



East Bay Innovation Academy

Board Meeting - April Meeting Rescheduled to May 1

Date and Time

Monday May 1, 2023 at 8:00 PM PDT

Location

EBIA's regular board meetings are held in person at EBIA, 3400 Malcolm Avenue , Oakland, CA at 8 PM.

Agenda

	Purpose	Presenter	Time
I. Opening Items			8:00 PM
Opening Items			
A. Record Attendance and Guests		Rochelle Benning	1 m
B. Call the Meeting to Order		Rochelle Benning	1 m
C. Review and Approve Minutes from 2/15/2023 REGULAR Board Meeting	Approve Minutes	Rochelle Benning	1 m
D. Review and Approve Minutes from 2/18/2023 SPECIAL Board Meeting	Approve Minutes	Rochelle Benning	1 m

	Purpose	Presenter	Time
E. Opening Session - Public Comment (Any Agenda or Non-Agenda Items)		Rochelle Benning	15 m
Public comment is limited to a maximum of 3 minutes of comment time per speaker			
F. Adjourn Public Session	Vote	Rochelle Benning	1 m
Close public session			

II. Closed Session - Conf with Real Property Negotiators 54956.8 & Pending Litigation 54956.9 8:20 PM

Conference with Real Property Negotiators 54956.8 & Pending Litigation 54956.9

A. Open Closed Session	FYI	Rochelle Benning	1 m
B. Closed Session Discussion - Pending Litigation 54956.9	Vote	Jenna Stauffer	15 m
C. Closed Session Discussion - Conference with Real Property Negotiators 54956.8	Vote	Rochelle Benning	20 m

Board will meet to discuss potential real property negotiations and determine any needed next steps. Then, if required, a vote may be taken to designate a lead property negotiator empowered to negotiate on behalf of EBIA.

D. Adjourn Closed Session and Move to Public Session	Vote	Rochelle Benning	1 m
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III. Reconvene Board Meeting - Open Public Session 8:57 PM

A. Open Public Session - Roll Call	FYI	Rochelle Benning	1 m
B. Report Actions Taken (if any) in Closed Session	FYI	Rochelle Benning	1 m

IV. Consent Agenda 8:59 PM

A. Review and Approve East Bay Innovation Academy Consent Agenda Items	Vote	Rochelle Benning	5 m
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Consent Agenda Items:

- Monthly Check Registers (January/February/March)
- Marshall Teacher Residency MOU for 2023-24
- Measure G1 2023 - 2024 Application
- Form 990 Tax Filing 2021 - 2022

- | | Purpose | Presenter | Time |
|--------------------------------|---------|-----------|------|
| - Powerschool Contract | | | |
| - Contract with Michelle Cho | | | |
| - 23-24 Auditor Selection Form | | | |
| - Early Graduation Policy | | | |

V. Academic Excellence 9:04 PM

Academic Excellence

- | | | | |
|--------------------------------------|---------|----------------|-----|
| A. Executive Directors Report | Discuss | Jenna Stauffer | 5 m |
| Enrollment & Lottery Update | | | |

- | | | | |
|--|---------|-----------------------------------|-----|
| B. Update on Post-Secondary Plans and Accomplishments of EBIA Seniors | Discuss | Carolyn Gramstorff/Jenna Stauffer | 5 m |
| - Projected graduation rate | | | |
| - summary of all schools that admitted EBIA students | | | |
| - summary of Questbridge and Posse results | | | |
| - decision day activities | | | |

VI. Finance and Development 9:14 PM

Finance

- | | | | |
|--|------|---------------------------------|------|
| A. East Bay Innovation Academy - Finance Update | Vote | Bryce Fleming and Mike Pocrnich | 15 m |
| - Financials through February 2023 | | | |
| - Second Interim Financials | | | |
| - 2023-24 Budget Preview | | | |

- | | | | |
|--|------|----------------|------|
| B. Side Letter with the EBIA Teachers Association | Vote | Jenna Stauffer | 10 m |
|--|------|----------------|------|

In November 2022, ETA reopened the compensation, benefits, workday/work year components of the ETA/EBIA Collective Bargaining Agreement. Since, the ETA and Interim Executive Directors have worked collaboratively to develop a one-year agreement that is satisfactory to both parties as well as ensures the sustainability of the budget.

- ETA/EBIA Agreement for the 2023-24 School Year

VII. School Governance and Other Matters 9:39 PM

	Purpose	Presenter	Time
A. Announce and finalize new EBIA Executive Director appointment	Vote	Rochelle Benning	5 m
<ul style="list-style-type: none"> - Announce new EBIA Executive Director starting July 1, 2023 - Read aloud critical provisions of the employment contract - Obtain final board approval of the completed Executive Director appointment and contract. 			
B. Review and Approve the addition of a Proposed New Board Member to the EBIA Board	Vote	Rochelle Benning	5 m

Context: EBIA Board Addition to expand curricular and equity perspectives and focus.

Action: Michael J De Sousa is proposed to be added to the EBIA board.

Michael J De Sousa, Ed.D., is the parent of a current EBIA middle school student. Michael is the son of Azorean immigrants and was the first in his family to attend and graduate college. Since then, Michael has remained committed to building equitable schools and communities. Michael has spent the past 22 years as a teacher, school leader, leadership coach, community organizer, executive leader, and researcher.

School Leadership:

10 years as Principal at Award Winning Schools (LPS & Downtown Prep)
 Professional Development & Instructional Coaching
 Purposeful School Culture & Project-Based Learning
 College & Career Access and Pathways
 Personalized Learning & Data-Driven Instruction
 School Redesign and Innovation for Equity
 Systematic and Structured Literacy and Math

Leadership Development:

Leadership Support Program: UC Berkeley
 Leading for Equity & Liberatory Design: National Equity Project
 Art of Coaching: Elena Aguilar
 Design Thinking: Stanford d.school
 Leadership & Standards Institute: UnboundEd
 Principal Fellowship: New Leaders for New Schools

Community Leadership:

Community-Led Design Processes
 Chief of Staff for “Literacy for All” Campaign
 Chief Program Officer at The Oakland REACH
 Family Leadership Development and Fellowships

	Purpose	Presenter	Time
Design and Lead: Community Literacy Center Focus Groups, Surveys, and Outreach			

Education and Research:

Multilingual First Generation College Graduate (BS and MS)
EdD in Educational Leadership for Social Justice
Critical Pedagogy & Dialogical Instruction
History of Education & Leadership Studies
White Racial Identity Development & Antiracism
Critical Discourse Analysis & Critical Theory

C. Confirm Board Meeting Dates through 2022 -2023 School Year (and early 2023 - 2024)	Discuss	Rochelle Benning	1 m
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Current board meetings through the end of the school year are scheduled as follows -
do we need to make any adjustments that we can incorporate into our schedule now?

8:00 PM Wednesday, 5/17/2023
8:00 PM Monday, 6/12/2023

July 2023 Summer Break

8:00 PM Wednesday, 8/16/2023
8:00 PM Wednesday, 9/20/2023

D. Closing Session - Public Comment (Any Agenda or Non- Agenda Items)	FYI	Rochelle Benning	10 m
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Public comment is limited to a maximum of 3 minutes of comment time per speaker

VIII. Closing Items **10:00 PM**

A. Adjourn Meeting	Vote	Rochelle Benning	1 m
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Coversheet

Review and Approve Minutes from 2/15/2023 REGULAR Board Meeting

Section: I. Opening Items
Item: C. Review and Approve Minutes from 2/15/2023 REGULAR Board Meeting
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Board Meeting on February 15, 2023
2023_02_15_board_meeting_minutes.pdf

APPROVED



East Bay Innovation Academy

Minutes

Board Meeting

Date and Time

Wednesday February 15, 2023 at 8:00 PM

Location

Under the Governor's Executive Order N-29-20, all legislative body members and appropriate staff will participate in legislative meetings via phone/video conference. Please see the meeting link and telephone numbers below to attend and provide public comment at the EBIA Board Meeting.

East Bay Innovation Academy is inviting you to a scheduled Zoom meeting. Topic: EBIA Board Meeting

DUE TO Approval of Board Findings Relating to Teleconference Meetings During State of Emergency - this meeting will be held online using Zoom ONLY. Please join us!!!

Please see the meeting link and telephone numbers below to attend and provide public comment at the EBIA Board Meeting.

East Bay Innovation Academy is inviting you to a scheduled Zoom meeting. Topic: EBIA Board Meeting Time: February 15, 2023, 08:00 PM Pacific Time (US and Canada)

Join Zoom Meeting

<https://us02web.zoom.us/j/83040213916?pwd=QjdocW5lRW5hYjcUvTU11TmJETGxkZz09>

Meeting ID: 830-4021-3916

Password: 773784

Dial by your location

(309) 205 3325

(312) 626 6799 (Chicago)

(646) 876 9923 (New York)

(646) 931 3860

(301) 715 8592 (Washington DC)

(305) 224 1968

(669) 444 9171
(669) 900 6833 (San Jose)
(689) 278 1000
(719) 359 4580
(253) 205 0468
(253) 215 8782 (Tacoma)
(346) 248 7799 (Houston)
(360) 209 5623
(386) 347 5053
(408) 638 0968 (San Jose)
(507) 473 4847
(564) 217 2000

Directors Present

Brad Edgar (remote), Kelly Garcia (remote), Ken Berrick (remote), Rochelle Benning (remote)

Directors Absent

Jennifer Afdahl Rice

Guests Present

Jenna Stauffer (remote)

I. Opening Items

A. Record Attendance and Guests

B. Call the Meeting to Order

Kelly Garcia called a meeting of the board of directors of East Bay Innovation Academy to order on Wednesday Feb 15, 2023 at 8:02 PM.

C. Approval of Board Findings Relating to Teleconference Meetings During State of Emergency

Ken Berrick made a motion to Approve Board Findings Relating to Teleconference Meetings During State of Emergency.

Brad Edgar seconded the motion.

The board **VOTED** to approve the motion.

Roll Call

Brad Edgar	Aye
Rochelle Benning	Aye
Ken Berrick	Aye
Jennifer Afdahl Rice	Absent
Kelly Garcia	Aye

D. Approve Minutes from the December 12, 2022 East Bay Innovation Academy Board Meeting

Ken Berrick made a motion to approve the minutes from Board Meeting on 12-12-22.

Brad Edgar seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

Rochelle Benning	Aye
Ken Berrick	Aye
Kelly Garcia	Abstain
Jennifer Afdahl Rice	Absent
Brad Edgar	Aye

E. Approve Minutes from October 19, 2022 East Bay Innovation Academy Board Meeting

Kelly Garcia made a motion to approve the minutes from Board Meeting on 10-19-22.

Brad Edgar seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

Ken Berrick	Aye
Brad Edgar	Aye
Rochelle Benning	Aye
Kelly Garcia	Aye
Jennifer Afdahl Rice	Absent

F. Opening Session - Public Comment (Any Agenda or Non-Agenda Items)

No public comment.

II. Governance

A. Review and Approve East Bay Innovation Academy Consent Agenda Items

Ken Berrick made a motion to Review and Approve East Bay Innovation Academy Consent Agenda Items.

Kelly Garcia seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

Ken Berrick	Aye
Brad Edgar	Aye
Rochelle Benning	Aye
Kelly Garcia	Aye
Jennifer Afdahl Rice	Absent

B. Sunshine Bargaining with ETA

Jenna Stauffer shared the status of bargaining with ETA. Compensation, Benefits, Work Day and Work Year are the issues being discussed

III. Academic Excellence

A. EBIA Executive Directors Update

Jenna Stauffer and Francesca Fay shared an Executive Director's update. For specifics please see the board packet.

IV. Finance and Development

A.

Finance Review - East Bay Innovation Academy

The finance materials presented were not presented by Ed Tech and were read only. There were no votes or action required.

V. Facility

A. East Bay Innovation Academy Monthly Facility Update

Jenna Stauffer orally presented a facility update.

VI. Other Business

A. Confirm Board Meeting Dates through 2022 -2023 School Year

Rochelle Benning shared an update regarding board meetings for the rest of the year. Meetings will resume in person in March.

B. Closing Session - Public Comment (Any Agenda or Non-Agenda Items)

No public comment

VII. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:52 PM.

Respectfully Submitted,
Kelly Garcia



East Bay Innovation Academy

Minutes

Board Meeting

Date and Time

Wednesday February 15, 2023 at 8:00 PM

Location

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(253) 205 0468
(253) 215 8782 (Tacoma)
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Directors Present

Brad Edgar (remote), Kelly Garcia (remote), Ken Berrick (remote), Rochelle Benning (remote)

Directors Absent

Jennifer Afdahl Rice

Guests Present

Jenna Stauffer (remote)

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Brad Edgar seconded the motion.

The board **VOTED** to approve the motion.

Roll Call

Brad Edgar	Aye
Ken Berrick	Aye
Kelly Garcia	Aye
Jennifer Afdahl Rice	Absent
Rochelle Benning	Aye

D. Approve Minutes from the December 12, 2022 East Bay Innovation Academy Board Meeting

Ken Berrick made a motion to approve the minutes from Board Meeting on 12-12-22.

Brad Edgar seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

Ken Berrick	Aye
Rochelle Benning	Aye
Brad Edgar	Aye
Jennifer Afdahl Rice	Absent
Kelly Garcia	Abstain

E. Approve Minutes from October 19, 2022 East Bay Innovation Academy Board Meeting

Kelly Garcia made a motion to approve the minutes from Board Meeting on 10-19-22.

Brad Edgar seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

Ken Berrick	Aye
Brad Edgar	Aye
Kelly Garcia	Aye
Rochelle Benning	Aye
Jennifer Afdahl Rice	Absent

F. Opening Session - Public Comment (Any Agenda or Non-Agenda Items)

No public comment.

II. Governance

A. Review and Approve East Bay Innovation Academy Consent Agenda Items

Ken Berrick made a motion to Review and Approve East Bay Innovation Academy Consent Agenda Items.

Kelly Garcia seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

Ken Berrick	Aye
Jennifer Afdahl Rice	Absent
Rochelle Benning	Aye
Kelly Garcia	Aye
Brad Edgar	Aye

B. Sunshine Bargaining with ETA

Jenna Stauffer shared the status of bargaining with ETA. Compensation, Benefits, Work Day and Work Year are the issues being discussed

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Rochelle Benning shared an update regarding board meetings for the rest of the year. Meetings will resume in person in March.

B. Closing Session - Public Comment (Any Agenda or Non-Agenda Items)

No public comment

VII. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:52 PM.

Respectfully Submitted,
Kelly Garcia

Coversheet

Review and Approve Minutes from 2/18/2023 SPECIAL Board Meeting

Section: I. Opening Items
Item: D. Review and Approve Minutes from 2/18/2023 SPECIAL Board Meeting
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Special Board Meeting - East Bay Innovation Academy on February 18, 2023
2023_02_18_board_meeting_minutes.pdf

APPROVED



East Bay Innovation Academy

Minutes

Special Board Meeting - East Bay Innovation Academy

Date and Time

Saturday February 18, 2023 at 9:00 AM

Location

Under the Governor's Executive Order N-29-20, all legislative body members and appropriate staff will participate in legislative meetings via phone/video conference. Please see the meeting link and telephone numbers below to attend and provide public comment at the EBIA Board Meeting.

East Bay Innovation Academy is inviting you to a scheduled Zoom meeting. Topic: EBIA Board Meeting

<https://us02web.zoom.us/j/83895341002?pwd=OExPZlZ5dWMyNHV6K045VkJ2UE1zdz09>

Meeting ID: 838 9534 1002

Passcode: 580992

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Join Zoom Meeting

<https://us02web.zoom.us/j/83895341002?pwd=OExPZlZ5dWMyNHV6K045VkJ2UE1zdz09>

Meeting ID: 838 9534 1002

Password: 58099

Directors Present

Brad Edgar (remote), Kelly Garcia, Ken Berrick (remote), Rochelle Benning (remote)

Directors Absent

None

I. Opening Items

A. Record Attendance and Guests

B. Call the Meeting to Order

Rochelle Benning called a meeting of the board of directors of East Bay Innovation Academy to order on Saturday Feb 18, 2023 at 9:01 AM.

C. Approval of Board Findings Relating to Teleconference Meetings During State of Emergency

Brad Edgar made a motion to approve teleconference meeting.
Ken Berrick seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

Rochelle Benning	Aye
Brad Edgar	Aye
Kelly Garcia	Absent
Ken Berrick	Aye

D. Opening Session - Public Comment (Any Agenda or Non-Agenda Items)

No member of the public in attendance

II. Governance

A. Review and Approve the addition of a Proposed New Board Member to the EBIA Board

Ken Berrick made a motion to Accept Jennifer's resignation.
Brad Edgar seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

Rochelle Benning	Aye
Ken Berrick	Aye
Brad Edgar	Aye
Kelly Garcia	Aye

Ken Berrick made a motion to To appoint Devin Krugman to the EBIA board.
Kelly Garcia seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

Brad Edgar	Aye
Ken Berrick	Aye

Roll Call

Kelly Garcia Aye

Rochelle Benning Aye

III. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 9:05 AM.

Respectfully Submitted,
Rochelle Benning



East Bay Innovation Academy

Minutes

Special Board Meeting - East Bay Innovation Academy

Date and Time

Saturday February 18, 2023 at 9:00 AM

Location

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Meeting ID: 838 9534 1002

Password: 58099

Directors Present

Brad Edgar (remote), Kelly Garcia, Ken Berrick (remote), Rochelle Benning (remote)

Directors Absent

None

I. Opening Items

A. Record Attendance and Guests

B. Call the Meeting to Order

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Brad Edgar made a motion to approve teleconference meeting.
Ken Berrick seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

Kelly Garcia	Absent
Rochelle Benning	Aye
Ken Berrick	Aye
Brad Edgar	Aye

D. Opening Session - Public Comment (Any Agenda or Non-Agenda Items)

No member of the public in attendance

II. Governance

A. Review and Approve the addition of a Proposed New Board Member to the EBIA Board

Ken Berrick made a motion to Accept Jennifer's resignation.
Brad Edgar seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

Kelly Garcia	Aye
Ken Berrick	Aye
Brad Edgar	Aye
Rochelle Benning	Aye

Ken Berrick made a motion to To appoint Devin Krugman to the EBIA board.
Kelly Garcia seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

Kelly Garcia	Aye
Rochelle Benning	Aye

Roll Call

Ken Berrick	Aye
Brad Edgar	Aye

III. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 9:05 AM.

Respectfully Submitted,
Rochelle Benning

Coversheet

Review and Approve East Bay Innovation Academy Consent Agenda Items

Section: IV. Consent Agenda
Item: A. Review and Approve East Bay Innovation Academy Consent Agenda Items
Purpose: Vote
Submitted by:
Related Material:
EBIA_2023-24_Measure_G1_Proposal.pdf
EBIA_January_2023_Check_Register__1_.pdf
EBIA FY24 Preliminary Budget Presentation.pdf
EBIA March Check Register.pdf
EBIA February Check Register.pdf
Tax_Return_for_East_Bay_Innovation_Academy-_A (1).pdf
Q-739212-20230410-1850.pdf
Cho__Michelle_Consultant_Agreement_EBIA - from April 19, 2023 Board.docx.pdf
Statement of Work - Audit Services - 22-23 EBIA.pdf
Early Graduation Policy EBIA_Adopted May 1, 2023.pdf



**OAKLAND UNIFIED
SCHOOL DISTRICT**
Community Schools, Thriving Students

**2023-24
Measure G1 Proposal**

Due: March 17, 2023

School Information & Student Data

School	East Bay Innovation Academy	School Address	3400 Malcolm Avenue Oakland, CA 94605
Contact	Francesca Fay Bonita Herrera	Contact Email	francesca.fay@eastbayia.org bherrera@eastbayia.org
Principal	Francesca Fay	Principal Email	francesca.fay@eastbayia.org
School Phone	510-577-9557	2022-23 CALPADS Enrollment Data (6-8 Oakland Residents Only)	317
Recommended Grant Amount¹	\$64,414.29	2023-23 LCFF Enrollment	104

Student Demographics (%)				Measure G1 Team	
English Learners	7.88%	Asian/Pacific Islander	3%	Name	Position
LCFF	32.80%	Latinx	16%	Fran Fay	Dir. of Academic Program
SPED	14.2%	Black or African-American	28%	Mick Terrizzi	Site Leader
		White	16%	Bonita Herrera	Sr. Director of Operations
		Indigenous or Native American	<1%	Christine Ashley, Ashley Wahnschaff, and Jack Pancak	School Site Staff
		Multiracial	38%		

¹ Allocation of funds will be based on the prior year 20-day count for 6-8 enrollment multiplied by the LCFF % and total funds collected from tax revenue.

Chronic Absence				
Metric	2020-21(online)	2021-22	2022-23	2023-24 Goal
Student Population Overall	7%	9%	3%	1% point reduction
Asian/Pacific Islander	12%	0%	8.33%	5%
Latinx	7%	9%	3.54%	1% point reduction
Black or African-American	9%	15%	2.41%	1% point reduction
White	5%	13%	2.50%	1% point reduction
Indigenous or Native American	0%	0%	0%	N/A
English Learners	3%	11%	4.44%	1% point reduction
Students w/ IEPs	9%	12%	8%	1% point reduction
Free/ Reduced Lunch Students	4%	16%	2.91%	1% point reduction

Metrics

(all data points are required)

Electives					
Metric	Area	2020-21	2021-22	2022-23	2023-24 Goal
Number of students taking elective courses.	Art	238	195	187	100%
	Language	123	105	105	100%
	Music	N/A	0	0	N/A
Number of students participating in non-course experiences (e.g. after-school program)	Art	361	317	292	100%
	Language	361	317	292	100%
	Music	361	317	292	100%

Positive & Safe Culture				
Metric	2020-21(online)	2021-22	2022-23	2023-24 Goal
Connectedness on Panorama Culture and Climate Survey (% rating 4 or 5 on a 1-5 scale)				
Asian/Pacific Islander	NA	50%	Will be available after 3/17	+5% from prior year
Latinx	60%	47%	Will be available after 3/17	+5% from prior year
Black or African-American	69%	62%	Will be available after 3/17	+5% from prior year
White	59%	52%	Will be available after 3/17	+5% from prior year
Indigenous or Native American	N/A	N/A	N/A	N/A
English Learners	N/A	N/A	N/A	N/A
Students w/ IEPs	N/A	N/A	N/A	N/A
Free/ Reduced Lunch	N/A	N/A	N/A	N/A
Metric	2020-21 (online)	2021-22	2022-23	2023-24 Goal
Suspension Incidents				
Asian/Pacific Islander	0%	5%	0%	Low and proportionate
Latinx	1%	2%	4%	Low and proportionate
Black or African-American	0%	11%	1%	Low and proportionate
White	4%	13%	8%	Low and proportionate
Indigenous or Native American	0%	0%	0%	Low and proportionate
English Learners	0%	0%	0%	Low and proportionate
Students w/ IEPs	2%	15%	10%	Low and proportionate
Free/ Reduced Lunch	1%	5%	2%	Low and proportionate

Student Retention from 5th Grade to 6th Grade				
Metric	2020-21	2021-22	2022-23	2023-24 Goal
6th Grade Enrollment	110	97	77	90

Community and Staff Engagement

Community Engagement Meeting(s)	
Community Group	Date
PAC - Meeting Minutes and Sign in Sheet	4/2023

Staff Engagement Meeting(s)	
Staff Group	Date
Lower School Staff - Meeting Minutes and Sign in Sheet	4/2023

Proposed Expenditures

Guidelines

1. In the following sections, please discuss your team’s plan to address the goals of G1:
 - a. Increase access to courses in arts, music, and world languages in grades 6-8.
 - b. Improve student retention during the transition from elementary to middle school.
 - c. Create a more positive and safe middle school learning environment.
2. Please explain how you plan to use the Measure G1 funds to meet the goals, as measured in the METRICS section of this proposal.
3. Add additional lines as needed.
4. The total of all items should equal the amount listed in "Recommended Grant Amount" on page 1
5. Expenditures must supplement, not supplant expenditures made from other funding sources. In other words, Measure G1 funds must be used for new expenditures, expenditures already funded from Measure G1, expenditures previously paid for by a funding source that has ended, or to pay for an expenditure that would have been cut, were it not for Measure G1 funds.

Summary of 2023-24 Proposed Expenditures

All Proposed Expenditures (from sections below)		Budget Amount
1	Musical Theater preparation, performance and production. The musical will be accessible to all students at school. Funds will be used for licensing the production,	\$6,000.00

	staff stipends and/or bringing in arts instructors from local organizations to help support vocal coaching, direction, choreography and production (including set and costume design).	
2	Continue to support the expansion of content of grade-level morning meetings to address grade-level SEL concerns and issues and exposure to music and the arts, by bringing in speakers and assembly programs to support social-emotional development of students and positive school culture. Suggested topics include, anti-bullying campaigns, cyber-safety, body image, gender identity, etc., as well as arts, music and creative expression.	\$4,500
3	0.6 FTE Tier 2 Culture and Climate Specialist - Build on the work of the previous Behavior Support Specialist to expand PBIS work and support of the 5-6th transition by creating a Culture and Climate Specialist to support schoolwide culture systems and create school-wide protocols and systems to support students with conflict resolution and mediation. The Specialist will extend the current work by supporting staff in training and implementation around restorative practices in the classroom. This staff member would work with small groups to identify and practice tools for self-regulation and direction (identifying when students need breaks) and developing tools for self-advocacy. This staff member will also directly serve to support students who have been referred and need additional support with conflict resolution, relationship repair, community building to help promote a safe and inclusive school culture and in particular address ongoing trauma as a result of the Covid-19 pandemic. Additionally, the Culture and Climate Specialist will implement a scope and sequence and curriculum for a Transition to Middle School class for our 6th graders, focusing on the executive functioning skills and organization strategies needed for middle school success, as well as coping and advocacy strategies for social interactions in middle school. The specialist will serve the 280 students at our middle school, with special emphasis on our 90 incoming 6th graders.	\$44,500
4	Expand professional development training for staff on the principles and practices associated with restorative justice, mental health and trauma-informed practices, and multi-tiered support systems to support struggling students exhibiting Tier I and Tier II behaviors in a classroom setting. This training for staff will occur with ongoing on-site professional development from expert organizations throughout the year.	\$8,000
5	Continue and expand student celebrations like student of the month and honor roll; purchase supplies for school-wide and grade-level competitions to build school culture, like door decorating and Phoenix Games; organize and facilitate pep rallies to promote school spirit and highlight student activities and leadership.	\$1,414.29
Budget Total (must add up to Recommended Grant Amount)		\$64,414.29

Proposed Expenditures By Focus Area

Proposed Expenditures for Electives (Art, Language, and Music only)			
Description of Proposed Expenditures	Number of students taking a course in art, language, or music (based on the specific investment).	Number of students participating in a non-course experience in art, language or music	Budget Amount

		(based on the specific investment) + frequency and amount of time spent in each activity.	
Musical Theater preparation, performance and production. The musical will be accessible to all students at school. Funds will be used for licensing the production, staff stipends and/or bringing in arts instructors from local organizations to help support vocal coaching, direction, choreography and production (including set and costume design).	200	280 students will review the performance, 50 cast and crew members take leadership roles, 100 students involved in production and preparation (set, stage and costume design)	\$6,000

Proposed Expenditures for Positive & Safe Culture		
Description of Proposed Expenditures	Which metric will this investment impact - chronic absence, suspensions, CHKS survey results, or another metric named by the site?	Budget Amount
Extend content of grade-level morning meetings to address grade-level SEL concerns and issues and exposure to music and the arts, by bringing in speakers and assembly programs to support social-emotional development of students and positive school culture. Suggested topics include, anti-bullying campaigns, cyber-safety, body image, gender identity, etc., as well as arts, music and creative expression.	<ul style="list-style-type: none"> - Improve climate culture for 280 students in the lower school - Decrease Chronic absences by 10%; and decrease Suspensions by 10% - Schoolwide increase on school climate surveys in the areas of safety and positive school culture 	\$4,500
Expand professional development training for staff on the principles and practices associated with restorative justice, mental health and trauma-informed practices, and multi-tiered support systems to support struggling students exhibiting Tier I and Tier 2 behaviors in a classroom setting. This training for staff will occur with ongoing on-site professional development from expert organizations throughout the year.	<ul style="list-style-type: none"> - Improve Climate and Culture for 280 students at the lower school who will have access to this - School will report a 10% decrease in Tier II and Tier III interventions from the prior school year. 	\$8,000
0.6 FTE Tier 2 Culture and Climate Specialist - Build on the work of the previous Behavior Support Specialist to expand PBIS work and support of the 5-6th transition by creating a Culture and Climate	- While the aide will spend significant time with 6th graders to	\$44,500

<p>Specialist to support schoolwide culture systems and create school-wide protocols and systems to support students with conflict resolution and mediation. The Specialist will extend the current work by supporting staff in training and implementation around restorative practices in the classroom. Additionally, the Culture and Climate Specialist will implement a scope and sequence and curriculum for a Transition to Middle School class for our 6th graders, focusing on the executive functioning skills and organization strategies needed for middle school success, as well as coping and advocacy strategies for social interactions in middle school.</p>	<p><i>support their transition to middle school (90 students), the aide will support culture and climate across all grades (280 students).</i> <i>- Schoolwide increase on school climate surveys in the areas of self-management and self-efficacy</i></p>	
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<p>Proposed Expenditures for Retention of 6th Graders</p>	
<p>Description of Proposed Expenditures</p>	<p>Budget Amount</p>
<p>Continue and expand student celebrations like student of the month and honor roll; purchase supplies for school-wide and grade-level competitions to build school culture, like door decorating and Phoenix Games; organize and facilitate pep rallies to promote school spirit and highlight student activities and leadership.</p>	<p>\$1,414.29</p>

Please submit your Measure G1 proposal to Cliff Hong (clifford.hong@ousd.org) and Karen Lozano (karen.lozano@ousd.org).

Internal ID	Subsidiary	Payee Name	Check Number	Payment Date / Memo (CI)	Amount	Type
7832588	East Bay Innovation Academy (EBIA)	Waste Management	7891	1/6/2023	1,522.16	Bill Payment
7832589	East Bay Innovation Academy (EBIA)	CoPower	7892	1/6/2023	2,959.02	Bill Payment
7832590	East Bay Innovation Academy (EBIA)	Jamia Morton	7893	1/6/2023	272.53	Bill Payment
7832591	East Bay Innovation Academy (EBIA)	Rodolfo Ornelas	7894	1/6/2023	200.93	Bill Payment
7832592	East Bay Innovation Academy (EBIA)	Kids In Harmony, Inc	7895	1/6/2023	2,100.00	Bill Payment
7832593	East Bay Innovation Academy (EBIA)	Law Offices of Young, Minney & Corr, LLP	7896	1/6/2023	335.50	Bill Payment
7832594	East Bay Innovation Academy (EBIA)	Vision Service Plan - (CA)	7897	1/6/2023	470.36	Bill Payment
7832595	East Bay Innovation Academy (EBIA)	isolved Benefit Services	7898	1/6/2023	70.00	Bill Payment
7832596	East Bay Innovation Academy (EBIA)	The Phillips Academy	7899	1/6/2023	4,272.00	Bill Payment
7832597	East Bay Innovation Academy (EBIA)	EdTec	7900	1/6/2023	280.00	Bill Payment
7832598	East Bay Innovation Academy (EBIA)	ChildCare Careers, LLC	7901	1/6/2023	1,837.70	Bill Payment
7832599	East Bay Innovation Academy (EBIA)	Swing Education	7902	1/6/2023	669.00	Bill Payment
7833088	East Bay Innovation Academy (EBIA)	Rob Skate Academy	7903	1/6/2023	5,500.00	Bill Payment
7859346	East Bay Innovation Academy (EBIA)	The Phillips Academy	7904	1/13/2023	4,005.00	Bill Payment
7859347	East Bay Innovation Academy (EBIA)	Robert Moore	7905	1/13/2023	2,802.62	Bill Payment
7859348	East Bay Innovation Academy (EBIA)	Swing Education	7906	1/13/2023	223.00	Bill Payment
7859349	East Bay Innovation Academy (EBIA)	Hawk Circle Consulting	7907	1/13/2023	6,875.00	Bill Payment
7859350	East Bay Innovation Academy (EBIA)	AT&T	7908	1/13/2023	687.39	Bill Payment
7859351	East Bay Innovation Academy (EBIA)	TNTP, Inc	7909	1/13/2023	15,975.00	Bill Payment
7859352	East Bay Innovation Academy (EBIA)	ChildCare Careers, LLC	7910	1/13/2023	2,819.80	Bill Payment
7859353	East Bay Innovation Academy (EBIA)	AT & T	7911	1/13/2023	687.39	Bill Payment
7859354	East Bay Innovation Academy (EBIA)	Charter Schools Development Center (Non Profit)	7912	1/13/2023	5,650.00	Bill Payment
7859355	East Bay Innovation Academy (EBIA)	Kaiser Foundation Health Plan	7913	1/13/2023	28,198.63	Bill Payment
7859356	East Bay Innovation Academy (EBIA)	Ready Refresh	7914	1/13/2023	99.33	Bill Payment
7859357	East Bay Innovation Academy (EBIA)	RingCentral Inc.	7915	1/13/2023	686.34	Bill Payment
7859358	East Bay Innovation Academy (EBIA)	Spectrum Center	7916	1/13/2023	3,356.00	Bill Payment
7885546	East Bay Innovation Academy (EBIA)	The Big Apple Cafe	7917	1/20/2023	158.33	Bill Payment
7885547	East Bay Innovation Academy (EBIA)	Terrence Marley	7918	1/20/2023	68.00	Bill Payment
7885548	East Bay Innovation Academy (EBIA)	Jose Reynaga	7919	1/20/2023	82.00	Bill Payment
7885549	East Bay Innovation Academy (EBIA)	Michelle Fitts	7920	1/20/2023	1,592.27	Bill Payment
7885550	East Bay Innovation Academy (EBIA)	CFI	7921	1/20/2023	1,786.05	Bill Payment
7885551	East Bay Innovation Academy (EBIA)	Royal Raramount Transportation	7922	1/20/2023	725.00	Bill Payment
7885552	East Bay Innovation Academy (EBIA)	AALRR Attorneys at Law	7923	1/20/2023	15,930.24	Bill Payment
7885553	East Bay Innovation Academy (EBIA)	HopSkipDrive, Inc	7924	1/20/2023	1,425.75	Bill Payment

East Bay Innovation Academy FY24 Preliminary Budget Review

BRYCE FLEMING & MIKE POCRNICH

APRIL 19TH, 2023



2023-24 Preliminary Budget



EBIA FY24 Preliminary Budget Assumptions

Student assumptions



Enrollment
/ADA

- Enrolled: 544
- ADA %: 95%
- ADA: 517



Demographics

- Unduplicated: 200/36.68%
- FRL: 205/37.64%
- ELL: 50/9.27%



Year over
Year
Changes

- Enrollment: 27 additional students
- Unduplicated: No change from FY23
- FRL: No change from FY23
- ELL: No change from FY23

EBIA FY24 Preliminary Budget Assumptions

Revenue Assumptions



- LCFF COLA: 8.13% - subject to change
- State one-time revenue: \$571k
- Other state revenue consistent with FY23 levels



- Title consistent with FY23 levels
- ESSER one-time revenue exhausted in FY24
- Federal SPED consistent with FY23 levels
- NSLP revenue consistent with FY23 levels



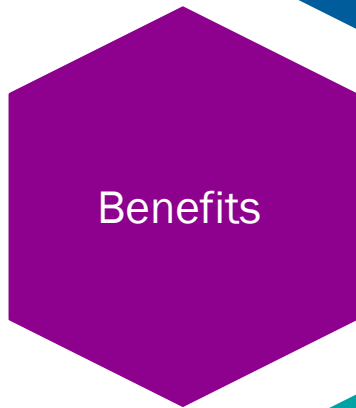
- Measure N: \$350k
- Measure G1: \$64k
- Fundraising: \$77k

EBIA FY24 Preliminary Budget Assumptions

Expenditure Assumptions



- ETA Staff: 5%-7% salary increases
- Classified Staff: 3% salary increase
- Addition of retention bonus (4%), signing bonus, and dependent care stipend (total \$167k)



- Health insurance increase: 8%
- STRS rate unchanged



- COLA: 2%
- Addition of credential support - \$30k
- Shift from contracted ED to salaried ED
- Other expenses forecast based on FY23 levels

EBIA Preliminary Budget



FY23 & FY24 comparison

		2022-23	2023-24
		Current Forecast	Projected Budget
Revenue	LCFF Entitlement	5,557,635	6,243,721
	Federal Revenue	601,529	281,672
	Other State Revenues	1,535,998	1,567,100
	Local Revenues	502,269	504,066
	Fundraising and Grants	75,900	77,200
	Total Revenue	8,273,331	8,673,759
Expenses	Compensation and Benefits	5,457,058	6,144,495
	Books and Supplies	333,823	422,850
	Services and Other Operating	2,433,901	2,039,402
	Total Expenses	8,224,782	8,606,747
	Operating Income	48,548	67,012
	Beginning Balance (Audited)	2,029,603	2,078,151
	Operating Income	48,548	67,012
	Ending Fund Balance (incl. Depreciation)	2,078,151	2,145,163
	Ending Fund Balance as % of Expenses	25.3%	24.9%

East Bay Innovation Academy - Board Meeting - April Meeting Rescheduled to May 1 - Agenda - Monday May 1, 2023 at 8:00 PM

Internal ID	Subsidiary	Payee Name	Check Number	Payment Date	Memo / Memo (C)	Inv Description / Memo (Bill Pmt)	Amount	Type
8031674	East Bay Innovation Academy (EBIA)	UpNex Sports Academy	7982	3/3/2023	Bill #08--After School Basketball Program Trimester 2 (part 2)	1,250.00	Bill Payment	
8031675	East Bay Innovation Academy (EBIA)	Waste Management Of Alameda County	7983	3/3/2023	Bill #993269622169--Ops Charter February Service 2023	656.73	Bill Payment	
8031676	East Bay Innovation Academy (EBIA)	Beehively	7984	3/3/2023	Bill #20230027--Beehively Web Invoice (April - June 2023)	720.00	Bill Payment	
8031677	East Bay Innovation Academy (EBIA)	TechaBee, Inc	7985	3/3/2023	Bill #2023027--IT Services (April - June 2023)	9,000.00	Bill Payment	
8031678	East Bay Innovation Academy (EBIA)	Kaiser Foundation Health Plan	7986	3/3/2023	Bill #APRIL2023--April 2023 Medical Health Plan	26,340.36	Bill Payment	
8031679	East Bay Innovation Academy (EBIA)	Z and Z Plumbing	7987	3/3/2023	Bill #4651588--Plumbing work at LS: Cable Line Thru sinks-> Clear stoppage at toilet and urnial (parts and labor included)(Overcharged by \$6)	900.00	Bill Payment	
8031680	East Bay Innovation Academy (EBIA)	ChildCare Careers, LLC	7988	3/3/2023	Bill #593458--LS substitute coverage 2/15->br>Bill #593459--US substitute coverage 2/13-2/17->br>Bill #591686--US substitute coverage 2/6-2/10->br>Bi	7,551.46	Bill Payment	
8031681	East Bay Innovation Academy (EBIA)	Lina's Janitorial Services	7989	3/3/2023	Bill #48--Janitorial Service for US & LS (February 2023)	10,000.00	Bill Payment	
8031682	East Bay Innovation Academy (EBIA)	East Bay Speech Pathology, Inc.	7990	3/3/2023	Bill #1876--Speech & Language Pathology Services - January 2023	15,777.00	Bill Payment	
8031683	East Bay Innovation Academy (EBIA)	Waste Management	7991	3/3/2023	Bill #4386669221268--Marshall Elementary March Service 2023	1,522.16	Bill Payment	
8031684	East Bay Innovation Academy (EBIA)	Sarah Blair	7992	3/3/2023	Bill #020123--Tri 2 class material->br> LABS: Measuring Spoons Chemical Reation Labs: Yeast->br> Hydrogen Peroxide->br> Lemons->br> Ziploc bags->	87.69	Bill Payment	
8031685	East Bay Innovation Academy (EBIA)	HipHopForChange, Inc	7993	3/3/2023	Bill #1000155--Winter Intersession: Workshop Beat Making 6Qty; Graffiti 6Qty; Rap Songwriting 6Qty; Breakdancing 6Qty; Expo day & Administration	9,600.00	Bill Payment	
8031686	East Bay Innovation Academy (EBIA)	Demorea Evans	7994	3/3/2023	Bill #289--Winter Intersession Custom Shoe class	2,000.00	Bill Payment	
8031687	East Bay Innovation Academy (EBIA)	Get Empowered	7995	3/3/2023	Bill #GEEBIA0227--Winter Intersession: 170hrs of enrichmentm classes for 6th - 12th grades	21,250.00	Bill Payment	
8031688	East Bay Innovation Academy (EBIA)	isolved Benefit Services	7996	3/3/2023	Bill #1125994551--FBA Monthly Admin Service 01/01/23 - 01/31/23	70.00	Bill Payment	
8031689	East Bay Innovation Academy (EBIA)	ExploreLearning	7997	3/3/2023	Bill #6387793--EXTEACH+ EL Gizmos Teachers + Student	2,070.00	Bill Payment	
8071100	East Bay Innovation Academy (EBIA)	East Bay Speech Pathology, Inc.	7998	3/14/2023	Bill #1860--Speech & Language Pathology Services - December 2022	7,884.00	Bill Payment	
8071101	East Bay Innovation Academy (EBIA)	Ready Refresh	7999	3/14/2023	Bill #03B6705944183--US installation of water filtration system (Lounge and Gym)	344.18	Bill Payment	
8031686	East Bay Innovation Academy (EBIA)	Janisse Watts	8000	3/14/2023	Bill #021323--Game Night decor event; BSU Game Night Pizza; Basketball pizza	678.34	Bill Payment	
8071103	East Bay Innovation Academy (EBIA)	Nicholas R. Copeland	8001	3/14/2023	Bill #003--Winter Intersession SAT Test Prep Bootcamp Instruction & Work	1,120.00	Bill Payment	
8071104	East Bay Innovation Academy (EBIA)	Spectrum Center	8002	3/14/2023	Bill #022823--WD - BEP: Basic Education Program-BAC (02/01/23 - 02/28/23)	4,997.00	Bill Payment	
8071105	East Bay Innovation Academy (EBIA)	Michelle Fitts	8003	3/14/2023	Bill #011623.2--Science Olympiad supplies and Building supplies; Registration for EBIA Green & Blue teams and Field Trip admissions for 40 students &	2,021.11	Bill Payment	
8071106	East Bay Innovation Academy (EBIA)	Kids In Harmony, Inc	8004	3/14/2023	Bill #03062023--Psycho-educational Triennial report cognitive and social-emotional. Jonah Hollinger-Miles	2,500.00	Bill Payment	
8071107	East Bay Innovation Academy (EBIA)	Frank Clayton Training and Consulting	8005	3/14/2023	Bill #1009--Winter Intersession: Enrichment Program 4days	4,000.00	Bill Payment	
8071108	East Bay Innovation Academy (EBIA)	Christopher Cook	8006	3/14/2023	Bill #030823--Science Olympiad Building Materials	380.58	Bill Payment	
8071109	East Bay Innovation Academy (EBIA)	UpNex Sports Academy	8007	3/14/2023	Bill #11--After School Tennis Program Trimester 3 pt 1	1,250.00	Bill Payment	
8071110	East Bay Innovation Academy (EBIA)	Office Depot	8008	3/14/2023	Bill #291792032001--1099 NEC form pack; 10pk index cards->br>Bill #294114961001--Storage Box 10pk; 2Qty Presharpened Pencils; Rubberbands; ad	126.79	Bill Payment	
8071111	East Bay Innovation Academy (EBIA)	Swing Education	8009	3/14/2023	Bill #INV00560398--LS Substitute coverage 02/11/23 - 02/17/23->br>Bill #INV00557818--Lower School substitute coverage	690.00	Bill Payment	
8071112	East Bay Innovation Academy (EBIA)	isolved Benefit Services	8010	3/14/2023	Bill #126156251--COBRA Notices Admin: Core Service 04/01/23 - 03/31/24	709.20	Bill Payment	
8071113	East Bay Innovation Academy (EBIA)	ChildCare Careers, LLC	8011	3/14/2023	Bill #589527--Substitute coverage for the week of 1/30/23 - 2/3/23	2,157.32	Bill Payment	
8071114	East Bay Innovation Academy (EBIA)	CBF, Inc.	8012	3/14/2023	Bill #41720--Labor to troubleshoot damaged internet cables at US->br>Bill #41721--CBF provided 45' boom lift and personnel to be onsite for arrival pick	4,963.00	Bill Payment	
8071115	East Bay Innovation Academy (EBIA)	Hawk Circle Consulting	8013	3/14/2023	Bill #111--Interim ED Monthly consulting February 2023	12,500.00	Bill Payment	
8082892	East Bay Innovation Academy (EBIA)	Panorama Education	8014	3/17/2023	Bill #INV9400--Panorama Survey license and project management	4,500.00	Bill Payment	
8082893	East Bay Innovation Academy (EBIA)	Scot Education Inc.	8015	3/17/2023	Bill #37079--LS substitute coverage 3/1 - 3/3->br>Bill #35671--Lower School Substitute coverage 2/13-2/17->br>Bill #36547--LS substitute coverage 2/24	4,527.00	Bill Payment	
8082894	East Bay Innovation Academy (EBIA)	Jose Rivas	8016	3/17/2023	Bill #01.2--Fixing window and door; Labor & Material	1,500.00	Bill Payment	
8082895	East Bay Innovation Academy (EBIA)	Orkin	8017	3/17/2023	Bill #23439598--Pest Control Standard Monthly service	140.00	Bill Payment	
8082896	East Bay Innovation Academy (EBIA)	AT&T	8018	3/17/2023	Bill #19507620--Internet Service 01/13/23 - 02/12/23	688.81	Bill Payment	
8082897	East Bay Innovation Academy (EBIA)	COW Government	8019	3/17/2023	Bill #GZ41560--CSDI Computer Laptops 3Qty/ Back Order 3Qty->br>Bill #GZ94331--CSDI Computer Laptops 24Qty/ Back Order 8Qty	27,009.68	Bill Payment	
8082898	East Bay Innovation Academy (EBIA)	Cooking Round the World	8020	3/17/2023	Bill #1248--Winter Intersession US: 2 classes per day 2/21 - 2/23	1,725.00	Bill Payment	
8082899	East Bay Innovation Academy (EBIA)	Hands-On Technology	8021	3/17/2023	Bill #1007--Winter Intersession Upper and Lower School	7,000.00	Bill Payment	
8082900	East Bay Innovation Academy (EBIA)	Office Depot	8022	3/17/2023	Bill #294361265001--Variety Pack Coffee Pods; Coffee Creamer 180ct; Paper towel 1 case	82.92	Bill Payment	
8082901	East Bay Innovation Academy (EBIA)	Swing Education	8023	3/17/2023	Bill #INV00562981--US Substitute coverage 2/18/23 - 2/24/23	223.00	Bill Payment	
8082902	East Bay Innovation Academy (EBIA)	AT & T	8024	3/17/2023	Bill #19520190--Internet Service 01/16/23 - 02/15/23	688.81	Bill Payment	
8107284	East Bay Innovation Academy (EBIA)	California Department of Education	8025	3/23/2023	Bill #L-069220--Federal Overpayment for FY 2020-21 School Nutrition Program due 3/18/23 (Intrest Penalty: \$455*.00005479452*6 days late= \$0.15)<t	483.02	Bill Payment	
8107285	East Bay Innovation Academy (EBIA)	Michelle Fitts	8026	3/23/2023	Bill #030823--8th Grade GLT: Gorilla tape & water for investigation; Planets: building supplies and Punch abllons; Magnet for Lap->br> 15pk Exacto Kniv	1,147.91	Bill Payment	
8107286	East Bay Innovation Academy (EBIA)	Vision Service Plan - (CA)	8027	3/23/2023	Bill #817507177--Vision Plan April 2023	454.24	Bill Payment	
8107287	East Bay Innovation Academy (EBIA)	Jose Rivas	8028	3/23/2023	Bill #03--US Window glass replacement	700.00	Bill Payment	
8107288	East Bay Innovation Academy (EBIA)	Nicole Smith	8029	3/23/2023	Bill #031123--FAR Score Reports; WRAML SCore Reports; Social Comm. & Social Receptiveness Forms; BRIEF Score Reports; BASC & WRAT Score	262.50	Bill Payment	
8107289	East Bay Innovation Academy (EBIA)	Diane Waite	8030	3/23/2023	Bill #031723--Hotel Stay CATE Conference	253.46	Bill Payment	
8107290	East Bay Innovation Academy (EBIA)	Soot Education Inc.	8031	3/23/2023	Bill #38488--US Substitute Coverage 3/13/23->br>Bill #38315--LS Substitution Coverage (3/13 - 3/17)	1,197.00	Bill Payment	
8107291	East Bay Innovation Academy (EBIA)	East Bay Speech Pathology, Inc.	8032	3/23/2023	Bill #1907--Speech & Language Pathology Services - February 2023	12,042.00	Bill Payment	
8107292	East Bay Innovation Academy (EBIA)	AALRR Attorneys at Law	8033	3/23/2023	Bill #676075--Legal Service: Saprina Goldberg SPED; Frederick Newman SPED - February	2,399.90	Bill Payment	
8107293	East Bay Innovation Academy (EBIA)	HopSkipDrive, Inc	8034	3/23/2023	Bill #12918--Qty 26 completed trips 02/28/23 - 02/01/23	1,278.29	Bill Payment	
8107294	East Bay Innovation Academy (EBIA)	CCCOE	8035	3/23/2023	Bill #10432.2--Final Payment: (4) Teacher induction->br> first installment (Abarca->br> Gecewicz->br> Klein & Pancak)	6,250.00	Bill Payment	
8107295	East Bay Innovation Academy (EBIA)	Revolution Foods, Inc.	8036	3/23/2023	Bill #460779--Food Service February 2023	9,367.20	Bill Payment	
8107296	East Bay Innovation Academy (EBIA)	Project Lead The Way	8037	3/23/2023	Bill #360654--Computer Science A Online 80hr over 10weeks	2,400.00	Bill Payment	
8107297	East Bay Innovation Academy (EBIA)	Hands-On Technology	8038	3/23/2023	Bill #1008--EBIA Middle School 3rd Trimester STEM Programming	3,500.00	Bill Payment	
8127689	East Bay Innovation Academy (EBIA)	Acme Fire Extinguisher	8039	3/30/2023	Bill #114064--Fire Extinguisher Service Call->br> Annual Maintenance 33Qty; State Fire Marshall Collar and Flag seal 34Qty->br> cabient plexiglass	766.92	Bill Payment	
8127690	East Bay Innovation Academy (EBIA)	Golden Gate Academy	8040	3/30/2023	Bill 3/20/2023--Monthly use fee for Golden Gate Academy campus->br> Upper School EBIA site - April 2023	28,090.00	Bill Payment	
8127691	East Bay Innovation Academy (EBIA)	Regents of the University of California	8041	3/30/2023	Bill #UIDES2022-18496--DCAC training->br> mentorship and assign College Adviser to provide college awareness->br> mentorship preparation and adv	36,000.00	Bill Payment	
8127692	East Bay Innovation Academy (EBIA)	CliffonLarsonAllen LLP	8042	3/30/2023	Bill #3623644--Progress billing for preparation of federal and California informational returns for the year ended June 30 2022	1,400.00	Bill Payment	
8127693	East Bay Innovation Academy (EBIA)	Anderson's	8043	3/30/2023	Bill #2191133--80Qty FLT Ice Crystals 6oz; Set up Charge; 80Qty Swg Bg Black Clscco 2023 Prom Gift	1,444.62	Bill Payment	
8127694	East Bay Innovation Academy (EBIA)	Rodolfo Omelas	8044	3/30/2023	Bill #032723--SD Conference Flight; Transporation from OAK to Airport->br> Hotel to Airport->br> OAK to home; Team Dinner; GLT Lunch	485.32	Bill Payment	
8127695	East Bay Innovation Academy (EBIA)	The Big Apple Cafe	8045	3/30/2023	Bill #390178--Breakfast for SOM of eggs->br> homfries->br> sausage and toast (March 2023)	158.33	Bill Payment	
8127696	East Bay Innovation Academy (EBIA)	ChildCare Careers, LLC	8046	3/30/2023	Bill #597887--US Substitute Coverage Wk 3/1-3/3->br>Bill #595682--US Substitute Coverage 2/21 - 2/24->br>Bill #601999--Upper School Substitute cover	4,484.36	Bill Payment	
8127697	East Bay Innovation Academy (EBIA)	Lina's Janitorial Services	8047	3/30/2023	Bill #49--Janitorial Service for US & LS (March 2023)	10,000.00	Bill Payment	
8127698	East Bay Innovation Academy (EBIA)	Miranda Thorman	8048	3/30/2023	Bill #032723--ED Consultations + Signing Bonus \$2500	7,560.00	Bill Payment	
8127699	East Bay Innovation Academy (EBIA)	EdTec	8049	3/30/2023	Bill #26004--EdTec Monthly Back Office Service - March 2023	12,168.50	Bill Payment	
8127700	East Bay Innovation Academy (EBIA)	RingCentral Inc.	8050	3/30/2023	Bill #549724--Phone Service 2/28/23 - 3/28/23	690.99	Bill Payment	
8127701	East Bay Innovation Academy (EBIA)	Waste Management Of Alameda County	8051	3/30/2023	Bill #993273322160--Ops Charter March Service 2023	656.73	Bill Payment	
8127702	East Bay Innovation Academy (EBIA)	CoPower	8052	3/30/2023	Bill #2234052--Dental Plan April 2023	2,840.10	Bill Payment	
8127703	East Bay Innovation Academy (EBIA)	Law Offices of Young, Minney & Corr, LLP	8053	3/30/2023	Bill #3527--General Legal service February 2023; Prop 39 (2023-2024)	1,547.50	Bill Payment	
8127704	East Bay Innovation Academy (EBIA)	Office Depot	8054	3/30/2023	Bill #294648570001--Copy Paper 3Qty->br>Bill #293725880001--Postage Stamps 5Qty; 1ct 12oz Paper cups	562.58	Bill Payment	
8127705	East Bay Innovation Academy (EBIA)	EBMUD	8055	3/30/2023	Bill #031623--Marshall Water Service 01/10/23 - 03/09/23	1,636.32	Bill Payment	
8127706	East Bay Innovation Academy (EBIA)	s3dx	8056	3/30/2023	Bill #1053--Interim ED Monthly consulting (January & February 2023)	25,000.00	Bill Payment	

8127707 East Bay Innovation Academy (EBIA)	PG&E	8057	3/30/2023	Bill #031723--Gas and Electric 02/09/23 - 03/12/23	3,891.25	Bill Payment
8127708 East Bay Innovation Academy (EBIA)	CATE	8058	3/30/2023	Bill #23CATE_HWq5_rM5v--Professional Development for DW Friday Pass	240.00	Bill Payment
8127709 East Bay Innovation Academy (EBIA)	Scot Education Inc.	8059	3/30/2023	Bill #38923--Lower School Substitute coverage 3/21 - 3/24	3,060.00	Bill Payment
8127710 East Bay Innovation Academy (EBIA)	isolved Benefit Services	8060	3/30/2023	Bill #126788471--FBA Monthly Admin Service 02/01/23 - 02/28/23	70.00	Bill Payment

East Bay Innovation Academy - Board Meeting - April Meeting Rescheduled to May 1 - Agenda - Monday May 1, 2023 at 8:00 PM

Internal ID	Subsidiary	Payee Name	Check Number	Payment Date	Memo (Cl)	Inv Description / Memo (Bill Pmt)	Amount	Type
7923404	East Bay Innovation Academy (EBIA)	Oakland Athletic League	7925	2/1/2023		Bill #Winter2023-07--OAL Middle School Basketball & Soccer	4,680.00	Bill Payment
7923405	East Bay Innovation Academy (EBIA)	Golden Gate Academy	7926	2/1/2023		Bill 1/20/2023--Monthly use fee for Golden Gate Academy campus- Upper School EBIA site - February 2023	28,090.00	Bill Payment
7923406	East Bay Innovation Academy (EBIA)	Music Is eXtraordinary Inc.	7927	2/1/2023		Bill #October2022--Fall Intersession - In Person classes for 7 and 8th grade	3,000.00	Bill Payment
7923407	East Bay Innovation Academy (EBIA)	Megan Reed	7928	2/1/2023		Bill #15--Fund and Grant Development Work: 1/01/23 - 1/31/23	75.00	Bill Payment
7923409	East Bay Innovation Academy (EBIA)	Vision Service Plan - (CA)	7929	2/1/2023		Bill #817015405--Vision Plan February 2023	422.00	Bill Payment
7923408	East Bay Innovation Academy (EBIA)	Lina's Janitorial Services	7930	2/1/2023		Bill #47--Janitorial Service for US & LS 01/01/23 - 01/31/23	10,000.00	Bill Payment
7923410	East Bay Innovation Academy (EBIA)	Revolution Foods, Inc.	7931	2/1/2023		Bill #460339--Food Service December 2022	6,787.40	Bill Payment
7923411	East Bay Innovation Academy (EBIA)	EdTec	7932	2/1/2023		Bill #25730--Monthly Back Office Service January 2023	12,168.50	Bill Payment
7923413	East Bay Innovation Academy (EBIA)	Waste Management Of Alameda County	7933	2/1/2023		Bill #993265722161--Ops Charter January Service 2023	656.73	Bill Payment
7923412	East Bay Innovation Academy (EBIA)	Michelle Cho	7934	2/1/2023		Bill #1003--Ausit Support and Operation support for BH & EdTec(9/7/22 - 12/2/22) Document Support for OUSD Inquiry 11/2/22	13,500.00	Bill Payment
7923414	East Bay Innovation Academy (EBIA)	EBMUD	7935	2/1/2023		Bill #011723--Marshall Water Service 11/03/22 - 01/10/23	2,090.73	Bill Payment
7923415	East Bay Innovation Academy (EBIA)	CoPower	7936	2/1/2023		Bill #2221687--Dental Plan February 2023	2,711.72	Bill Payment
7923416	East Bay Innovation Academy (EBIA)	s3dx	7937	2/1/2023		Bill #1050--Interim ED Monthly consulting (November & December 2022)	25,000.00	Bill Payment
7923417	East Bay Innovation Academy (EBIA)	Alameda County Office of Education	7938	2/1/2023		Bill #INV2300229--2nd Quarter STRS Processing Fee FY 22-23	354.00	Bill Payment
7923418	East Bay Innovation Academy (EBIA)	PG&E	7939	2/1/2023		Bill #01172023--Gas and Electric 12/10/22 - 01/09/23	2,991.20	Bill Payment
7923419	East Bay Innovation Academy (EBIA)	College Entrance Examination Board	7940	2/1/2023		Bill #382337167A--PSAT (October 2022)	220.00	Bill Payment
7923420	East Bay Innovation Academy (EBIA)	Isolved Benefit Services	7941	2/1/2023		Bill #125323631--FBA Monthly Admin Service 12/1/22 - 12/31/22	70.00	Bill Payment
7942105	East Bay Innovation Academy (EBIA)	Judith Borcelis	7942	2/6/2023		Bill #012723--Biology supplies strawberries and chicken wings	24.79	Bill Payment
7942106	East Bay Innovation Academy (EBIA)	Kids In Harmony, Inc	7943	2/6/2023		Bill #02012023--Psycho-Educational triennial report cognitive and soc-emo. Records Review Salazar and Davis; IEP Meeting attendance	4,900.00	Bill Payment
7942107	East Bay Innovation Academy (EBIA)	WeVideo Inc.	7944	2/6/2023		Bill #WVVS1386218--QTY 81 users Annual Subscription multi user license	775.81	Bill Payment
7942108	East Bay Innovation Academy (EBIA)	Taylor Math Consulting	7945	2/6/2023		Bill #230126--Site Licnese for Calc Ext with Early Trans; Form B test	250.00	Bill Payment
7942109	East Bay Innovation Academy (EBIA)	Charles Noel	7946	2/6/2023		Bill #012723--Dehumidifier purchase; Bridgeday and Tailgate Pizza	407.50	Bill Payment
7942110	East Bay Innovation Academy (EBIA)	Alameda Elks Lodge No.1015	7947	2/6/2023		Bill #051323--Rental Fee for Junior Senior Prom 2023	1,160.00	Bill Payment
7942111	East Bay Innovation Academy (EBIA)	Jamia Morton	7948	2/6/2023		Bill #013123--Travel Expense Reimbursement for January and February	486.74	Bill Payment
7942112	East Bay Innovation Academy (EBIA)	ChildCare Careers, LLC	7949	2/6/2023		Bill #585410--US teacher coverage: CSDI & Chemistry 1/17-1/20	1,258.44	Bill Payment
7942113	East Bay Innovation Academy (EBIA)	Luis Garibay	7950	2/6/2023		Bill #INV0020--Repair ceiling tiles included materials and labor 2x4sf tiles with 8 pieces 64sf	550.00	Bill Payment
7942114	East Bay Innovation Academy (EBIA)	The Phillips Academy	7951	2/6/2023		Bill #20222023.149--Qty 3 E Cortez Cirtual conseling and Guidance therapy November 2022	531.00	Bill Payment
7942115	East Bay Innovation Academy (EBIA)	Hawk Circle Consulting	7952	2/6/2023		Bill #1108--Interim ED Monthly consulting January 2023	13,875.00	Bill Payment
7981760	East Bay Innovation Academy (EBIA)	Achieve3000	7953	2/17/2023		Bill #60841--2022-23 Curriculum platform access for up to 375 students- implementation & support	17,715.00	Bill Payment
7981761	East Bay Innovation Academy (EBIA)	Waste Management	7954	2/17/2023		Bill #437629822168--Marshall Elementary February Service 2023	1,522.16	Bill Payment
7981762	East Bay Innovation Academy (EBIA)	Law Offices of Young, Minney & Corr, LLP	7955	2/17/2023		Bill #2813--Legal Service Through 01/2023	313.50	Bill Payment
7981763	East Bay Innovation Academy (EBIA)	ChildCare Careers, LLC	7956	2/17/2023		Bill #583522--US substitute coverage for Chem- Bill #587300--Upper School Substitute coverage	2,833.10	Bill Payment
7981764	East Bay Innovation Academy (EBIA)	Spectrum Center	7957	2/17/2023		Bill #123122--WD - BEP: Basic Education Program-BAC (12/1/23 - 12/16/23)- Bill #01312023--WD - BEP: Basic Education Program-BAC (01/02 -	4,425.00	Bill Payment
7981766	East Bay Innovation Academy (EBIA)	Orkin	7958	2/17/2023		Bill #240048533--Pest Control Standard Monthly service- Bill #241201619--Pest Control Standard Monthly service	280.00	Bill Payment
7981765	East Bay Innovation Academy (EBIA)	The Phillips Academy	7959	2/17/2023		Bill #2022.2023.173--EC - January 2023 Tuition Qty 18 ; In Person Counseling and Guidance therapy Qty 2	4,626.00	Bill Payment
7981767	East Bay Innovation Academy (EBIA)	The Big Apple Cafe	7960	2/17/2023		Bill #390051--Breakfast for SOM of eggs- homiefries- sausage and toast February 2023	158.33	Bill Payment
7981768	East Bay Innovation Academy (EBIA)	Michael Marzec	7961	2/17/2023		Bill #021423--Teacher Credential Fingerprint	74.00	Bill Payment
7981769	East Bay Innovation Academy (EBIA)	Office Depot	7962	2/17/2023		Bill #290936473001--Qty 4 copy paper; Qty 3 graph paper- Bill #290937907001--Qty 3 Copy paper; 1bx Envelopes; 1bx sharpie; qty 3 postage sta	1,001.30	Bill Payment
7981770	East Bay Innovation Academy (EBIA)	AT&T	7963	2/17/2023		Bill #19361880--Internet Service 12/13/22 - 01/12/23	687.39	Bill Payment
7981771	East Bay Innovation Academy (EBIA)	AT & T	7964	2/17/2023		Bill #19372136--Internet Service 12/16/22 - 01/15/23	687.39	Bill Payment
7981772	East Bay Innovation Academy (EBIA)	Kaiser Foundation Health Plan	7965	2/17/2023		Bill #March2023--March 2023 Medical Health Plan	21,141.18	Bill Payment
7981773	East Bay Innovation Academy (EBIA)	Ready Refresh	7966	2/17/2023		Bill #03B0035832427--Malcolm drinking water 01/07/23 - 02/06/23	77.91	Bill Payment
7981774	East Bay Innovation Academy (EBIA)	RingCentral Inc.	7967	2/17/2023		Bill #529825--Phone Service 1/29/23 - 2/27/23	690.99	Bill Payment
8011783	East Bay Innovation Academy (EBIA)	Golden Gate Academy	7968	2/27/2023		Bill 2/20/2023--Monthly use fee for Golden Gate Academy campus- Upper School EBIA site - March 2023	28,090.00	Bill Payment
8011784	East Bay Innovation Academy (EBIA)	Akiala Jefferson	7969	2/27/2023		Bill #022023--Senior Junior Prom 2023 Catering Deposit	1,500.00	Bill Payment
8011785	East Bay Innovation Academy (EBIA)	Christopher Cook	7970	2/27/2023		Bill #021423--Science Olympiad supplies: Catapult build- Bridge Build- Just about time- Chem Lab Starter	268.51	Bill Payment
8011786	East Bay Innovation Academy (EBIA)	Vision Service Plan - (CA)	7971	2/27/2023		Bill #817288026--Vision Plan March 2023	454.24	Bill Payment
8011787	East Bay Innovation Academy (EBIA)	Francesca Fay	7972	2/27/2023		Bill #021623--AP Seminar plastic report covers 25pk	27.18	Bill Payment
8011788	East Bay Innovation Academy (EBIA)	OUSD Buildings & Grounds	7973	2/27/2023		Bill #EBIARENT23C--2022/23 Facility use fee (3 of 4)	34,833.50	Bill Payment
8011789	East Bay Innovation Academy (EBIA)	CoPower	7974	2/27/2023		Bill #2227920--Dental Plan March 2023	2,450.10	Bill Payment
8011790	East Bay Innovation Academy (EBIA)	HopSkipDrive, Inc	7975	2/27/2023		Bill #12427--Qty 29 completed trips: Qty 1 cancelled trips 01/01/23 - 01/31/23	1,840.38	Bill Payment
8011791	East Bay Innovation Academy (EBIA)	Revolution Foods, Inc.	7976	2/27/2023		Bill #460597--Food Service January 2023 + Order Increase fee	11,106.70	Bill Payment
8011792	East Bay Innovation Academy (EBIA)	AALRR Attorneys at Law	7977	2/27/2023		Bill #673909--Legal Service: Saprina Goldberg SPED; Frederick Newman SPED	5,685.09	Bill Payment
8011793	East Bay Innovation Academy (EBIA)	EdTec	7978	2/27/2023		Bill #25867--Monthly Back Office Service February 2023	12,168.50	Bill Payment
8011794	East Bay Innovation Academy (EBIA)	Office Depot	7979	2/27/2023		Bill #285514878001--24pk Trifold Presentation boards- Bill #291370359001--1case Hot cups; 3rolls postage stamps	326.43	Bill Payment
8011795	East Bay Innovation Academy (EBIA)	Swing Education	7980	2/27/2023		Bill #INV00554958--Lower School Substitute coverage	244.00	Bill Payment
8011796	East Bay Innovation Academy (EBIA)	PG&E	7981	2/27/2023		Bill #021523--Gas and Electric 01/10/23 - 02/08/23	4,092.71	Bill Payment



Instructions

Included in this DocuSign are the assembled copies of the filings for the organization's records as follows:

1. **Internal Copy:** Includes all letters, instructions, and return pages without any redaction. Please review this file, sign, and date where indicated and submit back to CLA.
2. **Public Inspection Copy:** Redacted to just the information that is required for public inspection. If anyone from the public were to request a copy of the return or if the return were to be posted, the Public Inspection Copy should be used.

Please note:

After the documents have been e-signed and you click 'Finish' - DocuSign will give you the option to log-in - you can log-in at that time and download the executed documents; alternatively, DocuSign will send you another email indicating that the documents have been 'finished' and you can click that link to download and/or print the documents. **Downloading is important as you will not be receiving a paper copy. You have 120 days to download.**

CLA cannot e-file any return until its signed e-file authorization is returned to CLA.

CLA does recommend all returns included in each PDF be signed and dated for your records.

CLA is not making any payments as part of the e-file or submitting any paper returns on your behalf.

Please initial to indicate that you have read and understand the above:

A blue DocuSign signature box containing the handwritten initials 'JS' in blue ink. The box has a 'DS' label in the top right corner and a horizontal line below the signature.

[CLAconnect.com](https://www.claconnect.com)

CPAs | CONSULTANTS | WEALTH ADVISORS

CLA (CliftonLarsonAllen LLP) is an independent network member of CLA Global. See [CLAGlobal.com/disclaimer](https://www.claglobal.com/disclaimer).

Investment advisory services are offered through CliftonLarsonAllen Wealth Advisors, LLC, an SEC-registered investment advisor.





CliftonLarsonAllen LLP
CLAconnect.com

March 31, 2023

East Bay Innovation Academy
3400 Malcolm Avenue
Oakland, CA 94605
Attention: Jenna Stauffer

Dear Jenna:

Enclosed is the organization's 2021 Exempt Organization return.

Specific filing instructions are as follows.

FORM 990 RETURN:

This return has qualified for electronic filing. After you have reviewed the return for completeness and accuracy, please sign, date and return Form 8879-TE to our office. We will transmit the return electronically to the IRS and no further action is required. Please return Form 8879-TE to us as soon as possible, but no later than by May 15, 2023 the filing deadline.

In addition, tax-exempt organizations must make available for public inspection a copy of their annual returns for the preceding three years and exemption application, if applicable. An organization generally must furnish filings to anyone who requests them in person or in writing. An exempt organization may meet this requirement by posting all the documents on its website or at another organizations site as part of a database of similar materials. Specific requirements must be met to meet this exception.

CALIFORNIA FORM 199 RETURN:

The California Form 199 return has qualified for electronic filing. After you have reviewed your return for completeness and accuracy, please sign, date and return Form 8453-EO to our office. We will then transmit your return to the FTB. Do not mail the paper copy of the return to the FTB.

No payment is required.

A few final reminders relating to your tax return filings:

- There are substantial penalties for failure to properly disclose and report foreign financial accounts and foreign activity. Please make sure you have informed us of any foreign financial accounts or foreign activity so that we have the necessary information to complete any required disclosures or filings.
- Be sure to review the returns prior to signing as you have final responsibility for all information included in the returns. Please contact us if you have any questions or concerns.
- We recommend you keep a paper or electronic copy of your tax returns permanently. Supporting documentation should be kept for a minimum of seven years based on IRS guidance.

CLA exists to create opportunities – for our clients, our people, and our communities. We value our relationship with you and thank you for your trust and confidence in allowing us to serve you. If we can assist you in making strategic, informed decisions in areas of tax or beyond, please contact us as questions arise throughout the year.

Sincerely,

CliftonLarsonAllen LLP



CliftonLarsonAllen LLP
CLAconnect.com

EAST BAY INNOVATION ACADEMY
FORM 990 INCOME TAX RETURN
FOR YEAR ENDED JUNE 30, 2022

Form **8879-TE**

IRS e-file Signature Authorization for a Tax Exempt Entity

OMB No. 1545-0047

For calendar year 2021, or fiscal year beginning JUL 1, 2021, and ending JUN 30, 2022

2021

Department of the Treasury
Internal Revenue Service

▶ **Do not send to the IRS. Keep for your records.**
▶ **Go to www.irs.gov/Form8879TE for the latest information.**

Name of filer

EAST BAY INNOVATION ACADEMY

EIN or SSN

46-2428863

Name and title of officer or person subject to tax

**JENNA STAUFFER
INTERIM EXECUTIVE DIRECTOR**

Part I Type of Return and Return Information

Check the box for the return for which you are using this Form 8879-TE and enter the applicable amount, if any, from the return. Form 8038-CP and Form 5330 filers may enter dollars and cents. For all other forms, enter whole dollars only. If you check the box on line 1a, 2a, 3a, 4a, 5a, 6a, 7a, 8a, 9a, or 10a below, and the amount on that line for the return being filed with this form was blank, then leave line 1b, 2b, 3b, 4b, 5b, 6b, 7b, 8b, 9b, or 10b, whichever is applicable, blank (do not enter -0-). But, if you entered -0- on the return, then enter -0- on the applicable line below. **Do not complete more than one line in Part I.**

1a Form 990 check here <input checked="" type="checkbox"/>	b Total revenue, if any (Form 990, Part VIII, column (A), line 12)	1b <u>8,649,182.</u>
2a Form 990-EZ check here <input type="checkbox"/>	b Total revenue, if any (Form 990-EZ, line 9)	2b _____
3a Form 1120-POL check here <input type="checkbox"/>	b Total tax (Form 1120-POL, line 22)	3b _____
4a Form 990-PF check here <input type="checkbox"/>	b Tax based on investment income (Form 990-PF, Part V, line 5)	4b _____
5a Form 8868 check here <input type="checkbox"/>	b Balance due (Form 8868, line 3c)	5b _____
6a Form 990-T check here <input type="checkbox"/>	b Total tax (Form 990-T, Part III, line 4)	6b _____
7a Form 4720 check here <input type="checkbox"/>	b Total tax (Form 4720, Part III, line 1)	7b _____
8a Form 5227 check here <input type="checkbox"/>	b FMV of assets at end of tax year (Form 5227, Item D)	8b _____
9a Form 5330 check here <input type="checkbox"/>	b Tax due (Form 5330, Part II, line 19)	9b _____
10a Form 8038-CP check here <input type="checkbox"/>	b Amount of credit payment requested (Form 8038-CP, Part III, line 22)	10b _____

Part II Declaration and Signature Authorization of Officer or Person Subject to Tax

Under penalties of perjury, I declare that I am an officer of the above entity or I am a person subject to tax with respect to (name of entity) _____, (EIN) _____ and that I have examined a copy of the 2021 electronic return and accompanying schedules and statements, and, to the best of my knowledge and belief, they are true, correct, and complete. I further declare that the amount in Part I above is the amount shown on the copy of the electronic return. I consent to allow my intermediate service provider, transmitter, or electronic return originator (ERO) to send the return to the IRS and to receive from the IRS (a) an acknowledgement of receipt or reason for rejection of the transmission, (b) the reason for any delay in processing the return or refund, and (c) the date of any refund. If applicable, I authorize the U.S. Treasury and its designated Financial Agent to initiate an electronic funds withdrawal (direct debit) entry to the financial institution account indicated in the tax preparation software for payment of the federal taxes owed on this return, and the financial institution to debit the entry to this account. To revoke a payment, I must contact the U.S. Treasury Financial Agent at 1-888-353-4537 no later than 2 business days prior to the payment (settlement) date. I also authorize the financial institutions involved in the processing of the electronic payment of taxes to receive confidential information necessary to answer inquiries and resolve issues related to the payment. I have selected a personal identification number (PIN) as my signature for the electronic return and, if applicable, the consent to electronic funds withdrawal.

PIN: check one box only

I authorize CLIFTONLARSONALLEN LLP to enter my PIN 94605
ERO firm name Enter five numbers, but do not enter all zeros

as my signature on the tax year 2021 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State program, I also authorize the aforementioned ERO to enter my PIN on the return's disclosure consent screen.

As an officer or person subject to tax with respect to the entity, I will enter my PIN as my signature on the tax year 2021 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State program, I will enter my PIN on the return's disclosure consent screen.

Signature of officer or person subject to tax

Jenna Stauffer

Date 4/8/2023

Part III Certification and Authentication

ERO's EFIN/PIN. Enter your six-digit electronic filing identification number (EFIN) followed by your five-digit self-selected PIN.

95405291740

Do not enter all zeros

I certify that the above numeric entry is my PIN, which is my signature on the 2021 electronically filed return indicated above. I confirm that I am submitting this return in accordance with the requirements of **Pub. 4163**, Modernized e-File (MeF) Information for Authorized IRS e-file Providers for Business Returns.

ERO's signature MARLEN GOMEZ

Date 03/31/23

ERO Must Retain This Form - See Instructions

Do Not Submit This Form to the IRS Unless Requested To Do So

LHA For Privacy act and Paperwork Reduction Act Notice, see instructions.

Form **8879-TE** (2021)

Form **990**

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

OMB No. 1545-0047

2021

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Do not enter social security numbers on this form as it may be made public.
Go to www.irs.gov/Form990 for instructions and the latest information.

A For the **2021** calendar year, or tax year beginning **JUL 1, 2021** and ending **JUN 30, 2022**

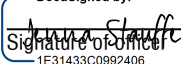
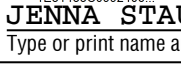
B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization EAST BAY INNOVATION ACADEMY Doing business as Number and street (or P.O. box if mail is not delivered to street address) Room/suite 3400 MALCOLM AVENUE City or town, state or province, country, and ZIP or foreign postal code OAKLAND, CA 94605 F Name and address of principal officer: JENNA STAUFFER 3400 MALCOLM AVENUE, OAKLAND, CA 94605	D Employer identification number 46-2428863 E Telephone number 510-577-9557 G Gross receipts \$ 8,649,182. H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list. See instructions H(c) Group exemption number ▶
I Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) () ◀ (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527		
J Website: ▶ WWW.EASTBAYIA.ORG		
K Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ▶		
L Year of formation: 2013		M State of legal domicile: CA

Part I Summary

1	Briefly describe the organization's mission or most significant activities: TO MANAGE, OPERATE, GUIDE, DIRECT, AND PROMOTE EAST BAY INNOVATION ACADEMY, A PUBLIC CHARTER		
2	Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
3	Number of voting members of the governing body (Part VI, line 1a)	3	7
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	7
5	Total number of individuals employed in calendar year 2021 (Part V, line 2a)	5	82
6	Total number of volunteers (estimate if necessary)	6	26
7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
7b	Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0.
8	Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
9	Program service revenue (Part VIII, line 2g)	7,360,491.	8,607,140.
10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	0.	41,248.
11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	1.	1.
12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	26,347.	793.
13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	7,386,839.	8,649,182.
14	Benefits paid to or for members (Part IX, column (A), line 4)	0.	0.
15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	0.	0.
16a	Professional fundraising fees (Part IX, column (A), line 11e)	5,050,242.	5,561,775.
b	Total fundraising expenses (Part IX, column (D), line 25) ▶ 2,912.	0.	0.
17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	1,963,738.	2,118,888.
18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	7,013,980.	7,680,663.
19	Revenue less expenses. Subtract line 18 from line 12	372,859.	968,519.
20	Total assets (Part X, line 16)	Beginning of Current Year	End of Year
21	Total liabilities (Part X, line 26)	2,798,692.	2,595,879.
22	Net assets or fund balances. Subtract line 21 from line 20	1,737,609.	566,277.
		1,061,083.	2,029,602.

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here	Signature of officer:  Signature of preparer:  JENNA STAUFFER, INTERIM EXECUTIVE DIRECTOR Type or print name and title	Date: 4/8/2023
Paid Preparer Use Only	Print/Type preparer's name: MARLEN GOMEZ Preparer's signature: MARLEN GOMEZ Date: 03/31/23 Check if self-employed: <input type="checkbox"/> PTIN: P01306775 Firm's name: CLIFTONLARSONALLEN LLP Firm's address: 2210 EAST ROUTE 66 GLENDORA, CA 91740 Firm's EIN: 41-0746749 Phone no.: (626) 857-7300	

May the IRS discuss this return with the preparer shown above? See instructions Yes No

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III

1 Briefly describe the organization's mission: TO PREPARE A DIVERSE GROUP OF STUDENTS TO BE SUCCESSFUL IN COLLEGE AND TO BE THOUGHTFUL, ENGAGED CITIZENS WHO ARE LEADERS AND INNOVATORS IN A 21ST CENTURY GLOBAL WORLD.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? Yes No

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? Yes No

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses.

4a (Code:) (Expenses \$ 6,832,326. including grants of \$) (Revenue \$ 41,248.) EAST BAY INNOVATION ACADEMY (EBIA) IS A COLLEGE PREPARATORY CHARTER SCHOOL OFFERING PUBLIC EDUCATION IN OAKLAND. EBIA SERVES STUDENTS THROUGH PERSONALIZED AND PROJECT-BASED LEARNING, AND BY LEVERAGING BEST PRACTICES IN CURRICULUM DESIGN AND TECHNOLOGY. DURING THE YEAR ENDED JUNE 30, 2022, THE SCHOOL SERVED APPROXIMATELY 510 STUDENTS IN GRADES 6-12 OVER 183 DAYS.

4b (Code:) (Expenses \$ including grants of \$) (Revenue \$)

4c (Code:) (Expenses \$ including grants of \$) (Revenue \$)

4d Other program services (Describe on Schedule O.) (Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses 6,832,326.

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	X	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ? See instructions	X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		X
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>		X
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? <i>If "Yes," complete Schedule C, Part III</i>		X
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		X
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>		X
10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi endowments? <i>If "Yes," complete Schedule D, Part V</i>		X
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>		X
b Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>		X
c Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>		X
d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>		X
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>		X
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>	X	
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	X	
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>		X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>	X	
14a Did the organization maintain an office, employees, or agents outside of the United States?		X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>		X
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>		X
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i>		X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I.</i> See instructions		X
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>		X
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		X
b <i>If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?</i>		
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>		X

Part IV Checklist of Required Schedules (continued)

	Yes	No
22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>		X
23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>	X	
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>		X
24b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
24c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
24d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>		X
b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>		X
26 Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part II</i>		X
27 Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>		X
28 Was the organization a party to a business transaction with one of the following parties (see the Schedule L, Part IV, instructions for applicable filing thresholds, conditions, and exceptions):		
a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If "Yes," complete Schedule L, Part IV</i>		X
b A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i>		X
c A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? <i>If "Yes," complete Schedule L, Part IV</i>		X
29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>		X
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>		X
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>		X
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>		X
34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>		X
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?		X
b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>		
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>		X
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>		X
38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19?	X	

Note: All Form 990 filers are required to complete Schedule O

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V

	Yes	No
1a Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable		
b Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable		
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	X	

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

		Yes	No
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return 2a 82		
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? 2b X	X	
Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file. See instructions.			
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year? 3a		X
b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O 3b		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)? 4a		X
b	If "Yes," enter the name of the foreign country ▶ _____ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? 5a		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? 5b		X
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T? 5c		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions? 6a		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible? 6b		
7	Organizations that may receive deductible contributions under section 170(c).		
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor? 7a		X
b	If "Yes," did the organization notify the donor of the value of the goods or services provided? 7b		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282? 7c		X
d	If "Yes," indicate the number of Forms 8282 filed during the year 7d		
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? 7e		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? 7f		X
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required? ... 7g		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C? 7h		
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year? 8		
9	Sponsoring organizations maintaining donor advised funds.		
a	Did the sponsoring organization make any taxable distributions under section 4966? 9a		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person? 9b		
10	Section 501(c)(7) organizations. Enter:		
a	Initiation fees and capital contributions included on Part VIII, line 12 10a		
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities 10b		
11	Section 501(c)(12) organizations. Enter:		
a	Gross income from members or shareholders 11a		
b	Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.) 11b		
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041? 12a		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year 12b		
13	Section 501(c)(29) qualified nonprofit health insurance issuers.		
a	Is the organization licensed to issue qualified health plans in more than one state? 13a		
Note: See the instructions for additional information the organization must report on Schedule O.			
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans 13b		
c	Enter the amount of reserves on hand 13c		
14a	Did the organization receive any payments for indoor tanning services during the tax year? 14a		X
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O 14b		
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? 15		X
If "Yes," see the instructions and file Form 4720, Schedule N.			
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? 16		X
If "Yes," complete Form 4720, Schedule O.			
17	Section 501(c)(21) organizations. Did the trust, any disqualified person, or mine operator engage in any activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953? 17		
If "Yes," complete Form 6069.			

Part VI Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on Schedule O. See instructions.

Check if Schedule O contains a response or note to any line in this Part VI

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.		
1b	Enter the number of voting members included on line 1a, above, who are independent		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?		X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		X
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		X
6	Did the organization have members or stockholders?		X
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?		X
7b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
8a	The governing body?	X	
8b	Each committee with authority to act on behalf of the governing body?		X
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O		X

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

		Yes	No
10a	Did the organization have local chapters, branches, or affiliates?		X
10b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	X	
11b	Describe on Schedule O the process, if any, used by the organization to review this Form 990.		
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	X	
12b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	X	
12c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done	X	
13	Did the organization have a written whistleblower policy?	X	
14	Did the organization have a written document retention and destruction policy?	X	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
15a	The organization's CEO, Executive Director, or top management official	X	
15b	Other officers or key employees of the organization	X	
	If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.		
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?		X
16b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?		

Section C. Disclosure

- 17** List the states with which a copy of this Form 990 is required to be filed **CA**
- 18** Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
 Own website Another's website Upon request Other (explain on Schedule O)
- 19** Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
- 20** State the name, address, and telephone number of the person who possesses the organization's books and records **MICHELLE CHO - 510-577-9557**
3400 MALCOLM AVENUE, OAKLAND, CA 94605

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response or note to any line in this Part VII

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
 - List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."
 - List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
 - List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
 - List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.
- See the instructions for the order in which to list the persons above.

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) MICHELLE CHO EXECUTIVE DIRECTOR	40.00			X			151,939.	0.	20,534.	
(2) CHRISTINE L MANDILAG TEACHER	40.00				X		120,886.	0.	18,635.	
(3) FRANCESCA FAY TEACHER	40.00				X		108,616.	0.	16,517.	
(4) MICHELLE FITTS TEACHER	40.00				X		108,235.	0.	13,718.	
(5) AMANDA OKAMOTO OPERATIONS DIRECTOR	40.00				X		109,948.	0.	5,618.	
(6) HARI VASU DEVAN FOUNDING TEACHER	40.00				X		106,711.	0.	16,503.	
(7) SHELLEY BENNING BOARD CHAIR	5.00	X		X			0.	0.	0.	
(8) LAURIE JACOBSON JONES CO-FOUNDER & TREASURER	5.00	X		X			0.	0.	0.	
(9) KELLY GARCIA SECRETARY	5.00	X		X			0.	0.	0.	
(10) KEN BERRICK BOARD MEMBER	5.00	X					0.	0.	0.	
(11) JENNIFER AFDAHL RICE BOARD MEMBER	5.00	X					0.	0.	0.	
(12) BRADLEY EDGAR BOARD MEMBER	5.00	X					0.	0.	0.	
(13) KIMBERLY SMITH BOARD MEMBER	5.00	X					0.	0.	0.	

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
1b Subtotal							706,335.	0.	91,525.	
c Total from continuation sheets to Part VII, Section A							0.	0.	0.	
d Total (add lines 1b and 1c)							706,335.	0.	91,525.	

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization **6**

	Yes	No
3 Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>		X
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>	X	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>		X

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
LINA'S JANIORIAL SERVICES PO BOX 3137, ALAMEDA, CA 94501	CLEANING SERVICES	128,000.

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization **1**

Part VIII Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII

			(A)	(B)	(C)	(D)
			Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants and Other Similar Amounts	1 a	Federated campaigns	1a			
	b	Membership dues	1b			
	c	Fundraising events	1c			
	d	Related organizations	1d			
	e	Government grants (contributions)	1e	8,517,499.		
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	89,641.		
	g	Noncash contributions included in lines 1a-1f	1g	\$		
	h	Total. Add lines 1a-1f		8,607,140.		
Program Service Revenue	2 a	AFTER SCHOOL PROGRAM R	Business Code 611710	41,248.	41,248.	
	b					
	c					
	d					
	e					
	f	All other program service revenue				
	g	Total. Add lines 2a-2f		41,248.		
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		1.		1.
	4	Income from investment of tax-exempt bond proceeds				
	5	Royalties				
	6 a	Gross rents	(i) Real			
			(ii) Personal			
	b	Less: rental expenses	6b			
	c	Rental income or (loss)	6c			
	d	Net rental income or (loss)				
	7 a	Gross amount from sales of assets other than inventory	(i) Securities			
			(ii) Other			
	b	Less: cost or other basis and sales expenses	7b			
	c	Gain or (loss)	7c			
d	Net gain or (loss)					
8 a	Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18					
b	Less: direct expenses	8b				
c	Net income or (loss) from fundraising events					
9 a	Gross income from gaming activities. See Part IV, line 19					
b	Less: direct expenses	9b				
c	Net income or (loss) from gaming activities					
10 a	Gross sales of inventory, less returns and allowances					
b	Less: cost of goods sold	10b				
c	Net income or (loss) from sales of inventory					
Miscellaneous Revenue	11 a	FOOD SERVICE SALES	Business Code 90099	793.		793.
	b					
	c					
	d	All other revenue				
	e	Total. Add lines 11a-11d		793.		
12	Total revenue. See instructions		8,649,182.	41,248.	0.	794.

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 ...				
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	184,002.	174,802.	9,200.	
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	4,368,530.	4,022,337.	346,193.	
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	532,047.	499,875.	32,172.	
9 Other employee benefits	357,061.	335,574.	21,487.	
10 Payroll taxes	120,135.	112,926.	7,209.	
11 Fees for services (nonemployees):				
a Management				
b Legal	83,152.		83,152.	
c Accounting	18,465.		18,465.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	510,132.	446,355.	63,777.	
12 Advertising and promotion	4,822.		4,822.	
13 Office expenses	105,587.	82,286.	23,301.	
14 Information technology	109,461.	100,247.	9,214.	
15 Royalties				
16 Occupancy	661,099.	637,711.	23,388.	
17 Travel	11,877.		11,877.	
18 Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
19 Conferences, conventions, and meetings				
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization				
23 Insurance	79,253.	67,365.	11,888.	
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a <u>INSTRUCTIONAL MATERIALS</u>	317,183.	244,949.	72,234.	
b <u>STAFF RECRUITING</u>	82,829.	66,263.	16,566.	
c <u>ALL OTHER EXPENSES</u>	65,990.	41,636.	21,442.	2,912.
d <u>DISTRICT OVERSIGHT FEES</u>	49,899.		49,899.	
e All other expenses	19,139.		19,139.	
25 Total functional expenses. Add lines 1 through 24e	7,680,663.	6,832,326.	845,425.	2,912.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation.				

Check here if following SOP 98-2 (ASC 958-720)

Part X Balance Sheet

Check if Schedule O contains a response or note to any line in this Part X

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	863,858.	1	1,357,367.
	2 Savings and temporary cash investments	5,730.	2	5,730.
	3 Pledges and grants receivable, net		3	
	4 Accounts receivable, net	1,885,918.	4	1,168,733.
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	43,186.	9	64,049.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a		
	b Less: accumulated depreciation	10b	10c	
	11 Investments - publicly traded securities		11	
	12 Investments - other securities. See Part IV, line 11		12	
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11		15	
16 Total assets. Add lines 1 through 15 (must equal line 33)	2,798,692.	16	2,595,879.	
Liabilities	17 Accounts payable and accrued expenses	485,004.	17	338,107.
	18 Grants payable		18	
	19 Deferred revenue	300,071.	19	228,170.
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties	952,534.	24	0.
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D		25	
	26 Total liabilities. Add lines 17 through 25	1,737,609.	26	566,277.
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	1,038,663.	27	2,029,602.
	28 Net assets with donor restrictions	22,420.	28	0.
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building, or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
	32 Total net assets or fund balances	1,061,083.	32	2,029,602.
	33 Total liabilities and net assets/fund balances	2,798,692.	33	2,595,879.

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	8,649,182.
2	Total expenses (must equal Part IX, column (A), line 25)	2	7,680,663.
3	Revenue less expenses. Subtract line 2 from line 1	3	968,519.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	1,061,083.
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	2,029,602.

Part XII Financial Statements and Reporting

Check if Schedule O contains a response or note to any line in this Part XII

- 1 Accounting method used to prepare the Form 990: Cash Accrual Other _____
If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.
- 2a Were the organization's financial statements compiled or reviewed by an independent accountant?
If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:
 Separate basis Consolidated basis Both consolidated and separate basis
- b Were the organization's financial statements audited by an independent accountant?
If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:
 Separate basis Consolidated basis Both consolidated and separate basis
- c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?
If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.
- 3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?
- b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits

	Yes	No
2a		X
2b	X	
2c	X	
3a		X
3b		

Form 990 (2021)

SCHEDULE A
(Form 990)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.
▶ Attach to Form 990 or Form 990-EZ.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization EAST BAY INNOVATION ACADEMY	Employer identification number 46-2428863
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Part I Reason for Public Charity Status. (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

- 1 A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**
- 2 A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990).)
- 3 A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
- 4 A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state: _____
- 5 An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)
- 6 A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**
- 7 An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 8 A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 9 An agricultural research organization described in **section 170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university: _____
- 10 An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions, subject to certain exceptions; and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)
- 11 An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**
- 12 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2).** See **section 509(a)(3).** Check the box on lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
 - a **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
 - b **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
 - c **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
 - d **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
 - e Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
 - f Enter the number of supported organizations
 - g Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1-10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
Total						

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3						
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public support. Subtract line 5 from line 4.						

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
7 Amounts from line 4						
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
11 Total support. Add lines 7 through 10						
12 Gross receipts from related activities, etc. (see instructions)					12	
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2021 (line 6, column (f), divided by line 11, column (f))	14	%
15 Public support percentage from 2020 Schedule A, Part II, line 14	15	%
16a 33 1/3% support test - 2021. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
b 33 1/3% support test - 2020. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
17a 10% -facts-and-circumstances test - 2021. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
b 10% -facts-and-circumstances test - 2020. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions		<input type="checkbox"/>

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						

14 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here**

Section C. Computation of Public Support Percentage

15 Public support percentage for 2021 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2020 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2021 (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from 2020 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2021. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

b 33 1/3% support tests - 2020. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions

Part IV Supporting Organizations

(Complete only if you checked a box in line 12 on Part I. If you checked box 12a, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

	Yes	No
1 Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.</i>		
2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer lines 3b and 3c below.</i>		
b Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
4a Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.</i>		
b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.</i>		
c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? <i>If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.</i>		
5a Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).</i>		
b Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
c Substitutions only. Was the substitution the result of an event beyond the organization's control?		
6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? <i>If "Yes," provide detail in Part VI.</i>		
7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? <i>If "Yes," provide detail in Part VI.</i>		
b Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i>		
c Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i>		
10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? <i>If "Yes," answer line 10b below.</i>		
b Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)</i>		

Part IV Supporting Organizations (continued)

	Yes	No
11 Has the organization accepted a gift or contribution from any of the following persons?		
a A person who directly or indirectly controls, either alone or together with persons described on lines 11b and 11c below, the governing body of a supported organization?		
b A family member of a person described on line 11a above?		
c A 35% controlled entity of a person described on line 11a or 11b above? <i>If "Yes" to line 11a, 11b, or 11c, provide detail in Part VI.</i>		
11a		
11b		
11c		

Section B. Type I Supporting Organizations

	Yes	No
1 Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? <i>If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove officers, directors, or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.</i>		
2 Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? <i>If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.</i>		
1		
2		

Section C. Type II Supporting Organizations

	Yes	No
1 Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? <i>If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).</i>		
1		

Section D. All Type III Supporting Organizations

	Yes	No
1 Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?		
2 Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>		
3 By reason of the relationship described on line 2, above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>		
1		
2		
3		

Section E. Type III Functionally Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).			
a <input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.			
b <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.			
c <input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a governmental entity (see instructions).			
2 Activities Test. Answer lines 2a and 2b below.			
a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i>			
b Did the activities described on line 2a, above, constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i>			
3 Parent of Supported Organizations. Answer lines 3a and 3b below.			
a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? <i>If "Yes" or "No" provide details in Part VI.</i>			
b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i>			
2a			
2b			
3a			
3b			

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

1 Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (*explain in Part VI*). **See instructions.**
 All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3.	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8	

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (<i>explain in detail in Part VI</i>):		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d.	3	
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by 0.035.	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	

Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1	
2	Enter 0.85 of line 1.	2	
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3	
4	Enter greater of line 2 or line 3.	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required - provide details in Part VI)	5
6	Other distributions (describe in Part VI). See instructions.	6
7	Total annual distributions. Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions.	8
9	Distributable amount for 2021 from Section C, line 6	9
10	Line 8 amount divided by line 9 amount	10

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2021	(iii) Distributable Amount for 2021
1	Distributable amount for 2021 from Section C, line 6		
2	Underdistributions, if any, for years prior to 2021 (reasonable cause required - explain in Part VI). See instructions.		
3	Excess distributions carryover, if any, to 2021		
a	From 2016		
b	From 2017		
c	From 2018		
d	From 2019		
e	From 2020		
f	Total of lines 3a through 3e		
g	Applied to underdistributions of prior years		
h	Applied to 2021 distributable amount		
i	Carryover from 2016 not applied (see instructions)		
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.		
4	Distributions for 2021 from Section D, line 7: \$		
a	Applied to underdistributions of prior years		
b	Applied to 2021 distributable amount		
c	Remainder. Subtract lines 4a and 4b from line 4.		
5	Remaining underdistributions for years prior to 2021, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, explain in Part VI. See instructions.		
6	Remaining underdistributions for 2021. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions.		
7	Excess distributions carryover to 2022. Add lines 3j and 4c.		
8	Breakdown of line 7:		
a	Excess from 2017		
b	Excess from 2018		
c	Excess from 2019		
d	Excess from 2020		
e	Excess from 2021		

Schedule A (Form 990) 2021

Part VI

Supplemental Information. Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information.
(See instructions.)

Multiple horizontal lines for supplemental information input.

Schedule B
(Form 990)

Department of the Treasury
Internal Revenue Service

Schedule of Contributors

▶ Attach to Form 990 or Form 990-PF.
▶ Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2021

Name of the organization

EAST BAY INNOVATION ACADEMY

Employer identification number

46-2428863

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

501(c)(3) (enter number) organization

4947(a)(1) nonexempt charitable trust **not** treated as a private foundation

527 political organization

Form 990-PF

501(c)(3) exempt private foundation

4947(a)(1) nonexempt charitable trust treated as a private foundation

501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule**.

Note: Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.

General Rule

For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

Special Rules

For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of **(1)** \$5,000; or **(2)** 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 exclusively for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II, and III.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling \$5,000 or more during the year ▶ \$ _____

Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990), but it **must** answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990-PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990).

LHA For Paperwork Reduction Act Notice, see the instructions for Form 990, 990-EZ, or 990-PF.

Schedule B (Form 990) (2021)

Name of organization EAST BAY INNOVATION ACADEMY	Employer identification number 46-2428863
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Part I Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	EDGAR FAMILY TRUST 12400 SKYLINE BLVD OAKLAND, CA 94619	\$ 42,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization EAST BAY INNOVATION ACADEMY	Employer identification number 46-2428863
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Part II Noncash Property (see instructions). Use duplicate copies of Part II if additional space is needed.

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
	_____	\$ _____	_____
	_____	\$ _____	_____
	_____	\$ _____	_____
	_____	\$ _____	_____
	_____	\$ _____	_____
	_____	\$ _____	_____
	_____	\$ _____	_____
	_____	\$ _____	_____

Name of organization EAST BAY INNOVATION ACADEMY	Employer identification number 46-2428863
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Part III Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of **\$1,000 or less** for the year. (Enter this info. once.) ▶ \$ _____
Use duplicate copies of Part III if additional space is needed.

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	_____ _____ _____	_____ _____ _____	_____ _____ _____
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
_____ _____ _____		_____ _____ _____	
	_____ _____ _____	_____ _____ _____	_____ _____ _____
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
_____ _____ _____		_____ _____ _____	
	_____ _____ _____	_____ _____ _____	_____ _____ _____
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
_____ _____ _____		_____ _____ _____	
	_____ _____ _____	_____ _____ _____	_____ _____ _____
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
_____ _____ _____		_____ _____ _____	

SCHEDULE D (Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Financial Statements

Complete if the organization answered "Yes" on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b. Attach to Form 990.

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization EAST BAY INNOVATION ACADEMY Employer identification number 46-2428863

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

Table with 2 columns: (a) Donor advised funds, (b) Funds and other accounts. Rows include: 1 Total number at end of year, 2 Aggregate value of contributions to (during year), 3 Aggregate value of grants from (during year), 4 Aggregate value at end of year, 5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? (Yes/No), 6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? (Yes/No)

Part II Conservation Easements. Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

Table with 2 columns: Held at the End of the Tax Year. Rows include: 1 Purpose(s) of conservation easements held by the organization (check all that apply), 2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year (2a Total number of conservation easements, 2b Total acreage restricted by conservation easements, 2c Number of conservation easements on a certified historic structure included in (a), 2d Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register), 3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year, 4 Number of states where property subject to conservation easement is located, 5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? (Yes/No), 6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year, 7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year, 8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? (Yes/No), 9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

Table with 2 columns: Revenue, Assets. Rows include: 1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items. 1b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items: (i) Revenue included on Form 990, Part VIII, line 1, (ii) Assets included in Form 990, Part X. 2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items: a Revenue included on Form 990, Part VIII, line 1, b Assets included in Form 990, Part X.

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990. Schedule D (Form 990) 2021

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

- 3** Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply):
- a** Public exhibition
 - b** Scholarly research
 - c** Preservation for future generations
 - d** Loan or exchange program
 - e** Other _____
- 4** Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
- 5** During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

Part IV Escrow and Custodial Arrangements. Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

- 1a** Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No
- b** If "Yes," explain the arrangement in Part XIII and complete the following table:
- | | Amount |
|--|-----------|
| c Beginning balance | 1c |
| d Additions during the year | 1d |
| e Distributions during the year | 1e |
| f Ending balance | 1f |
- 2a** Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? Yes No
- b** If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII

Part V Endowment Funds. Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

- 2** Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a** Board designated or quasi-endowment %
 - b** Permanent endowment %
 - c** Term endowment %
- The percentages on lines 2a, 2b, and 2c should equal 100%.
- 3a** Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
- | | Yes | No |
|--|---------------|----|
| (i) Unrelated organizations | 3a(i) | |
| (ii) Related organizations | 3a(ii) | |
| b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? <input type="checkbox"/> | 3b | |
- 4** Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements				
d Equipment				
e Other				

Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.) **0.**

Part VII Investments - Other Securities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely held equity interests		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 12.) ▶		

Part VIII Investments - Program Related.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 13.) ▶		

Part IX Other Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.) ▶	

Part X Other Liabilities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶	

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII ...

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements		1	8,649,182.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a	Net unrealized gains (losses) on investments	2a		
b	Donated services and use of facilities	2b		
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d		2e	0.
3	Subtract line 2e from line 1		3	8,649,182.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b		4c	0.
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)		5	8,649,182.

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements		1	7,680,663.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
a	Donated services and use of facilities	2a		
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d		2e	0.
3	Subtract line 2e from line 1		3	7,680,663.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b		4c	0.
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)		5	7,680,663.

Part XIII Supplemental Information.

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

PART X, LINE 2:

THE ACADEMY IS A NON-PROFIT ENTITY EXEMPT FROM THE PAYMENT OF INCOME TAXES UNDER INTERNAL REVENUE CODE SECTION 501(C)(3) AND CALIFORNIA REVENUE AND TAXATION CODE SECTION 23701D. ACCORDINGLY, NO PROVISION HAS BEEN MADE FOR INCOME TAXES. MANAGEMENT HAS DETERMINED THAT ALL INCOME TAX POSITIONS ARE MORE LIKELY THAN NOT OF BEING SUSTAINED UPON POTENTIAL AUDIT OR EXAMINATION; THEREFORE, NO DISCLOSURES OF UNCERTAIN INCOME TAX POSITIONS ARE REQUIRED. THE ACADEMY IS SUBJECT TO INCOME TAX ON NET INCOME THAT IS DERIVED FROM BUSINESS ACTIVITIES THAT ARE UNRELATED TO THE EXEMPT PURPOSES. THE ACADEMY FILES AN EXEMPT RETURN AND APPLICABLE UNRELATED BUSINESS INCOME TAX RETURN IN THE U.S. FEDERAL JURISDICTION AND WITH THE CALIFORNIA FRANCHISE TAX BOARD.

Part XIII Supplemental Information *(continued)*

Multiple horizontal lines for supplemental information.

SCHEDULE E
(Form 990)

Schools

OMB No. 1545-0047

2021

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

▶ **Complete if the organization answered "Yes" on Form 990, Part IV, line 13, or Form 990-EZ, Part VI, line 48.**

▶ **Attach to Form 990 or Form 990-EZ.**

▶ **Go to www.irs.gov/Form990 for the latest information.**

Name of the organization

EAST BAY INNOVATION ACADEMY

Employer identification number

46-2428863

Part I

	YES	NO
1 Does the organization have a racially nondiscriminatory policy toward students by statement in its charter, bylaws, other governing instrument, or in a resolution of its governing body?	X	
2 Does the organization include a statement of its racially nondiscriminatory policy toward students in all its brochures, catalogues, and other written communications with the public dealing with student admissions, programs, and scholarships?	X	
3 Has the organization publicized its racially nondiscriminatory policy on its primary publicly accessible Internet homepage at all times during its taxable year in a manner reasonably expected to be noticed by visitors to the homepage, or through newspaper or broadcast media during the period of solicitation for students, or during the registration period if it has no solicitation program, in a way that makes the policy known to all parts of the general community it serves? If "Yes," please describe. If "No," please explain. If you need more space, use Part II	X	
THE SCHOOL PUBLISHES ITS NONDISCRIMINATORY POLICY WITHIN ITS CHARTER DOCUMENT. THE CHARTER DOCUMENT IS AVAILABLE TO THE PUBLIC ON THE ORGANIZATION'S WEBSITE AND IS MADE AVAILABLE UPON REQUEST.		
4 Does the organization maintain the following?		
a Records indicating the racial composition of the student body, faculty, and administrative staff?	X	
b Records documenting that scholarships and other financial assistance are awarded on a racially nondiscriminatory basis? ..		X
c Copies of all catalogues, brochures, announcements, and other written communications to the public dealing with student admissions, programs, and scholarships?	X	
d Copies of all material used by the organization or on its behalf to solicit contributions?	X	
If you answered "No" to any of the above, please explain. If you need more space, use Part II.		
THE ORGANIZATION IS A PUBLIC CHARTER SCHOOL WHICH OPERATES TUITION-FREE. THEREFORE, SCHOLARSHIPS AND FINANCIAL ASSISTANCE ARE NOT APPLICABLE.		
5 Does the organization discriminate by race in any way with respect to:		
a Students' rights or privileges?		X
b Admissions policies?		X
c Employment of faculty or administrative staff?		X
d Scholarships or other financial assistance?		X
e Educational policies?		X
f Use of facilities?		X
g Athletic programs?		X
h Other extracurricular activities?		X
If you answered "Yes" to any of the above, please explain. If you need more space, use Part II.		
6a Does the organization receive any financial aid or assistance from a governmental agency?	X	
b Has the organization's right to such aid ever been revoked or suspended?		X
If you answered "Yes" on either line 6a or line 6b, explain on Part II.		
7 Does the organization certify that it has complied with the applicable requirements of sections 4.01 through 4.05 of Rev. Proc. 75-50, 1975-2 C.B. 587, covering racial nondiscrimination? If "No," explain on Part II	X	

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule E (Form 990) 2021

Part II Supplemental Information. Provide the explanations required by Part I, lines 3, 4d, 5h, 6b, and 7, as applicable. Also provide any other additional information.

LINE 6 - EXPLANATION OF GOVERNMENT FINANCIAL AID:

THE ORGANIZATION RECEIVES FINANCIAL ASSISTANCE FROM THE CALIFORNIA DEPARTMENT OF EDUCATION AND THE COUNTY OF ALAMEDA AS PART OF ITS OPERATION AS A PUBLIC CHARTER SCHOOL.

**SCHEDULE J
(Form 990)**

Compensation Information

OMB No. 1545-0047

2021

Open to Public Inspection

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees
 ▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23.
 ▶ Attach to Form 990.
 ▶ Go to www.irs.gov/Form990 for instructions and the latest information.

Department of the Treasury
Internal Revenue Service

Name of the organization: **EAST BAY INNOVATION ACADEMY**
 Employer identification number: **46-2428863**

Part I Questions Regarding Compensation

1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

- | | |
|--|--|
| <input type="checkbox"/> First-class or charter travel | <input type="checkbox"/> Housing allowance or residence for personal use |
| <input type="checkbox"/> Travel for companions | <input type="checkbox"/> Payments for business use of personal residence |
| <input type="checkbox"/> Tax indemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees |
| <input type="checkbox"/> Discretionary spending account | <input type="checkbox"/> Personal services (such as maid, chauffeur, chef) |

b If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain

2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?

3 Indicate which, if any, of the following the organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.

- | | |
|--|---|
| <input type="checkbox"/> Compensation committee | <input checked="" type="checkbox"/> Written employment contract |
| <input type="checkbox"/> Independent compensation consultant | <input type="checkbox"/> Compensation survey or study |
| <input type="checkbox"/> Form 990 of other organizations | <input checked="" type="checkbox"/> Approval by the board or compensation committee |

4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:

- a** Receive a severance payment or change-of-control payment? **4a**
- b** Participate in or receive payment from a supplemental nonqualified retirement plan? **4b**
- c** Participate in or receive payment from an equity-based compensation arrangement? **4c**
- If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.

5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

- a** The organization? **5a**
- b** Any related organization? **5b**
- If "Yes" on line 5a or 5b, describe in Part III.

6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:

- a** The organization? **6a**
- b** Any related organization? **6b**
- If "Yes" on line 6a or 6b, describe in Part III.

7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III

8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III

9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

	Yes	No
1b		
2		
4a		X
4b		X
4c		X
5a		X
5b		X
6a		X
6b		X
7		X
8		X
9		

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule J (Form 990) 2021

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that aren't listed on Form 990, Part VII.

Note: The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) MICHELLE CHO EXECUTIVE DIRECTOR	(i)	146,165.	5,774.	0.	14,916.	5,618.	172,473.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

**SCHEDULE O
(Form 990)**

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.

▶ Attach to Form 990 or Form 990-EZ.

▶ Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2021

Open to Public
Inspection

Name of the organization

EAST BAY INNOVATION ACADEMY

Employer identification number

46-2428863

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

SCHOOL.

FORM 990, PART VI, SECTION A, LINE 8B:

THE ORGANIZATION DOES NOT HAVE ANY COMMITTEES WITH AUTHORITY TO ACT ON
BEHALF OF THE GOVERNING BODY.

FORM 990, PART VI, SECTION B, LINE 11B:

THE EXECUTIVE DIRECTOR/HEAD OF SCHOOL WILL PROVIDE A COPY OF THE FORM 990
TO ALL BOARD MEMBERS FOR REVIEW AND COMMENT. ANY NECESSARY EDITS WILL BE
RELAYED TO THE TAX PREPARER. UPON FINAL APPROVAL BY THE HEAD OF SCHOOL, THE
TAX PREPARER WILL FILE THE FORM 990 WITH THE IRS ON BEHALF OF THE
ORGANIZATION

FORM 990, PART VI, SECTION B, LINE 12C:

ALL BOARD MEMBERS AND KEY EMPLOYEES OF THE ORGANIZATION ARE REQUIRED TO
FILE AN ANNUAL STATEMENT (FORM 700 STATEMENT OF ECONOMIC INTEREST) IN
ACCORDANCE WITH CALIFORNIA CODE OF REGULATIONS. THE ORGANIZATION WILL
REVIEW THE CONFLICT OF INTEREST POLICY AND STATEMENTS ANNUALLY AND WHEN ANY
BOARD MEMBER JOINS. THE EXECUTIVE DIRECTOR COLLECTS THE CONFLICT OF
INTEREST FORMS EACH YEAR AND FILES ORIGINAL COPIES WITH THE ALAMEDA COUNTY
BOARD OF SUPERVISORS. WHEN CONFLICTS ARE SUSPECTED OR REPORTED EMPLOYEES
WILL BE REASSIGNED MATTERS WITH DISQUALIFYING INTEREST. BOARD MEMBERS WILL
DISCLOSE DISQUALIFYING INTERESTS AT BOARD MEETINGS AND MADE PART OF OFFICAL
RECORD. THE DISQUALIFIED BOARD MEMBER WILL REFRAIN FROM PARTICIPATING IN
THE DECISION IN ANY WAY AND WILL LEAVE THE ROOM DURING BOARD DISCUSSION AND

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule O (Form 990) 2021

Name of the organization EAST BAY INNOVATION ACADEMY	Employer identification number 46-2428863
--	---

FINAL VOTE, AS WELL AS COMPLY WITH ANY APPLICABLE PROVISIONS OF THE CHARTER SCHOOL BYLAWS.

FORM 990, PART VI, SECTION B, LINE 15:

THE BOARD OF DIRECTORS WILL APPROVE COMPENSATION BASED ON COMPARABLE DATA AVAILABLE FROM OTHER PUBLIC CHARTER SCHOOLS AND SCHOOL DISTRICTS FOR INDIVIDUALS WITH SIMILAR RESPONSIBILITIES. THE DISCUSSION AND DECISION IS DOCUMENTED CONTEMPORANEOUSLY.

FORM 990, PART VI, SECTION C, LINE 19:

ALL ORGANIZATIONAL DOCUMENTS ARE AVAILABLE UPON REQUEST.

FORM 990, PART XII, LINE 2C:

THE PROCESS HAS NOT CHANGED FROM PRIOR YEAR.

TAXABLE YEAR
2021

California Exempt Organization Annual Information Return

128941 12-29-21
FORM

199

Calendar Year 2021 or fiscal year beginning (mm/dd/yyyy) **07/01/2021**, and ending (mm/dd/yyyy) **06/30/2022**

Corporation/Organization name **EAST BAY INNOVATION ACADEMY** California corporation number **3564103**

Additional information. See instructions. FEIN **46-2428863**

Street address (suite or room) **3400 MALCOLM AVENUE** PMB no.

City **OAKLAND** State **CA** ZIP code **94605**

Foreign country name Foreign province/state/county Foreign postal code

A First return Yes No
B Amended return Yes No
C IRC Section 4947(a)(1) trust Yes No
D Final information return?
 Dissolved Surrendered (Withdrawn) Merged/Reorganized
 Enter date: (mm/dd/yyyy) _____
E Check accounting method: (1) Cash (2) Accrual (3) Other
F Federal return filed? (1) 990T (2) 990PF (3) Sch H (990) (4) Other 990 series
G Is this a group filing? See instructions Yes No
H Is this organization in a group exemption Yes No
 If "Yes," what is the parent's name? _____
I Did the organization have any changes to its guidelines not reported to the FTB? See instructions Yes No
J If exempt under R&TC Section 23701d, has the organization engaged in political activities? See instructions. Yes No
K Is the organization exempt under R&TC Section 23701g? Yes No
 If "Yes," enter the gross receipts from nonmember sources \$ _____
L Is the organization a limited liability company? Yes No
M Did the organization file Form 100 or Form 109 to report taxable income? Yes No
N Is the organization under audit by the IRS or has the IRS audited in a prior year? Yes No
O Is federal Form 1023/1024 pending? Yes No
 Date filed with IRS _____

Part I Complete Part I unless not required to file this form. See General Information B and C.

Receipts and Revenues	1	Gross sales or receipts from other sources. From Side 2, Part II, line 8	1	42,042	00
	2	Gross dues and assessments from members and affiliates	2		00
	3	Gross contributions, gifts, grants, and similar amounts received STMT 1	3	8,607,140	00
	4	Total gross receipts for filing requirement test. Add line 1 through line 3. This line must be completed. If the result is less than \$50,000, see General Information B	4	8,649,182	00
	5	Cost of goods sold	5		00
	6	Cost or other basis, and sales expenses of assets sold	6		00
	7	Total costs. Add line 5 and line 6	7		00
	8	Total gross income. Subtract line 7 from line 4	8	8,649,182	00
Expenses	9	Total expenses and disbursements. From Side 2, Part II, line 18	9	7,680,663	00
	10	Excess of receipts over expenses and disbursements. Subtract line 9 from line 8	10	968,519	00
Filing Fee	11	Total payments	11		00
	12	Use tax. See General Information K	12		00
	13	Payments balance. If line 11 is more than line 12, subtract line 12 from line 11	13		00
	14	Use tax balance. If line 12 is more than line 11, subtract line 11 from line 12	14		00
	15	Penalties and interest. See General Information J	15		00
	16	Balance due. Add line 12 and line 15. Then subtract line 11 from the result	16		00

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than taxpayer) is based on all information of which preparer has any knowledge.

Sign Here
 Signature of officer: *Jenna Stauffer* Title: **INTERIM EXECUT** Date: **4/8/2023**
 DocuSigned by: _____ Telephone: _____

Paid Preparer's Use Only
 Preparer's signature: **MARLEN GOMEZ** Date: **03/31/23** Check if self-employed:
 Firm's name (or yours, if self-employed) and address: **CLIFTONLARSONALLEN LLP** Firm's FEIN: **P01306775**
2210 EAST ROUTE 66 Telephone: **41-0746749**
GLENDORA, CA 91740 Telephone: **(626) 857-7300**

May the FTB discuss this return with the preparer shown above? See instructions Yes No

EAST BAY INNOVATION ACADEMY

46-2428863

Part II Organizations with gross receipts of more than \$50,000 and private foundations regardless of amount of gross receipts - complete Part II or furnish substitute information.

128951 01-19-22

Receipts from Other Sources	1	Gross sales or receipts from all business activities. See instructions	•	1		00	
	2	Interest	•	2	1	00	
	3	Dividends	•	3		00	
	4	Gross rents	•	4		00	
	5	Gross royalties	•	5		00	
	6	Gross amount received from sale of assets (See instructions)	•	6		00	
	7	Other income	•	7	42,041	00	
	8	Total gross sales or receipts from other sources. Add line 1 through line 7. Enter here and on Side 1, Part I, line 1	•	8	42,042	00	
	9	Contributions, gifts, grants, and similar amounts paid	•	9		00	
	10	Disbursements to or for members	•	10		00	
	11	Compensation of officers, directors, and trustees	•	11	184,002	00	
	12	Other salaries and wages	•	12	4,368,530	00	
	Expenses and Disbursements	13	Interest	•	13		00
		14	Taxes	•	14	120,135	00
		15	Rents	•	15	661,099	00
		16	Depreciation and depletion (See instructions)	•	16		00
		17	Other expenses and disbursements	•	17	2,346,897	00
		18	Total expenses and disbursements. Add line 9 through line 17. Enter here and on Side 1, Part I, line 9	•	18	7,680,663	00

Schedule L Balance Sheet	Beginning of taxable year		End of taxable year	
	(a)	(b)	(c)	(d)
Assets				
1 Cash		869,588	•	1,363,097
2 Net accounts receivable		1,885,918	•	1,168,733
3 Net notes receivable			•	
4 Inventories			•	
5 Federal and state government obligations			•	
6 Investments in other bonds			•	
7 Investments in stock			•	
8 Mortgage loans			•	
9 Other investments			•	
10 a Depreciable assets				
b Less accumulated depreciation	()	()		
11 Land			•	
12 Other assets STMT 5		43,186	•	64,049
13 Total assets		2,798,692		2,595,879
Liabilities and net worth				
14 Accounts payable		485,004	•	338,107
15 Contributions, gifts, or grants payable			•	
16 Bonds and notes payable			•	
17 Mortgages payable			•	
18 Other liabilities STMT 6		1,252,605		228,170
19 Capital stock or principal fund			•	
20 Paid-in or capital surplus. Attach reconciliation			•	
21 Retained earnings or income fund		1,061,083	•	2,029,602
22 Total liabilities and net worth		2,798,692		2,595,879

Schedule M-1 Reconciliation of income per books with income per return			
Do not complete this schedule if the amount on Schedule L, line 13, column (d), is less than \$50,000.			
1 Net income per books	•	968,519	7 Income recorded on books this year not included in this return. Attach schedule
2 Federal income tax	•		8 Deductions in this return not charged against book income this year. Attach schedule
3 Excess of capital losses over capital gains	•		9 Total. Add line 7 and line 8
4 Income not recorded on books this year. Attach schedule	•		10 Net income per return. Subtract line 9 from line 6
5 Expenses recorded on books this year not deducted in this return. Attach schedule	•		
6 Total. Add line 1 through line 5		968,519	
			968,519

EAST BAY INNOVATION ACADEMY

46-2428863

CA 199

CASH CONTRIBUTIONS
INCLUDED ON PART I, LINE 3

STATEMENT 1

<u>CONTRIBUTOR'S NAME</u>	<u>CONTRIBUTOR'S ADDRESS</u>	<u>DATE OF GIFT</u>	<u>AMOUNT</u>
EDGAR FAMILY TRUST	12400 SKYLINE BLVD OAKLAND, CA 94619	06/30/22	42,000.
TOTAL INCLUDED ON LINE 3			<u>42,000.</u>

CA 199

OTHER INCOME

STATEMENT 2

<u>DESCRIPTION</u>	<u>AMOUNT</u>
FOOD SERVICE SALES	793.
AFTER SCHOOL PROGRAM REVENUE	41,248.
TOTAL TO FORM 199, PART II, LINE 7	<u>42,041.</u>

EAST BAY INNOVATION ACADEMY46-2428863CA 199 COMPENSATION OF OFFICERS, DIRECTORS AND TRUSTEES STATEMENT 3

<u>NAME AND ADDRESS</u>	<u>TITLE AND AVERAGE HRS WORKED/WK</u>	<u>COMPENSATION</u>
MICHELLE CHO 3400 MALCOLM AVENUE OAKLAND, CA 94605	EXECUTIVE DIRECTOR 40.00	184,002.
SHELLEY BENNING 3400 MALCOLM AVENUE OAKLAND, CA 94605	BOARD CHAIR 5.00	0.
LAURIE JACOBSON JONES 3400 MALCOLM AVENUE OAKLAND, CA 94605	CO-FOUNDER & TREASURER 5.00	0.
KELLY GARCIA 3400 MALCOLM AVENUE OAKLAND, CA 94605	SECRETARY 5.00	0.
KEN BERRICK 3400 MALCOLM AVENUE OAKLAND, CA 94605	BOARD MEMBER 5.00	0.
JENNIFER AFDAHL RICE 3400 MALCOLM AVENUE OAKLAND, CA 94605	BOARD MEMBER 5.00	0.
BRADLEY EDGAR 3400 MALCOLM AVENUE OAKLAND, CA 94605	BOARD MEMBER 5.00	0.
KIMBERLY SMITH 3400 MALCOLM AVENUE OAKLAND, CA 94605	BOARD MEMBER 5.00	0.
TOTAL TO FORM 199, PART II, LINE 11		<u>184,002.</u>

EAST BAY INNOVATION ACADEMY

46-2428863

CA 199	OTHER EXPENSES	STATEMENT 4
<u>DESCRIPTION</u>		<u>AMOUNT</u>
INSTRUCTIONAL MATERIALS		317,183.
STAFF RECRUITING		82,829.
ALL OTHER EXPENSES		65,990.
DISTRICT OVERSIGHT FEES		49,899.
PENSION PLAN CONTRIBUTIONS		532,047.
OTHER EMPLOYEE BENEFITS		357,061.
LEGAL FEES		83,152.
ACCOUNTING FEES		18,465.
OTHER PROFESSIONAL FEES		510,132.
ADVERTISING AND PROMOTION		4,822.
OFFICE EXPENSES		105,587.
INFORMATION TECHNOLOGY		109,461.
TRAVEL		11,877.
INSURANCE		79,253.
ALL OTHER EXPENSES		19,139.
TOTAL TO FORM 199, PART II, LINE 17		<u>2,346,897.</u>

CA 199	OTHER ASSETS	STATEMENT 5	
<u>DESCRIPTION</u>		<u>BEG. OF YEAR</u>	<u>END OF YEAR</u>
PREPAID EXPENSES AND DEFERRED CHARGES		43,186.	64,049.
TOTAL TO FORM 199, SCHEDULE L, LINE 12		<u>43,186.</u>	<u>64,049.</u>

CA 199	OTHER LIABILITIES	STATEMENT 6	
<u>DESCRIPTION</u>		<u>BEG. OF YEAR</u>	<u>END OF YEAR</u>
DEFERRED REVENUE		300,071.	228,170.
UNSECURED NOTES AND LOANS PAYABLE		952,534.	0.
TOTAL TO FORM 199, SCHEDULE L, LINE 18		<u>1,252,605.</u>	<u>228,170.</u>

EAST BAY INNOVATION ACADEMY

46-2428863

CA 199

FUND BALANCES

STATEMENT 7

DESCRIPTION	BEG. OF YEAR	END OF YEAR
NET ASSETS WITHOUT DONOR RESTRICTIONS	1,038,663.	2,029,602.
NET ASSETS WITH DONOR RESTRICTIONS	22,420.	0.
TOTAL TO FORM 199, SCHEDULE L, LINE 21	1,061,083.	2,029,602.

022

Date Accepted _____

DO NOT MAIL THIS FORM TO THE FTB

TAXABLE YEAR

2021

California e-file Return Authorization for Exempt Organizations

FORM

8453-EO

Exempt Organization name	Identifying number
EAST BAY INNOVATION ACADEMY	46-2428863

Part I Electronic Return Information (whole dollars only)

1 Total gross receipts (Form 199, line 4)	1	<u>8,649,182</u>
2 Total gross income (Form 199, line 8)	2	<u>8,649,182</u>
3 Total expenses and disbursements (Form 199, line 9)	3	<u>7,680,663</u>

Part II Settle Your Account Electronically for Taxable Year 2021

4 <input type="checkbox"/> Electronic funds withdrawal	4a Amount	4b Withdrawal date (mm/dd/yyyy)
--	-----------	---------------------------------

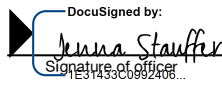
Part III Banking Information (Have you verified the exempt organization's banking information?)

5 Routing number _____	7 Type of account: <input type="checkbox"/> Checking <input type="checkbox"/> Savings
6 Account number _____	

Part IV Declaration of Officer


I authorize the exempt organization's account to be settled as designated in Part II. If I check Part II, box 4, I authorize an electronic funds withdrawal for the amount listed on line 4a.

Under penalties of perjury, I declare that I am an officer of the above exempt organization and that the information I provided to my electronic return originator (ERO), transmitter, or intermediate service provider and the amounts in Part I above agree with the amounts on the corresponding lines of the exempt organization's 2021 California electronic return. To the best of my knowledge and belief, the exempt organization's return is true, correct, and complete. If the exempt organization is filing a balance due return, I understand that if the Franchise Tax Board (FTB) does not receive full and timely payment of the exempt organization's fee liability, the exempt organization will remain liable for the fee liability and all applicable interest and penalties. I authorize the exempt organization return and accompanying schedules and statements be transmitted to the FTB by the ERO, transmitter, or intermediate service provider. **If the processing of the exempt organization's return or refund is delayed, I authorize the FTB to disclose to the ERO or intermediate service provider the reason(s) for the delay.**


Sign Here  4/8/2023 **INTERIM EXECUTIVE DIRECTOR**

Part V Declaration of Electronic Return Originator (ERO) and Paid Preparer.

I declare that I have reviewed the above exempt organization's return and that the entries on form FTB 8453-EO are complete and correct to the best of my knowledge. (If I am only an intermediate service provider, I understand that I am not responsible for reviewing the exempt organization's return. I declare, however, that form FTB 8453-EO accurately reflects the data on the return.) I have obtained the organization officer's signature on form FTB 8453-EO before transmitting this return to the FTB; I have provided the organization officer with a copy of all forms and information that I will file with the FTB, and I have followed all other requirements described in FTB Pub. 1345, 2021 Handbook for Authorized e-file Providers. I will keep form FTB 8453-EO on file for **four** years from the due date of the return or **four** years from the date the exempt organization return is filed, whichever is later, and I will make a copy available to the FTB upon request. If I am also the paid preparer, under penalties of perjury, I declare that I have examined the above exempt organization's return and accompanying schedules and statements, and to the best of my knowledge and belief, they are true, correct, and complete. I make this declaration based on all information of which I have knowledge.

ERO	ERO's signature 	Date	Check if also paid preparer <input checked="" type="checkbox"/>	Check if self-employed <input type="checkbox"/>	ERO's PTIN P01306775
Must Sign	Firm's name (or yours if self-employed) and address CLIFTONLARSONALLEN LLP 2210 EAST ROUTE 66 GLENORA, CA				Firm's FEIN 41-0746749 ZIP code 91740

Under penalties of perjury, I declare that I have examined the above organization's return and accompanying schedules and statements, and to the best of my knowledge and belief, they are true, correct, and complete. I make this declaration based on all information of which I have knowledge.

Paid Preparer	Paid preparer's signature 	Date	Check if self-employed <input type="checkbox"/>	Paid preparer's PTIN
Must Sign	Firm's name (or yours if self-employed) and address _____			Firm's FEIN _____ ZIP code _____

FTB 8453-EO 2021

**** PUBLIC DISCLOSURE COPY ****

Form **990**

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

2021

Department of the Treasury
Internal Revenue Service

▶ Do not enter social security numbers on this form as it may be made public.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

Open to Public Inspection

A For the **2021** calendar year, or tax year beginning **JUL 1, 2021** and ending **JUN 30, 2022**

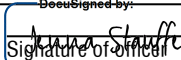
B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization EAST BAY INNOVATION ACADEMY Doing business as		D Employer identification number 46-2428863
	Number and street (or P.O. box if mail is not delivered to street address) Room/suite 3400 MALCOLM AVENUE		E Telephone number 510-577-9557
	City or town, state or province, country, and ZIP or foreign postal code OAKLAND, CA 94605		G Gross receipts \$ 8,649,182.
	F Name and address of principal officer: JENNA STAUFFER 3400 MALCOLM AVENUE, OAKLAND, CA 94605		H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list. See instructions H(c) Group exemption number ▶
	I Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) () ◀ (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527		
J Website: ▶ WWW.EASTBAYIA.ORG			
K Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ▶		L Year of formation: 2013	M State of legal domicile: CA

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: TO MANAGE, OPERATE, GUIDE, DIRECT, AND PROMOTE EAST BAY INNOVATION ACADEMY, A PUBLIC CHARTER
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.
	3 Number of voting members of the governing body (Part VI, line 1a) 3 7
	4 Number of independent voting members of the governing body (Part VI, line 1b) 4 7
	5 Total number of individuals employed in calendar year 2021 (Part V, line 2a) 5 82
	6 Total number of volunteers (estimate if necessary) 6 26
	7 a Total unrelated business revenue from Part VIII, column (C), line 12 7a 0.
b Net unrelated business taxable income from Form 990-T, Part I, line 11 7b 0.	
Revenue	8 Contributions and grants (Part VIII, line 1h) Prior Year 7,360,491. Current Year 8,607,140.
	9 Program service revenue (Part VIII, line 2g) 0. 41,248.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d) 1. 1.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) 26,347. 793.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12) 7,386,839. 8,649,182.
	Expenses
14 Benefits paid to or for members (Part IX, column (A), line 4) 0. 0.	
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) 5,050,242. 5,561,775.	
16a Professional fundraising fees (Part IX, column (A), line 11e) 0. 0.	
b Total fundraising expenses (Part IX, column (D), line 25) ▶ 2,912.	
17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) 1,963,738. 2,118,888.	
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) 7,013,980. 7,680,663.	
19 Revenue less expenses. Subtract line 18 from line 12 372,859. 968,519.	
Net Assets or Fund Balances	20 Total assets (Part X, line 16) Beginning of Current Year 2,798,692. End of Year 2,595,879.
	21 Total liabilities (Part X, line 26) 1,737,609. 566,277.
	22 Net assets or fund balances. Subtract line 21 from line 20 1,061,083. 2,029,602.

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here	Signature of officer  Date 4/8/2023
	Signature of preparer JENNA STAUFFER, INTERIM EXECUTIVE DIRECTOR Type or print name and title
Paid Preparer Use Only	Print/Type preparer's name MARLEN GOMEZ Preparer's signature MARLEN GOMEZ Date 04/06/23 Check if self-employed <input type="checkbox"/> PTIN P01306775
	Firm's name ▶ CLIFTONLARSONALLEN LLP Firm's EIN ▶ 41-0746749 Firm's address ▶ 2210 EAST ROUTE 66 GLENDORA, CA 91740 Phone no. (626) 857-7300

May the IRS discuss this return with the preparer shown above? See instructions Yes No

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III

1 Briefly describe the organization's mission: TO PREPARE A DIVERSE GROUP OF STUDENTS TO BE SUCCESSFUL IN COLLEGE AND TO BE THOUGHTFUL, ENGAGED CITIZENS WHO ARE LEADERS AND INNOVATORS IN A 21ST CENTURY GLOBAL WORLD.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? Yes No

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? Yes No

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses.

4a (Code:) (Expenses \$ 6,832,326. including grants of \$) (Revenue \$ 41,248.) EAST BAY INNOVATION ACADEMY (EBIA) IS A COLLEGE PREPARATORY CHARTER SCHOOL OFFERING PUBLIC EDUCATION IN OAKLAND. EBIA SERVES STUDENTS THROUGH PERSONALIZED AND PROJECT-BASED LEARNING, AND BY LEVERAGING BEST PRACTICES IN CURRICULUM DESIGN AND TECHNOLOGY. DURING THE YEAR ENDED JUNE 30, 2022, THE SCHOOL SERVED APPROXIMATELY 510 STUDENTS IN GRADES 6-12 OVER 183 DAYS.

4b (Code:) (Expenses \$ including grants of \$) (Revenue \$)

4c (Code:) (Expenses \$ including grants of \$) (Revenue \$)

4d Other program services (Describe on Schedule O.) (Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses 6,832,326.

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	X	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ? See instructions	X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		X
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>		X
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? <i>If "Yes," complete Schedule C, Part III</i>		X
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		X
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>		X
10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi endowments? <i>If "Yes," complete Schedule D, Part V</i>		X
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>		X
b Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>		X
c Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>		X
d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>		X
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>		X
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>	X	
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	X	
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>		X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>	X	
14a Did the organization maintain an office, employees, or agents outside of the United States?		X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>		X
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>		X
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i>		X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I.</i> See instructions		X
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>		X
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		X
b <i>If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?</i>		
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>		X

Part IV Checklist of Required Schedules (continued)

	Yes	No
22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>		X
23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>	X	
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>		X
24b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
24c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
24d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>		X
b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>		X
26 Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part II</i>		X
27 Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>		X
28 Was the organization a party to a business transaction with one of the following parties (see the Schedule L, Part IV, instructions for applicable filing thresholds, conditions, and exceptions):		
a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If "Yes," complete Schedule L, Part IV</i>		X
b A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i>		X
c A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? <i>If "Yes," complete Schedule L, Part IV</i>		X
29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>		X
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>		X
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>		X
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>		X
34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>		X
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?		X
b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>		
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>		X
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>		X
38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19?	X	

Note: All Form 990 filers are required to complete Schedule O

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V

	Yes	No
1a Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable		
b Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable		
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	X	

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

		Yes	No
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return		
	2a		82
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file. See instructions.	X	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?		X
b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		X
b	If "Yes," enter the name of the foreign country See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
7	Organizations that may receive deductible contributions under section 170(c).		
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?		X
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		X
d	If "Yes," indicate the number of Forms 8282 filed during the year		
	7d		
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		X
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?		
9	Sponsoring organizations maintaining donor advised funds.		
a	Did the sponsoring organization make any taxable distributions under section 4966?		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		
10	Section 501(c)(7) organizations. Enter:		
a	Initiation fees and capital contributions included on Part VIII, line 12	10a	
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b	
11	Section 501(c)(12) organizations. Enter:		
a	Gross income from members or shareholders	11a	
b	Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b	
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b	
13	Section 501(c)(29) qualified nonprofit health insurance issuers.		
a	Is the organization licensed to issue qualified health plans in more than one state? Note: See the instructions for additional information the organization must report on Schedule O.		
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b	
c	Enter the amount of reserves on hand	13c	
14a	Did the organization receive any payments for indoor tanning services during the tax year?		X
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O		
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see the instructions and file Form 4720, Schedule N.		X
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.		X
17	Section 501(c)(21) organizations. Did the trust, any disqualified person, or mine operator engage in any activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953? If "Yes," complete Form 6069.		

Part VI Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on Schedule O. See instructions.

Check if Schedule O contains a response or note to any line in this Part VI

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.		
1b	Enter the number of voting members included on line 1a, above, who are independent		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?		X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		X
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		X
6	Did the organization have members or stockholders?		X
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?		X
7b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
8a	The governing body?	X	
8b	Each committee with authority to act on behalf of the governing body?		X
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O		X

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

		Yes	No
10a	Did the organization have local chapters, branches, or affiliates?		X
10b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	X	
11b	Describe on Schedule O the process, if any, used by the organization to review this Form 990.		
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	X	
12b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	X	
12c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done	X	
13	Did the organization have a written whistleblower policy?	X	
14	Did the organization have a written document retention and destruction policy?	X	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
15a	The organization's CEO, Executive Director, or top management official	X	
15b	Other officers or key employees of the organization	X	
	If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.		
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?		X
16b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?		

Section C. Disclosure

- 17** List the states with which a copy of this Form 990 is required to be filed **CA**
- 18** Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
 Own website Another's website Upon request Other (explain on Schedule O)
- 19** Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
- 20** State the name, address, and telephone number of the person who possesses the organization's books and records **MICHELLE CHO - 510-577-9557**
3400 MALCOLM AVENUE, OAKLAND, CA 94605

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response or note to any line in this Part VII

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations. See the instructions for the order in which to list the persons above.

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) MICHELLE CHO EXECUTIVE DIRECTOR	40.00			X			151,939.	0.	20,534.	
(2) CHRISTINE L MANDILAG TEACHER	40.00				X		120,886.	0.	18,635.	
(3) FRANCESCA FAY TEACHER	40.00				X		108,616.	0.	16,517.	
(4) MICHELLE FITTS TEACHER	40.00				X		108,235.	0.	13,718.	
(5) AMANDA OKAMOTO OPERATIONS DIRECTOR	40.00				X		109,948.	0.	5,618.	
(6) HARI VASU DEVAN FOUNDING TEACHER	40.00				X		106,711.	0.	16,503.	
(7) SHELLEY BENNING BOARD CHAIR	5.00	X		X			0.	0.	0.	
(8) LAURIE JACOBSON JONES CO-FOUNDER & TREASURER	5.00	X		X			0.	0.	0.	
(9) KELLY GARCIA SECRETARY	5.00	X		X			0.	0.	0.	
(10) KEN BERRICK BOARD MEMBER	5.00	X					0.	0.	0.	
(11) JENNIFER AFDAHL RICE BOARD MEMBER	5.00	X					0.	0.	0.	
(12) BRADLEY EDGAR BOARD MEMBER	5.00	X					0.	0.	0.	
(13) KIMBERLY SMITH BOARD MEMBER	5.00	X					0.	0.	0.	

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
1b Subtotal							706,335.	0.	91,525.	
c Total from continuation sheets to Part VII, Section A							0.	0.	0.	
d Total (add lines 1b and 1c)							706,335.	0.	91,525.	

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization ▶ 6

	Yes	No
3 Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>		X
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>	X	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>		X

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
LINA'S JANIORIAL SERVICES PO BOX 3137, ALAMEDA, CA 94501	CLEANING SERVICES	128,000.

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization ▶ 1

Part VIII Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII

			(A)	(B)	(C)	(D)	
			Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a	Federated campaigns	1a				
	b	Membership dues	1b				
	c	Fundraising events	1c				
	d	Related organizations	1d				
	e	Government grants (contributions)	1e	8,517,499.			
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	89,641.			
	g	Noncash contributions included in lines 1a-1f	1g	\$			
	h	Total. Add lines 1a-1f		8,607,140.			
Program Service Revenue	2 a	AFTER SCHOOL PROGRAM R	Business Code 611710	41,248.	41,248.		
	b						
	c						
	d						
	e						
	f	All other program service revenue					
	g	Total. Add lines 2a-2f		41,248.			
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		1.		1.	
	4	Income from investment of tax-exempt bond proceeds					
	5	Royalties					
	6 a	Gross rents	(i) Real				
			(ii) Personal				
	b	Less: rental expenses	6b				
	c	Rental income or (loss)	6c				
	d	Net rental income or (loss)					
	7 a	Gross amount from sales of assets other than inventory	(i) Securities				
			(ii) Other				
	b	Less: cost or other basis and sales expenses	7b				
	c	Gain or (loss)	7c				
d	Net gain or (loss)						
8 a	Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18						
b	Less: direct expenses	8b					
c	Net income or (loss) from fundraising events						
9 a	Gross income from gaming activities. See Part IV, line 19						
b	Less: direct expenses	9b					
c	Net income or (loss) from gaming activities						
10 a	Gross sales of inventory, less returns and allowances						
b	Less: cost of goods sold	10b					
c	Net income or (loss) from sales of inventory						
Miscellaneous Revenue	11 a	FOOD SERVICE SALES	Business Code 90099	793.		793.	
	b						
	c						
	d	All other revenue					
	e	Total. Add lines 11a-11d		793.			
12	Total revenue. See instructions		8,649,182.	41,248.	0.	794.	

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 ...				
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	184,002.	174,802.	9,200.	
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	4,368,530.	4,022,337.	346,193.	
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	532,047.	499,875.	32,172.	
9 Other employee benefits	357,061.	335,574.	21,487.	
10 Payroll taxes	120,135.	112,926.	7,209.	
11 Fees for services (nonemployees):				
a Management				
b Legal	83,152.		83,152.	
c Accounting	18,465.		18,465.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	510,132.	446,355.	63,777.	
12 Advertising and promotion	4,822.		4,822.	
13 Office expenses	105,587.	82,286.	23,301.	
14 Information technology	109,461.	100,247.	9,214.	
15 Royalties				
16 Occupancy	661,099.	637,711.	23,388.	
17 Travel	11,877.		11,877.	
18 Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
19 Conferences, conventions, and meetings				
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization				
23 Insurance	79,253.	67,365.	11,888.	
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a <u>INSTRUCTIONAL MATERIALS</u>	317,183.	244,949.	72,234.	
b <u>STAFF RECRUITING</u>	82,829.	66,263.	16,566.	
c <u>ALL OTHER EXPENSES</u>	65,990.	41,636.	21,442.	2,912.
d <u>DISTRICT OVERSIGHT FEES</u>	49,899.		49,899.	
e All other expenses _____	19,139.		19,139.	
25 Total functional expenses. Add lines 1 through 24e	7,680,663.	6,832,326.	845,425.	2,912.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation.				

Check here if following SOP 98-2 (ASC 958-720)

Part X Balance Sheet

Check if Schedule O contains a response or note to any line in this Part X

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	863,858.	1	1,357,367.
	2 Savings and temporary cash investments	5,730.	2	5,730.
	3 Pledges and grants receivable, net		3	
	4 Accounts receivable, net	1,885,918.	4	1,168,733.
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	43,186.	9	64,049.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a		
	b Less: accumulated depreciation	10b	10c	
	11 Investments - publicly traded securities		11	
	12 Investments - other securities. See Part IV, line 11		12	
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11		15	
16 Total assets. Add lines 1 through 15 (must equal line 33)	2,798,692.	16	2,595,879.	
Liabilities	17 Accounts payable and accrued expenses	485,004.	17	338,107.
	18 Grants payable		18	
	19 Deferred revenue	300,071.	19	228,170.
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties	952,534.	24	0.
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D		25	
	26 Total liabilities. Add lines 17 through 25	1,737,609.	26	566,277.
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	1,038,663.	27	2,029,602.
	28 Net assets with donor restrictions	22,420.	28	0.
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building, or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
	32 Total net assets or fund balances	1,061,083.	32	2,029,602.
	33 Total liabilities and net assets/fund balances	2,798,692.	33	2,595,879.

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	8,649,182.
2	Total expenses (must equal Part IX, column (A), line 25)	2	7,680,663.
3	Revenue less expenses. Subtract line 2 from line 1	3	968,519.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	1,061,083.
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	2,029,602.

Part XII Financial Statements and Reporting

Check if Schedule O contains a response or note to any line in this Part XII

- 1 Accounting method used to prepare the Form 990: Cash Accrual Other _____
If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.
- 2a Were the organization's financial statements compiled or reviewed by an independent accountant?
If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:
 Separate basis Consolidated basis Both consolidated and separate basis
- b Were the organization's financial statements audited by an independent accountant?
If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:
 Separate basis Consolidated basis Both consolidated and separate basis
- c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?
If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.
- 3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?
- b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits

	Yes	No
2a		X
2b	X	
2c	X	
3a		X
3b		

Form 990 (2021)

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3						
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public support. Subtract line 5 from line 4.						

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
7 Amounts from line 4						
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
11 Total support. Add lines 7 through 10						
12 Gross receipts from related activities, etc. (see instructions)					12	
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2021 (line 6, column (f), divided by line 11, column (f))	14	%
15 Public support percentage from 2020 Schedule A, Part II, line 14	15	%
16a 33 1/3% support test - 2021. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
b 33 1/3% support test - 2020. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
17a 10% -facts-and-circumstances test - 2021. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
b 10% -facts-and-circumstances test - 2020. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions		<input type="checkbox"/>

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						

14 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here**

Section C. Computation of Public Support Percentage

15 Public support percentage for 2021 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2020 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2021 (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from 2020 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2021. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

b 33 1/3% support tests - 2020. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions

Part IV Supporting Organizations

(Complete only if you checked a box in line 12 on Part I. If you checked box 12a, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

	Yes	No
1 Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.</i>		
2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer lines 3b and 3c below.</i>		
b Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
4a Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.</i>		
b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.</i>		
c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? <i>If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.</i>		
5a Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).</i>		
b Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
c Substitutions only. Was the substitution the result of an event beyond the organization's control?		
6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? <i>If "Yes," provide detail in Part VI.</i>		
7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? <i>If "Yes," provide detail in Part VI.</i>		
b Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i>		
c Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i>		
10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? <i>If "Yes," answer line 10b below.</i>		
b Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)</i>		

Part IV Supporting Organizations (continued)

	Yes	No
11 Has the organization accepted a gift or contribution from any of the following persons?		
a A person who directly or indirectly controls, either alone or together with persons described on lines 11b and 11c below, the governing body of a supported organization?		
b A family member of a person described on line 11a above?		
c A 35% controlled entity of a person described on line 11a or 11b above? <i>If "Yes" to line 11a, 11b, or 11c, provide detail in Part VI.</i>		

Section B. Type I Supporting Organizations

	Yes	No
1 Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? <i>If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove officers, directors, or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.</i>		
2 Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? <i>If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.</i>		

Section C. Type II Supporting Organizations

	Yes	No
1 Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? <i>If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).</i>		

Section D. All Type III Supporting Organizations

	Yes	No
1 Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?		
2 Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>		
3 By reason of the relationship described on line 2, above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>		

Section E. Type III Functionally Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).		
a <input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.		
b <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.		
c <input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a governmental entity (see instructions).		
2 Activities Test. Answer lines 2a and 2b below.		
a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i>		
b Did the activities described on line 2a, above, constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i>		
3 Parent of Supported Organizations. Answer lines 3a and 3b below.		
a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? <i>If "Yes" or "No" provide details in Part VI.</i>		
b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i>		

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

1 Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (*explain in Part VI*). See instructions.
All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3.	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8	

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (<i>explain in detail in Part VI</i>):		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d.	3	
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by 0.035.	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	

Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1	
2	Enter 0.85 of line 1.	2	
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3	
4	Enter greater of line 2 or line 3.	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required - provide details in Part VI)	5
6	Other distributions (describe in Part VI). See instructions.	6
7	Total annual distributions. Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions.	8
9	Distributable amount for 2021 from Section C, line 6	9
10	Line 8 amount divided by line 9 amount	10

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2021	(iii) Distributable Amount for 2021
1	Distributable amount for 2021 from Section C, line 6		
2	Underdistributions, if any, for years prior to 2021 (reasonable cause required - explain in Part VI). See instructions.		
3	Excess distributions carryover, if any, to 2021		
a	From 2016		
b	From 2017		
c	From 2018		
d	From 2019		
e	From 2020		
f	Total of lines 3a through 3e		
g	Applied to underdistributions of prior years		
h	Applied to 2021 distributable amount		
i	Carryover from 2016 not applied (see instructions)		
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.		
4	Distributions for 2021 from Section D, line 7: \$		
a	Applied to underdistributions of prior years		
b	Applied to 2021 distributable amount		
c	Remainder. Subtract lines 4a and 4b from line 4.		
5	Remaining underdistributions for years prior to 2021, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, explain in Part VI. See instructions.		
6	Remaining underdistributions for 2021. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions.		
7	Excess distributions carryover to 2022. Add lines 3j and 4c.		
8	Breakdown of line 7:		
a	Excess from 2017		
b	Excess from 2018		
c	Excess from 2019		
d	Excess from 2020		
e	Excess from 2021		

Schedule A (Form 990) 2021

Part VI

Supplemental Information. Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information.
(See instructions.)

Multiple horizontal lines for supplemental information input.

Schedule B
(Form 990)

Department of the Treasury
Internal Revenue Service

Schedule of Contributors

▶ Attach to Form 990 or Form 990-PF.
▶ Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2021

Name of the organization

EAST BAY INNOVATION ACADEMY

Employer identification number

46-2428863

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

501(c)(3) (enter number) organization

4947(a)(1) nonexempt charitable trust **not** treated as a private foundation

527 political organization

Form 990-PF

501(c)(3) exempt private foundation

4947(a)(1) nonexempt charitable trust treated as a private foundation

501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule**.

Note: Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.

General Rule

For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

Special Rules

For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of **(1)** \$5,000; or **(2)** 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 exclusively for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II, and III.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling \$5,000 or more during the year ▶ \$ _____

Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990), but it **must** answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990-PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990).

LHA For Paperwork Reduction Act Notice, see the instructions for Form 990, 990-EZ, or 990-PF.

Schedule B (Form 990) (2021)

Name of organization EAST BAY INNOVATION ACADEMY	Employer identification number 46-2428863
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Part I Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	<hr/> <hr/> <hr/>	\$ <u>42,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization EAST BAY INNOVATION ACADEMY	Employer identification number 46-2428863
--	---

Part II Noncash Property (see instructions). Use duplicate copies of Part II if additional space is needed.

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
	_____	\$ _____	_____
	_____	\$ _____	_____
	_____	\$ _____	_____
	_____	\$ _____	_____
	_____	\$ _____	_____
	_____	\$ _____	_____
	_____	\$ _____	_____
	_____	\$ _____	_____

Name of organization EAST BAY INNOVATION ACADEMY	Employer identification number 46-2428863
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Part III Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of \$1,000 or less for the year. (Enter this info. once.) ▶ \$ _____
Use duplicate copies of Part III if additional space is needed.

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	

SCHEDULE D (Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Financial Statements

Complete if the organization answered "Yes" on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b. Attach to Form 990.

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization EAST BAY INNOVATION ACADEMY Employer identification number 46-2428863

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

Table with 2 columns: (a) Donor advised funds, (b) Funds and other accounts. Rows include: 1 Total number at end of year, 2 Aggregate value of contributions to (during year), 3 Aggregate value of grants from (during year), 4 Aggregate value at end of year, 5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? (Yes/No), 6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? (Yes/No)

Part II Conservation Easements. Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

Table with 2 columns: Held at the End of the Tax Year. Rows include: 1 Purpose(s) of conservation easements held by the organization (check all that apply), 2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year (2a Total number of conservation easements, 2b Total acreage restricted by conservation easements, 2c Number of conservation easements on a certified historic structure included in (a), 2d Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register), 3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year, 4 Number of states where property subject to conservation easement is located, 5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? (Yes/No), 6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year, 7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year, 8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? (Yes/No), 9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

Table with 2 columns: \$. Rows include: 1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items. b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items: (i) Revenue included on Form 990, Part VIII, line 1, (ii) Assets included in Form 990, Part X, 2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items: a Revenue included on Form 990, Part VIII, line 1, b Assets included in Form 990, Part X

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990. Schedule D (Form 990) 2021

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

- 3** Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply):
- a** Public exhibition
 - b** Scholarly research
 - c** Preservation for future generations
 - d** Loan or exchange program
 - e** Other _____
- 4** Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
- 5** During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? **Yes** **No**

Part IV Escrow and Custodial Arrangements. Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

- 1a** Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? **Yes** **No**
- b** If "Yes," explain the arrangement in Part XIII and complete the following table:
- | | Amount |
|--|-----------|
| c Beginning balance | 1c |
| d Additions during the year | 1d |
| e Distributions during the year | 1e |
| f Ending balance | 1f |
- 2a** Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? **Yes** **No**
- b** If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII

Part V Endowment Funds. Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

- 2** Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a** Board designated or quasi-endowment %
 - b** Permanent endowment %
 - c** Term endowment %
- The percentages on lines 2a, 2b, and 2c should equal 100%.
- 3a** Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
- | | Yes | No |
|--|---------------|----|
| (i) Unrelated organizations | 3a(i) | |
| (ii) Related organizations | 3a(ii) | |
| b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? <input type="checkbox"/> | 3b | |
- 4** Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements				
d Equipment				
e Other				

Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.) **0.**

Part VII Investments - Other Securities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely held equity interests		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 12.) ▶		

Part VIII Investments - Program Related.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 13.) ▶		

Part IX Other Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.) ▶	

Part X Other Liabilities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶	

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII ...

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements		1	8,649,182.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a	Net unrealized gains (losses) on investments	2a		
b	Donated services and use of facilities	2b		
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d		2e	0.
3	Subtract line 2e from line 1		3	8,649,182.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b		4c	0.
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)		5	8,649,182.

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements		1	7,680,663.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
a	Donated services and use of facilities	2a		
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d		2e	0.
3	Subtract line 2e from line 1		3	7,680,663.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b		4c	0.
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)		5	7,680,663.

Part XIII Supplemental Information.

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

PART X, LINE 2:

THE ACADEMY IS A NON-PROFIT ENTITY EXEMPT FROM THE PAYMENT OF INCOME TAXES UNDER INTERNAL REVENUE CODE SECTION 501(C)(3) AND CALIFORNIA REVENUE AND TAXATION CODE SECTION 23701D. ACCORDINGLY, NO PROVISION HAS BEEN MADE FOR INCOME TAXES. MANAGEMENT HAS DETERMINED THAT ALL INCOME TAX POSITIONS ARE MORE LIKELY THAN NOT OF BEING SUSTAINED UPON POTENTIAL AUDIT OR EXAMINATION; THEREFORE, NO DISCLOSURES OF UNCERTAIN INCOME TAX POSITIONS ARE REQUIRED. THE ACADEMY IS SUBJECT TO INCOME TAX ON NET INCOME THAT IS DERIVED FROM BUSINESS ACTIVITIES THAT ARE UNRELATED TO THE EXEMPT PURPOSES. THE ACADEMY FILES AN EXEMPT RETURN AND APPLICABLE UNRELATED BUSINESS INCOME TAX RETURN IN THE U.S. FEDERAL JURISDICTION AND WITH THE CALIFORNIA FRANCHISE TAX BOARD.

Part XIII Supplemental Information *(continued)*

Multiple horizontal lines for supplemental information.

SCHEDULE E
(Form 990)

Schools

OMB No. 1545-0047

2021

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

▶ **Complete if the organization answered "Yes" on Form 990, Part IV, line 13, or Form 990-EZ, Part VI, line 48.**

▶ **Attach to Form 990 or Form 990-EZ.**

▶ **Go to www.irs.gov/Form990 for the latest information.**

Name of the organization

EAST BAY INNOVATION ACADEMY

Employer identification number

46-2428863

Part I

	YES	NO
1 Does the organization have a racially nondiscriminatory policy toward students by statement in its charter, bylaws, other governing instrument, or in a resolution of its governing body?	X	
2 Does the organization include a statement of its racially nondiscriminatory policy toward students in all its brochures, catalogues, and other written communications with the public dealing with student admissions, programs, and scholarships?	X	
3 Has the organization publicized its racially nondiscriminatory policy on its primary publicly accessible Internet homepage at all times during its taxable year in a manner reasonably expected to be noticed by visitors to the homepage, or through newspaper or broadcast media during the period of solicitation for students, or during the registration period if it has no solicitation program, in a way that makes the policy known to all parts of the general community it serves? If "Yes," please describe. If "No," please explain. If you need more space, use Part II	X	
THE SCHOOL PUBLISHES ITS NONDISCRIMINATORY POLICY WITHIN ITS CHARTER DOCUMENT. THE CHARTER DOCUMENT IS AVAILABLE TO THE PUBLIC ON THE ORGANIZATION'S WEBSITE AND IS MADE AVAILABLE UPON REQUEST.		
4 Does the organization maintain the following?		
a Records indicating the racial composition of the student body, faculty, and administrative staff?	X	
b Records documenting that scholarships and other financial assistance are awarded on a racially nondiscriminatory basis? ..		X
c Copies of all catalogues, brochures, announcements, and other written communications to the public dealing with student admissions, programs, and scholarships?	X	
d Copies of all material used by the organization or on its behalf to solicit contributions?	X	
If you answered "No" to any of the above, please explain. If you need more space, use Part II.		
THE ORGANIZATION IS A PUBLIC CHARTER SCHOOL WHICH OPERATES TUITION-FREE. THEREFORE, SCHOLARSHIPS AND FINANCIAL ASSISTANCE ARE NOT APPLICABLE.		
5 Does the organization discriminate by race in any way with respect to:		
a Students' rights or privileges?		X
b Admissions policies?		X
c Employment of faculty or administrative staff?		X
d Scholarships or other financial assistance?		X
e Educational policies?		X
f Use of facilities?		X
g Athletic programs?		X
h Other extracurricular activities?		X
If you answered "Yes" to any of the above, please explain. If you need more space, use Part II.		
6a Does the organization receive any financial aid or assistance from a governmental agency?	X	
b Has the organization's right to such aid ever been revoked or suspended?		X
If you answered "Yes" on either line 6a or line 6b, explain on Part II.		
7 Does the organization certify that it has complied with the applicable requirements of sections 4.01 through 4.05 of Rev. Proc. 75-50, 1975-2 C.B. 587, covering racial nondiscrimination? If "No," explain on Part II	X	

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule E (Form 990) 2021

Part II Supplemental Information. Provide the explanations required by Part I, lines 3, 4d, 5h, 6b, and 7, as applicable. Also provide any other additional information.

LINE 6 - EXPLANATION OF GOVERNMENT FINANCIAL AID:

THE ORGANIZATION RECEIVES FINANCIAL ASSISTANCE FROM THE CALIFORNIA DEPARTMENT OF EDUCATION AND THE COUNTY OF ALAMEDA AS PART OF ITS OPERATION AS A PUBLIC CHARTER SCHOOL.

**SCHEDULE J
(Form 990)**

Compensation Information

OMB No. 1545-0047

2021

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees
 ▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23.
 ▶ Attach to Form 990.
 ▶ Go to www.irs.gov/Form990 for instructions and the latest information.

Name of the organization: **EAST BAY INNOVATION ACADEMY**
 Employer identification number: **46-2428863**

Part I Questions Regarding Compensation

1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

- | | |
|--|--|
| <input type="checkbox"/> First-class or charter travel | <input type="checkbox"/> Housing allowance or residence for personal use |
| <input type="checkbox"/> Travel for companions | <input type="checkbox"/> Payments for business use of personal residence |
| <input type="checkbox"/> Tax indemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees |
| <input type="checkbox"/> Discretionary spending account | <input type="checkbox"/> Personal services (such as maid, chauffeur, chef) |

b If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain

2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?

3 Indicate which, if any, of the following the organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.

- | | |
|--|---|
| <input type="checkbox"/> Compensation committee | <input checked="" type="checkbox"/> Written employment contract |
| <input type="checkbox"/> Independent compensation consultant | <input type="checkbox"/> Compensation survey or study |
| <input type="checkbox"/> Form 990 of other organizations | <input checked="" type="checkbox"/> Approval by the board or compensation committee |

4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:

- a** Receive a severance payment or change-of-control payment? **4a**
- b** Participate in or receive payment from a supplemental nonqualified retirement plan? **4b**
- c** Participate in or receive payment from an equity-based compensation arrangement? **4c**
- If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.

5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

- a** The organization? **5a**
- b** Any related organization? **5b**
- If "Yes" on line 5a or 5b, describe in Part III.

6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:

- a** The organization? **6a**
- b** Any related organization? **6b**
- If "Yes" on line 6a or 6b, describe in Part III.

7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III

8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III

9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

	Yes	No
1b		
2		
4a		X
4b		X
4c		X
5a		X
5b		X
6a		X
6b		X
7		X
8		X
9		

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule J (Form 990) 2021

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that aren't listed on Form 990, Part VII.

Note: The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) MICHELLE CHO EXECUTIVE DIRECTOR	(i)	146,165.	5,774.	0.	14,916.	5,618.	172,473.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

**SCHEDULE O
(Form 990)**

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.

▶ Attach to Form 990 or Form 990-EZ.

▶ Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2021

Open to Public
Inspection

Name of the organization

EAST BAY INNOVATION ACADEMY

Employer identification number

46-2428863

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

SCHOOL.

FORM 990, PART VI, SECTION A, LINE 8B:

THE ORGANIZATION DOES NOT HAVE ANY COMMITTEES WITH AUTHORITY TO ACT ON
BEHALF OF THE GOVERNING BODY.

FORM 990, PART VI, SECTION B, LINE 11B:

THE EXECUTIVE DIRECTOR/HEAD OF SCHOOL WILL PROVIDE A COPY OF THE FORM 990
TO ALL BOARD MEMBERS FOR REVIEW AND COMMENT. ANY NECESSARY EDITS WILL BE
RELAYED TO THE TAX PREPARER. UPON FINAL APPROVAL BY THE HEAD OF SCHOOL, THE
TAX PREPARER WILL FILE THE FORM 990 WITH THE IRS ON BEHALF OF THE
ORGANIZATION

FORM 990, PART VI, SECTION B, LINE 12C:

ALL BOARD MEMBERS AND KEY EMPLOYEES OF THE ORGANIZATION ARE REQUIRED TO
FILE AN ANNUAL STATEMENT (FORM 700 STATEMENT OF ECONOMIC INTEREST) IN
ACCORDANCE WITH CALIFORNIA CODE OF REGULATIONS. THE ORGANIZATION WILL
REVIEW THE CONFLICT OF INTEREST POLICY AND STATEMENTS ANNUALLY AND WHEN ANY
BOARD MEMBER JOINS. THE EXECUTIVE DIRECTOR COLLECTS THE CONFLICT OF
INTEREST FORMS EACH YEAR AND FILES ORIGINAL COPIES WITH THE ALAMEDA COUNTY
BOARD OF SUPERVISORS. WHEN CONFLICTS ARE SUSPECTED OR REPORTED EMPLOYEES
WILL BE REASSIGNED MATTERS WITH DISQUALIFYING INTEREST. BOARD MEMBERS WILL
DISCLOSE DISQUALIFYING INTERESTS AT BOARD MEETINGS AND MADE PART OF OFFICAL
RECORD. THE DISQUALIFIED BOARD MEMBER WILL REFRAIN FROM PARTICIPATING IN
THE DECISION IN ANY WAY AND WILL LEAVE THE ROOM DURING BOARD DISCUSSION AND

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule O (Form 990) 2021

Name of the organization EAST BAY INNOVATION ACADEMY	Employer identification number 46-2428863
--	---

FINAL VOTE, AS WELL AS COMPLY WITH ANY APPLICABLE PROVISIONS OF THE CHARTER SCHOOL BYLAWS.

FORM 990, PART VI, SECTION B, LINE 15:

THE BOARD OF DIRECTORS WILL APPROVE COMPENSATION BASED ON COMPARABLE DATA AVAILABLE FROM OTHER PUBLIC CHARTER SCHOOLS AND SCHOOL DISTRICTS FOR INDIVIDUALS WITH SIMILAR RESPONSIBILITIES. THE DISCUSSION AND DECISION IS DOCUMENTED CONTEMPORANEOUSLY.

FORM 990, PART VI, SECTION C, LINE 19:

ALL ORGANIZATIONAL DOCUMENTS ARE AVAILABLE UPON REQUEST.

FORM 990, PART XII, LINE 2C:

THE PROCESS HAS NOT CHANGED FROM PRIOR YEAR.

Certificate Of Completion

Envelope Id: 0A91D73A416641E9A7BB3C33067D79B9	Status: Completed
Subject: Tax Return for East Bay Innovation Academy- A274845- 2021	
Client Name: East Bay Innovation Academy	
Client Number: A274845	
Source Envelope:	
Document Pages: 84	Signatures: 5
Certificate Pages: 5	Initials: 1
AutoNav: Enabled	Envelope Originator:
Enveloped Stamping: Enabled	CLA Operations
Time Zone: (UTC-06:00) Central Time (US & Canada)	220 S 6th St Ste 300
	Minneapolis, MN 55402-1418
	Erlinda.Tomas@claconnect.com
	IP Address: 144.91.232.178

Record Tracking

Status: Original 4/6/2023 5:11:55 PM	Holder: CLA Operations Erlinda.Tomas@claconnect.com	Location: DocuSign
---	--	--------------------

Signer Events

Jenna Stauffer
jenna.stauffer@eastbayia.org
Security Level: Email, Account Authentication (None), Access Code

Signature

DocuSigned by:

1E31433C0992406...

Timestamp

Sent: 4/6/2023 5:15:12 PM
Viewed: 4/8/2023 7:51:37 PM
Signed: 4/8/2023 7:52:10 PM

Signature Adoption: Pre-selected Style
Using IP Address: 172.85.227.114

Electronic Record and Signature Disclosure:
Accepted: 4/8/2023 7:51:37 PM
ID: 54582035-086e-43c1-aa58-b3318f8ded62

In Person Signer Events

Signature

Timestamp

Editor Delivery Events

Status

Timestamp

Agent Delivery Events

Status

Timestamp

Intermediary Delivery Events

Status

Timestamp

Certified Delivery Events

Status

Timestamp

Carbon Copy Events

Status

Timestamp

Bonita Herrera
bherrera@eastbayia.org
Security Level: Email, Account Authentication (None)

COPIED

Sent: 4/6/2023 5:15:12 PM
Viewed: 4/6/2023 5:21:40 PM

Electronic Record and Signature Disclosure:
Not Offered via DocuSign

Witness Events

Signature

Timestamp

Notary Events

Signature

Timestamp

Envelope Summary Events

Status

Timestamps

Envelope Sent	Hashed/Encrypted	4/6/2023 5:15:12 PM
Certified Delivered	Security Checked	4/8/2023 7:51:37 PM
Signing Complete	Security Checked	4/8/2023 7:52:10 PM
Completed	Security Checked	4/8/2023 7:52:10 PM

Payment Events	Status	Timestamps
Electronic Record and Signature Disclosure		

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If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

Consequences of changing your mind

If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. Further, you will no longer be able to use the DocuSign system to receive required notices and consents electronically from us or to sign electronically documents from us.

All notices and disclosures will be sent to you electronically

Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through the DocuSign system all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

How to contact CliftonLarsonAllen LLP:

You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: BusinessTechnology@CLAconnect.com

To advise CliftonLarsonAllen LLP of your new email address

To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at BusinessTechnology@CLAconnect.com and in the body of such request you must state: your previous email address, your new email address. We do not require any other information from you to change your email address.

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To request delivery from us of paper copies of the notices and disclosures previously provided by us to you electronically, you must send us an email to BusinessTechnology@CLAconnect.com and in the body of such request you must state your email address, full name, mailing address, and telephone number. We will bill you for any fees at that time, if any.

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To inform us that you no longer wish to receive future notices and disclosures in electronic format you may:

- i. decline to sign a document from within your signing session, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;
- ii. send us an email to BusinessTechnology@CLAconnect.com and in the body of such request you must state your email, full name, mailing address, and telephone number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

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The minimum system requirements for using the DocuSign system may change over time. The current system requirements are found here: <https://support.docusign.com/guides/signer-guide-signing-system-requirements>.

Acknowledging your access and consent to receive and sign documents electronically

To confirm to us that you can access this information electronically, which will be similar to other electronic notices and disclosures that we will provide to you, please confirm that you have read this ERSD, and (i) that you are able to print on paper or electronically save this ERSD for your future reference and access; or (ii) that you are able to email this ERSD to an email address where you will be able to print on paper or save it for your future reference and access. Further, if you consent to receiving notices and disclosures exclusively in electronic format as described herein, then select the check-box next to ‘I agree to use electronic records and signatures’ before clicking ‘CONTINUE’ within the DocuSign system.

By selecting the check-box next to ‘I agree to use electronic records and signatures’, you confirm that:

- You can access and read this Electronic Record and Signature Disclosure; and
- You can print on paper this Electronic Record and Signature Disclosure, or save or send this Electronic Record and Disclosure to a location where you can print it, for future reference and access; and
- Until or unless you notify CliftonLarsonAllen LLP as described above, you consent to receive exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you by CliftonLarsonAllen LLP during the course of your relationship with CliftonLarsonAllen LLP.



150 Parkshore Dr, Folsom, CA 95630
 Remit Email: cs@powerschool.com
 Quote Date: 10-APR-2023
 Quote #: Q-739212-1

Prepared By: Monika Malve
 Customer Name: East Bay Innovation Academy
 Contract Term: 12 Months
 Start Date: 1-JUL-2023
 End Date: 30-JUN-2024
 Billing Frequency: Annually

Customer Contact: Michelle Cho
 Title: Principal
 Address: 3400 Malcolm Ave
 City: Oakland
 State/Province: California
 Zip Code: 94605
 Phone #: 5105779557

Product Description	Quantity	Unit	Unit Price	Extended Price
Initial Term 1-JUL-2023 - 30-JUN-2024				
License and Subscription Fees				
PowerSchool SIS Hosted Subscription		720.00	Students	USD 7,567.20
PowerSchool SIS Hosting SSL Certificate		1.00	Each	USD 454.07
PD+ Subscription		1.00	Students	USD 3,405.49

License and Subscription Totals: **USD 11,426.76**

Quote Total	
Initial Term	1-JUL-2023 - 30-JUN-2024
Amount To Be Invoiced	USD 11,426.76

Fees charged in subsequent periods after the duration of this quote will be subject to an annual uplift. On-Going PowerSchool Subscription/Maintenance and Support Fees are invoiced at the then current rates and enrollment per existing terms of the executed agreement between the parties. Any applicable state sales tax has not been added to this quote. Subscription Start and expiration Dates shall be as set forth above, which may be delayed based upon the date that PowerSchool receives your purchase order. If this quote includes promotional pricing, such promotional pricing may not be valid for the entire duration of this quote.

All invoices shall be paid before or on the due date set forth on invoice. All purchase orders must contain the exact quote number stated within. Customer agrees that purchase orders are for administrative purposes only and do not impact the terms or conditions reflected in this quote and the applicable agreement. Any credit provided by PowerSchool is nonrefundable and must be used within 12 months of issuance. Unused credits will be expired after 12 months.

This renewal quote will continue to be subject to and incorporate the terms and conditions of the main services agreement executed between PowerSchool and Customer that is in effect at the time of this quote, or if no such agreement is in effect, then the terms and conditions found at https://www.powerschool.com/MSA_Feb2022/, as may be amended.

THE PARTIES BELOW ACKNOWLEDGE THAT THEY HAVE READ THE AGREEMENT, UNDERSTAND IT AND AGREE TO BE BOUND BY ITS TERMS.

POWERSCHOOL GROUP LLC

East Bay Innovation Academy

Signature:

Signature:



Printed Name: Eric Shander

Printed Name:

Title: Chief Financial Officer

Title:

Date: 28-DEC-2022

Date:

PO Number: _____

East Bay Innovation Academy
Agreement: Michelle Cho



PROJECT DESCRIPTION

1.0 General Information

This Project Description is entered into and made effective March 15, 2023 (the “Effective Date”) by and between Michelle Cho (“consultant”), having a principal place of business at (Home Address) and the East Bay Innovation Academy (“Client”), having a principal place of business at 3400 Malcolm Ave, Oakland CA 94605.

2.0 Service Description

Contractor agrees to provide services to the Client as follows:

Contractor will provide financial and operational services with regard to long-term facilities projects and will work with appropriate staff at EBIA and Edtec to carry those services out. All documentation will be provided in the organization’s dropbox.

3.0 General Terms

- Financial and operational services for long-term facility projects
- Complete all documentation in the organization’s Dropbox.
- Rate: \$ 250 per hour.
- Term: Average 3 hours a week on an as needed basis

Invoices will be sent monthly for actual time expended, and include a description of services performed. All invoices will be issued and payments made in US dollars, due net 30 days. Amount billed in total, will not exceed estimates above without prior written approval from Client via a Change Order or updated project description.

PAYMENT

Billing Address: East Bay Innovation Academy
3400 Malcolm Ave, Oakland CA 94605

Contact Phone Number: 510-577-9557

Bill to email address: accounting@eastbayia.org

East Bay Innovation Academy
Agreement: Michelle Cho

4.0 Signatures

IN WITNESS WHEREOF, Michelle Cho and East Bay Innovation Academy, each acting under proper authority, have caused this Project Description to be executed as of the Effective Date.

Consultant

Signature: _____
Printed Name: *Michelle Cho*
Title: *Consultant*
Date: _____

East Bay Innovation Academy

Signature: _____
Printed Name: *Bonita Herrera*
Title: *Senior Director of Operations*
Date: *April 19, 2023*

East Bay Innovation Academy
Agreement: Michelle Cho

Terms of Business

1 DEFINITIONS

1.1 In these Terms of Business, the following words and expressions will have the following meanings:

“Confidential Information” means all information (whether written or oral) furnished in connection with an Engagement Letter (including any Project Description, Statement of Work and these Terms), together with all copies thereof and all notes, analyses, compilations, forecasts, studies or other documents containing such information.

“Engagement Letter” means any engagement letter (including any attached Project Description) previously entered into between us and you or accompanying these Terms.

“Intellectual Property Rights” means any and all now known or hereafter existing rights associated with intangible property, including but not limited to registered and unregistered, United States and foreign copyrights, trade dress, trade names, corporate names, logos, inventions, patents, patent applications, software, know-how and all other intellectual property and proprietary rights (of every kind and nature throughout the universe and however designated).

“Project Description” means the description of consulting services (if any) attached as an exhibit to the Engagement Letter.

“East Bay Innovation Academy” means East Bay Innovation Academy, its subsidiaries, affiliates, successors or assigns.

“Services” means the advisory, consulting and additional services to be provided to us by you, subject to these Terms, as set forth in the Project Description, including any related Statement of Work.

“Statement of Work” means the statement of work (if any) accompanying or delivered in connection with the Project Description and executed by the parties that describes the Services to be provided to us and which contains other material terms and conditions of the engagement.

“Terms” means these Terms of Business accompanying a Project Description.

“We” “us” “our” and similar expressions refer to the East Bay Innovation Academy.

“You” “your” “the Consultant” and similar expressions refer to the person, firm or company providing the Services, as identified in our Engagement Letter, Project Description and/or Statement of Work.

2 AGREEMENT

2.1 These Terms and the Engagement Letter, including any related Project Description and/or Statement of Work, shall govern the provision of the Services by you to us to the exclusion of any other terms and conditions.

3 SERVICES/NATURE OF OUR APPOINTMENT

3.1 For each project contemplated, you shall provide us with a Project Description or Statement of Work that will set forth the Services to be provided, your fees and expenses, and other material terms of the engagement. You will use reasonable skill and care to advise and assist us with the project and, where applicable, you will prepare and deliver project deliverables in accordance with the requirements set forth in the applicable Project Description or Statement of Work. We acknowledge and agree that we are ultimately responsible for the results to be achieved from using your Services.

3.2 We agree to give you clear briefings on our proposed projects and requirements from you and give you all relevant information and facts about the Services we require.

East Bay Innovation Academy

Agreement: Michelle Cho

3.3 Changes to the Services or changes to any other aspect of the engagement may be requested by either party but may be subject to changes in applicable charges, timetables or other aspects of the Engagement Letter, Project Description or Statement of Work. All agreed changes must be confirmed in writing signed by both parties.

4 FEES AND EXPENSES

4.1 Fees and expenses will be charged on the basis set out in the Project Description and/or Statement of Work.

4.2 You shall issue us with an invoice on or around the last day of each month in which Services are performed by you and we agree to pay all invoices within thirty (30) days of the date of the invoice.

4.3 All fees and expenses shall be payable without deduction, withholding or set-off and are stated exclusive of sales, use and/or value-added taxes which (if and to the extent applicable) shall be payable at the prevailing rate.

5 TERMINATION

5.1 You shall continue to provide Services as set forth in the applicable Project Description or Statement of Work until completion of the project, unless the engagement is earlier terminated by one of us upon not less than thirty (30) days' written notice to the other.

5.2 Notwithstanding the foregoing either party may terminate the engagement immediately by written notice to the other if the other party: (i) commits a material or persistent breach(es) of any of these Terms (including any Project Description or Statement of Work) and, in the case of a breach or breaches capable of remedy, fails to remedy such breach within 30 days of receipt of written notice describing in reasonable detail the breach(es) and requesting that the same be remedied; (ii) admits in writing its inability to pay its debts generally as they become due; (iii) is subject to a general assignment for the benefit of creditors; (iv) institutes proceedings, or has proceedings instituted against it, seeking relief or reorganization under any laws relating to bankruptcy or insolvency; (v) has a court of competent jurisdiction appoint a receiver, liquidator, or trustee over all or substantially all of such party's property or provide for the liquidation of such party's property or business affairs.

5.3 Termination of the engagement for any reason shall not affect any rights, duties or responsibilities accrued to the parties prior to such termination. Upon such termination, we shall pay all sums due in respect of Services performed and expenditures incurred (or committed to) by you up to and including the effective date of termination. In addition to, and without limiting the generality of the foregoing, these Terms shall survive any expiration or termination of our engagement.

6 CONFIDENTIALITY

6.1 The parties acknowledge that by reason of the relationship established under the Engagement Letter, they may have access to and acquire Confidential Information of the other party. Each party receiving Confidential Information (the "Receiving Party") agrees to maintain all such Confidential Information received from the other party (the "Disclosing Party") in confidence and agrees not to disclose or otherwise make available such Confidential Information to any third party without the prior written consent of the Disclosing Party; provided, however, that the Receiving Party may disclose the terms of the Engagement Letter, Project Description, Statement of Work and these Terms to its legal and business advisors if such third parties agree to maintain the confidentiality of such Confidential Information under terms no less restrictive than those set forth herein. The Receiving Party further agrees to use the Confidential Information only for the purposes of providing or receiving Services under this or any other contract between the parties. The foregoing restrictions shall not apply to Confidential Information that: (i) is or becomes a matter of public knowledge through no fault of or action by the Receiving Party; (ii) was lawfully in the Receiving Party's possession prior to disclosure by the Disclosing Party; (iii) subsequent to

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disclosure, is rightfully obtained by the Receiving Party from a third party who is lawfully in possession of such Confidential Information without restriction; or (iv) is independently developed by the Receiving Party without resort to the Confidential Information. Confidential Information may be disclosed to the extent required by law or judicial order, provided that the Receiving Party shall give the Disclosing Party prompt written notice of such required disclosure in order to afford the Disclosing Party an opportunity to seek a protective order or other legal remedy to prevent the disclosure, and the Receiving Party shall reasonably cooperate with the Disclosing Party's efforts (at the Disclosing Party's expense) to secure such a protective order or other legal remedy to prevent or limit the disclosure.

6.2 The parties' respective obligations hereunder will survive the expiration or early termination of the engagement for a period of 1 year. Upon the expiration or termination of the engagement, each party will, upon the written request of the other party, return or destroy (at the option of the party making the request) all Confidential Information, documents, manuals and other materials specified by the other party.

6.3 Notwithstanding sections 7.1 and 7.2, you acknowledge and agree that we may cite the performance of the Services to you as an indication of our experience in our marketing brochures and other materials and in discussions with existing and/or prospective clients or business partners.

7 LIMITATION OF LIABILITY

NEITHER PARTY SHALL BE LIABLE FOR ANY EXEMPLARY, PUNITIVE, CONSEQUENTIAL, SPECIAL, INCIDENTAL OR INDIRECT DAMAGES OR LOSS OF INCOME, PROFIT, OR SAVINGS OF ANY PARTY, INCLUDING THIRD PARTIES, HOWEVER CAUSED AND ON ANY THEORY OF LIABILITY (INCLUDING CONTRACT, EQUITY, STRICT LIABILITY, NEGLIGENCE, FRAUD, MISREPRESENTATION OR OTHER TORT, OR ANY OTHER THEORY), ARISING OUT OF OR RELATED TO THIS AGREEMENT WHETHER OR NOT THE PARTY HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES. BOTH PARTIES ACKNOWLEDGE THAT THE CONSIDERATION AGREED UPON BY THE PARTIES IS BASED IN PART UPON THESE LIMITATIONS, AND THAT THESE LIMITATIONS WILL APPLY NOTWITHSTANDING ANY FAILURE OF ESSENTIAL PURPOSE OF ANY REMEDY. IN NO EVENT SHALL THE CUMULATIVE LIABILITY OF EAST BAY INNOVATION ACADEMY RELATING TO THE ENGAGEMENT EXCEED THE AMOUNT PAID OR PAYABLE TO EAST BAY INNOVATION ACADEMY IN CONNECTION WITH SUCH ENGAGEMENT.

8 LAW AND JURISDICTION

8.1 These Terms shall be governed in all respects by the laws of the State of California without regard for the choice of law provisions thereof.

8.2 Should any dispute arise between the parties each will attempt to resolve the dispute in good faith by senior level negotiations. Where both parties agree that it may be beneficial each will seek to resolve the dispute through mediation using the services of a mediator selected by mutual agreement. If the dispute is not resolved through negotiation or mediation, both parties shall submit to the exclusive subject matter jurisdiction, personal jurisdiction and venue of the United States District Court for the Northern District of California located in Oakland, California. If there is no jurisdiction in the United States District Court for the Northern District of California, then jurisdiction shall be in the Superior Court of California, County of Alameda.

9 GENERAL

9.1 Neither party may assign any of the rights or delegate duties hereunder without the express prior written consent of the other.

9.2 No amendment, waiver or any other change in any term or condition of these Terms, the Engagement Letter, Project Description or any Statement of Work will be valid or binding unless mutually agreed to in

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writing by both parties. The failure of either party to enforce any term or right arising pursuant to these Terms does not constitute a waiver of such term or right and shall in no way affect that party's right later to enforce or exercise the term or right.

9.3 The invalidity or unenforceability of any term or right arising pursuant to these Terms shall not adversely affect the validity or enforceability of the remaining terms and rights.

9.4 These Terms together with the Engagement Letter and any related Project Description and/or Statement of Work constitute the entire agreement and understanding between the parties with respect to their subject matter and supersede any prior agreement, understanding or arrangement between the parties, whether oral or in writing, with respect to the same. No representation, undertaking or promise shall be taken to have been given or be implied from anything said or written in communications between the parties prior to these Terms, except as set out herein and in the Engagement Letter and any related Project Description and/or Statement of Work.

9.5 Any notice which either party may desire or may be required to give to the other party under these Terms will be in writing, addressed to the party at its address set forth in the Engagement Letter, Project Description or Statement of Work, as the case may be, unless written notice of a change of address is given. Notices will be deemed given on the earlier of: (i) actual receipt, if and when personally delivered; (ii) two business days after being placed for delivery, if sent by a nationally recognized overnight courier; (iii) when sent by confirmed facsimile transmission with a copy delivered by another means specified in this Section; or (iv) on the third (3rd) business day after being sent by registered or certified mail, postage prepaid, return receipt requested.

9.6 The Engagement Letter and any Statement of Work may be executed in one or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument. We agree that the Engagement Letter and any related Statement of Work may be delivered by facsimile and such facsimile execution and delivery shall have the same force and effect as delivery of an original document with original signatures and that each party may use such facsimile signatures as evidence of the execution and delivery of an Engagement Letter and Statement of Work to the same extent that an original signature could be used.

9.7 In the event of a conflict between these Terms and any Project Description or Statement of Work, the terms of the Project Description or Statement of Work, as applicable, shall govern, but only in regard to the specific Services provided under that Project Description or Statement of Work.



CliftonLarsonAllen LLP
<https://www.claconnect.com>

Statement of Work - Audit Services Copy

March 17, 2023

This document constitutes a statement of work ("SOW") under the master service agreement ("MSA") dated March 28, 2022, or superseding MSA, made by and between CliftonLarsonAllen LLP ("CLA," "we," "us," and "our") and East Bay Innovation Academy ("you," "your," or "the entity"). We are pleased to confirm our understanding of the terms and objectives of our engagement and the nature and limitations of the services CLA will provide for the entity as of and for the year ended June 30, 2023.

Marlen Gomez is responsible for the performance of the audit engagement. Per Education Code Section 41020(f)(2), there is a limit of six consecutive years for any firm where the principal of the audit and the reviewing principal have been the same in each of those years. This is the fourth consecutive year Marlen Gomez will be the engagement principal.

Scope of audit services

We will audit the financial statements of East Bay Innovation Academy, which comprise the financial statements identified below, and the related notes to the financial statements (collectively, the "financial statements").

The statement of financial position as of June 30, 2023, and the related statements of activities, functional expenses, and cash flows for the year then ended, and the related notes to the financial statements.

We will also evaluate and report on the presentation of the following supplementary information accompanying the financial statements in relation to the financial statements as a whole:

Schedule of Instructional Time

Schedule of Average Daily Attendance

Reconciliation of Annual Financial Report With Audited Financial Statements

The following supplementary information accompanying the financial statements will not be subjected to the auditing procedures applied in our audit of the financial statements and our auditors' report will not provide an opinion or any assurance on that information:

Local Education Agency Organization Structure

Nonaudit services

We will also provide the following nonaudit services:

- Preparation of your financial statements and the related notes.
- Preparation of the supplementary information.
- Preparation of adjusting journal entries, as needed.
- Preparation of the informational tax returns.

Audit objectives

The objectives of our audit of the financial statements are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion about whether your financial statements are fairly presented, in all material respects, in conformity with accounting principles generally accepted in the United States of America (U.S. GAAP). Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with auditing standards generally accepted in the United States of America (U.S. GAAS) will always detect a material misstatement when it exists. Misstatements, including omissions, can arise from fraud or error and are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

Our audit will be conducted in accordance with U.S. GAAS and the standards for financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States, and the *2022-2023 Guide for Annual Audits of K-12 Local Education Agencies and State Compliance Reporting*, published by the Education Audit Appeals Panel. Those standards require us to be independent of the entity and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. Our audit will include tests of your accounting records and other procedures we consider necessary to enable us to express such an opinions.

We will also perform procedures to enable us to express an opinion on whether the supplementary information (as identified above) accompanying the financial statements is fairly stated, in all material respects, in relation to the financial statements as a whole.

We will issue a written report upon completion of our audit of your financial statements.

Circumstances may arise in which our report may differ from its expected form and content based on the results of our audit. Depending on the nature of these circumstances, it may be necessary for us to modify our opinion, add an emphasis-of-matter or other-matter paragraph to our auditors' report, or if necessary, withdraw from the engagement. If our opinion is other than unmodified, we will discuss the reasons with you in advance. If circumstances occur related to the condition of your records, the availability of sufficient, appropriate audit evidence, or the existence of a significant risk of material misstatement of the financial statements caused by error, fraudulent financial reporting, or misappropriation of assets, which in our professional judgment prevent us from completing the audit or forming an opinion on the financial

statements, we retain the right to take any course of action permitted by professional standards, including declining to express an opinion or issue a report, or withdrawing from the engagement.

We will also provide a report (which does not include an opinion) on internal control over financial reporting and on compliance with the provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a material effect on the financial statements, as required by Government Auditing Standards. The report on internal control over financial reporting and on compliance and other matters will include a paragraph that states (1) that the purpose of the report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the entity's internal control or on compliance, and (2) that the report is an integral part of an audit performed in accordance with Government Auditing Standards in considering the entity's internal control and compliance. The paragraph will also state that the report is not suitable for any other purpose. If during our audit we become aware that the entity is subject to an audit requirement that is not encompassed in the terms of this engagement, we will communicate to management and those charged with governance that an audit conducted in accordance with U.S. GAAS and the standards for financial audits contained in Government Auditing Standards may not satisfy the relevant legal, regulatory, or contractual requirements.

We also will issue a written report on state compliance upon completion of our audit.

Auditor responsibilities, procedures, and limitations

We will conduct our audit in accordance with U.S. GAAS and the standards for financial audits contained in *Government Auditing Standards*.

Those standards require that we exercise professional judgment and maintain professional skepticism throughout the planning and performance of the audit. As part of our audit, we will:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and evaluate whether audit evidence obtained is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. However, we will communicate to you in writing any significant deficiencies or material weaknesses in internal control relevant to the audit of the financial statements that we have identified during the audit.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements, including the amounts and disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

- Conclude, based on our evaluation of audit evidence obtained, whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the entity's ability to continue as a going concern for a reasonable period of time.

Although our audit planning has not been concluded and modifications may be made, we have identified the following significant risk(s) of material misstatement as part of our audit planning:

- Override of Management Controls
- Revenue Recognition

There is an unavoidable risk, because of the inherent limitations of an audit, together with the inherent limitations of internal control, that some material misstatements may not be detected, even though the audit is properly planned and performed in accordance with U.S. GAAS and Government Auditing Standards. Because we will not perform a detailed examination of all transactions, material misstatements, whether from (1) errors, (2) fraudulent financial reporting, (3) misappropriation of assets, or (4) violations of laws or governmental regulations that are attributable to the entity or to acts by management or employees acting on behalf of the entity, may not be detected. Because the determination of waste and abuse is subjective, Government Auditing Standards do not require auditors to perform specific procedures to detect waste or abuse in financial audits nor do they expect auditors to provide reasonable assurance of detecting waste or abuse.

In addition, an audit is not designed to detect immaterial misstatements or violations of laws or governmental regulations that do not have a direct and material effect on the financial statements. However, we will inform the appropriate level of management and those charged with governance of any material errors, fraudulent financial reporting, or misappropriation of assets that come to our attention. We will also inform the appropriate level of management and those charged with governance of any violations of laws or governmental regulations that come to our attention, unless clearly inconsequential.

Tests of controls may be performed to test the effectiveness of certain controls that we consider relevant to preventing and detecting fraud or errors that are material to the financial statements and to preventing and detecting misstatements resulting from noncompliance with provisions of laws, regulations, contracts, and grant agreements that have a material effect on the financial statements. Our tests, if performed, will be less in scope than would be necessary to render an opinion on internal control and, accordingly, no opinion will be expressed in our report on internal control issued pursuant to *Government Auditing Standards*. An audit is not designed to provide assurance on internal control or to identify deficiencies, significant deficiencies, or material weaknesses in internal control. However, we will communicate to you in writing significant deficiencies or material weaknesses in internal control relevant to the audit of the financial statements that we identify during the audit that are required to be communicated under AICPA professional standards and *Government Auditing Standards*.

As part of obtaining reasonable assurance about whether the financial statements are free of material misstatement, we will perform tests of the entity's compliance with the provisions of laws, regulations, contracts, and grant agreements that have a material effect on the financial statements. However, the objective of our audit will not be to provide an opinion on overall compliance and we will not express such

an opinion in our report on compliance issued pursuant to Government Auditing Standards.

We will include in our report on internal control over financial reporting and on compliance relevant information about any identified or suspected instances of fraud and any identified or suspected noncompliance with provisions of laws, regulations, contracts, or grant agreements that may have occurred that are required to be communicated under Government Auditing Standards.

Our responsibility as auditors is limited to the period covered by our audit and does not extend to any later periods for which we are not engaged as auditors.

Management responsibilities

Our audit will be conducted on the basis that you (management and, when appropriate, those charged with governance) acknowledge and understand that you have certain responsibilities that are fundamental to the conduct of an audit.

You are responsible for the preparation and fair presentation of the financial statements in accordance with U.S. GAAP.

Management's responsibilities include the selection and application of accounting principles; recording and reflecting all transactions in the financial statements; determining the reasonableness of significant accounting estimates included in the financial statements; adjusting the financial statements to correct material misstatements; and confirming to us in the management representation letter that the effects of any uncorrected misstatements aggregated by us during the current engagement and pertaining to the latest period presented are immaterial, both individually and in the aggregate, to the financial statements taken as a whole. In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the entity's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

You are responsible for the design, implementation, and maintenance of effective internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error, including evaluating and monitoring ongoing activities and safeguarding assets to help ensure that appropriate goals and objectives are met. You are responsible for the design, implementation, and maintenance of internal controls to prevent and detect fraud; assessing the risk that the financial statements may be materially misstated as a result of fraud; and for informing us about all known or suspected fraud affecting the entity involving (1) management, (2) employees who have significant roles in internal control, and (3) others where the fraud could have a material effect on the financial statements. Your responsibilities include informing us of your knowledge of any allegations of fraud or suspected fraud affecting the entity received in communications from employees, former employees, grantors, regulators, or others. In addition, you are responsible for implementing systems designed to achieve compliance with applicable laws and regulations and the provisions of contracts and grant agreements; identifying and ensuring that the entity complies with applicable laws, regulations, contracts, and grant agreements; and informing us of all instances of identified or suspected noncompliance whose effects on the financial statements should be considered. You are responsible for taking timely and appropriate steps to remedy any fraud and noncompliance with provisions of laws,

regulations, contracts, and grant agreements that we may report.

You are responsible for providing us with (1) access to all information of which you are aware that is relevant to the preparation and fair presentation of the financial statements, including amounts and disclosures, such as records, documentation, identification of all related parties and all related-party relationships and transactions, and other matters, and for the accuracy and completeness of that information (including information from within and outside of the general and subsidiary ledgers); (2) additional information that we may request for the purpose of the audit; and (3) unrestricted access to persons within the entity from whom we determine it necessary to obtain audit evidence.

You agree to inform us of events occurring or facts discovered subsequent to the date of the financial statements that may affect the financial statements.

Management is responsible for the preparation of the supplementary information in accordance with U.S. GAAP. You agree to include our report on the supplementary information in any document that contains, and indicates that we have reported on, the supplementary information. You also agree to include the audited financial statements with any presentation of the supplementary information that includes our report thereon or make the audited financial statements readily available to users of the supplementary information no later than the date the supplementary information is issued with our report thereon. You agree to provide us written representations related to the presentation of the supplementary information.

Management is responsible for providing us with a written confirmation concerning representations made by you and your staff to us in connection with the audit. During our engagement, we will request information and explanations from you regarding, among other matters, the entity's operations, internal control, future plans, specific transactions, and accounting systems and procedures. The procedures we will perform during our engagement and the conclusions we reach as a basis for our report will be heavily influenced by the representations that we receive in the representation letter and otherwise from you. Accordingly, inaccurate, incomplete, or false representations could cause us to expend unnecessary effort or could cause a material fraud or error to go undetected by our procedures. In view of the foregoing, you agree that we shall not be responsible for any misstatements in the entity's financial statements that we may fail to detect as a result of misrepresentations made to us by you.

Management is responsible for establishing and maintaining a process for tracking the status of audit findings and recommendations. Management is also responsible for identifying and providing report copies to us of previous financial audits, attestation engagements, performance audits, or other studies related to the objectives discussed in the "Audit objectives" section of this letter. This responsibility includes relaying to us corrective actions taken to address significant findings and recommendations resulting from those audits, attestation engagements, performance audits, or other engagements or studies. You are also responsible for providing management's views on our current findings, conclusions, and recommendations, as well as your planned corrective actions for the report, and for the timing and format for providing that information.

Responsibilities and limitations related to nonaudit services

For all nonaudit services we may provide to you, management agrees to assume all management responsibilities; oversee the services by designating an individual, preferably within senior management,

who possesses suitable skill, knowledge, and/or experience to understand and oversee the services; evaluate the adequacy and results of the services; and accept responsibility for the results of the services.

Management is also responsible for ensuring that your data and records are complete and that you have received sufficient information to oversee the services.

Use of financial statements

Should you decide to include or incorporate by reference these financial statements and our auditors' report(s) thereon in a future private placement or other offering of equity or debt securities, you agree that we are under no obligation to re-issue our report or provide consent for the use of our report in such a registration or offering document. We will determine, at our sole discretion, whether we will re-issue our report or provide consent for the use of our report only after we have performed the procedures we consider necessary in the circumstances. If we decide to re-issue our report or consent to the use of our report, we will be required to perform certain procedures including, but not limited to, (a) reading other information incorporated by reference in the registration statement or other offering document and (b) subsequent event procedures. These procedures will be considered an engagement separate and distinct from our audit engagement, and we will bill you separately. If we decide to re-issue our report or consent to the use of our report, you agree that we will be included on each distribution of draft offering materials and we will receive a complete set of final documents. If we decide not to re-issue our report or decide to withhold our consent to the use of our report, you may be required to engage another firm to audit periods covered by our audit reports, and that firm will likely bill you for its services. While the successor auditor may request access to our workpapers for those periods, we are under no obligation to permit such access.

If the parties (i.e., you and CLA) agree that CLA will not be involved with your official statements related to municipal securities filings or other offering documents, we will require that any official statements or other offering documents issued by you with which we are not involved clearly indicate that CLA is not involved with the contents of such documents. Such disclosure should read as follows:

CliftonLarsonAllen LLP, our independent auditor, has not been engaged to perform and has not performed, since the date of its report included herein, any procedures on the financial statements addressed in that report. CliftonLarsonAllen LLP also has not performed any procedures relating to this offering document.

With regard to the electronic dissemination of audited financial statements, including financial statements published electronically on your website or submitted on a regulator website, you understand that electronic sites are a means to distribute information and, therefore, we are not required to read the information contained in those sites or to consider the consistency of other information in the electronic site with the original document.

We may issue preliminary draft financial statements to you for your review. Any preliminary draft financial statements should not be relied on or distributed.

Engagement administration and other matters

We expect to begin our audit on approximately May 1, 2023.

We understand that your employees will prepare all confirmations, account analyses, and audit schedules we request and will locate any documents or invoices selected by us for testing. A list of information we expect to need for our audit and the dates required will be provided in a separate communication.

We will provide copies of our reports to the entity; however, management is responsible for distribution of the reports and the financial statements. Unless restricted by law or regulation, or containing confidential or sensitive information, copies of our reports are to be made available for public inspection.

The audit documentation for this engagement is the sole and exclusive property of CLA and constitutes confidential and proprietary information. However, subject to applicable laws and regulations, audit documentation and appropriate individuals will be made available upon request and in a timely manner to California Department of Education, California State Controllers Office, and authorizer(s), or its designee, a federal agency providing direct or indirect funding, or the U.S. Government Accountability Office for purposes of a quality review of the audit, to resolve audit findings, or to carry out oversight responsibilities. We will notify you of any such request. If requested, access to such audit documentation will be provided under the supervision of CLA personnel. Furthermore, upon request, we may provide copies or electronic versions of selected audit documentation to the aforementioned parties. These parties may intend, or decide, to distribute the copies or information contained therein to others, including other governmental agencies.

The audit documentation for this engagement will be retained for a minimum of seven years after the report release date or for any additional period requested by the California Department of Education, California State Controllers Office, and authorizer(s). If we are aware that a federal or state awarding agency, pass-through entity, or auditee is contesting an audit finding, we will contact the party(ies) contesting the audit finding for guidance prior to destroying the audit documentation.

Professional standards require us to be independent with respect to you in the performance of these services. Any discussion that you have with our personnel regarding potential employment with you could impair our independence with respect to this engagement. Therefore, we request that you inform us prior to any such discussions so that we can implement appropriate safeguards to maintain our independence and objectivity. Further, any employment offers to any staff members working on this engagement without our prior knowledge may require substantial additional procedures to ensure our independence. You will be responsible for any additional costs incurred to perform these procedures.

Our audit engagement ends on delivery of our signed report. Any additional services that might be requested will be a separate, new engagement. The terms and conditions of that new engagement will be governed by a new, specific SOW for that service.

Government Auditing Standards require that we make our most recent external peer review report publicly available. The report is posted on our website at www.CLAconnect.com/Aboutus/.

Fees

Our professional fees are detailed in the table below. We will also bill for expenses (including travel, internal and administrative charges) plus a technology and client support fee of five percent (5%) of all professional fees billed. This estimate is based on anticipated cooperation from your personnel and their

assistance with locating requested documents and preparing requested schedules. If the requested items are not available on the dates required or are not accurate, the fees and expenses will likely be higher. Our invoices, including applicable state and local taxes, will be rendered each month as work progresses and are payable on presentation. There is a ten percent withholding clause per Education Code 14505. **Service Professional Fee**

Audit services	\$13,500
Informational tax returns	\$2,200
Technology and client support fee	\$785
Total	\$16,485

Additional state compliance procedures related to changes to the *2022-2023 Guide for Annual Audits of K-12 Local Education Agencies and State Compliance Reporting*, published by the Education Audit Appeals Panel will be billed as out-of-scope.

Unexpected circumstances

We will advise you if unexpected circumstances require significant additional procedures resulting in a substantial increase in the fee estimate.

Changes in accounting and audit standards

Standard setters and regulators continue to evaluate and modify standards. Such changes may result in new or revised financial reporting and disclosure requirements or expand the nature, timing, and scope of the activities we are required to perform. To the extent that the amount of time required to provide the services described in the SOW increases due to such changes, our fee may need to be adjusted. We will discuss such circumstances with you prior to performing the additional work.

Agreement

We appreciate the opportunity to provide to you the services described in this SOW under the MSA and believe this SOW accurately summarizes the significant terms of our audit engagement. This SOW and the MSA constitute the entire agreement regarding these services and supersedes all prior agreements (whether oral or written), understandings, negotiations, and discussions between you and CLA related to audit services. If you have any questions, please let us know. Please sign, date, and return this SOW to us to indicate your acknowledgment and understanding of, and agreement with, the arrangements for our audit of your financial statements including the terms of our engagement and the parties' respective responsibilities.

Sincerely,

CliftonLarsonAllen LLP

Response:

This letter correctly sets forth the understanding of East Bay Innovation Academy.

CLA
CLA

Client
East Bay Innovation Academy

SIGN: _____
Marlen Gomez, Principal

SIGN: _____
Bonita Herrera, Senior Director of Operations

DATE: _____

DATE: _____

ADDENDUM TO THE EBIA GRADUATION POLICY

Adopted May 1, 2023

Early Graduation

EBIA acknowledges that some students seek to pursue educational goals that include graduation from high school at an earlier date than their designated class. To qualify for early graduation, a student must complete a minimum of 222 credits and EBIA's additional graduation requirements listed above.

Application for Early Graduation

Before a student is evaluated for early high school graduation, the Executive Director must receive a completed Early Graduation Application ("Application") from the student signed by the student's parent/guardian by May 15th of the student's junior year.

The Application will be reviewed by the Executive Director (or their Designee) and Director of College and Career counseling. Upon verification that the student will meet EBIA's graduation requirements early, the Director of College and Career Counseling will prepare a formal early graduation confirmation letter that will act as an official authorization of graduation (requirements) completion status to fulfill California High School compulsory attendance requirements and EBIA's graduation requirements.

Senior and Graduation Activities for Early Graduates

A student who completes the requirements for high school graduation early may participate in the graduation ceremonies with their designated class or the class graduating in the year in which the student completes EBIA's requirements for high school graduation and EBIA's Student Conduct and Behavior Policy (see below regarding the graduation ceremony). Students may also participate in associated senior class activities (e.g Prom, Grad Night^[CB4]), however the student is responsible for following up with the Dean of Students to review event information and participation requirements. Moreover, early graduates are encouraged to continue to connect periodically with their assigned high school Counselor ^[CB6] as a means to support their post-secondary education (college) planning and application needs^[CB7].

[CB1]Please enter the date upon which the Charter School would require the student to apply for early graduation.

[CB2]This could be the student's assigned Counselor or the Executive Director.

[CB3]Ensure this title is aligned to the preferred individual.

[CB4]Please list the activities offered by the Charter School. These are examples.

[CB5]Examples are the Senior Class Advisor

[CB6]Align this title to the above.

[CB7]This would be a benefit to the school - ensure a smooth transition to college and to keep the Charter School statistics high.



EAST BAY INNOVATION ACADEMY EARLY GRADUATION APPLICATION

Student Name: _____ Date of Birth: _____

Date of Request: _____ Parent/Guardian Name: _____

Graduation Date: _____ Early Graduation Date: _____ Student Age at Graduation: _____

Please write a detailed explanation of the reasons(s) that you (student) wish to graduate early and your plans:

Outstanding Courses/Additional EBIA Requirements Needed for Graduation

Course / Additional Requirement	When/Where

Approval Process

(1) Make an appointment with your counselor to review graduation status and to complete this application for early graduation.

(2) Indicate Senior Activities in which student plans to participate (check all that apply):

Senior Prom

- Senior Week Activities, such as Grad Night
- Graduation Rehearsal/Ceremony
- None

I understand that I am responsible for checking the school website for any information or updates regarding graduation, senior activities, cap & gown, etc. I also understand that if I intend to participate in the graduation ceremony, I am required to attend the Graduation Ceremony Rehearsal on _____.

Student Signature : _____ Date _____

Please attach a copy of student transcript/graduation status to this application.

This completed form must be on file with the Senior Director of Operation in the Main Office *before* the end of the requested graduation term.

Signatures required to approve early graduation request:

Parent/Guardian _____ Date _____

School Counselor [CB4] _____ Date _____

Executive Director _____ Date _____

[1] For purposes of this Policy and its Procedures, the term “parent/guardian” shall include homeless child or youth’s educational rights holder; a foster child or youth’s educational rights holder, attorney, and county social worker; and an Indian child’s tribal social worker and, if applicable, county social worker.

Coversheet

Executive Directors Report

Section: V. Academic Excellence
Item: A. Executive Directors Report
Purpose: Discuss
Submitted by:
Related Material: EBIA Board Meeting Deck_April 19, 2023.pdf

Board of Directors May 1, 2023



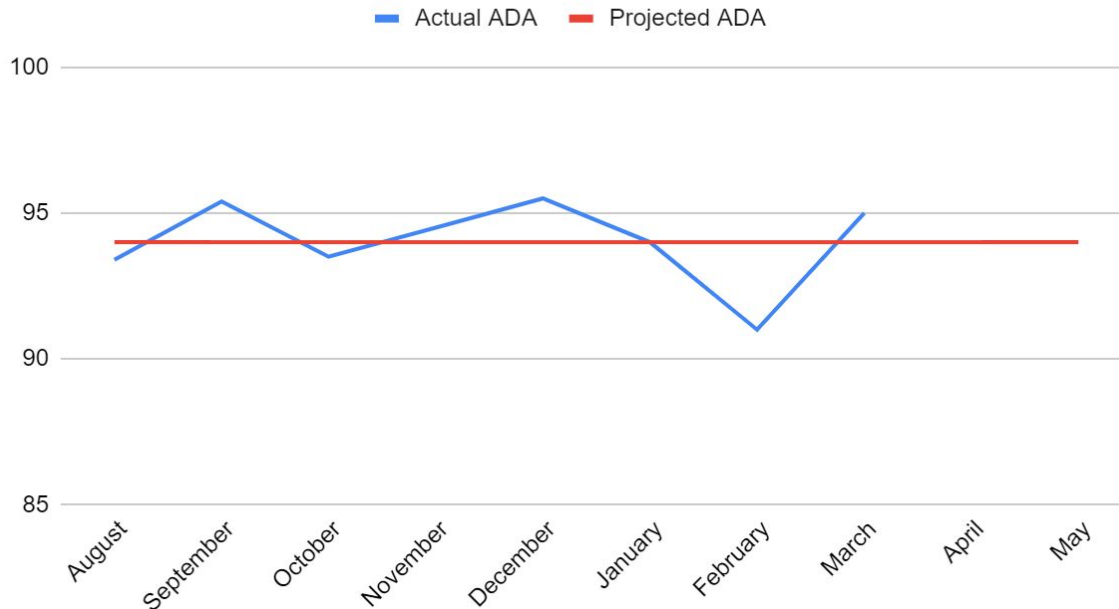
March ADA

Grade Level	ADA	ADA %
6	73	96%
7	105	97%
8	100	97%
9	69	94%
10	58	97%
11	33	92%
12	57	90%
Total	495	95.1%

ADA Over Time



Actual ADA and Projected ADA





Quick Enrollment Update

23-24 Enrollment Update

23-24	6th	7th	8th	9th	10th	11th	12th	Total
Reg complete/ Reg in progress	109 (45.2% application conversion)	10	5	82 (23.1% application conversion 60% 8->9th 7% Undecided)	8	0	0	214
Total Spaces	110	24*	5	90	12	0	0	241
Waitlist	1	0	1	3	0	6	5	

	6th	7th	8th	9th	10th	11th	12th	Total
22-23 Enrolled	76	109	102	74	60	36	63	520
23-24 As of 4/18	94	78	113	75	82	60	36	538

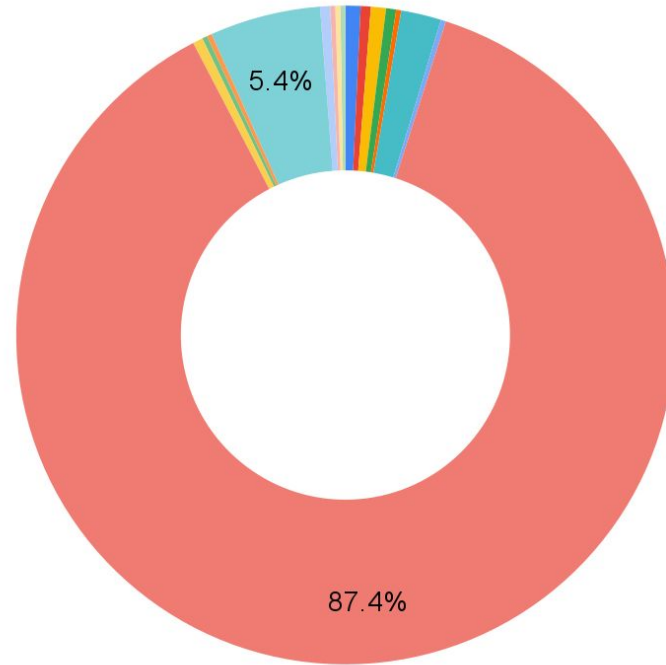
*22-23 Enrollment of 6th grade was 76 - We are looking to backfill 24 spaces



Application Breakdown by City

Alameda Total	3	0.74%
Bay Point Total	2	0.49%
Berkeley Total	3	0.74%
Emeryville Total	2	0.49%
Greenbrae Total	1	0.25%
Hayward Total	8	1.98%
Manteca Total	1	0.25%
Oakland Total	354	87.41%
Richmond Total	2	0.49%
Sacramento Total	1	0.25%
San Francisco Total	1	0.25%
San Leandro Total	22	5.43%
San Lorenzo Total	2	0.49%
San Pablo Total	1	0.25%
Santa Clara Total	1	0.25%
Vallejo Total	1	0.25%
Total	405	100%-

- Alameda Total
- Bay Point Total
- Berkeley Total
- Emeryville Total
- Greenbrae Total
- Hayward Total
- Manteca Total
- Oakland Total
- Richmond Total
- Sacramento Total
- San Francisco Total
- San Leandro Total
- San Lorenzo Total
- 3 more



Coversheet

Update on Post-Secondary Plans and Accomplishments of EBIA Seniors

Section: V. Academic Excellence
Item: B. Update on Post-Secondary Plans and Accomplishments of
EBIA Seniors
Purpose: Discuss
Submitted by:
Related Material: Class of 2023_ Snapshot.pdf

Class of 2023: Snapshot**Graduation Status as of 4/12/23:**

- Projected graduation rate: 93%

Admitted 4 Year Colleges (as of 4.12)

College	Number of Students: Accepted	Number of Students: Waitlisted
American University		1
Boston College	1	
Boston University	1	
Cal Poly- SLO	2	2
Cal Poly Humboldt	5	
California State Polytechnic University-Pomona	2	
California State University-Channel Islands	1	
California State University-Chico	4	
California State University-Dominguez Hills	1	
California State University-East Bay	14	
California State University-Fresno	2	
California State University-Fullerton	1	
California State University-Long Beach	5	1
California State University-Los Angeles	2	
California State University-Monterey Bay	7	
California State University-Northridge	1	
California State University-Sacramento	5	
California State University-San Bernardino	1	
Chapman University	1	
Chico State University	2	
Endicott College		1
Georgia Institute of Technology-Main Campus		1
Hamilton College	1	
Hawaii Pacific University	1	
Hobart William Smith Colleges	1	

Holy Names University	1	
Lehigh University	1	
Loyola Marymount University		1
Menlo College	3	
New York University		1
Pennsylvania State University-Penn State Main Campus	1	
Pitzer College		1
Pomona College	1	
Pratt Institute-Main	1	
Purdue University-Main Campus	1	
San Diego State University	6	
San Francisco State University	13	
San Jose State University	8	
Sonoma State University	5	
Southern Methodist University	1	
St. Lawrence University	1	
Syracuse University	1	
Trinity College	1	
UC Riverside	1	
UC Santa Cruz	1	
University of California-Berkeley		1
University of California-Davis	6	10
University of California-Irvine	1	2
University of California-Los Angeles		2
University of California-Merced	7	
University of California-Riverside	4	
University of California-San Diego	1	2
University of California-Santa Barbara	5	1
University of California-Santa Cruz	12	
University of Colorado Boulder	1	
University of Hawaii at Manoa	1	
University of Miami		1
University of Michigan-Ann Arbor	1	

University of Minnesota-Twin Cities	1	
University of Nevada-Reno	1	
University of Oregon	1	
University of Portland	1	
University of Redlands	1	
University of San Francisco	1	
University of Utah	1	
University of Virginia-Main Campus		1
University of Washington-Seattle Campus	1	1
Virginia Tech		1
Wesleyan University		1
Xavier University	2	

Scholarships and Awards for Graduating Seniors - CONGRATULATIONS!

Posse Recipients (Full Ride)

- Devin Barnett- Boston University
- Hannah Gonzales- Leigh University

Questbridge Winner (Full Ride)

- Bennett Lewis- Boston College

Oakland Promise Scholarship Winners (4 year scholarship, with academic advising and mentorship)

- Bennett Lewis
- Jocelyn Recinos
- Taylor Davis
- Angel Melendez
- Felix Lopez
- Chris Lucas
- Kimberly Espinoza
- Adriel Valencia
- Sergio Lupian
- Jacqueline Martinez
- Lex Meng

Decision Day Festivities: May 12, 2023

- 2023 Decision Day Video produced and filmed by Jonah Krynski & Coach Mike
 - ([Class of 2022](#) for reference)

- Video will be promoted on EBIA's social media, homepage & presented to students during EBIA Live.
- Day of celebration: May 12, 2023 in the upper lot.
 - Seniors will be gifted:
 - a customized t-shirt with their college/career logo to celebrate their decision
 - Senior gifts
 - Last year seniors received: mugs, pens, planners, bags, candy, and tips for a successful transition
 - Amazon/ Target raffle prizes (provided by Oakland Promise)
 - Food & desserts

Coversheet

East Bay Innovation Academy - Finance Update

Section: VI. Finance and Development
Item: A. East Bay Innovation Academy - Finance Update
Purpose: Vote
Submitted by:
Related Material: EBIA_2nd_Interim_Report_-_Final.xls
EBIA_2nd_Interim_Memo.pdf
LCFF-Calculator_v23.2c.xlsx
EBIA FY24 Preliminary Budget Presentation.pdf
EBIA February Financial Statements.pdf

Notice

The following file is attached to this PDF. You will need to open this packet in an application that supports attachments to pdf files, e.g. [Adobe Reader](#):

EBIA_2nd_Interim_Report_-_Final.xls

East Bay Innovation Academy
2nd Interim Memo – 2022-23

Local Revenue:

East Bay Innovation Academy's local revenue budget includes the following material funding sources:

- Oakland Measure N - \$350,000
- Oakland Measure G1 - \$50,000
- Donations/Fundraising - \$167,400
- After School Program Revenue - \$42,840
- Student Activities - \$30,000
- Food Service Sales - \$884
- Other Local Revenue - \$16,110
- Interest Income - \$5

Notice

The following file is attached to this PDF. You will need to open this packet in an application that supports attachments to pdf files, e.g. [Adobe Reader](#):

LCFF-Calculator_v23.2c.xlsx

East Bay Innovation Academy FY24 Preliminary Budget Review

BRYCE FLEMING & MIKE POCRNICH

APRIL 19TH, 2023

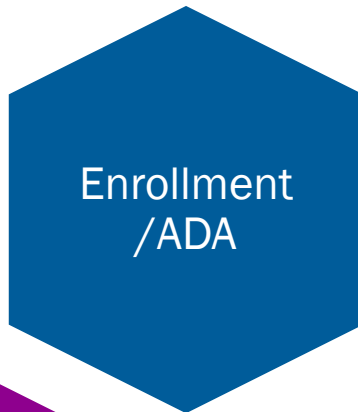


2023-24 Preliminary Budget



EBIA FY24 Preliminary Budget Assumptions

Student assumptions



- Enrolled: 544
- ADA %: 95%
- ADA: 517



- Unduplicated: 200/36.68%
- FRL: 205/37.64%
- ELL: 50/9.27%



- Enrollment: 27 additional students
- Unduplicated: No change from FY23
- FRL: No change from FY23
- ELL: No change from FY23

EBIA FY24 Preliminary Budget Assumptions

Revenue Assumptions



- LCFF COLA: 8.13% - subject to change
- State one-time revenue: \$571k
- Other state revenue consistent with FY23 levels



- Title consistent with FY23 levels
- ESSER one-time revenue exhausted in FY24
- Federal SPED consistent with FY23 levels
- NSLP revenue consistent with FY23 levels



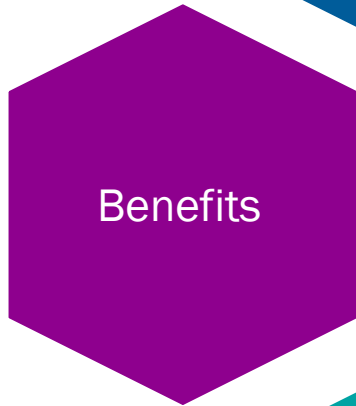
- Measure N: \$350k
- Measure G1: \$64k
- Fundraising: \$77k

EBIA FY24 Preliminary Budget Assumptions

Expenditure Assumptions



- ETA Staff: 5%-7% salary increases
- Classified Staff: 3% salary increase
- Addition of retention bonus (4%), signing bonus, and dependent care stipend (total \$167k)



- Health insurance increase: 8%
- STRS rate unchanged



- COLA: 2%
- Addition of credential support - \$30k
- Shift from contracted ED to salaried ED
- Other expenses forecast based on FY23 levels

EBIA Preliminary Budget



FY23 & FY24 comparison

		2022-23	2023-24
		Current Forecast	Projected Budget
Revenue	LCFF Entitlement	5,557,635	6,243,721
	Federal Revenue	601,529	281,672
	Other State Revenues	1,535,998	1,567,100
	Local Revenues	502,269	504,066
	Fundraising and Grants	75,900	77,200
	Total Revenue	8,273,331	8,673,759
Expenses	Compensation and Benefits	5,457,058	6,144,495
	Books and Supplies	333,823	422,850
	Services and Other Operating	2,433,901	2,039,402
	Total Expenses	8,224,782	8,606,747
	Operating Income	48,548	67,012
	Beginning Balance (Audited)	2,029,603	2,078,151
	Operating Income	48,548	67,012
	Ending Fund Balance (incl. Depreciation)	2,078,151	2,145,163
	Ending Fund Balance as % of Expenses	25.3%	24.9%

East Bay Innovation Academy
Income Statement
As of Feb FY2023

	Actual			YTD	Budget						
	Dec	Jan	Feb	Actual YTD	Approved Budget v1	Previous Forecast	Current Forecast	Previous Forecast vs.	Approved Budget v1 vs.	Current Forecast Remaining	% Current Forecast Spent
								Current Forecast	Current Forecast		
SUMMARY											
Revenue											
LCFF Entitlement	481,630	507,126	353,946	3,012,018	5,408,861	5,631,487	5,591,007	(40,480)	182,146	2,578,989	54%
Federal Revenue	-	96,165	23,748	153,699	583,738	506,786	518,547	11,761	(65,191)	364,848	30%
Other State Revenues	63,978	81,492	5,322	369,810	1,569,566	1,446,882	1,537,724	90,842	(31,842)	1,167,914	24%
Local Revenues	5,857	3,179	7,420	30,619	504,749	489,839	489,839	-	(14,910)	459,220	6%
Fundraising and Grants	-	17,446	-	41,127	170,000	167,400	167,400	-	(2,600)	126,273	25%
Total Revenue	551,465	705,408	390,436	3,607,272	8,236,912	8,242,393	8,304,517	62,124	67,604	4,697,245	43%
Expenses											
Compensation and Benefits	508,596	481,666	474,129	3,696,222	5,650,904	5,442,356	5,420,615	21,741	230,289	1,724,393	68%
Books and Supplies	17,042	10,966	31,649	211,643	434,895	412,358	429,918	(17,560)	4,977	218,275	49%
Services and Other Operating Expenditures	194,051	145,369	146,320	1,446,274	2,149,834	2,302,155	2,301,728	428	(151,893)	855,453	63%
Depreciation	-	-	-	-	-	-	-	-	-	-	-
Other Outflows	200	400	-	10,219	-	-	-	-	-	(10,219)	-
Total Expenses	719,888	638,401	652,098	5,364,358	8,235,634	8,156,869	8,152,261	4,608	83,373	2,787,903	66%
Operating Income	(168,423)	67,007	(261,662)	(1,757,086)	1,279	85,524	152,256	66,732	150,977	1,909,342	
Fund Balance											
Beginning Balance (Audited)					1,123,565	2,029,603	2,029,603				
Operating Income					1,279	85,524	152,256				
Ending Fund Balance					1,124,844	2,115,127	2,181,859				
Fund Balance as a % of Expenses					14%	26%	27%				

East Bay Innovation Academy
Income Statement
As of Feb FY2023

	Actual			YTD	Budget						
	Dec	Jan	Feb	Actual YTD	Approved Budget v1	Previous Forecast	Current Forecast	Previous Forecast vs. Current Forecast	Approved Budget v1 vs. Current Forecast	Current Forecast Remaining	% Current Forecast Spent
KEY ASSUMPTIONS											
Enrollment Summary											
4-6					90	77	77	-	(13)		
7-8					220	217	217	-	(3)		
9-12					240	243	243	-	3		
Total Enrolled					550	537	537	-	(13)		
ADA %											
4-6					96.0%	96.0%	96.0%	0.0%	0.0%		
7-8					96.0%	96.0%	96.0%	0.0%	0.0%		
9-12					92.0%	92.0%	92.0%	0.0%	0.0%		
Average ADA %					94.3%	94.2%	94.2%	0.0%	-0.1%		
ADA											
4-6					86.40	73.92	73.92	-	(12.48)		
7-8					211.20	208.32	208.32	-	(2.88)		
9-12					220.80	223.56	223.56	-	2.76		
Total ADA					518.40	505.80	505.80	-	(12.60)		

East Bay Innovation Academy
Income Statement
As of Feb FY2023

		Actual			YTD	Budget						
		Dec	Jan	Feb	Actual YTD	Approved Budget v1	Previous Forecast	Current Forecast	Previous Forecast vs. Current Forecast	Approved Budget v1 vs. Current Forecast	Current Forecast Remaining	% Current Forecast Spent
REVENUE												
LCFF Entitlement												
8011	Charter Schools General Purpose Entitlement - State Aid	353,946	353,946	353,946	2,163,002	3,708,410	3,972,367	3,931,887	(40,480)	223,477	1,768,885	55%
8012	Education Protection Account Entitlement	-	25,496	-	50,992	103,680	101,160	101,160	-	(2,520)	50,168	50%
8096	Charter Schools in Lieu of Property Taxes	127,684	127,684	-	798,024	1,596,770	1,557,960	1,557,960	-	(38,810)	759,936	51%
SUBTOTAL - LCFF Entitlement		481,630	507,126	353,946	3,012,018	5,408,861	5,631,487	5,591,007	(40,480)	182,146	2,578,989	54%
Federal Revenue												
8181	Special Education - Entitlement	-	-	-	-	70,375	70,375	70,375	-	-	70,375	0%
8220	Child Nutrition Programs	-	49,148	-	49,148	33,413	44,177	53,012	8,835	19,599	3,864	93%
8291	Title I	-	33,735	-	33,735	41,000	67,512	70,411	2,899	29,411	36,676	48%
8292	Title II	-	3,282	6,704	9,986	14,000	13,090	13,117	27	(883)	3,131	76%
8294	Title IV	-	10,000	-	10,000	10,000	10,000	10,000	-	-	-	100%
8297	PY Federal - Not Accrued	-	-	-	7,278	-	7,278	7,278	-	7,278	(0)	100%
8299	All Other Federal Revenue	-	-	17,044	43,551	414,950	294,354	294,354	-	(120,596)	250,803	15%
SUBTOTAL - Federal Revenue		-	96,165	23,748	153,699	583,738	506,786	518,547	11,761	(65,191)	364,848	30%
Other State Revenue												
8319	Other State Apportionments - Prior Years	-	-	(385)	19	-	404	404	-	404	385	5%
8381	Special Education - Entitlement (State)	39,281	36,313	-	226,607	425,088	414,756	490,032	75,276	64,944	263,425	46%
8382	Special Education Reimbursement (State)	2,295	2,295	-	14,025	125,040	25,290	29,336	4,046	(95,704)	15,311	48%
8520	Child Nutrition - State	-	-	-	5,245	3,341	8,835	8,835	-	5,494	3,590	59%
8545	School Facilities Apportionments	-	-	-	-	260,310	234,279	234,279	-	(26,031)	234,279	0%
8550	Mandated Cost Reimbursements	16,695	-	-	16,695	16,695	16,695	16,695	-	-	0	100%
8560	State Lottery Revenue	-	37,177	-	72,342	128,323	125,204	125,204	-	(3,119)	52,862	58%
8590	All Other State Revenue	-	-	-	-	610,768	558,002	569,522	11,520	(41,246)	569,522	0%
8593	Other State Revenue 3	5,707	5,707	5,707	34,877	-	63,416	63,416	-	63,416	28,539	55%
SUBTOTAL - Other State Revenue		63,978	81,492	5,322	369,810	1,569,566	1,446,882	1,537,724	90,842	(31,842)	1,167,914	24%
Local Revenue												
8634	Food Service Sales	-	-	-	96	20,048	884	884	-	(19,164)	788	11%
8660	Interest	1	1	1	3	1	5	5	-	4	2	52%
8676	After School Program Revenue	-	-	-	-	42,840	42,840	42,840	-	-	42,840	0%
8690	Other Local Revenue	50	-	-	2,854	16,500	16,110	16,110	-	(390)	13,256	18%
8701	Oakland Measure N	-	-	-	-	375,360	350,000	350,000	-	(25,360)	350,000	0%
8703	Oakland Measure G1	-	-	-	-	50,000	50,000	50,000	-	-	50,000	0%
8704	Student Activities	-	-	-	-	-	30,000	30,000	-	30,000	30,000	0%
8999	Uncategorized Revenue	5,806	3,178	7,420	27,667	-	-	-	-	-	(27,667)	
SUBTOTAL - Local Revenue		5,857	3,179	7,420	30,619	504,749	489,839	489,839	-	(14,910)	459,220	6%
Fundraising and Grants												
8801	Donations - Parents	-	5,946	-	25,437	110,000	107,400	107,400	-	(2,600)	81,963	24%
8802	Donations - Private	-	11,500	-	11,997	25,000	25,000	25,000	-	-	13,003	48%
8803	Fundraising	-	-	-	3,693	35,000	35,000	35,000	-	-	31,308	11%
SUBTOTAL - Fundraising and Grants		-	17,446	-	41,127	170,000	167,400	167,400	-	(2,600)	126,273	25%
TOTAL REVENUE		551,465	705,408	390,436	3,607,272	8,236,912	8,242,393	8,304,517	62,124	67,604	4,697,245	43%

East Bay Innovation Academy
Income Statement
As of Feb FY2023

		Actual			YTD	Budget						
		Dec	Jan	Feb	Actual YTD	Approved Budget v1	Previous Forecast	Current Forecast	Previous Forecast vs. Current Forecast	Approved Budget v1 vs. Current Forecast	Current Forecast Remaining	% Current Forecast Spent
EXPENSES												
Compensation & Benefits												
Certificated Salaries												
1100	Teachers Salaries	205,719	184,731	186,857	1,398,944	2,277,659	2,032,548	2,017,725	14,823	259,934	618,781	69%
1103	Teacher - Substitute Pay	27,839	15,786	11,731	94,393	70,000	137,310	137,310	-	(67,310)	42,917	69%
1148	Teacher - Special Ed	27,467	26,679	26,768	192,206	277,946	260,636	260,636	-	17,310	68,430	74%
1160	Counselor	17,009	17,009	17,009	118,849	174,068	178,596	178,596	-	(4,528)	59,747	67%
1300	Certificated Supervisor & Administrator Salaries	32,542	30,292	30,292	273,631	245,000	397,839	397,839	-	(152,839)	124,208	69%
1311	Certificated Principals & Directors	31,083	31,083	31,083	254,952	483,750	370,000	370,000	-	113,750	115,048	69%
SUBTOTAL - Certificated Salaries		341,659	305,580	303,741	2,332,974	3,528,423	3,376,929	3,362,106	14,823	166,317	1,029,132	69%
Classified Salaries												
2104	Classified Instructional Aides	23,232	24,043	31,447	185,407	177,600	257,412	257,412	-	(79,812)	72,005	72%
2300	Classified Supervisor & Administrator Salaries	31,268	31,659	31,791	262,797	256,000	375,161	378,882	(3,720)	(122,882)	116,085	69%
2400	Classified Clerical & Office Salaries	4,157	4,396	4,390	38,786	82,320	68,000	68,000	-	14,320	29,214	57%
2402	Classified Operations	10,417	10,417	10,417	85,333	125,000	125,000	125,000	-	-	39,667	68%
2905	Other Classified - After School	-	-	-	-	60,000	16,667	10,000	6,667	50,000	10,000	0%
2908	Other Classified - Campus Supervisors	-	-	-	-	205,000	-	-	-	205,000	-	-
2928	Other Classified - Food	2,180	2,544	2,908	16,520	-	32,000	32,000	-	(32,000)	15,480	52%
SUBTOTAL - Classified Salaries		71,254	73,059	80,953	588,843	905,920	874,240	871,294	2,946	34,626	282,451	68%
Employee Benefits												
3100	STRS	50,164	55,268	55,787	410,432	673,929	633,779	631,658	2,121	42,270	221,227	65%
3300	OASDI-Medicare-Alternative	11,820	11,173	11,187	84,591	120,465	119,485	118,814	671	1,651	34,223	71%
3400	Health & Welfare Benefits	33,156	28,182	20,815	246,072	348,326	363,787	362,653	1,134	(14,327)	116,581	68%
3500	Unemployment Insurance	52	7,911	1,154	10,719	17,248	19,624	19,756	(132)	(2,508)	9,037	54%
3600	Workers Comp Insurance	-	-	-	20,088	44,343	42,512	42,334	178	2,009	22,246	47%
3900	Other Employee Benefits	493	493	493	2,503	12,250	12,000	12,000	-	250	9,498	21%
SUBTOTAL - Employee Benefits		95,683	103,027	89,435	774,405	1,216,561	1,191,187	1,187,216	3,971	29,345	412,810	65%
Books & Supplies												
4100	Approved Textbooks & Core Curricula Materials	-	-	250	250	13,750	13,425	13,425	-	325	13,175	2%
4200	Books & Other Reference Materials	-	-	-	-	11,600	11,600	11,600	-	-	11,600	0%
4300	Materials & Supplies	1,939	1,025	411	4,830	11,220	11,220	11,220	-	-	6,390	43%
4320	Educational Software	-	-	18,491	78,979	66,000	64,440	82,000	(17,560)	(16,000)	3,021	96%
4330	Office Supplies	473	1,827	751	15,839	33,000	32,220	32,220	-	780	16,381	49%
4340	Professional Development Supplies	-	-	74	74	-	-	-	-	-	(74)	-
4352	Quest - After School	4,844	-	-	12,389	20,000	20,000	20,000	-	-	7,611	62%
4353	Student Activities	173	158	158	1,430	-	15,000	15,000	-	(15,000)	13,570	10%
4400	Noncapitalized Equipment	-	-	176	176	5,100	5,100	5,100	-	-	4,924	3%
4410	Classroom Furniture, Equipment & Supplies	-	-	-	220	45,000	45,000	45,000	-	-	44,780	0%
4420	Computers: individual items less than \$5k	-	-	-	21,694	138,500	80,000	80,000	-	58,500	58,306	27%
4423	Staff Computers	-	-	-	9,924	8,600	10,000	10,000	-	(1,400)	76	99%
4430	Non Classroom related Furniture, Equipment & Supplies	-	567	-	2,020	10,200	5,000	5,000	-	5,200	2,980	40%
4710	Student Food Services	9,303	6,787	11,107	58,624	66,825	88,353	88,353	-	(21,528)	29,729	66%
4720	Other Food	310	601	231	5,193	5,100	11,000	11,000	-	(5,900)	5,807	47%
SUBTOTAL - Books and Supplies		17,042	10,966	31,649	211,643	434,895	412,358	429,918	(17,560)	4,977	218,275	49%
Services & Other Operating Expenses												
5210	Conference Fees	-	-	-	-	12,000	12,000	12,000	-	-	12,000	0%
5220	Travel and Lodging	19	2,601	487	5,226	5,202	5,202	5,202	-	-	(24)	100%
5300	Dues & Memberships	70	70	779	21,064	13,016	21,000	21,000	-	(7,984)	(64)	100%
5450	Insurance - Other	11,272	11,272	11,272	98,077	92,465	143,165	143,165	-	(50,700)	45,088	69%

East Bay Innovation Academy
Income Statement
As of Feb FY2023

	Actual			YTD	Budget						
	Dec	Jan	Feb	Actual YTD	Approved Budget v1	Previous Forecast	Current Forecast	Previous Forecast vs. Current Forecast	Approved Budget v1 vs. Current Forecast	Current Forecast Remaining	% Current Forecast Spent
								-	-	-	-
5515 Janitorial, Gardening Services & Supplies	10,000	10,000	-	81,575	140,000	140,000	140,000	-	-	58,425	58%
5535 Utilities - All Utilities	3,876	7,261	5,615	47,831	83,232	83,232	83,232	-	-	35,401	57%
5610 Rent	28,090	28,090	28,090	256,710	347,080	347,080	347,080	-	-	90,370	74%
5611 Prop 39 Related Costs	-	-	34,834	104,501	140,000	136,691	136,691	-	3,309	32,190	76%
5615 Repairs and Maintenance - Building	280	-	5,793	19,653	18,360	30,000	30,000	-	(11,640)	10,347	66%
5616 Repairs and Maintenance - Computers	-	-	-	-	2,000	2,000	2,000	-	-	2,000	0%
5803 Accounting Fees	5,213	-	-	16,924	17,820	17,820	17,820	-	-	896	95%
5806 Assemblies	810	725	4,160	7,812	7,803	9,342	9,342	-	(1,539)	1,530	84%
5809 Banking Fees	-	-	-	62	10,200	2,500	2,500	-	7,700	2,438	2%
5810 Intercession	7,625	8,500	-	53,734	55,000	67,125	67,125	-	(12,125)	13,391	80%
5812 Business Services	12,489	12,449	12,169	97,948	144,000	146,022	146,022	-	(2,022)	48,074	67%
5813 School Culture Activities	-	175	-	769	-	10,000	10,000	-	(10,000)	9,231	8%
5814 Mental Health Consultant	-	-	-	-	-	20,000	20,000	-	(20,000)	20,000	0%
5815 Consultants - Instructional	13,250	31,875	13,875	196,127	350,000	350,000	350,000	-	-	153,873	56%
5820 Consultants - Non Instructional - Custom 1	13,500	-	-	26,500	10,200	26,500	26,500	-	(16,300)	-	100%
5824 District Oversight Fees	-	-	-	-	54,089	56,315	55,910	405	(1,821)	55,910	0%
5836 Fingerprinting	89	150	-	1,151	3,825	3,878	3,856	23	(31)	2,704	30%
5839 Fundraising Expenses	21	430	21	1,219	10,606	5,000	5,000	-	5,606	3,781	24%
5845 Legal Fees	9,964	7,247	5,999	46,625	52,800	72,000	72,000	-	(19,200)	25,375	65%
5851 Marketing and Student Recruiting	2,064	-	-	9,629	10,000	10,000	10,000	-	-	371	96%
5857 Payroll Fees	549	452	749	4,020	5,300	5,300	5,300	-	-	1,280	76%
5860 Printing and Reproduction	-	-	-	-	520	520	520	-	-	520	0%
5861 Prior Yr Exp (not accrued)	-	-	-	8,282	-	8,282	8,282	-	(8,282)	0	100%
5863 Professional Development	18,425	5,650	-	52,850	48,660	65,000	65,000	-	(16,340)	12,150	81%
5866 SPED MH Day/NPS Services	9,177	7,311	9,152	56,591	200,000	125,000	125,000	-	75,000	68,409	45%
5869 Special Education Contract Instructors	26,400	2,100	4,900	67,627	99,645	120,000	120,000	-	(20,355)	52,373	56%
5872 Special Education Encroachment	-	-	-	-	13,951	13,951	13,951	-	-	13,951	0%
5874 Sports	-	4,680	-	10,688	10,200	12,000	12,000	-	(1,800)	1,312	89%
5875 Staff Recruiting	-	-	-	6,833	5,000	7,000	7,000	-	(2,000)	167	98%
5877 Student Activities	-	-	-	-	-	15,000	15,000	-	(15,000)	15,000	0%
5878 Student Assessment	1,231	220	-	10,023	30,000	30,000	30,000	-	-	19,977	33%
5880 Student Health Services	-	-	-	1,950	467	2,000	2,000	-	(1,533)	50	98%
5881 Student Information System	-	-	-	27,102	30,000	30,000	30,000	-	-	2,898	90%
5884 Substitutes	8,283	1,438	5,968	32,804	30,000	50,000	50,000	-	(20,000)	17,196	66%
5887 Technology Services	9,720	354	-	50,563	66,300	66,300	66,300	-	-	15,737	76%
5900 Communications	1,375	2,061	2,069	20,602	22,032	28,668	28,668	-	(6,636)	8,066	72%
5915 Postage and Delivery	260	260	390	3,202	8,062	6,262	6,262	-	1,800	3,060	51%
SUBTOTAL - Services & Other Operating Exp.	194,051	145,369	146,320	1,446,274	2,149,834	2,302,155	2,301,728	428	(151,893)	855,453	63%
Capital Outlay & Depreciation											
SUBTOTAL - Capital Outlay & Depreciation	-	-	-	-	-	-	-	-	-	-	-
Other Outflows											
7999 Uncategorized Expense	200	400	-	10,219	-	-	-	-	-	(10,219)	
SUBTOTAL - Other Outflows	200	400	-	10,219	-	-	-	-	-	(10,219)	
TOTAL EXPENSES	719,888	638,401	652,098	5,364,358	8,235,634	8,156,869	8,152,261	4,608	83,373	2,787,903	66%

East Bay Innovation Academy**Balance Sheet****As of Feb FY2023**

	Jun FY2022	Feb FY2023	YTD Change
ASSETS			
Cash Balance	1,363,097	622,870	(740,227)
Accounts Receivable	995,570	536,193	(459,377)
Prepays	64,049	-	(64,049)
Due From Others	173,164	0	(173,164)
TOTAL ASSETS	2,595,880	1,159,063	(1,436,817)
LIABILITIES & EQUITY			
Accounts Payable	166,827	23,378	(143,449)
Deferred Revenue	228,170	670,847	442,677
Current Loans and Other Payables	171,281	192,322	21,041
Beginning Net Assets	1,061,081	2,029,603	968,522
Net Income (Loss) to Date	968,522	(1,757,086)	(2,725,608)
TOTAL LIABILITIES & EQUITY	2,595,880	1,159,063	(1,436,816)

East Bay Innovation Academy
Monthly Cash Forecast
As of Feb FY2023

	2022-23													Forecast	Remaining Balance
	Actuals & Forecast														
	Jul Actuals	Aug Actuals	Sep Actuals	Oct Actuals	Nov Actuals	Dec Actuals	Jan Actuals	Feb Actuals	Mar Forecast	Apr Forecast	May Forecast	Jun Forecast	Forecast		
Beginning Cash	1,363,097	964,468	704,743	695,738	608,838	813,836	675,262	970,199	622,870	571,375	852,352	890,272			
REVENUE															
LCFF Entitlement	-	196,636	509,420	481,630	481,630	481,630	507,126	353,946	245,214	455,828	430,950	582,227	5,591,007	864,770	
Federal Revenue	-	-	7,278	-	26,507	-	96,165	23,748	76,625	89,271	77,465	54,083	518,547	67,405	
Other State Revenue	20,628	26,349	48,054	79,672	44,315	63,978	81,492	5,322	117,001	225,496	196,921	167,028	1,537,724	461,468	
Other Local Revenue	50	-	2,489	5,117	6,506	5,857	3,179	7,420	59,935	8,984	8,984	296,433	489,839	84,885	
Fundraising & Grants	1,527	11,074	3,047	5,375	2,657	-	17,446	-	34,034	28,895	45,420	8,975	167,400	8,950	
TOTAL REVENUE	22,205	234,059	570,289	571,795	561,615	551,465	705,408	390,436	532,809	808,474	759,739	1,108,746	8,304,517	1,487,477	
EXPENSES															
Certificated Salaries	131,898	326,909	305,740	313,413	304,035	341,659	305,580	303,741	243,011	258,707	258,707	268,707	3,362,106	-	
Classified Salaries	75,622	69,624	75,999	72,612	69,720	71,254	73,059	80,953	68,113	71,446	71,446	71,446	871,294	-	
Employee Benefits	103,367	93,520	130,353	68,298	90,721	95,683	103,027	89,435	131,615	103,156	103,156	74,882	1,187,216	-	
Books & Supplies	33,819	23,991	44,810	22,033	27,334	17,042	10,966	31,649	90,054	36,384	30,708	61,129	429,918	-	
Services & Other Operating Expenses	211,634	135,406	207,121	167,403	238,970	194,051	145,369	146,320	240,696	191,853	191,853	207,449	2,301,728	23,603	
Capital Outlay & Depreciation	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Other Outflows	7,050	152	-	365	2,052	200	400	-	(10,219)	-	-	-	-	-	
TOTAL EXPENSES	563,390	649,602	764,023	644,125	732,832	719,888	638,401	652,098	763,270	661,547	655,870	683,613	8,152,261	23,603	
Operating Cash Inflow (Outflow)	(541,185)	(415,543)	(193,734)	(72,330)	(171,217)	(168,423)	67,007	(261,662)	(230,461)	146,927	103,869	425,133	152,256	1,463,875	
Revenues - Prior Year Accruals	221,524	150,051	42,440	4,046	39,355	10,815	(9,239)	385	134,051	134,051	134,051	134,051			
Other Assets	64,049	-	-	-	-	-	-	-	-	-	-	-			
Due To (From)	-	27,682	79,978	14,248	51,256	-	-	-	-	-	-	-			
Accounts Payable - Current Year	(5,036)	(53,285)	23,112	(76,827)	44,822	790	46,855	(106,852)	44,915	-	-	-			
Summerholdback for Teachers	(137,981)	20,581	20,332	21,013	20,533	18,244	20,491	20,800	-	-	-	-	-		
Other Liabilities	-	10,789	18,866	22,950	220,249	-	169,823	-	-	-	(200,000)	-			
Ending Cash	964,468	704,743	695,738	608,838	813,836	675,262	970,199	622,870	571,375	852,352	890,272	1,449,455			

Coversheet

Side Letter with the EBIA Teachers Association

Section: VI. Finance and Development
Item: B. Side Letter with the EBIA Teachers Association
Purpose: Vote
Submitted by:
Related Material: Final Agreement Between ETA and EBIA for CBA Re-Opener 04_19_2023.pdf



EBIA-ETA Compensation, Benefits Side Letter for 23-24 SY

Background:

On November 16, 2022, ETA requested a reopener of the following articles of the Collective Bargaining Agreement.

- Article 6: Work Year/Day
- Article 9: Compensation
- Article 10: Benefits

As negotiations unfolded, the stated intentions of the two parties, ETA and EBIA, were to:

- Look for a 1-year solution to improve the quality of life and reward the hard work of teachers with the intention to increase retention and recruitment outcomes while also being aware of longer-term budget constraints.
- Try for the simplest solution that is amicable for both sides, so we can hopefully accelerate the Bargaining process since there are many other things going on as well.
- Divorce ETA bargaining for Comp/Benefits/Evals from the longer-term exercise to address budget concerns that are related to the upcoming focus groups.

After very amenable negotiations, the following changes are ready to be ratified.

Article 9: Salary

For the 2023-24 school year, the following changes to unit members salary will take effect:

SALARY INCREASE: All ETA Members will see a Salary Increase.

- If a member makes above \$80,000 in 22-23, they will experience a 5% raise in 23-24
- If a member makes below \$80,000 in 22-23, they will experience a 7% raise in 23-24

RETENTION BONUS: All returning ETA Members will receive a Retention Bonus.

- A 4% bonus (based on the 23-24 salary) will be issued to all returning ETA members. The bonus will be paid in two installments - one at the beginning of the year in August 2023 and the second installment in January 2024. (This 4% bonus is in addition to the bonus affiliated with Measure G1)

EBIA reserves the right to institute up to a 4% signing Bonuses for New Staff that it is trying to hire.

CREDENTIAL SUPPORT: EBIA will provide support to employees working to receive their credential. (while not a part of salary, it is being included in this article, as it is a part of total compensation).

EBIA will fund up to \$3,500 per ETA member (teachers and non-teachers) toward essential credentialing/licensing costs that can be used on tuition or other credentialing needs over the course of their lifetime at EBIA. This is retroactive to the 2020-21 school year. This will include reimbursement for CSET fees (\$250), CSET prep courses, CTE credentialing requirements, preliminary credential tuition, CTC fees, tuition assistance, and clear credential costs. This will not apply to teachers who are adding a credential that is not required for their teaching assignment.

In order to avoid the issue of “gift of public funds,” teachers who receive funds for tuition assistance will stay one additional year or pay back the funds should they leave during/or after the year they receive the funds.

FYI: For non-ETA members, EBIA will fund up to \$2,500 in credentialing requirements (i.e. admin credential) or professional development relevant to their job assignment.

REFERRAL BONUS

EBIA will pay a \$1,000 referral bonus to any employee that refers someone to apply to EBIA and if that person is hired and begins work. This will only apply to teaching positions.

Article 10: Benefits

DEPENDENT COVERAGE

For ETA members who choose dependent coverage for EBIA's health care plan, EBIA will credit up to a total of \$2,000 toward the insurance premium costs for the dependents.

FYI: it is EBIA's intent to apply this to all employees, not just ETA members.

Article 12: Evaluations

Compensation will not be tied to prior year evaluations, as memorialized in a side letter ratified on January 17, 2023.

Article 8: Layoffs

EBIA cannot guarantee there will be no layoffs of certificated teachers who are part of ETA if economic-downturn-related layoffs are necessary. Admin will do its very best to reduce headcount by attrition only if it is necessary, although this cannot be guaranteed.

Taking effect July 1, 2023, this side letter agreement to the Collective Bargaining Agreement dated January 28, 2020 was ratified by the members of the EBIA Teachers Association on April 14, 2023 and ratified by the EBIA Board on April 19, 2023.

Signed:

Hari Vasu-Devan, ETA Chair

Jenna Stauffer, Interim Executive Director

Date

Date

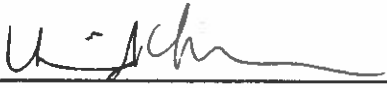
Coversheet

Announce and finalize new EBIA Executive Director appointment

Section: VII. School Governance and Other Matters
Item: A. Announce and finalize new EBIA Executive Director appointment
Purpose: Vote
Submitted by:
Related Material:
EBIA Signed ED Contract Signature Page - Miranda Thorman.pdf
EBIA Executive Director Employment Contract - M. Thorman Feb 6, 2023.pdf



4. This is the entire agreement between EBIA and me regarding the terms and conditions of my employment. This is a final and complete agreement, and there are no other agreements, oral or written, express or implied, concerning the subject matter of this Agreement.

Employee Signature:  Date: 2/6/23

EBIA Approval:

Date: February 6, 2023


Rochelle Benning, Board President

This Employment Agreement is subject to ratification and approval by the EBIA Board.



**AT-WILL EMPLOYMENT AGREEMENT
Between
EAST BAY INNOVATION ACADEMY & MIRANDA THORMAN**

THIS EMPLOYMENT AGREEMENT (“Agreement”) is entered into by and between the employee named above (“Employee”) and the Governing Board (“Board”) of East Bay Innovation Academy (“EBIA”), a California nonprofit public benefit corporation operating public charter schools approved by the Oakland Unified School District (“District”). The Board desires to hire employees who will assist EBIA in implementing its purposes, policies, and procedures and in achieving the goals and meeting the requirements of EBIA’s charter. The parties recognize that EBIA is not governed by the provisions of the California Education Code, except as expressly outlined in the Charter Schools Act of 1992.

WHEREAS EBIA and the Employee wish to enter into an employment relationship under the conditions set forth herein, the parties hereby agree as follows:

A. STATUTORY PROVISIONS RELATING TO CHARTER SCHOOL EMPLOYMENT

1. EBIA operates charter schools that have been established under the Charter Schools Act of 1992, Education Code section 47600, *et seq.*, and which have been duly approved by the District, according to the laws of the State of California.
2. Pursuant to Education Code section 47604, EBIA has elected to be formed and to operate as a nonprofit public benefit corporation under the Non-profit Public Benefit Corporation Law of California (Part 2, commencing with section 5110 *et seq.* of the Corporations Code). As such, EBIA is considered a separate legal entity from the District, which granted the charters. Accordingly, the District shall not be liable for any debts and obligations of EBIA. The employee signing below expressly recognizes that EBIA and not the District are employing him/her/them.
3. Under Education Code section 47610, EBIA must comply with all of the provisions outlined in its operative charter but is otherwise exempt from the laws governing school districts except as specified in Education Code section 47610.
4. EBIA shall be deemed the exclusive public-school employer of the employees at EBIA for purposes of Government Code section 3540.1.

B. EMPLOYMENT TERMS AND CONDITIONS

1. Duties

The Employee shall work in the position of Executive Director. The Employee will perform such duties as EBIA may reasonably assign, and the Employee will abide by all EBIA policies and procedures as adopted and amended from time to time. The Employee further agrees



to comply with the provisions of EBIA’s charter. A copy of the job description for the above position is attached hereto as **Attachment A** and incorporated by reference herein. These duties may be amended from time to time at the sole discretion of EBIA.

2. **Work Schedule**

This position begins July 1, 2023, and is a year-round position. The employee will work on-site, alternating between two sites as needed. The minimum availability obligations for this full-time position shall be the hours the school site is open to students unless other arrangements are made. While the Employee shall be available during this period, the duties of this exempt position may require work on weekends, as well as before and after the regular work year or hours of the work day.

Subject to the at-will nature of employment as defined in Section C below, workdays for Employee shall be consistent with the applicable calendar of workdays for this position, which includes every weekday unless designated as a holiday or paid time off in section 4 below.

The Employee will not render services in person or by electronic means, paid or otherwise, for any other person or entity during contracted work hours with EBIA.

3. **Compensation**

The annual compensation for this position shall be \$194,000, to be paid twice monthly, subject to all regular withholdings. A signing bonus of \$5,000 will be paid in two increments, 50% at signing and 50% on July 15, 2023, after starting at EBIA. The Employee’s compensation may be prorated depending on whether the Employee remains employed or in active work status for the entire year. As an exempt employee, the Employee shall not be eligible to earn overtime. The employee will participate in the EBIA Annual Incentive Plan (AIP) as follows:

- Employee AIP bonus range is 5% of base salary and will be awarded if the employee attains established performance metrics, which will be annually drafted by Employee and annually approved by their manager.

Implementing the EBIA Annual Incentive Plan depends on budget constraints in any given year.

4. **Holidays/Paid Time Off**

The employee receives twelve (12) national/California holidays (currently New Year’s Day, Martin Luther King Day, President’s Day, Cesar Chavez Day, Memorial Day, July 4, Labor Day, Veteran’s Day, Thanksgiving and the day after, Christmas Eve and Day). No additional day is taken for holidays that fall during designated school breaks.



There will be an additional five (5) school site closure days per year during school breaks, which will be paid days off for the Employee. In addition, the Employee accrues fifteen (15) days of Paid Time Off (PTO) per year (accrued monthly) and five (5) days of Sick Leave each year (front-loaded at the beginning of the fiscal year, July 1, and pro-rated for new hires). The Employee may carry over PTO year-to-year up to a cap of twenty-three (23) days and carry over Sick Leave year-to-year up to thirty (30) days. For purposes of carry-over, the year begins July 1.

All PTO must be requested and approved via the official EBIA process. PTO use is subject to EBIA approval based on coverage and mission needs. Sick Leave is not paid-out upon separation but may be transferred to subsequent employers or STRS where applicable.

5. **Employee Benefits**

Full-time Employees shall be entitled to participate in designated employee benefit programs and plans established by EBIA (subject to program and eligibility requirements) for the benefit of its employees, which from time to time may be modified by EBIA in its sole discretion.

6. **Professional Development and Performance Evaluation**

EBIA will provide up to 40 hours per year of coaching support to the Executive Director employee. The Employee may propose other desired professional development opportunities in lieu of coaching, as desired.

The Employee shall receive periodic performance reviews conducted by their supervisor. At a minimum, performance evaluations will be conducted annually on or about the anniversary date of employment with EBIA. The frequency of performance evaluations may vary depending on the length of service, job position, past performance, changes in job duties, or recurring performance problems. Failure to evaluate the Employee shall not prevent EBIA from disciplining or dismissing the Employee at-will by this Agreement.

7. **Employee Rights**

Employment rights and benefits for the Employee at EBIA shall only be as specified in this Agreement, EBIA's charters, the Charter Schools Act, and EBIA's Employee Handbook, which EBIA may amend and modify from time to time. In addition, employment rights and benefits may be affected by other applicable agreements, directives, or advisories from the California Department of Education or the State Board of Education. During the term of this Agreement, the Employee shall not acquire or accrue tenure or any employment rights with EBIA.

8. **Licensure**

The Employee understands that employment is contingent upon verifying and maintaining applicable licensure and credentials.



9. **Child Abuse and Neglect Reporting**

California Penal Code section 11166 requires any child care custodian who has knowledge of, or observes, a child in their professional capacity or within the scope of their employment whom he/she/they knows or reasonably suspects has been the victim of child abuse to report the known or suspected instance of child abuse to a child protective agency immediately, or as soon as practically possible, by telephone and to prepare and send a written report thereof within thirty-six (36) hours of receiving the information concerning the incident. By executing this Agreement, the Employee acknowledges he/she/they is a child care custodian and certifies that he/she/they have knowledge of California Penal Code section 11166 and will comply with its provisions.

10. **Fingerprinting/TB Clearance**

Fingerprint clearance for the Employee will be acquired by submitting the Employee's fingerprints to the California Department of Justice. The Employee will be required to assume the cost of all fees related to the fingerprinting process. In addition, the Employee will be required to submit evidence from a licensed physician and/or licensed entity that the Employee was found to be free from tuberculosis risk factors or active tuberculosis if risk factors were identified. Both clearances must be in place before the first day of service.

11. **Conflicts of Interest**

The Employee understands that, while employed at EBIA, he/she/they will have access to confidential and proprietary information. The Employee, therefore, shall not maintain employment or contracts for work or engage in any consultant or independent contractor relationship with any other agency or school that will in any way conflict with their employment with EBIA.

12. **Assignment of Inventions Agreements**

The Employee shall at all times be subject to and bound by the Agreement to Assign Inventions, attached hereto as **Attachment B**, which is attached and incorporated herein by reference.

C. **EMPLOYMENT AT-WILL**

EBIA may terminate this Agreement and the Employee's employment at any time with or without cause, with or without advance notice, and at EBIA's sole and unreviewable discretion. In addition, either party may terminate this Agreement and the Employee's employment upon written notice to the other party.

The Employee also may be demoted or disciplined, and the terms of their employment may be



altered at any time, with or without cause, at the discretion of EBIA. The Board has the authority to change this arrangement, to enter into an agreement for employment for a specified period, or to make any agreement contrary to the terms of this Agreement. Any such agreement must be in writing, signed by the Board and by the affected employee, and expressly state the intention to alter this “at-will” relationship.

In the event of charter revocation or non-renewal, all contractual obligations under this Agreement cease immediately upon the effective date of revocation or non-renewal.

D. GENERAL PROVISIONS

1. Waiver of Breach

The waiver by either party or the failure of either party to claim a breach of any provision of this Agreement will not operate or be construed as a waiver of any subsequent breach.

2. Assignment

The rights and obligations of the respective parties under the Agreement will inure to the benefit of and will be binding upon the heirs, legal representatives, successors, and assigns of the parties hereto; provided, however, that this Agreement will not be assignable by either party without the prior written consent of the other party.

3. Governing Law

This Agreement will be governed by, construed, and enforced by the laws of the State of California.

4. Partial Invalidity

If any provision of this Agreement is found invalid or unenforceable by any court, the remaining provisions hereof will remain in effect unless such partial invalidity or unenforceability would defeat an essential business purpose of the Agreement.

E. ACCEPTANCE OF EMPLOYMENT

By signing below, the Employee declares as follows:

1. I have read this Agreement and accept employment with EBIA on the terms specified herein.
2. All information I have provided to EBIA about my employment is accurate.
3. A copy of the job description is attached hereto.



4. This is the entire agreement between EBIA and me regarding the terms and conditions of my employment. This is a final and complete agreement, and there are no other agreements, oral or written, express or implied, concerning the subject matter of this Agreement.

Employee Signature: _____ Date: _____

EBIA Approval:

Date: February 6, 2023

A handwritten signature in black ink, appearing to read 'R. Benning', is written over a horizontal line.

Rochelle Benning, Board President

This Employment Agreement is subject to ratification and approval by the EBIA Board.



Attachment A

Job Description

The Executive Director will lead, manage, and oversee all functions of EBIA, partnering with administrative leaders for high-quality educational programs, student performance, sound fiscal management, school operations, community relations, facilities development, recruiting, and talent development. This is an excellent opportunity for an exceptional academic and operational leader committed to providing a relevant and engaging 21-st century learning experience for a diverse student body.

The Executive Director will be responsible for the following job duties in partnership with the administrative leadership team:

General Administrative Duties

- Understand, promote, and support the mission, vision, and guiding principles of EBIA Charter School.
- Collaborate with the Leadership team to define, establish, and uphold EBIA policies
- Be knowledgeable about legal requirements, best practices, and EBIA duties in serving all populations.
- Ensure effective and frequent communications systems across multiple stakeholder groups.
- Seek input from staff, parents, students, and the Board of Directors on the school's functioning through formal and informal structures to make positive changes while maintaining program continuity and comprehensiveness.
- Develop a sense of community while respecting and responding appropriately to the strengths and needs of staff. Act as a liaison between parents and staff when necessary and appropriate.
- Be available to parents regularly. Keep parents informed of and involved in policy changes at the school. Encourage parent support and cooperation and enlist their efforts to sustain a well-kept school structure.
- Hire and supervise the leadership team and other staff positions as needed. Ensure a professional culture that includes comprehensive and thoughtful supervision and evaluation processes to help all staff reach goals and improve their performance.
- Serve as a site leader for one of the EBIA campuses
- Ensure that all school staff understands, promotes, and supports the mission, vision, and guiding principles of EBIA's Charter School.
- Serve as primary liaison to the Board and the larger community
- Represent EBIA as head and signatory with the EBIA Teachers Union, local and state governmental agencies, vendors, charitable partners, etc.

School Culture and Climate

- Ensure a positive and inclusive school climate is created, embracing EBIA's innovator norms.
- Ensure that systematic interventions occur whenever students are struggling; monitor the quality and effectiveness of interventions to ensure they are rigorous, disciplined, and high-impact.

Academics

- Manage the leadership team to:

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- Strive for alignment of the Design Thinking, Project Based Learning, and Blended Learning models to ensure teachers understand and experience the EBIA approach as a cohesive approach;
- Develop EBIA Essentials of Effective Instruction to define excellent instruction and progression towards excellent instruction.
- Set clear, measurable, motivating goals at the beginning of the year for every grade/subject and every class; ensure the team is bought into the goals and feels motivated by and accountable to them; keep goals front and center and regularly assess student progress toward them.
- Facilitate regular data inquiry cycles with teaching teams to ensure all students are making adequate progress toward mastery of standards.
- Utilize the assessment systems to ensure that teachers use data to drive instruction and differentiate instruction; support teachers in developing strategic individualized learning plans.

Finance and Operations

- Financial Management - including development and implementation of financial strategy; facilitation of budgeting, monitoring, cash management, vendor negotiations, risk management, and economic/tax/other external reporting and audits; support of development activities
- Facilities Management - including development and implementation of a facilities strategy that responds to student growth, needed improvements, and asset management; oversight of technology and telecommunication infrastructure; support for safety and compliance
- Planning and Strategy - lead strategic planning, development/ recommendation of policies, implementation of board decisions, WASC review, charter renewal
- Oversight and partnership for the following operational elements:
 - Communications - partnering with the site and administrative team leaders to inform and support board governance, outreach, and updates to staff/parent/student handbooks
 - Educational Administration - including management of staff responsible for student registration, enrollment, attendance and assessment data systems, technology systems and instruction, and compliance with credentialing and certification requirements for staff
 - Human Resources Management - including oversight of the staff responsible for payroll and benefits, compliance with workforce regulations
 - Student Services Management - including oversight of the staff responsible for food, health, and academic support services
 - Office Management - including oversight of the staff responsible for professional development of the operations team, oversight of consultants, building a culture of high expectations and accountability, continuous system and process improvement

In addition to the duties described above, the Employee will perform such duties as EBIA Charter School may reasonably assign. The Employee will abide by all EBIA Charter School's policies and procedures as adopted and amended from time to time. Employee further agrees to abide by EBIA Charter School's charter.



Attachment B

AGREEMENT TO ASSIGN INVENTIONS

While providing services to EBIA (with its affiliates and subsidiaries, "EBIA"), your benefits may include, in part, the development of new products. To protect EBIA's ownership of these products and services, EBIA requires that you read and sign this Agreement. If you have questions about this Agreement or do not understand any part, please discuss your questions or concerns with your counsel before signing this Agreement.

1. **Assignment of Inventions.** I understand and agree that all Inventions (as defined below) that I develop, in whole or in part, will be the sole and exclusive property of EBIA. Accordingly, I hereby assign all of my rights, title, and interest in and to any inventions, original works of authorship, curriculum, discoveries, developments, concepts, improvements, or trade secrets, whether or not patentable or registrable under the copyright or similar laws, which I may solely or jointly conceive or develop or reduce to practice during the period of my contract with EBIA ("Inventions") to EBIA, and I further agree to take all steps necessary to assist EBIA with applications, registrations, and other proper documentation to secure the assignment and protection of those rights.

I further understand and agree that this Agreement does not apply to any invention that I develop entirely on my own time without using EBIA's equipment, supplies, facilities, or trade secret information, except for those inventions that either:

(a) Relate at the time of conception or reduction to practice of the invention to EBIA's business, or actual or demonstrably anticipated research or development of EBIA; or

(b) Result from any work performed by me for EBIA.

2. **Disclosure of Inventions.** I agree to make prompt and full disclosure to EBIA of all Inventions made during my employment, whether made solely or jointly with others. All information I disclose to EBIA that is outside the scope of this Agreement shall be received and held by EBIA in confidence. Such disclosure by me shall be made so that EBIA can determine whether or not rights to such Invention are EBIA's property.

3. **Maintenance of Records.** I agree to keep and maintain adequate and current written records of all Inventions and other business information made by me in the form of notes, sketches, drawings, and other notations, which EBIA may specify. These records are the sole and exclusive property of EBIA.

4. **Inventions or Information Retained as Employee Property.** Attached as **Exhibit 1** to this Agreement, and incorporated herein by this reference, is a list of all Inventions that belonged to me before my contract with EBIA (collectively referred to as "Prior Inventions") and that relate to the business of EBIA or its actual or demonstrably anticipated research or development, the ownership of which is not assigned to EBIA hereunder. If no such list is attached, I represent that there are no such Prior Inventions. I represent that I retain no other Inventions except as disclosed.



5. **Incorporation of Employee’s Inventions or Information.** If during the course of my employment with EBIA, I incorporate into EBIA’s products or information, processes, technology, or devices a prior invention or idea owned by me or in which I have an interest, then I hereby grant to EBIA a non-exclusive, royalty-free, irrevocable, perpetual, worldwide license to make, have made, modify, use and sell such prior invention or information as part of, or in connection with, EBIA’s products, processes, technology, devices, or information. If EBIA sells such prior invention or information as part of, or in connection with, EBIA’s products, processes, technology, devices, or information, EBIA will negotiate in good faith with the employee to determine a fair license fee for the use of the such prior invention.

6. **Intellectual Property Rights in Works of Authorship.** I acknowledge and agree that any intellectual property rights which qualify as works of authorship belong to EBIA and are “works made for hire” within the definition of Section 101 of the United States Copyright Act, Title 17, United States Code.

AGREED TO AND ACCEPTED BY:

Dated: _____

Exhibit 1 Invention or Information Retained as Employee Property

- 1. _____
- 2. _____
- 3. _____

Please add additional information/lines as needed.