

Oakland Unified School District

Board of Education
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ACCESSIBILITY OF AGENDA AND AGENDA MATERIALS

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AMERICANS WITH DISABILITIES ACT COMPLIANCE AND LANGUAGE SERVICES

Individuals requiring interpretation or translation services or a reasonable accommodation to participate in meetings should notify the Office of the Board of Education seventy-two (72) hours prior to the meeting at either (510)879-8199(VM); or boe@ousd.org (E-Mail); or (510) 879-2300 (eTTY/TDD); or (510) 879-2299 (eFax).

Meeting Agenda Long - Final

Wednesday, June 29, 2016

5:30 PM

Special Meeting

**The Great Room, LaEscuelita Education Center, 1050 2nd Avenue, Oakland,
CA 94606-2291**

3301 Serendipity Drive, Raleigh, NC 27616-8691

Board of Education

President James Harris

Vice President Nina Senn

***Directors: Jody London, Aimee Eng, Jumoke Hinton Hodge, Roseann Torres, Shanthi
Gonzales***

Student Directors: Bianca Ramirez, Darius Aikens

Staff: Antwan Wilson, Superintendent/Secretary

MEETING PROCEDURES

Board procedures do not permit: (1) persons in the audience to vocally express support or opposition to statements by Board Members or by other persons testifying; (2) ringing and use of cell phones, pagers, and similar sound-producing electronic devices; (3) bringing in or displaying signs in the meeting room; (4) eating in meeting room and (5) standing in the meeting room. PRESENTATIONS: Contact Board Office at (510) 879-8199 to coordinate the use of the laptop computer for presentations. AGENDA PACKET: Meeting Agenda are available online at <https://ousd.legistar.com/>. LANGUAGE INTERPRETERS: Requests must be received at least 72 hours in advance of the meeting to help ensure availability. Contact Edgar Rakestraw, Jr. at (510) 879-8199x24. CHILDCARE will be available during the Board meeting. SPEAKING AT BOARD MEETINGS. At a Regular Meeting, the public may Comment on an Agenda Item ("Item") as listed or on an Item not listed on the Agenda but within the subject matter jurisdiction of the District. At a Special Meeting, the public may address the Board only on an Item on the Agenda. An eComment – Sign In To Speak Card ("Card") may be submitted electronically by filing a Card on line not later than 30 Minutes prior to meeting noticed time or a manual Card at Board Meeting not later than prior to the Item being called by the Board President. No Card may be submitted after the Board President has called the Item. A Speaker may be allowed up to a maximum of three minutes or less to speak on an Item, depending on the number of registered speakers, the number of Items on Agenda and the time allocated for each Item. Each Speaker will be allotted the same maximum number of minutes to speak as set by the President at the beginning of each item for public comment, excluding District representatives. Public speakers using translation assistance will be allowed twice the amount of time.

MEETING NORMS

- *Honor the Time – No Sidebars, Technology Aligned to Meeting Purpose, Start and End on Time*
- *Act as a Collective Body – Honor Confidentiality*
- *Check for Understanding, Surface Assumptions*
- *Share Divergent Views – Value as a Learning Opportunity*
- *Celebrate Successes and Each Other's Contributions*
- *Presume positive intent*
- *No personal attacks*

MEETING RULES OF ENGAGEMENT

- *Five (5) minute speaking limit for Board Members*
- *No mingling with the audience*
- *Address comments to other Board Members*
- *Focus on agenda items*
- *Don't repeat what's been said*
- *Always be respectful*
- *No interruptions*
- *Enforce norms*
- *Model desired behavior*

A. Call To Order

B. Roll Call

C. Adoption of the General Consent Report

"Adoption of the General Consent Report" means that all items appearing on the Agenda under this topic are approved in one motion unless a Board Member requests that an item be removed and voted on separately or otherwise acted upon. Generally, these items are routine in nature, and are acted upon in one motion to conserve time and permit focus on other than routine items on the Agenda. An item on the General Consent Report which a Member has requested be removed, shall be removed, without debate for separate consideration and vote or other disposition. All items remaining on the General Consent Report, thereafter, shall be adopted in a single motion.

Senior Business Officer

☒  [16-1632](#)**Certification and Mutual Indemnification Agreement -
County of Alameda - Collection of District Bond and Parcel
Taxes - Fiscal Year 2016-2017**

Ratification by the Board of Education of the Certification and Mutual Indemnification Agreement between District and the County of Alameda authorizing the County to collect 2016-17 taxes, assessments and fees on secured property tax bills on behalf of the District, specifically, bond and parcel taxes.

Attachments:

[16-1632 Certification and Mutual Indemnification Agreement - County of Alameda - Collection of District Bond and Parcel Taxes - Fiscal Year 2016-2017](#)

Chief, Operations☒  [16-0882](#)**Contract for Repairs, Maintenance or Small Construction
Projects Under \$45,000 - Awarded Pursuant To
CUPCCAA – Bay Construction Company – Frick
Intensive Support Site Project**

Approval by the Board of Education of Contract for Repairs, Maintenance or Small Construction Under \$45,000.00 - Awarded Pursuant To CUPCCAA between District and Bay Construction Company, Oakland, CA, for the latter to perform construction scope which includes unloading delivery on the site, and erecting 10 precast concrete tables and six bollards and place in locations as shown on plan; included is the furnishing and installation of temporary construction fencing in the placement area, in conjunction with the Frick Intensive Support Site Project, more specifically delineated in the Scope of Services, in Exhibit "A", incorporated herein by reference as though fully set forth, with the work to be completed within 60 consecutive calendar days, commencing May 11, 2016 and concluding not later than August 1, 2016, at a cost not to exceed \$15,500.00.

Resource Code - 9450-203**Funding Source: Measure J****Attachments:**

[16-0882 Contract for Repairs, Maintenance or Small Construction Projects Under \\$45,000 - Awarded Pursuant To CUPCCAA – Bay Construction Company – Frick Intensive Support Site Project](#)

☒  [16-1467](#)**Project Budget, Key Code and Project Number – New Project Budget - Energy Operations Project**

Approval by the Board of Education of Resolution No. 1516-0254 - Authorizing and approving the New Project Budget, Key Code and Project Number for Energy Operations Project in the amount of \$600,000.00.

Attachments:

[16-1467 Project Budget, Key Code and Project Number – New Project Budget - Energy Operations Project](#)

☒  [16-1469](#)**Project Budget, Key Code and Project Number - Project Budget Increase - Manzanita Play Area Improvements Project**

Approval by the Board of Education of Resolution No. 1516-0167 - Authorizing and approving the Project Budget Increase for Manzanita Play Area Improvements Project in the amount of \$30,000.00 increasing the current amount of \$200,000.00 to \$230,000.00.

Attachments:

[16-1469 Project Budget, Key Code and Project Number - Project Budget Increase - Manzanita Play Area Improvements Project](#)

☒  [16-1471](#)**Project Budget, Key Code and Project Number - Prop 39 Reasonably Equivalent Facilities - Toler Heights Project**

Approval by the Board of Education of Resolution No. 1516-0257 - Authorizing and approving the New Project Budget, Key Code and Project Number for Prop 39 Reasonably Equivalent Facilities at Toler Heights Project in the amount of \$21,600.00.

Attachments:

[16-1471 Project Budget, Key Code and Project Number - Prop 39 Reasonably Equivalent Facilities - Toler Heights Project](#)

☒  [16-1472](#)**Project Budget, Key Code and Project Number - Prop 39 Reasonably Equivalent Facilities - McClymonds Adult Education Move Project**

Approval by the Board of Education of Resolution No. 1516-0258 - Authorizing and approving the New Project Budget, Key Code and Project Number for Prop 39 Reasonably Equivalent Facilities at McClymonds Adult Education Move Project in the amount of \$40,100.00.

Attachments:

[16-1472 Project Budget, Key Code and Project Number - Prop 39 Reasonably Equivalent Facilities - McClymonds Adult Education Move Project](#)

☒  [16-1473](#)

**Project Budget, Key Code and Project Number - Prop 39
Reasonably Equivalent Facilities – Lakeview Project**

Approval by the Board of Education of Resolution No. 1516-0256 - Authorizing and approving the New Project Budget, Key Code and Project Number for Prop 39 Reasonably Equivalent Facilities at Lakeview Project in the amount of \$18,100.00.

Attachments:

[16-1473 Project Budget, Key Code and Project Number - Prop 39 Reasonably Equivalent Facilities – Lakeview Project](#)

☒  [16-1522](#)

**Small Construction Contract for Construction Services
Under \$45,000 Awarded Pursuant To CUPCCAA -
Dimensions Data - McClymonds High School Intensive
Support Site Project**

Ratification by the Board of Education of a Small Construction Contract for Construction Services Under \$45,000 - Awarded Pursuant To CUPCCAA between the District and Dimension Data North America, Inc., Charlotte, NC, for the latter to provide camera equipment and installation of seventeen (17) Cisco Video Surveillance Cameras and vandal resistant domes; total includes Cisco certified on-site training for security and school staff, in conjunction with the McClymonds High School Intensive Support Site Project, more specifically delineated in the Scope of Services in Exhibit “A”, incorporated herein by reference as though fully set forth, commencing June 22, 2016 and concluding no later than December 31, 2017. in an amount not-to exceed \$31,989.71.

Resource Code - 9450-303

Funding Source: Fund 21, Measure J

Attachments:

[16-1522 Small Construction Contract for Construction Services Under \\$45,000 Awarded Pursuant To CUPCCAA - Dimensions Data - McClymonds High School Intensive Support Site Project](#)

Chief, Talent

☒  [16-1379](#)

Personnel Report No. 0015-0010 - Chief, Talent

Approval by the Board of Education of Personnel Report No. 0015-0010.

Attachments:

[16-1379 Personnel Report No. 0015-0010 - Chief, Talent](#)

Legislative History

6/22/16

Board of Education

Postponed to a Date Certain

Chief, Academics☒  [16-1552](#)**Non-Public School / Non-Public Agency Master Contract –
San Diego Center for Children - Programs for Exceptional
Children**

Approval by the Board of Education of Special Education Services Non-Public School/Agency Master Contract between the District and San Diego Center for Children, for the latter to provide services to pupils as specified in Section 1 of Contract, for the period of July 1, 2015 through June 30, 2016, pursuant to terms and conditions of Resolution No. 1516-0035.

Resource Code - 6500-975**Funding Source: Special Education**

Attachments: [16-1552 Non-Public School / Non-Public Agency Master Contract –
San Diego Center for Children - Programs for Exceptional Children](#)

☒  [16-1553](#)**Non-Public School / Non-Public Agency Master Contract –
Timothy Murphy School - Programs for Exceptional
Children**

Approval by the Board of Education of Special Education Services Non-Public School/Agency Master Contract between the District and Timothy Murphy School, for the latter to provide services to pupils as specified in Section 1 of Contract, for the period of July 1, 2015 through June 30, 2016, pursuant to terms and conditions of Resolution No. 1516-0035.

Resource Code - 6500-975**Funding Source: Special Education**

Attachments: [16-1553 Non-Public School / Non-Public Agency Master Contract –
Timothy Murphy School - Programs for Exceptional Children](#)

☒  [16-1062](#)**Selection and Purchase of Instructional Materials -
Elementary & Middle School English Language Arts -
Chief Academic Officer**

Adoption by the Board of Education of Resolution No. 1516-0279 - Selection and Purchase of Instructional Materials, as delineated in Attachment "A", Incorporated herein by reference as though fully set forth, and authorizing the issuance and payment of Purchase Orders to named vendors at a cost not to exceed \$2,207,598.00.

Funding Source: CA Lottery**Attachments:**

[16-1062 Selection and Purchase of Instructional Materials -
Elementary & Middle School English Language Arts - Chief Academic
Officer](#)

☒  [16-1605](#)**Amendment No. 2 - Professional Services Contract -
Heather Manchester - Behavioral Health Initiatives Unit -
Community Schools and Student Services Department**

Ratification by the Board of Education of Amendment No. 2, Professional Services Contract between the District and Heather Manchester, Oakland, CA, for the latter to provide an additional 240 hours as a Youth Program Coordinator to recruit and train youth leaders from middle and high schools within the District's existing Restorative Justice (RJ) cohort; select youth to participate in an RJ leadership/youth development cohort charged with articulating, promoting, researching, and educating peers and adults about restorative practices in schools and how to use the paradigm to transform school culture, for the period of September 21, 2015 through June 30, 2016, in the amount of \$12,000.00, increasing the Contract not to exceed amount from \$63,000.00 to \$75,000.00. All other terms and conditions of the Contract remain in full force and effect.

Resource Code - 0005-922**Funding Source: Central Support-Restorative Practices****Attachments:**

[16-1605 Amendment No. 2 - Professional Services Contract - Heather
Manchester - Behavioral Health Initiatives Unit - Community Schools
and Student Services Department](#)

☒  [16-1618](#)**Non-Public School / Non-Public Agency Master Contract –
Devereux Georgia Treatment Network - Programs for
Exceptional Children**

Approval by the Board of Education of Special Education Services Non-Public School/Agency Master Contract between the District and Devereux Georgia Treatment Network, for the latter to provide services to pupils as specified in Section 1 of Contract, for the period of July 1, 2015 through June 30, 2016, pursuant to terms and conditions of Resolution No. 1516-0035.

Resource Code - 6500-975**Funding Source: Special Education****Attachments:**

[16-1618 Non-Public School / Non-Public Agency Master Contract –
Devereux Georgia Treatment Network - Programs for Exceptional
Children](#)

☒  [16-1622](#)**Memorandum of Understanding - La Clinica de la Raza -
Deputy Chief Student Services**

Approval by the Board of Education of a Memorandum of Understanding between District and La Clinica de la Raza, Oakland, CA, for the latter to operate the following school based health centers:

- Hawthorne School-Based Health Center, serving Urban Promise Academy; World/Achieve Charter Schools;
- Havenscourt Health Center, serving Coliseum College Preparatory Academy and ROOTS International Academy;
- Roosevelt Middle School Health Center, serving Roosevelt Middle School and Garfield Elementary School;
- Tiger Clinic, serving Fremont High School;
- TechniClinic, serving Oakland Technical High School, Oakland International High School and Emiliano Zapata Street Academy;
- Youth Heart Health Center, serving Dewey Academy, LaEscuelita Elementary School, MetWest High School and United Nations CDC; and
- provide services to Life Academy,

as delineated in the Scope of Work, incorporated herein by reference as though fully set forth, for the term July 1, 2015 to June 30, 2019, at no cost to the District.

Attachments:

[16-1622 Memorandum of Understanding - La Clinica de la Raza -
Deputy Chief Student Services](#)

☒  [16-1623](#)**Memorandum of Understanding - East Bay Asian Youth Center - Deputy Chief Student Services**

Approval by the Board of Education of a Memorandum of Understanding between District and East Bay Asian Youth Center, Oakland, CA, for the latter to operate the school based health center, Shop 55 Wellness Center, serving Oakland High School, as delineated in the Scope of Work, incorporated herein by reference as though fully set forth, for the term July 1, 2015 to June 30, 2019, at no cost to the District.

Attachments:

[16-1623 Memorandum of Understanding - East Bay Asian Youth Center - Deputy Chief Student Services](#)

☒  [16-1624](#)**Memorandum of Understanding - Asian Health Services - Deputy Chief Student Services**

Approval by the Board of Education of a Memorandum of Understanding between District and Asian Health Services, Oakland, CA, for the latter to operate the school based health center, Shop 55 Wellness Center, serving Oakland High School, as delineated in the Scope of Work, incorporated herein by reference as though fully set forth, for the term July 1, 2015 to June 30, 2019, at no cost to the District.

Attachments:

[16-1624 Memorandum of Understanding - Asian Health Services - Deputy Chief Student Services](#)

☒  [16-1625](#)**Memorandum of Understanding - Native American Health Center - Deputy Chief Student Services**

Approval by the Board of Education of a Memorandum of Understanding between District and Native American Health Center, Oakland, CA, for the latter to operate the following school based health centers:

- Madison Health Center, serving Madison Park Academy (Upper Campus) and Madison Park Academy (Lower Campus);
- Seven Generations Health Center at Skyline, serving Skyline High School;
- Seven Generations Health Center at United for Success, serving United for Success Academy and Life Academy High School; and
- provide services to Frick Middle School and Bret Harte Middle School, as delineated in the Scope of Work, incorporated herein by reference as though fully set forth, for the term July 1, 2015 to June 30, 2019, at no cost to the District.

Attachments:

[16-1625 Memorandum of Understanding - Native American Health Center - Deputy Chief Student Services](#)

 [16-1626](#)**Memorandum of Understanding - LifeLong Medical Care - Deputy Chief Student Services**

Approval by the Board of Education of a Memorandum of Understanding between District and LifeLong Medical Care, Oakland, CA, for the latter to operate the following school based health centers:

- ECP/Alliance Health Center, serving Alliance Academy, Elmhurst Community Preparatory Academy;
- West Oakland Middle School Health Center, serving West Oakland Middle School, and KIPP Bridge [Charter]Academy;
- and provide dental van services at New Highland Academy and Rise Community School,

as delineated in the Scope of Work, incorporated herein by reference as though fully set forth, for the term July 1, 2015 to June 30, 2019, at no cost to the District.

Attachments:

[16-1626 Memorandum of Understanding - LifeLong Medical Care - Deputy Chief Student Services](#)

 [16-1627](#)**Memorandum of Understanding - Fred Finch Youth Center - Deputy Chief Student Services**

Approval by the Board of Education of a Memorandum of Understanding between District and Fred French Youth Center, Oakland, CA, for the latter to operate the school based health center, Rising Harte Wellness Center, serving Bet Harte Middle School, as delineated in the Scope of Work, incorporated herein by reference as though fully set forth, for the term July 1, 2015 to June 30, 2019, at no cost to the District.

Attachments:

[16-1627 Memorandum of Understanding - Fred Finch Youth Center - Deputy Chief Student Services](#)

 [16-1628](#)**Memorandum of Understanding - East Bay Agency for Children - Deputy Chief Student Services**

Approval by the Board of Education of a Memorandum of Understanding between District and East Bay Agency for Children, Oakland, CA, for the latter to operate the school based health center, Frick Health Center, serving Frick Middle School, as delineated in the Scope of Work, incorporated herein by reference as though fully set forth, for the term July 1, 2015 to June 30, 2019, at no cost to the District.

Attachments:

[16-1628 Memorandum of Understanding - East Bay Agency for Children - Deputy Chief Student Services](#)

☒  [16-1629](#)**Facilities Use Agreement - East Bay Innovative Academy - Deputy Chief of Continuous School Improvement**

Approval by the Board of Education of the Proposition 39 Facilities Use Agreement between the District and East Bay Innovative Academy (“EBIA”) for joint use of the Roosevelt Middle School site located at 1926 East 19th Street, Oakland, CA 94606, for a one year term, for the period from July 1, 2016 to June 30, 2017. Parties may mutually agree in writing to extend Agreement, subject to earlier termination if EBIA’s program ceases to operate after a revocation, nonrenewal or surrender of the charter, and all appeals have been exhausted. The Facility Use Fee for the first year is \$32,970.99 using the 2016-2017 Proposition 39 annual rate.

Attachments:

[16-1629 Facilities Use Agreement - East Bay Innovative Academy - Deputy Chief of Continuous School Improvement](#)

General Counsel☒  [16-1619](#)**Agreement - Chabot Space & Science JPA - General Counsel**

Approval by the Board of Education of Extension of the Forbearance Agreement between District and Chabot Space & Science JPA, originally approved by the Board as Enactment No. 14-1758 on October 8, 2014, by 120 days or to October 30, 2016 to allow the Chabot JPA and the District to co-convene meetings with the City of Oakland to develop a plan for the elimination of the debt owed by Chabot to the District, said extension shall not negate the existing unpaid debt and does not modify Board Resolution 1011-0034 (approving restructuring of the original Certificates of Participation (COPS) to a Lease-Leaseback Agreement between the District and Chabot JPA).

Attachments:

[16-1619 Agreement - Chabot Space & Science JPA - General Counsel](#)

☒  [16-1621](#)**Amendment - Board Policy - Business and Noninstructional Operations - BP 3312 - Contracts and Delegation of Authority - General Counsel**

Approval by the Board of Education of Amendment - Board Policy - Business and Noninstructional Operations - BP 3312 - Contracts and Delegation of Authority, removing the fiscal year limitation on delegated authority stated in the current Policy, making the Policy’s delegated authority provision consistent with state law limits prescribed by Public Contract Code Section 20111.

Attachments:

[16-1621 Amendment - Board Policy - Business and Noninstructional Operations - BP 3312 - Contracts and Delegation of Authority - General Counsel](#)

Superintendent of Schools

☒  [16-1631](#)

**Employment Agreement - Ron Smith - Network
Superintendent - Elevation Network**

Approval by the Board of Education of Employment Agreement between District and Ron Smith, as Elevation Network Superintendent, for the term of July 1, 2016 to June 30, 2019, at an annual salary of \$150,380.00.

Attachments:

[16-1631 Employment Agreement - Ron Smith - Network
Superintendent - Elevation Network](#)

Board of Education

☒  [16-1559](#)

**Measure N Commission - 2016-2017 School Planning
Grants**

Approval by the Board of Education, pursuant to recommendation from the Measure N Commission, of the allocation of Measure N School Planning Grants, Fiscal Year 2016-2017, in the amount of \$200.00 per student, to the following high schools: American Indian Public High School, Conservatory of Vocal/Instrumental Arts High School, East Bay Innovation Academy and Golden State Preparatory Academy.

Attachments:

[16-1559 Measure N Commission - Recommendations to Board of
Education - FY 2016-17 Planning Grants to High Schools \(6/29/2016\)](#)

Legislative History

6/21/16	Measure N - College and Career Readiness Commission	Adopted
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☒  [16-1620](#)

**Employment Agreement - Marion L. McWilliams, General
Counsel - Board of Education and Superintendent**

Approval by the Board of Education of Employment Agreement between District and Marion L. McWilliams, as General Counsel of the District, reporting to both the Board of Education and the Superintendent, for the term July 1, 2016 thru June 30, 2019, at an annual salary of \$198,000.00.

Funding Source: General Purpose

Attachments:

[16-1620 Employment Agreement - Marion L. McWilliams, General
Counsel - Board of Education and Superintendent](#)

☒  [16-1630](#)

Amendment No. 1, Professional Services Contract - Elsie Simpliciano - Board of Education District 2 Director - Aimee Eng

Approval by the Board of Education of Amendment No. 1, Professional Services Contract between the District and Elsie Simpliciano, San Francisco, CA (for services to Director Aimee Eng) (Enactment No. 16-0695, approved 5/11/2016), specifically designating up to \$500.00, of the approved \$5,000.00 Contract, for expenses. All other terms and conditions of the Contact remain in full force and effect.

Attachments:

[16-1630 Amendment No. 1, Professional Services Contract - Elsie Simpliciano - Board of Education District 2 Director - Aimee Eng](#)

D. Unfinished Business

Chief, Academics

☒  [16-1452](#)

District's Special Education Local Plan Area (SELPA) Annual Service Plan and Budget Plan - Fiscal Year 2016-2017

Public Hearing* and Adoption by the Board of Education of the District's Special Education Local Planning Area (SELPA) Annual Service Plan and Budget Plan, respectively, for Fiscal Year 2016-2017 and further authorizing submission of same to the California Department of Education.

* Hearing is noticed for 7:30 P.M. or As Soon Thereafter As the Matter May Be Heard.

Attachments:

[16-1452 District's Special Education Local Plan Area \(SELPA\) Annual Service Plan and Budget Plan - Fiscal Year 2016-2017](#)

Legislative History

6/22/16 Board of Education Hearing Held and Closed

Chief, Academics/Senior Business Officer

☒  [16-1078](#)

2016-2017 Local Control Accountability Plan (LCAP) and Budget

Public Hearing and Adoption by the Board of Education of the 2016-2017 Local Control Accountability Plan (LCAP) and Budget of \$502,899,275.00.

Funding Source: State of California

Attachments: [16-1078 2016-2017 Local Control Accountability Plan \(LCAP\) and Budget \(Final Reading - June 29, 2016\)](#)

Legislative History

6/8/16	Board of Education	Hearing Held and Closed
6/22/16	Board of Education	Hearing Held and Closed

Senior Business Officer

☒  [16-1100](#)

District's 2016-2017 Budget

Public Hearing and Adoption by the Board of Education - District 2016-2017 Fiscal Year Budget - All Funds - in the amount of \$790,853,481.00.*

Note: *This sum is inclusive of the proposed LCAP Budget.

Funding Source: District Funding Resources

Attachments: [16-1100 Presentation - District's 2016-2017 Budget \(Final - June 29, 2016\)](#)
[16-1100 District's 2016-2017 Budget State Account Code \(SAC\) Format \(Final - June 29, 2016\)](#)

Legislative History

6/22/16	Board of Education	Hearing Held and Closed
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E. Adjournment