning or afterschool,

Please deliver and pick up your student / paseo grado de 8, NO AUTOBUS in la mañana y tarde

May 29 NO SCHOOL / NO ESCUELA

May 31 School Assembly at 9:30 AM

Staff Lunch 2 pm

June 1 Kindergarten graduation 10 AM / graduacion de kinder a las 10 AM

Student dismissal at 1:30 PM / sala escuela a las 1:30 pm

8th Grade graduation at 6 pm / graduacion grado de 8 a las 6 PM

June 2 LAST DAY OF SCHOOL, Dismissal at 1:30 PM / dia ultima de escuela sala a las 1:30

Water day/ dia de agua

June 8-26 Migrant Summer School 8-12 pm, NO BUS / migrante escuela de verano

2.9

Ducor Elementary Teachers Association
Initial Proposal
2017-18

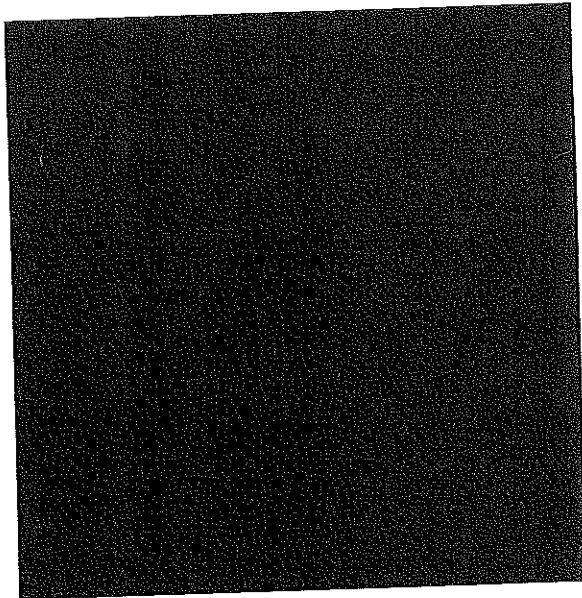
1. Salary

In 2015-16 the total cost of bargaining unit salaries, including statutory costs was approximately \$585,000.

In 2016-17 the total cost of bargaining unit salaries, including statutory costs is approximately \$527,000. This is a saving of approximately \$58,000 over the cost of 2015-16.

1% salary increase is approximately \$5269
2% salary increase is approximately \$10,538
3% salary increase is approximately \$15,807
4% salary increase is approximately \$21,076
5% salary increase is approximately \$26,345
6% salary increase is approximately \$31,614

The bargaining unit did not receive a salary increase in the current year so we are hopeful that we can look at putting some money on the salary schedule for next year (2017-18) and covering the modest increase to health care.



HW
cost of 1% increase
to 10 staff members
page 1 Budget don't
minimal increase
or not go up no
salary decrease

Sales Quote

Cooper, Travis (Salesman)

Buyer(s)		Co-Buyer(s)	
Rodriguez, Isidro 23761 Ave 56 Ducor, CA 93218 Ph: (559) 534-2261			

Loan Proposal

Interest	Add-On	APR	Term	Payment
<input type="checkbox"/> Add-On		0.000%	1	\$ 28,474.81
<input checked="" type="checkbox"/> Simple			Months	Final Pmt:28,474.81

Payments are estimates and APR is subject to negotiation

Sales Information

Price	\$25,995.00
Accessories	\$0.00
Doc Fee	\$80.00
Tax 7.75 %	\$2,020.81
Warranty	\$0.00
Gap	\$0.00
DMV	\$354.00
Other Fees	\$25.00
Insurance	\$0.00
Total	\$28,474.81
Deferred	\$0.00
Cash Down	\$0.00
Total Down	\$0.00
Trade Allowance	\$0.00
Trade Lien	\$0.00
Net Trade	\$0.00
Rebate	\$0.00
Total Net Down	\$0.00
Amt Financed	\$28,474.81

Extreme Motorsports, Inc.

A Valued Member of AutoSoft NET

Trade Information

Trade 1:

Trade 2:

Vehicle Profile

Stock Number 2801 Vehicle 2016 Ford Transit 350 Wagon XLT w/Low Roof w/60/40 Side Door V.I.N. 1FBZX2ZM2GKA93580	Stability Control Air Conditioning, Rear Power Steering CD (Single Disc) Side Air Bags Privacy Glass Towing Pkg	Hill Start Assist ABS (4-Wheel) Power Windows Tilt Wheel Backup Camera F&R Head Curtain Air Bags Daytime Running Lights Alloy Wheels	Traction Control Air Conditioning Power Door Locks AM/FM Stereo Dual Air Bags 15-Passenger Seating Running Boards
---	---	---	---

\$28,000
O.T.D

[Signature]

This CARFAX Vehicle History Report provided free of charge by:



Visalia Auto Center
911 E Center Ave
Visalia, CA 93292
559-738-0101

SHOW ME THE CARFAX

CARFAX[®] Vehicle History Report[™]

US \$39.99

An independent company established in 1986

Vehicle Information:**2016 FORD TRANSIT T-350**

VIN: 1FBZX2ZM2GKA93580

SPORTS VAN

3.7L V6 SFI DOHC 24V

FLEX FUEL

REAR WHEEL DRIVE

Standard Equipment | Safety Options**CARFAX Report Provided By:**

Visalia Auto Center

911 E Center Ave

Visalia, CA 93292

559-738-0101

visaliaautocenter.com



No accident / damage reported to CARFAX



CARFAX 1-Owner vehicle



1 Service history record



Rental vehicle



Last owned in California

**13,205** Last reported odometer reading

This CARFAX Vehicle History Report is based only on information supplied to CARFAX and available as of 4/29/17 at 7:02:51 PM (EDT). Other information about this vehicle, including problems, may not have been reported to CARFAX. Use this report as one important tool, along with a vehicle inspection and test drive, to make a better decision about your next used car.

**Ownership History**

The number of owners is estimated

Owner 1

Year purchased

2016

Type of owner

Rental

Estimated length of ownership

7 months

Owned in the following states/provinces

California

Estimated miles driven per year

Last reported odometer reading

13,205

**Title History**

CARFAX guarantees the information in this section

Owner 1


Salvage | Junk | Rebuilt | Fire | Flood | Hail | Lemon



**Guaranteed
No Problem**

Not Actual Mileage | Exceeds Mechanical Limits


**Guaranteed
No Problem**

GUARANTEED - None of these major title problems were reported by a state Department of Motor Vehicles (DMV). If you find that any of these title problems were reported by a DMV and not included in this report, CARFAX will buy this vehicle back. [Register](#) | [View Terms](#) | [View Certificate](#)

 Additional History		Owner 1
Not all accidents / issues are reported to CARFAX		
Total Loss No total loss reported to CARFAX.		<input checked="" type="checkbox"/> No Issues Reported
Structural Damage No structural damage reported to CARFAX.		<input checked="" type="checkbox"/> No Issues Reported
Airbag Deployment No airbag deployment reported to CARFAX.		<input checked="" type="checkbox"/> No Issues Reported
Odometer Check No indication of an odometer rollback.		<input checked="" type="checkbox"/> No Issues Indicated
Accident / Damage No accidents or damage reported to CARFAX.		<input checked="" type="checkbox"/> No Issues Reported
Manufacturer Recall A current list of recalls is available at Ford Motor Company .		<input checked="" type="checkbox"/> No Recalls Reported
Basic Warranty No data reported to CARFAX.		No Data Reported

 Detailed History		Glossary			
Owner 1 Purchased: 2016 Type: Rental Where: California Est. length owned: 4/7/16 - 11/7/16 (7 months)		Date:	Mileage:	Source:	Comments:
		03/17/2016		NICB	Vehicle manufactured and shipped to original dealer
		04/07/2016	7	California Motor Vehicle Dept. Tulsa, OK	Title issued or updated First owner reported Titled or registered as rental vehicle
		08/25/2016	12,545	Service Facility	Oil and filter changed
		11/07/2016	13,205	Auto Auction Pacific Region	Vehicle sold at auction
		 Millions of used vehicles are bought and sold at auction every year.			
		11/11/2016		Fleet/Lease Company	Vehicle sold
		11/12/2016		Dealer Inventory	Vehicle offered for sale

Have Questions? Consumers, please visit our Help Center at www.carfax.com. Dealers or Subscribers, please visit our Help Center at www.carfaxonline.com.

 Glossary	View Full Glossary
First Owner When the first owner(s) obtains a title from a Department of Motor Vehicles as proof of ownership.	
Ford or Lincoln Mercury Recall The Ford Motor Company provides Carfax with Field Service Action and recall information regarding safety, compliance and emissions programs announced since 2000 for a specific vehicle. For complete information regarding programs or concerns about this vehicle, please contact a local Ford or Lincoln Mercury Dealer.	
Ownership History CARFAX defines an owner as an individual or business that possesses and uses a vehicle. Not all title transactions represent changes in ownership. To provide estimated number of owners, CARFAX proprietary technology analyzes all the events in a vehicle history. Estimated ownership is available for vehicles manufactured after 1991 and titled solely in the US including Puerto Rico. Dealers	

4/29/2017

CARFAX Vehicle History Report for this 2016 FORD TRANSIT T-350: 1FBZX2ZM2GKA93580

sometimes opt to take ownership of a vehicle and are required to in the following states: Maine, Massachusetts, New Jersey, Ohio, Oklahoma, Pennsylvania and South Dakota. Please consider this as you review a vehicle's estimated ownership history.

Rental

Vehicle was registered by a rental agency.

Title Issued

A state issues a title to provide a vehicle owner with proof of ownership. Each title has a unique number. Each title or registration record on a CARFAX report does not necessarily indicate a change in ownership. In Canada, a registration and bill of sale are used as proof of ownership.

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Covered by United States Patent Nos. 7,113,853; 7,778,841; 7,596,512, 8,600,823; 8,595,079; 8,606,648; 7,505,838.

4/29/17 7:02:51 PM (EDT)

I have reviewed and received a copy of the CARFAX Vehicle History Report for this 2016 FORD TRANSIT vehicle (VIN: 1FBZX2ZM2GKA93580), which is based on information supplied to CARFAX and available as of 4/29/17 at 7:02 PM (EDT).

Customer Signature

Date

Dealer Signature

Date

[Print Report](#)

CARFAX cannot calculate the remaining coverage for this 2016 FORD TRANSIT T-350 (1FBZX2ZM2GKA93580) because no original manufacturer warranty information was reported to CARFAX by its source.

VIN: 1FBZX2ZM2GKA93580
Estimated start date of warranty: 04/07/2016
Last CARFAX reading reported on 11/07/2016: 13,205 miles
Today's Date: April 29, 2017

Type of Coverage:	Original Warranty:
Basic	No data reported to CARFAX
Drivetrain	No data reported to CARFAX
Emissions	No data reported to CARFAX
Corrosion	No data reported to CARFAX
Transferable	No data reported to CARFAX
Roadside Assistance	No data reported to CARFAX
Safety belt & inflatable restraint	No data reported to CARFAX
Specific Components	No data reported to CARFAX

CARFAX Warranty Check provides an **estimate** of this vehicle's remaining warranty coverage. It does not take into account some vehicle history events such as some title brands that may void the original manufacturer warranty or ownership transfers that may decrease warranty coverage. This warranty information is only valid for vehicles manufactured for the United States. Complete warranty coverage information is available for this vehicle at the FORD web site.

Bus Driver
Ducor Union Elementary School
Monday-Friday
Work Days/School Calendar

Open Posting: 12-16-16
Close Posting: continuous

SUMMARY Bus Driver

Under general supervision, operates and maintains a school bus to transport students safely and efficiently to assigned locations using designated routes; assures safety of vehicle by performing daily safety inspections and cleaning duties.

REPRESENTATIVE DUTIES

- Drive gasoline, diesel, or electrically powered multi-passenger vehicles to transport students between neighborhoods, schools, and school activities.
- Drive vehicles over specified routes or to specified destinations according to time schedules in order to transport passengers.
- Pick up and drop off students at regularly scheduled neighborhood locations, following strict time schedules.
- Transport students, faculty and parents on field trips or to athletic events, meeting scheduled departure and arrival times as assigned.
- Advise passengers to be seated and orderly while on vehicles.
- Maintain order among pupils during trips, in order to ensure safety.
- Comply with traffic regulations in order to operate vehicles in a safe and courteous manner.
- Follow safety rules as students are boarding and exiting buses, and as they cross streets near bus stops.
- Stop vehicles at loading areas so that passengers can board.
- Escort children for the purpose of ensuring the safety and welfare of students.
- Assist in the loading and unloading of physically or mentally disabled students as necessary.
- Operate wheelchairs, lifts, and secure wheelchairs.
- Prepare and submit reports that may include the number of passengers or trips, hours worked, mileage, and/or fuel consumption.
- Report delays or accidents.
- Report any bus malfunctions or needed repairs.
- Check the condition of a vehicle's tires, brakes, windshield wipers, lights, oil, fuel, water, and safety equipment to ensure that everything is in working order.
- Inspect vehicles, and check gas, oil, and water levels prior to departure.
- Keep bus interiors clean for passengers.
- Make minor repairs to vehicle and change tires.
- Regulate heating, lighting, and ventilating systems for passenger comfort.
- Maintain current knowledge of evacuation procedures.

12/17