

PUBLIC HOSPITAL DISTRICT NO. 2 OF SNOHOMISH COUNTY, WASHINGTON  
VERDANT HEALTH COMMISSION

*BOARD OF COMMISSIONERS*

*Regular Meeting  
VHC Board Room  
April 23, 2014*

Commissioners Present	Bob Knowles, President Deana Knutsen, Commissioner Karianna Wilson, Commissioner
Commissioners Absent	J. Bruce Williams, M.D., Commissioner Fred Langer, Commissioner
Others Present	Carl Zapora, Superintendent George Kosovich, Program Director Lisa King, Finance Director Jennifer Piplic, Marketing Director Sue Waldin, Community Wellness Program Manager Karen Goto, Executive Assistant Members of the community
Call to Order	The Regular Meeting of the Board of Commissioners of Public Hospital District No. 2, Snohomish County, was called to order at 8:01 a.m. by President Knowles. President Knowles welcomed Sue Waldin to the staff as Verdant's community wellness program manager.
Approval of Minutes	<i>Motion was made, seconded and passed unanimously to approve</i> the minutes of the regular meeting on March 26, 2014.
Executive Committee	President Knowles reported that the Executive Committee met on April 17, 2014 to review and approve the April 23, 2014 board meeting agenda. No action was taken.
Board Finance Committee	The committee met on April 16, 2014. Ms. King reviewed the cash activity for March 2014 (E:19:14). Commissioner Knutsen reported that the committee met with Moss Adams on April 16, 2014 for the opening of the 2013 financial audit which will be completed in May 2014.

Authorization for  
Payment of  
Vouchers &  
Payroll

Warrant Numbers 10608 through 10640 for March 2014 for payment in the amount of \$162,142.42 were presented for approval (E:20:14). *Motion was made, seconded and passed unanimously to approve.*

Program  
Oversight  
Committee  
Update

The Program Oversight Committee met on April 14, 2014 to review five new program funding applications (E:21:14).

No conflicts of interest were reported by the commissioners.

**New Funding Applications:**

*Motion was made, seconded and passed unanimously to approve \$10,000 on a one-time basis for the Lutheran Community Services Back to School Health Fair.*

**Not Recommended for Funding at this time:**

Run to Win Take Action Program as the program is not closely enough connected to Verdant' mission.

City of Lynnwood Farmer's Market Education Program as there were concerns about how well the program would actually be able to engage community members in nutrition education in a market setting and how Verdant would know whether the program actually helped improve people's eating habits and attitudes.

Integrated Psychological & Social Services as there were concerns with the very short organizational and financial track record for the applicant.

**Need more information:**

Kinderling South Snohomish County Expansion. Kinderling is based in Bellevue but would like to open a Bothell location. Commissioners will schedule a session with Kinderling to obtain more information on their funding request.

**Follow-up on Puget Sound Kidney Center:**

Commissioners Wilson & Knowles will meet with the Kidney Center to view their presentation before a final decision is made on funding.

Marketing  
Report

Ms. Piplic presented the Marketing Report (E:22:14). Commissioners are welcome to attend any of the remaining sessions of "6 Weeks to a Healthier You" which has 260 registrants. A thank-you reception with debriefing will be held approximately two weeks after the close of 6 Weeks. Date to be announced. Commissioners are also encouraged to attend the "groundbreaking" ceremony on May 1, 2014

from 2:30 to 3:30 p.m. at the Verdant Community Wellness Center. Additional upcoming events were also shared.

Commissioner  
Comments

None

Superintendent's  
Report

Superintendent Zapora reported on four items:

1. The Strategic Collaboration Committee is meeting on Thursday, April 24, 2014 to review updates on Swedish/Edmonds and Verdant.
2. The board will hold a mini retreat on Friday, June 27, 2014, 12 to 5 p.m. at the Lynnwood Convention Center. This retreat is a public meeting.
3. The official name of Verdant's new facility is the Verdant Community Wellness Center. This facility is possibly the state's first *community* wellness center.
4. We are delighted to have Ms. Sue Waldin on staff with Verdant. She will assist Mr. Kosovich with the nearly 80 programs we have funded to date and will play a key role in organizing and developing community health and wellness programs to take place in Verdant's Community Wellness Center. There were 77 applications received, eight interviews, and Sue was selected as our first choice.

Public  
Comments

Ms. Sarah Olson from the City of Lynnwood thanked the commissioners for their consideration of the funding request for the Lynnwood Farmer's Market and invited the commissioners to visit the market which opens on June 12, 2014 and runs on Thursday evenings until September 25, 2014, 3 to 7 p.m. at Wilcox Park. Ms. Olson asked the commissioners to re-consider the application as there is a health education component but also mentioned that the city is interested in collaborating at the Verdant Community Wellness Center after it opens.

Mr. Bob Hegamin presented a copy of his book, "3 Silent Killers: Diabetes, Hypertension, Obesity."

Mr. Al Rutledge commented on the number of new senior living residences in the Alderwood/Lynnwood area and that Verdant should introduce themselves to the new residents coming in 2015.

Executive  
Session

President Knowles cancelled the executive session as there were no updates to discuss.

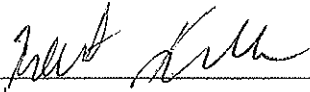
Open Session

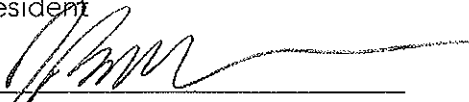
*Motion was made, seconded and passed unanimously to approve the amended holiday policy to include the 24<sup>th</sup> of December.*

Adjourn

There being no further business to discuss, the meeting was adjourned at 8:30 a.m.

ATTEST BY:

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

E: 10:14  
4.23.2014

**Balance Sheet**  
As of March 31, 2014

	A	B	C	D
	Dec 31, 2013	Mar 31, 2014	\$ Change	Comments:
<b>1 ASSETS</b>				
<b>2 Current Assets</b>				
3 Cash Balance	2,579,704	2,541,430	(38,273)	
4 Other Current Assets	30,059,912	31,423,378	1,363,466	Includes Investments
5 Total Current Assets	32,639,616	33,964,808	1,325,192	
6 Total Long-term & Fixed Assets	46,262,507	45,369,576	(892,931)	Depreciation
7 <b>TOTAL ASSETS</b>	<b>78,902,123</b>	<b>79,334,384</b>	<b>432,261</b>	
<b>8 LIABILITIES &amp; EQUITY</b>				
<b>9 Liabilities</b>				
10 Current Liabilities	2,545,684	2,391,571	(154,113)	
11 Long-term Liabilities	5,689,038	5,673,530	(15,507)	2012 LTGO Bonds
12 Total Liabilities	8,234,721	8,065,101	(169,620)	
13 Total Equity	70,667,402	71,269,283	601,882	Annual Net Income
14 <b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>78,902,123</b>	<b>79,334,384</b>	<b>432,261</b>	

**Profit & Loss**  
March 2014

	A	B	C	D	E	F
	Mar Actual	Mar Budget	Fav/(Unfav)	YTD Actual	YTD Budget	Fav/(Unfav)
<b>1 INCOME</b>						
2 Ordinary Income	788,378	681,177	107,201	2,321,934	2,043,531	278,403
<b>3 EXPENSES</b>						
4 Operating Expenses	129,543	116,426	(13,118)	378,606	353,543	(25,063)
5 Depreciation Expense	322,996	251,729	(71,268)	978,777	755,185	(223,592)
6 Program Expenses	398,708	389,583	(9,125)	1,119,666	1,168,750	49,084
7 Total Expenses	851,248	757,738	(93,511)	2,477,048	2,277,478	(199,570)
<b>8 OTHER INCOME/(EXPENSE)</b>						
9 Total Other Income/(Expense)	101,609	266,542	(164,933)	756,996	799,485	(42,489)
10 <b>NET INCOME</b>	<b>38,738</b>	<b>189,981</b>	<b>(151,243)</b>	<b>601,881</b>	<b>565,538</b>	<b>36,343</b>

**Monthly Highlights**  
March 2014

Verdant received dividends payments of \$45,562 and an unrealized loss of \$118,154 on our investment portfolio in March for an ending market value of \$29,501,609.

Annual program commitments total \$5,176,066 and \$4,208,378 for 2014 and 2015, respectively. \$581,141 remains available to spend in 2014, of which \$232,500 is earmarked as Superintendent Discretionary.

Additional income of \$104,477 and expenses of \$30,433 from the Kruger Clinic were incurred, netting to an additional operating income of \$74,044 in March.

Public Hospital District #2

Warrant Number	Transaction Date	Payee	Amount	Purpose
<b>Warrant Activity:</b>				
10608	03/05/2014	Comcast	329.18	Internet
10609	03/05/2014	Lynnwood PFD	3,045.00	Rent
10610	03/05/2014	Puget Sound Energy	501.08	Natural Gas
10611	03/05/2014	Quality Reimbursement Services	60,456.00	2009 Medicare Cost Report Settlement Fee
10612	03/05/2014	Ash Consulting	6,583.51	Accounting Consulting
10613	03/12/2014	Ace Internet Services, Inc.	725.55	IT Support
10614	03/12/2014	Edmonds Chamber of Commerce	175.00	Membership Dues
10615	03/12/2014	Falkin Associates, Inc.	3,052.50	Project Management
10616	03/12/2014	Ankrom Moisan	40,862.69	Architecture
10617	03/12/2014	Builders Exchange of WA Inc.	371.00	Publish Wellness Center Construction
10618	03/12/2014	City of Edmonds Utilities	-	VOID
10619	03/12/2014	City of Lynnwood - Utilities	395.13	Water, Sewer, Storm
10620	03/12/2014	Eberle Vivian	3,843.75	2Q14 Workers Comp Administration
10621	03/12/2014	Electronic Business Machines	901.12	Qtrly Copy Machine Service
10622	03/12/2014	Institute for Fitness and Health	265.11	Joe Piscatella 6WHY
10623	03/12/2014	Lynnwood PFD	87.33	Janitorial supplies
10624	03/12/2014	City of Lynnwood - Utilities	93.44	Water, Sewer, Storm
10625	03/12/2014	WA Health Alliance	550.00	Membership Dues
10626	03/19/2014	Benefit Solutions Inc	17.25	FSA Administration
10627	03/19/2014	Canon Financial Services	301.13	Copy Machine Lease
10628	03/19/2014	Department of Retirement Systems	25.00	Annual Cost
10629	03/19/2014	Healthcare Realty	5,726.25	Property Management of Kruger Clinic
10630	03/19/2014	Johnson Electric	2,750.97	Generator repair at Kruger Clinic
10631	03/19/2014	Thomas & Associates	16,899.30	Consulting
10632	03/19/2014	Institute for Fitness and Health	88.37	Joe Piscatella 6WHY
10633	03/19/2014	Krames Staywell	3,000.00	Qtrly Website Content
10634	03/26/2014	Lynnwood PFD	3,045.00	Rent
10635	03/26/2014	Regence BlueShield	3,167.55	Employee Medical & Dental Insurance
10636	03/26/2014	Awards Service Inc	20.81	Name plate for Sue Waldin
10637	03/26/2014	Principal Financial Group	637.44	Employee Life Insurance
10638	03/26/2014	Office of Richard Matthews	395.00	Legal on 501(c)3
10639	03/26/2014	Aukema & Associates	1,249.50	Marketing Consulting
10640	03/26/2014	Wells Fargo	2,581.46	Misc.
<b>Total Warrants</b>			<b>162,142.42</b>	
<b>Kruger Clinic Activity:</b>				
001-012	Mar 2014	Various Claimants/Vendors	2,1574.73	Administered by Healthcare Realty

Warrant Transaction

Number	Date	Payee	Amount	Purpose
<b>Wire/ACH Activity:</b>				
	3/7/2014	Payroll	15,238.92	ACH payroll transfer
	3/7/2014	Paychex	67.22	Fee for payroll processing
	3/7/2014	Department of Treasury	6,162.13	Payroll taxes for 3/1/14 pay period ending
	3/7/2014	Valic	1,962.19	Payroll 401(a)/457 Deposit
	3/21/2014	Payroll	13,672.72	ACH payroll transfer
	3/21/2014	Paychex	60.58	Fee for payroll processing
	3/21/2014	Department of Treasury	5,882.26	Payroll taxes for 3/15/14 pay period ending
	3/21/2014	Valic	1,944.19	Payroll 401(a)/457 Deposit
	3/10/2014	Wells Fargo	48.05	Bank Service Fee
	3/10/2014	Wells Fargo	491.23	Bank Service Fee
	3/10/2014	Wells Fargo	53.23	Bank Service Fee
	3/15/2014	Bank of America - Fees	19.88	Bank Service Fee
	3/15/2014	Alzheimer's Association Western & Central	7,209.17	Program Payment
	3/15/2014	American Diabetes Association	4,166.67	Program Payment
	3/15/2014	American Heart Association	25,234.00	Program Payment
	3/15/2014	Boys & Girls Club of Snohomish County	9,328.25	Program Payment
	3/15/2014	CampFire	4,166.67	Program Payment
	3/15/2014	Cascade Bicycle Club Education Foundation	4,750.00	Program Payment
	3/15/2014	Center for Human Services	13,523.67	Program Payment
	3/15/2014	ChildStrive	22,660.00	Program Payment
	3/15/2014	City of Brier	45,172.50	Program Payment
	3/15/2014	City of Lynnwood	6,455.67	Program Payment
	3/15/2014	Community Health Center of Snohomish Co	8,333.33	Program Payment
	3/15/2014	Domestic Violence Services Snohomish Co	1,621.08	Program Payment
	3/15/2014	Edmonds Community College	11,712.25	Program Payment
	3/15/2014	Edmonds School District No. 15	65,315.50	Program Payment
	3/15/2014	Edmonds Senior Center	4,518.00	Program Payment
	3/15/2014	Free Range Health	1,767.42	Program Payment
	3/15/2014	Medical Teams International	4,000.00	Program Payment
	3/15/2014	Prescription Drug Assistance Foundation	4,166.67	Program Payment
	3/15/2014	Program for Early Parent Support	3,333.33	Program Payment
	3/15/2014	Project Access Northwest	6,666.67	Program Payment
	3/15/2014	Providence Hospice & Home Care Foundation	12,916.67	Program Payment
	3/15/2014	Puget Sound Christian Clinic	8,750.00	Program Payment
	3/15/2014	Senior Services of Snohomish County	46,686.67	Program Payment
	3/15/2014	Smithwright Services	5,416.67	Program Payment
	3/15/2014	Snohomish County Fire District 1	12,035.50	Program Payment
	3/15/2014	Washington CAN! Education & Research Fund	18,000.00	Program Payment
	3/15/2014	Wonderland Development Center	11,250.00	Program Payment
	3/15/2014	YWCA of Seattle, King and Snohomish Co	4,166.66	Program Payment
	3/15/2014	Within Reach	12,500.00	Program Payment
<b>Warrant Number</b>				
<b>Transaction Date</b>				
<b>Payee</b>				
<b>Amount</b>				
<b>Purpose</b>				

Wire/ACH Activity:

3/1/2014	Benefit Solutions Inc	9.99	FSA Payments
3/3/2014	Benefit Solutions Inc	829.50	FSA Payments
3/12/2014	Benefit Solutions Inc	6.14	FSA Payments
3/12/2014	Benefit Solutions Inc	176.92	FSA Payments
3/20/2014	Benefit Solutions Inc	69.99	FSA Payments
3/21/2014	Benefit Solutions Inc	20.00	FSA Payments
3/22/2014	Benefit Solutions Inc.	19.97	FSA Payments
3/25/2014	Benefit Solutions Inc.	176.92	FSA Payments
3/26/2014	WA Department of Revenue	790.15	B&O tax
	Total Wires/ACH Transactions	433,525.20	

**Workers Compensation Claims Activity:**

305115-305 Mar 2014 Various Claimants/Vendors 6,505.55 Administered by Eberle Vivian

**Professional Liability Activity:**

380000479 Mar 2014 Various Claimants/Vendors 692.60 Administered by Sedgwick

**Total Disbursements**

\$ 624,440.50

**Deposits:**


Date	Payer	Amount	Purpose
3/1/2014	Swedish/Edmonds	716,940.94	Monthly lease
3/3/2014	Value Village	24,428.45	Monthly lease
3/4/2014	Eventbrite	969.27	Registration for 6WHY
3/1/2014	John Headley MD PS	17,445.38	Monthly lease
3/1/2014	David Jaffe	39.00	Registration for 6WHY
3/1/2014	Raymond Liu, D.D.S.	3,109.05	Monthly lease
3/10/2014	Snohomish County	8,814.34	Tax Levy
3/13/2014	PFD - Copies	76.80	Copies
3/6/2014	Puget Sound Gastro	25,353.08	Monthly lease
3/18/2014	Eventbrite	1,667.26	Registration for 6WHY
3/21/2014	J. C. Stevens	49.00	Registration for 6WHY
3/21/2014	ChildStrive	3,172.00	Refund of unused program funds
3/24/2014	Healthcare Realty Services, Inc.	4,166.67	Monthly ground lease
3/31/2014	Sedgwick - Investment Income	0.44	Interest Income
3/31/2014	Wells Fargo - Investment Income	22.39	Interest Income
	<b>Total Deposits</b>	<u>\$ 806,254.07</u>	



VERDANT HEALTH COMMISSION  
PUBLIC HOSPITAL DISTRICT #2  
SNOHOMISH COUNTY, WASHINGTON

WARRANT APPROVAL

We, the undersigned Board of Commissioners of Public Hospital District #2 of Snohomish County, Washington, do hereby certify that the merchandise or services hereinafter specified have been received and that Warrant Numbers 10608 through 10640 have been issued for payment in the amount of \$162,142.42. These warrants are hereby approved.


Attest:  
  
\_\_\_\_\_  
Lisa M. King

  
\_\_\_\_\_  
Commissioner

  
\_\_\_\_\_  
Commissioner

  
\_\_\_\_\_  
Commissioner

  
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Commissioner

  
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Commissioner

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Warrants Processed:	3-1-14 – 3-31-14		\$162,142.42
Work Comp Claims Pd:	3-1-14 – 3-31-14		6,505.55
Professional Liability Pd:	3-1-14 – 3-31-14		692.60
Kruger Clinic Processed:	3-1-14 – 3-31-14		21,574.73
Payroll:	2-23-14 – 3-1-14	15,238.92	
	3-2-14 – 3-15-14	<u>13,672.72</u>	
			28,911.64
Electronic Payments:	Payroll Taxes	12,044.39	
	Paychex	127.80	
	Valic Retirement	3,906.38	
	Benefit Solutions	1,309.43	
	Bank Fees	612.39	
	WA State Dept Revenue	790.15	
	Program Expenditures	<u>385,823.02</u>	
			<u>404,613.56</u>
	Grand Total		<u>\$624,440.50</u>

## April 2014 Program Summary

### Program Summary

- Five new funding applications up for discussion
- The Puget Sound Kidney Centers (PSKC) application is still pending following the discussion at the last board meeting. Three commissioners were able to either meet with PSKC or attend the discussion.

### Recommended for Funding

- **Lutheran Community Services (LCS) – Back to School Health Fair:** an annual school resource & health fair in August at Cedar Valley Elementary in Lynnwood. Verdant provided \$8,000 in funding for the event in 2012 and 2013. The health fair provides health exams, vision checks, immunizations and oral exams/fluoride varnish. More than 600 children and 300 adults have been served in each of the past two years. LCS is seeking an increase in funding from \$8,000 to \$16,000 to pay for administrative and staff time for the event. **The program committee is recommending partially funding the request at \$10,000 on a one-time basis.**

### Need More Information

- **Kinding – South Snohomish County Expansion:** a Bellevue-based non-profit that provides support and intervention for children with developmental delays is seeking funding for services in South Snohomish County. The organization recently opened a new location in Bothell (just outside of Verdant's district) and Kinding is seeking funding to support physical, speech, occupational, feeding and/or mental health therapies and special education to infants and children with disabilities. Kinding is requesting three years of funding for \$135,985 per year.

**The program committee is requesting additional information on the program and plans to schedule a Q&A with the applicant.** Committee members want to better understand how the proposed services fit in with existing community services and how they are different.

### Not Recommended for Funding

- **Run to Win – take action program:** an Edmonds-based non-profit is seeking \$24,125 per year for three years to support day-long sports camps and clinics for 5th and 6th graders, which would take place on teacher in-service days within the Edmonds School District. The camps would expect to serve 50 students in the first year. **The program committee is not recommending the program for funding at this time.** The committee felt the camps, which focus on leadership, sports, and an optional faith component were not closely enough connected to Verdant's mission.
- **The City of Lynnwood – Farmer's market education program:** is seeking \$10,000 per year of funding to support nutrition education at the new Lynnwood Farmer's market. The city plans to offer a weekly education series at the market in partnership with dietitians and other partners on healthy food and cooking. Funds would be used for food, dietician support, and supplies. **The program committee is not recommending funding the request at this time.** The primary concern was how well the program would actually be able to engage community members in nutrition education in a market setting, and how Verdant would know whether the program actually helped improve people's eating habits and attitudes.

- **Integrated Psychological and Social Services (IPASS)** - a new non-profit (founded in July 2013) is seeking \$29,445 in startup funding to open an office in Lynnwood. The clinic would offer sliding-scale therapy to low-income and underinsured adults. Funds would be used for office space and utilities, furnishings, marketing, and other costs. **The committee is not recommending funding this program at this time.** Although there is a need for behavioral health services, there were concerns with the very short organizational and financial track record of the applicant. Total assets for IPASS are only \$2,700, and setting up a new yet-to-be identified location would be a big step for the small Marysville-based non-profit.

Verdant Health Commission Proposal Summary April 2014

A New Funding Requests	B	C			E			Priority Area			I	
		Year 1	Year 2	Year 3	Year 1	Year 2	Year 3	Education & Empowerment	Prevention	Access to Healthcare		Policy & Advocacy
1	Integrated Psychological and Social Services (IPASS)	A new Marysville-based non-profit (founded in July 2013) is seeking start up funding to open an office in Lynnwood. The clinic would offer sliding-scale therapy to low-income and underinsured adults. Funds would be used for office space and utilities, furnishings, marketing, and to obtain an instrument to measure treatment efficacy. The new program would expect to serve 100 clients in the first year of operation.	\$29,445								X	
2	City of Lynnwood - Farmer's Market Nutrition	The City of Lynnwood is seeking funding to support nutrition education at the new Lynnwood Farmer's market. The city plans to offer a weekly education series at the market in partnership with dieticians, the Dairy Council, and other partners on healthy food and cooking. Funds would be used on fresh food for the cooking demos, dietician support, and activity supplies.	\$10,000	\$10,000	\$10,000		X					
3	Lutheran Community Services -- Back to School Health Fair	Lutheran Community Services (LCS) is seeking funding for a 3rd annual school resource & health fair in August at Cedar Valley Elementary. Verdant provided \$8,000 in funding for the event in 2012 and 2013. The health fair provides health exams, vision checks, immunizations and oral exams/fluoride varnish. More than 600 children and 300 adults have been served in each of the past two years. LCS is seeking an increase in funding from \$8,000 to \$16,000 to pay for administrative and staff time for the event.	\$16,000				X		X		X	
4	Kindering - South Snohomish County Expansion	Kindering is a Bellevue-based non profit organization that provides support and intervention for children with developmental delays. The organization recently opened a new location in Bothell (just outside of Verdant's district). Kindering is seeking funding to support physical, speech, occupational, feeding and/or mental health therapies and special education to infants and children with disabilities. Services would be provided in families' homes, childcare centers or the new Bothell center. The program would expect to serve 83 children per year.	\$135,985	\$135,985	\$135,985							X
5	Run To Win - Take Action Program	Run To Win is seeking funding for day-long sports camps and periodic follow up clinics for 5th and 6th graders, which would take place on teacher in-service days within the Edmonds School District. The camps would expect to serve 50 students per year and would track attendance and increases in physical activity.	\$19,781	\$23,846	\$28,750		X				X	

## April 2014 Marketing Report

### 6 Weeks to a Healthier You Update

#### Dates

As a reminder, all sessions are scheduled to run from 6:30-8:00 p.m. at the Lynnwood Convention Center, on the following Tuesdays:

April 29	May 6	May 13	May 20
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#### Registration

- 260 people in total signed up for this year's program
- 201 people did pre-program biometrics, with similar aggregate results as in previous years

#### Upcoming Events

- April 26, 9 a.m. start, Snohomish County March for Babies at Edmonds City Park
- May 17, 9 a.m. – 11:30 a.m. Health & Fitness Expo at Edmonds School District Stadium
- May 17, 9 a.m. – 3 p.m. Low Vision Expo at Lynnwood Convention Center
- May 17, 9 a.m. – 2 p.m. Ethnic Elders Health Fair at Center for Healthy Living
- May 17, 8 a.m. – 4:30 p.m. Conference on Race at Edmonds Community College
- May 18, 11 a.m. – 4 p.m. Celebration of Food Festival at the Lynnwood Convention Center

**HOLIDAYS**

All regular full-time employees are eligible for holiday pay upon hire.

The following holidays will be recognized as District holidays and will be paid in addition to annual paid leave.

- New Year's Day
- Martin Luther King Day
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Veteran's Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve
- Christmas Day
- Floating Holiday (determined annually by Superintendent)

When a legal holiday falls upon a Saturday, the holiday will be observed on the preceding Friday.  
When a legal holiday falls upon a Sunday, the holiday will be observed on the following Monday.