

**SPENCER VALLEY SCHOOL DISTRICT  
BOARD OF DIRECTORS BOARD MEETING MINUTES  
AUGUST 10, 2016**

**I. PRELIMINARY SECTION FOR REGULAR BOARD MEETING**

**A. CALL TO ORDER:** Cristi Lewis called the meeting to order at 5:12 P.M.

**B. ROLL CALL:**

**MEMBERS PRESENT:** Cristi Lewis, Board Member  
Carol Frausto, Board Member  
Lisa Boyer, Board President/Clerk (by phone)

**MEMBERS ABSENT:** None

**ALSO PRESENT:** Julie Z. Weaver, Superintendent  
Kathleen McKenzie, Business Manager

**WELCOME GUESTS:** None

**C. APPROVAL OF BOARD MEETING MINUTES:**

The Board Approved the Minutes of the June 15<sup>th</sup> Special Board Meeting

**Motion: Frausto    Seconded: Lewis    Approved: 3    Abstained: 0    Absent: 0**

**D. ADOPTION OF AGENDA**

**Motion: Frausto    Seconded: Lewis    Approved: 3    Abstained: 0    Absent: 0**

**II. PRESENTATIONS AND RECOGNITIONS** – The Board recognized Kathleen McKenzie for her hard work closing the books for the 15-16 fiscal year.

**III. HEARING OF THE PUBLIC:** None.

**IV. REPORT SECTION – Oral**

**A. Staff Sharing**

The Principal reported:

- The teachers have created two new garden areas – the Butterfly garden outside of the OSH and the literature garden outside of RH.
- The curriculum seatrain has been cleaned out over the summer.
- Teachers are busy prepping their classrooms.

**B. Superintendent/Principal Report**

The Superintendent reported:

- She met with Sandra Foster, CPA and her colleague from the State Controller's office regarding California Virtual Academy.
- She attended court mediation.

**C. Enrollment**

The Superintendent reported:

- Enrollment is estimated to be 32-33 students.
- Several students have withdrawn due to the CA immunization law. Guidance is being provided by the SD County Office of Education (SDCOE).
- Two new students have moved in district.

**D. Curriculum and Instruction**

The Superintendent reported:

- New common core curriculum McGraw Hill Wonders program for English Language Arts was ordered.
- New computers were ordered for RH.
- Two teachers attended CPI training.

**E. Facility Update**

The Superintendent reported:

- Promethean boards were installed.
- The plumbing in the bathroom was overhauled.
- Irrigation in the front of the school as fixed.

**F. Business Report**

The Business Manager reported:

- An adjustment was made to the 14-15 audit.
- The LCAP was approved by SDCOE and uploaded to the state.

**V. INFORMATION AND STUDY** – The Board reviewed and discussed updated and new Board Policies and Administrative Regulations 0000-9400 (see attached list).

**VI. At 5:41 P.M the Board adjourned into Closed Session.**

**VII. At 5:52 P.M. the Board reopened the Regular Board Meeting**

**A. Per Government Code section 54954.5 (b). CONFERENCE WITH REAL PROPERTY NEGOTIATORS.**

The Board took no action.

**B. Conference with Legal Counsel - EXISTING LITIGATION: OAH Case # 2016070192. Per Government Code section 54956.9(d)(1).**

The Board agreed to the settlement agreement.

**C. To consider matters relating to salaries or compensation paid in the form of benefits for certificated or classified employees. Per Government Code section 54957.6.**

The Board took no action.

**VIII. ACTION ITEMS FOR CONSIDERATION AND APPROVAL**

- A. MOU between Spencer Valley School District and Warner Unified School District for Resource 6512 Funding**
- B. Teacher Contracts for 2016-2017**
- C. E-Rate Specialist Contract with NvLS Professional Services, LLC**
- D. Approve Updated and New Board Policies and Administrative Regulations BP0000-BB9400**
- E. Student Transfer requests for 2016-2017 school year**
- F. SDCOE Science Outreach Program Contract for 2016-2017**

**A. MOU between Spencer Valley School District and Warner Unified School District for Resource 6512 Funding**

**PROPOSAL:** To review and possibly approve an MOU which allows for a one-time transfer for Resource 6512, State Mental Health funds, from SVS to WUSD.

**BACKGROUND:** Due to the student population of need, SVS Fund 6512 balance is over an amount that can be utilized at SVS or its charter schools based on the State requirements of the use of such funds. However the WUSD has a high need for these funds.

**BUDGET IMPLICATIONS:** None to the District.

**ACTION(S):** The Board approved the MOU.

**Motion: Lewis      Seconded: Frausto    Approved: 3    Abstained: 0    Absent: 0**

#### **B. Teacher Contracts for 2016-2017**

**PROPOSAL:** To approve teacher contracts for the 2016-2017 school year.

**BACKGROUND:** Spencer Valley School District teacher contracts are issued annually.

**BUDGET IMPLICATIONS:** For the 16-17 school year, each classroom will have two positions funded out of the general fund and Education Protection Account. In addition, there will be one full-time position in Ritchie Hall (RH) funded equally out of EIA and Special Education IDEA for early intervention and to reduce class size in RH, and a full-time position funded out of EIA to reduce class size in the Old School House.

**ACTION(S):** The Board approved the contracts.

**Motion: Frausto    Seconded: Lewis    Approved: 3    Abstained: 0    Absent: 0**

#### **C. E-Rate Specialist Contract with NvLS Professional Services, LLC**

**PROPOSAL:** Through special federal, state, and county funding programs noted as E-Rate funds, schools may take advantage of being reimbursed for the expensive high-speed Internet connections necessary to today's educational needs. The program has become increasingly more complicated and requires support from an outside consultant.

**BACKGROUND:** The school district has had a previous contract with NvLS Professional Services, LLC to assist the district with the proves.

**BUDGET IMPLICATIONS:** SVESD may enter into a 1 year contract (Category 1 services, \$1700; Category 2 services, \$500) or a 3 year contract (Category 1 services, \$1650; Category 2 services, \$500).

**ACTION(S):** The Board approved the 3 year contract.

**Motion: Lewis    Seconded: Frausto    Approved: 3    Abstained: 0    Absent: 0**

#### **D. Approve Updated and New Board Policies and Administrative Regulations BP0000-BB9400**

**PROPOSAL:** To approve the updated and new Board Policies and Administrative Regulations.

**BACKGROUND:** The Board previously approved a Policy Development and Manual Revision Workshop to review and update all Board Policies. The policies have been revised, updated and reviewed.

**BUDGET IMPLICATIONS:** None.

**ACTION(S):** The Board adopted numerous policies, set forth in Exhibit A.

**Motion: Frausto    Seconded: Lewis    Approved: 3    Abstained: 0    Absent: 0**

#### **E. Student Transfer requests for 2016-2017 school year.**

**PROPOSAL:** To approve student transfer requests.

**BACKGROUND:** Numerous students from WUSD and JUESD into SVS. Several students from SVS into JUESD.

**BUDGET IMPLICATIONS:** Schools rely on Average Daily Attendance (ADA) for funding.

**ACTION(S):** The Board approved the requested transfers.

**Motion: Lewis    Seconded: Frausto    Approved: 3    Abstained: 0    Absent: 0**

#### **F. SDCOE Science Outreach Program Contract for 2016-2017**

**PROPOSAL:** The SDCOE operates outdoor education and science outreach programs that are available to the school districts that wish to participate.

**BACKGROUND:** The SDCOE Science Outreach Program includes Outdoor Education, Combined Marine Science Floating Lab, Green Machine and Splash Science programs.

**BUDGET IMPLICATIONS:** None at this time. Fees apply when using the services.

**ACTION(S):** The Board approved the contract.

**Motion: Frausto    Seconded: Lewis    Approved: 3    Abstained: 0    Absent: 0**

**IX.    CONSENT ITEMS**

A. Approve June 2016 Commercial Warrants.

B. Approve July 2016 Commercial Warrants.

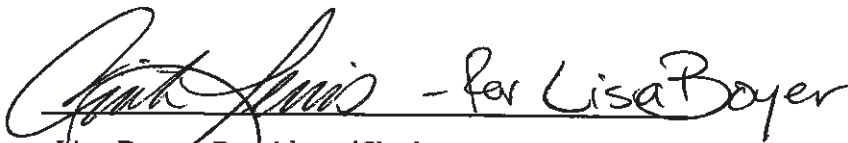
**Motion: Lewis    Seconded: Frausto    Approved: 3    Abstained: 0    Absent: 0**

**X.    ADJOURNMENT**

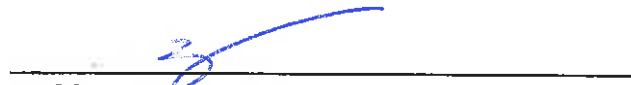
**The Board adjourned at 6:06 P.M.**

**The next regularly scheduled meeting will be:**

**September 14, 2016 at 5:00 P.M. at Spencer Valley School.**

  
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Lisa Boyer, President/Clerk

  
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Julie Z. Weaver, Superintendent

  
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Kathleen McKenzie, Business Manager

ARTICLE 0 PHILOSOPHY, GOALS, OBJECTIVES, & COMPREHENSIVE PLANS (Series 0000)

NOTE: The CSBA comprehensive index is a standard index system designed to provide a table of contents for this manual while at the same time accommodating future policies/regulations. This manual contains only those Board policies (BP), administrative regulations (AR) and/or exhibits (E) specified in the right-hand column.

0.	Vision	0000	BP	AR
1.	Philosophy	0100	BP	
2.	Goals for the School District	0200	BP	
3.	Objectives/Goal Indicators for School District	0300		
4.	Comprehensive Plans	0400	BP	
A.	Nondiscrimination in District Programs and Activities	0410	BP	
B.	School Plans/Site Councils	0420	BP	AR
1.	[Future Topic]	0420.1		
2.	School Improvement Program	0420.2		
3.	[Future Topic]	0420.3		
4.	Charter School Authorization	0420.4	BP	AR
a.	Charter School Oversight	0420.41	BP	E
b.	Charter School Renewal	0420.42	BP	
c.	Charter School Revocation	0420.43	BP	
5.	School-Based Decision Making	0420.5		
C.	Comprehensive Local Plan for Special Education	0430	BP	AR
D.	District Technology Plan	0440	BP	AR
E.	Comprehensive Safety Plan	0450	BP	AR
F.	Local Control and Accountability Plan	0460	BP	AR
5.	Accountability	0500	BP	
A.	School Accountability Report Card	0510	BP	
B.	Intervention for Underperforming Schools	0520		
C.	[Future topic]	0520.1		
D.	Title I Program Improvement Schools	0520.2		
E.	Title I Program Improvement Districts	0520.3		

ARTICLE 1 COMMUNITY RELATIONS (Series 1000)

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0.	Concepts and Roles	1000	BP	
A.	Goals and Objectives	1010	BP	
B.	Youth Services	1020	BP	
1.	Communication with the Public	1100	BP	
A.	Media	1110		
1.	School-Sponsored Publications	1111		
2.	Media Relations	1112	BP	
3.	District and School Web Sites	1113	BP	AR
4.	District-Sponsored Social Media	1114		
B.	Commendations and Awards	1150	BP	
C.	Political Processes	1160	BP	
2.	Participation by the Public	1200		
A.	School Community Associations	1210		
B.	Citizen Advisory Committees	1220	BP	AR
C.	School-Connected Organizations	1230		
D.	Volunteer Assistance	1240	BP	AR
E.	Visitors/Outsiders	1250	BP	AR
F.	Educational Foundation	1260	BP	
3.	Public Activities Involving Staff, Students or School Facilities	1300		
A.	Relations Between Public and the Schools	1310		
1.	Complaints Concerning the Schools	1312		
a.	Complaints Concerning District Employees	1312.1	BP	AR
b.	Complaints Concerning Instructional Materials	1312.2	BP	AR
c.	Uniform Complaint Procedures	1312.3	AR	
d.	Williams Uniform Complaint Procedures	1312.4	AR	E
2.	Relations Between Public and Students	1320		
3.	Solicitation of Funds from and by Students	1321		
B.	Use of School Facilities	1330	BP	AR
1.	Advertising and Promotion	1330.1	BP	AR
2.	Joint Use Agreements	1330.1	BP	AR
3.	Access to District Records	1340	BP	AR
4.	Relations Between Other Governmental Agencies and the Schools	1400	BP	
A.	Local Agencies	1410		
B.	State Agencies	1430		
1.	Waivers	1431	BP	
C.	Federal Agencies	1440		
5.	Relations Between Area, County, State, Regional and National Associations and the Schools	1500		
6.	Relations Between Other Education Organizations and the Schools	1600		

ARTICLE 1 COMMUNITY RELATIONS (Series 1000)

ARTICLE 2 ADMINISTRATION (Series 2000)

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A.	Colleges and Universities .....	1610	BP
B.	Elementary and Secondary Schools .....	1620	
I.	Home-Based Schooling .....	1621	

7.	Relations Between Private Industry and the Schools .....	1700	BP
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0.	Concepts and Roles .....	2000	BP
A.	Goals and Objectives .....	2010	
1.	Superintendent .....	2100	
A.	Superintendent Responsibilities and Duties .....	2110	BP
I.	Superintendent Governance Standards .....	2111	BP
B.	Superintendent Recruitment and Selection .....	2120	BP
I.	Superintendent's Contract .....	2121	BP
C.	Professional Development .....	2130	
D.	Evaluation of the Superintendent .....	2140	BP
2.	Administrative Operations .....	2200	
A.	Administrative Discretion Regarding Board Policy .....	2210	BP
B.	[Future Topic] .....	2220	
C.	Representative and Deliberative Groups .....	2230	BP
D.	Management and Communication Systems .....	2240	
E.	Teacher-in-Charge/Principal's Designee .....	2250	

ARTICLE 3 BUSINESS & NONINSTRUCTIONAL OPERATIONS (Series 3000)

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0.	Concepts and Roles.....	CODE	
	A. Goals and Objectives.....	3000	BP
		3010	
1.	Budget.....		
	A. Transfer of Funds.....	3100	BP AR
		3110	BP
2.	Income.....	3200	
	A. Local Funds.....	3210	
	B. State Funds.....	3220	
	1. Lottery Funds.....	3220.1	BP
	2. Instructional Improvement Funds.....	3220.2	
C.	Federal Funds.....	3230	
D.	Tuition Fees.....	3240	
E.	Transportation Fees.....	3250	
F.	Fees and Charges.....	3260	BP AR
	1. Rental of District Personal Property.....	3261	
G.	Sale and Disposal of Books, Equipment and Supplies.....	3270	BP AR
H.	Sale or Lease of District-Owned Real Property.....	3280	BP AR
I.	Gifts, Grants and Bequests.....	3290	BP
3.	Expenditures and Purchases.....	3300	BP
	A. Purchasing.....	3310	
	1. Bids.....	3311	BP AR
	2. Contracts.....	3312	BP
	a. State Contract/Cooperative Purchasing.....	3312.1	
	b. Educational Travel Program Contracts.....	3312.2	
3.	Leases and Agreements.....	3313	
4.	Payment for Goods and Services.....	3314	BP AR
	a. Prepayment Fund.....	3314.1	
	b. Revolving Funds.....	3314.2	BP
5.	Relations with Vendors.....	3315	
	a. Minority and Women's Businesses.....	3315.1	
B.	Claims and Actions Against the District.....	3320	BP AR
C.	Rental/Long-Term Leasing.....	3340	
	1. Purchase, Lease, Rental of Neighboring District-Owned Property.....	3341	
D.	Travel Expenses.....	3350	BP
4.	Management of District Assets/Accounts.....	3400	BP AR
	A. Depository.....	3410	
	B. Borrowing.....	3420	

ARTICLE 3 BUSINESS & NONINSTRUCTIONAL OPERATIONS (Series 3000)

-continued-

C.	Investing.....	CODE	
D.	Inventories.....	3430	BP AR
E.	Money in School Buildings.....	3440	AR
	1. Petty Cash Funds.....	3450	
	2. Student Activity Funds.....	3451	AR
F.	Financial Reports and Accountability.....	3452	
		3460	BP AR
5.	Noninstructional Operations.....	3500	
	A. Operations and Maintenance of Plant.....	3505	
	1. Green School Operations.....	3510	BP
	2. Energy and Water Management.....	3511	BP AR
	a. Integrated Waste Management.....	3511.1	BP AR
	3. Equipment.....	3512	AR E
	4. Buildings and Grounds.....	3513	
	a. Cellular Phone Reimbursement.....	3513.1	AR
	b. Parking.....	3513.2	
	c. Tobacco-Free Schools.....	3513.3	BP AR
	5. Environmental Safety.....	3514	BP AR
	a. Hazardous Substances.....	3514.1	BP AR
	b. Integrated Pest Management.....	3514.2	AR
	6. Campus Security.....	3515	BP AR
	a. Crime Data Reporting.....	3515.1	
	b. Disruptions.....	3515.2	BP AR
	c. District Police/Security Department.....	3515.3	
	d. Recovery for Property Loss or Damage.....	3515.4	
	e. Sex Offender Notification.....	3515.5	BP AR
	f. Criminal Background Checks for Contractors.....	3515.6	AR
	7. Emergencies and Disaster Preparedness Plan.....	3516	BP AR
	a. Fire Drills and Fires.....	3516.1	AR
	b. Bomb Threats.....	3516.2	AR
	c. Earthquake Emergency Procedure System.....	3516.3	AR
	d. Air Pollution Episodes.....	3516.4	
	e. Emergency Schedules.....	3516.5	BP
	8. Facilities Inspection.....	3517	BP
B.	Office Services.....	3520	
	1. Data Processing/Word Processing.....	3521	
	2. Mail and Delivery.....	3522	
C.	Risk Management/Insurance.....	3530	BP AR
D.	Transportation.....	3540	AR
	1. Transportation Routes and Services.....	3541	AR
	a. Transportation for School-Related Trips.....	3541.1	AR E
	b. Transportation for Students with Disabilities.....	3541.2	BP AR
	c. Nonpublic School Students.....	3541.3	
	2. School Bus Drivers.....	3542	
	3. Transportation Safety and Emergencies.....	3543	
	4. Equipment.....	3544	
	a. District-Owned.....	3544.1	
	b. Privately Owned.....	3544.2	

ARTICLE 3 BUSINESS & NONINSTRUCTIONAL OPERATIONS (Series 3000)  
-continued-

E.	Food Service/Child Nutrition Program	CODE	BP	AR
1.	Food Service Operations/Cafeteria Fund	3550	BP	AR
2.	Summer Meal Program	3551	BP	AR
3.	Free and Reduced Price Meals	3552	BP	AR
4.	Other Food Sales	3553	BP	AR
5.	Nutrition Program Compliance	3554	BP	AR
F.	Debt Service	3555	BP	AR
G.	Capital Outlay	3560	BP	AR
H.	District Records	3570	BP	AR
6.	Consultants	3580	BP	AR
		3600	BP	

ARTICLE 4 PERSONNEL (Series 4000)

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0.	Concepts and Roles	CODE	BP
A.	Goals and Objectives	4000	BP
B.	Drug and Alcohol-Free Workplace	4010	BP
C.	Nondiscrimination in Employment	4020	BP
1.	Complaints Concerning Discrimination in Employment	4030	BP
2.	Reasonable Accommodation	4031	BP
3.	Lactation Accommodation	4032	AR
D.	Employee Use of Technology	4033	BP
		4040	BP
		4040	BP
1.	Certificated Personnel	4100	BP
A.	Permanent/Probationary	4110	BP
1.	Recruitment and Selection	4111	BP
a.	[Future Topic]	4111.1	
b.	Legal Status Requirement	4111.2	BP
2.	Appointment and Conditions of Employment	4112	AR
a.	Contracts	4112.1	AR
b.	Certification	4112.2	BP
(1)	Interns	4112.21	BP
(2)	Staff Teaching English Language Learners	4112.22	AR
(3)	Special Education Staff	4112.23	AR
(4)	Teacher Qualifications Under the No Child Left Behind Act	4112.24	AR
c.	Oath or Affirmation	4112.3	AR
d.	Health Examinations	4112.4	AR
(1)	Employee Drug Testing	4112.41	
(2)	Drug and Alcohol Testing for School Bus Drivers	4112.42	
e.	Criminal Record Check	4112.5	AR
f.	Personnel Files	4112.6	AR
(1)	Employment References	4112.61	BP
g.	Orientation	4112.7	BP
h.	Employment of Relatives	4112.8	BP
i.	Employee Notifications	4112.9	BP
3.	Assignment	4113	BP
a.	Load/Scheduling/Hours of Employment	4113.1	
b.	Promotion/Demotion	4113.2	
c.	Work Year	4113.3	
d.	Temporary Modified/Light-Duty Assignment	4113.4	BP
4.	Transfers	4114	
5.	Evaluation/Supervision	4115	BP
6.	Probationary/Permanent Status	4116	BP
a.	Seniority	4116.1	



ARTICLE 4

PERSONNEL (Series 4000)  
-continued-

7.	Separation.....	4117	
	a. Retirement.....	4117.1	
	(1) Precurement Part-Time Employment.....	4117.11	AR
	(2) [Future Topic].....	4117.12	
	(3) Early Retirement Option.....	4117.13	BP
	(4) Postretirement Employment.....	4117.14	AR
	b. Resignation.....	4117.2	BP
	c. Personnel Reduction.....	4117.3	
	d. Dismissal.....	4117.4	
	e. Termination Agreements.....	4117.5	AR
	f. Decision Not to Rehire.....	4117.6	
	g. Employment Status Reports.....	4117.7	AR
8.	Suspension/Disciplinary Action.....	4118	BP AR
9.	Rights, Responsibilities and Duties.....	4119	
	a. Civil and Legal Rights.....	4119.1	BP
	(1) Sexual Harassment.....	4119.11	BP AR
	Professional Responsibilities.....	4119.2	
	b. (1) Professional Standards.....	4119.21	BP
	(2) Dress and Grooming.....	4119.22	E
	(3) Unauthorized Release of Confidential/ Privileged Information.....	4119.23	BP
	(4) Academic Freedom.....	4119.24	
	(5) Political Activities of Employees.....	4119.25	BP AR
	c. Duties of Personnel.....	4119.3	
	d. Infectious Disease.....	4119.4	
	(1) Employees with Infectious Disease.....	4119.41	BP
	(2) Exposure Control Plan for Bloodborne Pathogens.....	4119.42	BP AR E
	(3) Universal Precautions.....	4119.43	BP AR
B.	Other Certified Personnel.....	4120	
	1. Temporary/Substitute Personnel.....	4121	BP AR
	2. Student Teachers.....	4122	
	3. Home Teachers.....	4123	
	4. Summer School Teachers.....	4124	
	5. Adult Education Teachers.....	4125	
	6. Temporary Athletic Team Coaches.....	4127	
C.	Activities.....	4130	
	1. Staff Development.....	4131	BP
	a. Teacher Support and Guidance.....	4131.1	BP AR
	Publication or Creation of Materials.....	4132	BP
	3. [Future Topic].....	4133	
	4. Meetings.....	4134	
	5. Soliciting and Selling.....	4135	
	6. Nonschool Employment.....	4136	BP
	7. Tutoring.....	4137	
	8. Mentor Teachers.....	4138	
	9. Peer Assistance and Review.....	4139	
D.	Bargaining Units.....	4140	
	1. Collective Bargaining Agreement.....	4141	

ARTICLE 4

PERSONNEL (Series 4000)  
-continued-

	Recognition.....	4141.1	
	Personnel Covered.....	4141.2	
b.	Governing Board/District Rights.....	4141.3	
c.	Association Rights.....	4141.4	
d.	Savings Clause.....	4141.5	
e.	Concerted Action/Work Stoppage.....	4141.6	
f.	Organizational Security.....	4141.7	
g.	Communications/Contacts.....	4142	
2.	Negotiations/Consultation.....	4143	
3.	Public Notice - Personnel Negotiations.....	4143.1	
4.	Complaints.....	4144	BP AR
	Compensation and Related Benefits.....	4150	BP
E.	Compensation and Related Benefits.....	4151	
1.	Employee Compensation.....	4152	
2.	Salary Checks and Deductions.....	4153	
3.	Extra Pay for Extra Work.....	4154	BP AR
4.	Health and Welfare Benefits.....	4155	
5.	Retirement Compensation.....	4155.1	
	a. Tax-Sheltered Annuities.....	4156	
6.	Employment Amenities.....	4156.1	
	a. [Future Topic].....	4156.2	BP
	b. Awards and Recognition.....	4156.3	BP
	c. Employee Property Reimbursement.....	4157	BP AR
7.	Employee Safety.....	4157.1	BP
	a. Work-Related Injuries.....	4157.2	
	b. Ergonomics.....	4158	BP AR
8.	Employee Security.....	4159	BP
9.	Employee Assistance Programs.....	4159	BP
F.	Leaves and Vacations.....	4160	
	1. Leaves.....	4161	BP AR
	a. Personal Illness/Injury Leave.....	4161.1	AR
	(1) Industrial Accident/Illness Leave.....	4161.11	AR
	Personal Leaves.....	4161.2	AR
	b. Professional Leaves.....	4161.3	
	c. [Future Topic].....	4161.4	
	d. Military Leave.....	4161.5	AR
	e. [Future Topic].....	4161.6	
	f. [Future Topic].....	4161.7	
	g. [Future Topic].....	4161.8	AR
	h. Family Care and Medical Leave.....	4161.9	BP AR
	i. Catastrophic Leave Program.....	4162	
2.	Vacation/Holidays.....	4200	BP AR
A.	Classified Personnel.....	4210	
	1. Permanent/Probationary.....	4210.1	
	a. Personnel Commission.....	4211	
	Recruitment and Selection (see 4111).....	4211.1	
	[Future Topic].....	4211.2	
	b. Legal Status Requirement (see 4111.2).....	4212	AR
	2. Appointment and Conditions of Employment.....	4212.1	
	a. Contracts.....	4212.1	

b.	Certification or Licensing	4212.2
c.	Oath or Affirmation (see 4112.3)	4212.3
d.	Health Examinations (see 4112.4)	4212.4
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	(2) Drug and Alcohol Testing for School Bus Drivers (see 4112.42)	4212.42
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ARTICLE 5

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ARTICLE 6

INSTRUCTION

(Series 6000)

NOTE: The CSBA comprehensive index is a standard index system designed to provide a table of contents for this manual, while at the same time accommodating future policies/regulations. This manual contains only those Board policies (BP), administrative regulations (AR) and/or exhibits (E) specified in the right-hand column.

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NOTE: The CSBA comprehensive index is a standard index system designed to provide a table of contents for this manual while at the same time accommodating future policies/regulations. This manual contains only those Board policies (BP), administrative regulations (AR) and/or exhibits (E) specified in the right-hand column.

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NOTE: The CSBA comprehensive index is a standard index system designed to provide a table of contents for this manual while at the same time accommodating future policies/regulations. This manual contains only those Board policies (BP), administrative regulations (AR) and/or exhibits (E) specified in the right-hand column.

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EXHIBIT A

Reviewed and Approved on AUGUST 10, 2016:

BP 0000	BP 3000	BP 4000	BP 5000	BP 6000	BB 9000
AR 0000	BP 3100	BP 4020	BP 5020	BP 6011	BB 9005
BP 0100	AR 3100	AR 4030	AR 5020	BP 6020	BB 9010
BP 0400	BP 3110	AR 4032	BP 5021	AR 6020	BB 9011
BP 0410	BP 3220.1	BP 4033	BP 5022	BP 6111	BB 9012
BP 0420	BP 3260	BP 4040	AR 5022	BP 6112	BB 9100
AR 0420	AR 3260	E 4040	AR 5030	AR 6112	BB 9110
BP 0420.4	BP 3270	BP 4100	BP 5111	BP 6115	BB 9121
AR 0420.4	AR 3270	BO 4111	AR 5111	AR 6115	BB 9122
BP 0420.41	BP 3280	BP 4111.2	BP 5112.1	AR 6116	BB 9123
BP 0420.42	AR 3280	AR 4111.2	AR 5112.1	BP 6120	BB 9124
BP 0420.43	BP 3290	AR 4112.1	BP 5117	BP 6141	BB 9140
BP 0430	BP 3300	AR 4112.2	AR 5117	AR 6141	BB 9200
AR 0430	BP 3312	BP 4112.21	BP 5118	BP 6141.2	BB 9220
BP 0440	BP 3314	AR 4112.21	AR 5118	AR 6141.2	BB 9223
AR 0440	BP 3314.2	AR 4112.22	E 5118	BP 6142.1	BB 9224
BP 0460	BP 3320	AR 4112.4	BP 5119	AR 6142.1	BB 9240
AR 0460	AR 3320	AR 4112.5	BP 5125	BP 6142.2	BB 9250
BP 0500	BP 3350	E 412.5	AR 5125	AR 6142.2	BB 9260
BP 0510	BP 3400	BP 4112.61	BP 5125.1	BP 6142.3	BB 9310
BP 1000	AR 3400	AR 4112.61	AR 5125.1	BP 6142.4	BB 9320
BP 1020	BP 3430	BP 4112.8	E 5125.1	BP 6142.5	BB 9321.1
BP 1100	AR 3430	BP 4112.9	AR 5125.2	BP 6142.6	BB 9322
BP 1112	AR 3440	BO 4113.4	AR 5125.3	BP 6142.8	BB 9323
BP 1113	BP 3430	BP 4115	BP 5126	AR 6142.8	BB 9323.2
AR 1113	AR 3430	BP 4116	AR 5126	BP 6142.91	BB 9324
BP 1150	AR 3440	AR 4116	BP 5131	BP 6142.92	BB 9400
BP 1160	AR 3451	AR 4117.11	BP 5131.1	BP 6142.93	
BP 1220	BP 3460	AR 4117.14	AR 5131.1	BP 6142.94	
AR 1220	AR 3460	BP 4117.2	BP 5131.4	BP 6143	
BP 1240	BP 3510	AR 4117.5	AR 5131.4	AR 6143	
AR 1240	BP 3511	AR 4117.7	BP 5131.5	BP 6144	
BP 1250	AR 3511	BP 4118	BP 5131.6	BP 6145	
AR 1250	BP 3511.1	AR 4118	AR 5131.6	AR 6145	
BP 1260	AR 3511.1	BP 4119.1	AR 5131.62	BP 6145.8	
BP 1312.1	AR 3512	BP 4119.11	BP 5131.63	BP 6146.3	
AR 1312.1	E 3512	AR 4119.11	AR 5131.63	AR 6146.3	
BP 1312.2	AR 3513.1	BP 4119.21	BP 5131.7	BP 6146.5	
AR 1312.2	BP 3514	E 4119.21	AR 5131.7	BP 6151	
E 1312.2	AR 3514	BP 4119.23	BP 5131.9	BP 6153	
AR 1312.4	BP 3514.1	BP 4119.25	BP 5132	AR 6153	
E 1312.4	AR 3514.1	AR 4119.25	AR 5132	BP 6154	
BP 1325	AR 3514.2	BP 4119.41	BP 5136	AR 6154	
BP 1331	BP 3515	BP 4119.42	AR 5136	BP 6158	
AR 1330	AR 3515	AR 4119.42	BP 5137	BP 6159	
E 1330	BP 3515.5	E 4119.42	BP 5138	AR 6159	
BP 1330.1	AR 3515.6	BP 4119.43	BP 5141	BP 6159.1	
BP 1340	BP 3516	AR 4119.43	AR 5141	AR 6159.1	
AR 1340	AR 3516	BP 4121	BP 5141.21	BP 6159.2	
BP 1400	AR 3516.1	AR 4121	AR 5141.21	AR 6159.2	
BP 1431	AR 3516.2	BP 4131	BP 5141.22	BP 6159.3	
BP 1700	BP 3516.5	BP 4131.1	AR 5141.22	AR 6159.3	
BP 2000	BP 3517	AR 4131.1	BP 5141.23	AR 6159.4	
BP 2110	BP3530	BP 4132	AR 5141.23	BP 6161.1	
BP 2111	AR 3530	BP 4136	AR 5141.24	AR 6161.1	
BP 2120	AR 3540	BP 4144	BP 5141.25	E 6161.1	
BP 2140	AR 3541	AR 4144	AR 5141.26	BP 6161.11	
BP 2210	AR 3541.1	BP 4151	BP 5141.27	BP 6161.2	
BP 2230	E 3541.1	BP 4154	AR 5141.27	BP 6161.3	
	AR 3541.2	AR 4154	BP 5141.3	BP 6162.5	
	BP 3550	BP 4154	AR 5141.3	BP 6162.51	
	BP 3551	BP 4156.2	BP 5141.31	BP 6162.54	
	AR 3551	BP 4156.3	AR 5141.31	BP 6162.6	
	AR 3580	BP 4157	AR 5141.31	AR 6162.6	
		AR 4157	AR 5141.32		

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