



FEATHER RIVER CHARTER SCHOOL

Regular Scheduled Board Meeting

Feather River Charter School

April 21, 2020 – 6:00 pm

3840 Rosin Court #100

Sacramento, CA 95834

Through Teleconference

Join Zoom Meeting

<https://zoom.us/j/96504781544>

Meeting ID: 965 0478 1544

Dial by your location

+16699006833 (San Jose)

Meeting ID: 965 0478 1544

Find your local number: <https://zoom.us/u/acpm0Uiotm>

AGENDA

1. Call to Order
2. Approval of the Agenda
3. Public Comments
4. Principal's Report
 - a. Notice of Violation Update
 - b. School Closure Update
5. Discussion and Potential Action on the March Board Meeting Minutes
6. Discussion and Potential Action on the March Financials
7. Discussion and Potential Action on the Charter Impact Proposal
8. Discussion and Potential Action on the ICS Invoices
9. Discussion and Potential Action on the 2020 – 2021 Benefits Renewals
10. Discussion and Potential Action on the Principal Title Change and Job Description
11. Discussion and Potential Action on the Executive Director Evaluation Timeline and Document
12. Discussion and Potential Action on the Board Resolution Regarding Executive Director Authority 2020 – 4



13. Discussion and Potential Action on the First Amended Bylaws
14. Discussion and Potential Action on the Salary Schedules
15. Discussion and Potential Action on the Withdrawal Policy
16. Discussion and Potential Action on the Lottery Policy
17. Discussion and Potential Action on the Teacher Certification Policy
18. Discussion and Potential Action on the Kindergarten and Transitional Kindergarten Policy
19. Discussion and Potential Action on the Board Resolution – High School Graduation Requirements 2020 – 5
20. Discussion and Potential Action on Board Meeting Stipend
21. Discussion and Potential Action on the Board Resolution - SELPA Representative 2020 – 6
22. Discussion and Potential Action the Board Resolution Approving the Authority of the Executive Director to Add to the Number of Enrollment Spots Available During Open Enrollment 2020-7
23. Discussion and Potential Action on the LCAP Goals
24. Announcement of Next Regular Scheduled Board Meeting
25. Adjournment

Public comment rules: Members of the public may address the Board on agenda or non-agenda items through the teleconference platform, zoom. Zoom does not require the members of the public to have an account or login. Please either utilize the chat option to communicate with the administrative team your desire to address the board or simply communicate orally your desire to address the board when the board asks for public comments. Speakers may be called in the order that requests are received. We ask that comments are limited to 2 minutes each, with no more than 15 minutes per single topic so that as many people as possible may be heard. By law, the Board is allowed to take action only on items on the agenda. The Board may, at its discretion, refer a matter to district staff or calendar the issue for future discussion.

Note: Feather River Charter School Governing Board encourages those with disabilities to participate fully in the public meeting process. If you need a disability-related modification or accommodation, including auxiliary aids or services, to participate in the public meeting, please contact the Governing Board Office at 951-290-3013 at least 48 hours before the scheduled board meeting so that we may make every reasonable effort to accommodate you. (Government Code § 54954.2; Americans with Disabilities Act of 1990, § 202 (42 U.S.C. § 12132)).



FEATHER RIVER CHARTER SCHOOL

Regular Scheduled Board Meeting - Feather River Charter School
March 3, 2020 - 6:00 pm
3840 Rosin Court #200
Sacramento, CA 95834

Attendance: Suzanne Nunnink, Shannon Milligan, David Brockmyer
Absent: Shankari Arcot, Shirley Motalvo
Also Present: Jenell Sherman, Darcy Belleza, Dawn Carl, Elisa Avila

Call to Order:

Suzanne Nunnink called the meeting to order at 6:39 p.m.

Approval of the Agenda:

Suzanne Nunnink motioned to approve the agenda. Shannon Milligan seconded.
-Unanimous

Public Comments:

None.

Principal's Report:

The Principal provided a report on:

- WASC Visit
- Student Achievement
- Testing

Suzanne motioned to approve Principal's report. Shannon Milligan seconded.
-Unanimous

Discussion and Potential Action on the January and February Board Meeting Minutes:

Suzanne motioned to approve the January and February Board meeting minutes. Shannon Milligan seconded.
-Unanimous

Discussion and Potential Action on the Second Interim Report:

Suzanne Nunnink motioned to approve the Second Interim Report. Shannon Milligan seconded.
-Unanimous

Discussion and Potential Action on the MOU with other Schools:

Suzanne Nunnink motioned to approve the MOU with other Schools. Shannon Milligan seconded.
-Unanimous



Discussion and Potential Action on the Proposal from Charter Impact:

Suzanne Nunnink motioned to postpone the Proposal from Charter Impact until April. Bring back to Charter Impact a variable fee of 1.5% of total revenue for each reporting entity rather than 1.75%. Shannon Milligan seconded.

-Unanimous

Discussion and Potential Action on the Growth Projections and Enrollment Windows:

Suzanne Nunnink motioned to approve the Growth Projections and Enrollment Window. Shannon Milligan seconded.

-Unanimous

Discussion and Potential Action on the Instructional Funds Depreciation Chart:

Suzanne Nunnink motioned to approve the Instructional Funds Depreciation Chart. Shannon Milligan seconded.

-Unanimous

Discussion and Potential Action on the 2020-21 School Calendar:

Suzanne Nunnink motioned to approve the 2020-21 School Calendar. Shannon Milligan seconded.

-Unanimous

Discussion and Potential Action on the Employee Contract:

Suzanne Nunnink motioned to approve the Employee Contract with correction of work days from 196 to 195. Shannon Milligan seconded.

-Unanimous

Discussion and Potential Action on the Lottery Policy:

Suzanne Nunnink motioned to approve the Lottery Policy with the correction to 2. Lottery Procedure, change Westside Elementary School District to Feather River Charter School. Shannon Milligan seconded.

-Unanimous

Discussion and Potential Action on the Homeless Education Policy:

Suzanne Nunnink motioned to approve the Homeless Education Policy. Shannon Milligan seconded.

-Unanimous

Discussion and Potential Action on the Work Sample Policy:

Suzanne Nunnink motioned to approve the Work Sample Policy. Shannon Milligan seconded.

-Unanimous



Discussion and Potential Action on the School Accountability Report Card (SARC)

Suzanne Nunnink motioned to approve the School Accountability Report Card (SARC).

Shannon Milligan seconded.

-Unanimous

Announcement of Next Regular Scheduled Board Meeting:

Suzanne Nunnick motioned to approve April 21, 2020 at 6:00 pm for the next scheduled Board Meeting. Shannon Milligan seconded.

-Unanimous

Adjournment:

Suzanne Nunnink motioned to adjourn board meeting at 7:16pm. David Brockmyer seconded.

-Unanimous

Prepared by:
Bryanna Brossman

Noted by:

Board Secretary



FEATHER RIVER CHARTER SCHOOL

Special Board Meeting - Feather River Charter School
March 17, 2020 – 12:00 pm
3840 Rosin Court #100, Sacramento, CA 95834

Attendance: Suzanne Nunnink, Shannon Milligan, Shankari Arcot - Teleconference
Absent: David Brockmyer, Shirley Montalvo
Also Present: Dr. Johnson, Shannon Breckenridge, Kristie Nicosia, Katie Royer, Darcy Belleza, Kara Tupy, Allie Suydam, Amy Frydelund, Kirsten Graat, Javier Lopez - Teleconference

Call to Order:

Suzanne Nunnink called the meeting to order at 12:08 pm.

Approval of the Agenda:

Suzanne Nunnink motioned to approve the agenda. Shannon Milligan seconded.
-Unanimous.

Public Comments:

None.

Discussion and Potential Action on the Board Resolution: School Closure:

Suzanne Nunnink motioned to approve the Board Resolution: School Closure. Shannon Milligan seconded.
-Unanimous.

Discussion and Potential Action on the Board Resolution: Establishment of Accounts at Wells Fargo:

Suzanne Nunnink motioned to approve the Board Resolution: Establishment of Accounts at Wells Fargo. Shankari Arcot seconded.
-Unanimous.

Discussion and Potential Action on the Board Resolution: Affirming Board Positions:

Suzanne Nunnink motioned to approve the Board Resolution: Affirming Board Positions. Shankari Arcot seconded.
-Unanimous.

Adjournment:

Suzanne Nunnink motioned to adjourn the meeting at 1:23 pm. Shannon Milligan seconded.
-Unanimous.

Prepared by:
Bryanna Brossman

Noted by:

Board Secretary

Feather River Charter School

Monthly Financial Presentation – March 2020

FEATHER RIVER - Highlights

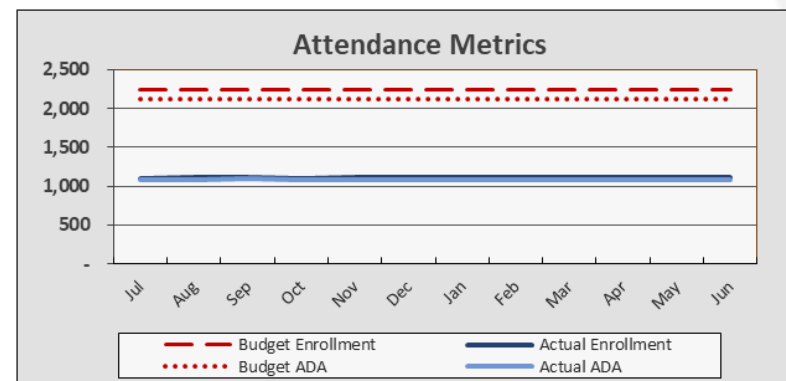
- **P2 ADA used to project year-end revenue.**
- No change in revenue projections.
- Annual expense projections increased by \$383k. 
- Ending surplus forecasted at \$40k. (Prior month: \$422k)
- SB740 requirements:
 - 40/80 Expense ratio- Compliant 
 - Max (25:1) Pupil:Teacher ratio – Compliant 

Cert.	Instr.
55.5%	88.4%
1,928,105	1,046,497

Pupil:Teacher Ratio
17.90 :1

FEATHER RIVER - Enrollment

Enrollment & Per Pupil Data			
	<u>Actual</u>	<u>Forecast</u>	<u>Budget</u>
<i>Average Enrollment</i>	1,107	1111	2234
<i>ADA</i>	1,085	1092	2122
<i>Attendance Rate</i>	98.0%	98.3%	95.0%
<i>Unduplicated %</i>	40.5%	40.5%	40.5%
<i>Revenue per ADA</i>		\$10,410	\$10,030
<i>Expenses per ADA</i>		\$10,023	\$9,688



****P2 ADA used in revenue projections: 1,092**

FEATHER RIVER - Revenue

- Annual revenue variance due to actual v. budgeted ADA.

Revenue

<i>Year-to-Date</i>		
Actual	Budget	Fav/(Unf)
State Aid-Rev Limit	\$ 13,551,619	\$ 14,821,621 \$ (1,270,002)
Federal Revenue	-	160,666 (160,666)
Other State Revenue	927,998	1,098,598 (170,600)
Other Local Revenue	-	-
Total Revenue	\$14,479,617	\$16,080,884 \$ (1,601,267)

<i>Annual/Full Year</i>		
Forecast	Budget	Fav/(Unf)
\$ 10,119,902	\$ 19,371,516	\$ (9,251,614)
321,332	321,332	-
926,187	1,590,504	(664,317)
-	-	-
\$ 11,367,421	\$ 21,283,352	\$ (9,915,931)

FEATHER RIVER - Expenses

- Increase in projected expenses due to SPED MOU sharing cost.
 - Sub agreement Services
- Expenses remain favorable to budget due to lower per pupil spending.

Expenses	Year-to-Date			Annual/Full Year		
	Actual	Budget	Fav/(Unf)	Forecast	Budget	Fav/(Unf)
Certificated Salaries	\$ 3,144,880	\$ 5,052,795	\$ 1,907,915	\$ 4,269,531	\$ 6,737,060	\$ 2,467,529
Classified Salaries	85,434	-	(85,434)	112,710	-	(112,710)
Benefits	1,378,242	1,403,861	25,619	1,766,530	1,865,543	99,013
Books and Supplies	602,563	1,896,780	1,294,217	1,212,094	2,629,111	1,417,018
Subagreement Services	2,309,417	4,455,599	2,146,182	2,834,196	6,050,848	3,216,652
Operations	152,580	201,184	48,605	178,802	268,246	89,444
Facilities	3,007	331,932	328,925	3,007	442,576	439,569
Professional Services	643,211	1,658,084	1,014,874	829,605	2,225,391	1,395,786
Depreciation	2,762	9,171	6,410	2,955	12,229	9,274
Interest	68,918	281,624	212,706	117,514	326,152	208,639
Total Expenses	\$ 8,391,013	\$15,291,031	\$ 6,900,019	\$ 11,326,943	\$ 20,557,156	\$ 9,230,213

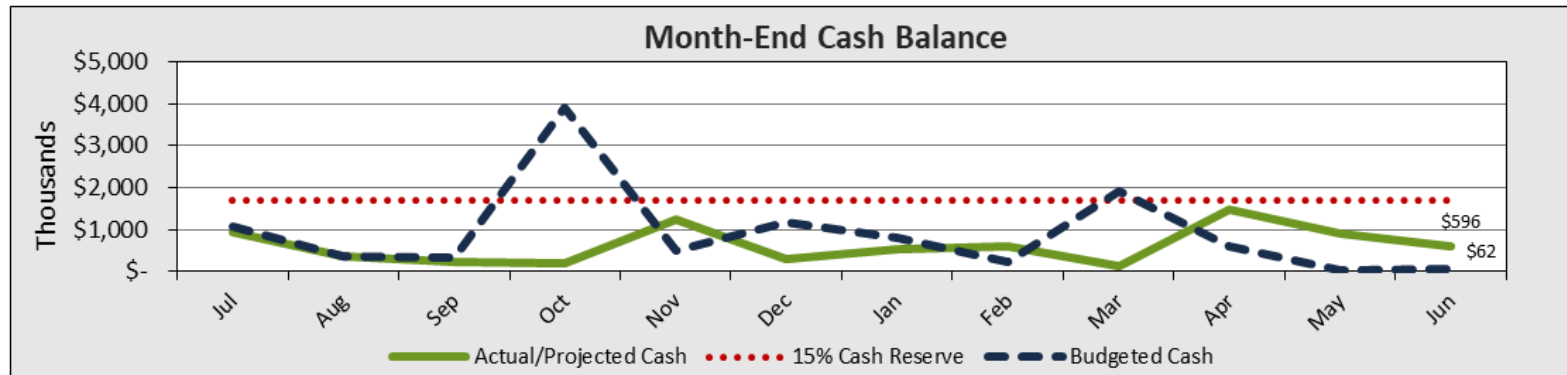
FEATHER RIVER - Fund Balance

- Annual surplus forecasted at \$40k.
- Projected reserve for economic uncertainty below target.

	Year-to-Date			Annual/Full Year		
	Actual	Budget	Fav/(Unf)	Forecast	Budget	Fav/(Unf)
Total Surplus(Deficit)	\$ 6,088,604	\$ 789,853	\$ 5,298,751	\$ 40,478	\$ 726,196	\$ (685,718)
Beginning Fund Balance	<u>132,154</u>	<u>132,154</u>		<u>132,154</u>	<u>132,154</u>	
Ending Fund Balance	<u>\$ 6,220,758</u>	<u>\$ 922,007</u>		<u>\$ 172,632</u>	<u>\$ 858,350</u>	
As a % of Annual Expenses	54.9%	4.5%		1.5%	4.2%	

FEATHER RIVER - Cash Balance

- Cash balance projected to remain positive through collection of intercompany balances & factoring.
- Year-end cash projected at \$595k.



FEATHER RIVER - Compliance Reporting



Area	Due Date	Description	Completed By	Board Must Approve	Signature Required
FINANCE	Apr-01	Audit Firm Selection - In accordance with Education Code (EC) Section 41020, the governing board of each school shall provide for an audit of the books and accounts of the school. In the event the governing board of a school has not provided for an audit, by selecting an audit firm, by April 1, the County Office of Education, having jurisdiction over the school, shall provide for the audit.	Feather River with Charter Impact support	Yes	No
FINANCE	April 1st extended to June 1st	File a Form 700 - Statement of Economic Interests (SEI) : The requirement is part of the Political Reform Act enacted in 1974, which was passed by California voters to promote integrity in state and local government by helping agency decision makers avoid conflicts between their personal interests and official duties. Depending on your local authorizer's conflict of interest policies, certain charter school officers and employees may be required to file Statements of Economic Interest with a filing officer by the April 1 deadline. Due to the current COVID-19 pandemic, the Fair Political Practices Commission is allowing a 60-day extension until June 1, 2020 for those required to file a 2019 annual Statement of Economic Interests (Form 700). http://www.fppc.ca.gov/media/press-releases/2020-news-releases/press-release-extend-form700.html	Feather River with Charter Impact support	Yes	Yes
FINANCE	Apr-22	Federal Expenditure Report #2 (Special Education) - Interim financial reporting for actuals through March 31 are due to El Dorado Charter SELPA.	Charter Impact	No	No
DATA	Apr-24	CALPADS - Fall 2 amendment deadline (EXTENDED) - Please be mindful that Level-2 certification within CALPADS means that these data have been reviewed and approved by your superintendent or IRC administrator. Failure to properly review and amend these data in CALPADS within the allotted amendment window will result in the improper certification of official Fall 2 data within CALPADS, which can impact a number of things, including LCFF funding, student course enrollments, staff assignments and English learner education services.	Charter Impact submits with data provided by Feather River	No	No
DATA	Apr-30	Period 2 (P2) Attendance Report - P2 ADA is total ADA from the beginning of the school year through the last school month ending on or before April 15. For the purpose of preventing losses of attendance based funding as a result of reductions in ADA due to COVID-19, SB 117 provides that the ADA used for both the second period and the annual period apportionment includes all full school months from July 1, 2019 to February 29, 2020.	Charter Impact submits with data provided by Feather River	No	Yes

FEATHER RIVER - Appendix

- Due (To)/From All Inspire Charter School Locations
- Monthly Cash Flow / Forecast 19-20
- Budget vs. Actual
- Statement of Financial Position
- Statement of Cash Flows
- Check Register
- AP Aging

Feather River Charter School

Due (To)/From All Inspire Charter School Locations

For the period ended March 31, 2020

	Account Balance
Due (to)/from Inspire LA	\$ 4,353,094
Due (to)/from Cabrillo Point Academy	114
Due (to)/from Blue Ridge Academy	(44,284)
Due (to)/from Winship Community School	69,934
Due (to)/from Yosemite Valley Charter School	(14,319)
Due (to)/from Clarksville Charter School	(94)
Due (to)/from Pacific Coast Academy	136,434
Due (to)/from Inspire Charter Services	628,630
Due (to)/from Heartland Charter School	241
Due (to)/from Granite Mountain Charter School	83,777
Due (to)/from Lake View Charter School	185,933
Due (to)/from Mission Vista Academy	130,210
Due (to)/from Monarch River Academy	(69)
Due (to)/from The Cottonwood School	<u>1,307,520</u>
Total Due (to)/from Balance	<u><u>\$ 6,837,121</u></u>

Feather River Charter School

Monthly Cash Flow/Forecast FY19-20

Revised 4/18/2020



ADA = 1091.85

Revenues

State Aid - Revenue Limit

8011	LCFF State Aid	-	1,174,404	1,174,404	2,113,927	2,113,927	2,113,927	2,113,927	2,113,927	-	-	-	-	(3,685,013)	9,233,430	18,415,887	(9,182,457)
8012	Education Protection Account	-	-	-	135,298	-	-	135,297	-	-	-	-	-	(52,225)	218,370	424,460	(206,090)
8019	State Aid - Prior Year	-	-	-	-	-	-	-	-	1,342	-	-	-	-	1,342	-	1,342
8096	In Lieu of Property Taxes	-	-	-	-	112,109	99,652	99,652	49,826	-	-	-	-	305,521	666,760	531,169	135,591

Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Year-End Accruals
-	1,174,404	1,174,404	2,113,927	2,113,927	2,113,927	2,113,927	2,113,927	-	-	-	-	(3,685,013)
-	-	-	135,298	-	-	135,297	-	-	-	-	-	(52,225)
-	-	-	-	-	-	-	-	1,342	-	-	-	-
-	-	-	-	112,109	99,652	99,652	49,826	-	-	-	-	305,521
-	1,174,404	1,174,404	2,249,225	2,226,036	2,213,579	2,348,876	2,163,753	1,342	-	-	-	(3,431,717)

Federal Revenue

8181	Special Education - Entitlement	-	-	-	-	-	-	-	163,375	-	81,688	76,269
------	---------------------------------	---	---	---	---	---	---	---	---------	---	--------	--------

-	-	-	-	-	-	-	-	-	163,375	-	81,688	76,269
-	-	-	-	-	-	-	-	-	163,375	-	81,688	76,269

Other State Revenue

8311	State Special Education	70,772	70,772	-	-	-	509,560	-	-	-	-	(85,799)
8550	Mandated Cost	-	-	-	-	58,734	-	-	-	-	-	-
8560	State Lottery	-	-	-	-	-	-	142,025	-	140,033	-	(56,045)
8598	Prior Year Revenue	-	135	1,429	-	-	2,235	52,460	-	-	-	-
8599	Other State Revenue	-	-	-	-	-	-	19,876	-	-	-	-

70,772	70,772	-	-	-	-	509,560	-	-	-	-	-	(85,799)
-	-	-	-	-	58,734	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	142,025	-	140,033	-	(56,045)
-	135	1,429	-	-	-	2,235	52,460	-	-	-	-	-
-	-	-	-	-	-	-	19,876	-	-	-	-	-
70,772	70,907	1,429	-	-	58,734	511,795	214,361	-	140,033	-	-	(141,844)

Total Revenue

Expenses

Certificated Salaries

1100	Teachers' Salaries	475,567	555,879	581,501	579,744	(225,494)	(315,331)	282,578	287,635	302,320	302,320	302,320	-
1175	Teachers' Extra Duty/Stipends	7,500	46,296	69,617	68,805	(8,710)	8,570	38,778	37,717	86,022	40,813	40,813	-
1200	Pupil Support Salaries	14,551	16,792	18,740	24,792	24,024	(94,066)	-	-	-	-	-	-
1300	Administrators' Salaries	26,167	26,796	33,775	39,183	52,404	(17,604)	29,500	29,500	34,225	31,750	31,750	-
1900	Other Certificated Salaries	7,107	-	-	-	-	-	-	-	-	-	-	-

70,772	1,245,311	1,175,833	2,249,225	2,226,036	2,272,313	2,860,671	2,378,114	1,342	303,408	-	81,688	(3,497,292)
475,567	555,879	581,501	579,744	(225,494)	(315,331)	282,578	287,635	302,320	302,320	302,320	302,320	-
7,500	46,296	69,617	68,805	(8,710)	8,570	38,778	37,717	86,022	40,813	40,813	40,813	-
14,551	16,792	18,740	24,792	24,024	(94,066)	-	-	-	-	-	-	-
26,167	26,796	33,775	39,183	52,404	(17,604)	29,500	29,500	34,225	31,750	31,750	31,750	-
7,107	-	-	-	-	-	-	-	-	-	-	-	-
530,892	645,762	703,633	712,525	(157,776)	(418,431)	350,856	354,851	422,568	374,884	374,884	374,884	-

Classified Salaries

2100	Instructional Salaries	50,284	49,597	56,135	57,845	53,569	(208,872)	9,494	8,288	9,092	9,092	9,092	-
2200	Support Salaries	-	1,692	3,231	3,788	3,481	(12,192)	-	-	-	-	-	-

50,284	49,597	56,135	57,845	53,569	(208,872)	9,494	8,288	9,092	9,092	9,092	9,092	-
-	1,692	3,231	3,788	3,481	(12,192)	-	-	-	-	-	-	-
50,284	51,289	59,366	61,634	57,050	(221,064)	9,494	8,288	9,092	9,092	9,092	9,092	-

Benefits

3101	STRS	89,643	105,448	114,735	120,282	(44,480)	(50,763)	57,052	42,307	63,071	67,545	67,545	-
3301	OASDI	3,222	3,534	4,166	3,800	2,495	(12,582)	588	513	563	546	546	-
3311	Medicare	8,207	9,877	10,627	10,875	(3,062)	(7,178)	5,113	5,148	6,163	5,854	5,854	-
3401	Health and Welfare	(16,335)	94,211	70,761	77,067	84,821	162,928	89,377	85,270	72,765	48,167	48,167	-
3501	State Unemployment	7,633	6,289	2,757	3,187	(7,251)	304	14,065	4,860	9,781	1,666	1,666	-
3601	Workers' Compensation	-	12,584	6,292	6,292	6,384	14,787	6,421	6,292	6,292	5,652	5,652	-
3901	Other Benefits	-	0	874	173	-	-	-	-	-	-	-	-

89,643	105,448	114,735	120,282	(44,480)	(50,763)	57,052	42,307	63,071	67,545	67,545	67,545	-
3,222	3,534	4,166	3,800	2,495	(12,582)	588	513	563	546	546	546	-
8,207	9,877	10,627	10,875	(3,062)	(7,178)	5,113	5,148	6,163	5,854	5,854	5,854	-
(16,335)	94,211	70,761	77,067	84,821	162,928	89,377	85,270	72,765	48,167	48,167	48,167	-
7,633	6,289	2,757	3,187	(7,251)	304	14,065	4,860	9,781	1,666	1,666	1,666	-
-	12,584	6,292	6,292	6,384	14,787	6,421	6,292	6,292	5,652	5,652	5,652	-
-	0	874	173	-	-	-	-	-	-	-	-	-
92,370	231,942	210,212	221,676	38,906	107,496	172,616	144,389	158,634	129,429	129,429	129,429	-

Books and Supplies

4302	School Supplies	48,886	89,925	69,269	85,935	56,019	39,629	66,460	59,162	62,642	82,528	59,489	24,677	32,227
4305	Software	2,976	4,216	5,729	4,163	4,379	4,790	464	5,065	(14,882)	4,131	4,131	4,131	-
4310	Office Expense	778	859	673	1,163	1,481	593	1,042	288	133	1,732	1,732	1,732	-
4311	Business Meals	-	-	-	572	87	568	76	-	43	167	167	167	-
4400	Noncapitalized Equipment	-	599	-	-	-	-	-	-	(1,217)	162,849	117,387	48,694	63,592

48,886	89,925	69,269	85,935	56,019	39,629	66,460	59,162	62,642	82,528	59,489	24,677	32,227
2,976	4,216	5,729	4,163	4,379	4,790	464	5,065	(14,882)	4,131	4,131	4,131	-
778	859	673	1,163	1,481	593	1,042	288	133	1,732	1,732	1,732	-
-	-	-	572	87	568	76	-	43	167	167	167	-
-	599	-	-	-	-	-	-	(1,217)	162,849	117,387	48,694	63,592
52,640	95,599	75,671	91,833	61,965	45,580	68,041	64,515	46,720	251,406	182,905	79,400	95,819

Subagreement Services

5102	Special Education
5105	Security
5106	Other Educational Consultants
5107	Instructional Services

61,033	239,941	240,922	290,118	268,616	310,464	338,950	291,306	268,068	183,095	171,598	151,256	18,831
2,453	18,927	22,270	36,776	52,725	27,720	64,304	25,130	47,655	47,018	47,018	47,018	-
-	5,488	-	-	-	-	-	-	-	-	-	-	-
50,442	65,333	58,956	147,333	109,881	176,735	185,289	179,365	136,336	48,224	34,761	14,420	18,831
8,139	150,193	159,696	106,009	106,009	106,009	89,357	86,811	84,077	87,853	89,818	89,818	-
61,033	239,941	240,922	290,118	268,616	310,464	338,950	291,306	268,068	183,095	171,598	151,256	18,831

Operations and Housekeeping

5201	Auto and Travel	4,132	8,572	2,243	3,136	3,753	629	45	529	540	6,193	6,193	6,193	-
5300	Dues & Memberships	3,015	3,015	3,015	(2,206)	-	-	-	2,770	-	-	-	-	-
5400	Insurance	100	29,654	14,877	14,877	14,877	6,392	14,877	14,877	8,249	2,496	2,496	2,496	-
5900	Communications	314	-	-	76	36	20	56	56	56	52	52	52	-

4,132	8,572	2,243	3,136	3,753	629	45	529	540	6,193	6,193	6,193	-
3,015	3,015	3,015	(2,206)	-	-	-	2,770	-	-	-	-	-
100	29,654	14,877	14,877	14,877	6,392	14,877	14,877	8,249	2,496	2,496	2,496	-
314	-	-	76	36	20	56	56	56	52	52	52	-
7,562	41,241	20,135	15,882	18,665	7,041	14,977	18,231	8,845	8,741	8,741	8,741	-

Annual Forecast	Annual Budget	Favorable / (Unfav.)
	ADA = 2122.30	
9,233,430	18,415,887	(9,182,457)
218,370	424,460	(206,090)
1,342	-	1,342
666,760	531,169	135,591
10,119,902	19,371,516	(9,251,614)
321,332	321,332	-
321,332	321,332	-
565,305	1,098,821	(533,515)
58,734	58,734	0
226,013	432,949	(206,936)
56,259	-	56,259
19,876	-	19,876
926,187	1,590,504	(664,317)
11,367,421	21,283,352	(9,915,931)
3,431,361	5,516,000	2,084,639
477,033	827,400	350,367
4,833	33,660	28,827
349,196	360,000	10,804
7,107	-	(7,107)
4,269,531	6,737,060	2,467,529
112,710	-	(112,710)
-	-	-
112,710	-	(112,710)
699,929	1,125,089	425,160
7,934	-	(7,934)
63,333	97,687	34,354
865,365	480,000	(385,365)
46,623	47,040	417
82,300	94,319	12,019
1,047	21,408	20,361
1,766,530	1,865,543	99,013
776,849	1,853,775	1,076,927
29,292	358,213	328,921
12,204	103,346	91,142
1,846	1,500	(346)
391,903	312,277	(79,626)
1,212,094	2,629,111	1,417,018
439,012	828,247	389,235
5,488	409	(5,080)
1,225,907	2,774,607	1,548,700
1,163,789	2,447,585	1,283,797
2,834,196	6,050,848	3,216,652
42,158	155,611	113,452
9,610	21,001	11,390
126,266	58,320	(67,945)
768	153	(615)
178,802	268,246	89,444

Feather River Charter School

Monthly Cash Flow/Forecast FY19-20

Revised 4/18/2020



ADA = 1091.85

Facilities, Repairs and Other Leases

5601	Rent	35,407	40,276	40,276	(120,828)	4,869	-	-	-	-	-	-	-
5604	Other Leases	-	-	-	-	55	-	-	1,375	937	-	-	-
5610	Repairs and Maintenance	-	640	-	-	-	-	-	-	-	-	-	-

Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Year-End Accruals
35,407	40,276	40,276	(120,828)	4,869	-	-	-	-	-	-	-	-
-	-	-	-	55	-	-	1,375	937	-	-	-	-
-	640	-	-	-	-	-	-	-	-	-	-	-
35,407	40,916	40,276	(120,828)	4,924	-	-	1,375	937	-	-	-	-

Professional/Consulting Services

5801	IT	-	1,265	-	1,400	-	-	-	-	-	-	-
5802	Audit & Taxes	-	-	-	-	-	5,400	-	-	-	-	-
5803	Legal	-	1,305	1,110	231	288	99	6,333	1,394	336	436	-
5804	Professional Development	800	32,111	520	987	32,111	-	(299)	-	-	-	-
5805	General Consulting	-	-	-	250	1,020	1,000	-	750	1,650	1,384	-
5806	Special Activities/Field Trips	15,832	12,802	16,485	12,393	1,776	435	2,852	(492)	1,399	2,723	1,962
5807	Bank Charges	-	-	77	694	506	203	125	228	41	135	135
5808	Printing	-	-	-	-	-	-	-	47	-	-	-
5809	Other taxes and fees	-	47	35	875	609	34	1	0	-	773	773
5811	Management Fee	2,477	45,711	48,603	32,264	32,264	32,264	27,196	26,421	25,589	26,738	27,335
5812	District Oversight Fee	-	-	-	-	121,072	30,896	-	-	61,392	-	-

-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	5,400	-	-	-	-	-	-	-
-	1,305	1,110	231	288	99	6,333	1,394	336	436	436	436	-
800	32,111	520	987	32,111	-	(299)	-	-	-	-	-	-
-	-	-	250	1,020	1,000	-	750	1,650	1,384	1,384	1,384	-
15,832	12,802	16,485	12,393	1,776	435	2,852	(492)	1,399	2,723	1,962	814	1,063
-	-	77	694	506	203	125	228	41	135	135	135	-
-	-	-	-	-	-	-	-	47	-	-	-	-
-	47	35	875	609	34	1	0	-	773	773	773	-
2,477	45,711	48,603	32,264	32,264	32,264	27,196	26,421	25,589	26,738	27,335	27,335	-
-	-	-	-	121,072	30,896	-	-	61,392	-	-	-	90,238
19,109	93,240	66,830	49,094	189,645	70,329	36,208	28,301	90,455	32,189	32,026	30,878	91,301

Depreciation

6900	Depreciation Expense	1,155	1,155	1,155	1,155	1,155	(3,208)	64	64	64	64	64	-
------	----------------------	-------	-------	-------	-------	-------	---------	----	----	----	----	----	---

1,155	1,155	1,155	1,155	1,155	(3,208)	64	64	64	64	64	64	-
1,155	1,155	1,155	1,155	1,155	(3,208)	64	64	64	64	64	64	-

Interest

7438	Interest Expense	-	-	2,206	444	65,250	351	345	322	-	48,596	-	-
------	------------------	---	---	-------	-----	--------	-----	-----	-----	---	--------	---	---

-	-	2,206	444	65,250	351	345	322	-	48,596	-	-	-
-	-	2,206	444	65,250	351	345	322	-	48,596	-	-	-

Total Expenses

850,452	1,441,085	1,420,406	1,323,533	548,401	(101,442)	991,552	911,643	1,005,383	1,037,495	908,740	783,744	205,951
---------	-----------	-----------	-----------	---------	-----------	---------	---------	-----------	-----------	---------	---------	---------

Monthly Surplus (Deficit)

(779,680)	(195,774)	(244,573)	925,692	1,677,635	2,373,755	1,869,119	1,466,471	(1,004,041)	(734,088)	(908,740)	(702,056)	(3,703,243)
-----------	-----------	-----------	---------	-----------	-----------	-----------	-----------	-------------	-----------	-----------	-----------	-------------

Cash Flow Adjustments

Monthly Surplus (Deficit)

Cash flows from operating activities

Depreciation/Amortization	1,155	1,155	1,155	1,155	1,155	(3,208)	64	64	64	64	64	-
Public Funding Receivables	3,488,968	163,745	64,221	64,323	94,292	-	-	212,818	(1,342)	-	-	3,497,292
Grants and Contributions Rec.	-	-	4,929	-	-	-	78	-	-	-	-	-
Due To/From Related Parties	1,393,241	448,959	1,107,609	1,182,988	(724,137)	(1,323,060)	388,142	187,756	200,315	500,000	341,397	400,000
Prepaid Expenses	5,867	(38,272)	3,865	(2,443)	51,359	850	100	(48,306)	39,681	-	-	-
Other Assets	-	1,620	-	-	-	-	-	-	-	-	-	-
Accounts Payable	(546,721)	17,877	(603)	(12,378)	12,693	(41,919)	82,233	(33,025)	216,286	(53,111)	-	205,951
Accrued Expenses	(127,196)	44,800	(23,038)	(225,358)	(3,301)	(75,621)	(54,637)	73,201	94,922	-	-	-
Other Liabilities	837	-	-	-	-	-	-	-	-	-	-	-

Cash flows from financing activities

Proceeds from Factoring	-	-	-	-	1,796,800	-	-	-	-	1,619,851	-	-
Payments on Factoring	(2,662,900)	(1,022,600)	(1,022,600)	(1,962,400)	(1,840,700)	(1,840,700)	(2,025,600)	(1,796,800)	-	-	-	-
Payments on Debt	-	-	(20,833)	(20,833)	(20,833)	(20,833)	(20,833)	(20,833)	-	-	-	-

(779,680)	(195,774)	(244,573)	925,692	1,677,635	2,373,755	1,869,119	1,466,471	(1,004,041)	(734,088)	(908,740)	(702,056)	(3,703,243)
1,155	1,155	1,155	1,155	1,155	(3,208)	64	64	64	64	64	64	-
3,488,968	163,745	64,221	64,323	94,292	-	-	212,818	(1,342)	-	-	-	3,497,292
-	-	4,929	-	-	-	78	-	-	-	-	-	-
1,393,241	448,959	1,107,609	1,182,988	(724,137)	(1,323,060)	388,142	187,756	200,315	500,000	341,397	400,000	-
5,867	(38,272)	3,865	(2,443)	51,359	850	100	(48,306)	39,681	-	-	-	-
-	1,620	-	-	-	-	-	-	-	-	-	-	-
(546,721)	17,877	(603)	(12,378)	12,693	(41,919)	82,233	(33,025)	216,286	(53,111)	-	-	205,951
(127,196)	44,800	(23,038)	(225,358)	(3,301)	(75,621)	(54,637)	73,201	94,922	-	-	-	-
837	-	-	-	-	-	-	-	-	-	-	-	-
-	-	-	-	1,796,800	-	-	-	-	1,619,851	-	-	-
(2,662,900)	(1,022,600)	(1,022,600)	(1,962,400)	(1,840,700)	(1,840,700)	(2,025,600)	(1,796,800)	-	-	-	-	-
-	-	(20,833)	(20,833)	(20,833)	(20,833)	(20,833)	(20,833)	-	-	-	-	-

Total Change in Cash

773,571	(578,490)	(129,868)	(49,254)	1,044,962	(930,736)	238,666	41,347	(454,115)	1,332,717	(567,278)	(301,992)
---------	-----------	-----------	----------	-----------	-----------	---------	--------	-----------	-----------	-----------	-----------

Cash, Beginning of Month

176,107	949,678	371,188	241,320	192,066	1,237,029	306,292	544,958	586,305	132,190	1,464,907	897,628
---------	---------	---------	---------	---------	-----------	---------	---------	---------	---------	-----------	---------

Cash, End of Month

949,678	371,188	241,320	192,066	1,237,028	306,292	544,958	586,305	132,190	1,464,907	897,628	595,637
---------	---------	---------	---------	-----------	---------	---------	---------	---------	-----------	---------	---------

Annual Forecast	Annual Budget	Favorable / (Unfav.)
(0)	387,060	387,060
2,367	-	(2,367)
640	55,177	54,537
3,007	442,576	439,569
2,665	9,553	6,888
5,400	8,667	3,267
12,403	3,363	(9,041)
66,229	5,567	(60,662)
8,822	73,526	64,704
70,045	752,026	681,981
2,280	2,143	(137)
47	1,311	1,263
3,920	40,338	36,418
354,197	744,917	390,721
303,597	581,145	277,548
829,605	2,225,391	1,395,786
2,955	12,229	9,274
2,955	12,229	9,274
117,514	326,152	208,639
117,514	326,152	208,639

Cert.	Instr.
55.5%	90.1%
1,928,105	1,247,008

Pupil:Teacher Ratio
17.90 :1

Feather River Charter School

Budget vs Actual

For the period ended March 31, 2020

	Current Period Actual	Current Period Budget	Current Period Variance	Current Year Actual	YTD Budget	YTD Budget Variance	Total Budget
Revenues							
State Aid - Revenue Limit							
LCFF State Aid	\$ -	\$ 1,093,649	\$ (1,093,649)	\$ 12,918,443	\$ 14,041,290	\$ (1,122,847)	\$ 18,415,887
Education Protection Account	-	47,750	(47,750)	270,595	318,345	(47,750)	424,460
State Aid - Prior Year	1,342	-	1,342	1,342	-	1,342	-
In Lieu of Property Taxes	-	23,061	(23,061)	361,239	461,986	(100,747)	531,169
Total State Aid - Revenue Limit	1,342	1,164,460	(1,163,118)	13,551,619	14,821,621	(1,270,002)	19,371,516
Federal Revenue							
Special Education - Entitlement	-	160,666	(160,666)	-	160,666	(160,666)	321,332
Total Federal Revenue	-	160,666	(160,666)	-	160,666	(160,666)	321,332
Other State Revenue							
State Special Education	-	65,654	(65,654)	651,104	901,860	(250,756)	1,098,821
Mandated Cost	-	-	-	58,734	58,734	0	58,734
State Lottery	-	-	-	142,025	138,003	4,022	432,949
Prior Year Revenue	-	-	-	56,259	-	56,259	-
Other State Revenue	-	-	-	19,876	-	19,876	-
Total Other State Revenue	-	65,654	(65,654)	927,998	1,098,598	(170,600)	1,590,504
Total Revenues	\$ 1,342	\$ 1,390,780	\$ (1,389,438)	\$ 14,479,617	\$ 16,080,884	\$ (1,601,267)	\$ 21,283,352
Expenses							
Certificated Salaries							
Teachers' Salaries	\$ 302,320	\$ 459,667	\$ 157,347	\$ 2,524,400	\$ 4,137,000	\$ 1,612,600	\$ 5,516,000
Teachers' Extra Duty/Stipends	86,022	68,950	(17,072)	354,594	620,550	265,956	827,400
Pupil Support Salaries	-	2,805	2,805	4,833	25,245	20,412	33,660
Administrators' Salaries	34,225	30,000	(4,225)	253,946	270,000	16,054	360,000
Other Certificated Salaries	-	-	-	7,107	-	(7,107)	-
Total Certificated Salaries	422,568	561,422	138,854	3,144,880	5,052,795	1,907,915	6,737,060
Classified Salaries							
Instructional Salaries	9,092	-	(9,092)	85,434	-	(85,434)	-
Total Classified Salaries	9,092	-	(9,092)	85,434	-	(85,434)	-
Benefits							
State Teachers' Retirement System, certificated po	63,071	93,757	30,687	497,295	843,817	346,522	1,125,089
OASDI/Medicare/Alternative, certificated positions	563	-	(563)	6,297	-	(6,297)	-
Medicare/Alternative, certificated positions	6,163	8,141	1,977	45,771	73,265	27,494	97,687
Health and Welfare Benefits, certificated positions	72,765	40,000	(32,765)	720,865	360,000	(360,865)	480,000
State Unemployment Insurance, certificated positio	9,781	4,704	(5,077)	41,625	39,984	(1,641)	47,040
Workers' Compensation Insurance, certificated pos	6,292	7,860	1,568	65,343	70,739	5,396	94,319
Other Benefits, certificated positions	-	1,784	1,784	1,047	16,056	15,009	21,408
Total Benefits	158,634	156,246	(2,388)	1,378,242	1,403,861	25,619	1,865,543
Books & Supplies							
School Supplies	62,642	181,695	119,053	577,927	1,326,098	748,172	1,853,775
Software	(14,882)	29,851	44,733	16,899	268,660	251,760	358,213
Office Expense	133	8,612	8,479	7,009	77,510	70,500	103,346
Business Meals	43	125	82	1,346	1,125	(221)	1,500
Noncapitalized Equipment	(1,217)	30,607	31,824	(618)	223,387	224,005	312,277
Total Books & Supplies	46,720	250,891	204,171	602,563	1,896,780	1,294,217	2,629,111
Subagreement Services							
Special Education	47,655	69,021	21,365	297,959	621,185	323,226	828,247
Security	-	37	37	5,488	297	(5,191)	409
Other Educational Consultants	136,336	271,949	135,613	1,109,671	1,984,815	875,144	2,774,607
Instructional Services	84,077	159,940	75,863	896,299	1,849,302	953,003	2,447,585
Total Subagreement Services	268,068	500,947	232,879	2,309,417	4,455,599	2,146,182	6,050,848
Operations & Housekeeping							
Auto and Travel	540	12,968	12,427	23,579	116,708	93,129	155,611
Dues & Memberships	-	1,750	1,750	9,610	15,750	6,140	21,001
Insurance	8,249	4,860	(3,389)	118,777	43,740	(75,037)	58,320
Utilities	-	1,607	1,607	-	14,463	14,463	19,283
Communications	56	13	(43)	613	115	(498)	153
Postage and Shipping	-	1,157	1,157	-	10,409	10,409	13,878
Total Operations & Housekeeping	8,845	22,354	13,509	152,580	201,184	48,605	268,246

Feather River Charter School

Budget vs Actual

For the period ended March 31, 2020

	Current Period Actual	Current Period Budget	Current Period Variance	Current Year Actual	YTD Budget	YTD Budget Variance	Total Budget
Facilities, Repairs & Other Leases							
Rent	-	32,255	32,255	-	290,295	290,295	387,060
Equipment Leases	-	28	28	-	254	254	338
Other Leases	937	-	(937)	2,367	-	(2,367)	-
Repairs and Maintenance	-	4,598	4,598	640	41,383	40,743	55,177
Total Facilities, Repairs & Other Leases	937	36,881	35,945	3,007	331,932	328,925	442,576
Professional/Consulting Services							
IT	-	796	796	2,665	7,165	4,500	9,553
Audit & Taxes	-	-	-	5,400	8,667	3,267	8,667
Legal	336	280	(56)	11,096	2,522	(8,574)	3,363
Professional Development	-	464	464	66,229	4,175	(62,053)	5,567
General Consulting	1,650	6,127	4,477	4,670	55,144	50,474	73,526
Special Activities/Field Trips	1,399	73,709	72,309	63,482	537,962	474,479	752,026
Bank Charges	41	179	138	1,874	1,607	(267)	2,143
Printing	47	109	62	47	983	936	1,311
Other Taxes and Fees	-	3,362	3,362	1,600	30,254	28,653	40,338
Management Fee	25,589	48,677	23,088	272,788	562,831	290,043	744,917
District Oversight Fee	61,392	34,934	(26,458)	213,360	444,649	231,289	581,145
Public Relations/Recruitment	-	236	236	-	2,127	2,127	2,835
Total Professional/Consulting Services	90,455	168,873	78,418	643,211	1,658,084	1,014,874	2,225,391
Depreciation							
Depreciation Expense	64	1,019	955	2,762	9,171	6,410	12,229
Total Depreciation	64	1,019	955	2,762	9,171	6,410	12,229
Interest							
Interest Expense	-	-	-	68,918	281,624	212,706	326,152
Total Interest	-	-	-	68,918	281,624	212,706	326,152
Total Expenses	\$ 1,005,383	\$ 1,698,632	\$ 693,250	\$ 8,391,013	\$ 15,291,031	\$ 6,900,018	\$ 20,557,156
Change in Net Assets	(1,004,041)	(307,853)	(696,188)	6,088,604	789,853	5,298,751	726,196
Net Assets, Beginning of Period	7,224,799			132,154			
Net Assets, End of Period	\$ 6,220,758			\$ 6,220,758			

Feather River Charter School

Statement of Financial Position

March 31, 2020

	Current Balance	Beginning Year Balance	YTD Change	YTD % Change
Assets				
Current Assets				
Cash & Cash Equivalents	\$ 98,328	\$ 176,107	\$ (77,779)	-44%
Accounts Receivable	-	5,844	(5,844)	-100%
Public Funding Receivable	-	4,087,025	(4,087,025)	-100%
Due To/From Related Parties	6,837,121	9,571,234	(2,734,113)	-29%
Prepaid Expenses	39,455	63,562	(24,108)	-38%
Total Current Assets	6,974,904	13,903,772	(6,928,868)	-50%
Long-Term Assets				
Property & Equipment, Net	5,543	8,305	(2,762)	-33%
Deposits	1,000	130,320	(129,320)	-99%
Total Long Term Assets	6,543	138,625	(132,082)	-95%
Total Assets	\$ 6,981,447	\$ 14,042,397	\$ (7,060,950)	-50%
Liabilities				
Current Liabilities				
Accounts Payable	\$ 269,396	\$ 574,953	\$ (305,557)	-53%
Accrued Liabilities	366,290	707,789	(341,499)	-48%
Deferred Revenue	-	12,377,500	(12,377,500)	-100%
Notes Payable, Current Portion	-	125,000	(125,000)	-100%
Total Current Liabilities	635,687	13,785,243	(13,149,556)	-95%
Long-Term Liabilities				
Notes Payable, Net of Current Portion	125,002	125,000	2	0%
Total Long-Term Liabilities	125,002	125,000	2	0%
Total Liabilities	\$ 760,689	\$ 13,910,243	\$ (13,149,554)	-95%
Total Net Assets	6,220,758	132,154	6,088,604	4607%
Total Liabilities and Net Assets	\$ 6,981,447	\$ 14,042,397	\$ (7,060,950)	-50%

Feather River Charter School

Statement of Cash Flows

For the period ended March 31, 2020

	Month Ended 03/31/20	YTD Ended 03/31/20
Cash Flows from Operating Activities		
Change in Net Assets	\$ (1,004,041)	\$ 6,088,604
Adjustments to reconcile change in net assets to net cash flows from operating activities:		
Depreciation	64	2,762
Decrease/(Increase) in Operating Assets:		
Public Funding Receivables	(1,342)	4,087,025
Grants, Contributions & Pledges Receivable	-	5,844
Due from Related Parties	72,615	2,734,113
Prepaid Expenses	51,089	24,108
Other Assets	127,700	129,320
(Decrease)/Increase in Operating Liabilities:		
Accounts Payable	216,286	(305,557)
Accrued Expenses	49,652	(341,499)
Deferred Revenue	-	(12,377,500)
Total Cash Flows from Operating Activities	(487,978)	47,219
 Cash Flows from Financing Activities		
Proceeds from (payments on) Long-Term Debt	-	(124,998)
Total Cash Flows from Financing Activities	-	(124,998)
 Change in Cash & Cash Equivalents	(487,978)	(77,779)
Cash & Cash Equivalents, Beginning of Period	586,306	176,107
 Cash and Cash Equivalents, End of Period	\$ 98,328	\$ 98,328

Feather River Charter School

Check Register

For the period ended March 31, 2020

Check Number	Vendor Name	Check Date	Check Amount
43195	Franchise Tax Board	3/2/2020	\$ 446.10
43196	CALSTRS	3/3/2020	95,383.27
43197	David Brockmyer	3/4/2020	250.00
43198	Shankari Arcot	3/4/2020	250.00
43199	Shannon Milligan	3/4/2020	250.00
43200	Suzanne Nunnink	3/4/2020	250.00
43201	TLC Stables Inc.	3/4/2020	420.00
43202	A Brighter Child	3/5/2020	772.11
43203	Alpha Fired Arts	3/5/2020	80.00
43204	Amber Blomquist	3/5/2020	500.00
43205	AXIS, Applied Integrated Services, LLC.	3/5/2020	2,400.00
43206	Broadstone Sports Club	3/5/2020	140.00
43207	Capoeira Batuque Sacramento	3/5/2020	165.00
43208	Danielle Christy	3/5/2020	600.00
43209	Easter Seal Superior CA	3/5/2020	140.00
43210	Flip 2 It Sports Center	3/5/2020	335.80
43211	Gold Country Gymnastics	3/5/2020	600.00
43212	Growing Healthy Children Therapy Services Inc.	3/5/2020	6,145.00
43213	Hannah Heuseveldt	3/5/2020	650.00
43214	Hear Say Speech and Language Services	3/5/2020	1,614.99
43215	Imagine Music Instruction LLC	3/5/2020	375.00
43216	Jabbergym	3/5/2020	990.00
43217	Jane Johnson Speech Therapy Inc.	3/5/2020	1,000.00
43218	JJ Music Lessons	3/5/2020	440.00
43219	KiwiCo, Inc	3/5/2020	1,422.96
43220	Kovars Martial Arts	3/5/2020	200.00
43221	Lakeshore	3/5/2020	590.42
43222	Learning Without Tears	3/5/2020	63.08
43223	Little Passports	3/5/2020	364.10
43224	Mary Lee Pickering	3/5/2020	600.00
43225	Pamela Hayes Classical Ballet	3/5/2020	380.00
43226	PresenceLearning, Inc.	3/5/2020	3,444.33
43227	Supported Life Institute	3/5/2020	119.25
43228	Teresa Oakes	3/5/2020	907.50
43229	Wholistic Learning Resources	3/5/2020	930.00
43230	Melissa B Griffin	3/6/2020	400.00
43231	A Brighter Child	3/12/2020	14.00
43232	Albedo Arts Academy, LLC	3/12/2020	800.00
43233	Alexandr Popov	3/12/2020	660.00
43234	Auburn Area Recreation and Park District	3/12/2020	75.00
43235	Black Oak Therapy	3/12/2020	200.00
43236	BookShark	3/12/2020	42.18
43237	Brave Writer LLC	3/12/2020	299.00
43238	Bre Rice	3/12/2020	840.00
43239	Brenda E. Holts	3/12/2020	150.00
43240	CCHAT Center	3/12/2020	242.70
43241	CharterSafe	3/12/2020	8,249.00
43242	City of Folsom	3/12/2020	80.00
43243	Culinary Comfort	3/12/2020	570.00
43244	Dolphin Swim School	3/12/2020	408.00
43245	Easter Seal Superior CA	3/12/2020	280.00
43246	Expressions Academy of Dance	3/12/2020	80.00
43247	Fitness Rangers Bootcamp	3/12/2020	80.00
43248	Gold Country Gymnastics	3/12/2020	154.00
43249	Guitar Center, Inc.	3/12/2020	129.00

Feather River Charter School

Check Register

For the period ended March 31, 2020

Check Number	Vendor Name	Check Date	Check Amount
43250	Jonathan Holowaty	3/12/2020	240.00
43251	Ken Willer	3/12/2020	150.00
43252	Kovar's Laguna	3/12/2020	1,014.00
43253	Lorie Murphey / Sugar Ditch Stables	3/12/2020	750.00
43254	Madilyn Brown	3/12/2020	735.00
43255	Makers XD	3/12/2020	150.00
43256	Maria Madruga	3/12/2020	780.00
43257	Marysville Music	3/12/2020	375.00
43258	Musical Mayhem Productions, Inc.	3/12/2020	789.00
43259	Najah Huwiah	3/12/2020	480.00
43260	New Songs Music	3/12/2020	1,612.00
43261	Oak Tree Farms	3/12/2020	600.00
43262	On The GO Academy	3/12/2020	1,106.25
43263	Outschool Inc.	3/12/2020	891.00
43264	Procopio, Cory, Hargreaves & Savitch LLP	3/12/2020	335.77
43265	Royal Stage Christian Performing Arts	3/12/2020	390.00
43266	SoCal Homeschool Adventures	3/12/2020	136.93
43267	The Northern California Swimstitute, Inc.	3/12/2020	160.00
43268	Time4Writing.com	3/12/2020	238.00
43269	TouchMath Acquisition LLC	3/12/2020	76.45
43270	Tricks Gymnastics, Dance & Swim	3/12/2020	462.50
43271	Upstage Productions, Inc.	3/12/2020	498.00
43272	Weintraub Tobin Chediak Coleman Grodin	3/12/2020	500.00
43273	Christina O'Brien	3/12/2020	160.00
43274	Franchise Tax Board	3/13/2020	401.56
43275	Brian Jensen	3/18/2020	15.40
43276	David Brockmyer	3/18/2020	250.00
43277	Wendy Parcel	3/18/2020	16.48
43278	A Brighter Child	3/19/2020	1,125.69
43279	Alliance Redwoods Conference Grounds	3/19/2020	5,800.00
43280	AXIS, Applied Integrated Services, LLC.	3/19/2020	3,360.00
43281	Blue Learning	3/19/2020	200.00
43282	BookShark	3/19/2020	450.45
43283	Brave Writer LLC	3/19/2020	49.95
43284	Eureka Education! by Cynthia	3/19/2020	390.00
43285	Houghton Mifflin Harcourt Publishing Co.	3/19/2020	77.89
43286	KiwiCo, Inc	3/19/2020	829.53
43287	Lakeshore	3/19/2020	736.05
43288	Little Passports	3/19/2020	160.55
43289	Lotus Educational Services	3/19/2020	1,952.10
43290	Musical Mayhem Productions, Inc.	3/19/2020	1,890.50
43291	Office Depot	3/19/2020	47.41
43292	Robin Caminiti	3/19/2020	590.00
43293	School Pathways, LLC	3/19/2020	4,400.65
43294	Secretary of State	3/19/2020	20.00
43295	Teacher Synergy, LLC	3/19/2020	71.15
43296	Urban Arts Youth	3/19/2020	125.00
43297	Gold Country Gymnastics	3/30/2020	600.00
43298	Heather Williams	3/30/2020	435.00
43299	Learningherbs.com, LLC	3/30/2020	77.00
43300	Space 4 Art Jam LLC	3/30/2020	110.00
43301	Dawn Anderson	3/31/2020	41.75
43302	Margaret Ansbach	3/31/2020	7.82
43303	Lupe Arroyo	3/31/2020	76.60
43304	Elisa Avila	3/31/2020	337.23
43305	Juliet Baker	3/31/2020	226.13

Feather River Charter School**Check Register**

For the period ended March 31, 2020

Check Number	Vendor Name	Check Date	Check Amount
43306	Kim Baker	3/31/2020	225.20
43307	Monika Beekman	3/31/2020	718.52
43308	Kimberly Boyd	3/31/2020	285.68
43309	Shannon Breckenrid	3/31/2020	74.87
43310	Carey Brown	3/31/2020	2.16
43311	Traci Callanan	3/31/2020	343.90
43312	Carrie Carlson	3/31/2020	305.80
43313	Shannon Carpenter	3/31/2020	1.10
43314	Jaimie Chapman	3/31/2020	116.91
43315	Lynae Condit	3/31/2020	435.20
43316	Jordan Cota	3/31/2020	400.96
43317	Leigh Crosby	3/31/2020	267.56
43318	Holly Dees	3/31/2020	740.92
43319	Rebecca Dubovik	3/31/2020	250.08
43320	Dana Eiremo	3/31/2020	43.43
43321	Scott Emerson	3/31/2020	341.64
43322	Ronni Ernenputsc	3/31/2020	145.54
43323	Jillian Fagan	3/31/2020	165.97
43324	Marianne Furlong	3/31/2020	299.30
43325	Katie Garcia	3/31/2020	441.60
43326	Amy Gordon	3/31/2020	7.73
43327	Amy Griffin	3/31/2020	197.98
43328	Krista Guzman	3/31/2020	664.93
43329	Rebecca Hanson	3/31/2020	199.42
43330	Kristin Harris	3/31/2020	400.37
43331	Julie Haycock	3/31/2020	416.56
43332	Tracy Henry	3/31/2020	83.26
43333	Eric Hernandez	3/31/2020	5.62
43334	Stephanie Hodgson	3/31/2020	15.46
43335	Jessica Holl	3/31/2020	401.12
43336	Joann Housman	3/31/2020	87.95
43337	Cindy Huisking	3/31/2020	13.02
43338	Mara Hull	3/31/2020	109.70
43339	Erin Hunt	3/31/2020	514.26
43340	Sara Infante	3/31/2020	12.38
43341	Shane Johnston	3/31/2020	255.88
43342	Carolyn Johnson	3/31/2020	199.13
43343	Jennifer Johnston	3/31/2020	437.63
43344	Catherin Lambert	3/31/2020	319.53
43345	Brenda Layher	3/31/2020	34.88
43346	Lindy Lewis	3/31/2020	182.25
43347	Lorraine Loria	3/31/2020	335.26
43348	Kollen Marchant	3/31/2020	251.25
43349	Karen McLaughlin Trexler	3/31/2020	233.29
43350	Christin Miner	3/31/2020	112.64
43351	Stephani Mitchell	3/31/2020	336.95
43352	Jodi Nairz	3/31/2020	563.63
43353	Danielle Netherton	3/31/2020	717.76
43354	Kristina Nicosia	3/31/2020	580.78
43355	Heather Peete	3/31/2020	395.99
43356	Stacey Preach	3/31/2020	73.16
43357	Shauna Reisewitz	3/31/2020	462.39
43358	Kimberly Richter	3/31/2020	37.13
43359	Randi Rovetto	3/31/2020	41.75
43360	Maryam Shafaghi	3/31/2020	705.78
43361	Claudia Thompson	3/31/2020	79.88

Feather River Charter School

Check Register

For the period ended March 31, 2020

Check Number	Vendor Name	Check Date	Check Amount
43362	Cathleen Tuttle	3/31/2020	174.38
43363	Jeannette Uchison	3/31/2020	242.83
43364	Patricia Van Ruiten	3/31/2020	<u>59.40</u>
Total Disbursements in March			<u>\$ 190,043.23</u>

Feather River Charter School

Accounts Payable Aging

March 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Heather Williams	800	12/1/2019	12/1/2019	\$ -	\$ -	\$ -	\$ -	\$ 145	\$ 145
Onix Edu Inc.	1012	11/21/2019	12/21/2019	-	-	-	-	900	900
Katie Berry Dance	13	1/2/2020	2/1/2020	-	-	755	-	-	755
Dolphin Swim School	2287616	1/3/2020	2/2/2020	-	-	768	-	-	768
Big Little Ones LLC	2088	2/20/2020	2/20/2020	-	-	99	-	-	99
Leighton Dance Project	202010	2/21/2020	2/21/2020	-	-	210	-	-	210
A1 Driving School, Inc.	002	2/24/2020	2/24/2020	-	-	381	-	-	381
A1 Driving School, Inc.	005	2/24/2020	2/24/2020	-	-	410	-	-	410
A1 Driving School, Inc.	003	2/24/2020	2/24/2020	-	-	370	-	-	370
A1 Driving School, Inc.	004	2/24/2020	2/24/2020	-	-	410	-	-	410
Graham Music Studio	151	2/26/2020	2/26/2020	-	-	230	-	-	230
DBL Enterprises, Inc.	332	2/26/2020	2/26/2020	-	-	290	-	-	290
Danielle Christy	106	2/28/2020	2/28/2020	-	-	600	-	-	600
Sacramento Youth Symphony	16860	2/28/2020	2/28/2020	-	-	750	-	-	750
CB Music	7247	2/29/2020	2/29/2020	-	-	27	-	-	27
Belinda Costa	COST030120	3/1/2020	3/1/2020	-	216	-	-	-	216
Walton Academy	WA 006	2/1/2020	3/2/2020	-	120	-	-	-	120
Mad Science of Sacramento Valley	032032	3/3/2020	3/3/2020	-	105	-	-	-	105
BYU Independent Study	DCE-00004787	3/3/2020	3/3/2020	-	144	-	-	-	144
Beda Brazillian Jiu Jitsu Academy	TWMAR2020	3/3/2020	3/3/2020	-	360	-	-	-	360
Dimple Deedles	3023	2/2/2020	3/3/2020	-	74	-	-	-	74
BYU Independent Study	DCE-00004788	3/3/2020	3/3/2020	-	92	-	-	-	92
Mr. D Math	1228	3/6/2020	3/6/2020	-	197	-	-	-	197
Heather Williams	933	2/21/2020	3/6/2020	-	145	-	-	-	145
West Point Driving School	200306	3/6/2020	3/6/2020	-	420	-	-	-	420
Sacramento Spark	090	3/10/2020	3/10/2020	-	600	-	-	-	600
Kid Creative	01404	3/10/2020	3/10/2020	-	2,597	-	-	-	2,597
Coalition of Public Independent Charter	SYRW1920016	2/19/2020	3/11/2020	-	1,000	-	-	-	1,000
Global Teletherapy	3114	2/11/2020	3/12/2020	-	16,823	-	-	-	16,823
Carrie Morris	MAAFR1SP20	2/12/2020	3/13/2020	-	3,355	-	-	-	3,355
Singapore Math Inc.	351506	2/14/2020	3/15/2020	-	60	-	-	-	60
Haynes Family of Programs	AISt IHH JAN20	2/13/2020	3/15/2020	-	480	-	-	-	480
CB Music	7261	3/15/2020	3/15/2020	-	594	-	-	-	594
Timberdoodle.com	311539	1/16/2020	3/16/2020	-	255	-	-	-	255
Haynes Family of Programs	NaHa IHH JAN20	2/14/2020	3/16/2020	-	480	-	-	-	480
Live Oak Waldorf School	00505	3/16/2020	3/16/2020	-	649	-	-	-	649
Citrus Heights Community Center	CITR031620	3/16/2020	3/16/2020	-	937	-	-	-	937
Live Oak Waldorf School	00506	3/16/2020	3/16/2020	-	560	-	-	-	560
Live Oak Waldorf School	00507	3/16/2020	3/16/2020	-	300	-	-	-	300

Feather River Charter School

Accounts Payable Aging

March 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Graham Music Studio	153	3/17/2020	3/17/2020	-	230	-	-	-	230
Timberdoodle.com	311559	1/17/2020	3/17/2020	-	111	-	-	-	111
KiwiCo, Inc	ST-ILKOWDKI	2/1/2020	3/17/2020	-	238	-	-	-	238
Cove Creek Equestrian	INV1014	3/17/2020	3/17/2020	-	900	-	-	-	900
Rainbow Resource Center	2838605	1/17/2020	3/17/2020	-	127	-	-	-	127
Teacher Synergy, LLC	112764702	2/25/2020	3/17/2020	-	90	-	-	-	90
Sara Diggs	FRS022020	2/17/2020	3/18/2020	-	1,106	-	-	-	1,106
Guitar Center, Inc.	2290803274	2/17/2020	3/18/2020	-	119	-	-	-	119
Guitar Center, Inc.	2290803279	2/17/2020	3/18/2020	-	119	-	-	-	119
Evan-Moor	INV267191	2/17/2020	3/18/2020	-	38	-	-	-	38
Guitar Center, Inc.	2290803277	2/17/2020	3/18/2020	-	119	-	-	-	119
Haisen Haven, Inc dba Code Ninjas	2020020701	2/18/2020	3/19/2020	-	690	-	-	-	690
Extreme Gymnastics	21820	2/18/2020	3/19/2020	-	600	-	-	-	600
All Star Driving School	002FRC	2/18/2020	3/19/2020	-	50	-	-	-	50
eDynamic Learning	20-0149	2/18/2020	3/19/2020	-	85	-	-	-	85
KiwiCo, Inc	ST-IPVMXTJA	2/4/2020	3/19/2020	-	119	-	-	-	119
KSV Fitness LLC	1053	2/18/2020	3/19/2020	-	260	-	-	-	260
Hawkins School of Performing Arts	4010	2/18/2020	3/19/2020	-	654	-	-	-	654
eDynamic Learning	20-0147	2/18/2020	3/19/2020	-	85	-	-	-	85
eDynamic Learning	20-0148	2/18/2020	3/19/2020	-	265	-	-	-	265
Kovar's Satori Academy	BROWNOCDEC19	2/18/2020	3/19/2020	-	387	-	-	-	387
Peace Hill Press, Inc. dba Well Trained M	51882	2/18/2020	3/19/2020	-	178	-	-	-	178
Winship-Robbins ESD	20-002	2/18/2020	3/19/2020	-	61,392	-	-	-	61,392
BookShark	30985804	2/18/2020	3/19/2020	-	715	-	-	-	715
KiwiCo, Inc	ST-IB4FTM7I	2/3/2020	3/19/2020	-	236	-	-	-	236
Aria's to the Pointe	0041	2/18/2020	3/19/2020	-	225	-	-	-	225
Educational Development Corporation	DIR5520744	2/18/2020	3/19/2020	-	40	-	-	-	40
Sarah Waslohn	002	2/18/2020	3/19/2020	-	300	-	-	-	300
Singapore Math Inc.	351527	2/19/2020	3/20/2020	-	24	-	-	-	24
Mystery Science Inc.	69859	2/19/2020	3/20/2020	-	69	-	-	-	69
Skatetown	02082020	2/19/2020	3/20/2020	-	381	-	-	-	381
Rainbow Resource Center	2839239	1/20/2020	3/20/2020	-	197	-	-	-	197
Singapore Math Inc.	351526	2/19/2020	3/20/2020	-	18	-	-	-	18
Teacher Synergy, LLC	113121264	2/28/2020	3/20/2020	-	20	-	-	-	20
Singapore Math Inc.	351525	2/19/2020	3/20/2020	-	75	-	-	-	75
Haven Oak Education Services	29	2/19/2020	3/20/2020	-	300	-	-	-	300
Ron Engle K Club Academy	106R	2/19/2020	3/20/2020	-	480	-	-	-	480
Moore's Martial Arts of Citrus Heights	1024	2/19/2020	3/20/2020	-	375	-	-	-	375
Moving Beyond the Page	201679	2/19/2020	3/20/2020	-	57	-	-	-	57
Teacher Synergy, LLC	113137611	2/28/2020	3/20/2020	-	21	-	-	-	21

Feather River Charter School

Accounts Payable Aging

March 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Rainbow Resource Center	2838956	1/20/2020	3/20/2020	-	176	-	-	-	176
Tatyana Tirziu	23	2/19/2020	3/20/2020	-	480	-	-	-	480
School of Rock Elk Grove	2020-02KW	2/19/2020	3/20/2020	-	600	-	-	-	600
Haven Oak Education Services	30	2/19/2020	3/20/2020	-	300	-	-	-	300
Alina Ilchuk	4 - 2020	2/19/2020	3/20/2020	-	280	-	-	-	280
Studio B	201936	2/20/2020	3/21/2020	-	440	-	-	-	440
Teaching Textbooks	26873	2/20/2020	3/21/2020	-	133	-	-	-	133
Institute for Excellence in Writing	649663	2/20/2020	3/21/2020	-	319	-	-	-	319
LB's Rock N Riding Ranch	20-0220A	2/20/2020	3/21/2020	-	540	-	-	-	540
On The GO Academy	Spr 2020-138	2/20/2020	3/21/2020	-	100	-	-	-	100
On The GO Academy	Spr 2020-139	2/20/2020	3/21/2020	-	250	-	-	-	250
On The GO Academy	Spr 2020-72	2/20/2020	3/21/2020	-	687	-	-	-	687
Owlcrate Enterprises Inc	INV-0031	2/20/2020	3/21/2020	-	204	-	-	-	204
KiwiCo, Inc	ST-ICHIII2Q	2/5/2020	3/21/2020	-	119	-	-	-	119
Ryan Hansen	55	2/20/2020	3/21/2020	-	135	-	-	-	135
On The GO Academy	Spr 2020-104	2/20/2020	3/21/2020	-	500	-	-	-	500
Dolphin Swim School	2293708	2/20/2020	3/21/2020	-	96	-	-	-	96
Jamar Sullivan	25	2/20/2020	3/21/2020	-	3,600	-	-	-	3,600
KiwiCo, Inc	ST-ICGWOUA	2/5/2020	3/21/2020	-	119	-	-	-	119
Mercurius	87055	1/21/2020	3/21/2020	-	40	-	-	-	40
Brave Writer LLC	63735581	2/20/2020	3/21/2020	-	209	-	-	-	209
Singapore Math Inc.	351543	2/20/2020	3/21/2020	-	106	-	-	-	106
MEL Science Ltd	TH202002217	2/21/2020	3/22/2020	-	298	-	-	-	298
Think Outside, LLC	20151	2/21/2020	3/22/2020	-	259	-	-	-	259
Cindy Voigt	Spring 2020 BD 3	2/21/2020	3/22/2020	-	280	-	-	-	280
Timberdoodle.com	311646	1/22/2020	3/22/2020	-	167	-	-	-	167
Lakeshore	2739620220	2/21/2020	3/22/2020	-	74	-	-	-	74
Teaching Textbooks	26638	2/21/2020	3/22/2020	-	(67)	-	-	-	(67)
Four Winds Farm	105	2/22/2020	3/23/2020	-	550	-	-	-	550
Rainbow Resource Center	2841513	1/23/2020	3/23/2020	-	310	-	-	-	310
The Studio Martial Arts and Fitness	KH9-2020	2/22/2020	3/23/2020	-	190	-	-	-	190
The Studio Martial Arts and Fitness	KH10-2020	2/22/2020	3/23/2020	-	460	-	-	-	460
Heather Williams	936	2/22/2020	3/23/2020	-	145	-	-	-	145
Teacher Synergy, LLC	113365279	3/2/2020	3/23/2020	-	61	-	-	-	61
Rainbow Resource Center	2841591	1/23/2020	3/23/2020	-	250	-	-	-	250
Four Winds Farm	104	2/22/2020	3/23/2020	-	80	-	-	-	80
Rainbow Resource Center	2842099	1/24/2020	3/24/2020	-	95	-	-	-	95
Rainbow Resource Center	2842398	1/24/2020	3/24/2020	-	154	-	-	-	154
Fusion Elite Performance Training Center	170FRS	2/23/2020	3/24/2020	-	1,200	-	-	-	1,200
Pacific Institute of Music	647	2/23/2020	3/24/2020	-	438	-	-	-	438

Feather River Charter School

Accounts Payable Aging

March 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Rainbow Resource Center	2842098	1/24/2020	3/24/2020	-	59	-	-	-	59
Apollo Academy of Music	20-2640	2/23/2020	3/24/2020	-	166	-	-	-	166
OVparks	6	2/23/2020	3/24/2020	-	169	-	-	-	169
Golden Sound Music School	29	2/23/2020	3/24/2020	-	75	-	-	-	75
All About Learning Press, Inc.	901796	1/24/2020	3/24/2020	-	96	-	-	-	96
Rainbow Resource Center	2842397	1/24/2020	3/24/2020	-	122	-	-	-	122
Rainbow Resource Center	2842390	1/24/2020	3/24/2020	-	236	-	-	-	236
Rainbow Resource Center	2842396	1/24/2020	3/24/2020	-	74	-	-	-	74
All About Learning Press, Inc.	901795	1/24/2020	3/24/2020	-	178	-	-	-	178
Sacramento Ballet Association	20LD-C004-BF	2/24/2020	3/25/2020	-	620	-	-	-	620
Kovars, Inc.	23	2/24/2020	3/25/2020	-	363	-	-	-	363
Outschool Inc.	13310	2/24/2020	3/25/2020	-	44	-	-	-	44
Outschool Inc.	13307	2/24/2020	3/25/2020	-	50	-	-	-	50
Outschool Inc.	13309	2/24/2020	3/25/2020	-	14	-	-	-	14
Outschool Inc.	13313	2/24/2020	3/25/2020	-	68	-	-	-	68
Lotus Educational Services	1454	2/24/2020	3/25/2020	-	1,958	-	-	-	1,958
Outschool Inc.	13312	2/24/2020	3/25/2020	-	30	-	-	-	30
Sacramento Ballet Association	20RH-C007	2/24/2020	3/25/2020	-	390	-	-	-	390
Outschool Inc.	13306	2/24/2020	3/25/2020	-	14	-	-	-	14
The Curiosity Collective	15	2/24/2020	3/25/2020	-	230	-	-	-	230
Outschool Inc.	13308	2/24/2020	3/25/2020	-	50	-	-	-	50
Outschool Inc.	13305	2/24/2020	3/25/2020	-	24	-	-	-	24
Outschool Inc.	13311	2/24/2020	3/25/2020	-	80	-	-	-	80
Tricks Gymnastics - Sacramento	SAC-0002NCE	2/24/2020	3/25/2020	-	483	-	-	-	483
EMH Sports USA, Inc.	3576-381154-2	2/24/2020	3/25/2020	-	99	-	-	-	99
Dexter Fong	FONG022420	2/24/2020	3/25/2020	-	100	-	-	-	100
YMCA of Superior California	01-E.PATTON	2/24/2020	3/25/2020	-	90	-	-	-	90
MEL Science Ltd	JP202002259	2/25/2020	3/26/2020	-	377	-	-	-	377
Peace Hill Press, Inc. dba Well Trained	151912	2/25/2020	3/26/2020	-	28	-	-	-	28
The Lampo Group, LLC	8214386	2/27/2020	3/26/2020	-	100	-	-	-	100
Hoffman Professionals, LLC	125	2/25/2020	3/26/2020	-	1,100	-	-	-	1,100
Chico Area Recreation and Park District	Feb 2020 FRS	2/25/2020	3/26/2020	-	50	-	-	-	50
Thrive Homeschool Program	303	2/25/2020	3/26/2020	-	568	-	-	-	568
Tutoring Services by Esfir Gordovskaya	2	2/25/2020	3/26/2020	-	2,079	-	-	-	2,079
YMCA of Superior California	01-ZORCHENKO	2/25/2020	3/26/2020	-	600	-	-	-	600
AXIS, Applied Integrated Services, LLC.	20028	2/25/2020	3/26/2020	-	2,300	-	-	-	2,300
Yuko Ray	147	2/25/2020	3/26/2020	-	435	-	-	-	435
Erin Buss	6	2/27/2020	3/26/2020	-	960	-	-	-	960
Singapore Math Inc.	351584	2/26/2020	3/27/2020	-	85	-	-	-	85
A Brighter Child	52276	2/26/2020	3/27/2020	-	402	-	-	-	402

Feather River Charter School

Accounts Payable Aging

March 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
A Brighter Child	52517	2/26/2020	3/27/2020	-	41	-	-	-	41
A Brighter Child	52900	2/26/2020	3/27/2020	-	493	-	-	-	493
A Brighter Child	53036	2/26/2020	3/27/2020	-	417	-	-	-	417
Dimple Deedles	3026	2/26/2020	3/27/2020	-	74	-	-	-	74
Mary Preston	2020-08	2/26/2020	3/27/2020	-	120	-	-	-	120
A Brighter Child	53007	2/26/2020	3/27/2020	-	109	-	-	-	109
A Brighter Child	53160	2/26/2020	3/27/2020	-	51	-	-	-	51
MoxieBox Art, Inc	5604	2/26/2020	3/27/2020	-	153	-	-	-	153
A Brighter Child	53178	2/26/2020	3/27/2020	-	364	-	-	-	364
Tumble Time Gymnastics	2020-001	2/26/2020	3/27/2020	-	66	-	-	-	66
Tricks Gymnastics, Dance & Swim	FOL022020FRS	2/26/2020	3/27/2020	-	638	-	-	-	638
Thrive Homeschool Program	306	2/26/2020	3/27/2020	-	1,110	-	-	-	1,110
Corrinne Carrabello	Inspire 64	2/26/2020	3/27/2020	-	100	-	-	-	100
Tutoring with Alison	8	2/26/2020	3/27/2020	-	510	-	-	-	510
All About Learning Press, Inc.	902067	2/26/2020	3/27/2020	-	207	-	-	-	207
A Brighter Child	52965	2/26/2020	3/27/2020	-	178	-	-	-	178
A Brighter Child	53117	2/26/2020	3/27/2020	-	145	-	-	-	145
A Brighter Child	53132	2/26/2020	3/27/2020	-	88	-	-	-	88
A Brighter Child	53039	2/26/2020	3/27/2020	-	230	-	-	-	230
All About Learning Press, Inc.	901833	1/28/2020	3/28/2020	-	198	-	-	-	198
Gravitas Publications, Inc.	16827	2/27/2020	3/28/2020	-	147	-	-	-	147
Gravitas Publications, Inc.	16828	2/27/2020	3/28/2020	-	148	-	-	-	148
Mixed Grappling Arts	1022	2/27/2020	3/28/2020	-	138	-	-	-	138
Math-U-See Inc.	0594581-IN	1/28/2020	3/28/2020	-	68	-	-	-	68
Home Science Tools	981258A	1/28/2020	3/28/2020	-	78	-	-	-	78
Brandy Ruscica	50	2/27/2020	3/28/2020	-	715	-	-	-	715
The Northern California Swimstitute, In	2020106	2/27/2020	3/28/2020	-	970	-	-	-	970
Steve Wallen Swim School Roseville	19	2/27/2020	3/28/2020	-	1,225	-	-	-	1,225
Lisa Stewart	106	2/27/2020	3/28/2020	-	80	-	-	-	80
Sunshine Swim & Fitness Center	2020-02	2/27/2020	3/28/2020	-	556	-	-	-	556
Don Moe	21	2/28/2020	3/29/2020	-	120	-	-	-	120
American River Speech Therapy	12032278	2/28/2020	3/29/2020	-	700	-	-	-	700
Kovar's Satori Academy of Martial Arts	2020-305	2/28/2020	3/29/2020	-	409	-	-	-	409
Kovar's Satori Academy of Martial Arts	2020-126	2/28/2020	3/29/2020	-	409	-	-	-	409
Therapeutic Language Clinic, Inc.	2917	2/28/2020	3/29/2020	-	880	-	-	-	880
Jonathan Holowaty	029	2/28/2020	3/29/2020	-	120	-	-	-	120
Justin H Bingham	9	2/28/2020	3/29/2020	-	320	-	-	-	320
Kovar's Satori Academy of Martial Arts	2020-125	2/28/2020	3/29/2020	-	169	-	-	-	169
Lab Rat Academy	275	2/28/2020	3/29/2020	-	714	-	-	-	714
Sheri Joyce aka Well Read Fred	FR-0220	2/28/2020	3/29/2020	-	300	-	-	-	300

Feather River Charter School

Accounts Payable Aging

March 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Thrive Homeschool Program	135	2/28/2020	3/29/2020	-	983	-	-	-	983
Le Five West Sacramento LLC	0006	2/28/2020	3/29/2020	-	130	-	-	-	130
Makers XD	430	2/28/2020	3/29/2020	-	200	-	-	-	200
Waza Brazilian Jiu Jitsu	5-AIT LASRI	2/28/2020	3/29/2020	-	129	-	-	-	129
VIP Dance	6FRS	2/28/2020	3/29/2020	-	120	-	-	-	120
Evan-Moor	INV268404	2/28/2020	3/29/2020	-	100	-	-	-	100
Don Moe	20	2/28/2020	3/29/2020	-	120	-	-	-	120
Nancy Barcal	FR-022020	2/28/2020	3/29/2020	-	1,320	-	-	-	1,320
Makers XD	431	2/28/2020	3/29/2020	-	200	-	-	-	200
Therapeutic Language Clinic, Inc.	2915	2/28/2020	3/29/2020	-	385	-	-	-	385
Home Science Tools	981353A	1/29/2020	3/29/2020	-	29	-	-	-	29
Music Bloom School of Music	0008133	2/28/2020	3/29/2020	-	113	-	-	-	113
Therapeutic Language Clinic, Inc.	2918	2/28/2020	3/29/2020	-	440	-	-	-	440
Young Music LLC	394381	2/28/2020	3/29/2020	-	197	-	-	-	197
KiwiCo, Inc	ST-IHU6H6IQ	2/13/2020	3/29/2020	-	237	-	-	-	237
Music Bloom School of Music	0008134	2/28/2020	3/29/2020	-	113	-	-	-	113
Beni Herevia Jr.	2020 - 2006	2/28/2020	3/29/2020	-	160	-	-	-	160
Nicole Medeiros	33	2/29/2020	3/30/2020	-	160	-	-	-	160
The Parkour and Performing Arts Center	FRC.2.2020	2/29/2020	3/30/2020	-	1,340	-	-	-	1,340
Moken Enterprises Inc	8006	2/29/2020	3/30/2020	-	50	-	-	-	50
Coding with Kids, LLC	3843	3/15/2020	3/30/2020	-	195	-	-	-	195
Viking Woodworks & Learning Center	142	2/29/2020	3/30/2020	-	1,200	-	-	-	1,200
Marci Peterson	1375	1/30/2020	3/30/2020	-	760	-	-	-	760
Rainbow Resource Center	2845344	1/30/2020	3/30/2020	-	65	-	-	-	65
Vista Child Therapy	0220-12	2/29/2020	3/30/2020	-	333	-	-	-	333
KiwiCo, Inc	ST-IG7KXRSI	2/14/2020	3/30/2020	-	64	-	-	-	64
Canvas & Keys	20-3607	2/29/2020	3/30/2020	-	528	-	-	-	528
Canvas & Keys	20-3610	2/29/2020	3/30/2020	-	220	-	-	-	220
Growing Healthy Children Therapy Serv	IFRCS_2002	2/29/2020	3/30/2020	-	7,467	-	-	-	7,467
Judy Phillips	26M 2019-2020	2/29/2020	3/30/2020	-	150	-	-	-	150
Alexandr Popov	89199	2/29/2020	3/30/2020	-	720	-	-	-	720
AllGood Driving School, Inc	FEB2020FR	3/1/2020	3/31/2020	748	-	-	-	-	748
Eat at Joes Inc dba Encore! Studio of Pe	ENC0058	3/1/2020	3/31/2020	92	-	-	-	-	92
City of West Sacramento	S2020-60016	3/1/2020	3/31/2020	35	-	-	-	-	35
Family Taekwondo Academy	29	3/1/2020	3/31/2020	99	-	-	-	-	99
Eat at Joes Inc dba Encore! Studio of Pe	ENC0057	3/1/2020	3/31/2020	281	-	-	-	-	281
Apollo Academy of Music	20-2717	3/1/2020	3/31/2020	133	-	-	-	-	133
Bev Houston	406	3/1/2020	3/31/2020	120	-	-	-	-	120
R&D Educational Systems Inc Sombrerc	12250	3/1/2020	3/31/2020	300	-	-	-	-	300
R&D Educational Systems Inc Sombrerc	12471	3/1/2020	3/31/2020	300	-	-	-	-	300

Feather River Charter School

Accounts Payable Aging

March 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Rocklin Education Enterprise	MAR2020KS	3/1/2020	3/31/2020	870	-	-	-	-	870
R&D Educational Systems Inc Sombrec	122543	3/1/2020	3/31/2020	375	-	-	-	-	375
Citrus Heights Dance Academy	043	3/1/2020	3/31/2020	288	-	-	-	-	288
James Rainwater	7	3/1/2020	3/31/2020	485	-	-	-	-	485
Rainbow Resource Center	2845953	1/31/2020	3/31/2020	111	-	-	-	-	111
Kristine A. Cordell	PO 2020 Spr FR1	3/1/2020	3/31/2020	1,650	-	-	-	-	1,650
Family Taekwondo Academy	32	3/1/2020	3/31/2020	149	-	-	-	-	149
On The GO Academy	Spr 2020-144	3/1/2020	3/31/2020	487	-	-	-	-	487
R&D Educational Systems Inc Sombrec	12472	3/1/2020	3/31/2020	375	-	-	-	-	375
Rocklin Education Enterprise	MAR2020AS	3/1/2020	3/31/2020	290	-	-	-	-	290
Music Bloom School of Music	0008136	3/1/2020	3/31/2020	113	-	-	-	-	113
Eat at Joes Inc dba Encore! Studio of Pe	ENC0060	3/1/2020	3/31/2020	92	-	-	-	-	92
Bowman Martial Arts	F02-20	3/1/2020	3/31/2020	255	-	-	-	-	255
Music Bloom School of Music	0008135	3/1/2020	3/31/2020	113	-	-	-	-	113
R&D Educational Systems Inc Sombrec	12253	3/1/2020	3/31/2020	300	-	-	-	-	300
Eat at Joes Inc dba Encore! Studio of Pe	ENC0059	3/1/2020	3/31/2020	102	-	-	-	-	102
Regina Lott	151	3/2/2020	4/1/2020	180	-	-	-	-	180
Brave Writer LLC	67134221	3/2/2020	4/1/2020	129	-	-	-	-	129
Brenda Crosier	032020FR	3/2/2020	4/1/2020	1,150	-	-	-	-	1,150
Ken Willer	022020.2	3/2/2020	4/1/2020	150	-	-	-	-	150
Kovar's, Inc. -Waterman	FEBAPR20BRUNTON	3/2/2020	4/1/2020	510	-	-	-	-	510
Blake Litschke	69	3/2/2020	4/1/2020	840	-	-	-	-	840
MEL Science Ltd	JJ202002032	3/2/2020	4/1/2020	298	-	-	-	-	298
Kovar's Satori Academy of Martial Arts	FEBAPR20WILDEY	3/2/2020	4/1/2020	507	-	-	-	-	507
Tricks Gymnastics - Granite Bay	GB:0002HTC	3/2/2020	4/1/2020	337	-	-	-	-	337
Regina Lott	147	3/2/2020	4/1/2020	180	-	-	-	-	180
Lafitte Music Center	200302_Ward	3/2/2020	4/1/2020	1,300	-	-	-	-	1,300
Outschool Inc.	13632	3/2/2020	4/1/2020	75	-	-	-	-	75
KD Studios	109	3/2/2020	4/1/2020	320	-	-	-	-	320
Christina Bollengier	202002	3/2/2020	4/1/2020	375	-	-	-	-	375
Bob Sweat M. Ed.Mat, Tutoring	0120	3/2/2020	4/1/2020	250	-	-	-	-	250
Regina Lott	146	3/2/2020	4/1/2020	180	-	-	-	-	180
Extreme Gymnastics	3320	3/2/2020	4/1/2020	865	-	-	-	-	865
Kitty Titterington	2020-8	3/2/2020	4/1/2020	140	-	-	-	-	140
Ken Willer	022020.1	3/2/2020	4/1/2020	100	-	-	-	-	100
Byers Gymnastics Center	6	3/2/2020	4/1/2020	88	-	-	-	-	88
Singapore Math Inc.	351679	3/3/2020	4/2/2020	70	-	-	-	-	70
Flip 2 It Sports Center	36	3/3/2020	4/2/2020	393	-	-	-	-	393
A Brighter Child	53296	3/3/2020	4/2/2020	194	-	-	-	-	194
A Brighter Child	53315	3/3/2020	4/2/2020	108	-	-	-	-	108

Feather River Charter School

Accounts Payable Aging

March 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Kim Snow's Music Studio	3172	3/3/2020	4/2/2020	645	-	-	-	-	645
A Brighter Child	53211	3/3/2020	4/2/2020	14	-	-	-	-	14
A Brighter Child	53212	3/3/2020	4/2/2020	18	-	-	-	-	18
Jaimee Wadman	20-0086	3/3/2020	4/2/2020	320	-	-	-	-	320
eDynamic Learning	20-2052	3/3/2020	4/2/2020	265	-	-	-	-	265
Jan's Rails to Trails	RTT9	3/3/2020	4/2/2020	100	-	-	-	-	100
A Brighter Child	53210	3/3/2020	4/2/2020	42	-	-	-	-	42
Moore's Karate of Elk Grove, Inc.	173	3/3/2020	4/2/2020	125	-	-	-	-	125
Gay Galvin	23	3/3/2020	4/2/2020	100	-	-	-	-	100
Eureka Education! by Cynthia	20200303	3/3/2020	4/2/2020	680	-	-	-	-	680
Moore's Karate of Elk Grove, Inc.	171	3/3/2020	4/2/2020	150	-	-	-	-	150
A Brighter Child	53249	3/3/2020	4/2/2020	80	-	-	-	-	80
A Brighter Child	53248	3/3/2020	4/2/2020	87	-	-	-	-	87
Moore's Karate of Elk Grove, Inc.	172	3/3/2020	4/2/2020	150	-	-	-	-	150
Moore's Karate of Elk Grove, Inc.	174	3/3/2020	4/2/2020	125	-	-	-	-	125
Moore's Karate of Elk Grove, Inc.	176	3/3/2020	4/2/2020	150	-	-	-	-	150
Standalone MMA	27	3/3/2020	4/2/2020	70	-	-	-	-	70
Studio B	201937	3/3/2020	4/2/2020	440	-	-	-	-	440
Moore's Karate of Elk Grove, Inc.	175	3/3/2020	4/2/2020	150	-	-	-	-	150
Sea Otter Swim Lessons	122	3/3/2020	4/2/2020	224	-	-	-	-	224
Gay Galvin	21	3/3/2020	4/2/2020	150	-	-	-	-	150
Gay Galvin	22	3/3/2020	4/2/2020	100	-	-	-	-	100
Anastasia Piano Tutor Somicheva	19	3/4/2020	4/3/2020	910	-	-	-	-	910
Blue Learning	SINV1293	3/4/2020	4/3/2020	400	-	-	-	-	400
Jabbergym	12423	3/4/2020	4/3/2020	770	-	-	-	-	770
A Brighter Child	53310	3/4/2020	4/3/2020	54	-	-	-	-	54
EFSAC	2020-RosasE	3/4/2020	4/3/2020	432	-	-	-	-	432
EFSAC	2020-RosasV	3/4/2020	4/3/2020	389	-	-	-	-	389
Tricks Gymnastics - Sacramento	SAC-0002CSY	3/4/2020	4/3/2020	81	-	-	-	-	81
Timberdoodle.com	311947	2/3/2020	4/3/2020	70	-	-	-	-	70
Guitar Lessons with Topher Tuttle	6SM	3/4/2020	4/3/2020	125	-	-	-	-	125
A Brighter Child	53268	3/4/2020	4/3/2020	158	-	-	-	-	158
Kline Music	35959-2	3/4/2020	4/3/2020	65	-	-	-	-	65
Rodina Elite Gymnastics Academy	SW102	3/4/2020	4/3/2020	160	-	-	-	-	160
Supported Life Institute	FEB2020	3/4/2020	4/3/2020	398	-	-	-	-	398
Aleksandr Semeryuk	141	3/4/2020	4/3/2020	870	-	-	-	-	870
Shauna Frost	3	3/4/2020	4/3/2020	220	-	-	-	-	220
Rainbow Resource Center	2846626	2/3/2020	4/3/2020	28	-	-	-	-	28
Blue Learning	SINV1288	3/4/2020	4/3/2020	400	-	-	-	-	400
Arabic Homeschool	2332	3/4/2020	4/3/2020	98	-	-	-	-	98

Feather River Charter School

Accounts Payable Aging

March 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Arabic Homeschool	2334	3/5/2020	4/4/2020	79	-	-	-	-	79
Hear Say Speech and Language Services	2167	3/5/2020	4/4/2020	1,140	-	-	-	-	1,140
Hillside Training Stables	INS030520F	3/5/2020	4/4/2020	200	-	-	-	-	200
Fliptastic	51 FRS	3/5/2020	4/4/2020	467	-	-	-	-	467
Jennifer Steward	420	3/5/2020	4/4/2020	250	-	-	-	-	250
Jennifer Steward	448	3/5/2020	4/4/2020	280	-	-	-	-	280
Jennifer Steward	472	3/5/2020	4/4/2020	240	-	-	-	-	240
Jennifer Steward	613	3/5/2020	4/4/2020	135	-	-	-	-	135
Hoffman Professionals, LLC	129	3/5/2020	4/4/2020	450	-	-	-	-	450
Earthbound Skills	0117	3/5/2020	4/4/2020	375	-	-	-	-	375
PresenceLearning, Inc.	INV31954	3/5/2020	4/4/2020	4,166	-	-	-	-	4,166
Olga Petrenko	180	3/5/2020	4/4/2020	180	-	-	-	-	180
Jennifer Steward	444	3/5/2020	4/4/2020	280	-	-	-	-	280
Jennifer Steward	614	3/5/2020	4/4/2020	150	-	-	-	-	150
Jennifer Steward	616FRS	3/5/2020	4/4/2020	135	-	-	-	-	135
Jennifer Steward	406	3/5/2020	4/4/2020	250	-	-	-	-	250
Jennifer Steward	412	3/5/2020	4/4/2020	250	-	-	-	-	250
Jennifer Steward	434	3/5/2020	4/4/2020	280	-	-	-	-	280
Jennifer Steward	468	3/5/2020	4/4/2020	240	-	-	-	-	240
Cortney Jeary	0016	3/5/2020	4/4/2020	260	-	-	-	-	260
Rainbow Resource Center	2847656	2/4/2020	4/4/2020	181	-	-	-	-	181
Cortney Jeary	0015	3/5/2020	4/4/2020	260	-	-	-	-	260
Generation Genius, Inc.	GG0022939	3/5/2020	4/4/2020	120	-	-	-	-	120
KiwiCo, Inc	ST-IPXIYGBQ	2/19/2020	4/4/2020	65	-	-	-	-	65
Lotus Educational Services	1471	3/5/2020	4/4/2020	2,042	-	-	-	-	2,042
School of Rock Elk Grove	2020-03FL	3/5/2020	4/4/2020	195	-	-	-	-	195
Skatetown	03052020	3/5/2020	4/4/2020	965	-	-	-	-	965
Cutting-Edge Aquatics, Inc.	24	3/6/2020	4/5/2020	95	-	-	-	-	95
Rainbow Resource Center	2847810	2/5/2020	4/5/2020	168	-	-	-	-	168
Absolute Mathematics	(TFS)-ABSM-XQK	3/6/2020	4/5/2020	60	-	-	-	-	60
Rainbow Resource Center	2847809	2/5/2020	4/5/2020	168	-	-	-	-	168
Study.com LLC	7388	3/6/2020	4/5/2020	397	-	-	-	-	397
Jacquelynn Hauser	0025	3/6/2020	4/5/2020	450	-	-	-	-	450
Rainbow Resource Center	2848480	2/6/2020	4/6/2020	36	-	-	-	-	36
Anatoliy Yevsyukov	1	3/7/2020	4/6/2020	800	-	-	-	-	800
Baciarini's Martial Arts	102	3/7/2020	4/6/2020	318	-	-	-	-	318
Family Taekwondo Academy	33	3/7/2020	4/6/2020	149	-	-	-	-	149
Mirla Lau	JW003	3/7/2020	4/6/2020	195	-	-	-	-	195
KiwiCo, Inc	ST-IJ4VDXXA	2/21/2020	4/6/2020	65	-	-	-	-	65
Debra Heiden	DTTSFRCS2020A	3/7/2020	4/6/2020	360	-	-	-	-	360

Feather River Charter School

Accounts Payable Aging

March 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Mirla Lau	CJV003	3/7/2020	4/6/2020	270	-	-	-	-	270
Elisse Tweet	0514	3/8/2020	4/7/2020	3,275	-	-	-	-	3,275
Outschool Inc.	13805	3/9/2020	4/8/2020	51	-	-	-	-	51
Outschool Inc.	13807	3/9/2020	4/8/2020	120	-	-	-	-	120
Teaching Textbooks	27106	3/9/2020	4/8/2020	122	-	-	-	-	122
Outschool Inc.	13803	3/9/2020	4/8/2020	150	-	-	-	-	150
Outschool Inc.	13806	3/9/2020	4/8/2020	80	-	-	-	-	80
Kim Snow's Music Studio	3201	3/9/2020	4/8/2020	248	-	-	-	-	248
Teacher Synergy, LLC	114786054	3/18/2020	4/8/2020	218	-	-	-	-	218
Teaching Textbooks	27107	3/9/2020	4/8/2020	55	-	-	-	-	55
CBC Therapeutic Horseback Riding Acac	33	3/9/2020	4/8/2020	400	-	-	-	-	400
K3 Syncopation, LLC	120	3/9/2020	4/8/2020	1,303	-	-	-	-	1,303
Mary Frederick	FR0320	3/9/2020	4/8/2020	735	-	-	-	-	735
Outschool Inc.	13801	3/9/2020	4/8/2020	175	-	-	-	-	175
Outschool Inc.	13802	3/9/2020	4/8/2020	10	-	-	-	-	10
Outschool Inc.	13804	3/9/2020	4/8/2020	50	-	-	-	-	50
Galaxy Dance Arts, LLC	FRC-KA-03-2020	3/10/2020	4/9/2020	100	-	-	-	-	100
MEL Science Ltd	LS202003105	3/10/2020	4/9/2020	298	-	-	-	-	298
MEL Science Ltd	NS202003104	3/10/2020	4/9/2020	100	-	-	-	-	100
Sacramento International Table Tennis	9	3/10/2020	4/9/2020	20	-	-	-	-	20
Tumble Time Gymnastics	2020-02	3/10/2020	4/9/2020	66	-	-	-	-	66
UFC Gym Urijah Faber	03102020	3/10/2020	4/9/2020	225	-	-	-	-	225
Thrive Homeschool Program	311	3/10/2020	4/9/2020	250	-	-	-	-	250
Galaxy Dance Arts, LLC	CWS-KW-01-2020	3/10/2020	4/9/2020	55	-	-	-	-	55
Arabic Homeschool	2337	3/10/2020	4/9/2020	1,152	-	-	-	-	1,152
Wholistic Learning Resources	1545	3/10/2020	4/9/2020	895	-	-	-	-	895
Galaxy Dance Arts, LLC	FRC-EA-02-2020	3/10/2020	4/9/2020	178	-	-	-	-	178
Generation Genius, Inc.	GG0023240	3/11/2020	4/10/2020	120	-	-	-	-	120
Jennifer Steward	2043	3/11/2020	4/10/2020	375	-	-	-	-	375
All About Learning Press, Inc.	901932	2/10/2020	4/10/2020	68	-	-	-	-	68
Karen Yunis (Reading and Spelling Tutor)	2	3/11/2020	4/10/2020	420	-	-	-	-	420
Kovar's Satori Academy	BROWNJANMAR20	3/11/2020	4/10/2020	387	-	-	-	-	387
Hawkins School of Performing Arts	10612	3/11/2020	4/10/2020	98	-	-	-	-	98
All About Learning Press, Inc.	901934	2/10/2020	4/10/2020	155	-	-	-	-	155
Hawkins School of Performing Arts	3020	3/11/2020	4/10/2020	562	-	-	-	-	562
Kovar's Satori Academy	WAGNERJANMAR20	3/11/2020	4/10/2020	507	-	-	-	-	507
Teaching Textbooks	27142	3/11/2020	4/10/2020	95	-	-	-	-	95
Galaxy Dance Arts, LLC	CWS-KW-02-2020	3/11/2020	4/10/2020	55	-	-	-	-	55
First Choice Tutoring	384	3/11/2020	4/10/2020	180	-	-	-	-	180
Singapore Math Inc.	351808	3/11/2020	4/10/2020	119	-	-	-	-	119

Feather River Charter School

Accounts Payable Aging

March 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Carrie Morris	MAAFR2SP20	3/11/2020	4/10/2020	560	-	-	-	-	560
Alona Kravchuk	69	3/11/2020	4/10/2020	500	-	-	-	-	500
Kovar's Satori Academy	WOLINAPRJUN20	3/11/2020	4/10/2020	1,368	-	-	-	-	1,368
Teaching Textbooks	27143	3/11/2020	4/10/2020	107	-	-	-	-	107
Teaching Textbooks	27156	3/11/2020	4/10/2020	43	-	-	-	-	43
Jaime Layton	2	3/11/2020	4/10/2020	355	-	-	-	-	355
Hawkins School of Performing Arts	10613	3/11/2020	4/10/2020	196	-	-	-	-	196
Hawkins School of Performing Arts	3021	3/11/2020	4/10/2020	500	-	-	-	-	500
Young Talents Music School	2	3/12/2020	4/11/2020	2,440	-	-	-	-	2,440
Extreme Gymnastics	31220	3/12/2020	4/11/2020	300	-	-	-	-	300
Wonder Crate	I085	3/12/2020	4/11/2020	153	-	-	-	-	153
Lola Sadikova	L20	3/12/2020	4/11/2020	320	-	-	-	-	320
A Brighter Child	53164	3/12/2020	4/11/2020	267	-	-	-	-	267
Camp EDMO	0001	3/12/2020	4/11/2020	608	-	-	-	-	608
Kovar's Laguna	FRSkidslag22	3/12/2020	4/11/2020	918	-	-	-	-	918
Peace Hill Press, Inc. dba Well Trained M	51966	3/12/2020	4/11/2020	108	-	-	-	-	108
A Brighter Child	53247	3/12/2020	4/11/2020	102	-	-	-	-	102
A Brighter Child	53290	3/12/2020	4/11/2020	818	-	-	-	-	818
A Brighter Child	53303	3/12/2020	4/11/2020	239	-	-	-	-	239
Cynthia Vaccaro	38	3/13/2020	4/12/2020	722	-	-	-	-	722
All About Learning Press, Inc.	901955	2/12/2020	4/12/2020	57	-	-	-	-	57
Teaching Textbooks	27202	3/13/2020	4/12/2020	55	-	-	-	-	55
KiwiCo, Inc	ST-IMVEY43I	2/27/2020	4/12/2020	65	-	-	-	-	65
Shirley J Calabretta	0001	3/13/2020	4/12/2020	360	-	-	-	-	360
Studio 65 Dance Company	AR-3	3/13/2020	4/12/2020	800	-	-	-	-	800
KiwiCo, Inc	ST-IMW2F2JY	2/27/2020	4/12/2020	131	-	-	-	-	131
Olga Shabanov	FRS-04-EZ	3/13/2020	4/12/2020	450	-	-	-	-	450
Rainbow Resource Center	2851999	2/13/2020	4/13/2020	84	-	-	-	-	84
Rainbow Resource Center	2852001	2/13/2020	4/13/2020	43	-	-	-	-	43
The Studio Martial Arts and Fitness	BH11-2019	3/14/2020	4/13/2020	200	-	-	-	-	200
The Studio Martial Arts and Fitness	KH12-2019	3/14/2020	4/13/2020	140	-	-	-	-	140
Rainbow Resource Center	2852323	2/13/2020	4/13/2020	199	-	-	-	-	199
Rainbow Resource Center	2852352	2/13/2020	4/13/2020	139	-	-	-	-	139
KiwiCo, Inc	ST-IN5UFEFY	2/28/2020	4/13/2020	172	-	-	-	-	172
The Studio Martial Arts and Fitness	KH11-2019	3/14/2020	4/13/2020	140	-	-	-	-	140
The Studio Martial Arts and Fitness	LH9-2019	3/14/2020	4/13/2020	200	-	-	-	-	200
Studio 65 Dance Company	AVR-3	3/13/2020	4/13/2020	800	-	-	-	-	800
The Studio Martial Arts and Fitness	BH10-2019	3/14/2020	4/13/2020	200	-	-	-	-	200
The Studio Martial Arts and Fitness	BH9-2019	3/14/2020	4/13/2020	200	-	-	-	-	200
The Studio Martial Arts and Fitness	KH13-2019	3/14/2020	4/13/2020	140	-	-	-	-	140

Feather River Charter School

Accounts Payable Aging

March 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
The Studio Martial Arts and Fitness	LH10-2019	3/14/2020	4/13/2020	200	-	-	-	-	200
The Studio Martial Arts and Fitness	LH8-2019	3/14/2020	4/13/2020	200	-	-	-	-	200
Home Science Tools	985233A	2/14/2020	4/14/2020	124	-	-	-	-	124
Solano Shea Butter Boutique	1019	3/15/2020	4/14/2020	600	-	-	-	-	600
Haven Oak Education Services	33	3/15/2020	4/14/2020	300	-	-	-	-	300
Music and More Arts Academy	5030	3/15/2020	4/14/2020	555	-	-	-	-	555
Haven Oak Education Services	32	3/15/2020	4/14/2020	600	-	-	-	-	600
Haven Oak Education Services	34	3/15/2020	4/14/2020	300	-	-	-	-	300
Outschool Inc.	14387	3/16/2020	4/15/2020	52	-	-	-	-	52
Lakeshore	3254690320	3/16/2020	4/15/2020	36	-	-	-	-	36
A Brighter Child	52815	3/16/2020	4/15/2020	205	-	-	-	-	205
A Brighter Child	53316	3/16/2020	4/15/2020	47	-	-	-	-	47
Lakeshore	3256180320	3/16/2020	4/15/2020	13	-	-	-	-	13
Moving Beyond the Page	211114	3/16/2020	4/15/2020	73	-	-	-	-	73
Monique Rance	7	3/16/2020	4/15/2020	150	-	-	-	-	150
Outschool Inc.	14385	3/16/2020	4/15/2020	15	-	-	-	-	15
Outschool Inc.	14389	3/16/2020	4/15/2020	15	-	-	-	-	15
Jennifer Fletcher	176	3/16/2020	4/15/2020	160	-	-	-	-	160
Outschool Inc.	14386	3/16/2020	4/15/2020	50	-	-	-	-	50
Outschool Inc.	14388	3/16/2020	4/15/2020	175	-	-	-	-	175
Natomas Music Square	123	3/16/2020	4/15/2020	316	-	-	-	-	316
Absolute Mathematics	(TFS)-ABSM-p8w	3/17/2020	4/16/2020	100	-	-	-	-	100
Educational Development Corporation	DIR5622960	3/17/2020	4/16/2020	165	-	-	-	-	165
Brandy Ruscica	54	3/17/2020	4/16/2020	163	-	-	-	-	163
Kitty Titterington	2020-12	3/17/2020	4/16/2020	175	-	-	-	-	175
River City Dance Academy	2021	3/17/2020	4/16/2020	222	-	-	-	-	222
Educational Development Corporation	DIR5622961	3/17/2020	4/16/2020	77	-	-	-	-	77
Vadim's Music School	22	3/18/2020	4/17/2020	40	-	-	-	-	40
Vadim's Music School	23	3/18/2020	4/17/2020	40	-	-	-	-	40
Logic of English	INV8739	3/18/2020	4/17/2020	198	-	-	-	-	198
Anzhelika Chernozubov	187	3/18/2020	4/17/2020	400	-	-	-	-	400
All About Learning Press, Inc.	901983	2/17/2020	4/17/2020	500	-	-	-	-	500
Little Learners Education Center	1046	3/18/2020	4/17/2020	1,560	-	-	-	-	1,560
Beautiful Feet Books, Inc.	11562	2/18/2020	4/18/2020	248	-	-	-	-	248
Four Winds Farm	114	3/19/2020	4/18/2020	450	-	-	-	-	450
Oak Meadow Inc.	99893	3/19/2020	4/18/2020	618	-	-	-	-	618
Oak Meadow Inc.	99898	3/19/2020	4/18/2020	81	-	-	-	-	81
Lori Huck	523	3/19/2020	4/18/2020	770	-	-	-	-	770
Timberdoodle.com	312775	2/18/2020	4/18/2020	432	-	-	-	-	432
Rainbow Resource Center	2854803	2/19/2020	4/19/2020	194	-	-	-	-	194

Feather River Charter School

Accounts Payable Aging

March 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Miaplaza Inc.	3205	3/20/2020	4/19/2020	48	-	-	-	-	48
Heidi Bekebrede	8	3/20/2020	4/19/2020	160	-	-	-	-	160
Jan's Rails to Trails	RTT12	3/20/2020	4/19/2020	100	-	-	-	-	100
Dance 10 Dance Center	12	3/20/2020	4/19/2020	290	-	-	-	-	290
Math-U-See Inc.	0597608-IN	2/19/2020	4/19/2020	53	-	-	-	-	53
Jan's Rails to Trails	RTT14	3/20/2020	4/19/2020	100	-	-	-	-	100
Teaching Textbooks	27255	3/20/2020	4/19/2020	55	-	-	-	-	55
Capitol Ballet Center	320	3/20/2020	4/19/2020	1,235	-	-	-	-	1,235
Flip 2 It Sports Center	39	3/20/2020	4/19/2020	196	-	-	-	-	196
All About Learning Press, Inc.	901997	2/19/2020	4/19/2020	60	-	-	-	-	60
Anzhelika Chernozubov	188	3/21/2020	4/20/2020	125	-	-	-	-	125
Anzhelika Chernozubov	189	3/21/2020	4/20/2020	165	-	-	-	-	165
A Brighter Child	53350	3/21/2020	4/20/2020	127	-	-	-	-	127
Heather Williams	937	3/23/2020	4/20/2020	145	-	-	-	-	145
Anzhelika Chernozubov	190	3/21/2020	4/20/2020	125	-	-	-	-	125
Math-U-See Inc.	0597767-IN	2/20/2020	4/20/2020	56	-	-	-	-	56
A Brighter Child	53304	3/21/2020	4/20/2020	22	-	-	-	-	22
Heather Williams	934	3/23/2020	4/20/2020	145	-	-	-	-	145
Heather Williams	943	3/21/2020	4/20/2020	145	-	-	-	-	145
Math-U-See Inc.	0597758-IN	2/20/2020	4/20/2020	116	-	-	-	-	116
Math-U-See Inc.	0597768-IN	2/20/2020	4/20/2020	116	-	-	-	-	116
Math-U-See Inc.	0597759-IN	2/20/2020	4/20/2020	68	-	-	-	-	68
Anzhelika Chernozubov	191	3/22/2020	4/21/2020	540	-	-	-	-	540
Natomas Homeschool Alliance	299	3/22/2020	4/21/2020	3,238	-	-	-	-	3,238
Oak Meadow Inc.	99962	3/23/2020	4/22/2020	610	-	-	-	-	610
Mary Seavers	MMS005	3/23/2020	4/22/2020	1,005	-	-	-	-	1,005
Cutting-Edge Aquatics, Inc.	25	3/23/2020	4/22/2020	95	-	-	-	-	95
Heather Williams	940	3/23/2020	4/22/2020	290	-	-	-	-	290
Rainbow Resource Center	2856954	2/25/2020	4/25/2020	93	-	-	-	-	93
Rainbow Resource Center	2856830	2/25/2020	4/25/2020	353	-	-	-	-	353
All About Learning Press, Inc.	902058	2/26/2020	4/26/2020	299	-	-	-	-	299
Beautiful Feet Books, Inc.	11606	2/26/2020	4/26/2020	175	-	-	-	-	175
Rainbow Resource Center	2857776	2/26/2020	4/26/2020	99	-	-	-	-	99
All About Learning Press, Inc.	902065	2/26/2020	4/26/2020	180	-	-	-	-	180
All About Learning Press, Inc.	902060	2/26/2020	4/26/2020	22	-	-	-	-	22
Math-U-See Inc.	0598772-IN	2/27/2020	4/27/2020	116	-	-	-	-	116
Time4Learning.com	T4L10958	2/27/2020	4/27/2020	60	-	-	-	-	60
Rainbow Resource Center	2858826	2/28/2020	4/28/2020	17	-	-	-	-	17
Beautiful Feet Books, Inc.	11618	2/28/2020	4/28/2020	123	-	-	-	-	123
Marci Peterson	1412	2/29/2020	4/29/2020	760	-	-	-	-	760

Feather River Charter School

Accounts Payable Aging

March 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total	
Math-U-See Inc.	0599120-IN	3/2/2020	5/1/2020	195	-	-	-	-	195	
Rainbow Resource Center	2859764	3/2/2020	5/1/2020	225	-	-	-	-	225	
City of West Sacramento	2020-60017	4/1/2020	5/1/2020	82	-	-	-	-	82	
Math-U-See Inc.	0598935-IN	3/2/2020	5/1/2020	63	-	-	-	-	63	
Math-U-See Inc.	0599123-IN	3/2/2020	5/1/2020	195	-	-	-	-	195	
All About Learning Press, Inc.	902132	3/3/2020	5/2/2020	68	-	-	-	-	68	
All About Learning Press, Inc.	902133	3/3/2020	5/2/2020	226	-	-	-	-	226	
Rainbow Resource Center	2861937	3/4/2020	5/3/2020	167	-	-	-	-	167	
Rainbow Resource Center	2865246	3/11/2020	5/10/2020	111	-	-	-	-	111	
Rainbow Resource Center	2865213	3/11/2020	5/10/2020	120	-	-	-	-	120	
Rainbow Resource Center	2864935	3/11/2020	5/10/2020	32	-	-	-	-	32	
All About Learning Press, Inc.	902200	3/12/2020	5/11/2020	156	-	-	-	-	156	
Rainbow Resource Center	2865931	3/13/2020	5/12/2020	365	-	-	-	-	365	
Rainbow Resource Center	2866309	3/13/2020	5/12/2020	51	-	-	-	-	51	
Rainbow Resource Center	2866310	3/13/2020	5/12/2020	25	-	-	-	-	25	
Home Science Tools	991488A	3/16/2020	5/15/2020	62	-	-	-	-	62	
Rainbow Resource Center	2867520	3/17/2020	5/16/2020	242	-	-	-	-	242	
Rainbow Resource Center	2868754	3/18/2020	5/17/2020	93	-	-	-	-	93	
Rainbow Resource Center	2868626	3/18/2020	5/17/2020	216	-	-	-	-	216	
Rainbow Resource Center	2868923	3/18/2020	5/17/2020	468	-	-	-	-	468	
All About Learning Press, Inc.	902272	3/19/2020	5/18/2020	155	-	-	-	-	155	
Rainbow Resource Center	2869474	3/19/2020	5/18/2020	84	-	-	-	-	84	
Rainbow Resource Center	2870594	3/20/2020	5/19/2020	315	-	-	-	-	315	
Rainbow Resource Center	2870818	3/20/2020	5/19/2020	98	-	-	-	-	98	
Christy's Piano Studio	3	3/4/2020	6/2/2020	330	-	-	-	-	330	
Dino Lingo Inc.	62133-P003-FRS	3/11/2020	6/15/2020	399	0	0	0	0	399	
Dino Lingo Inc.	14381-P003-FRS	3/11/2020	6/15/2020	399	-	-	-	-	399	
Report Total				Total Outstanding Payables in March	\$ 99,836	\$ 163,185	\$ 5,301	\$ -	\$ 1,045	\$ 269,366

Proposal for Business Management Services





February 11, 2020

Ms. Jenell Sherman, Principal
Feather River Charter School
17451 Pepper Street
Robbins, CA 95676

Dear Jenell:

Thank you for the opportunity to submit a proposal for business management services for Feather River Charter School. We are honored to be considered for working more directly with you and your organization. Charter Impact provides a variety of business management services to charter schools and non-profit organizations nationally and we pride ourselves on our hands-on approach and top-notch customer service.

Our team is well-versed and experienced with the needs of charter schools, CMO's and complex organizational structures and we offer customized solutions accordingly. As you know, our company's style combines a professional and friendly feel, with personalized service being our number one priority. Our goal is to provide timely and accurate financial reporting as well as insight and guidance in a way that only an experienced financial professional and CPA can. We also focus on providing the professional development and tools necessary to empower board members and executives to make the best business decisions possible for their organization.

As Feather River experiences not only great successes but also inevitable challenges in the future, we would love the opportunity to support you with the most accurate and efficient advisement and service. We believe that utilizing the deep, nuanced expertise of an outsourced provider would be an asset, especially as the school navigates changes in the coming years. We feel confident that Charter Impact would be an excellent partner for Feather River, and that we can provide a competitively priced service offering with the highest qualifications and service capabilities.

Please contact me with any questions or comments regarding our proposal or our services. We are very excited about the opportunity to partner with your organization and greatly look forward to hearing back from you.

Sincerely,

A handwritten signature in black ink, appearing to read 'Spencer C. Styles'.

Spencer C. Styles, C.P.A., M.P.A.
President and CEO
Charter Impact, Inc.

Table of Contents

1	Collaboration as a Management Solution
2	Mission Statement
3	Client Success Stories
4	References
5	Feather River Charter School Proposed Support Team
6	Team Bios
8	Services Proposed
8	Business Management Services
12	Payroll Processing and Retirement Reporting
13	Term and Fees

The Charter Impact team has an uncanny ability to break down complex financial information. They do a great job balancing prudent fiscal management with creative problem-solving.

VALERIE BRAIMAH
EXECUTIVE DIRECTOR, CITY CHARTER SCHOOLS



Collaboration as a Management Solution

Managing a charter school and providing specialized education to your local community is a righteous endeavor and one that only a team of highly qualified educators can tackle. However, navigating the financial and operational side of the organization can be a daunting task. School funding, regulations and reporting are constantly changing. Managing and monitoring these areas while staying in compliance with internal controls and avoiding audit findings is labor intensive, and it takes your time away from the classroom. **We can help.**

Charter Impact is a mission-driven business partner dedicated to empowering charter schools and non-profits with professional, personalized financial management and operational support. Our number one priority is to provide **timely, accurate financial information** with **dependable, responsive customer service** at an affordable cost.

Our model of service resembles more of a hand-in-hand partnership than a “back” office company. We stand with our clients, not behind them, and help navigate from start-up through strategic growth and into long-term sustainability. We believe that what separates us from other firms is our ability to go a step beyond producing financial statements. As a team of experienced CPA's, finance experts, and other business professionals focused on nothing but charter school and non-profit business management, we can offer the type of high-level professional and personal support that no one else can.

As **Feather River Charter School** continues its strategic focus on long-term sustainability and stability, it will be critical to have support from a team of professionals experienced in managing charter schools as well as affiliated non-profit organizations such as CMO's, facility holding companies and foundations. Having our team at your disposal will allow you to manage changes on the Feather River horizon effectively and efficiently, and we will work with you and your board to assist in the long-term strategic planning of the organization to ensure success.

We highly encourage you to contact our references.

From the perspective of a school leader, they can speak very clearly about what it means to work with a business management firm as a true partner to their mission.

Mission Statement

Our Vision

Charter Impact empowers mission-driven organizations to achieve their goals through personalized support in finance, operations and business management.

We accomplish this through enthusiastic collaboration within our team and with our clients to support their communities.

Core Values

DO GOOD

Make sure it's right for you, the client, and the company.

BE HONEST

Communicate with integrity and speak the truth.

SUPPORT EACH OTHER

Your teammates are as important as your clients.

SHARE YOUR IDEAS

Every one of us brings unique experiences to the team.

DEBATE IS HEALTHY

Speak up, presume positive intent, seek clarity, and work toward resolution.

GET UNCOMFORTABLE

Growth happens outside your comfort zone.

FOCUS

Distractions are ever-present; don't let them become stumbling blocks.

QUESTION THE STATUS QUO

Ask questions, present solutions, push the envelope, and then push it again.

EMBRACE CHANGE

This is not a static task, job or company, and you are not a static person.

KEEP LEARNING

Continuously expanding your abilities and skill-sets keeps you sharp and motivated.

START STRONG; FINISH STRONG

Give it your all and present your finished product with pride.

HAVE FUN

Your job is a worthy pursuit that impacts everyone around you. Enjoy yourself.

Client Success Stories

The stories below provide a recent sample of what we help our clients accomplish.



New \$38.5M School Facility

In the Fall of 2017, the *Palmdale Aerospace Academy* moved into its new 165,000 sq. ft. facility serving grades 6–12. Additional community demand for the school's innovative programs led to the planned addition of a new elementary school. Through Charter Impact's leadership and process management, the school secured a second tax-exempt bond issuance prior to opening the expanded grade levels and only a year after the initial bond issuance for the first facility. After successfully receiving a "BB" rating from Standard & Poor's, we achieved a 4.40% interest rate for the 30-year term. This is the equivalent of "BBB-" or "investment-grade" security. As a result, the school **funded \$350,000 in needed equipment without increasing its monthly payments**. The elementary school broke ground in October 2018 and began serving grades K-5 in the fall of 2019.



\$1.5M in Debt Reduced to \$0

Life Source International Charter School joined Charter Impact in September 2015 carrying \$1,500,000 in revenue anticipation notes due on September 20, 2015. Through a detailed review of the school's operations and a revision to the budget, we created and implemented a refinancing plan and monthly cash management tool which enabled the school to **completely eliminate its debt by May 31, 2016**. The school is now pursuing permanent financing to purchase a facility — something that was not previously possible.



Successful Appeals

Both *Julia Lee Performing Arts Academy* and *College Preparatory Middle School — La Mesa* faced an uphill battle on approval of their new charter petitions for the 2018–19 school year. After being denied at local levels, we stood and fought with both schools, creating detailed financial plans, responding to inquiries and presenting to the authorizers — Riverside County for *Julia Lee* and the State Board in Sacramento for *College Prep*. **Both schools won their appeals and are in the second year of serving their communities.**

References

DAVID BAUTISTA

Executive Director, Adelante Charter School
Santa Barbara, California
dbautista@sbunified.org | 805.966.7392

BRENT BISHOP

Director, Highland Academy Charter School
Beaumont, California
brentbishop@highland-academy.org | 951.266.0220

VALERIE BRAIMAH

Executive Director, City Charter Schools, Inc.
Los Angeles, California
vbraimah@citycharterschool.org | 818.877.3557

CHRISTINA CALLAWAY

Director of School Business, College Prep Middle School
La Mesa Spring Valley, San Diego, California
ccallaway@mycpms.net | 619.303.2782

RAUL CARRANZA

Superintendent of Schools, TEACH Public Schools
Los Angeles, California
rcarranza@teachpublicschools.org | 323.754.5500

SARA JORDAN

Executive Director, Pathways Charter School
Rohnert Park, California
sara.jordan@pathwayscharter.org | 707.585.6510

KRISTIN KRAUS

Director of Finance and Operations, SOAR Charter Academy
San Bernardino, California
kkraus1389@gmail.com | 909.888.3300

TERRI MARTIN

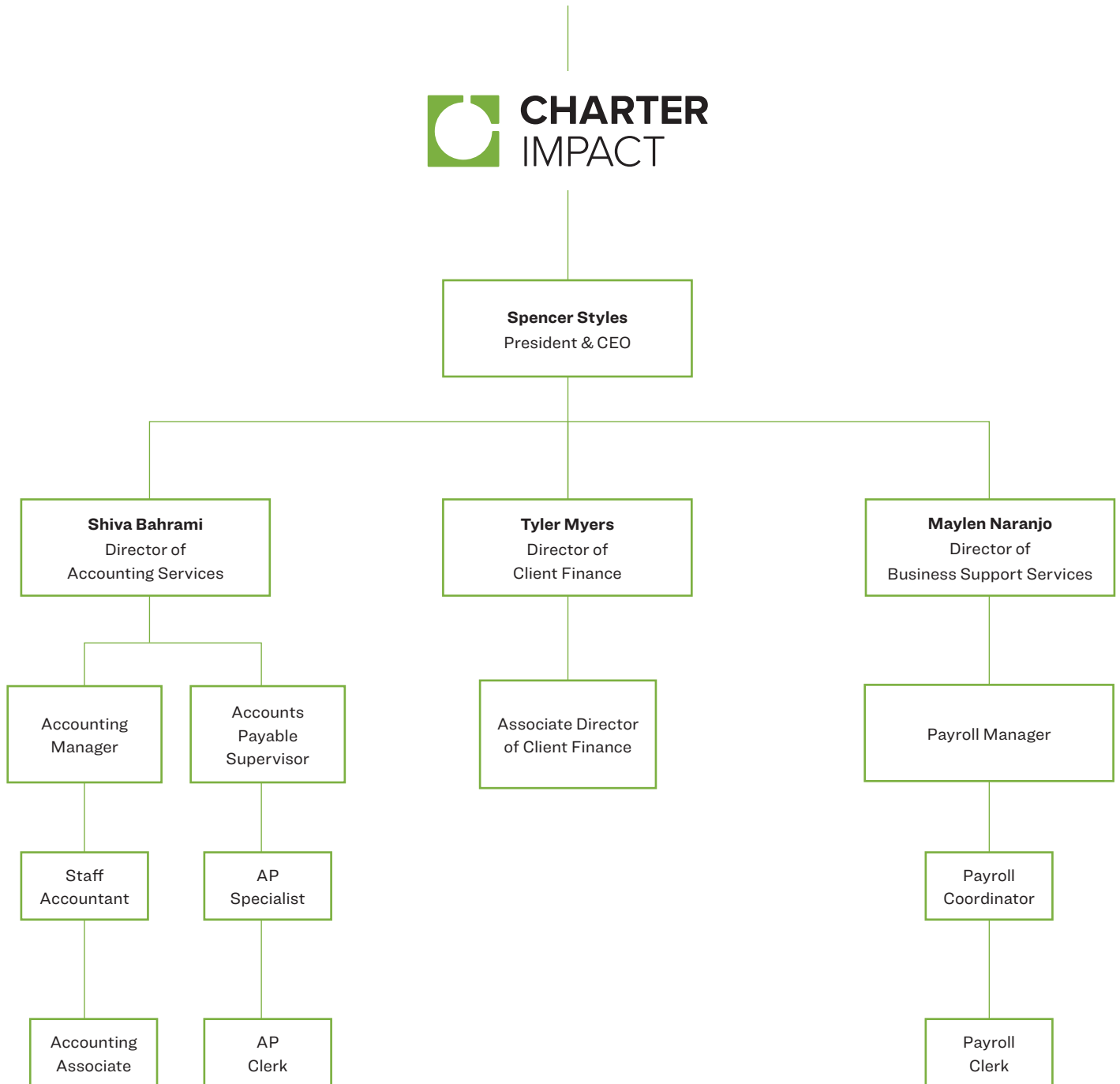
Business Director, Aspen Public Schools
Fresno, California
terri.martin@aspenps.org | 559.225.7737

Financials are accurate and on-time. District and State compliance reporting has never been submitted past a deadline. Charter Impact is prompt and extremely professional.

TERRI MARTIN

BUSINESS DIRECTOR, ASPEN PUBLIC SCHOOLS (FRESNO, CA)

School's Proposed Support Team



Team Bios

Below you will find bios for members of our team who will be working directly with your organization. For more information on the rest of our leadership team, please visit our website at www.charterimpact.com.

SPENCER STYLES, C.P.A., M.P.A.

President & CEO



As President and CEO, Spencer spearheads Charter Impact's initiatives and is responsible for the long-term growth and sustainability of the company. In addition to internal operations oversight, Spencer guides new schools through the start-up and

grant application process, directs and manages the strategic growth of existing schools, and bolsters established schools in their navigation and execution of facility financing.

Prior to Charter Impact, Spencer was the Vice President of Finance for Alliance College-Ready Public Schools, a network of 28 free public high schools and middle schools serving over 12,000 students in low-income communities in California with historically under-performing schools. His primary areas of concentration included maintaining all accounting systems, designing and implementing the internal control framework, developing cash flow projections and forecasts for organizational growth, and providing guidance on fiscal best practices.

Before working in the charter school world, Spencer was a practitioner in public accounting for several years and has experience leading audits and reviews of privately-held companies, publicly-traded companies, governmental agencies, not-for-profit organizations and employee benefit plans. He has also provided a wide variety of technical consulting including litigation support, due diligence testing for mergers and acquisitions, internal control design and implementation, stock option valuation and Sarbanes Oxley Section 404 compliance and implementation.

Spencer earned a Bachelor of Business Administration in Accounting with a minor in Mathematics, and a Master of Professional Accountancy degree with an emphasis in Finance, both from the University of Wisconsin-Whitewater. He is an actively licensed CPA.

TYLER MYERS

Director of Client Finance



Tyler comes to Charter Impact with a strong background in non-profit organizations, start-up environments, project management, budgeting, forecasting, and process development.

Prior to joining Charter Impact, Tyler was the Finance Manager for a Vorwerk and Co. U.S. division start-up where he was instrumental in helping to grow the company from 5 employees to over 50. He led the charge in creating a fully operational Finance and Accounting department by hiring and training staff, implementing new scalable processes and systems, and developing the company's budgeting and forecasting model. Additionally, he led numerous successful projects there, including a global ERP implementation involving members from Singapore, Germany, and the United States.

Before Tyler was a Finance Manager, he worked for a local Los Angeles non-profit Community Development Corporation (CDC), helping fund small businesses in the metropolitan area in order to create new jobs and give back to the community. During his time with the CDC, he trained numerous staff, developed and improved both internal and external reporting, managed several of the company's annual audits, and ensured the accuracy and timeliness of government grant billings.

Tyler has a strong passion for public education that was strongly influenced by the education-focused environment of his childhood; his mother was a teacher and principal administrator for 34 years. During his college years, Tyler volunteered his time as a mentor, helping students in grade school classes.

Tyler graduated with a Bachelor of Science degree in Accounting with a minor in Philosophy and a Master of Accountancy degree, both from Southern Illinois University Carbondale, home of the Salukis.

SHIVA BAHRAMI, M.B.A.

Director of Accounting Services



Shiva brings over 25 years of finance and accounting experience to Charter Impact. In her current role, she spearheads Charter Impact's core service model, by leading all accounting and reporting related functions with a focus on team leadership

and development, quality, timeliness, and process improvement.

Prior to Charter Impact, Shiva was the Director of Financial Services for California State University of Northridge, where they serve over 40,000 students. Although her priority focus was mainly to oversee accounting, payables, receivables, payroll, funds and cash management, Shiva also served as the treasurer of the board for CSUN's real estate business and a member of BASC (Business Administration of Systems Committee), where she developed and implemented automated workflows to aid in efficiencies.

Prior to CSUN, Shiva served as the Chief Financial Officer at Parsons Federal Credit Union, overseeing assets of over \$250 million. During her almost five-year tenure there, she helped the credit union increase their annual investment income by \$1M by adding new investment instruments and increased the credit union's loan portfolio by 9%. While there, she was also the chairman of both ALCO (Asset and Liability Committee), and the Pricing Committee.

For the past six years, Shiva has been personally involved with charter world, as her two young children attend a local charter school. She is a passionate supporter of the charter concept and its potential to make a positive difference in the lives and outcomes of students, and she is proud to vigorously support her school and charter community.

Shiva earned a Bachelor of Science in Accounting from DeVry University and a Master of Business Administration with an emphasis in Finance from Keller Graduate School in Long Beach, CA.

MAYLEN NARANJO, M.B.A.

Director of Business Support Services



Maylen is responsible for the oversight and management of Client onboarding, Client training and Payroll support at Charter Impact.

She has been working with charter schools in several capacities for over a decade.

In 2007, she joined the charter world as a payroll administrator at Partnerships to Uplift Communities (PUC), a non-profit charter school organization consisting of 16 schools serving the Northeast San Fernando Valley and Northeast Los Angeles. While there, she advanced to become the manager of PUC's Accounting department.

After her time at PUC, Maylen joined the team at a financial management services provider specializing in charter schools, where she played a leading role in managing both client services and personnel.

She continues that work at Charter Impact today, where she oversees and implements efficient operational systems, processes and policies in support of our growing company's mission and our expanding team.

Maylen is passionate about providing excellent service and personalized support to the great organizations we serve, and is confident that the work we do helps these schools offer the best possible education to underserved students.

Maylen earned a Bachelor of Science in Accounting and a Master of Business Administration from the University of Phoenix.

Services Proposed

Charter Impact's array of services provides all of the support that you would expect from an in-house finance/accounting department, plus student data services. Our services include not only the accounting, accounts payable and payroll departments, but also assistance with reviewing contracts, ad hoc financial analysis, support with vendor negotiations, assistance with facility financing, management of lender relationships, and much more.

A basic description of our services are as follows:

Business Management Services

1. IMPLEMENTATION AND TRAINING

- + Create a customized accounting database based specifically on the school's reporting needs (both internal and external)
- + Import historical data to the extent possible (typically monthly balances as far back as data is available) to allow for maximum comparability of financial information
- + Review existing contracts for terms, requirements and school responsibilities
- + Create, refine or replace existing processes and procedures to increase efficiency and improve the strength of internal controls
- + Provide training in specific processes and procedures to school site staff including: accounts payable, accounts receivable/deposits, petty cash accounts, student stores, payroll, etc.
- + Provide training to new and/or existing board members on:
 - Charter school funding - including drivers, calculations, restrictions and cash flow timing,
 - Reading and interpreting financial reports, and
 - Internal controls and the board's responsibility for oversight and maintenance

2. ACCOUNTS PAYABLE PROCESSING

- + Review all invoices sent to Charter Impact for proper approval and coding
- + Enter invoices for each reporting entity, process check payments, and send checks directly to vendors to reduce turn-around time
- + Provide weekly check registers, accounts payable aging reports, vendor payment history or other ad hoc reports on a recurring or as needed basis
- + On an emergency basis, same day payments can be processed in addition to the weekly cycle (*additional processing fees apply).

3. ACCOUNTS RECEIVABLE PROCESSING

- + Monitor the receipt of State approved ADA funding amounts and verify balances paid are correct

- + Work directly with governmental agencies to resolve any issues or discrepancies identified
- + Review all donor letters and grant agreements for proper coding and revenue recognition in accordance with GAAP
- + Maintain independent records, as necessary, for both public and private sources to ensure accurate reporting and compliance

4. BANK RECONCILIATION AND GENERAL LEDGER MAINTENANCE

- + Reconcile all bank accounts on a weekly basis for a heightened level of security and monitoring
- + Alert management immediately to any irregularities, un-reconciled amounts, or missing documentation
- + Maintain general ledger in accordance with GAAP on an ongoing basis, ensuring all revenues and expenses are recorded and reported accurately
- + Maintain an inventory of fixed assets over the school-designated capitalization threshold and calculate depreciation on a monthly basis

5. CASH MANAGEMENT

- + On a weekly basis, use reconciled bank balance to project daily cash balances for 30 days (for analysis of cash for any period of time over 30 days, the monthly forecast will be utilized)
- + On a weekly basis, provide schools with amount of cash available for accounts payable or other discretionary spending while ensuring sufficient funds for regularly recurring transactions such as payroll, taxes, rent, insurance, etc.
- + Plan and manage payment of outstanding debt as needed
- + Prepare all financial reporting necessary for renewal of loans or lines of credit
- + Present line of credit status to board and obtain board resolutions as needed
- + Monitor compliance with all debt covenants as a part of the ongoing budgeting and forecasting process
- + Analyze future cash flow and determine whether schools need to make adjustments to spending or seek other funding options.

6. MONTHLY FINANCIAL REPORTING

- + Provide a monthly reporting package by the 20th day of the following month, assuming all necessary data is received from the school site on a timely basis, to ensure management has the necessary information to make sound business decisions
- + Create financial reporting package based on customized business segments. This includes budgets and forecasts as well.
- + Offer a menu of report options for the monthly financial reports including, but not limited to:
 - Monthly summary by financial section with bulleted highlights for presentation purposes
 - Monthly Cash Flow Forecast and comparison to approved budget
 - Budget vs. Actual Report (both current month and year-to-date)

- Schedule of Revenue and Expenses by Period
- Comparative Statement of Financial Position
- Combining/Consolidating Statements of Activities and Financial Position
- Statement of Cash Flows (both current month and year-to-date)
- Accounts Payable/Receivable Aging
- Check Register(s)
- General Ledger Detail
- Other customized reports as requested by the school, executive team or board
- + On a monthly basis, review and present the financial package with the school staff and/or board members to assess the current fiscal condition of the school
- + Provide access to the accounting database via a VPN connection allowing school staff to run reports and see real-time data as it exists in the system
- + On an as needed basis, provide or present financial information or training to lenders, board members, community members, parents or other external parties as requested by the school.

7. COMPLIANCE AND GRANT REPORTING

- + Support school with LCAP development, including preparation of the budget, ensuring adherence to Supplemental and Concentration funding requirements and integrating the LCAP budget into the overall school operating budget
- + Assist the school with grant applications including the development of grant-specific budgets as well as school long-term projections
- + Track all restricted revenues (both public and private) to ensure compliance with governmental and donor-required restrictions
- + Provide financial information and reporting to governmental entities, donors, and other supporting organizations for grant compliance

8. CHARTER AUTHORIZER SUPPORT

- + Support the school with all financial and business communications with the charter authorizer. This includes, but is not limited to:
 - Prepare regular financial reporting (budget and interims)
 - Provide ad hoc financial documents and reports as requested
 - Partner with school leaders to meet with authorizer staff to discuss fiscal health and outlook of the school
- + Assist in the renewal process by preparing and/or reviewing fiscal narratives, preparing the required forecasts and cash flow projections, and calculating the LCFF with assumptions.

9. ANNUAL BUDGET CREATION AND REVISIONS

- + Work with school staff on an annual basis to create a 5-year budget and cash flow projection to ensure proper future planning
- + Provide a monthly budget and cash flow report to monitor the cash balance and protect against

the gap caused by revenue and expenditure seasonality

- + Revise the annual forecasts on an as-needed basis (but at least monthly) to provide school staff and board members with accurate year-end projections and the information necessary in a constantly changing environment

10. AUDIT PREPARATION AND OVERSIGHT WITH AUTHORIZERS

- + Maintain electronic records of all transaction support
- + Work directly with the independent auditors to provide information, thereby reducing client time commitment and audit fees
- + Participate in, and support all oversight reviews from charter authorizers and governmental agencies to improve outcomes

11. TAX PREPARATION AND SUPPORT

- + Prepare and electronically submit Form 1096 (summary of all 1099 forms) to the IRS for all required vendors and service providers
- + Prepare and report sales and use tax returns
- + Provide any and all information necessary for the preparation and submission of Form 990

NOTE: Payroll tax reporting is included in the payroll processing section below

12. STRATEGIC PLANNING

- + Work with school management and the Board of Directors to develop long-term strategies to ensure the school's prosperity
- + Provide second opinions and act as sounding board for school management and the Board on business and financial matters

The Charter Impact team has been extremely attentive and patient. They are willing to go above and beyond so we truly understand our budget and how funding works.

KRISTIN KRAUS
DIRECTOR OF FINANCE & OPERATIONS, SOAR CHARTER ACADEMY

Payroll Processing and Retirement Reporting

Payroll is one of the most critical areas of an organization's business office. Our payroll team is well versed in charter school payroll issues and has the depth of experience to handle any and all processing nuances that inevitably arise.

1. PAYROLL PROCESSING

- + Maintain employee static pay information in a payroll database
- + Process status updates, new hires, terminations, and/or informational changes in payroll system
- + Assist in the development of a regular payroll schedule that is compliant with State labor laws and consistent with employee contracts
- + Process supplemental payroll runs such as the following:
 - Involuntary termination - check will be prepared ahead of time and provided to the school on the termination date
 - Voluntary termination without notice - the check will be prepared and delivered to the employee within the time frame required by the State
 - Scheduled bonuses/stipends
 - Additional unscheduled/emergency payroll runs
- + Process and pay all federal and state payroll tax payments according to required guidelines
- + Prepare the state payroll tax filing report annually, and quarterly for federal and state agencies
- + Prepare, review, and distribute W-2s to all employees

2. RETIREMENT AND OTHER REPORTING

- + Process and submit monthly STRS and PERS reports to the third-party administrator (i.e. Hess and Assoc.) or County office
- + Submit payment via ACH or cashier's check within the requisite timeframe for pension contributions
- + Process 403(b) retirement plan deductions, if applicable, and in compliance with State and Federal laws submit payments and provide 403(b) census information to third-party administrator
- + Submit compensation reports to State Controller and Bureau of Labor Statistics, if applicable

3. WEB-BASED EMPLOYEE TIMEKEEPING SYSTEM

- + All employees can be given online access to a streamlined, secure electronic timekeeping system which is fully integrated into our accounting system and eliminates the need for paper timesheets.
- + In addition to entering time, employees can also electronically:
 - request time off
 - make changes to their addresses and W2s
 - access their historical paystubs

4. GENERAL SUPPORT

- + Provide support and assistance with creation of internal processes and procedures, forms and tracking systems

Term and Fees

The term of the initial contract would be from July 1, 2020 through June 30, 2023.
Proposed fees for services are as follows:

1

Implementation and Set-Up

For Feather River Charter Academy, we will waive our standard implementation and set-up fee for time spent on the initial set up, accounting system customization, updated cash flow forecast and process implementation.

2

Business Management Services

Variable fee of 1.75% of total revenue for each reporting entity.

3

Payroll Processing and Retirement Reporting

Payroll processing	\$100 base plus \$2.75 per employee per pay period
Garnishment reporting	\$2.50 per occurrence
New employee reporting	\$3.50 per occurrence
Payroll delivery via FedEx	\$35.00 per occurrence per 50
Quarterly/Annual Reporting	\$20.00 per occurrence
Form W-2 or 1099 (for contractors paid via payroll)	\$5.75 each

Note: For 50 employees paid semi-monthly, costs would average \$500 per month

This proposal is valid for 90 days.

Inspire District Office

INVOICE

1740 E. Huntington Drive #205
Duarte, CA 91010
Phone (626)317-0112 Fax (626)470-9713

DATE: April 1, 2020
INVOICE # INSPN-110
FOR: *Monthly Operational
& Instructional Fee*

Bill To:

Feather River Charter School (North)
1740 E. Huntington Drive #205
Duarte, CA 91010

DESCRIPTION	AMOUNT
Instructional Fee - 04/2020	\$ 87,853.00
Operational Fee - 04/2020	\$ 26,738.00
TOTAL	\$ 114,591.00

Make all checks payable to Inspire District Office
If you have any questions concerning this invoice, please contact Accounts Payable at
accountspayable@inspireschools.org

THANK YOU FOR YOUR BUSINESS!

Inspire District Office

INVOICE

1740 E. Huntington Drive #205
Duarte, CA 91010
Phone (626)317-0112 Fax (626)470-9713

DATE: May 1, 2020
INVOICE # INSPN-111
FOR: *Monthly Operational
& Instructional Fee*

Bill To:

Feather River Charter School (North)
1740 E. Huntington Drive #205
Duarte, CA 91010

DESCRIPTION	AMOUNT
Instructional Fee - 05/2020	\$ 89,818.00
Operational Fee - 05/2020	\$ 13,667.50
TOTAL	\$ 103,485.50

Make all checks payable to Inspire District Office
If you have any questions concerning this invoice, please contact Accounts Payable at
accountspayable@inspireschools.org

THANK YOU FOR YOUR BUSINESS!



Feather River Charter School Renewal Presentation

April 2020
Page 59 of 152



Insurance | Risk Management | Consulting

ICS Group Advantages



Insurance | Risk Management | Consulting

Let's Stick Together

- Purchasing power
- More competition from group carriers resulting in better underwriting offers
- Ability to take advantage of broader network options from carriers
- Better plan design options/more flexibility
- Composite rates versus age banded rates in small group

2020/2021 Renewal

Renewal Results

- Medical
 - Kaiser: final renewal **+2.8%**
 - Trend Increase is +7.5%
 - Blue Shield: final renewal **+5.9%**
 - Trend Increase is 12.9% - 15.9%
- Dental
 - Cigna Dental HMO: final renewal **+5.0%** (initial increase +6.5%)
 - Cigna DPPO: final renewal **+17.6%** (initial increase +20.7%)
- Vision – rate guarantee (**+0.0%**)
- Life – rate guarantee (**+0.0%**)



Gallagher

Insurance | Risk Management | Consulting

Medical Renewals

2020/2021 Medical Contributions



Insurance | Risk Management | Consulting

Recommendations

- Recommended Strategy:
 - Charter & Employees share premium increases equally
 - Maintain \$0 Employee-only options
 - Increase Employee cost for most expensive plans
 - PPO: Increase Employee cost by +15.0%
 - Access+ HMO: Increase Employee cost by +15.0%
- Final Revenue Impact to Charter: **\$12,218**

2020/21 Medical Contribution Analysis



Gallagher

Insurance | Risk Management | Consulting

Medical & Pharmacy

		2019 / 2020 Current	2020 / 2021 Renewal			EE Cost Share	EE Difference
Coverage Tier	Subscribers	EE Contribution	EE Contribution	ER Contribution	Total Premium	Current / Renewal	\$Δ EE / %Δ EE
Blue Shield SaveNet HMO							
Employee Only	2	\$0.00	\$0.00	\$555.08	\$555.08	0% / 0%	\$0.00 / N/A
Employee + Spouse	0	\$128.68	\$134.47	\$1,142.19	\$1,276.66	19% / 19%	\$5.79 / 4.5%
Employee + Child(ren)	0	\$69.29	\$72.41	\$871.23	\$943.64	19% / 19%	\$3.12 / 4.5%
Employee + Family	3	\$188.08	\$196.54	\$1,413.17	\$1,609.71	19% / 19%	\$8.46 / 4.5%
% Cost Share		10%	10%	90%	100%	10% / 10%	-0.1%
Blue Shield Access+ HMO							
Employee Only	0	\$154.73	\$177.94	\$550.66	\$728.60	22% / 24%	\$23.21 / 15.0%
Employee + Spouse	0	\$484.55	\$557.23	\$1,118.57	\$1,675.80	54% / 59%	\$72.68 / 15.0%
Employee + Child(ren)	3	\$332.33	\$382.18	\$856.44	\$1,238.62	69% / 75%	\$49.85 / 15.0%
Employee + Family	0	\$636.78	\$732.30	\$1,380.64	\$2,112.94	49% / 53%	\$95.52 / 15.0%
% Cost Share		28%	31%	69%	100%	31%	2.4%
Blue Shield PPO							
Employee Only	3	\$142.65	\$164.05	\$551.00	\$715.05	21% / 23%	\$21.40 / 15.0%
Employee + Spouse	0	\$456.77	\$525.29	\$1,119.32	\$1,644.61	52% / 57%	\$68.52 / 15.0%
Employee + Child(ren)	1	\$311.78	\$358.55	\$857.03	\$1,215.58	66% / 72%	\$46.77 / 15.0%
Employee + Family	1	\$601.76	\$692.02	\$1,381.62	\$2,073.64	47% / 51%	\$90.26 / 15.0%
% Cost Share		26%	28%	72%	100%	28%	2.2%
Kaiser HMO							
Employee Only	7	\$0.00	\$0.00	\$533.59	\$533.59	0% / 0%	\$0.00 / N/A
Employee + Spouse	3	\$117.09	\$134.47	\$1,039.43	\$1,173.90	19% / 21%	\$17.38 / 14.8%
Employee + Child(ren)	1	\$78.06	\$81.57	\$878.89	\$960.46	19% / 19%	\$3.51 / 4.5%
Employee + Family	3	\$204.91	\$214.13	\$1,439.99	\$1,654.12	19% / 19%	\$9.22 / 4.5%
% Cost Share		8%	9%	91%	100%	8% / 9%	0.4%
Blue Shield HSA							
Employee Only	0	\$0.00	\$0.00	\$515.21	\$515.21	0% / 0%	\$0.00 / N/A
Employee + Spouse	0	\$225.16	\$235.29	\$956.97	\$1,192.26	20%	\$10.13 / 4.5%
Employee + Child(ren)	0	\$166.43	\$173.92	\$707.33	\$881.25	20%	\$7.49 / 4.5%
Employee + Family	4	\$283.90	\$296.68	\$1,206.62	\$1,503.30	20%	\$12.78 / 4.5%
% Cost Share		20%	20%	80%	100%	20% / 20%	-0.3%
Total Composite PEPM	31	\$163.95	\$180.42	\$925.46	\$1,105.88		
% Cost Share		16%	16%	84%	100%		
Total Annual Cost		\$60,989	\$67,116	\$344,273	\$411,388		
HSA Fund				\$6,000			
TOTAL		\$60,989	\$67,116	\$350,273	\$417,388		
% Cost Share		15%	16%	84%	100%		
Change From Current (\$)			\$6,127	\$12,218	\$18,345		
Change From Current (%)			10.0%	3.6%	4.6%		

*These are approximations based off overall renewal numbers

Charter Medical Increase Breakdown



Insurance | Risk Management | Consulting

	Broker Recommendation	
Charter	% of Renewal Increase	\$ Increase
Blue Ridge Academy	17.9%	\$91,783
Cabrillo Point Academy	10.3%	\$52,686
Clarksville	2.4%	\$12,473
Cottonwood	4.4%	\$22,367
ICS	18.9%	\$97,082
Feather River	2.4%	\$12,218
Granite Mountain	6.6%	\$33,665
Heartland	8.5%	\$43,646
Kern	0.0%	\$0
Lake View	0.9%	\$4,876
Learning Latitudes	0.0%	\$0
Mission Vista	8.4%	\$43,232
Monarch River	1.3%	\$6,918
North	0.0%	\$0
Ohio	0.4%	\$2,047
PCA	11.9%	\$60,989
South	0.0%	\$0
Triumph Academy	0.5%	\$2,530
Winship Central	0.3%	\$1,470
Yosemite Valley	5.0%	\$25,515
	100%	\$513,498

Benchmark Data (HMO)

HMO Benchmark	Charters/ICS Blue Shield HMO (Access+ & SaveNet)	Charters/ICS Kaiser HMO	2019 California Nonprofit	2019 Education	2019 Charter Schools	2019 California
Calendar Year Deductible	None	None	None	None	None	None
Calendar Year Out of Pocket Max	\$2,500/\$5,000	\$3,000/\$6,000	\$3,000/\$6,000	\$1,500/\$3,000	\$2,000/\$4,000	\$3,000/\$6,000
Primary Care Office Visit	\$20	\$20	\$30	\$15	\$30	\$30
Specialist Office Visit	\$20	\$20	\$40	\$40	\$40	\$40
Diagnostic Lab / X-ray	No Charge	\$10	\$50	\$50	\$50	\$50
Hospitalization	\$500/admit	\$500/day (3-day max)	\$500/admit	\$250/day	\$500/day	\$500/admit
Outpatient Surgery	Surgery Center: \$100 Hospital: \$300	\$250	\$250	\$150	\$150	\$250
Urgent Care	\$20	\$20	\$35	\$30	\$30	\$35
Emergency Room	\$100	\$150	\$150	\$200	\$250	\$150
Rx - Brand Deductible	None	None	None	None	None	\$150
Rx - Generic	\$15	\$15	\$10	\$15	\$15	\$10
Rx - Brand	\$30	\$35	\$35	\$30	\$25	\$35
Rx - Non-formulary	\$45	\$35	\$50	\$30	\$50	\$50
Employer Contribution - Employees	100% towards SaveNet 76% towards Access+	100%	80-90%	100%	80-90%	80%
Employer Contribution - Family	80% towards SaveNet 61% towards Access+	80%	0-25%	0%	25%	0%
Source			AJG - 2019	AJG - 2019	AJG - 2019	AJG - 2019

Takeaways:

- Deductible & OOPM are in line
- Copays are richer
- Hospitalization is richer
- Contribution is very rich, especially for dependent coverage

Benchmark Data (PPO)

HMO Benchmark	Charters/ICS Blue Shield PPO	2019 California Nonprofit	2019 Education	2019 Charter Schools	2019 California
Calendar Year Deductible	\$500/\$1,000	\$1,300/\$2,800	\$500/\$1,500	\$500/\$1,000	\$1,000 / \$2,000
Calendar Year Out of Pocket Max	\$4,000/\$8,000	\$2,500/\$5,000	\$4,500/\$9,000	\$3000/\$6000	\$1,500 / \$3,000
Primary Care Office Visit	\$35	\$20	\$30	\$15	\$20
Specialist Office Visit	\$35	\$45	\$45	\$30	\$30
Diagnostic Lab / X-ray	\$35	\$50	20%	10%	20%
Hospitalization	\$100 + 20%	20%	20%	10%	20%
Outpatient Surgery	Facility: 10% Hospital: 25%	20%	10%	10%	20%
Urgent Care	\$35	\$20	\$25	\$15	\$20
Emergency Room	\$100 + 20%	\$100	\$100 + 10%	\$100 + 10%	\$100 + 20%
Rx - Brand Deductible	None	None	None	None	\$250
Rx - Generic	\$15	\$10	\$15	\$10	\$15
Rx - Brand	\$30	\$25	\$30	\$30	\$30
Rx - Non-formulary	\$45	\$45	\$50	\$50	\$50
Employer Contribution - Employees	78%	60%	75%	75%	Buy-Up
Employer Contribution - Family	62%	0% - 25%	25%	50%	0%
Source		AJG - 2019	AJG - 2019	AJG - 2019	AJG - 2019

Takeaways:

- Deductible is rich
- OOPM slightly below benchmark
- Copays are in line, slightly high
- Contribution is very rich, especially for dependent coverage

Benchmark Data (H.S.A.)

HMO Benchmark	Charters/ICS Blue Shield H.S.A.	2019 California Nonprofit	2019 Education	2019 Charter Schools	2019 California
Calendar Year Deductible	\$2,700/\$5,200	\$2,700/\$5,200	\$2,700/\$5,200	\$2,700/\$5,200	\$2,700/\$5,200
Calendar Year Out of Pocket Max	\$5,500/\$11,000	\$6,750/\$13,500	\$6,750/\$13,500	\$6,750/\$13,500	\$6,750/\$13,500
Primary Care Office Visit	20%	\$20	\$30	\$15	\$20
Specialist Office Visit	20%	\$45	\$45	\$30	\$30
Diagnostic Lab / X-ray	Facility: 20% Hospital: \$25 + 20%	\$50	20%	10%	20%
Hospitalization	\$100 + 20%	20%	20%	10%	20%
Outpatient Surgery	Facility: 10% Hospital: 20%	20%	10%	10%	20%
Urgent Care	20%	\$20	\$25	\$15	\$20
Emergency Room	\$150 + 20%	\$100	\$100 + 10%	\$100 + 10%	\$100 + 20%
Rx - Brand Deductible	Plan Deductible Applies	None	None	None	\$250
Rx - Generic	\$10	\$10	\$15	\$10	\$15
Rx - Brand	\$25	\$25	\$30	\$30	\$30
Rx - Non-formulary	\$40	\$45	\$50	\$50	\$50
Employer Contribution - Employees	100% + \$1,000 funding	60%	75%	75%	Buy-Up
Employer Contribution - Family	51-70% + \$1,500 funding	0% - 25%	25%	50%	0%
Source		AJG - 2019	AJG - 2019	AJG - 2019	AJG - 2019

Takeaways:

- Deductible is rich, at the lowest possible level for IRS rules
- OOPM is rich, at the lowest possible level for IRS rules
- Contribution is very rich, especially for dependent coverage
- Contribution to HSA plan is slightly rich, average is \$750 Ind. / \$1,250 Fam.



Gallagher

Insurance | Risk Management | Consulting

Ancillary Renewals

2020/21 Dental/Vision Contributions



Insurance | Risk Management | Consulting

Recommendations

- Recommended Strategy for Dental:
 - Charter & Employees share premium increases equally
 - Final Revenue Impact to Charter: **\$1,056**
- Recommended Strategy for Vision:
 - No premium change for Charter or Employees
 - Final Revenue Impact to Charter: **\$0**

2020/21 Dental Contribution Analysis



Gallagher

Insurance | Risk Management | Consulting

Dental		2019 / 2020 Current		2020 / 2021 Renewal			EE Cost Share	EE Difference
Coverage Tier	Subscribers	EE Contribution	Subscribers	EE Contribution	ER Contribution	Total Premium	Current / Renewal	\$Δ EE / %Δ EE
Cigna DHMO			Cigna DHMO					
Employee Only	1	\$5.00	1	\$5.25	\$10.96	\$16.21	32% / 32%	\$0.25 / 5.0%
Employee + Spouse	1	\$16.13	1	\$16.94	\$10.96	\$27.90	61% / 61%	\$0.81 / 5.0%
Employee + Child(ren)	3	\$19.85	3	\$20.84	\$10.96	\$31.80	66% / 66%	\$0.99 / 5.0%
Employee + Family	3	\$28.10	3	\$29.51	\$10.96	\$40.47	73% / 73%	\$1.41 / 5.0%
% Cost Share	8	66%	8	66%	34%	100%	66% / 66%	0.0%
Cigna DPPO High			Cigna DPPO High					
Employee Only	4	\$24.66	4	\$29.00	\$16.38	\$45.38	65% / 64%	\$4.34 / 17.6%
Employee + Spouse	1	\$62.87	1	\$73.94	\$16.79	\$90.73	82% / 81%	\$11.07 / 17.6%
Employee + Child(ren)	4	\$71.92	4	\$84.58	\$16.89	\$101.47	84% / 83%	\$12.66 / 17.6%
Employee + Family	4	\$109.83	4	\$129.16	\$17.31	\$146.47	89% / 88%	\$19.33 / 17.6%
% Cost Share	13	83%	13	83%	17%	100%	83%	-0.8%
Cigna DPPO Low			Cigna DPPO Low					
Employee Only	9	\$15.00	9	\$17.64	\$16.27	\$33.91	53% / 52%	\$2.64 / 17.6%
Employee + Spouse	2	\$50.13	2	\$58.95	\$16.66	\$75.61	79% / 78%	\$8.82 / 17.6%
Employee + Child(ren)	0	\$56.48	0	\$66.42	\$16.73	\$83.15	81% / 80%	\$9.94 / 17.6%
Employee + Family	3	\$88.33	3	\$103.88	\$17.07	\$120.95	87% / 86%	\$15.55 / 17.6%
% Cost Share	14	72%	14	72%	28%	100%	72%	-0.7%
Total Composite PEPM	35	\$45.14	35	\$52.36	\$15.62	\$67.98		
% Cost Share		78%		77%	23%	100%		
Total Annual Cost		\$18,961		\$21,991	\$6,560	\$28,550		
TOTAL		\$18,961		\$21,991	\$6,560	\$28,550		
% Cost Share		78%		77%	23%	100%		
Change From Current (\$)				\$3,030	\$1,056	\$4,086		
Change From Current (%)				16.0%	19.2%	16.7%		

Charter Dental Increase Breakdown

	Broker Recommendation	
Charter	% of Renewal Increase	\$ Increase
Blue Ridge Academy	17.2%	\$6,509
Cabrillo Point Academy	8.6%	\$3,255
Clarksville	2.9%	\$1,080
Cottonwood	5.9%	\$2,222
ICS	19.2%	\$7,265
Feather River	2.8%	\$1,056
Granite Mountain	6.2%	\$2,346
Heartland	8.3%	\$3,144
Kern	0.0%	\$0
Lake View	1.0%	\$394
Learning Latitudes	0.0%	\$0
Mission Vista	7.9%	\$2,975
Monarch River	1.6%	\$612
North	0.0%	\$0
Ohio	0.4%	\$168
PCA	10.7%	\$4,055
South	0.0%	\$0
Triumph Academy	0.6%	\$229
Winship Central	0.7%	\$253
Yosemite Valley	5.8%	\$2,190
	100%	\$37,755

2020/21 Vision Contribution Analysis



Gallagher

Insurance | Risk Management | Consulting

Vision		2019 / 2020 Renewal		2020 / 2021 Renewal			EE Cost Share	EE Difference
Coverage Tier	Subscribers	EE Contribution	Subscribers	EE Contribution	ER Contribution	Total Premium	Current / Renewal	\$Δ EE / %Δ EE
EyeMed Vision Plan			EyeMed Vision Plan					
Employee Only	14	\$2.56	14	\$2.56	\$3.08	\$5.64	45% / 45%	\$0.00 / 0.0%
Employee + Spouse	3	\$5.49	3	\$5.49	\$5.23	\$10.72	51% / 51%	\$0.00 / 0.0%
Employee + Child(ren)	5	\$5.61	5	\$5.61	\$5.67	\$11.28	50% / 50%	\$0.00 / 0.0%
Employee + Family	11	\$9.04	11	\$9.04	\$7.54	\$16.58	55% / 55%	\$0.00 / 0.0%
% Cost Share	33	51%	33	51%	49%	100%	51% / 51%	0.0%
Total Composite PEPM	33	\$5.96	33	\$5.96	\$5.64	\$11.60		
TOTAL		\$2,361		\$2,361	\$2,234	\$4,595		
% Cost Share		51%		51%	49%	100%		
Change From Current (\$)				\$0	\$0	\$0		
Change From Current (%)				0.0%	0.0%	0.0%		



Gallagher

Insurance | Risk Management | Consulting

Additional Considerations

Additional Considerations

Fringe Benefits



Insurance | Risk Management | Consulting

- ID Theft Protection – free InfoArmor Privacy Armor Plus coverage until 12/31/2020
 - ID theft monitoring & alerts
 - Full service remediation
 - Identity theft reimbursement
 - Usually \$9.95 Ind./\$17.95 Fam.
- Legal Coverage
 - Pre-paid legal coverage for service with in-network attorneys (100% coverage for wills, living trusts, power of attorney, defense of tickets, etc.)
 - Certified financial planner available for financial guidance to employees
 - \$14.99/month
- Pet Insurance
 - Full pet insurance option (i.e. deductibles, OOPM, coinsurance)
 - 5-10% discount from direct payment option when offered through employer
 - Ability to payroll deduct
- Student Loan Assistance
 - Consultative assistance to employees for their student loans regarding loan forgiveness, refinancing, and restructuring of payment plans
 - No cost to Charters/ICS
 - No cost for employee to have expert review the best options for them to take, only a cost if the employee chooses to hire the consultant to conduct changes on their behalf

Timeline

<u>Task</u>	<u>Responsibility</u>	<u>Target Date</u>
Pre-Renewal Planning Meeting	AJG/ICS	1/15
Renewals Requested/Received	AJG	2/10-4/10
RFP To Marketplace	AJG	3/20
OE Notice Communication Sent to Employees	AJG/ICS	3/30
All proposals to be received from vendors	AJG	4/3
Proposal review, plan design analysis, and strategy meeting	AJG/ICS	4/8
Final approval of 2020 benefits by leadership team	ICS	4/22
Broker/Vendors/Ben Admin/Payroll notified of final decisions	AJG	4/27
Employee Communications Finalized and Sent for Approval	AJG/ICS	4/29
Employee Communications Approved	ICS	5/5
Materials finalized and sent to printer for shipping	AJG	5/6
Ben Admin system tested and approved	AJG/ICS/BeneTrac	5/11-5/15
OE meetings/webinars conducted	AJG/ICS	5/18-6/12
OE begins; Ben Admin system begins receiving enrollments	BeneTrac	5/20
OE closes; Ben Admin system stops receiving enrollments	BeneTrac	6/12
Audit of OE data is completed	ICS	6/17
Eligibility feeds sent to all vendors	BeneTrac	6/19
Health ID cards mailed to participants (if applicable)	Carriers	6/24
Effective date of benefits changes/enrollments	Payroll	7/1
New deductions go into effect	Payroll	7/1



Gallagher

Insurance | Risk Management | Consulting

Proposed Motions

- Motion for Consideration:
 - Approve July 1, 2020 through June 30, 2021 Employee Benefits Package & Employer/Employee Contribution Rates
 - Charter Leader has the authority to approve monthly payments based on the approved Employer Contribution Rates

Thank You

This proposal (analyses, report, etc.) is an outline of the coverages proposed by the carrier(s) based upon the information provided by your company. It does not include all the terms, coverages, exclusions, limitations, and conditions of the actual contract language. See the policies and contracts for actual language. This proposal (analyses, report, etc.) is not a contract and offers no contractual obligation on behalf of GBS. The intent of this analysis [report, letter, etc.] is to provide you with general information regarding the status of, and/or potential concerns related to, your current employee benefits environment. It should not be construed as, nor is it intended to provide, legal advice. Laws may be complex and subject to change. This information is based on current interpretation of the law and is not guaranteed. Questions regarding specific issues should be addressed by legal counsel who specializes in this practice area. This analysis is for illustrative purposes only, and is not a proposal for coverage or a guarantee of future expenses, claims costs, managed care savings, etc. There are many variables that can affect future health care costs including utilization patterns, catastrophic claims, changes in plan design, health care trend increases, etc. This analysis does not amend, extend, or alter the coverage provided by the actual insurance policies and contracts. See your policy or contact us for specific information or further details in this regard. Issuance of these rate calculations DOES NOT GUARANTEE acceptance in any program. Final acceptance, final rates, and effective date of coverage are subject to the underwriting approval of the management of each plan after review of any requested information.

Page 78 of 152



Gallagher

Insurance | Risk Management | Consulting



Gallagher

Insurance | Risk Management | Consulting

Appendix

Medical - Kaiser HMO

		Current	Renewal	Alternative
		Kaiser Traditional HMO 20		Kaiser Traditional HMO 30
Rates	# EE's			
Employee Only	211	\$519.31	\$533.59	\$530.22
Employee + Spouse	46	\$1,142.47	\$1,173.90	\$1,166.46
Employee + Child(ren)	92	\$934.75	\$960.46	\$954.38
Employee + Family	243	\$1,609.84	\$1,654.12	\$1,643.65
	592			
Estimated Monthly Premium		\$639,316	\$656,900	\$652,742
Estimated Annual Premium		\$7,671,794	\$7,882,804	\$7,832,901
\$ Difference Vs. Current			\$211,011	\$161,108
% Difference Vs. Current			2.8%	2.1%

Benefit Summary			
Calendar Year Deductible		No Deductible	No Deductible
Calendar Year Out-of-Pocket Maximum			
Individual		\$3,000	\$4,000
Family		\$6,000	\$8,000
Preventive Care		No Charge	No Charge
Office Visit - Primary/Specialist		\$20/\$20	\$30/\$30
Chiropractic and Acupuncture Services		\$15 (up to 20 visits/year)	\$15 (up to 20 visits/year)
Diagnostic Lab & X-Ray		\$10	\$10
Advanced Imaging (CT, PET, MRI)		\$100	\$100
Hospitalization		\$500/day (up to 3 days max)	\$500/day (up to 3 days max)
Outpatient Surgery		\$250	\$250
Urgent Care (co-pay waived if admitted)		\$20	\$30
Emergency Room (co-pay waived if admitted)		\$150	\$150
Ambulance		\$150	\$150
Prescription Drugs		No Brand Rx Deductible	No Brand Rx Deductible
Retail Pharmacy (30-day supply) (generic/brand/specialty)		\$15/\$35/30% up to \$200	\$15/\$35/30% up to \$200
Mail Order (100-day supply) (generic/brand/specialty)		\$35/\$70/30% up to \$200	\$35/\$70/30% up to \$200

Medical - Blue Shield HMO (SaveNet)

		Current	Renewal	Negotiated Renewal	Alternative
		Blue Shield SaveNet HMO 20-500			Blue Shield SaveNet HMO 25-750
Rates	# EE's				
Employee Only	92	\$524.15	\$591.77	\$555.08	\$547.74
Employee + Spouse	28	\$1,205.52	\$1,361.03	\$1,276.66	\$1,259.77
Employee + Child(ren)	51	\$891.05	\$1,006.00	\$943.64	\$931.15
Employee + Family	110	\$1,520.01	\$1,716.09	\$1,609.71	\$1,588.41
	281				
Estimated Monthly Premium		\$294,621	\$332,627	\$312,008	\$307,879
Estimated Annual Premium		\$3,535,452	\$3,991,525.44	\$3,744,091	\$3,694,547
\$ Difference Vs. Current			\$456,073	\$208,639	\$159,095
% Difference Vs. Current			12.9%	5.9%	4.5%

Benefit Summary					
Calendar Year Deductible		No Deductible		No Deductible	
Calendar Year Out-of-Pocket Maximum					
Individual		\$2,500		\$3,000	
Family		\$5,000		\$6,000	
Preventive Care		No Charge		No Charge	
Office Visit - Primary/Specialist		\$20/\$20		\$25/\$25	
Chiropractic and Acupuncture Services		\$10 (up to 30 visits/calendar year)		\$10 (up to 30 visits/calendar year)	
Diagnostic Lab & X-Ray		No Charge		No Charge	
Advanced Imaging (CT, PET, MRI)		No Charge		No Charge	
Hospitalization		\$500/admit		\$750/admit	
Outpatient Surgery		Facility: \$100 Hospital: \$300		Facility: \$100 Hospital: \$400	
Urgent Care (co-pay waived if admitted)		\$20		\$25	
Emergency Room (co-pay waived if admitted)		\$100		\$150	
Ambulance		\$100		\$100	
Prescription Drugs		No Brand Rx Deductible		No Brand Rx Deductible	
Retail Pharmacy (30-day supply) (tier 1/tier 2/tier 3)		\$15/\$30/\$45		\$15/\$30/\$45	
Mail Order (90-day supply) (tier 1/tier 2/tier 3)		\$30/\$60/\$90		\$30/\$60/\$90	

Medical - Blue Shield HMO (Access+)

		Current	Renewal	Negotiated Renewal	Alternative
		Blue Shield Access+ HMO 20-500			Blue Shield Access+ HMO 25-750
Rates	# EE's				
Employee Only	32	\$688.00	\$776.75	\$728.60	\$720.34
Employee + Spouse	5	\$1,582.41	\$1,786.54	\$1,675.80	\$1,656.78
Employee + Child(ren)	32	\$1,169.60	\$1,320.48	\$1,238.62	\$1,224.57
Employee + Family	17	\$1,995.20	\$2,252.58	\$2,112.94	\$2,088.97
	86				
Estimated Monthly Premium		\$101,274	\$114,338	\$107,250	\$106,034
Estimated Annual Premium		\$1,215,284	\$1,372,055	\$1,287,000	\$1,272,402
\$ Difference Vs. Current			\$156,772	\$71,716	\$57,118
% Difference Vs. Current			12.9%	5.9%	4.7%

Benefit Summary			
Calendar Year Deductible		No Deductible	No Deductible
Calendar Year Out-of-Pocket Maximum			
Individual		\$2,500	\$3,000
Family		\$5,000	\$6,000
Preventive Care		No Charge	No Charge
Office Visit - Primary/Specialist		\$20/\$20	\$25/\$25
Chiropractic and Acupuncture Services		\$10 (up to 30 visits/calendar year)	\$10 (up to 30 visits/calendar year)
Diagnostic Lab & X-Ray		No Charge	No Charge
Advanced Imaging (CT, PET, MRI)		No Charge	No Charge
Hospitalization		\$500/admit	\$750/admit
Outpatient Surgery		Facility: \$100 Hospital: \$300	Facility: \$100 Hospital: \$400
Urgent Care (co-pay waived if admitted)		\$20	\$25
Emergency Room (co-pay waived if admitted)		\$100	\$150
Ambulance		\$100	\$100
Prescription Drugs		No Brand Rx Deductible	No Brand Rx Deductible
Retail Pharmacy (30-day supply) (tier 1/tier 2/tier 3)		\$15/\$30/\$45	\$15/\$30/\$45
Mail Order (90-day supply) (tier 1/tier 2/tier 3)		\$30/\$60/\$90	\$30/\$60/\$90

Medical - PPO

		Current	Renewal	Negotiated Renewal	Alternative
		Blue Shield Full PPO Combined Deductible 35-500 80/60			Blue Shield Split Deductible 35-1000 80/60
Rates	# EE's				
Employee Only	65	\$675.21	\$762.31	\$715.05	\$690.74
Employee + Spouse	13	\$1,552.97	\$1,753.30	\$1,644.61	\$1,588.69
Employee + Child(ren)	54	\$1,147.85	\$1,295.92	\$1,215.58	\$1,174.25
Employee + Family	89	\$1,958.10	\$2,210.69	\$2,073.64	\$2,003.14
	221				
Estimated Monthly Premium		\$300,332	\$339,075	\$318,053	\$307,240
Estimated Annual Premium		\$3,603,985	\$4,068,899	\$3,816,642	\$3,686,876
\$ Difference Vs. Current			\$464,914	\$212,657	\$82,892
% Difference Vs. Current			12.9%	5.9%	2.3%

Benefit Summary	In-Network	Out-of-Network	In-Network	Out-of-Network
Calendar Year Deductible (Individual/Family)	\$500/\$1,000		\$1,000/\$2,000	\$2,000/\$4,000
Calendar Year Out-of-Pocket Maximum				
Individual	\$4,000	\$10,500	\$5,500	\$10,000
Family	\$8,000	\$21,000	\$11,000	\$20,000
Preventive Care	No Charge (deductible waived)	Not Covered (deductible waived)	No Charge (deductible waived)	Not Covered (deductible waived)
Office Visit - Primary/Specialist	\$35/\$35 (deductible waived)	40% (deductible applies)	\$35/\$35 (deductible waived)	40% (deductible applies)
Chiropractic and Acupuncture Services	\$25 (up to 20 visits/calendar year) (deductible applies)	40% (deductible applies)	\$25 (up to 20 visits/calendar year) (deductible applies)	40% (deductible applies)
Diagnostic Lab & X-Ray	Facility: \$35 Hospital: \$35 (deductible applies)	40% (deductible applies)	Facility: \$35 Hospital: \$35 (deductible applies)	40% (deductible applies)
Advanced Imaging (CT, PET, MRI)	20% (deductible applies)	40% (deductible applies)	20% (deductible applies)	40% (deductible applies)
Hospitalization	\$100 + 20% (deductible applies)	40% (deductible applies)	\$100 + 20% (deductible applies)	40% (deductible applies)
Outpatient Surgery	Facility: 10% Hospital: 25% (deductible applies)	40% (deductible applies)	Facility: 10% Hospital: 25% (deductible applies)	40% (deductible applies)
Urgent Care (co-pay waived if admitted)	\$35 (deductible waived)	40% (deductible applies)	\$35 (deductible waived)	40% (deductible applies)
Emergency Room (co-pay waived if admitted)	\$100 + 20% (deductible waived)	\$100 + 20% (deductible waived)	\$150 + 20% (deductible waived)	\$150 + 20% (deductible waived)
Ambulance	20% (deductible applies)	20% (deductible applies)	20% (deductible applies)	20% (deductible applies)
Prescription Drugs	No Brand Rx Deductible		No Brand Rx Deductible	
Retail Pharmacy (30-day supply) (tier 1/tier 2/tier 3)	\$15/\$30/\$45	Retail co-pay + 25%	\$15/\$30/\$45	Retail co-pay + 25%
Mail Order (90-day supply) (tier 1/tier 2/tier 3)	\$30/\$60/\$90	Not Covered	\$30/\$60/\$90	Not Covered

Medical - PPO HSA

Rates	# EE's
Employee Only	32
Employee + Spouse	4
Employee + Child(ren)	19
Employee + Family	55
	110
Estimated Monthly Premium	
Estimated Annual Premium	
\$ Difference Vs. Current	
% Difference Vs. Current	

Current	Renewal	Negotiated Renewal
Blue Shield		
Full PPO Savings Embedded Deductible 2800 H.S.A.		
\$486.50	\$549.26	\$515.21
\$1,125.82	\$1,271.05	\$1,192.26
\$832.14	\$939.49	\$881.25
\$1,419.52	\$1,602.64	\$1,503.30
\$113,956	\$128,656	\$120,681
\$1,367,466	\$1,543,870	\$1,448,172
	\$176,403	\$80,706
	12.9%	5.9%

Benefit Summary	In-Network	Out-of-Network
Calendar Year Deductible (Individual//Member/Family)	2019: \$2,700/\$2,700/\$5,200 2020: \$2,800/\$2,800/\$5,200	
Calendar Year Out-of-Pocket Maximum		
Individual	\$5,500	\$10,000
Family	\$11,000	\$20,000
Preventive Care	No Charge (deductible waived)	Not Covered (deductible waived)
Office Visit - Primary/Specialist	20% (deductible applies)	40% (deductible applies)
Chiropractic and Acupuncture Services	20% (up to 20 visits/calendar year) (deductible applies)	40% (deductible applies)
Diagnostic Lab & X-Ray	2019 Facility: 20% Hospital: \$25 + 20% (deductible applies)	2020 Facility: 20% Hospital: 30% (deductible applies)
Advanced Imaging (CT, PET, MRI)	2019 Facility: 20% Hospital: \$25 + 20% (deductible applies)	2020 Facility: 20% Hospital: 30% (deductible applies)
Hospitalization	2019 \$100 + 20% (deductible applies)	2020 20% (deductible applies)
Outpatient Surgery	Facility: 10% Hospital: 20% (deductible applies)	40% (deductible applies)
Urgent Care (co-pay waived if admitted)	20% (deductible applies)	40% (deductible applies)
Emergency Room (co-pay waived if admitted)	\$150 + 20% (deductible applies)	\$150 + 20% (deductible applies)
Ambulance	20% (deductible applies)	20% (deductible applies)
Prescription Drugs	Plan Deductible Applies	
Retail Pharmacy (30-day supply) (tier 1/tier 2/tier 3)	\$10/\$25/\$40	Retail co-pay + 25%
Mail Order (90-day supply) (tier 1/tier 2/tier 3)	\$20/\$50/\$80	Not Covered



Gallagher

Insurance | Risk Management | Consulting

Disclosures



Compensation Disclosure

Inspire Charter Schools

Compensation Disclosure

Renewal Effective July 1, 2020

Presented by Gallagher Benefit Services - April 8, 2020

Along with the AM Best rating, this exhibit also serves as disclosure of our estimated fees and/or commissions related to Inspire Charter Services' Group Health & Welfare Plan(s) and any relationships or agreements Gallagher Benefit Services, Inc. ("GBS") has with the insurance companies involved in this renewal. GBS, as agent of record, will receive the following estimated commissions expressed as a percentage of gross premium payments, or fees as agreed upon by Inspire Charter Services.

Line of Coverage	Insurance Company	Commission ¹	Supplemental Commission ²	AM Best Rating
Medical	Blue Shield of California (06181)	3%	\$0 to \$5 PMPY	
Dental	CIGNA (Connecticut General Life Insurance Co.) (06266)	5%	0% to 2% of premium	
Vision	EyeMed Vision Care (Fidelity Security Life Ins. Co.) (07426)	10%	0%	
Life/AD&D, Voluntary Life/AD&D, Voluntary STD	Hartford Life Insurance Co. (06518)	10%	1.5% to 2.25%	A
Medical	Kaiser Foundation Health Plan Inc. (64585)	3%	\$0 to \$17 PMPY	
Vision	Vision Service Plan (64607)	10%	0%	

¹ Commissions include all commissions/fees paid to GBS that are attributable to a contract or policy between a plan and an insurance company, or insurance service. This includes indirect fees that are paid to GBS paid by a third party, and includes, among other things, the payment of "finders' fees" or other fees to GBS for a transaction or service involving the plan.

² Gallagher companies may receive supplemental compensation referred to in a variety of terms and definitions, such as contingent commissions, additional commissions and supplemental commission.

A.M. BEST Rating Classifications

A++, A+	Superior	B, B-	Fair	X	\$500-750m	XIII	\$1.25-1.5b
A, A-	Excellent	C++, C+	Marginal	XI	\$750m-1b	XIV	\$1.5-2b
B++, B+	Good	C, C-	Weak	XII	\$1-1.25b	XV	\$2b +

The A.M. Best Guide is a resource the insurance industry uses to determine the financial stability of an insurance company. A copy of the Best's Guide report on the insurance companies quoted is available for your review. While we strive to be certain that your insurance is placed with a reputable, highly rated insurance company, we have no way of guaranteeing the financial accuracy of the Best's Guide or the financial stability of any insurance company. For these reasons, we recommend that you take into account the financial stability of all the insurance companies prior to making your selection as to who will write your insurance. For non-health insurance carriers or markets (such as Life, AD&D, STD, LTD, LTC, Universal Life, Term Life, Critical Illness, Cancer, Hospital Indemnity, Sickness, Accident, Mini-Med, Accident, Auto/Home, Legal, and Pet Insurance), the standard measure utilized by GBS to evaluate the financial condition of insurance markets is the ratings and financial size categories assigned by A.M. Best Company, Inc. A.M. Best is the oldest independent rating agency in the world to report on the financial strength of insurance companies.



Disclosures

IMPORTANT: This proposal is an outline of the coverages proposed by the carrier(s), based on information provided by your company. It does not include all the terms, coverages, exclusions, limitations, and conditions of the actual contract language. The policies and contracts themselves must be read for those details. Policy forms for your reference will be made available upon request. This analysis is for illustrative purposes only, and is not a guarantee of future expenses, claims costs, managed care savings, etc. There are many variables that can affect future health care costs including utilization patterns, catastrophic claims, changes in plan design, health care trend increases, etc. This analysis does not amend, extend, or alter the coverage provided by the actual insurance policies and contracts.

While GBS does not guarantee the financial viability of any health insurance carrier or market, it is an area we recommend that clients closely scrutinize when selecting a health insurance carrier or HMO. There are a number of rating agencies that can be referred to including, A.M. Best, Fitch, Moody's, Standard & Poor's, and Weiss Ratings (TheStreet.com). Generally, agencies that provide ratings of U.S. Health Insurers, including traditional insurance companies and other managed care (e.g., HMO) organizations, reflects their opinion based on a comprehensive quantitative and qualitative evaluation of a company's financial strength, operating performance and market profile. However, these ratings are not a warranty of an insurer's current or future ability to meet its contractual obligations.

This proposal [analysis, report, etc.] is an outline of the coverages proposed by the carrier(s), based on information provided by your company. It does not include all of the terms, coverages, exclusions, limitations, and conditions of the actual contract language. The policies and contracts themselves must be read for those details. Policy forms for your reference will be made available upon request.

This analysis is for illustrative purposes only, and is not a guarantee of future expenses, claims costs, managed care savings, etc. There are many variables that can affect future health care costs including utilization patterns, catastrophic claims, changes in plan design, health care trend increases, etc. This analysis does not amend, extend, or alter the coverage provided by the actual insurance policies and contracts. Please see your policy or contact us for specific information or further details in this regard.

The intent of this analysis is to provide you with general information regarding the status of, and/or potential concerns related to, your current employee benefits environment. It does not necessarily fully address all of your specific issues. It should not be construed as, nor is it intended to provide, legal advice. Questions regarding specific issues should be addressed by your general counsel or an attorney who specializes in this practice area.



Job Description Executive Director

Direct Report:	School Board
School:	Feather River Charter School
Supervises:	Teachers & Classified Staff
FSLA Status:	Exempt
Contract Type:	A
Posting:	Internal & External

Summary of Position:

The Executive Director is responsible for the effective operation of the school including the general administration of all instructional, business or other operations of the school, and for advising and making recommendations to the School Board on such items/areas. He/she is also responsible for the support and growth of the charter school including both teaching and support staff as well as students and families. The 12 month position requires the Executive Director work in both his/her home office and out in the field as needed and, as with other high level leadership roles, may also be called upon under special circumstances to be available during weekends/breaks/holidays. This position will require travel both within and outside of the region. The Executive Director will uphold and promote the school's mission and vision at all times.

The salary is based on experience and region's size. The Executive Director is not required to carry a caseload of students.

Duties and Responsibilities:

- Be professional, fair, and a team player in all duties, actions, and communications
- Keep the Board informed of the condition of the school's educational program and assure effective communication between the Board and school staff as needed
- Actively engage in the preparation of Board agendas and prepare and submit recommendations to the Board to all matters requiring board action
- See to the execution of all decisions and requests from the Board

- See that all funds, physical assets, and other property of the school are appropriately safeguarded and administered
- Complete and submit all reports, requests, and other deliverables as required by various governing or authorizing bodies or Board policies
- Ensure that annual budgets and financial reports are prepared and submitted to all pertinent parties
- Primarily responsible for hiring new Assistant Director(s), Regional Coordinators, Homeschool Teachers, and other positions as appropriate by screening applicants, participating in interviews, and assist as needed during the hiring/onboarding process
- Participation in the selection of certificated and classified staff; ensuring that all certificated and classified personnel are appropriately credentialed and/or qualified; hiring and releasing certificated and classified personnel as needed; supervision of certificated and classified personnel in accordance with school policies; development and implementation of staff evaluation processes.
- Directly Supervise and train Assistant Director(s) and Regional Coordinators
- Supervise and support Homeschool Teachers and other regional support positions (High School Success Coordinator, Community Connections Coordinator, Teacher Training Coordinator, Testing and Assessment Coordinator, etc.)
- Collaborate with Department Directors and Administrators and ensure information, processes, and procedures from Departments are shared with fidelity and in a timely manner
- Participate in weekly check-ins with Assistant Director(s) for their updates from regional support staff meetings
- Promote student academic achievement at all levels
- Advocate for equitable academic and extracurricular programs in all facets of the school
- Oversight of Work Sample review and collection
- Oversight of Attendance Log review and collection
- Monitor Student Compliance and academic progress
- Review Teacher Tracking Reports
- Ensure all school websites and resources are accurate and up to date
- Collaborate on the Weekly Update
- Attend Leadership Meetings as needed
- Attend Regional Coordinator meetings (virtual and or in person) as needed
- Regularly visit and support school events
- Ensure Year-End Transition (YET) is completed accurately and on time
- Participate in data collection and analysis
- Monitor and support compliance issues that arise with students, Homeschool Teachers, or Regional Coordinators, including Compliance Conferences
- Monitor and ensure successful testing participation and administration
- Complete student transfers
- Monitor and report teacher and student numbers, as needed
- Seek approval for staffing needs
- Participate in staff evaluations
- Help monitor and direct special committees and or adjunct duties

- Ensure proper teacher training and professional development
- Attend Annual Admin/Leadership retreat and assist with the planning of Regional Retreats
- Help plan and book events (Examples: Holiday Party, Graduation, Retreats, Back to School, etc.)
- Approve school employee salaries
- Approve stipends, overtime, and time off requests
- Execute staff contracts
- Complete Form 700
- Execute contracts
- Ensure SPED services are provided appropriately
- Ensure Intervention services are provided appropriately
- Ensure the LCAP is created and implemented
- Report Local Dashboard Indicators
- Monitor and approve day to day spending and delegated borrowing and lending authority
- Approve payroll and accounts payable
- Implement policies and practices outlined in all handbooks
- Monitor student data to drive instruction and programs
- Foster positive authorizer relationships
- Be responsive and address staff, student, parent, community, and board concerns and calls
- Implement WASC Action Plan
- Complete and approve attendance reports
- Other duties as assigned

Qualifications:

- Resides within the service area of the school
- Proven track record of compliance
- Minimum 1 year of leadership experience
- Demonstrated excellent interpersonal communication skills
- Work experience and demonstrated ability to supervise and support a group
- Demonstrated ability to work with diverse audiences
- Demonstrated ability to work effectively as a team member, work independently, and be self-motivated
- Demonstrated ability to quickly grasp new techniques, deal with rapid changes in events, remain calm in stressful situations, relate to various personality styles in a calm, professional manner
- Demonstrated competency in using electronic communications methods when distance/virtual trainings are a factor

Evaluation Process
For
The Executive Director

1. Meeting to Commence School Year

Prior to or at the beginning of each school year, the Board and the Executive Director shall meet to review the Executive Director's Summative Evaluation Form, and, if appropriate, set specific goals.

2. Mid-Year Meeting Regarding Annual Review of the Executive Director

The Board Chair will agendize a mid-year meeting regarding annual review of the Executive Director for a closed session during the regular January Board meeting or later. At this meeting, the Board will discuss and start the summative annual evaluation of the Executive Director. If needed, the Board can agendize additional closed sessions at regular scheduled board meetings as needed to review of the Executive Director.

3. The Executive Director Self-Evaluation Component

Prior to the Board meeting to start the summative evaluation, the Executive Director will prepare a report and present it to the Board Chair for distribution to the Board members. At a minimum, the Executive Director's report will include:

- Summary results on the Executive Director's perform goals established at the meeting to commence the school year.
- Summary of progress on current year's School goals
- Report on student performance as required by the state
- Report on student performance on internal assessments
- Any additional School or professional highlights the Executive Director believes will demonstrate effective performance

4. Board Member Completion of Summative Evaluation Form

Following review of the Executive Director's self-evaluation and any other necessary input from Board discussion, Board members will meet in a properly convened closed session meeting to conduct Mid-Year Meeting Regarding Annual Review of the Executive Director (see # 2), without the Executive Director present, to discuss their individual ratings and determine a consensus rating for each indicator. The Board Chair will record the Board's consensus rating on a blank copy of the instrument.

From a review of the Board's composite ratings, the board will identify:

- Agreed upon areas of strength

- Agreed upon areas of improvement
- Any specific expectations the Board has regarding the Executive Director's performance for the coming year

For areas in which there no clear agreement about a rating, the Board will discuss reasons for their varying ratings and try to reach consensus about what, if anything, the Board would like to see differently regarding that indicator in the coming year.

After reaching consensus about the Executive Director's performance ratings and desired improvements, the Board will discuss with the Executive Director the areas of strength, areas needing improvement, and possibly specific improvements.

5. Consideration of Executive Director Response to Summative Evaluation

In a properly agendized closed session, the Board will allow the Executive Director to respond to the Board's ratings. This can be at the same meeting of the evaluation, or a future meeting.

6. Completion of Performance Evaluation:

The Board will include the final Executive Director performance goals in the Executive Director evaluation form, make any other revisions to the to the form desired by the Board to ensure that it reflects Board priorities and the Executive Director's duties accurately. If needed, an updated form can be adopted to be sued for the next summative evaluation. The board will strive to complete this within two months of the evaluation meeting.

Executive Director Evaluation Form



Executive Director Name:	Date:						
Type of Review: ☐ Annual ☐ Other							
Executive Directors shall be provided feedback on their performance throughout the year with a formal evaluation conducted annually. The purpose of the evaluation is to provide Executive Directors with information on their performance and behavior in order to reinforce their strengths, to provide Teachers with an opportunity to participate in appropriate professional development activities, and to jointly formulate goals and performance development plans, as necessary. All ratings of "Rarely" shall include specific examples of behaviors/performance that require improvement and a detailed plan for the employee to grow.							
Rating Scale: <table border="1" style="margin: 10px auto; border-collapse: collapse;"> <tr> <td style="padding: 5px; text-align: center;">3</td> <td style="padding: 5px;">Consistently</td> </tr> <tr> <td style="padding: 5px; text-align: center;">2</td> <td style="padding: 5px;">Sometimes</td> </tr> <tr> <td style="padding: 5px; text-align: center;">1</td> <td style="padding: 5px;">Rarely</td> </tr> </table>		3	Consistently	2	Sometimes	1	Rarely
3	Consistently						
2	Sometimes						
1	Rarely						
California Professional Standards for Education Leaders (CPSEL) Standards, Elements, and Example Indicators							
STANDARD 1: Development & Implementation of a Shared Vision Education leaders facilitate the development and implementation of a shared vision of learning and growth of all students.	Executive Director Rating (1-3 Scale)	Narrative/Evidence	Supervisor Rating (1-3 Scale)				
ELEMENT 1A Student-Centered Vision Leaders shape a collective vision that uses multiple measures of data and focuses on equitable access, opportunities, and outcomes for all students.							
ELEMENT 1B Developing Shared Vision Leaders engage others in a collaborative process to develop a vision of teaching and learning that is shared and supported by all stakeholders.							
ELEMENT 1C Vision Planning and Implementation Leaders guide and monitor decisions, actions, and outcomes using the shared vision and goals.							
STANDARD 2: Instructional Leadership Education leaders shape a collaborative culture of teaching and learning, informed by professional standards and focused on student and professional growth.	Executive Director Rating (1-3 Scale)	Narrative/Evidence	Supervisor Rating (1-3 Scale)				

ELEMENT 2A Professional Learning Culture Leaders promote a culture in which staff engage in individual and collective professional learning that results in their continuous improvement and high performance.			
ELEMENT 2B Curriculum and Instruction Leaders guide and support the implementation of standards-based curriculum, instruction, and assessments that address student expectations and outcomes.			
ELEMENT 2C Assessment and Accountability Leaders develop and use assessment and accountability systems to monitor, improve, and extend educator practice, program outcomes, and student learning.			
STANDARD 3: Management & Learning Environment Education leaders manage the organization to cultivate a safe and productive learning and working environment.	Executive Director Rating (1-3 Scale)	Narrative/Evidence	Supervisor Rating (1-3 Scale)
ELEMENT 3A Operations & Facilities Leaders provide and oversee a functional, safe, and clean learning environment.			
ELEMENT 3B Plans & Procedures Leaders establish structures and employ policies and processes that support students to graduate ready for college and career.			
ELEMENT 3C Climate Leaders facilitate safe, fair, and respectful environments that meet the intellectual, linguistic, cultural, social-emotional, and physical needs of each learner.			
ELEMENT 3D Fiscal & Human Resources Leaders align fiscal and human resources and manage policies and contractual agreements that build a productive learning environment.			
STANDARD 4: Family & Community Engagement Education leaders collaborate with families and other stakeholders to address diverse student and community interests and mobilize community resources.	Executive Director Rating (1-3 Scale)	Narrative/Evidence	Supervisor Rating (1-3 Scale)
ELEMENT 4A Parent and Family Engagement Leaders meaningfully involve all parents and families, including underrepresented, communities, in student learning and support programs.			
ELEMENT 4B Community Partnerships Leaders establish community partnerships that promote and support students to meet			

performance and content expectations and graduate ready for college and career.			
ELEMENT 4C Community Resources & Services Leaders leverage and integrate community resources and services to meet the varied needs of all students.			
STANDARD 5: Ethics & Integrity Education leaders make decisions, model, and behave in ways that demonstrate professionalism, ethics, integrity, justice, and equity and hold staff to the same standard.	Executive Director Rating (1-3 Scale)	Narrative/Evidence	Supervisor Rating (1-3 Scale)
ELEMENT 5A Reflective Practice Leaders act upon a personal code of ethics that requires continuous reflection and learning.			
ELEMENT 5B Ethical Decision-Making Leaders guide and support personal and collective actions that use relevant evidence and available research to make fair and ethical decisions.			
ELEMENT 5C Ethical Action Leaders recognize and use their professional influence with staff and the community to develop a climate of trust, mutual respect, and honest communication, necessary to consistently make fair and equitable decisions on behalf of all students.			
STANDARD 6: External Context & Policy Education leaders influence political, social, economic, legal, and cultural contexts affecting education to improve education policies and practices.	Executive Director Rating (1-3 Scale)	Narrative/Evidence	Supervisor Rating (1-3 Scale)
ELEMENT 6A Understanding & Communicating Policy Leaders actively structure and participate in opportunities that develop greater public understanding of the education policy environment.			
ELEMENT 6B Professional Influence Leaders use their understanding of social, cultural, economic, legal, and political contexts to shape policies that lead to all students graduating ready for college and career.			
Total		Total	

Teacher Performance Standards Ideal Team Player			
Performance Standards	Executive Director Rating (1-3 Scale)	Narrative/Evidence	Supervisor Rating (1-3 Scale)
1.0 Humble			
Compliments/praises teammates without hesitation			
Easily admits to mistakes			
Is willing to take on lower-level work for the good of the team			
Gladly share credit for team accomplishments			
Readily acknowledges his/her weaknesses			
Offers and accepts apologies graciously			
Total		Total	

Performance Standards	Executive Director Rating (1-3 Scale)	Narrative/Evidence	Supervisor Rating (1-3 Scale)
2.0 Hungry			
Does more than what is required of his/her job			
Has passion for the mission of the team			
Feels a sense of personal responsibility for the overall success of the team			
Is willing to contribute to and think about work outside of office hours			
Is willing to take on tedious or challenging tasks whenever necessary			
Looks for opportunities to contribute outside of his/her areas of responsibility			
Total		Total	

Performance Standards	Executive Director Rating (1-3 Scale)	Narrative/Evidence	Supervisor Rating (1-3 Scale)
-----------------------	--	--------------------	----------------------------------

3.0 Smart			
Generally understands what other people are feeling during meetings and conversations			
Shows empathy to others on the team			
Demonstrates an interest in the lives of his/her teammates			
Is an attentive listener			
Is aware of how his/her words and actions impact others on the team			
Adjusts his or her behavior and style to fit the nature of a conversation or relationship			
Total			Total

Performance Standards	Executive Director Rating (1-3 Scale)	Narrative/Evidence	Supervisor Rating (1-3 Scale)
4.0 Day-to-Day Responsibilities			
4.1 Communication Responds to all calls and emails in a timely manner.			
4.2 Professional Standards - Schedules and attends weekly/monthly meetings with staff members. - Accurately completes all required paperwork and other work tasks by assigned due dates.			
4.3 Individualizing Student Support - Monitor & ensure all student supports are based on student needs - Monitor & ensure all accommodations are met - Ensure state standards and student learning objectives are integrated - Ensure curriculum options and homeschooling philosophies are provided to students - Monitors & ensures student progress goals are met each learning period. - Attends all required meetings and trainings. - Arrives to meetings/events on time and ready to participate.			
Total		Total	

Summary of Evaluation Scores

Standards	Executive Director Rating Total	Supervisor Rating Total
California Professional Standards for Education Leaders (CPSEL)	_____ out of 54 possible	_____ out of 54 possible
1.0 Humble	_____ out of 18 possible	_____ out of 18 possible
2.0 Hungry	_____ out of 18 possible	_____ out of 18 possible
3.0 Smart	_____ out of 18 possible	_____ out of 18 possible
4.0 Day-to-Day Responsibilities	_____ out of 21 possible	_____ out of 21 possible

Executive Director Self Reflection:

What virtue is most challenging for you? What is one way that you can grow to strengthen that virtue to become an even more valuable member of the team? Consider this to be a goal you can set for yourself for the remainder of the year.

What virtue is your greatest strength? Discuss a way that this strength has helped you to excel in your role.

Final Administrator Comments: Areas of Strength/Commendation

Final Administrator Comments: Areas of Concern/Improvement Needed

Executive Director Signature Date

Evaluator/Administrative Signature Date

Print Name of Evaluator/Administrator

Performance Factors:

1. GOVERNANCE:

Professional, timely and clear communication with Trustees; Equal treatment and support of all trustees. Effective preparation of Board, including facilitations of agendas, supporting materials and participation in meetings.

Basis of Knowledge (cite examples or facts supporting rating)

2. EDUCATIONAL PROGRAM AND STUDENTS:

Effectively implements the indicators noted in the Chief Administrator's Job Description for Educational Programs and Students.

Basis of Knowledge (cite examples or facts supporting rating)

3. OPERATIONS:

Adequately supports and guides board in development of annual budge and execution of expenditure program. Ensures a comprehensive, safe and positive educational and work environment for all. Maintains school operations in compliance with legal requirements and appropriate rich management tenets.

Basis of Knowledge (cite examples or facts supporting rating)

Rating Score*				
5 High	4	3	2	1 Low
5 High	4	3	2	1 Low
5 High	4	3	2	1 Low

4. PERSONNEL MANAGEMENT AND EMPLOYEE RELATIONS:

Professionally and effectively manages labor relations and school personnel. Holds personnel accountable to performance standards.

Basis of Knowledge (cite examples or facts supporting rating)

5. COMMUNITY

Representing the school professionally and effectively with school constituents. Attendance at individual and school-wide activities. Effective communication with the board, board members, staff, community and other stakeholders. Effective advocacy of public education in general and the charter school in particular.

Basis of Knowledge (cite examples or facts supporting rating)

6. ORGANIZATION AND PLANNING

Assists in setting and execution of school's strategic plan, goals, priorities, and anticipation of future needs.

Basis of Knowledge (cite examples or facts supporting rating)

Rating Score*				
5 High	4	3	2	1 Low
5 High	4	3	2	1 Low
5 High	4	3	2	1 Low

7. LEADERSHIP

Maintains composure under heavy pressure and stress and effectively maximizes mission of the school while minimizing disruption and liability.

Basis of Knowledge (cite examples or facts supporting rating)

8. KNOWLEDGE:

Understanding of historical, legal and current issues of education.

Basis of Knowledge (cite examples or facts supporting rating)

9. PERSONAL QUALITIES:

Devotes required time and energy, exercises good judgement, is dependable, presents a professional appearance and maintains high ethical standards.

Basis of Knowledge (cite examples or facts supporting rating)

Rating Score *				
5 High	4	3	2	1 Low
5 High	4	3	2	1 Low
5 High	4	3	2	1 Low

* 5: Exemplary, 4: Good, 3: Satisfactory, 2: Needs Improvement, 1: Unsatisfactory

10. ADDITIONAL COMMENTS:

These comments can be about individual factors or any aspects of the Executive Director's performance and/or areas of strength and areas for improvement.

**RESOLUTION OF THE GOVERNING BOARD OF FEATHER RIVER CHARTER SCHOOL
REGARDING EXECUTIVE DIRECTOR AUTHORITY 2020 – 4**

WHEREAS, the governing board of Feather River Charter School has determined that it is in the best interests of Feather River Charter School for the Executive Director to have the authority to act without board approval when hiring, firing and evaluating staff employed by Feather River Charter School;

WHEREAS, the current job description for the Executive Director, the charter petition and other policies adopted by the governing board of Feather River Charter School do not clearly delegate this authority to the Executive Director;

NOW, THEREFORE, BE IT RESOLVED THAT:

The governing board of Feather River Charter School hereby grants authority to the position of Executive Director the authority to hire, fire, and evaluate staff hired by Feather River Charter School without seeking the advance approval for those decisions, except that all hiring decisions must be in line with the current board approved budget.

The governing board of Feather River Charter School hereby expands the job description for the Executive Director to include the following duties: Participation in the selection of certificated and classified staff; ensuring that all certificated and classified personnel are appropriately credentialed and/or qualified; hiring and releasing certificated and classified personnel as needed; supervision of certificated and classified personnel in accordance with school policies; development and implementation of staff evaluation processes. In all other respects, the Executive Director job description remains the same.

Signature:

Date:

FIRST AMENDED BYLAWS

OF

FEATHER RIVER CHARTER SCHOOL

a California Nonprofit Public Benefit Corporation

ARTICLE I

OFFICES

Section 1. PRINCIPAL OFFICE. The board of directors shall fix the location of the principal executive office of the corporation at any place within or outside the State of California. If the principal executive office is located outside the State of California, and the corporation has one or more offices in the State of California, the board of directors shall likewise fix and designate a principal office in the State of California.

Section 2. OTHER OFFICES. The corporation may also establish offices at such other places, both within and outside the State of California, as the board of directors may from time to time determine or the activities of the corporation may require.

ARTICLE II

OBJECTIVES AND PURPOSES

The specific objectives and purposes of this corporation shall be to operate one or more California public charter schools.

ARTICLE III

NONPARTISAN ACTIVITIES

The corporation has been formed under the California Nonprofit Public Benefit Corporation Law (the "Law") for the public, nonprofit, nonpartisan, and charitable purposes described in its articles of incorporation. Notwithstanding any other provision in these bylaws, this corporation shall not, except to an insubstantial degree, engage in any activities or exercise any powers that are not in furtherance of the purposes of this corporation, and the corporation shall not carry on any other activities not permitted to be carried on (a) by a corporation exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code of 1986, as amended ("IRC"), or (b) by a corporation contributions to which are deductible under IRC Section 170(c)(2).

ARTICLE IV

DEDICATION OF ASSETS

The properties and assets of this corporation are irrevocably dedicated to the charitable purposes described in Article III above and in the articles of incorporation of this corporation. No part of the net earnings, properties, or assets of this corporation, on dissolution or otherwise, shall inure to the benefit of its directors or officers, or to any individual. On liquidation or dissolution of this corporation, all remaining assets of this corporation, after payment, or provision for payment, of all debts and liabilities of this corporation, shall be distributed and paid over to an organization dedicated to charitable purposes that is exempt from federal income tax under IRC Section 501(c)(3) and that is exempt from California income tax under Section 23701d of the California Revenue and Taxation Code.

ARTICLE V NO MEMBERS

Section 1. NO MEMBERS. The corporation shall have no members within the meaning of Section 5056 of the California Nonprofit Public Benefit Corporation Law.

Section 2. AUTHORITY VESTED IN BOARD. Any action that otherwise requires approval by a majority of all members, or approval by the members, requires only approval of the Board. All rights that would otherwise vest under the Nonprofit Public Benefit Corporation Law in the members shall vest in the Board.

Section 3. ASSOCIATES. The corporation may use the term “members” to refer to persons associated with it, but such persons shall not be corporate members within the meaning of Section 5056 of the California Nonprofit Public Benefit Corporation Law.

ARTICLE VI DIRECTORS

Section 1. POWERS. Subject to the provisions of the Law and any limitations in the articles of incorporation and these bylaws, the activities and affairs of the corporation shall be managed and all corporate powers shall be exercised by or under the direction of the board of directors. Without prejudice to such general powers, but subject to the same limitations, it is hereby expressly declared that the board of directors shall have the following powers in addition to the other powers enumerated in these bylaws:

(a) To select and remove all of the other officers, agents, and employees of the corporation; prescribe any powers and duties for them that are consistent with law, with the articles of incorporation, and with these bylaws; fix their compensation; and require from them security for faithful service.

(b) To conduct, manage, and control the affairs and activities of the corporation and to make such rules and regulations that are consistent with law, the articles of incorporation, and these bylaws, as they deem to be appropriate and in the best interests of the corporation.

(c) To adopt, make, and use a corporate seal; and to alter the form of such seal.

(d) To borrow money and to incur indebtedness on behalf of the corporation, and to cause to be executed and delivered for the purposes of the corporation, in the corporate name, promissory notes, bonds, debentures, deeds of trust, mortgages, pledges, hypothecations, or other evidences of debt and securities.

(e) To change the principal executive office or the principal office in the State of California from one location to another; to cause the corporation to be qualified to conduct its activities in any other state, territory, dependency, or country and conduct its activities within or outside the State of California; and to designate any place within or outside the State of California for the holding of any board of directors meeting or meetings.

(f) To make donations for the public welfare or for community funds, hospital, charitable, educational, scientific, civic, religious, or similar purposes.

(g) To act as a trustee under any trust incidental to the principal objects of the corporation, and to receive, to hold, to administer, to exchange, and to expend funds and property subject to such trust.

(h) To receive endowments, devises, bequests, gifts, and donations of all kinds of property for its own use, or in trust, in order to carry out or to assist in carrying out, the objects and purposes of the corporation and to do all things and acts necessary or proper to carry out each and all of the purposes and provisions of such endowments, devises, bequests, gifts, and donations with full power to mortgage, sell, lease, or otherwise to deal with or dispose of the same in accordance with the terms thereof.

(i) To sell any property, real, personal, or mixed, owned by the corporation at any time, and from time to time upon such terms as the board of directors may deem advisable, at public or private sale, for cash or upon credit.

(j) To retain sums received by the corporation uninvested, if, in the discretion of the board of trustees, such sums cannot be invested advantageously.

(k) To retain all or any part of any securities or property acquired by the corporation in whatever manner, and to invest and reinvest any funds held by the corporation, according to the judgment of the board of directors without being restricted to the class of investments that the board of directors is or may hereafter be permitted by law to make or any similar restriction; provided, however, that no action shall be taken by or on behalf of the corporation if such action is a prohibited transaction or would result in the denial of the tax exemption under IRC Section 501 or Section 23701 of the California Revenue and Taxation Code.

(l) To invest funds received by the corporation in stocks, bonds, mortgages, loans, whether secured or unsecured, or other investments as the board of directors shall deem advisable.

Section 2. NUMBER AND QUALIFICATION. The authorized number of directors shall be no less than three (3) and no more than eleven (11), unless changed by amendments to these bylaws, with the actual number to be determined from time to time by a resolution or motion of the board. Directors shall be elected by the vote of a majority of directors then in office. The board of directors shall consist of at least three (3) directors unless changed by an amendment to these bylaws.

Section 3. RESTRICTION ON INTERESTED PERSONS AS DIRECTORS. No more than 49 percent of the persons serving on the board of directors may be interested persons (as defined in this Section 3). An "interested person" is (a) any person compensated by the corporation for services rendered to it within the previous 12 months, whether as a full- or part-time employee, independent contractor, or otherwise, excluding any reasonable compensation, if any, paid to a director as director; or (b) any brother, sister, ancestor, descendant, spouse, brother-in-law, sister-in-law, son-in-law, daughter-in-law, mother-in-law, or father-in-law of any such person.

Section 4. TERM OF OFFICE; EVENTS CAUSING VACANCIES ON BOARD. Each director shall hold office for one (1) year. A director may serve multiple terms of service. A vacancy or vacancies on the board of directors shall occur in the event of (a) the death, resignation, or removal of any director; (b) the declaration by resolution of the board of directors of a vacancy in the office of a director who has been convicted of a felony, declared of unsound mind by a court order, or found by final order or judgment of any court to have breached a duty under the Law, Chapter 2, Article 3; and (c) the increase of the authorized number of directors.

Section 5. RESIGNATION OF DIRECTORS. Except as provided below, any director may resign by giving written notice to the chairman of the board, if any, or to the president, or the secretary, or to the board of directors. The resignation shall be effective when the notice is given unless the notice specifies a later time for the resignation to become effective. If a director's resignation is effective at a later time, the board may designate a successor to take office as of the date when the resignation becomes effective. Except upon notice to the Attorney General of California, no director may resign if the corporation would then be left without a duly elected director or directors in charge of its affairs.

Section 6. REMOVAL OF DIRECTORS. Any director may be removed at any time by a majority vote of the board then in office, with or without cause.

Section 7. VACANCIES. Vacancies on the board shall be filled by the vote of a majority of directors then in office. Each director so elected shall hold office until the expiration of the term of the replaced director and until a successor has been duly qualified and elected.

Section 8. PLACE OF MEETINGS AND MEETINGS BY TELEPHONE. Any meeting of the board of directors may be held at any place within or outside the State of California that has been designated from time to time by resolution of the board or in the notice of the meeting. In the absence of such designation, meetings shall be held at the principal executive office of the corporation. Any meeting, annual, regular or special, may be held by conference telephone or similar communication equipment, so long as all directors participating in the meeting can hear one another. All such directors shall be deemed to be present in person at such telephonic meeting. Prior written notice of any and all such meetings of the board of directors shall be provided to the directors at least seventy-two (72) hours prior to the time of the holding of the meeting.

Section 9. ANNUAL AND REGULAR MEETINGS. The annual meeting of the board of directors shall be held each year on the date and time as may be fixed by the board of directors. At such annual meeting, officers shall be elected and any other proper business may be transacted. Other regular meetings of the board of directors shall be held at such time as shall from time to time be fixed by the board of directors. Notice of regular meetings shall not be required if the time and place of such meeting is fixed by these bylaws or by the board of directors.

Section 10. SPECIAL MEETINGS. Special meetings of the board of directors for any purpose or purposes may be called at any time by the chairman of the board, the president, any vice president, the secretary, or any two directors.

Notice of the time and place of special meetings shall be delivered to each director personally or by telephone or sent by first-class mail, postage prepaid, or telegram, charges prepaid, addressed to each director at his or her address as it is shown on the records of the corporation. In case the notice is mailed, it shall be deposited in the United States mail at least four days prior to the time of the holding of the meeting. In case such notice is delivered personally or by telephone or telegraph, it shall be delivered personally or by telephone or to the telegraph company at least twenty-four (24) hours prior to the time of the holding of the meeting. Any oral notice given personally or by telephone may be communicated either to the director or to the person at the office of the director who the person giving the notice has reason to believe will promptly communicate it to the director. The notice need not specify the purpose of the meeting nor the place if the meeting is to be held at the principal executive office of the corporation.

Section 11. QUORUM. A majority of the authorized number of directors shall constitute a quorum for the transaction of business, except to adjourn as provided in Section 13 below. Every act or decision done or made by a majority of the directors present at a meeting duly held at which a quorum is present shall be regarded as the act of the board of directors, subject to the provisions of Section 5212 of the Code (appointment of committees), Section 5233 of the Code (approval of contracts or transactions in which a director has a direct or indirect material financial interest), Section 5234 of the Code (approval of certain transactions between

corporations having common directorships), Section 5235 (compensation of directors or officers), and Section 5238(e) of the Code (indemnification of directors). A meeting at which a quorum is initially present may continue to transact business notwithstanding the withdrawal of directors, if any action taken is approved by at least a majority of the required quorum for such meeting, or such greater number as is required by the articles of incorporation, these bylaws, or the Law.

Section 12. WAIVER OF NOTICE; CONSENT. Notice of a meeting need not be given to any director who, either before or after the meeting, signs a waiver of notice, a consent to holding the meeting, or an approval of the minutes of the meeting. The waiver of notice or consent need not specify the purpose of the meeting. All such waivers, consents, and approvals shall be filed with the corporate records or made a part of the minutes of the meeting. Notice of meeting shall also be deemed given to any director who attends the meeting without protesting, before or at the commencement of the meeting, the lack of notice to that director.

Section 13. ADJOURNMENT. A majority of the directors present, whether or not constituting a quorum, may adjourn any meeting to another time and place. Notice of the time and place of holding an adjourned meeting need not be given, unless the meeting is adjourned for more than twenty-four (24) hours, in which case notice of such time and place shall be given prior to the time of the adjourned meeting, in the manner specified in Section 10 of this Article VI, to the directors who were not present at the time of the adjournment.

Section 14. ACTION WITHOUT MEETING. Any action required or permitted to be taken by the board of directors may be taken without a meeting, if all directors shall individually or collectively consent in writing to such action. Such action by written consent shall have the same force and effect as a unanimous vote of the board of directors. The written consent or consents shall be filed with the minutes of the proceedings of the board.

Section 15. FEES AND COMPENSATION. Directors and members of committees shall receive no compensation for their services; provided however, that directors and members of committees may receive reimbursement of out-of-pocket expenses, as determined by resolution of the board of directors. Nothing contained herein shall be construed to preclude any director from serving the corporation in any other capacity as an officer, agent, employee, or otherwise, and receiving compensation for such services if compensation is awarded by the board of directors.

ARTICLE VII COMMITTEES

Section 1. COMMITTEES OF DIRECTORS. The board of directors may, by resolution adopted by a majority of the directors then in office, designate one or more committees, each consisting of two or more directors, to serve at the pleasure of the board. Appointments to such committees shall be by a majority vote of the directors then in office. The board may designate one or more directors as alternate members of any committee, who may replace any absent

member at any meeting of the committee. Any such committee, to the extent provided in the resolution of the board, may have all the authority of the board, except with respect to:

- (a) undertaking any final action on any matter that, under the Law, also requires approval of the board of directors;
- (b) the filling of vacancies on the board of directors or in any committee;
- (c) the amendment or repeal of bylaws or the adoption of new bylaws;
- (d) the amendment or repeal of any resolution of the board of directors that by its express terms is not so amendable or repealable;
- (e) the appointment of any other committees of the board of directors or the members thereof;
- (f) the expenditure of corporate funds to support a nominee for director after there are more people nominated for director than can be elected; or
- (g) the approval of any contract or transaction to which the corporation is a party and in which one or more of its directors has a material financial interest, except as special approval is provided for in Section 5233(d)(3) of the Code.

Section 2. MEETINGS AND ACTION. Meetings and action of committees of the board shall be governed by, and held and taken in accordance with, the provisions of Article VI of these bylaws, Sections 8 (place of meetings and meetings by telephone), 9 (annual and regular meetings), 10 (special meetings), 11 (quorum), 12 (waiver of notice), 13 (adjournment) and 14 (action without meeting), with such changes in the context of those bylaws as are necessary to substitute the committee and its members for the board of directors and its members, except for the following: (a) the time of regular and annual meetings of committees may be determined by resolution of the board of directors as well as the committee; (b) special meetings of committees may also be called by resolution of the board of directors; and (c) notice of special meetings of committees shall also be given to all alternate members, who shall have the right to attend all meetings of the committee. Minutes of each meeting of any committee shall be kept and filed with the corporate records. The board of directors may adopt rules for the government of any committee not inconsistent with the provisions of these bylaws.

ARTICLE VIII OFFICERS

Section 1. OFFICERS. The officers of the corporation shall be a president, a secretary, and a chief financial officer. The corporation may also have, at the discretion of the board of directors, a chairman of the board, one or more vice presidents, one or more assistant secretaries, one or more assistant treasurers, and such other officers as may be appointed in

accordance with the provisions of Section 3 of this Article VIII. Any number of offices may be held by the same person, except that neither the secretary nor the chief financial officer may serve concurrently as the president or the chairman of the board.

Section 2. ELECTION. The officers of the corporation, except such officers as may be appointed in accordance with the provisions of Section 3 or Section 5 of this Article VIII, shall be chosen by the board of directors, and each shall serve at the pleasure of the board, subject to the rights, if any, of an officer under any contract of employment.

Section 3. OTHER OFFICERS. The board of directors may appoint, and may empower the president to appoint, such other officers as the activities of the corporation may require, each of whom shall hold office for such period, have such authority, and perform such duties as are provided in the bylaws or as the board of directors may from time to time determine.

Section 4. REMOVAL AND RESIGNATION. Subject to the rights, if any, of any officer under any contract of employment, any officer may be removed, either with or without cause, by the board of directors or, except in case of an officer chosen by the board of directors, by any officer upon whom such power of removal may be conferred by the board of directors.

Any officer may resign at any time by giving written notice to the corporation. Any such resignation shall take effect at the date of the receipt of such notice or at any later time specified therein; and, unless otherwise specified therein, the acceptance of such resignation shall not be necessary to make it effective. Any such resignation is without prejudice to the rights, if any, of the corporation under any contract to which the officer is a party.

Section 5. VACANCIES. A vacancy in any office because of death, resignation, removal, disqualification, or any other cause shall be filled in the manner prescribed in these bylaws for regular appointments to such office.

Section 6. CHAIRMAN OF THE BOARD. The chairman of the board, if such an officer be elected, shall, if present, preside at meetings of the board of directors and exercise and perform such other powers and duties as may be from time to time assigned to him or her by the board of directors or prescribed by the bylaws. If there is no president, the chairman of the board will in addition be the chief executive officer of the corporation and shall have the powers and duties prescribed in Section 7 of this Article VIII.

Section 7. PRESIDENT. Subject to such supervisory powers, if any, as may be given by the board of directors to the chairman of the board, if there be such an officer, the president shall be the chief executive officer of the corporation and shall, subject to the control of the board of directors, have general supervision, direction, and control of the activities and the officers of the corporation. He or she shall preside, in the absence of the chairman of the board, or if there be none, at all meetings of the board of directors. He or she shall have the general powers and duties of management usually vested in the office of president of the corporation and shall have such other powers and duties as may be prescribed by the board of directors or the bylaws.

Section 8. VICE PRESIDENTS. In the absence or disability of the president, the vice presidents, if any, in order of their rank as fixed by the board of directors or, if not ranked, a vice president designated by the board of directors, shall perform all the duties of the president, and when so acting shall have all the powers of, and be subject to all the restrictions upon, the president. The vice presidents shall have such other powers and perform such other duties as from time to time may be prescribed for them respectively by the board of directors or the bylaws and the president or the chairman of the board.

Section 9. SECRETARY. The secretary shall keep, or cause to be kept, at the principal executive office or such other place as the board of directors may direct, a book of minutes of all meetings and actions of directors, and committees of directors, with the time and place of holding, whether regular or special, and, if special, how authorized, the notice thereof given, the names of those present at directors and committee meetings, and the proceedings thereof.

The secretary shall give, or cause to be given, notice of all meetings of the board of directors required by the bylaws or by law to be given, and he or she shall keep the seal of the corporation, if one be adopted, in safe custody, and shall have such other powers and perform such other duties as may be prescribed by the board of directors or by the bylaws.

Section 10. CHIEF FINANCIAL OFFICER. The chief financial officer shall keep and maintain, or cause to be kept and maintained, adequate and correct books and records of accounts of the properties and business transactions of the corporation, including accounts of its assets, liabilities, receipts, disbursements, gains, losses, capital, retained earnings, and other matters customarily included in financial statements. The books of account shall at all reasonable times be open to inspection by any director.

The chief financial officer shall deposit, or cause to be deposited, all monies and other valuables in the name and to the credit of the corporation with such depositaries as may be designated by the board of directors. He or she shall distribute, or cause to be disbursed, the funds of the corporation as may be ordered by the board of directors, shall render to the president and directors, whenever they request it, an account of all financial transactions and of the financial condition of the corporation, and shall have such other powers and perform such other duties as may be prescribed by the board of directors or the bylaws.

If required by the board of directors, the chief financial officer shall give the corporation a bond in the amount and with the surety or sureties specified by the board for faithful performance of the duties of his or her office and for restoration to the corporation of all of its books, papers, vouchers, money, and other property of every kind in his or her possession or under his or her control on the death, resignation, retirement, or removal from office of the chief financial officer.

ARTICLE IX

INDEMNIFICATION OF DIRECTORS, OFFICERS, EMPLOYEES

Section 1. DEFINITIONS. For the purposes of this Article IX, the definition of the terms “agent”, “proceeding”, and “expenses” shall be governed by Section 5238 of the Code.

Section 2. INDEMNIFICATION IN ACTIONS BY THIRD PARTIES. The corporation shall have power to indemnify any person who was or is a party or is threatened to be made a party to any proceeding (other than an action by or in the right of the corporation to procure a judgment in its favor, an action brought under Section 5233 of the Code, or an action brought by the Attorney General of California or a person granted relator status by the Attorney General of California for any breach of duty relating to assets held in charitable trust) by reason of the fact that such person is or was an agent of the corporation, against expenses, judgments, fines, settlements, and other amounts actually and reasonably incurred in connection with such proceeding if such person acted in good faith and in a manner such person reasonably believed to be in the best interests of the corporation and, in the case of a criminal proceeding, had no reasonable cause to believe the conduct of such person was unlawful. The termination of any proceeding by judgment, order, settlement, conviction, or upon a plea of nolo contendere or its equivalent shall not, of itself, create a presumption that the person did not act in good faith and in a manner which the person reasonably believed to be in the best interests of the corporation or that the person had reasonable cause to believe that the person's conduct was unlawful.

Section 3. INDEMNIFICATION IN ACTIONS BY OR IN THE RIGHT OF THE CORPORATION. The corporation shall have power to indemnify any person who was or is a party or is threatened to be made a party to any threatened, pending, or completed action by or in the right of the corporation, or brought under Section 5233 of the Code, or brought by the Attorney General of California or a person granted relator status by the Attorney General of California for breach of duty relating to assets held in charitable trust, to procure a judgment in its favor by reason of the fact that such person is or was an agent of the corporation, against expenses actually and reasonably incurred by such person in connection with the defense or settlement of such action if such person acted in good faith, in a manner such person believed to be in the best interests of the corporation, and with such care, including reasonable inquiry, as an ordinarily prudent person in a like position would use under similar circumstances. No indemnification shall be made under this Section 3 for any of the following:

(a) Any claim, issue, or matter as to which such person shall have been adjudged to be liable to the corporation in the performance of such person's duty to the corporation, unless and only to the extent that the court in which such action was brought shall determine upon application that, in view of all the circumstances of the case, such person is fairly and reasonably entitled to indemnity for the expenses which such court shall determine;

(b) Amounts paid in settling or otherwise disposing of a threatened or pending action, with or without court approval; or

(c) Expenses incurred in defending a threatened or pending action which is settled or otherwise disposed of without court approval, unless it is settled with the approval of the Attorney General of California.

Section 4. INDEMNIFICATION AGAINST EXPENSES. To the extent that an agent of the corporation has been successful on the merits in defense of any proceeding referred to in Sections 2 or 3 of this Article IX or in defense of any claim, issue, or matter therein, the agent shall be indemnified against expenses actually and reasonably incurred by the agent in connection therewith.

Section 5. REQUIRED DETERMINATIONS. Except as provided in Section 4 of this Article IX, any indemnification under this Article shall be made by the corporation only if authorized in the specific case, upon a determination that indemnification of the agent is proper in the circumstances because the agent has met the applicable standard of conduct set forth in Sections 2 or 3 of this Article IX by:

(a) A majority vote of a quorum consisting of directors who are not parties to such proceeding; or

(b) The court in which such proceeding is or was pending upon application made by the corporation or the agent or the attorney or other person rendering services in connection with the defense, whether or not such application by the agent, attorney, or other person is opposed by the corporation.

Section 6. ADVANCE OF EXPENSES. Expenses incurred in defending any proceeding may be advanced by the corporation prior to the final disposition of such proceeding upon receipt of an undertaking by or on behalf of the agent to repay such amount unless it shall be determined ultimately that the agent is entitled to be indemnified as authorized in this Article IX.

Section 7. OTHER INDEMNIFICATION. No provision made by the corporation to indemnify its directors or officers for the defense of any proceeding, whether contained in the articles of incorporation, bylaws, a resolution of directors, an agreement, or otherwise, shall be valid unless consistent with this Article IX. Nothing contained in this Article IX shall affect any right to indemnification to which persons other than such directors and officers may be entitled by contract or otherwise.

Section 8. FORMS OF INDEMNIFICATION NOT PERMITTED. No indemnification or advance shall be made under this Article IX, except as provided in Section 4 or Section 5(b), in any circumstance if it appears that:

(a) It would be inconsistent with a provision of the articles of incorporation, bylaws, or an agreement in effect at the time of the accrual of the alleged cause of action asserted in the proceeding in which the expenses were incurred or other amounts were paid, which prohibits or otherwise limits indemnification; or

(b) It would be inconsistent with any condition expressly imposed by a court in approving a settlement.

Section 9. INSURANCE. The corporation shall have the power to purchase and maintain insurance on behalf of any agent of the corporation against any liability asserted against or incurred by the agent in such capacity or arising out of the agent's status as such, whether or not the corporation would have the power to indemnify the agent against such liability under the provisions of this Article IX; provided, however, that the corporation shall have no power to purchase and maintain such insurance to indemnify any agent of the corporation for a violation of Section 5233 of the Code.

ARTICLE X RECORDS AND REPORTS

Section 1. MAINTENANCE OF CORPORATE RECORDS. The corporation shall keep (a) adequate and correct books and records of account kept either in written form or in any other form capable of being converted into written form and (b) minutes, in written form, of the proceedings of the board of directors and committees of the board. All such records shall be kept at the corporation's principal executive office, or if its principal executive office is outside the State of California, at its principal office in this state.

Section 2. MAINTENANCE AND INSPECTION OF ARTICLES AND BYLAWS. The corporation shall keep at its principal executive office, or if its principal executive office is not in the State of California, at its principal office in this state, the original or a copy of its articles of incorporation and bylaws, as amended to date, that shall be open to inspection by the directors at all reasonable times during office hours. If the principal executive office of the corporation is outside the State of California and the corporation has no principal office in this state, the Secretary shall, upon the written request of any director, furnish to such director a copy of the articles of incorporation or bylaws, as amended to date.

Section 3. INSPECTION. Every director shall have the absolute right at any reasonable time, and from time to time, to inspect all books, records, and documents of every kind and the physical properties of the corporation. Such inspection by a director may be made in person or by agent or attorney and the right of inspection includes the right to copy and make extracts.

Section 4. ANNUAL REPORTS. The board of directors shall cause an annual report to be sent to the directors within 120 days of the corporation's fiscal year end. That report shall contain the following information, in appropriate detail, for the fiscal year:

(a) The assets and liabilities, including the trust funds, of the corporation as of the end of the fiscal year;

(b) The principal changes in assets and liabilities, including trust funds;

(c) The revenue or receipts of the corporation, both unrestricted and restricted to particular purposes;

(d) The expenses or disbursements of the corporation for both general and restricted purposes; and

(e) Any information required by Section 5 of this Article X.

The annual report shall be accompanied by any report thereon of independent accountants or, if there is no such report, by the certificate of an authorized officer of the corporation that such statements were prepared without audit from the books and records of the corporation.

Section 5. ANNUAL STATEMENT OF CERTAIN TRANSACTIONS AND INDEMNIFICATIONS. As part of the annual report to all directors, the corporation shall annually prepare and mail or deliver to each director within 120 days after the corporation's fiscal year end, a statement (described below) of any transaction or indemnification (i) in which the corporation was a party and (ii) in which an "interested person" had a direct or indirect material financial interest. For this purpose, an "interested person" is any director or officer of the corporation.

The statement shall include the following information:

(a) A brief description of any transaction during the previous fiscal year that involved more than \$50,000, or was one of a number of transactions in which the same interested person had a direct or indirect material financial interest involving, in the aggregate, more than \$50,000;

(b) The names of interested persons involved in such transactions described in the preceding paragraph (a), their relationship to the corporation, the nature of their interest in the transaction and, if practicable, the amount of that interest; provided, however, that if the transaction was with a partnership in which the interested person is a partner, only the interest of the partnership need be stated; and

(c) A brief description of the amount and circumstances of any indemnifications or advances aggregating more than \$10,000 paid during the fiscal year to any officer or director of the corporation under Article IX of these bylaws, unless that indemnification already has been approved by the directors under Section 5238(e)(2) of the Code.

ARTICLE XI GENERAL MATTERS

Section 1. CHECKS, DRAFTS, EVIDENCES OF INDEBTEDNESS. All checks, drafts, or other orders for payment of money, notes, or other evidences of indebtedness, issued in the

name of or payable to the corporation, shall be signed or endorsed by such person or persons and in such manner as, from time to time, shall be determined by resolution of the board of directors.

Section 2. CORPORATE CONTRACTS AND INSTRUMENTS; HOW EXECUTED. Except as otherwise provided in these bylaws, the board of directors may authorize any officer or officers, agent or agents, to enter into any contract or execute any instrument in the name of and on behalf of the corporation, and such authority may be general or confined to specific instances; and, unless so authorized or ratified by the board of directors or within the agency power of an officer, no officer, agent or employee shall have any power or authority to bind the corporation by any contract or engagement or to pledge its credit or to render it liable for any purpose or for any amount.

Section 3. REPRESENTATION OF SHARES OF OTHER CORPORATIONS. The chairman of the board, the president, or any vice president, or any other person authorized by resolution of the board of directors or by any of the foregoing designated officers, is authorized to vote on behalf of the corporation any and all shares of any other corporation or corporations, foreign or domestic, standing in the name of the corporation. The authority granted to said officers to vote or represent on behalf of the corporation any and all shares held by the corporation in any other corporation or corporations may be exercised by any such officer in person or by any person authorized to do so by a proxy duly executed by said officer.

Section 4. CONSTRUCTION AND DEFINITIONS. Unless the context requires otherwise, the general provisions, rules of construction, and definitions in the Law shall govern the construction of these bylaws. Without limiting the generality of the foregoing, the singular number includes the plural, the plural number includes the singular, the masculine gender includes the feminine and neuter, and the term "person" includes both a corporation and a natural person. All references in these bylaws to the Law, the Law, or to the Code shall be deemed to be those in effect from time to time.

ARTICLE XII AMENDMENTS

The board may adopt, amend, or repeal bylaws unless doing so would be a prohibited amendment under the California Corporations Code. Any amendment to these bylaws will require a majority vote of the directors then in office; provided, however, that if the articles of incorporation of the corporation set forth the number of authorized directors of the corporation, the authorized number of directors may be changed only by an amendment of the articles of incorporation.

CERTIFICATE OF SECRETARY

The undersigned, being the duly elected and acting Secretary of Feather River Charter School, a California nonprofit public benefit corporation, does hereby certify that the foregoing First Amended Bylaws constitute the bylaws of this corporation as duly adopted at the meeting of the Board of Directors of Inspire Charter School – North on July 18, 2019.

IN WITNESS WHEREOF, the undersigned has executed this Certificate this 19th day of July, 2019.

David Brockmyer, Secretary

Feather River Charter School
July 1, 2020 HST Teacher Salary Schedule
C- Basis -10 Month Calendar*

Pay Scale Group	Pay Scale Level														
Points	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
A (Minimum)	58240**	58240**	\$58,240	\$58,240	\$58,240	\$58,240	\$58,240	\$58,240	\$58,240	\$58,240	\$58,240	\$58,240	\$58,240	\$58,240	\$58,240
B (+14 points)	58240**	58240**	\$58,240	\$58,240	\$58,240	\$58,240	\$58,240	\$58,240	\$58,240	\$59,696	\$59,696	\$59,696	\$61,188	\$61,188	\$61,188
C (+28 points)	\$58,240	\$58,240	\$58,240	\$58,240	\$58,240	\$58,240	\$58,240	\$58,240	\$59,696	\$61,188	\$61,188	\$61,188	\$62,717	\$62,717	\$62,717
D (+42 points)	\$58,240	\$58,240	\$58,240	\$58,240	\$58,240	\$58,240	\$58,240	\$59,696	\$61,188	\$62,717	\$64,598	\$66,535	\$66,535	\$66,535	\$66,535
E (+56 points)	\$58,240	\$58,240	\$58,240	\$58,240	\$58,240	\$58,240	\$59,696	\$61,486	\$63,330	\$65,863	\$68,497	\$71,236	\$71,236	\$71,236	\$71,236
F (+70 points)	\$58,240	\$58,240	\$58,240	\$58,240	\$58,240	\$59,696	\$61,486	\$63,945	\$66,502	\$69,162	\$71,928	\$74,805	\$77,797	\$77,797	\$77,797
G (+84 points)	\$58,240	\$58,240	\$58,240	\$58,240	\$58,240	\$59,696	\$62,083	\$64,566	\$67,148	\$69,833	\$72,626	\$75,531	\$78,552	\$78,552	\$78,552
H (+98 points)	\$58,240	\$58,240	\$58,240	\$59,696	\$62,083	\$64,566	\$67,148	\$69,833	\$72,626	\$75,531	\$78,552	\$81,694	\$84,961	\$88,359	\$88,359

Additional Pay Scale Levels

	H20	H25
H Cont. (+98 points)	\$92,776	\$97,414

Stipends

National Board Certification (documentation required)	\$2,500
Doctorate Degree (conferred, transcripts required)	\$5,000

Full time HSTs must hold a minimum of 28 students and with approval of their Charter Leader can support 7 additional students at a \$100 stipend per student and per month

*Annual salary is based on 195 work days. The 195 work days is a minimum number of work days, and team members may need to work additional days beyond the work calendar

** Staff holding alternative certification (intern or emergency) are restricted to A1, A2, B1, and/or B2

*** Annual salary advancements for longevity are not guaranteed and are subject to the school's operational needs and/or budget approved by the School Board

Feather River Charter School
July 1, 2020 HQT Teacher Salary Schedule
B- Basis -10 Month Calendar*

Pay Scale Group Points	Pay Scale Level									
	1	2	3	4	5	6	7	8	9	10
A (Minimum)	58240**	58240**	\$58,250	\$58,250	\$58,250	\$58,250	\$58,250	\$58,250	\$58,250	\$58,250
B (+14 points)	58240**	58240**	\$58,250	\$58,250	\$58,250	\$58,250	\$58,250	\$58,250	\$58,250	\$63,750
C (+28 points)	\$58,250	\$58,250	\$58,250	\$58,250	\$58,250	\$58,250	\$58,250	\$58,250	\$63,110	\$66,250
D (+42 points)	\$58,250	\$58,250	\$58,250	\$58,250	\$58,250	\$58,250	\$58,250	\$62,350	\$65,500	\$68,750
E (+56 points)	\$58,250	\$58,250	\$58,250	\$58,250	\$58,250	\$58,250	\$61,550	\$65,625	\$67,850	\$71,250
F (+70 points)	\$58,250	\$58,250	\$58,250	\$58,250	\$58,250	\$60,500	\$63,700	\$66,900	\$70,225	\$73,750
G (+84 points)	\$58,250	\$58,250	\$58,250	\$58,250	\$59,750	\$62,725	\$65,850	\$69,125	\$72,600	\$76,250
H (+98 points)	\$58,250	\$58,250	\$58,250	\$58,750	\$61,650	\$64,750	\$68,000	\$71,400	\$75,000	\$78,750

Additional Pay Scale Levels

	H11	H12	H13	H14		H15	H20	H25	H30
H Cont. (+98 points)	\$81,250	\$83,750	\$86,250	\$88,750		\$91,250	\$93,750	\$96,250	\$98,250

Stipends

National Board Certification (documentation required)	\$2,500
Doctorate Degree (conferred, transcripts required)	\$5,000

*Annual salary is based on 195 work days. The 195 work days is a minimum number of work days, and team members may need to work additional days beyond the work calendar

** Staff holding alternative certification (intern or emergency) are restricted to A1, A2, B1, and/or B2

*** Annual salary advancements for longevity are not guaranteed and are subject to the school's operational needs and/or budget approved by the School Board

Feather River Charter School
July 1, 2020 Special Education Teacher Salary Schedule
D- Basis -10 Month Calendar*

Pay Scale Group Points	Pay Scale Level									
	1	2	3	4	5	6	7	8	9	10
A (Minimum)	58240**	58240**	\$59,950	\$59,950	\$59,950	\$59,950	\$59,950	\$59,950	\$59,950	\$59,950
B (+14 points)	58240**	58860**	\$59,950	\$59,950	\$59,950	\$59,950	\$59,950	\$59,950	\$59,950	\$65,945
C (+28 points)	\$59,950	\$59,950	\$59,950	\$59,950	\$59,950	\$59,950	\$59,950	\$59,950	\$65,247	\$68,670
D (+42 points)	\$59,950	\$59,950	\$59,950	\$59,950	\$59,950	\$59,950	\$59,950	\$64,419	\$67,853	\$71,395
E (+56 points)	\$59,950	\$59,950	\$59,950	\$59,950	\$59,950	\$59,950	\$63,547	\$67,989	\$70,414	\$74,120
F (+70 points)	\$59,950	\$59,950	\$59,950	\$59,950	\$59,950	\$62,566	\$65,891	\$69,379	\$73,003	\$76,845
G (+84 points)	\$59,950	\$59,950	\$59,950	\$59,950	\$61,585	\$64,828	\$68,234	\$71,804	\$75,592	\$79,570
H (+98 points)	\$59,950	\$59,950	\$59,950	\$60,495	\$63,656	\$67,035	\$70,578	\$74,284	\$78,208	\$82,295

Additional Pay Scale Levels

	H11	H12	H13	H14		H15	H20	H25	H30
H Cont. (+98 points)	\$85,020	\$87,745	\$90,470	\$93,195		\$95,920	\$98,645	\$101,370	\$103,550

Stipends

All Special Education Teacher contracts	\$1,000
SPED Instructional or Reading Specialist Coach (+above stipend)	\$1,000
National Board Certification (documentation required)	\$2,500
Doctorate Degree (conferred, transcripts required)	\$5,000

*Annual salary is based on 195 work days. The 195 work days is a minimum number of work days, and team members may need to work additional days beyond the work calendar

** Staff holding alternative certification (intern or emergency) are restricted to A1, A2, B1, and/or B2

*** Annual salary advancements for longevity are not guaranteed and are subject to the school's operational needs and/or budget approved by the School Board

Feather River Charter School
July 1, 2020 Special Education Salary Schedule
E- Basis -11 Month Calendar*

Pay Scale Group	Pay Scale Level											
	1	2	3	4	5	6	7	8	9	10	11	13+
Program Specialist	\$81,088		\$84,088		\$88,293		\$92,709		\$97,342		\$97,343	
School Psychologist	\$81,088		\$84,088		\$88,293		\$92,709		\$97,342		\$97,343	
Speech Pathologist	\$74,146		\$78,049		\$82,157		\$86,481		\$91,033		\$95,585	
Occupational Therapist	\$70,688		\$74,387		\$78,302		\$82,423		\$86,761		\$91,327	
School Nurse	\$70,512		\$74,038		\$77,340		\$81,227		\$85,288		\$89,552	

Stipends

Doctorate Degree (conferred, transcripts required) \$5,000

*Annual salary is based on 207 work days. The 207 work days is a minimum number of work days, and team members may need to work additional days beyond the work calendar

**Travel is a requirement of the assessment positions, travel will be reimbursed based on the reimbursement policy

*** Annual salary advancements for longevity are not guaranteed and are subject to the school's operational needs and/or budget approved by the School Board

			Feather River Charter School							
			July 1, 2020 RC/Counselor Salary Schedule							
			F- Basis -10 Month Calendar*							
Pay Scale Group			Pay Scale Level							
	1	2	3	4	5	6	7	8	9	10
Regional Coordinator	\$78,500	\$80,500	\$82,500	\$84,500	\$86,500	\$88,500	\$90,500	\$92,500	\$94,500	\$96,500
Community	\$78,500	\$80,500	\$82,500	\$84,500	\$86,500	\$88,500	\$90,500	\$92,500	\$94,500	\$96,500
EL Coordinator	\$78,500	\$80,500	\$82,500	\$84,500	\$86,500	\$88,500	\$90,500	\$92,500	\$94,500	\$96,500
Testing Coordinator	\$78,500	\$80,500	\$82,500	\$84,500	\$86,500	\$88,500	\$90,500	\$92,500	\$94,500	\$96,500
Coordinator positions must hold a minimum of 14 students and with approval of their Charter Leader can support 7 additional students at a \$100 stipend per student and per month										
*Annual salary for coordinators is based on 205 work days. The 205 work days is a minimum number of work days, and team members may need to work additional days beyond the work calendar										
	1	2	3	4	5	6	7	8	9	10
School Counselor	\$62,500	\$65,000	\$67,000	\$69,000	\$71,000	\$73,000	\$75,000	\$77,000	\$79,000	\$81,000
*Annual salary for School Counselor is based on 195 work days. The 195 work days is a minimum number of work days, team members may need to work additional days beyond the work calendar										
Stipends										
National Board Certification (documentation required)				\$2,500						
Doctorate Degree (conferred, transcripts required)				\$5,000						
** Annual salary advancements for longevity are not guaranteed and are subject to the school's operational needs and/or budget approved by the School Board										

			Feather River Charter School								
			July 1, 2020 Director Salary Schedule								
			E- Basis -11 Month Calendar*								
	1	2	3	4	5	6	7	8	9	10	
Special Education Director (MOU 5 schools)	145,000	147,000	149,000	151,000	153,000	155,000	157,000	159,000	161,000	163,000	
Special Education Assistant Director (MOU 5 schools)	105,000	107,000	109,000	111,000	113,000	115,000	117,000	119,000	121,000	123,000	
	1	2	3	4	5	6	7	8	9	10	
Assistant Director/ Deputy Director	110,000	112,000	114,000	116,000	118,000	120,000	122,000	124,000	126,000	128,000	
Director of Student Support (MOU Statewide)	140,000	142,500	144,500	146,500	148,000	150,000	152,000	154,000	156,000	158,000	
Business Manager (MOU 5 schools)	110,000	112,000	114,000	116,000	118,000	120,000	122,000	123,000	125,000	127,000	
Stipends											
National Board Certification (documentation required)				\$2,500							
Doctorate Degree (conferred, transcripts required)				\$5,000							
Special Education Director is not required to carry a student caseload and is based on 225 work days.											
Special Education Assistant Director is not required to carry a student caseload and is based on 220 work days.											
Assistant Directors/Deputy Director must hold a minimum of 7 students and with approval of their Charter Leader can support 7 additional students at a \$100 stipend per student and per month											
*Annual salary for assistant directors/deputy directors is based on 220 work days. The 220 work days is a minimum number of work days, and team members may need to work additional days beyond the work calendar											
** Annual salary advancements for longevity are not guaranteed and are subject to the school's operational needs and/or budget approved by the School Board											



Withdrawal Policy

The purpose of the Feather River Charter School Governing Board approving this Withdrawal Policy is to accomplish the following:

1. Establish the Reasons a Student Can Be Withdrawn from Feather River Charter School
2. Outline the Procedures for Withdrawing a Student
3. Establish the Charter School's Responsibility to Not Encourage a Pupil Currently Attending the School to Disenroll or Transfer to Another School
4. Establish the Process for Notifying Parents/Guardians/Educational Rights Holder of the Withdrawal

1. Reasons for a Withdrawal: If Feather River Charter School discovers that a student enrolled in Feather River Charter School is no longer a resident of California, no longer a resident of a county that Feather River Charter School may legally provide educational services to, is concurrently enrolled in a private school, is concurrently enrolled in another public school, is in non-compliance with Feather River Charter School's policies, or otherwise may no longer legally be served by Feather River Charter School, the following procedures shall be followed to withdraw the student from Feather River Charter School.

2. Procedures for Withdrawing a Student: Feather River Charter School shall send the parent/guardian/educational rights holder a notice of the Feather River Charter School's intention to withdraw the student from the School and the reasons for that decision. The notice will be sent at least five days prior to the withdrawal of the student. The notice will inform the parent/guardian that the Education Code provides the parent/guardian/educational rights holder with the right to a hearing adjudicated by a neutral officer within a reasonable number of days at which the pupil(s) have a fair opportunity to present testimony, evidence, and witnesses and confront and cross-examine adverse witnesses, and at which the pupil(s) have the right to bring legal counsel or an advocate. This notice shall be written in the native language of the pupil or the pupil's parent or guardian, or if the pupil is a foster child or youth or a homeless child or youth, the pupil's educational rights holder.

This notice will also inform the parent/guardian/educational rights holder that the student's enrichment opportunities and curriculum orders will be put on hold until the hearing is completed. **The notice will also establish the date by which the hearing shall be scheduled. If the parent, guardian or educational rights holder requests a hearing within the five-day period, the parent, guardian or educational rights holder is required to cooperate to schedule the hearing within 10 days of the request for the hearing. If a parent, guardian or educational rights holder does not cooperate in scheduling the hearing and the hearing is not scheduled within**

10-days (absent extraordinary circumstances in the sole discretion of the Principal), the parent, guardian or educational rights holder waives his/her/their rights to the hearing. Additionally, if a parent/guardian/educational rights holder fails to attend the scheduled hearing, the hearing will continue without the presence of the parent/guardian/educational rights holder. In that event, the student may be withdrawn and the decision of the hearing officer will be final.

If the parent/guardian invokes said rights, the Feather River Charter School will not disenroll the pupils until it has reached a final decision. The decision of the School is final and cannot be appealed.

In addition, the parent/guardian will be sent a Charter School Complaint Notice in the form provided by the California Department of Education at www.cde.ca.gov/sp/ch/cscomplaint.asp.

- 3. The Charter School's Responsibility to Not Encourage a Pupil Currently Attending the School to Disenroll or Transfer to Another School:** Feather River Charter School shall not encourage a pupil currently attending the school to disenroll or transfer to another school for any reason, including but not limited to, academic performance of the pupil or because the pupil exhibits any of the following characteristics: pupils with disabilities, academically low-achieving pupils, English learners, neglected or delinquent pupils, homeless pupils, or pupils who are economically disadvantaged, as determined by eligibility for any free or reduced-price meal program, foster youth, or pupils based on nationality, race, ethnicity or sexual orientation.
- 4. Notification of the Withdrawal:** Once the student has been withdrawn from Feather River Charter School, the parent/guardian/educational rights holder will be notified of the withdrawal and advised to enroll the student immediately in a school that may legally serve that student. A copy of this notice shall be placed in the student's cumulative file. The student's teacher will also be notified of the withdrawal.



Public Random Drawing/Lottery Policy

Feather River Charter School is committed to providing quality education to all students who wish to attend, within the school boundaries. Based on available resources, it may be necessary to limit admissions, and in that event a Public Random Drawing/Lottery will be held to determine admission. Feather River Charter School ensures admission will not be based on any protected characteristics, including, but not limited to, disability, race, gender, national origin, and religion.

The purpose of the Feather River Charter School Governing Board approving the Public Random Drawing/Lottery Policy is to accomplish the following:

1. Establish the procedures under which the Feather River Charter School (“School”) will conduct the School’s public random drawing/lottery in the event that applications for enrollment exceed the School’s capacity.
- 1. Enrollment:** The School is a non-classroom based charter school that operates solely as an independent study program. Admission to the School is open to any student who resides within the boundaries of Sutter County or an adjacent county. The School will accept all students who wish to attend, so long as it has the capacity to serve them. The School’s Governing Board will annually determine the maximum enrollment for each school year based on, among other factors, the annual budget, staffing, and available resources prior to the start of the Open Enrollment Period. Limits may be established by grade level and for the school as a whole.

The Board will set an Open Enrollment Period each year. Applications will be accepted during the publicly advertised Open Enrollment Period each year for enrollment during the following school year. Following the close of the Open Enrollment Period, applications shall be counted to determine whether the School has received more applications than maximum enrollment capacity. If the number of pupils who wish to attend the School exceeds the School’s capacity for a specific grade level, enrollment in the impacted grade level or levels will be determined by a Lottery conducted in accordance with the procedures set forth in this Policy and applicable law. Admission preferences will only be extended consistent with this Policy, the School’s charter, and applicable law.

Admission preferences will not be based on any protected characteristics, including, but not limited to, disability, race, gender, national origin, and religion. In addition, enrollment preferences will not limit enrollment access for pupils with disabilities, academically low-achieving pupils, English learners, neglected or delinquent pupils, homeless pupils, or pupils

who are economically disadvantaged, as determined by eligibility for any free or reduced-price meal program, or foster youth.

2. **Lottery Procedures:** In the event that there are more students who wish to attend the School than there are spots available upon closure of the Open Enrollment Period, the School will conduct a Lottery during the Spring semester prior to the academic year for which enrollment is sought.

All pupils, except those who are guaranteed admission as provided in this Policy and the School's charter, who wish to enroll in the School must participate in the Lottery subject to the following:

1. Students who reside within the boundaries of the Winship-Robbins School District ("District") will have their names placed in the Lottery pool twice.
2. Students who reside outside the boundaries of the District will have their names placed in the Lottery once.

The following students are exempt from the Lottery and are guaranteed enrollment in the School: (1) students currently enrolled in the School at the close of the Open Enrollment period; and (2) siblings of currently enrolled students. "Sibling" is defined as a pupil who has at least one biological or adoptive parent in common with the admitted pupil, or who has been legally adopted by or placed under the legal guardianship of at least one biological or adoptive parent of the admitted pupil. Step-siblings are only considered siblings if they reside at the same address as the sibling who is admitted into the School; and (3) children of staff members employed by Feather River Charter School.

Public notice of the Open Enrollment Period and date of the Lottery will generally be posted on the School's website and the notice will provide the date, time, and location of the Lottery at least 10 days prior to the commencement of the Open Enrollment Period. This information will also be included in application forms. The Lottery will be conducted [by grade-level and] by the Executive Director or his/her designee using a random method of selection. Unique identifiers will be assigned to each applicant. The conduct of the Lottery will be open to the public and families are encouraged, but not required, to attend. The Executive Director or his/her designee will announce each applicant who is granted admission through the Lottery. Once the enrollment cap has been reached, the Executive Director or his/her designee will continue to drawing applicants will then be placed on the waitlist in the order drawn. Successful applicants will be notified electronically or by mail.

If a student is extended an offer of admission due to one of the preferences noted in this Policy or the School's charter, the School may request supporting documentation as part of the enrollment process. The School will conduct a verification of such documentation prior to finalizing the student's enrollment and may disqualify an applicant submitting materially false information.

After the Lottery process, and once an offer has been accepted by the family, additional information may be requested as part of the registration process. Following acceptance through the Lottery, students who are offered admission at the School at the time of the

Lottery will have 10 calendar days to complete the registration process. If a student fails to timely complete the process, the spot may be filled from the waiting list.

Enrollment offers are valid only for the academic year for which the Lottery is conducted. There is no option to defer an offer of enrollment. Students accepting enrollment must generally complete required independent study agreements within seven (7) days of the beginning of the school year, unless otherwise advised by the School.

3. **Waitlist:** If a slot becomes available because an accepted student declines enrollment, fails to timely complete the enrollment process, a student leaves the School after the start of the academic year, or as spots become available, the School may notify families on the waitlist in the order they appear on the waitlist.

Students drawn from the waitlist shall have five (5) school days to accept the enrollment slot (via telephone or email to the School) and proceed with the registration process. Applicants must complete a registration packet with all required documentation and by the deadline given by the School to confirm enrollment.

Students who are not offered a spot for the academic school year for which the Lottery was held may remain on the waitlist for that academic year unless the parent or guardian requests that the student be removed from the waitlist earlier. The waitlist shall not carry over from one year to the next. Students who have not been admitted will be required to submit a new enrollment application for the next school year and are required to participate in the Lottery if space is limited.



Teacher Certification Policy

Feather River Charter School is committed to providing a high-quality educational program is dependent upon the employment of certificated staff who are adequately prepared and have demonstrated proficiency in basic skills and in the subject matter to be taught. The Executive Director designee shall ensure that persons employed to fill positions requiring certification qualifications possess the appropriate credential, permit, or other certification document from the Commission on Teacher Credentialing (CTC) and fulfill any additional state, federal, or the Charter School requirements for the position.

The purpose of the Feather River Charter School Governing Board approving this Teacher Certification Policy is to accomplish the following:

1. Outline the State Requirements for Appropriately Assigned and Credentialed Teachers
 2. Define Valid Certification
 3. Establish the Requirement for Charter Schools and Teaching Credentials
 4. Outline the Process for Maintaining Certification Documents
 5. Establish the Support to Teachers Holding Preliminary Credentials
 6. Identify the Procedures for Hiring Based on Unavailability of Credentialed Teacher
 7. Outline the Declaration of Need Requirements
 8. Establish the Procedures for Employing Non-Credentialed Teachers
-
1. **State Requirements for Appropriately Assigned and Credentialed Teachers:** State financing of school instruction is premised on pupils being taught by teachers who have authorization from the State of California to teach in public schools. As such, state law establishes various conditions, requirements, and penalties on charter schools to ensure that only authorized personnel are hired to teach. In addition, the State establishes requirements for the issuance of teacher credentials and other requirements designed to ensure that teachers are appropriately assigned.
 2. **Define Valid Certification:** A valid certification is any state-issued certificate or credential (a “Credential”), including a vocational credential and internship credential or certificate, life document or diploma, emergency 30-day substitute teaching permit, or emergency permit or waiver, that is not expired or revoked.
 3. **Requirement for Charter Schools:** Charter schools are required to hold the Commission on Teacher Credentialing (“CTC”) certificate, permit or other document required for the teacher’s certificated assignment. Teachers that were employed by Feather River Charter School during

the 2019-20 school year shall have until July 1, 2025, to obtain the certificate required for the teacher's certificated assignment. Teachers that are newly hired for their assignment in the 2020-21 school year and beyond, or who maintain employment at the Feather River Charter School but are assigned to a new teaching assignment, are required to hold the appropriate certification for their assignment.

In addition to any specific Credential required for the teacher's assignment, all teachers are required to hold a Credential to provide instruction to limited-English-proficient pupils. All teachers employed by the Feather River Charter School shall have their professional fitness evaluated by the CTC by July 1, 2020.

4. **Process for Maintaining Certification Documents:** The certificate, permit or other document shall be maintained and on file at the School and are subject to periodic inspection by the Winship-Robbins School District.
5. **Support for Teachers Holding Preliminary Credentials:** The Executive Director or designee shall provide assistance and support to teachers holding preliminary credentials to enable them to meet the qualifications required for the clear credential.
6. **Hiring Based on Unavailability of Credentialed Teacher:** The Executive Director or designee shall make reasonable efforts to recruit a fully prepared teacher for each assignment. Whenever a teacher with a clear or preliminary credential is not available, the Executive Director or designee shall make reasonable efforts to recruit an individual for the assignment in the following order: (Education Code 44225.7)
 1. A candidate who enrolls in an approved intern program in the region of the Charter School and possesses an intern credential
 2. A candidate who is scheduled to complete preliminary credential requirements within six months and who holds a provisional internship permit (PIP) or short-term staff permit issued by the CTC
 3. The Board shall approve, as an action item at a public Board meeting, a notice of its intent to employ a PIP applicant for a specific position. (5 CCR 80021.1)
 4. An individual who holds an emergency permit or for whom a credential waiver has been granted by the CTC

Prior to requesting that the CTC issue an emergency permit pursuant to item #3 above or a limited assignment permit which allows a fully credentialed teacher to teach outside of his/her area of certification while working toward an added or supplementary authorization, the Board shall annually approve a Declaration of Need for Fully Qualified Educators. The Declaration of Need shall be approved by the Board as an action item at a regularly scheduled public Board meeting, with the entire Declaration of Need being included in the Board agenda. (Education Code 44225, 44225.7; 5 CCR 80023.2, 80026, 80027, 80027.1)

7. **The Declaration of Need:** The Declaration of Need shall certify that there is an insufficient number of certificated persons who meet the Charter School's specified employment criteria for the position(s) and that the Charter School has made reasonable efforts to recruit individuals

who meet the qualifications specified in items #1-2 above. The Declaration of Need shall also indicate the number and type of emergency permits that the Charter School estimates it will need during the valid period of the Declaration of Need, based on the previous year's actual needs and projections of enrollment. Whenever the actual number of permits needed exceeds the estimate by 10 percent, the Board shall revise and resubmit the Declaration of Need. (5 CCR 80026)

8. **Non-Credentialed Teachers:** Whenever it is necessary to employ non-credentialed teachers to fill a position requiring certification qualifications, the Executive Director or designee shall provide support and guidance in accordance with law to ensure the quality of the instructional programs. Feather River Charter School has the authority to request an emergency permit or a waiver from the CTC.



Kindergarten and Transitional Kindergarten Policy

Feather River Charter School is committed to providing educational instruction to all students. The Executive Director or designee shall ensure that the Charter School provides a non-discriminatory and equal enrollment process for students of Transitional Kindergarten and Kindergarten age, in compliance with current state requirements.

The purpose of the Feather River Charter School Governing Board approving this Kindergarten and Transitional Kindergarten Policy is to accomplish the following:

1. Establish the Enrollment in Kindergarten
 2. Establish the Enrollment for Transitional Kindergarten Eligible Students
 3. Establish Enrollment in Transitional Kindergarten
 4. Outline Adherence to All Non-Discrimination Laws
1. **Enrollment in Kindergarten:** Pursuant to EC 48000(a), a child is eligible for kindergarten if the child will have their fifth birthday by September 1.
 2. **Enrollment in Kindergarten for Transitional Kindergarten Eligible Students:** Pursuant to EC 48000(b), A child having attained the age of five years at any time during the school year with the approval of the parent or guardian, may be admitted to kindergarten subject to the following conditions:
 - The governing board determines that the admittance is in the best interests of the child. Determination will be based on standard criteria set by school administration and is based on standardized guidelines for academic and developmental readiness for kindergarten. Staff determination of grade level placement will be made based on multiple measures including grade level appropriate formal assessments and student observations.
 - The parent or guardian is given information regarding the advantages and disadvantages and any other explanatory information about the effect of this early admittance.
 3. **Enrollment in Transitional Kindergarten:** Pursuant to EC 48000(c)(3)(B)(i), Transitional Kindergarten is the first year of a two-year kindergarten program that uses a modified kindergarten curriculum that is age and developmentally appropriate.

For the 2020-21 school year only, students that are siblings of currently enrolled students must be five years old between September 2nd and ~~December 2nd~~ February 28 to qualify for

transitional kindergarten, subject to the conditions identified below. For the 2020-21 school year, all other students must be five years old between September 2nd and December 2nd to qualify for transitional kindergarten, subject to the conditions identified below. For the 2021-22 school year and beyond, all students must be five years old between September 2nd and December 2nd to qualify for transitional kindergarten, ~~each school year~~ subject to the following conditions:

- The governing board determines that the admittance is in the best interests of the child. Determination will be based on standard criteria set by school administration and is based on standardized guidelines for academic and developmental readiness for transitional kindergarten. Staff determination of grade level placement will be made based on multiple measures including grade level appropriate formal assessments and student observations.
 - The parent or guardian is given information regarding the advantages and disadvantages and any other explanatory information about the effect of this early admittance.
4. **Adherence to All Non-Discrimination Laws:** This policy adheres to all non-discrimination laws and is subject to the same enrollment processes as all otherwise qualified students. Enrollment into the charter school will be consistent with all other enrollment guidelines. In the event that a parent or guardian disagrees with the enrollment or grade level placement recommendations of staff, they may appeal the decision in accordance with the school's complaint procedures.

**BY THE FEATHER RIVER CHARTER SCHOOL BOARD OF DIRECTOR
DECLARING EMERGENCY CONDITIONS EXIST AT SCHOOLS AND OFFICES IN
THE DISTRICT AND MODIFYING GRADUATION/PROMOTION REQUIREMENTS
FOR STUDENTS CURRENTLY ENROLLED 2020 – 5**

WHEREAS, the World Health Organization has declared COVID-19 is a global pandemic; and

WHEREAS, on March 4, 2020, the Governor of the State of California declared a State of Emergency due to the outbreak and spread of a novel coronavirus (COVID-19); and

WHEREAS, as of March 18, 2020, there were 1,063 confirmed cases of COVID-19 and 21 cases reported resulting in death in California; and

WHEREAS, the Governor of the State of California has issued Executive Order N-33-20 requiring all California residents to “shelter in place” and all but essential functions have been halted or restricted; and

WHEREAS, the Governor of the State of California has indicated that schools may be closed for an undetermined duration; and

WHEREAS, there has been significant disruption to the instructional program for students which prevents them from complying with existing credit, hours of instruction, and graduation and/or promotion requirements; and

WHEREAS, strict compliance with various statutes and regulations would prevent, hinder, or delay appropriate action necessary for the wellbeing of students to mitigate the effects of COVID-19 on instruction; and

WHEREAS, it is in the best interests of students, staff, and the community to prepare for and implement measures to respond to the closure of schools; and

WHEREAS, it is necessary to ensure that a wide variety of instructional options are available, including but not limited to, distance learning for credit recovery; and

WHEREAS, approval of this resolution would allow the Executive Director to immediately respond to rapidly changing health and safety concerns and the educational needs of students by modifying instructional programs in a manner which poses the least harm to students as determined by the Executive Director.

NOW, THEREFORE BE IT RESOLVED, that the Board of Directors of Feather River Charter School determines that the circumstances described in this resolution herein constitute an emergency condition for which immediate action is necessary; and

BE IT FURTHER RESOLVED that the Board of Directors authorizes the Executive Director to exert maximum flexibility to respond to the emergency conditions for students, including but not limited to, waiving instructional minutes, setting an end date for classes and grading periods, providing distance learning, credit recovery, and otherwise modifying graduation and promotional requirements.

PASSED AND ADOPTED by the Governing Board of the Feather River Charter School at on the 21st Day of April, 2020, by the following vote:

AYES: _____ NOES: _____ ABSENT: _____ ABSTENTIONS: _____

MEMORANDUM

DEL MAR HEIGHTS
LAS VEGAS
PHOENIX
SAN DIEGO
SILICON VALLEY

DRAFT FOR DISCUSSION

TO: Board of Directors
Feather River Charter School

FILE NO: 127967.001

FROM: Greg Moser, Legal Counsel

CC: Jenell Sherman

DATE: April 16, 2020

RE: Discussion and Potential Action on Board Meeting Stipend

Historically, Board members have received per meeting stipends to reimburse them for the estimated costs of traveling to and attending meetings, and related expenses. We understand that this practice was authorized by Board action some time ago, and has continued.

Given the restrictions on travel since declaration of the pandemic emergency throughout California, Feather River Charter School board meetings are, and for the foreseeable future, will be conducted virtually. In light of this circumstance, we have been asked to advise you as to whether per meeting stipends can be paid without being tied to estimated travel expenses? In other words, per meeting stipends would be paid regardless of whether any travel is required?

Yes, the Board may take action to set compensation for Directors attending Board meetings, in lieu of, or in addition to being reimbursed for travel expenses. However, this will require a series of steps and determinations by your Board, and has consequences for potential future liabilities of directors.

First, the bylaws of Feather River Charter School provide, in Article VI, section 15 that directors serve without compensation and just get reimbursement for expenses. My understanding is that what's been paid historically is an estimate of travel costs which are not considered "compensation."

The Corporations Code allows director compensation, if permitted by the company's bylaws. Corp Code section 5151(c). So after the bylaws are amended to allow directors to be compensated, a board resolution would need to be adopted. Corp. Code section 5235(a). The resolution would set "reasonable compensation" (Gov. Code section 12586(g)). The amount set should be supported by referencing comparable organizations providing similar compensation for directors, just as is done for setting CEO compensation. There are many charter boards receiving some compensation, albeit a minority, but such data should be available. We would recommend citing a few examples to

support the board's decision and to be able to respond to IRS or Attorney General queries in the future. The corporation's tax exemption can be lost for "excessive" compensation—though this is not very common.

Also, board members should be aware that the broader immunity afforded "volunteer" directors under Corporations Code section 5239 would not be available if they receive compensation. Instead, the normal "business judgement" rule will apply to potential claims against them.

We await your direction.

GVM

FEATHER RIVER CHARTER SCHOOL
BOARD RESOLUTION – 2020 – 6

I. Adoption of Feather River Charter School Approving the SELPA Representative

WHEREAS, Feather River Charter School (the “School”) is committed to provide a free appropriate public education to all children with disabilities;

WHEREAS, the School is a member of the El Dorado County SELPA; and

WHEREAS, this Board of Directors desires to appoint a representative of School with the El Dorado County SELPA.

NOW THEREFORE BE IT RESOLVED, the School hereby appoints Dr. Amanda Johnson to serve as its representative with the El Dorado County SELPA.

SECRETARY'S CERTIFICATE

I, _____, Secretary of the Board of Directors of Feather River Charter School a California nonprofit public benefit corporation, County of _____, California, hereby certify as follows:

The attached is a full, true, and correct copy of the resolutions duly adopted at a meeting of the Board of Directors of Feather River Charter School which was duly and regularly held on _____, 2020, at which meeting all of the members of the Board of Directors had due notice and at which a quorum thereof was present; and at such meeting such resolutions were adopted by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

I have carefully compared the same with the original minutes of such meeting on file and of record in my office; the attached resolution is a full, true, and correct copy of the original resolution adopted at such meeting and entered in such minutes; and such resolution has not been amended, modified, or rescinded since the date of its adoption, and the same is now in full force and effect.

WITNESS my hand on _____, 2020.

Secretary of the Board of Directors of
Feather River Charter School

FEATHER RIVER CHARTER SCHOOL

BOARD RESOLUTION – 2020 – 7

I. Adoption of Feather River Charter School Approving the Authority of the Executive Director to Add to the Number of Enrollment Spots Available During Open Enrollment

WHEREAS, the World Health Organization has declared COVID-19 is a global pandemic; and

WHEREAS, on March 4, 2020, the Governor of the State of California declared a State of Emergency due to the outbreak and spread of a novel coronavirus (COVID-19); and

WHEREAS, as of March 18, 2020, there were 1,063 confirmed cases of COVID-19 and 21 cases reported resulting in death in California; and

WHEREAS, the Governor of the State of California has issued Executive Order N-33-20 requiring all California residents to “shelter in place” and all but essential functions have been halted or restricted; and

WHEREAS, the Governor of the State of California has indicated that schools may be closed for an undetermined duration; and

WHEREAS, approval of this resolution would allow the Executive Director to immediately respond to rapidly changing demand for distance learning by increasing the enrollment capacity of the School for the 2020 – 2021 school year.

NOW THEREFORE BE IT RESOLVED, the School hereby delegates to the Executive Director the authority to increase the number of enrollment spots available for the 2020-2021 school year and extend the board approved open enrollment period, (currently, March 23, 2020 – April 30, 2020), in her discretion, based on her determination that the capacity of the School can be increased to accommodate additional students during the coming school year. Any such increase in School capacity or extension of the open enrollment period shall be promptly announced on the School’s website. The Board shall be promptly notified.

SECRETARY'S CERTIFICATE

I, _____, Secretary of the Board of Directors of Feather River Charter School a California nonprofit public benefit corporation, County of _____, California, hereby certify as follows:

The attached is a full, true, and correct copy of the resolutions duly adopted at a meeting of the Board of Directors of Feather River Charter School which was duly and regularly held on _____, 2020, at which meeting all of the members of the Board of Directors had due notice and at which a quorum thereof was present; and at such meeting such resolutions were adopted by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

I have carefully compared the same with the original minutes of such meeting on file and of record in my office; the attached resolution is a full, true, and correct copy of the original resolution adopted at such meeting and entered in such minutes; and such resolution has not been amended, modified, or rescinded since the date of its adoption, and the same is now in full force and effect.

WITNESS my hand on _____, 2020.

Secretary of the Board of Directors of
Feather River Charter School



PROPOSED LCAP GOALS 2020-2023

Feather River

LCAP GOAL 1

Current: Ensure high-quality teaching/learning within an independent study/online structure

Proposed: Ensure students receive access to high-quality instruction

Why this Goal?

- **Our structure-** We offer an online independent study program that supports parents who emphasize homeschooling their children/teens.
- **LCFF Priorities 1 and 2.** This Goal is related to the California school priority one, commonly known as providing basic services. Basic services include making sure that the condition of facilities is in good working order, teachers are appropriately credentialed and assigned, and providing appropriate instructional material for all students. This Goal also addresses state school priority two, the implementation of academic standards or the degree to which we integrate state content standards into our classes, material, and training.
- **Dashboard-** Our score on the California public school Dashboard indicates that we have consistently met this Goal.
- **Stakeholder Input-** This Goal was also influenced by our stakeholders feedback which falls within the following themes: 1) continue to refine online learning platforms; 2) maintain our iterative process of implementing state academic standards into all aspects of student and teacher learning, and 3) increase curriculum focused learning opportunities for parents.

Continued: LCAP GOAL 1

Proposed Actions/Services

1. Monthly teacher professional development focused on understanding state academic standards and integrating them into classes, teacher resources, instructional material, and educational support for students.	2. Monthly parent meetings (in addition to regular HST meetings) focused on understanding state academic standards and their relation to the education of their children.	3. Monthly teacher professional development focused on sharing/implementing best practices and resources related to an independent/virtual learning environment. Note: This Action differs from Goal 1. The focus of Goal 1 is state academic standards. In contrast, this focus of this Goal is learning how to maximize an online or independent study platform.	4. Provide access to all necessary technology and instructional material essential to learning in an online format and communicate their availability.
---	--	--	--

Proposed Metrics

Required for LCFF 1

- School facilities in “Good Repair” per the California Department of Education’s Facility Inspection Tool (Local Dashboard Indicator: Basics) .Note: while we do not have many facilities, this is metric is nonetheless mandated
- Teachers: Fully credentialed and appropriately assigned (Local Dashboard Indicator: Basics)
- Standards-aligned instructional materials for every student

Required for LCFF 2

- Implementation of all California academic standards (Local Dashboard Indicator: Implementation of State Standards)

LCAP GOAL 2

Current: Provide appropriate tiered supports that promote and sustain positive social/emotional development as well as increased academic achievement for all students

Proposed: Provide structured academic support to ensure student achievement

Why this Goal?

- **Our structure-** While student participation in and performance on our internal diagnostic STAR360 assessments are increasing, we want to see an improved alignment of results to those of the state-wide testing. This data along with state testing data are used to indicate school progress to our authorizers.
- **LCFF Priorities- 2 and 4.** This Goal is related to the California school priority related to pupil achievement (LCFF Priority 4) or the degree to which students demonstrate learning through a variety of methods, including state-wide testing and Implementation, and how English Learners will access the common core and English Language Development Standards (LCFF Priority 2).
- **Dashboard-** Data demonstrates that English Learners performed at the second-highest tier (5 of 6) on the state-wide metric (Dashboard). Further, the percentage of the students participating in state-wide testing is increasing in ELA, performance is at Yellow (Tier 3 out of 5 color performance tiers) while Mathematics is decreasing causing the performance level to be orange (Tier 2 out of the 5 performance tiers).
- **Stakeholder Input-** The development of this Goal was also influenced by our parents, staff, and students whose feedback falls within the following themes: 1) continue building and refining our tiered system of support to help students with social and emotional needs, 2) continue to inform parents and students about the value of state-testing to improve the quality of student effort on said tests, and 3) continue to refine academic support for our priority students (English Learners, foster youth and students meeting low socio economic criteria).

Continued: LCAP GOAL 2

Proposed Actions/Services

1. Monthly staff professional development focused on implementing appropriate student academic support through a tiered system of support (commonly referred to as a Multi-Tiered Support System or MTSS)

Note: This Action speaks helping all staff and parents understand what our MTSS is, and in particular, who plays what role to provide a coordinated approach to supporting student needs.

2. Administer diagnostic assessments (STAR360) and associated staff professional development to identify and support students who score below grade-level proficiency in ELA and Math.

Note: This Action includes training staff to understand, interpret, and use of STAR360 results

3. Provide targeted academic support for students who are not meeting proficiency on state assessments (ELA and math).

Note: This Action differs from Action 1. While Action 1 speaks to our overall support structure, this Goal is specific to understanding and using the CAASPP and STAR360 results to guide curriculum and academic support

4. Regular staff professional development focused on the educational needs of English Learners.

Note: An EL specific Action is required

Proposed Metrics

Required for LCFF 2

- Implementation of all California academic standards including English Language Development Standards (Local Dashboard Indicator: Implementation of State Standards).

Required for LCFF 4

- % of students who meet/exceed standard: CAASPP ELA.
- % of students who meet/exceed standard: CAASPP Math.
- Distance From Standard: CAASPP ELA.
- Distance From Standard: CAASPP Math.

Required for LCFF 4

- English Learner reclassification rate.
- English Learner Progress Indicator.

Optional but important

- % of students who participate in STAR360 interim assessments.
- CAASPP Participation Rate.

LCAP GOAL 3

Current: Create Systems and Structures that provide multiple personalized learning paths to increase the cohort graduation rate and College and Career Readiness to close the achievement gap

Proposed: Ensure college and career readiness of all students

Why this Goal?

- **Our structure-** Our independent study curriculum is delivered online, making it relatively difficult to implement a hands-on type of career education. For example, we do not have a physical classroom where students may use drafting boards. Still, want to maximize available resources to offer a rich assortment of career-oriented courses. E.g., online and college level courses.
- **LCFF Priorities-4, 5, 7 and 8.** This Goal is related to the California school priority areas related to student access to, and outcomes in state-adopted courses (LCFF 7 and 8), high school graduation rates (LCFF 5) and pupil successful completed A-G or CTE pathways, passed AP exam with score of 4 or higher, participation and demonstrate college preparedness (LCFF 4).
- **Dashboard-**Our students scored at Orange (Tier 2 out of 5 color performance tiers) on the college and career readiness indicator (CCI) and orange (Tier 2 out of 5 color performance tiers) on the graduation rate indicator even though the graduation rate was 90.3% (93 out of 103 students graduated within 4 years of starting high school).
- **Stakeholder Input-** This Goal is also influenced by our parents, staff, and students whose feedback falls within the following themes: 1) continue building Career Technical Education Program; 2) refine communication and support for Advanced Placement and A-G approved courses, 3) refine creation and use of high school graduation plans, 4) increase array of elective course offerings, and 5) refine structural supports to help students who are credit deficient

Continued: LCAP GOAL 3

Proposed Actions/Services			
1. Increase the number of CTE Pathways (not just individual courses).	2. Implement staff professional development related to college and career readiness. Note: This includes staff learning more about the College Career Indicator and exploration of ways to integrate CTE Pathways	3. Increase the number of offered and completed courses that are: 1) college credit eligible; 2) A-G approved; or 3) Advanced Placement (AP)	4. Refine our four-year graduation support structure, including individual graduation plans.
Proposed Metrics			
Required for LCFF 4 • % of students who complete A-G Pathway. • % of students who complete a CTE Pathway. • % of students passing an AP Examination with score of 3 or higher. Required for LCFF 7 • Access to Broad Course of Study (Local Dashboard Indicator) including Social Science, Science, Health, PE, VAPA, World Language.		Required for LCFF 8 • Pass rate in Broad Course of Study. Required for LCFF 5 • School-wide high school graduation rate (Dashboard) • High School Graduation Rate for each significant subgroup (Dashboard) • School-wide Performance on College Career Indicator (Dashboard); • Performance for each significant subgroup on College Career Indicator (Dashboard)	

LCAP GOAL 4

Current: Ensure high-quality teaching/learning within an independent study/online structure

Proposed: Foster improved connection with all stakeholders

Why this Goal?

- **Our structure-** Data, including our school climate survey results, indicate families and students feel connected to our school and are engaged in their education.
- **LCFF Priorities-** This Goal is related to the following California school priorities:
 - LCFF 3. Parent/Guardian Involvement)- This refers to our efforts to include parents in the education of our students
 - LCFF 5. Pupil Engagement- This refers to how connected students feel to their school that, in turn, positively influences them to engage in their education
 - LCFF 6. School Climate- This relates to how positive a school culture feels to parents, students, and staff
- **Dashboard-** State Dashboard metrics show our students scored at Blue (highest tier 5 out of 5) on both the chronic absenteeism and suspension rate indicators. Still, we want to improve continuously in the area of student and family engagement.
- **Stakeholder Input-** This Goal was also influenced by our parents, staff, and students whose feedback emphasizes increased clarity and communication regarding how various liaisons support students/families, particularly our priority groups.

Continued: LCAP GOAL 4

Proposed Actions/Services

1. Refine organization responsibilities/positions to clarify support structure for priority group students and disseminate (Foster youth, those living in poverty, and English learners).

Note: This Action is recommended because: (1) stakeholder input supports it; (2) it aligns with the required metric specific to promoting parental participation in programs for unduplicated or priority students; and (3) the required metric specific to promoting parent participation in programs for students with exceptional needs

2. Implement a structured program (called Project Engagement) focused on maximizing student and family engagement, particularly priority group students. (Priority groups: Foster youth, those living in poverty, and English learners).

3. Translate instructional resources into Spanish.

Proposed Metrics:

Required for LCFF 3 (Parent/Guardian participation in programs specifically for unduplicated groups or SPED)

- % of priority group parents/guardians who complete the School Climate Survey.
- % of priority group parents/guardians who meet with parent liaison at least once per semester.
- % of parents/guardians of students with exceptional needs who complete the School Climate Survey.

Required for LCFF 6

- School-wide suspension rate (Dashboard); and
- Suspension rate for each significant subgroup (Dashboard)
- School-wide expulsion rate.

- Results of Parent and Family Engagement (Local Dashboard Indicator).
- % of parents who complete School Climate Survey (Local Dashboard Indicator)
- % of students who complete School Climate Survey

Required for LCFF 5

- School-wide Chronic Absenteeism rate (Dashboard);
- Chronic absenteeism rate for each significant subgroup (Dashboard);
- Middle school dropout rate.
- High school dropout rate.
- Average Daily Attendance Rate (at or above 96.25%)