

## SSC

Here are the essentials for you and the Board, with page references to the proposal. The list begins with page 190 because caring for and protecting existing Minidoka team members is foundational to our proposal.

1. Caring for and protecting Minidoka employees  
Wage/benefit protections and continuity for your current team. See Employee Benefits (**p. 190**).
2. Level 3 Facility Condition Assessment (FCA) to support the May levy and future planning  
Objective, engineering-level data: what needs funding, in what order, with real costs. See Executive Summary (**pp. 6–12**) and Financial Highlights (**pp. 14–15**).
3. Proven leadership & seamless transition with early wins  
Dedicated on-site leadership, including Facility Services Coordinator and modern work order system; clear milestones that build momentum and confidence. See Service Delivery Approach (**pp. 72–78**) and Transition Plan (**pp. 123–138**).
4. Visible, community-facing improvements  
Added grounds team member and curb-appeal focus; new capital equipment and vehicles so staff have professional tools. See Capital Equipment & Vehicles (**pp. 115–118**).
5. Financial value & transparency  
\$200,000 signing bonus (\$100k Year 1; \$100k Year 2); all-in pricing and value details. See Pricing Information (**pp. 175–180**) and References & Letters (**pp. 32–37**).

All of this is about student success: raising expectations, improving morale, and increasing attendance. A 1.5% attendance lift can generate >\$600,000 in annual revenue for Minidoka.