Clarksville Charter School

Regular Scheduled Board Meeting

Date and Time

Thursday September 24, 2020 at 7:00 PM PDT

Zoom Link: https://zoom.us/j/99211506364

Meeting ID: 992 1150 6364
Join by Phone: (669) 900-6833

Agenda

		Purpose	Presenter	Time
I.	**Opening Items**			**7:00 PM**
A.	Record Attendance		Board President	1 m
B.	Call the Meeting to Order		Board President	
C.	Approval of the Agenda	Vote	Board President	1 m
D.	Closed Session: Conference with Legal Counsel Anticipated Litigation (One Case) § 54956.9	Vote	Procopio	20 m
E.	Public Comments			2 m
F.	Executive Director's Report		Jenell Sherman	5 m

		Purpose	Presenter	Time
G.	Approve Minutes from 8/27/20 Regular Scheduled Board Meeting	Approve Minutes		2 m
H.	Approve Minutes from 9/9/20 Special Board Meeting	Approve Minutes	Board President	5 m
II.	**Finance**			**7:36 PM**
A.	August Financials	Vote	Darlington Ahaiwe	10 m
B.	Charter School Capital Presentation: Due To Due From	Discuss	CSC Representative	15 m
C.	Executive Director MOU	Vote	Jenell Sherman & Emily Allen	5 m
III.	**Academic Excellence**			**8:06 PM**
A.	Learning Continuity and Attendance Plan	Vote	Jenell Sherman	5 m
IV.	**Operations**			**8:11 PM**
A.	Update on Equipment Sale	Vote	Royce Gough	5 m
B.	Employee Handbook	Vote	Jenell Sherman	5 m
V.	**Closing Items**			**8:21 PM**
A.	Board of Director's Comments & Requests	Discuss		5 m
B.	Announcement of Next Regular Scheduled Board Meeting October 29, 2020 at 7:00 p.m.	FYI		1 m
C.	Adjourn Meeting	Vote		

Public Comment Rules: Members of the public may address the Board on agenda or non-agenda items through the teleconference platform, Zoom. Zoom does not require the members of the public to have an account or login. Please either utilize the chat option to communicate to the administrative team of your desire to address the Board or simply communicate orally your desire to address the Board when the Board asks for public

comments. Speakers may be called in the order requests are received. Comments are limited to 2 minutes each, with no more than 15 minutes per single topic. If a member of the public utilizes a translator to address the Board, those individuals are allotted 4 minutes each. If the Board utilizes simultaneous translation equipment in a manner that allows the Board to hear the translated public testimony simultaneously, those individuals are allotted 2 minutes each. By law, the Board is allowed to take action only on items on the agenda. The Board may, at its discretion, refer a matter to school staff or calendar the issue for future discussion.

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

Coversheet

Executive Director's Report

Section: I. Opening Items
Item: F. Executive Director's Report
Purpose: FYI
Submitted by:
Related Material: ED_Report_9.20_Clarksville.pdf

Executive Director's Report
September 2020



Jenell Sherman

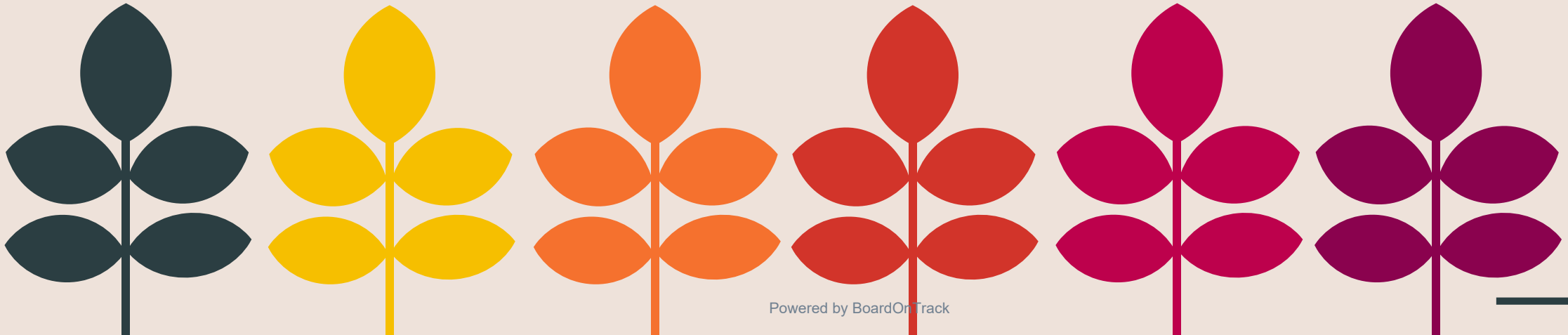
CLARKSVILLE
CHARTER SCHOOL

SLIDESMANIA.COM

Falling into place...

- **Projects**:
  - Finished Learning Continuity Plans
  - Finalizing annual audit requests

- **Looking ahead:**
  - Strategic Planning



SLIDESMANIA.COM

Fall Happenings

Email — Email migration to school-specific emails

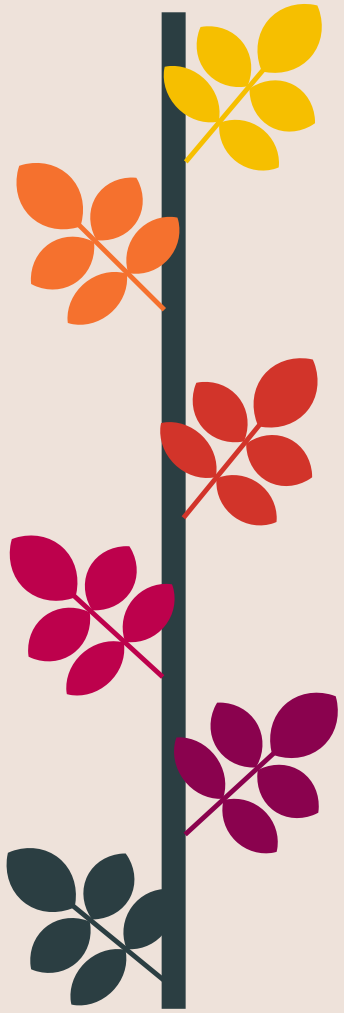
STAR 360 Launch — **360**

CC — Community Connections started

Proof of Residency collected from families — **POR**

EWS — EWS system launch - payroll, time off requests, staff attendance

Professional Development with online vendors — **PD**



SLIDESMANIA.COM

Enrollment Report

CLARKSVILLE CHARTER SCHOOL

Enrollment Update from Principal

Clarksville Charter School

Current Enrollment County by County/Gradelevel as of 09/17/20

Grade	Alpine	Amador	El Dorado	Placer	Sacramento	Totals
TK	0	0	13	1	0	14
KN	0	7	62	7	9	85
1	1	4	68	8	7	88
2	0	9	85	13	10	117
3	0	9	64	7	13	93
4	0	9	67	6	13	95
5	1	8	65	9	6	89
6	0	5	64	10	8	87
7	0	7	79	12	9	107
8	0	6	66	10	9	91
9	0	2	61	9	10	82
10	0	5	30	11	7	53
11	0	3	33	9	11	56
12	0	1	37	11	8	57
Curent Total	2	75	794	123	120	1114
Variance	2	-10	-60	-4	-25	-97

SLIDESMANIA.COM

Thank you!



SLIDESMANIA.COM

Coversheet

Approve Minutes from 8/27/20 Regular Scheduled Board Meeting

Section:	I. Opening Items
Item:	G. Approve Minutes from 8/27/20 Regular Scheduled Board Meeting
Purpose:	Approve Minutes
Submitted by:	
Related Material:	8-27-20 Board Minutes - Clarskville.pdf

CLARKSVILLE CHARTER SCHOOL

Regular Scheduled Board Meeting- Clarksville Charter School
August 27, 2020 – 7:00 pm
7006 Rossmore Lane, El Dorado Hills, CA 95762

Attendance: Emily Allen, Keri Dalebout – Teleconference
Absent: Katie Burwell
Also Present: Jenell Sherman, Kathy Fagundo, Darlington Ahaiwe, Royce Gough, Kristie Nicosia, Amy Frydenlund – Teleconference

Call to Order:

Emily Allen called the meeting to order at 7:06 pm.

Approval of the Agenda:

Emily Allen motioned to approve the agenda with the postponement of the Unaudited Actuals, 2020-2021 EL Master Plan, and Board Training Calendar to the September meeting. Keri Dalebout seconded.
-Unanimous.

Public Comments:

None.

Executive Director's Report:

The Board received an update on the following items:

- Beginning of School Year Update
- Star 360 Calibration
- Community Connections
- Technology Orders
- Intercompany Invoices for Shared Employee MOU 2019-2020
- Shared Employee MOU for 2020-2021
- Family Liaisons
- Learning Continuity Attendance Plan

Discussion and Potential Action on the July Board Meeting Minutes:

Emily Allen motioned to approve the July Board Meeting Minutes. Keri Dalebout seconded.
-Unanimous

CLARKSVILLE CHARTER SCHOOL

Emily Allen motioned to move on to Agenda Item #10

Keri Dalebout seconded.
-Unanimous.

Discussion and Potential Action on the Public Sale of Surplus School Inventory:

Royce Gough presented on excess playground equipment for Public Sale of Surplus School Inventory.

Emily Allen motioned to approve the Public Sale of Surplus School Inventory. Keri Dalebout seconded.
-Unanimous

Emily Allen motioned to return to Agenda Item #5

Keri Dalebout seconded.
-Unanimous.

Discussion on How Charter Schools are Funded:

The Board received a presentation from Darlington Ahaiwe regarding how charter schools are funded.

Discussion and Potential Action on the Unaudited Actuals:

Removed from the Agenda and tabled to September.

Discussion and Potential Action on the Education Protection Account (EPA) Budget:

Darlington Ahaiwe presented the Education Protection Account (EPA) Budget.

Emily Allen motioned to approve the Education Protection Account (EPA) Budget. Keri Dalebout seconded.
-Unanimous

Discussion and Potential Action on the Fiscal Policies and Procedures:

Darlington Ahaiwe presented the Fiscal Policies and Procedures. During discussion, Emily Allen expressed interest in establishing an audit committee to review the current audit.

Emily Allen approved the Fiscal Policies and Procedures. Keri Dalebout seconded.
-Unanimous

CLARKSVILLE CHARTER SCHOOL

Discussion and Potential Action on the Process to Access Additional Planning Amounts:

Amy Frydenlund presented on student needs and multi-year planning amounts. No action was taken.

Discussion and Potential Action on the Immunizations and Oral Assessment Policy:

Emily Allen motioned to approve the Immunizations and Oral Assessment Policy. Keri Dalebout seconded.
-Unanimous

Discussion and Potential Action on the Employee Handbook:

Emily Allen motioned to approve the Employee Handbook noting that the school acronym needs to be updated throughout. Keri Dalebout seconded.
-Unanimous

Discussion and Potential Action on the Policy for Inspection of Public Records:

Emily Allen motioned to approve the Policy for Inspection of Public Records. Keri Dalebout seconded.
-Unanimous

Discussion and Potential Action on the 2020-2021 EL Master Plan:

Removed from the Agenda and tabled to September.

Discussion and Potential Action on the Compensation Policy:

Emily Allen motioned to approve the Compensation Policy. Keri Dalebout seconded.
-Unanimous

Discussion and Potential Action on the Residency Policy:

Emily Allen motioned to approve the Residency Policy. Keri Dalebout seconded.
-Unanimous

Discussion and Potential Action on the Board Resolution — Stipend Expense for Travel, Internet and Phone:

Emily Allen motioned to approve the Board Resolution — Stipend Expense for Travel, Internet and Phone with $100 per meeting. Keri Dalebout seconded.
-Unanimous

CLARKSVILLE CHARTER SCHOOL

Discussion and Potential Action on the Nomination and Appointment of Board Members:

Keri Dalebout and Kristie Nicosia presented on the new board member candidates. Keri Dalebout recommended appointing Lisa Jobe and Kelley Laliberte.

Emily Allen nominated Lisa Jobe. Keri Dalebout seconded.
-Unanimous

Emily Allen nominated Kelley Laliberte. Keri Dalebout seconded.
-Unanimous

Announcement of Next Regular Scheduled Board Meeting:

The Board announced the next regular scheduled Board Meeting for September 24, 2020 at 7:00 pm.

Adjournment:

Emily Allen motioned to adjourn the meeting at 9:09 pm. Keri Dalebout seconded.
-Unanimous

Prepared by:
Bryanna Brossman

Noted by:

Board Secretary

Coversheet

Approve Minutes from 9/9/20 Special Board Meeting

Section: I. Opening Items
Item: H. Approve Minutes from 9/9/20 Special Board Meeting
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Special Board Meeting on September 9, 2020

APPROVED

Clarksville Charter School

Minutes

Special Board Meeting

Date and Time
Wednesday September 9, 2020 at 6:00 PM

Zoom Link: https://zoom.us/j/99211506364

Meeting ID: 992 1150 6364
Dial by your location
+1 669 900 6833 US (San Jose)

Directors Present
Emily Allen (remote), Kathleen Burwell-Callero (remote), Kelley Laliberte (remote), Keri Dalebout (remote), Lisa Jobe (remote)

Directors Absent
None

Directors who arrived after the meeting opened
Keri Dalebout

Guests Present
Darlington Ahaiwe, Jenell Sherman (remote), Kathy Fagundo (remote), Katie Royer (remote), Kimmi Buzzard (remote), Raisa Oleinikov (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

Emily Allen called a meeting of the board of directors of Clarksville Charter School to order on Wednesday Sep 9, 2020 at 6:04 PM.

C. Approval of the Agenda

Emily Allen made a motion to approve the agenda.
Lisa Jobe seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

Emily Allen	Aye
Kathleen Burwell-Callero	Aye
Kelley Laliberte	Aye
Keri Dalebout	Absent
Lisa Jobe	Aye

D. Public Comments

No public comments

E. Executive Director's Report

1. Board on Track

II. Academic Excellence

A. Local Continuity and Attendance Plan

Emily Allen made a motion to move into the public hearing for the Learning Continuity and Attendance Plan.
Kathleen Burwell-Callero seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

Lisa Jobe	Aye
Kelley Laliberte	Aye
Kathleen Burwell-Callero	Aye
Keri Dalebout	Absent
Emily Allen	Aye

1. Lisa Jobe inquired about parent access to the internet; Families do have access to loaner hotspots/Chromebooks if needed
2. Emily Allen suggested adding power outages to the plan
3. Lisa Jobe (page 9) asked how students with exceptional needs are being served

4. Emily Allen asked how many students there currently are with exceptional needs. There are 129.
5. Lisa Jobe (page 7) inquired about recording students; no students are recorded during live instruction
6. Emily Allen inquired if it is an issue for the school that parents are recording instruction. Does social media policy or other school document provide guidance on this and should it be addressed in the plan

Emily Allen made a motion to close the public hearing for the Learning Continuity and Attendance Plan.
Lisa Jobe seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

Keri Dalebout	Absent
Kelley Laliberte	Aye
Kathleen Burwell-Callero	Aye
Emily Allen	Aye
Lisa Jobe	Aye

B. 2020-2021 EL Master Plan

Emily Allen made a motion to approve the 2020-2021 English Learner Master Plan.
Lisa Jobe seconded the motion.

- What is the anticipated size will the English Language Advisory Committee Parent Committee be? Still seeking interested particpants
- Who will be supporting the committee? Kristie Nicosia, Stacy Close, and a Family Liaison
- What languages are predominantly addressing: Russian, Ukrainian, and Spanish

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

Roll Call

Lisa Jobe	Aye
Kathleen Burwell-Callero	Aye
Keri Dalebout	Absent
Emily Allen	Aye
Kelley Laliberte	Aye

C. English Language Development Process

Emily Allen made a motion to approve the English Language Development Process.
Lisa Jobe seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

Kathleen Burwell-Callero	Aye

Roll Call	
Keri Dalebout	Absent
Lisa Jobe	Aye
Kelley Laliberte	Aye
Emily Allen	Aye

Keri Dalebout arrived.

III. Finance

A. Unaudited Actuals for 2019-2020

Emily Allen made a motion to approve the Unaudited Actuals for 2019-2020.
Keri Dalebout seconded the motion.

1. Lisa Jobe - Are the multi-year funds accounted for in this financial report?
2. Lisa Jobe - Restricted vs Unrestricted Funds

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

Roll Call	
Kathleen Burwell-Callero	Aye
Lisa Jobe	Aye
Kelley Laliberte	Aye
Keri Dalebout	Aye
Emily Allen	Aye

IV. Governance

A. Board Training Calendar

Emily Allen made a motion to register for Young Minnie and Corr board training, schedule a financial training with Charter Impact in September or October, and use Charter School Development Center and Board on Track modules for Board Training Calendar.
Kathleen Burwell-Callero seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call	
Kathleen Burwell-Callero	Aye
Keri Dalebout	Aye
Lisa Jobe	Aye
Emily Allen	Aye
Kelley Laliberte	Aye

V. Closing Items

A. Announcement of Next Regular Scheduled Board Meeting

Thursday, September 24, 2020 at 7 pm

B.

Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 7:11 PM.

Respectfully Submitted,
Emily Allen

Prepared by:
Kimmi Buzzard

Noted by:

Board Secretary

Public Comment Rules: Members of the public may address the Board on agenda or non-agenda items through the teleconference platform, Zoom. Zoom does not require the members of the public to have an account or login. Please either utilize the chat option to communicate to the administrative team of your desire to address the Board or simply communicate orally your desire to address the Board when the Board asks for public comments. Speakers may be called in the order requests are received. Comments are limited to 2 minutes each, with no more than 15 minutes per single topic. If a member of the public utilizes a translator to address the Board, those individuals are allotted 4 minutes each. If the Board utilizes simultaneous translation equipment in a manner that allows the Board to hear the translated public testimony simultaneously, those individuals are allotted 2 minutes each. By law, the Board is allowed to take action only on items on the agenda. The Board may, at its discretion, refer a matter to school staff or calendar the issue for future discussion.

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

Coversheet

August Financials

Section: II. Finance
Item: A. August Financials
Purpose: Vote
Submitted by:
Related Material: Clarksville_Financial Package_August 2020.pdf

CHARTER IMPACT

Clarksville Charter School

Monthly Financial Presentation – August 2020

CLARKSVILLE - Highlights

- No change in revenue projections.
- Expense projections increased by $40k.
- Year-end surplus projected at $116k. (last month, $156k)
- Senate Bill-740 Requirements:

· 40/80 Expense Ratio ✓

Cert.	Instr.
45.2%	81.8%
603,545	209,710

· 25:1 Pupil-Teacher ratio ✓

Pupil:Teacher Ratio
19.63 :1

CLARKSVILLE - Revenue

- July LCFF (first payment) apportionment received and applied in August.
- No change in year-end revenue projections.

	Year-to-Date			*Annual/Full Year*		
	Actual	**Budget**	**Fav/(Unf)**	**Forecast**	**Budget**	**Fav/(Unf)**
Revenue						
State Aid-Rev Limit	$ 534,597	$ 532,066	$ 2,531	$ 10,468,695	$ 10,468,696	$ (0)
Federal Revenue	-	6,874	(6,874)	137,820	137,820	-
Other State Revenue	138,986	34,660	104,326	1,093,782	985,879	107,903
Other Local Revenue	-	-	-	-	-	-
Total Revenue	**$ 673,583**	**$ 573,600**	**$ 99,983**	**$ 11,700,297**	**$ 11,592,395**	**$ 107,902**

CLARKSVILLE - Expenses

Variance Analysis:

- Certificated Salaries: Based on 8/25 payroll report.
- Professional Services: Adjustment of district oversight fee from 2% to 1%.

	Year-to-Date			Annual/Full Year		
	Actual	Budget	Fav/(Unf)	Forecast	Budget	Fav/(Unf)
Expenses						
Certificated Salaries	$ 770,496	$ 753,977	$ (16,519)	$ 4,615,473	$ 4,523,864	$ (91,609)
Classified Salaries	85,608	82,667	(2,941)	491,454	496,000	4,546
Benefits	264,617	258,342	(6,275)	1,591,598	1,564,754	(26,844)
Books and Supplies	222,281	143,606	(78,675)	1,339,024	1,333,685	(5,339)
Subagreement Services	156,973	269,948	112,975	2,027,805	2,061,927	34,122
Operations	22,008	9,167	(12,841)	67,841	55,000	(12,841)
Facilities	15,961	10,800	(5,161)	69,961	64,800	(5,161)
Professional Services	152,913	168,968	16,055	1,147,326	1,234,309	86,983
Depreciation	4,717	367	(4,350)	6,550	2,200	(4,350)
Interest	21,434	92,091	70,657	227,220	185,441	(41,779)
Total Expenses	**$ 1,717,009**	**$ 1,789,932**	**$ 72,924**	**$ 11,584,253**	**$ 11,521,980**	**$ (62,273)**

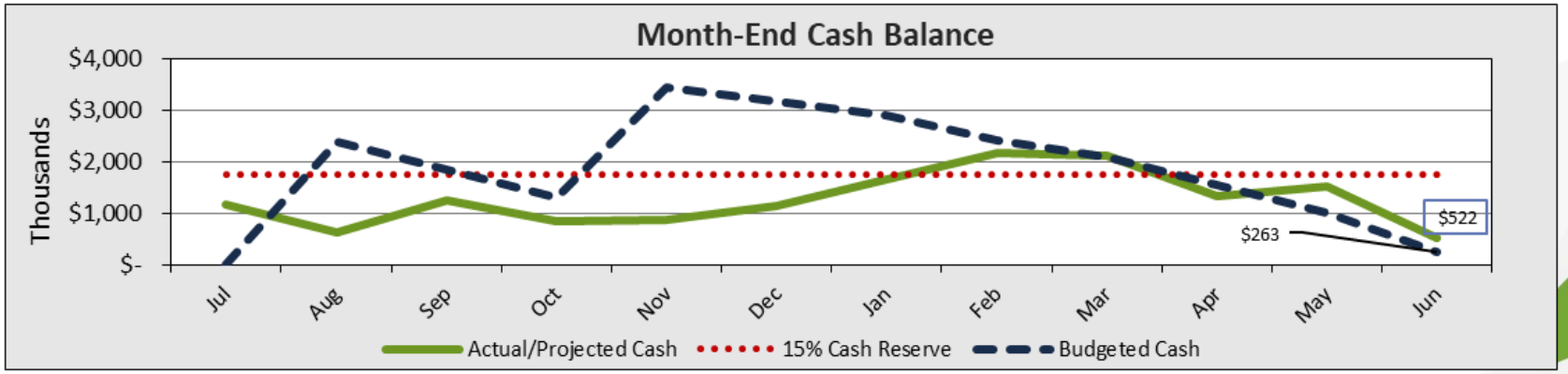
CLARKSVILLE - Fund Balance

- Beginning fund balance adj. to reflect board approved UAR.
- Projected surplus remains favorable to budget.

	Year-to-Date			*Annual/Full Year*		
	Actual	**Budget**	**Fav/(Unf)**	**Forecast**	**Budget**	**Fav/(Unf)**
Total Surplus(Deficit)	**$ (1,043,426)**	**$ (1,216,332)**	**$ 172,907**	**$ 116,044**	**$ 70,415**	**$ 45,630**
Beginning Fund Balance	288,347	288,347		288,347	288,347	
Ending Fund Balance	**$ (755,079)**	**$ (927,985)**		**$ 404,391**	**$ 358,762**	
As a % of Annual Expenses	*-6.5%*	*-8.1%*		*3.5%*	*3.1%*	

CLARKSVILLE - Cash Balance

- Cash projections include DTDF payment plan.
  - Amount to Receive: $529,941
  - Amount to Payout: ($79,798)
- Positive year-end cash projected through receivable sales.



CLARKSVILLE - Compliance Reporting

Due Date	Description	Completed By
Oct-07	**California Basic Educational Data System (CBEDS) data due to CDE -** The first Wed in Oct is CBEDS Information Day, used to collect information on student and staff demographics. Schools must complete the School Information Form (SIF). The SIF is used to report the count of classified staff, kindergarten program type, educational calendars, work visa applications, multilingual instructional programs, and languages of instruction.	Clarksville
Oct-31	**Collect National School Lunch Program (NSLP) applications** - Schools must collect or receive National School Lunch Program (NSLP) applications by October 31. Schools may process those applications after October 31, and if students are found to be eligible for free or reduced-price meals (FRPMs), those schools may update FRPM program records for eligible students with a start date before Census Day.	Clarksville
Oct-31	**CBEDS-ORA** - Collection of FTE of classified staff, estimated teacher hires, Kindergarten program types, H-1B work visa application, education calendar, multilingual instructional programs, languages of instruction and district of choice transfer requests and transportation data.	Clarksville

CLARKSVILLE - Appendix

- Monthly Cash Flow / Forecast 20-21
- Budget vs. Actual
- Statement of Financial Position
- Statement of Cash Flows
- Check Register
- AP Aging

Clarksville Charter School

Monthly Cash Flow/Forecast FY20-21

Revised 9/20/2020

ADA = 1158.15

CHARTER IMPACT

	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Year-End Accruals	Annual Forecast	Original Budget Total	Favorable / (Unfav.)
Revenues															ADA = 1158.15	
State Aid - Revenue Limit																
8011 LCFF State Aid	-	409,292	409,292	736,726	736,726	736,726	736,726	736,726	346,261	132,611	132,611	132,611	2,939,538	**8,185,847**	8,185,847	(0)
8012 Education Protection Account	-	-	-	57,908	-	-	57,908	-	-	57,908	-	-	57,908	**231,630**	231,630	-
8096 In Lieu of Property Taxes	-	125,305	245,547	163,698	163,698	163,698	163,698	163,698	287,292	143,646	143,646	143,646	143,646	**2,051,218**	2,051,218	-
	-	534,597	654,839	958,332	900,424	900,424	958,332	900,424	633,554	334,164	276,257	276,257	3,141,091	**10,468,695**	**10,468,696**	**(0)**
Federal Revenue																
8181 Special Education - Entitlement	-	-	6,874	12,374	12,374	12,374	12,374	12,374	13,816	13,816	13,816	13,816	13,816	**137,820**	137,820	-
	-	-	6,874	12,374	12,374	12,374	12,374	12,374	13,816	13,816	13,816	13,816	13,816	**137,820**	**137,820**	**-**
Other State Revenue																
8311 State Special Education	-	31,083	34,660	62,388	62,388	62,388	62,388	62,388	63,442	63,442	63,442	63,442	63,442	**694,890**	694,890	-
8550 Mandated Cost	-	-	-	-	-	26,198	-	-	-	-	-	-	-	**26,198**	26,198	-
8560 State Lottery	-	-	-	-	-	-	57,478	-	-	57,478	-	-	115,517	**230,472**	230,472	-
8598 Prior Year Revenue	107,903	-	-	-	-	-	-	-	-	-	-	-	-	**107,903**	-	107,903
8599 Other State Revenue	-	-	-	-	-	-	-	-	34,320	-	-	-		**34,320**	34,320	-
	107,903	31,083	34,660	62,388	62,388	88,585	119,865	62,388	97,762	120,919	63,442	63,442	178,958	**1,093,782**	**985,879**	**107,903**
Other Local Revenue																
	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**	**-**	**-**
Total Revenue	**107,903**	**565,680**	**696,373**	**1,033,093**	**975,186**	**1,001,383**	**1,090,571**	**975,186**	**745,131**	**468,899**	**353,514**	**353,514**	**3,333,865**	**11,700,297**	**11,592,395**	**107,902**
Expenses																
Certificated Salaries																
1100 Teachers' Salaries	274,965	288,472	276,578	276,578	276,578	276,578	276,578	276,578	276,578	276,578	276,578	276,578	-	**3,329,214**	3,254,507	(74,707)
1175 Teachers' Extra Duty/Stipends	550	-	11,063	11,063	11,063	11,063	11,063	11,063	11,063	11,063	11,063	11,063	-	**111,181**	130,180	18,999
1200 Pupil Support Salaries	13,966	14,766	13,966	13,966	13,966	13,966	13,966	13,966	13,966	13,966	13,966	13,966	-	**168,388**	164,088	(4,300)
1300 Administrators' Salaries	79,726	67,650	66,550	66,550	66,550	66,550	66,550	66,550	66,550	66,550	66,550	66,550	-	**812,876**	786,000	(26,876)
1900 Other Certificated Salaries	13,941	16,461	16,341	16,341	16,341	16,341	16,341	16,341	16,341	16,341	16,341	16,341	-	**193,813**	189,088	(4,725)
	383,148	387,349	384,498	384,498	384,498	384,498	384,498	384,498	384,498	384,498	384,498	384,498	-	- **4,615,473**	**4,523,864**	**(91,609)**
Classified Salaries																
2200 Support Salaries	31,871	30,408	29,555	29,555	29,555	29,555	29,555	29,555	29,555	29,555	29,555	29,555	-	**357,828**	361,000	3,172
2400 Clerical and Office Staff Salaries	4,424	4,039	3,846	3,846	3,846	3,846	3,846	3,846	3,846	3,846	3,846	3,846	-	**46,927**	50,000	3,073
2900 Other Classified Salaries	7,683	7,183	7,183	7,183	7,183	7,183	7,183	7,183	7,183	7,183	7,183	7,183	-	**86,699**	85,000	(1,699)
	43,978	41,630	40,585	40,585	40,585	40,585	40,585	40,585	40,585	40,585	40,585	40,585	-	- **491,454**	**496,000**	**4,546**
Benefits																
3101 STRS	59,840	60,075	70,725	70,725	70,725	70,725	70,725	70,725	70,725	70,725	70,725	70,725	-	**827,160**	832,391	5,231
3202 PERS	-	-	1,616	1,616	1,616	1,616	1,616	1,616	1,616	1,616	1,616	1,616	-	**16,159**	19,295	3,136
3301 OASDI	2,610	2,465	2,494	2,494	2,494	2,494	2,494	2,494	2,494	2,494	2,494	2,494	-	**30,010**	30,752	742
3311 Medicare	5,972	6,008	6,157	6,157	6,157	6,157	6,157	6,157	6,157	6,157	6,157	6,157	-	**73,546**	72,788	(758)
3401 Health and Welfare	41,875	61,161	42,500	42,500	42,500	42,500	42,500	42,500	42,500	42,500	42,500	42,500	-	**528,036**	502,500	(25,536)
3501 State Unemployment	4,673	1,498	1,813	1,813	1,813	1,813	9,065	7,252	3,626	1,813	1,813	1,813	-	**38,805**	36,750	(2,055)
3601 Workers' Compensation	5,857	2,179	5,944	5,944	5,944	5,944	5,944	5,944	5,944	5,944	5,944	5,944	-	**67,478**	70,278	2,800
3901 Other Benefits	10,404	-	-	-	-	-	-	-	-	-	-	-	-	**10,404**	-	(10,404)
	131,231	133,386	131,248	131,248	131,248	131,248	138,500	136,687	133,061	131,248	131,248	131,248	-	**1,591,598**	**1,564,754**	**(26,844)**
Books and Supplies																
4302 School Supplies	36,976	129,247	88,002	104,277	81,986	51,846	75,948	62,793	27,659	78,924	158,833	109,993	-	**1,006,484**	1,006,484	-
4305 Software	4,026	10,631	9,200	9,200	9,200	9,200	9,200	9,200	9,200	9,200	9,200	9,200	-	**106,657**	110,400	3,743
4310 Office Expense	10,533	216	742	742	742	742	742	742	742	742	742	742	-	**18,165**	8,900	(9,265)
4311 Business Meals	-	-	75	75	75	75	75	75	75	75	75	75	-	**750**	900	150
4312 School Fundraising Expense	-	-	17	17	17	17	17	17	17	17	17	17	-	**167**	200	33
4400 Noncapitalized Equipment	158	30,495	18,448	21,860	17,187	10,869	15,921	13,164	5,798	16,545	33,297	23,058	-	**206,801**	206,801	-
	51,692	170,589	116,484	136,170	109,206	72,748	101,903	85,990	43,491	105,503	202,163	143,084	-	**1,339,024**	**1,333,685**	**(5,339)**
Subagreement Services																
5102 Special Education	451	16,364	28,125	28,125	28,125	28,125	28,125	28,125	28,125	28,125	28,125	28,125	-	**298,065**	337,500	39,435
5105 Security	-	-	75	75	75	75	75	75	75	75	75	75	-	**750**	900	150
5106 Other Educational Consultants	8,777	33,570	114,609	135,805	106,774	67,522	98,911	81,779	36,022	102,787	206,856	143,249	-	**1,136,662**	1,136,662	-
5107 Instructional Services	49,551	48,260	49,452	49,452	49,452	49,452	49,452	49,452	49,452	49,452	49,452	49,452	-	**592,328**	586,865	(5,463)
	58,779	98,195	192,261	213,457	184,426	145,174	176,563	159,431	113,673	180,439	284,508	220,901	-	**2,027,805**	- **2,061,927**	**34,122**
Operations and Housekeeping																
5201 Auto and Travel	-	-	1,108	1,108	1,108	1,108	1,108	1,108	1,108	1,108	1,108	1,108	-	**11,083**	13,300	2,217
5300 Dues & Memberships	-	-	342	342	342	342	342	342	342	342	342	342	-	**3,417**	4,100	683
5400 Insurance	3,125	17,687	3,125	3,125	3,125	3,125	3,125	3,125	3,125	3,125	3,125	3,125	-	**52,062**	37,500	(14,562)
5901 Postage and Shipping	123	1,073	8	8	8	8	8	8	8	8	8	8	-	**1,279**	100	(1,179)
	3,248	18,760	4,583	4,583	4,583	4,583	4,583	4,583	4,583	4,583	4,583	4,583	-	**67,841**	**55,000**	**(12,841)**
Facilities, Repairs and Other Leases																
5601 Rent	9,116	3,760	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	-	**62,876**	60,000	(2,876)
5602 Additional Rent	1,122	1,122	-	-	-	-	-	-	-	-	-	-	-	**2,245**	-	(2,245)
5603 Equipment Leases	-	-	42	42	42	42	42	42	42	42	42	42	-	**417**	500	83
5604 Other Leases	-	-	358	358	358	358	358	358	358	358	358	358	-	**3,583**	4,300	717
5610 Repairs and Maintenance	-	840	-	-	-	-	-	-	-	-	-	-	-	**840**	-	(840)
	10,239	5,722	5,400	5,400	5,400	5,400	5,400	5,400	5,400	5,400	5,400	5,400	-	**69,961**	**64,800**	**(5,161)**
Professional/Consulting Services																
5802 Audit & Taxes	-	-	-	2,100	2,100	2,100	-	-	-	-	-	-	-	**6,300**	6,300	-
5803 Legal	-	15,557	1,708	1,708	1,708	1,708	1,708	1,708	1,708	1,708	1,708	1,708	-	**32,641**	20,500	(12,141)
5804 Professional Development	-	-	242	242	242	242	242	242	242	242	242	242	-	**2,417**	2,900	483

Clarksville Charter School

Monthly Cash Flow/Forecast FY20-21

Revised 9/20/2020

ADA = 1158.15

CHARTER IMPACT

		Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Year-End Accruals	Annual Forecast	Original Budget Total	Favorable / (Unfav.)
5805	General Consulting	-	200	283	283	283	283	283	283	283	283	283	283	-	**3,033**	3,400	367
5806	Special Activities/Field Trips	-	96	17,677	20,946	16,468	10,414	15,256	12,613	5,556	15,853	31,904	22,094	-	**168,877**	168,877	-
5807	Bank Charges	560	980	167	200	200	200	200	200	200	200	200	200	-	**3,506**	2,300	(1,206)
5808	Printing	39	-	-	-	-	-	-	-	-	-	-	-	-	**39**	-	(39)
5809	Other taxes and fees	1,103	119	1,483	1,780	1,780	1,780	1,780	1,780	1,780	1,780	1,780	1,780	-	**18,725**	20,470	1,745
5810	Payroll Service Fee	974	1,700	794	794	794	794	794	794	794	794	794	794	-	**10,614**	9,656	(958)
5811	Management Fee	66,313	65,271	66,424	66,424	66,424	66,424	66,424	66,424	66,424	66,424	66,424	66,424	-	**795,819**	789,732	(6,088)
5812	District Oversight Fee	-	-	6,548	9,583	9,004	9,004	9,583	9,004	6,336	3,342	2,763	2,763	36,757	**104,687**	209,374	104,687
5815	Public Relations/Recruitment	-	-	67	67	67	67	67	67	67	67	67	67	-	**667**	800	133
		68,989	83,924	95,393	104,127	99,070	93,016	96,336	93,115	83,389	90,692	106,164	96,354	36,757	**1,147,326**	**1,234,309**	**86,983**
Depreciation																	
6900	Depreciation Expense	179	4,538	183	183	183	183	183	183	183	183	183	183	-	**6,550**	2,200	(4,350)
		179	4,538	183	183	183	183	183	183	183	183	183	183	-	**6,550**	**2,200**	**(4,350)**
Interest																	
7438	Interest Expense	21,434	-	37,572	4,260	17,601	24,063	30,363	33,720	18,426	-	39,781	-	-	**227,220**	185,441	(41,779)
		21,434	-	37,572	4,260	17,601	24,063	30,363	33,720	18,426	-	39,781	-	-	**227,220**	**185,441**	**(41,779)**
Total Expenses		**772,917**	**944,092**	**1,008,206**	**1,024,511**	**976,800**	**901,497**	**978,914**	**944,192**	**827,288**	**943,131**	**1,199,113**	**1,026,836**	**36,757**	**11,584,253**	**11,521,980**	**(62,273)**
Monthly Surplus (Deficit)		**(665,014)**	**(378,412)**	**(311,833)**	**8,582**	**(1,614)**	**99,886**	**111,656**	**30,994**	**(82,158)**	**(474,232)**	**(845,599)**	**(673,322)**	**3,297,108**	**116,044**	**70,415**	**45,630**
Cash Flow Adjustments																	
	Monthly Surplus (Deficit)	(665,014)	(378,412)	(311,833)	8,582	(1,614)	99,886	111,656	30,994	(82,158)	(474,232)	(845,599)	(673,322)	3,297,108	**116,044**		
	Cash flows from operating activities																
	Depreciation/Amortization	179	4,538	183	183	183	183	183	183	183	183	183	183	-	**6,550**		
	Public Funding Receivables	1,199,028	129,282							-	-	-	-	(3,333,865)	**(2,005,555)**		
	Grants and Contributions Rec.	1,775,280	-	-	-	-	-	-	-	-	-	-	-	-	**1,775,280**		
	Prepaid Expenses	(87,196)	14,424	-	-	-	-	-	-	-	-	-	-	-	**(72,772)**		
	Other Assets	(100,000)	-	-	-	-	-	-	-	-	-	-	-	-	**(100,000)**		
	Accounts Payable	5,792	239,394	-	-	-	-	-	-	-	-	-	-	36,757	**281,943**		
	Accrued Expenses	121,304	70,452	-	-	-	-	-	-	-	-	-	-	-	**191,756**		
	Other Liabilities	(1,774,400)	-	-	-	-	-	-	-	-	-	-	-	-	**(1,774,400)**		
	Cash flows from investing activities																
	Purchases of Prop. And Equip.	-	(261,500)	-	-	-	-	-	-	-	-	-	-	-	**(261,500)**		
	Notes Receivable	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**		
	Cash flows from financing activities																
	Proceeds from Factoring	626,200		1,252,400	142,000	586,700	802,100	1,012,100	1,124,000	614,200	-	1,326,034		-	**7,485,734**		
	Payments on Factoring	(834,300)	(348,700)	(307,700)	(553,900)	(564,100)	(626,200)	(626,200)	(626,200)	(586,700)	(312,200)	(312,200)	(312,200)	-	**(6,010,600)**		
	Total Change in Cash	266,874	(530,522)	633,051	(403,134)	21,169	275,969	497,740	528,977	(54,474)	(786,248)	168,419	(985,338)				
	Cash, Beginning of Month	889,812	1,156,685	626,163	1,259,214	856,079	877,249	1,153,217	1,650,957	2,179,934	2,125,460	1,339,212	1,507,631				
	Cash, End of Month	**1,156,685**	**626,163**	**1,259,214**	**856,079**	**877,249**	**1,153,217**	**1,650,957**	**2,179,934**	**2,125,460**	**1,339,212**	**1,507,631**	**522,292**				

Cert.	Instr.
45.2%	81.8%
603,545	209,710

Pupil:Teacher Ratio	
19.63	:1

Clarksville Charter School

Budget vs Actual

For the period ended August 31, 2020

	Current Period Actual	Current Period Budget	Current Period Variance	Current Year Actual	YTD Budget	YTD Budget Variance	Total Budget
Revenues							
State Aid - Revenue Limit							
LCFF State Aid	$ 409,292	$ 409,292	$ (0)	$ 409,292	$ 409,292	$ (0)	$ 8,185,847
Education Protection Account	-	-	-	-	-	-	231,630
In Lieu of Property Taxes	125,305	122,773	2,532	125,305	122,773	2,532	2,051,218
Total State Aid - Revenue Limit	534,597	532,066	2,531	534,597	532,066	2,531	10,468,696
Federal Revenue							
Special Education - Entitlement	-	6,874	(6,874)	-	6,874	(6,874)	137,820
Total Federal Revenue	-	6,874	(6,874)	-	6,874	(6,874)	137,820
Other State Revenue							
State Special Education	31,083	34,660	(3,577)	31,083	34,660	(3,577)	694,890
Mandated Cost	-	-	-	-	-	-	26,198
State Lottery	-	-	-	-	-	-	230,472
Prior Year Revenue	-	-	-	107,903	-	107,903	-
Other State Revenue	-	-	-	-	-	-	34,320
Total Other State Revenue	31,083	34,660	(3,577)	138,986	34,660	104,326	985,879
Total Revenues	**$ 565,680**	**$ 573,600**	**$ (7,920)**	**$ 673,583**	**$ 573,600**	**$ 99,983**	**$ 11,592,395**
Expenses							
Certificated Salaries							
Teachers' Salaries	$ 288,472	$ 271,209	$ (17,263)	$ 563,437	$ 542,418	$ (21,019)	$ 3,254,508
Teachers' Extra Duty/Stipends	-	10,848	10,848	550	21,697	21,147	130,180
Pupil Support Salaries	14,766	13,674	(1,092)	28,731	27,348	(1,383)	164,088
Administrators' Salaries	67,650	65,500	(2,150)	147,376	131,000	(16,376)	786,000
Other Certificated Salaries	16,461	15,757	(704)	30,402	31,515	1,112	189,088
Total Certificated Salaries	387,349	376,989	(10,360)	770,496	753,977	(16,519)	4,523,864
Classified Salaries							
Support Salaries	30,408	30,083	(325)	62,279	60,167	(2,113)	361,000
Clerical and Office Staff Salaries	4,039	4,167	128	8,463	8,333	(129)	50,000
Other Classified Salaries	7,183	7,083	(100)	14,866	14,167	(699)	85,000
Total Classified Salaries	41,630	41,333	(297)	85,608	82,667	(2,941)	496,000
Benefits							
State Teachers' Retirement System, certificated positions	60,075	69,366	9,291	119,915	138,732	18,817	832,391
Public Employees' Retirement System, classified positions	-	1,608	1,608	-	3,216	3,216	19,295
OASDI/Medicare/Alternative, certificated positions	2,465	2,563	98	5,075	5,125	50	30,752
Medicare/Alternative, certificated positions	6,008	6,066	57	11,981	12,131	151	72,788
Health and Welfare Benefits, certificated positions	61,161	41,875	(19,286)	103,036	83,750	(19,286)	502,500
State Unemployment Insurance, certificated positions	1,498	1,838	339	6,171	3,675	(2,496)	36,750
Workers' Compensation Insurance, certificated positions	2,179	5,857	3,677	8,036	11,713	3,677	70,278
Other Benefits, certificated positions	-	-	-	10,404	-	(10,404)	-
Total Benefits	133,386	129,171	(4,215)	264,617	258,342	(6,275)	1,564,754
Books & Supplies							
School Supplies	129,247	59,261	(69,985)	166,223	102,482	(63,741)	1,006,484
Software	10,631	9,200	(1,431)	14,657	18,400	3,743	110,400
Office Expense	216	742	525	10,749	1,483	(9,265)	8,900
Business Meals	-	75	75	-	150	150	900
School Fundraising Expense	-	17	17	-	33	33	200
Noncapitalized Equipment	30,495	12,176	(18,318)	30,653	21,057	(9,596)	206,801
Total Books & Supplies	170,589	81,471	(89,118)	222,281	143,606	(78,675)	1,333,685
Subagreement Services							
Special Education	16,364	28,125	11,761	16,815	56,250	39,435	337,500
Security	-	75	75	-	150	150	900
Other Educational Consultants	33,570	66,926	33,356	42,347	115,737	73,390	1,136,662
Instructional Services	48,260	48,905	645	97,811	97,811	0	586,865
Total Subagreement Services	98,195	144,032	45,837	156,973	269,948	112,975	2,061,927

Clarksville Charter School

Budget vs Actual

For the period ended August 31, 2020

	Current Period Actual	Current Period Budget	Current Period Variance	Current Year Actual	YTD Budget	YTD Budget Variance	Total Budget
Operations & Housekeeping							
Auto and Travel	-	1,108	1,108	-	2,217	2,217	13,300
Dues & Memberships	-	342	342	-	683	683	4,100
Insurance	17,687	3,125	(14,562)	20,812	6,250	(14,562)	37,500
Postage and Shipping	1,073	8	(1,064)	1,196	17	(1,179)	100
Total Operations & Housekeeping	18,760	4,583	(14,176)	22,008	9,167	(12,841)	55,000
Facilities, Repairs & Other Leases							
Rent	3,760	5,000	1,240	12,876	10,000	(2,876)	60,000
Additional Rent	1,122	-	(1,122)	2,245	-	(2,245)	-
Equipment Leases	-	42	42	-	83	83	500
Other Leases	-	358	358	-	717	717	4,300
Repairs and Maintenance	840	-	(840)	840	-	(840)	-
Total Facilities, Repairs & Other Leases	5,722	5,400	(322)	15,961	10,800	(5,161)	64,800
Professional/Consulting Services							
Audit & Taxes	-	-	-	-	-	-	6,300
Legal	15,557	1,708	(13,849)	15,557	3,417	(12,141)	20,500
Professional Development	-	242	242	-	483	483	2,900
General Consulting	200	283	83	200	567	367	3,400
Special Activities/Field Trips	96	9,943	9,847	96	17,195	17,099	168,877
Bank Charges	980	167	(813)	1,540	333	(1,206)	2,300
Printing	-	-	-	39	-	(39)	-
Other Taxes and Fees	119	1,483	1,364	1,222	2,967	1,745	20,470
Payroll Service Fee	1,700	805	(896)	2,675	1,609	(1,065)	9,656
Management Fee	65,271	65,811	540	131,584	131,622	38	789,732
District Oversight Fee	-	10,641	10,641	-	10,641	10,641	209,374
Public Relations/Recruitment	-	67	67	-	133	133	800
Total Professional/Consulting Services	83,924	91,150	7,226	152,913	168,968	16,055	1,234,309
Depreciation							
Depreciation Expense	4,538	183	(4,354)	4,717	367	(4,350)	2,200
Total Depreciation	4,538	183	(4,354)	4,717	367	(4,350)	2,200
Interest							
Interest Expense	-	92,091	92,091	21,434	92,091	70,657	185,441
Total Interest	-	92,091	92,091	21,434	92,091	70,657	185,441
Total Expenses	**$ 944,092**	**$ 966,404**	**$ 22,312**	**$ 1,717,009**	**$ 1,789,932**	**$ 72,924**	**$ 11,521,980**
Change in Net Assets	**(378,412)**	**(392,804)**	**14,392**	**(1,043,426)**	**(1,216,332)**	**172,907**	**70,414**
Net Assets, Beginning of Period	(376,667)			288,347			
Net Assets, End of Period	**$ (755,079)**			**$ (755,079)**			

Clarksville Charter School

Statement of Financial Position

August 31, 2020

	Current Balance	Beginning Year Balance	YTD Change	YTD % Change
Assets				
Current Assets				
Cash & Cash Equivalents	$ 626,163	$ 889,812	$ (263,648)	-30%
Accounts Receivable	538,969	539,849	(880)	0%
Public Funding Receivables	162,526	1,490,836	(1,328,310)	-89%
Factored Receivables	(2,051,900)	(834,300)	(1,217,600)	146%
Due To/From Related Parties	780,413	780,413	-	0%
Prepaid Expenses	199,131	126,359	72,772	58%
Total Current Assets	**255,303**	**2,992,970**	**(2,737,667)**	**-91%**
Long-Term Assets				
Property & Equipment, Net	268,662	11,879	256,783	2162%
Deposits	105,500	5,500	100,000	1818%
Total Long Term Assets	**374,162**	**17,379**	**356,783**	**2053%**
Total Assets	**$ 629,465**	**$ 3,010,350**	**$ (2,380,885)**	**-79%**
Liabilities				
Current Liabilities				
Accounts Payable	$ 608,910	$ 363,724	$ 245,186	67%
Accrued Liabilities	758,268	566,512	191,756	34%
Deferred Revenue	17,366	1,791,766	(1,774,400)	-99%
Total Current Liabilities	**1,384,544**	**2,722,003**	**(1,337,459)**	**-49%**
Total Liabilities	**1,384,544**	**2,722,003**	**(1,337,459)**	**-49%**
Total Net Assets	**(755,079)**	**288,347**	**(1,043,426)**	**-362%**
Total Liabilities and Net Assets	**$ 629,465**	**$ 3,010,350**	**$ (2,380,885)**	**-79%**

Clarksville Charter School

Statement of Cash Flows

For the period ended August 31, 2020

	Month Ended 08/31/20	YTD Ended 08/31/20
Cash Flows from Operating Activities		
Change in Net Assets	$ (378,412)	$ (1,043,426)
Adjustments to reconcile change in net assets to net cash flows from operating activities:		
Depreciation	4,538	4,717
Decrease/(Increase) in Operating Assets:		
Public Funding Receivables	129,282	1,328,310
Grants, Contributions & Pledges Receivable	(348,700)	1,218,480
Prepaid Expenses	14,424	(72,772)
Other Assets	-	(100,000)
(Decrease)/Increase in Operating Liabilities:		
Accounts Payable	239,394	245,186
Accrued Expenses	70,452	191,756
Deferred Revenue	-	(1,774,400)
Total Cash Flows from Operating Activities	**(269,022)**	**(2,148)**
Cash Flows from Investing Activities		
Purchase of Property & Equipment	(261,500)	(261,500)
Total Cash Flows from Investing Activities	**(261,500)**	**(261,500)**
Change in Cash & Cash Equivalents	(530,522)	(263,648)
Cash & Cash Equivalents, Beginning of Period	1,156,686	889,812
Cash and Cash Equivalents, End of Period	**$ 626,163**	**$ 626,163**

Clarksville Charter School

Check Register

For the period ended August 31, 2020

Check Number	Vendor Name	Check Date	Check Amount
10518	El Dorado County Office of Education	8/3/2020	$ 98,019.87
10519	A Brighter Child	8/5/2020	1,131.93
10520	Amazon Capital Services	8/5/2020	157.53
10521	Brave Writer, LLC	8/5/2020	626.00
10522	CCHAT Center	8/5/2020	181.73
10523	Charter Impact, Inc.	8/5/2020	16,936.00
10524	Growing Healthy Children Therapy Services, Inc.	8/5/2020	20904.75
10525	Inspyr Arts LLC	8/5/2020	100.00
10526	Kristine A. Cordell	8/5/2020	1,694.00
10527	Lotus Educational Services, Inc.	8/5/2020	2,303.10
10528	Margaret Navarro Gupta	8/5/2020	750.00
10529	Provenance	8/5/2020	332.41
10530	Thomas Purvance	8/5/2020	927.5
10531	Wendy Stephens	8/5/2020	750
10532	Charter Impact, Inc.	8/13/2020	1,521.96
10533	Exactly Published Music	8/13/2020	700.00
10534	Grinevich Cello Studio	8/13/2020	885.00
10535	Homeschool Spanish Academy	8/13/2020	798.00
10536	Jonathan Holowaty	8/13/2020	810.00
10537	Love of Learning	8/13/2020	7,150.00
10538	Outside the Box Creation	8/13/2020	253.68
10539	Procopio, Cory, Hargreaves & Savich LLP	8/13/2020	763.13
10540	VOID	VOID	VOID
10541	Provenance	8/13/2020	31,908.09
10542	Tamraloo Music	8/13/2020	820.00
10543	Think Outside, LLC	8/13/2020	110.85
10544	UPS	8/13/2020	332.74
10545	Weintraub Tobin Chediak Coleman Grodin	8/13/2020	365.05
10546	Wilkinson Hadley King & Co. LLP	8/13/2020	900.00
10547	Wilson Language Trianing Corp.	8/13/2020	2,629.67
10548	CharterSAFE	8/19/2020	43,271.00
10549	Little Passports	8/19/2020	488.76
10550	Music Lab - East Sacramento	8/19/2020	450.00
10551	Reading Horizons	8/19/2020	3,638.25
10552	Robin Clary	8/19/2020	150.00
10553	Rockly Harris	8/19/2020	975.00
10554	Therapeutic Language Clinic, Inc.	8/19/2020	990.00
10555	Charter Impact, Inc.	8/21/2020	503.55
10556	FJM Palms Associates, LLC	8/21/2020	4,882.30
10557	All About Learning Press, Inc.	8/26/2020	68.08
10558	Alona Kravchuk	8/26/2020	550.00
10559	Amazon Capital Services	8/26/2020	26.98
10560	Art Creatures, LLC	8/26/2020	125.00
10561	Barbara Lee Sheddan	8/26/2020	1,600.00
10562	Brave Writer, LLC	8/26/2020	208.00
10563	CharterSAFE	8/26/2020	14,424.00
10564	Crocker House Creative Arts	8/26/2020	809.97
10565	Educational Development Corporation	8/26/2020	196.44
10566	Edventure	8/26/2020	6,048.00
10567	Equine Unlimited, Inc.	8/26/2020	675.00
10568	Gravitas Publications, Inc.	8/26/2020	207.98
10569	Griffin Tutoring	8/26/2020	495.00
10570	HTP Services, Inc.	8/26/2020	204.00
10571	Jabbergym	8/26/2020	770.00
10572	JacKris Publishing, LLC	8/26/2020	43.98

Clarksville Charter School

Check Register

For the period ended August 31, 2020

Check Number	Vendor Name	Check Date	Check Amount
10573	Jenny Thompson	8/26/2020	1,350.00
10574	K3 Syncopation, LLC (Bach To Rock, Rocklin)	8/26/2020	190
10575	KiwiCo, Inc.	8/26/2020	504.22
10576	Krissy Miller Piano	8/26/2020	150.00
10577	Lakeshore	8/26/2020	16.83
10578	Madilyn Brown	8/26/2020	140.00
10579	Math-U-See Inc	8/26/2020	234.00
10580	Meegan M. Lucore	8/26/2020	120.00
10581	Moving Beyond the Page	8/26/2020	40.42
10582	Music To Grow On	8/26/2020	200.00
10583	Natasha Bagshaw	8/26/2020	450.00
10584	Outschool, Inc.	8/26/2020	110.00
10585	PresenceLearning, Inc.	8/26/2020	1076.75
10586	Provenance	8/26/2020	78,570.54
10587	Rainbow Resource Center	8/26/2020	950.28
10588	Rocklin Music Academy	8/26/2020	260.00
10589	Satori Management, Inc	8/26/2020	640.00
10590	Teaching Textbooks	8/26/2020	524.02
10591	Teresa L. Johnson	8/26/2020	440.00
10592	The Strum Shop	8/26/2020	750.00
10593	Theory Dance LLC	8/26/2020	280.00
10594	Think Outside, LLC	8/26/2020	147.80
10595	Timberdoodle.com	8/26/2020	469.81
10596	Vanessa Shaw	8/26/2020	800.00
10597	WriteShop	8/26/2020	141.26
EFT081220-01	Provenance	8/12/2020	$ 96,519.80
		Total Disbursements in August	**$ 461,640.01**

Clarksville Charter School

Accounts Payable Aging

August 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
A Brighter Child	53929	8/12/2020	9/11/2020	$ 61.34	$ -	$ -	$ -	$ -	$ 61.34
A Brighter Child	53930	8/12/2020	9/11/2020	113.03	0.00	0.00	0.00	0.00	113.03
A Brighter Child	53931	8/12/2020	9/11/2020	92.56	0.00	0.00	0.00	0.00	92.56
A Brighter Child	53963	8/12/2020	9/11/2020	302.42	0.00	0.00	0.00	0.00	302.42
A Brighter Child	53964	8/12/2020	9/11/2020	273.40	0.00	0.00	0.00	0.00	273.40
A Brighter Child	54094	8/6/2020	9/5/2020	85.05	0.00	0.00	0.00	0.00	85.05
A Brighter Child	54105	8/14/2020	9/13/2020	731.97	0.00	0.00	0.00	0.00	731.97
A Brighter Child	54107	8/13/2020	9/12/2020	895.61	0.00	0.00	0.00	0.00	895.61
A Brighter Child	54111	8/13/2020	9/12/2020	948.90	0.00	0.00	0.00	0.00	948.90
A Brighter Child	54117	8/6/2020	9/5/2020	128.15	0.00	0.00	0.00	0.00	128.15
A Brighter Child	54118	8/6/2020	9/5/2020	116.85	0.00	0.00	0.00	0.00	116.85
A Brighter Child	54119	8/6/2020	9/5/2020	208.39	0.00	0.00	0.00	0.00	208.39
A Brighter Child	54120	8/6/2020	9/5/2020	187.28	0.00	0.00	0.00	0.00	187.28
A Brighter Child	54121	8/14/2020	9/13/2020	106.53	0.00	0.00	0.00	0.00	106.53
A Brighter Child	54122	8/6/2020	9/5/2020	53.26	0.00	0.00	0.00	0.00	53.26
A Brighter Child	54157	8/13/2020	9/12/2020	352.42	0.00	0.00	0.00	0.00	352.42
A Brighter Child	54202	8/6/2020	9/5/2020	424.13	0.00	0.00	0.00	0.00	424.13
A Brighter Child	54206	8/6/2020	9/5/2020	265.02	0.00	0.00	0.00	0.00	265.02
A Brighter Child	54207	8/6/2020	9/5/2020	339.97	0.00	0.00	0.00	0.00	339.97
A Brighter Child	54242	8/13/2020	9/12/2020	770.34	0.00	0.00	0.00	0.00	770.34
A Brighter Child	54243	8/13/2020	9/12/2020	520.01	0.00	0.00	0.00	0.00	520.01
A Brighter Child	54258	7/30/2020	8/29/2020	204.58	0.00	0.00	0.00	0.00	204.58
A Brighter Child	54268	8/14/2020	9/13/2020	281.23	0.00	0.00	0.00	0.00	281.23
A Brighter Child	54270	8/13/2020	9/12/2020	96.36	0.00	0.00	0.00	0.00	96.36
A Brighter Child	54271	8/13/2020	9/12/2020	117.32	0.00	0.00	0.00	0.00	117.32
A Brighter Child	54284	8/6/2020	9/5/2020	81.86	0.00	0.00	0.00	0.00	81.86
A Brighter Child	54286	8/13/2020	9/12/2020	31.25	0.00	0.00	0.00	0.00	31.25
A Brighter Child	54288	8/13/2020	9/12/2020	152.90	0.00	0.00	0.00	0.00	152.90
A Brighter Child	54289	8/6/2020	9/5/2020	294.92	0.00	0.00	0.00	0.00	294.92
A Brighter Child	54290	8/14/2020	9/13/2020	140.95	0.00	0.00	0.00	0.00	140.95
A Brighter Child	54291	8/6/2020	9/5/2020	292.01	0.00	0.00	0.00	0.00	292.01
A Brighter Child	54293	8/6/2020	9/5/2020	157.32	0.00	0.00	0.00	0.00	157.32
A Brighter Child	54340	8/14/2020	9/13/2020	213.05	0.00	0.00	0.00	0.00	213.05
A Brighter Child	54342	8/13/2020	9/12/2020	135.32	0.00	0.00	0.00	0.00	135.32
A Brighter Child	54373	8/13/2020	9/12/2020	54.82	0.00	0.00	0.00	0.00	54.82
A Brighter Child	54374	8/14/2020	9/13/2020	45.21	0.00	0.00	0.00	0.00	45.21
A Brighter Child	54457	7/31/2020	8/30/2020	33.35	0.00	0.00	0.00	0.00	33.35
A Brighter Child	54537	8/19/2020	9/18/2020	680.76	0.00	0.00	0.00	0.00	680.76
A Brighter Child	54563	8/19/2020	9/18/2020	120.73	0.00	0.00	0.00	0.00	120.73
A Brighter Child	54597	8/19/2020	9/18/2020	135.17	0.00	0.00	0.00	0.00	135.17
A Brighter Child	54599	8/19/2020	9/18/2020	219.21	0.00	0.00	0.00	0.00	219.21
A Brighter Child	54601	8/19/2020	9/18/2020	110.83	0.00	0.00	0.00	0.00	110.83
Activities for Learning, Inc.	380420	6/24/2020	7/24/2020	161.70	0.00	0.00	0.00	0.00	161.70
Activities for Learning, Inc.	380446	6/29/2020	7/29/2020	110.83	0.00	0.00	0.00	0.00	110.83
Activities for Learning, Inc.	380448	6/30/2020	7/30/2020	110.83	0.00	0.00	0.00	0.00	110.83

Clarksville Charter School

Accounts Payable Aging

August 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Activities for Learning, Inc.	380449	6/30/2020	7/30/2020	99.83	0.00	0.00	0.00	0.00	99.83
Activities for Learning, Inc.	381059	8/18/2020	9/17/2020	121.00	0.00	0.00	0.00	0.00	121.00
Activities for Learning, Inc.	381090	8/19/2020	9/18/2020	21.75	0.00	0.00	0.00	0.00	21.75
Alina Ilchuk	21 - 2020	8/6/2020	9/5/2020	400.00	0.00	0.00	0.00	0.00	400.00
All About Learning Press, Inc.	902643	5/14/2020	7/13/2020	46.51	0.00	0.00	0.00	0.00	46.51
All About Learning Press, Inc.	902681	5/21/2020	7/20/2020	167.16	0.00	0.00	0.00	0.00	167.16
All About Learning Press, Inc.	902825	6/26/2020	7/26/2020	67.81	0.00	0.00	0.00	0.00	67.81
All About Learning Press, Inc.	902826	6/26/2020	7/25/2020	154.69	0.00	0.00	0.00	0.00	154.69
All About Learning Press, Inc.	902861	6/26/2020	7/26/2020	154.69	0.00	0.00	0.00	0.00	154.69
All About Learning Press, Inc.	903244	8/5/2020	9/4/2020	131.89	0.00	0.00	0.00	0.00	131.89
All About Learning Press, Inc.	903355	8/10/2020	9/9/2020	48.85	0.00	0.00	0.00	0.00	48.85
Amanda Frost	0028	8/17/2020	8/17/2020	495.00	0.00	0.00	0.00	0.00	495.00
Amazon Capital Services	11CR-7CLK-NYGL	7/3/2020	8/2/2020	25.72	0.00	0.00	0.00	0.00	25.72
Amazon Capital Services	11FJ-KCLW-6Q1N	6/13/2020	7/13/2020	51.99	0.00	0.00	0.00	0.00	51.99
Amazon Capital Services	11FJ-KCLW-HKK9	6/14/2020	7/14/2020	38.24	0.00	0.00	0.00	0.00	38.24
Amazon Capital Services	11FJ-KCLW-VP19	6/14/2020	7/14/2020	74.20	0.00	0.00	0.00	0.00	74.20
Amazon Capital Services	11LD-NHGX-31DL	6/15/2020	7/15/2020	18.79	0.00	0.00	0.00	0.00	18.79
Amazon Capital Services	11LD-NHGX-73NL	6/15/2020	7/15/2020	44.30	0.00	0.00	0.00	0.00	44.30
Amazon Capital Services	11LD-NHGX-FMG9	6/16/2020	7/16/2020	18.91	0.00	0.00	0.00	0.00	18.91
Amazon Capital Services	11LD-NHGX-WGX	6/16/2020	7/16/2020	16.08	0.00	0.00	0.00	0.00	16.08
Amazon Capital Services	11PX-V1LN-9MPW	6/17/2020	7/17/2020	46.66	0.00	0.00	0.00	0.00	46.66
Amazon Capital Services	11QF-3YMX-1W9R	6/16/2020	7/16/2020	49.29	0.00	0.00	0.00	0.00	49.29
Amazon Capital Services	11QF-3YMX-3GFX	6/16/2020	7/16/2020	96.51	0.00	0.00	0.00	0.00	96.51
Amazon Capital Services	11QF-3YMX-6NXD	6/17/2020	7/17/2020	42.89	0.00	0.00	0.00	0.00	42.89
Amazon Capital Services	11QF-3YMX-6TH7	6/17/2020	7/17/2020	27.84	0.00	0.00	0.00	0.00	27.84
Amazon Capital Services	11QF-3YMX-6TY3	6/17/2020	7/17/2020	13.34	0.00	0.00	0.00	0.00	13.34
Amazon Capital Services	11QF-3YMX-6VRH	6/17/2020	7/17/2020	52.41	0.00	0.00	0.00	0.00	52.41
Amazon Capital Services	11QJ-V9PK-KLWX	8/19/2020	10/18/2020	57.13	0.00	0.00	0.00	0.00	57.13
Amazon Capital Services	11QJ-V9PK-MMGR	8/19/2020	10/18/2020	10.33	0.00	0.00	0.00	0.00	10.33
Amazon Capital Services	134D-DGNT-4PJQ	6/10/2020	7/10/2020	44.66	0.00	0.00	0.00	0.00	44.66
Amazon Capital Services	134D-DGNT-7FXX	6/11/2020	7/11/2020	125.79	0.00	0.00	0.00	0.00	125.79
Amazon Capital Services	13CH-Q7TM-CKNX	8/16/2020	10/15/2020	16.08	0.00	0.00	0.00	0.00	16.08
Amazon Capital Services	13CP-MDY4-9PJC	6/20/2020	7/20/2020	30.86	0.00	0.00	0.00	0.00	30.86
Amazon Capital Services	13CP-MDY4-9Q7T	6/20/2020	7/20/2020	55.15	0.00	0.00	0.00	0.00	55.15
Amazon Capital Services	13CP-MDY4-FLVF	6/20/2020	7/20/2020	113.34	0.00	0.00	0.00	0.00	113.34
Amazon Capital Services	13CP-MDY4-JCDK	6/21/2020	7/21/2020	56.42	0.00	0.00	0.00	0.00	56.42
Amazon Capital Services	13CP-MDY4-K17W	6/21/2020	7/21/2020	36.24	0.00	0.00	0.00	0.00	36.24
Amazon Capital Services	13CP-MDY4-L331	6/21/2020	7/21/2020	43.65	0.00	0.00	0.00	0.00	43.65
Amazon Capital Services	13CP-MDY4-MNDV	6/21/2020	7/21/2020	82.46	0.00	0.00	0.00	0.00	82.46
Amazon Capital Services	13CP-MDY4-MPKF	6/21/2020	7/21/2020	26.13	0.00	0.00	0.00	0.00	26.13
Amazon Capital Services	13CP-MDY4-QKJG	6/21/2020	7/21/2020	16.23	0.00	0.00	0.00	0.00	16.23
Amazon Capital Services	13CP-MDY4-TJFK	6/21/2020	7/21/2020	30.16	0.00	0.00	0.00	0.00	30.16
Amazon Capital Services	13CP-MDY4-TK33	6/21/2020	7/21/2020	13.40	0.00	0.00	0.00	0.00	13.40
Amazon Capital Services	13HD-MJ17-7FJH	7/8/2020	8/7/2020	23.54	0.00	0.00	0.00	0.00	23.54
Amazon Capital Services	13HD-MJ17-7JK7	7/8/2020	8/7/2020	49.31	0.00	0.00	0.00	0.00	49.31
Amazon Capital Services	13HD-MJ17-CPG4	7/8/2020	8/7/2020	32.12	0.00	0.00	0.00	0.00	32.12

Clarksville Charter School

Accounts Payable Aging

August 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Amazon Capital Services	13PG-Q6PQ-1C63	6/24/2020	7/24/2020	43.29	0.00	0.00	0.00	0.00	43.29
Amazon Capital Services	13PG-Q6PQ-1THX	6/24/2020	7/24/2020	11.69	0.00	0.00	0.00	0.00	11.69
Amazon Capital Services	13PG-Q6PQ-1VD6	6/24/2020	7/24/2020	17.33	0.00	0.00	0.00	0.00	17.33
Amazon Capital Services	13PG-Q6PQ-6C3Y	6/24/2020	7/24/2020	18.01	0.00	0.00	0.00	0.00	18.01
Amazon Capital Services	13PG-Q6PQ-6FTF	6/24/2020	7/24/2020	12.49	0.00	0.00	0.00	0.00	12.49
Amazon Capital Services	13PG-Q6PQ-7V3D	6/24/2020	7/24/2020	19.29	0.00	0.00	0.00	0.00	19.29
Amazon Capital Services	13PG-Q6PQ-7Y7X	6/24/2020	7/24/2020	21.64	0.00	0.00	0.00	0.00	21.64
Amazon Capital Services	13PG-Q6PQ-CFKP	6/24/2020	7/24/2020	6.35	0.00	0.00	0.00	0.00	6.35
Amazon Capital Services	13PG-Q6PQ-DRHG	6/24/2020	7/24/2020	96.50	0.00	0.00	0.00	0.00	96.50
Amazon Capital Services	13PG-Q6PQ-G6XT	6/24/2020	7/24/2020	29.47	0.00	0.00	0.00	0.00	29.47
Amazon Capital Services	13PG-Q6PQ-MMYT	6/25/2020	7/25/2020	49.81	0.00	0.00	0.00	0.00	49.81
Amazon Capital Services	13PG-Q6PQ-NG6N	6/25/2020	7/25/2020	36.57	0.00	0.00	0.00	0.00	36.57
Amazon Capital Services	13PG-Q6PQ-P77P	6/25/2020	7/25/2020	15.06	0.00	0.00	0.00	0.00	15.06
Amazon Capital Services	13PG-Q6PQ-QFT6	6/25/2020	7/25/2020	159.80	0.00	0.00	0.00	0.00	159.80
Amazon Capital Services	13PG-Q6PQ-RPFP	6/25/2020	7/25/2020	284.83	0.00	0.00	0.00	0.00	284.83
Amazon Capital Services	13PG-Q6PQ-RPTQ	6/25/2020	7/25/2020	23.81	0.00	0.00	0.00	0.00	23.81
Amazon Capital Services	13PG-Q6PQ-RRTN	6/25/2020	7/25/2020	8.73	0.00	0.00	0.00	0.00	8.73
Amazon Capital Services	13PG-Q6PQ-T66L	6/25/2020	7/25/2020	24.50	0.00	0.00	0.00	0.00	24.50
Amazon Capital Services	13PG-Q6PQ-V9WV	6/25/2020	7/25/2020	41.19	0.00	0.00	0.00	0.00	41.19
Amazon Capital Services	13PG-Q6PQ-VH74	6/25/2020	7/25/2020	24.90	0.00	0.00	0.00	0.00	24.90
Amazon Capital Services	13PG-Q6PQ-YMDH	6/25/2020	7/25/2020	71.98	0.00	0.00	0.00	0.00	71.98
Amazon Capital Services	13PG-Q6PQ-YWR7	6/25/2020	7/25/2020	104.04	0.00	0.00	0.00	0.00	104.04
Amazon Capital Services	14CQ-XPT4-3MJW	6/10/2020	7/10/2020	31.09	0.00	0.00	0.00	0.00	31.09
Amazon Capital Services	14HC-YYLK-PRY9	6/9/2020	7/9/2020	85.51	0.00	0.00	0.00	0.00	85.51
Amazon Capital Services	14HD-VCPV-DJD1	6/20/2020	7/20/2020	32.06	0.00	0.00	0.00	0.00	32.06
Amazon Capital Services	14HD-VCPV-DPJJ	6/20/2020	7/20/2020	56.84	0.00	0.00	0.00	0.00	56.84
Amazon Capital Services	14HD-VCPV-F7XX	6/20/2020	7/20/2020	12.32	0.00	0.00	0.00	0.00	12.32
Amazon Capital Services	14HD-VCPV-JXLP	6/21/2020	7/21/2020	11.04	0.00	0.00	0.00	0.00	11.04
Amazon Capital Services	14HD-VCPV-LC61	6/21/2020	7/21/2020	39.25	0.00	0.00	0.00	0.00	39.25
Amazon Capital Services	14HD-VCPV-LWWV	6/21/2020	7/21/2020	11.14	0.00	0.00	0.00	0.00	11.14
Amazon Capital Services	14HD-VCPV-MGVF	6/21/2020	7/21/2020	9.64	0.00	0.00	0.00	0.00	9.64
Amazon Capital Services	14HD-VCPV-NQGW	6/21/2020	7/21/2020	40.08	0.00	0.00	0.00	0.00	40.08
Amazon Capital Services	14HD-VCPV-YNLX	6/21/2020	7/21/2020	54.62	0.00	0.00	0.00	0.00	54.62
Amazon Capital Services	14MF-X7RW-4M9R	8/5/2020	10/4/2020	37.42	0.00	0.00	0.00	0.00	37.42
Amazon Capital Services	14MF-X7RW-7FWJ	8/5/2020	10/4/2020	21.43	0.00	0.00	0.00	0.00	21.43
Amazon Capital Services	14PG-1NXC-1KJ1	6/22/2020	7/22/2020	51.38	0.00	0.00	0.00	0.00	51.38
Amazon Capital Services	14PR-3YGG-NYM7	8/11/2020	10/10/2020	26.93	0.00	0.00	0.00	0.00	26.93
Amazon Capital Services	14R9-YLWJ-1CFK	6/24/2020	7/24/2020	8.65	0.00	0.00	0.00	0.00	8.65
Amazon Capital Services	14R9-YLWJ-1DPR	6/24/2020	7/24/2020	23.82	0.00	0.00	0.00	0.00	23.82
Amazon Capital Services	14R9-YLWJ-1DXC	6/24/2020	7/24/2020	41.82	0.00	0.00	0.00	0.00	41.82
Amazon Capital Services	14R9-YLWJ-1QD6	6/24/2020	7/24/2020	13.93	0.00	0.00	0.00	0.00	13.93
Amazon Capital Services	14R9-YLWJ-3HNN	6/24/2020	7/24/2020	72.39	0.00	0.00	0.00	0.00	72.39
Amazon Capital Services	14R9-YLWJ-3VTW	6/24/2020	7/24/2020	7.82	0.00	0.00	0.00	0.00	7.82
Amazon Capital Services	14R9-YLWJ-47NT	6/24/2020	7/24/2020	7.50	0.00	0.00	0.00	0.00	7.50
Amazon Capital Services	14R9-YLWJ-4C11	6/24/2020	7/24/2020	35.82	0.00	0.00	0.00	0.00	35.82
Amazon Capital Services	14R9-YLWJ-4FNN	6/24/2020	7/24/2020	200.51	0.00	0.00	0.00	0.00	200.51

Clarksville Charter School

Accounts Payable Aging

August 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Amazon Capital Services	14R9-YLWJ-6JR7	6/24/2020	7/24/2020	26.80	0.00	0.00	0.00	0.00	26.80
Amazon Capital Services	14R9-YLWJ-6KLL	6/24/2020	7/24/2020	47.21	0.00	0.00	0.00	0.00	47.21
Amazon Capital Services	14R9-YLWJ-6TDT	6/24/2020	7/24/2020	29.08	0.00	0.00	0.00	0.00	29.08
Amazon Capital Services	14R9-YLWJ-719P	6/24/2020	7/24/2020	24.88	0.00	0.00	0.00	0.00	24.88
Amazon Capital Services	14R9-YLWJ-77W6	6/24/2020	7/24/2020	6.50	0.00	0.00	0.00	0.00	6.50
Amazon Capital Services	1663-DFWK-DVH6	6/16/2020	7/16/2020	42.87	0.00	0.00	0.00	0.00	42.87
Amazon Capital Services	1663-DFWK-LNWV	6/16/2020	7/16/2020	56.88	0.00	0.00	0.00	0.00	56.88
Amazon Capital Services	1663-DFWK-R1F7	6/16/2020	7/16/2020	9.86	0.00	0.00	0.00	0.00	9.86
Amazon Capital Services	16GW-1MNW-3VLJ	7/8/2020	8/7/2020	50.33	0.00	0.00	0.00	0.00	50.33
Amazon Capital Services	16GW-1MNW-3VTY	7/8/2020	8/7/2020	50.33	0.00	0.00	0.00	0.00	50.33
Amazon Capital Services	16GW-1MNW-FN7W	7/9/2020	8/8/2020	200.37	0.00	0.00	0.00	0.00	200.37
Amazon Capital Services	16QC-XTDX-7NVF	6/29/2020	7/29/2020	47.00	0.00	0.00	0.00	0.00	47.00
Amazon Capital Services	16QC-XTDX-KRVK	6/30/2020	7/30/2020	17.58	0.00	0.00	0.00	0.00	17.58
Amazon Capital Services	16TM-YTXV-7JRW	8/16/2020	10/15/2020	12.37	0.00	0.00	0.00	0.00	12.37
Amazon Capital Services	16V7-C3L9-PWLR	8/11/2020	10/10/2020	125.25	0.00	0.00	0.00	0.00	125.25
Amazon Capital Services	16XG-F194-1473	6/13/2020	7/13/2020	14.36	0.00	0.00	0.00	0.00	14.36
Amazon Capital Services	16XG-F194-34KC	6/13/2020	7/13/2020	16.84	0.00	0.00	0.00	0.00	16.84
Amazon Capital Services	16XG-F194-4PVX	6/13/2020	7/13/2020	16.70	0.00	0.00	0.00	0.00	16.70
Amazon Capital Services	16XG-F194-4PXR	6/13/2020	7/13/2020	12.14	0.00	0.00	0.00	0.00	12.14
Amazon Capital Services	16XG-F194-7TCV	6/13/2020	7/13/2020	21.44	0.00	0.00	0.00	0.00	21.44
Amazon Capital Services	16XG-F194-CNKD	6/13/2020	7/13/2020	19.12	0.00	0.00	0.00	0.00	19.12
Amazon Capital Services	16XG-F194-K9WH	6/14/2020	7/14/2020	59.06	0.00	0.00	0.00	0.00	59.06
Amazon Capital Services	16XG-F194-L171	6/14/2020	7/14/2020	27.94	0.00	0.00	0.00	0.00	27.94
Amazon Capital Services	16XG-F194-P19P	6/14/2020	7/14/2020	89.53	0.00	0.00	0.00	0.00	89.53
Amazon Capital Services	16XG-F194-QQDQ	6/14/2020	7/14/2020	8.57	0.00	0.00	0.00	0.00	8.57
Amazon Capital Services	16XG-F194-R1KW	6/14/2020	7/14/2020	16.03	0.00	0.00	0.00	0.00	16.03
Amazon Capital Services	16YX-3QD1-1QRG	6/22/2020	7/22/2020	9.95	0.00	0.00	0.00	0.00	9.95
Amazon Capital Services	16YX-3QD1-3RXX	6/22/2020	7/22/2020	10.71	0.00	0.00	0.00	0.00	10.71
Amazon Capital Services	16YX-3QD1-4WVW	6/22/2020	7/22/2020	81.12	0.00	0.00	0.00	0.00	81.12
Amazon Capital Services	17CL-GW7T-436M	8/5/2020	10/4/2020	78.70	0.00	0.00	0.00	0.00	78.70
Amazon Capital Services	17CL-GW7T-63D7	8/5/2020	10/4/2020	113.50	0.00	0.00	0.00	0.00	113.50
Amazon Capital Services	17JK-V6PM-1HFL	8/6/2020	10/5/2020	16.03	0.00	0.00	0.00	0.00	16.03
Amazon Capital Services	17JL-7HDH-3X1N	6/22/2020	7/22/2020	24.84	0.00	0.00	0.00	0.00	24.84
Amazon Capital Services	17JL-7HDH-41GQ	6/22/2020	7/22/2020	33.12	0.00	0.00	0.00	0.00	33.12
Amazon Capital Services	17JL-7HDH-4RHW	6/22/2020	7/22/2020	29.28	0.00	0.00	0.00	0.00	29.28
Amazon Capital Services	17JL-7HDH-93Y9	6/22/2020	7/22/2020	72.66	0.00	0.00	0.00	0.00	72.66
Amazon Capital Services	17JL-7HDH-C3GF	6/23/2020	7/23/2020	1.58	0.00	0.00	0.00	0.00	1.58
Amazon Capital Services	17JL-7HDH-CNRY	6/23/2020	7/23/2020	50.38	0.00	0.00	0.00	0.00	50.38
Amazon Capital Services	17JL-7HDH-CPKH	6/23/2020	7/23/2020	92.74	0.00	0.00	0.00	0.00	92.74
Amazon Capital Services	17JL-7HDH-CQDV	6/23/2020	7/23/2020	80.89	0.00	0.00	0.00	0.00	80.89
Amazon Capital Services	17JL-7HDH-DCXX	6/23/2020	7/23/2020	21.64	0.00	0.00	0.00	0.00	21.64
Amazon Capital Services	17JL-7HDH-DFJT	6/23/2020	7/23/2020	38.66	0.00	0.00	0.00	0.00	38.66
Amazon Capital Services	17JL-7HDH-DFNH	6/23/2020	7/23/2020	64.76	0.00	0.00	0.00	0.00	64.76
Amazon Capital Services	17JL-7HDH-FTNW	6/23/2020	7/23/2020	108.24	0.00	0.00	0.00	0.00	108.24
Amazon Capital Services	17JL-7HDH-FWHC	6/23/2020	7/23/2020	41.83	0.00	0.00	0.00	0.00	41.83
Amazon Capital Services	17JL-7HDH-G4YV	6/23/2020	7/23/2020	52.42	0.00	0.00	0.00	0.00	52.42

Clarksville Charter School

Accounts Payable Aging

August 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Amazon Capital Services	17JL-7HDH-H1XX	6/23/2020	7/23/2020	37.32	0.00	0.00	0.00	0.00	37.32
Amazon Capital Services	17JL-7HDH-HD6C	6/23/2020	7/23/2020	116.51	0.00	0.00	0.00	0.00	116.51
Amazon Capital Services	17JL-7HDH-JT7M	6/23/2020	7/23/2020	41.65	0.00	0.00	0.00	0.00	41.65
Amazon Capital Services	17JL-7HDH-JVH3	6/23/2020	7/23/2020	71.12	0.00	0.00	0.00	0.00	71.12
Amazon Capital Services	17JL-7HDH-KL7Q	6/23/2020	7/23/2020	94.88	0.00	0.00	0.00	0.00	94.88
Amazon Capital Services	17JL-7HDH-KRF7	6/23/2020	7/23/2020	19.29	0.00	0.00	0.00	0.00	19.29
Amazon Capital Services	17JL-7HDH-KRH1	6/23/2020	7/23/2020	21.98	0.00	0.00	0.00	0.00	21.98
Amazon Capital Services	17JL-7HDH-NR6F	6/23/2020	7/23/2020	39.74	0.00	0.00	0.00	0.00	39.74
Amazon Capital Services	17JL-7HDH-P7PQ	6/23/2020	7/23/2020	66.12	0.00	0.00	0.00	0.00	66.12
Amazon Capital Services	17JL-7HDH-PVCX	6/23/2020	7/23/2020	14.69	0.00	0.00	0.00	0.00	14.69
Amazon Capital Services	17JL-7HDH-RJ6G	6/23/2020	7/23/2020	21.55	0.00	0.00	0.00	0.00	21.55
Amazon Capital Services	17JL-7HDH-RK3K	6/23/2020	7/23/2020	26.36	0.00	0.00	0.00	0.00	26.36
Amazon Capital Services	17JL-7HDH-RLTX	6/23/2020	7/23/2020	7.50	0.00	0.00	0.00	0.00	7.50
Amazon Capital Services	17JL-7HDH-T9XX	6/23/2020	7/23/2020	26.57	0.00	0.00	0.00	0.00	26.57
Amazon Capital Services	17JL-7HDH-V7XW	6/23/2020	7/23/2020	46.31	0.00	0.00	0.00	0.00	46.31
Amazon Capital Services	17JL-7HDH-VW4W	6/23/2020	7/23/2020	6.85	0.00	0.00	0.00	0.00	6.85
Amazon Capital Services	17JL-7HDH-VXPN	6/23/2020	7/23/2020	10.71	0.00	0.00	0.00	0.00	10.71
Amazon Capital Services	17JL-7HDH-W6JT	6/23/2020	7/23/2020	129.25	0.00	0.00	0.00	0.00	129.25
Amazon Capital Services	17JL-7HDH-WCJP	6/23/2020	7/23/2020	19.19	0.00	0.00	0.00	0.00	19.19
Amazon Capital Services	17JL-7HDH-WRWD	6/23/2020	7/23/2020	7.45	0.00	0.00	0.00	0.00	7.45
Amazon Capital Services	17JL-7HDH-XPY6	6/24/2020	7/24/2020	9.69	0.00	0.00	0.00	0.00	9.69
Amazon Capital Services	17JL-7HDH-XTLV	6/24/2020	7/24/2020	52.64	0.00	0.00	0.00	0.00	52.64
Amazon Capital Services	17JL-7HDH-Y3VX	6/24/2020	7/24/2020	25.07	0.00	0.00	0.00	0.00	25.07
Amazon Capital Services	17JL-7HDH-Y43K	6/24/2020	7/24/2020	13.38	0.00	0.00	0.00	0.00	13.38
Amazon Capital Services	17JL-7HDH-Y777	6/24/2020	7/24/2020	29.68	0.00	0.00	0.00	0.00	29.68
Amazon Capital Services	17JL-7HDH-YRMQ	6/24/2020	7/24/2020	6.42	0.00	0.00	0.00	0.00	6.42
Amazon Capital Services	17JL-7HDH-YVDC	6/24/2020	7/24/2020	5.08	0.00	0.00	0.00	0.00	5.08
Amazon Capital Services	17LM-6YDJ-CMMM	6/16/2020	7/16/2020	77.23	0.00	0.00	0.00	0.00	77.23
Amazon Capital Services	17LM-6YDJ-M47C	6/16/2020	7/16/2020	80.74	0.00	0.00	0.00	0.00	80.74
Amazon Capital Services	17LM-6YDJ-NLWC	6/16/2020	7/16/2020	44.32	0.00	0.00	0.00	0.00	44.32
Amazon Capital Services	17LM-6YDJ-V9FD	6/16/2020	7/16/2020	14.05	0.00	0.00	0.00	0.00	14.05
Amazon Capital Services	17Q3-GKYG-1XRD	7/12/2020	8/11/2020	67.62	0.00	0.00	0.00	0.00	67.62
Amazon Capital Services	17XK-WKNH-3PGY	6/26/2020	7/26/2020	80.85	0.00	0.00	0.00	0.00	80.85
Amazon Capital Services	17XK-WKNH-49NT	6/26/2020	7/26/2020	83.53	0.00	0.00	0.00	0.00	83.53
Amazon Capital Services	17XK-WKNH-6QJM	6/26/2020	7/26/2020	5.87	0.00	0.00	0.00	0.00	5.87
Amazon Capital Services	17XK-WKNH-GCGQ	6/26/2020	7/26/2020	25.89	0.00	0.00	0.00	0.00	25.89
Amazon Capital Services	17Y6-P96R-1MTY	6/26/2020	7/26/2020	235.94	0.00	0.00	0.00	0.00	235.94
Amazon Capital Services	17Y6-P96R-9X1V	6/27/2020	7/27/2020	97.11	0.00	0.00	0.00	0.00	97.11
Amazon Capital Services	17Y6-P96R-C9TV	6/27/2020	7/27/2020	6.42	0.00	0.00	0.00	0.00	6.42
Amazon Capital Services	17Y6-P96R-CHRQ	6/27/2020	7/27/2020	21.18	0.00	0.00	0.00	0.00	21.18
Amazon Capital Services	17Y6-P96R-FQPH	6/27/2020	7/27/2020	29.11	0.00	0.00	0.00	0.00	29.11
Amazon Capital Services	17Y6-P96R-R9RW	6/28/2020	7/28/2020	23.00	0.00	0.00	0.00	0.00	23.00
Amazon Capital Services	191J-YKGF-FW61	7/9/2020	8/8/2020	59.99	0.00	0.00	0.00	0.00	59.99
Amazon Capital Services	196M-3YLP-11VH	6/24/2020	7/24/2020	6.41	0.00	0.00	0.00	0.00	6.41
Amazon Capital Services	196M-3YLP-1D6M	6/24/2020	7/24/2020	27.32	0.00	0.00	0.00	0.00	27.32
Amazon Capital Services	196M-3YLP-1KC6	6/24/2020	7/24/2020	9.76	0.00	0.00	0.00	0.00	9.76

Clarksville Charter School

Accounts Payable Aging

August 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Amazon Capital Services	196M-3YLP-4VXC	6/24/2020	7/24/2020	24.28	0.00	0.00	0.00	0.00	24.28
Amazon Capital Services	197T-T61W-16NN	6/13/2020	7/13/2020	175.24	0.00	0.00	0.00	0.00	175.24
Amazon Capital Services	197T-T61W-36V6	6/13/2020	7/13/2020	30.46	0.00	0.00	0.00	0.00	30.46
Amazon Capital Services	197T-T61W-77MF	6/13/2020	7/13/2020	35.38	0.00	0.00	0.00	0.00	35.38
Amazon Capital Services	197T-T61W-DC6Y	6/13/2020	7/13/2020	48.20	0.00	0.00	0.00	0.00	48.20
Amazon Capital Services	197T-T61W-HXTP	6/14/2020	7/14/2020	35.05	0.00	0.00	0.00	0.00	35.05
Amazon Capital Services	197T-T61W-L41V	6/14/2020	7/14/2020	27.87	0.00	0.00	0.00	0.00	27.87
Amazon Capital Services	197T-T61W-LFC4	6/14/2020	7/14/2020	14.21	0.00	0.00	0.00	0.00	14.21
Amazon Capital Services	197T-T61W-LGLH	6/14/2020	7/14/2020	46.12	0.00	0.00	0.00	0.00	46.12
Amazon Capital Services	197T-T61W-PGJG	6/14/2020	7/14/2020	54.88	0.00	0.00	0.00	0.00	54.88
Amazon Capital Services	197T-T61W-VC4X	6/14/2020	7/14/2020	9.74	0.00	0.00	0.00	0.00	9.74
Amazon Capital Services	19J1-VTL7-3TGJ	7/9/2020	8/8/2020	206.60	0.00	0.00	0.00	0.00	206.60
Amazon Capital Services	19Q7-DFM7-3L1C	8/13/2020	10/12/2020	34.84	0.00	0.00	0.00	0.00	34.84
Amazon Capital Services	19Q7-DFM7-D9MW	8/13/2020	10/12/2020	16.27	0.00	0.00	0.00	0.00	16.27
Amazon Capital Services	19Q7-DFM7-GQP3	8/13/2020	10/12/2020	13.14	0.00	0.00	0.00	0.00	13.14
Amazon Capital Services	19YW-XWNY-7J34	8/16/2020	10/15/2020	13.89	0.00	0.00	0.00	0.00	13.89
Amazon Capital Services	19YW-XWNY-LPHF	8/17/2020	10/16/2020	13.86	0.00	0.00	0.00	0.00	13.86
Amazon Capital Services	1C33-TM6J-4196	6/26/2020	7/26/2020	12.13	0.00	0.00	0.00	0.00	12.13
Amazon Capital Services	1C33-TM6J-6KY1	6/26/2020	7/26/2020	8.53	0.00	0.00	0.00	0.00	8.53
Amazon Capital Services	1C33-TM6J-CV73	6/27/2020	7/27/2020	11.86	0.00	0.00	0.00	0.00	11.86
Amazon Capital Services	1C33-TM6J-FCV4	6/27/2020	7/27/2020	19.25	0.00	0.00	0.00	0.00	19.25
Amazon Capital Services	1C33-TM6J-FF9D	6/27/2020	7/27/2020	32.16	0.00	0.00	0.00	0.00	32.16
Amazon Capital Services	1C33-TM6J-GXFG	6/27/2020	7/27/2020	8.61	0.00	0.00	0.00	0.00	8.61
Amazon Capital Services	1C33-TM6J-HWH7	6/27/2020	7/27/2020	6.54	0.00	0.00	0.00	0.00	6.54
Amazon Capital Services	1C33-TM6J-KCTT	6/27/2020	7/27/2020	21.74	0.00	0.00	0.00	0.00	21.74
Amazon Capital Services	1C33-TM6J-KWF6	6/27/2020	7/27/2020	32.57	0.00	0.00	0.00	0.00	32.57
Amazon Capital Services	1C33-TM6J-KWYV	6/27/2020	7/27/2020	60.98	0.00	0.00	0.00	0.00	60.98
Amazon Capital Services	1C33-TM6J-LPYY	6/27/2020	7/27/2020	4.79	0.00	0.00	0.00	0.00	4.79
Amazon Capital Services	1C33-TM6J-NXKJ	6/27/2020	7/27/2020	15.54	0.00	0.00	0.00	0.00	15.54
Amazon Capital Services	1C7D-PNJC-DQNG	6/16/2020	7/16/2020	19.02	0.00	0.00	0.00	0.00	19.02
Amazon Capital Services	1C7D-PNJC-RWR1	6/16/2020	7/16/2020	11.79	0.00	0.00	0.00	0.00	11.79
Amazon Capital Services	1C7D-PNJC-YX14	6/16/2020	7/16/2020	9.43	0.00	0.00	0.00	0.00	9.43
Amazon Capital Services	1C96-M3MF-691Y	8/5/2020	10/4/2020	42.89	0.00	0.00	0.00	0.00	42.89
Amazon Capital Services	1C96-M3MF-DM9V	8/6/2020	10/5/2020	6.42	0.00	0.00	0.00	0.00	6.42
Amazon Capital Services	1CGX-XJLF-FN9M	6/16/2020	7/16/2020	32.30	0.00	0.00	0.00	0.00	32.30
Amazon Capital Services	1CGX-XJLF-JJQJ	6/16/2020	7/16/2020	10.36	0.00	0.00	0.00	0.00	10.36
Amazon Capital Services	1CGX-XJLF-T94D	6/16/2020	7/16/2020	41.36	0.00	0.00	0.00	0.00	41.36
Amazon Capital Services	1CGX-XJLF-TQMR	6/16/2020	7/16/2020	13.50	0.00	0.00	0.00	0.00	13.50
Amazon Capital Services	1CHV-PNFR-HV6R	8/6/2020	10/5/2020	99.14	0.00	0.00	0.00	0.00	99.14
Amazon Capital Services	1CJL-396L-1D6P	6/25/2020	7/25/2020	180.86	0.00	0.00	0.00	0.00	180.86
Amazon Capital Services	1CJL-396L-1RJL	6/25/2020	7/25/2020	9.75	0.00	0.00	0.00	0.00	9.75
Amazon Capital Services	1CJL-396L-3JKN	6/25/2020	7/25/2020	173.68	0.00	0.00	0.00	0.00	173.68
Amazon Capital Services	1CJL-396L-9K63	6/26/2020	7/26/2020	46.32	0.00	0.00	0.00	0.00	46.32
Amazon Capital Services	1CJL-396L-CDWN	6/26/2020	7/26/2020	79.08	0.00	0.00	0.00	0.00	79.08
Amazon Capital Services	1CMD-XHHJ-61FR	6/17/2020	7/17/2020	33.07	0.00	0.00	0.00	0.00	33.07
Amazon Capital Services	1CWC-HX37-D3Y6	8/10/2020	10/9/2020	21.44	0.00	0.00	0.00	0.00	21.44

Clarksville Charter School

Accounts Payable Aging

August 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Amazon Capital Services	1CWC-HX37-KK17	8/11/2020	10/10/2020	67.58	0.00	0.00	0.00	0.00	67.58
Amazon Capital Services	1CXY-VLWT-PC69	8/11/2020	10/10/2020	60.41	0.00	0.00	0.00	0.00	60.41
Amazon Capital Services	1CYG-PWQQ-14YY	6/24/2020	7/24/2020	20.17	0.00	0.00	0.00	0.00	20.17
Amazon Capital Services	1CYG-PWQQ-1MHM	6/24/2020	7/24/2020	47.15	0.00	0.00	0.00	0.00	47.15
Amazon Capital Services	1CYG-PWQQ-1NCW	6/24/2020	7/24/2020	42.05	0.00	0.00	0.00	0.00	42.05
Amazon Capital Services	1CYG-PWQQ-3M9X	6/24/2020	7/24/2020	66.24	0.00	0.00	0.00	0.00	66.24
Amazon Capital Services	1CYG-PWQQ-3MQW	6/24/2020	7/24/2020	117.27	0.00	0.00	0.00	0.00	117.27
Amazon Capital Services	1CYG-PWQQ-66PC	6/24/2020	7/24/2020	7.40	0.00	0.00	0.00	0.00	7.40
Amazon Capital Services	1CYG-PWQQ-7D66	6/24/2020	7/24/2020	105.12	0.00	0.00	0.00	0.00	105.12
Amazon Capital Services	1CYG-PWQQ-9GK7	6/24/2020	7/24/2020	76.72	0.00	0.00	0.00	0.00	76.72
Amazon Capital Services	1CYG-PWQQ-9R3R	6/24/2020	7/24/2020	36.57	0.00	0.00	0.00	0.00	36.57
Amazon Capital Services	1CYG-PWQQ-9RNL	6/24/2020	7/24/2020	239.24	0.00	0.00	0.00	0.00	239.24
Amazon Capital Services	1CYG-PWQQ-DY3G	6/24/2020	7/24/2020	23.81	0.00	0.00	0.00	0.00	23.81
Amazon Capital Services	1CYG-PWQQ-F3GL	6/24/2020	7/24/2020	34.57	0.00	0.00	0.00	0.00	34.57
Amazon Capital Services	1CYG-PWQQ-GFCH	6/24/2020	7/24/2020	60.21	0.00	0.00	0.00	0.00	60.21
Amazon Capital Services	1CYG-PWQQ-H9J3	6/24/2020	7/24/2020	9.60	0.00	0.00	0.00	0.00	9.60
Amazon Capital Services	1CYG-PWQQ-H9Y1	6/24/2020	7/24/2020	56.38	0.00	0.00	0.00	0.00	56.38
Amazon Capital Services	1CYG-PWQQ-HWJG	6/24/2020	7/24/2020	72.86	0.00	0.00	0.00	0.00	72.86
Amazon Capital Services	1CYG-PWQQ-J1NT	6/24/2020	7/24/2020	35.11	0.00	0.00	0.00	0.00	35.11
Amazon Capital Services	1CYG-PWQQ-KWK3	6/25/2020	7/25/2020	50.51	0.00	0.00	0.00	0.00	50.51
Amazon Capital Services	1CYG-PWQQ-P17D	6/25/2020	7/25/2020	9.39	0.00	0.00	0.00	0.00	9.39
Amazon Capital Services	1CYG-PWQQ-P3FX	6/25/2020	7/25/2020	139.41	0.00	0.00	0.00	0.00	139.41
Amazon Capital Services	1CYG-PWQQ-RW97	6/25/2020	7/25/2020	35.13	0.00	0.00	0.00	0.00	35.13
Amazon Capital Services	1CYG-PWQQ-T6RQ	6/25/2020	7/25/2020	18.85	0.00	0.00	0.00	0.00	18.85
Amazon Capital Services	1CYG-PWQQ-TDVG	6/25/2020	7/25/2020	36.16	0.00	0.00	0.00	0.00	36.16
Amazon Capital Services	1CYG-PWQQ-WLR6	6/25/2020	7/25/2020	7.27	0.00	0.00	0.00	0.00	7.27
Amazon Capital Services	1CYG-PWQQ-X76Q	6/25/2020	7/25/2020	9.75	0.00	0.00	0.00	0.00	9.75
Amazon Capital Services	1D7H-LYCN-WK1J	8/12/2020	10/11/2020	25.63	0.00	0.00	0.00	0.00	25.63
Amazon Capital Services	1D9D-LNQD-H1F1	6/17/2020	7/17/2020	68.70	0.00	0.00	0.00	0.00	68.70
Amazon Capital Services	1D9D-LNQD-KJDH	6/17/2020	7/17/2020	10.68	0.00	0.00	0.00	0.00	10.68
Amazon Capital Services	1D9D-LNQD-N7TH	6/18/2020	7/18/2020	31.04	0.00	0.00	0.00	0.00	31.04
Amazon Capital Services	1DYM-4WRW-61KH	6/17/2020	7/17/2020	15.09	0.00	0.00	0.00	0.00	15.09
Amazon Capital Services	1FDL-G993-CTF7	7/2/2020	8/1/2020	12.71	0.00	0.00	0.00	0.00	12.71
Amazon Capital Services	1FF7-W3J7-7QLR	6/15/2020	7/15/2020	60.61	0.00	0.00	0.00	0.00	60.61
Amazon Capital Services	1FJQ-YT13-3PJM	6/26/2020	7/26/2020	10.84	0.00	0.00	0.00	0.00	10.84
Amazon Capital Services	1FJQ-YT13-3VM6	6/26/2020	7/26/2020	12.71	0.00	0.00	0.00	0.00	12.71
Amazon Capital Services	1FJQ-YT13-G4FR	6/27/2020	7/27/2020	6.37	0.00	0.00	0.00	0.00	6.37
Amazon Capital Services	1FJQ-YT13-RDYJ	6/28/2020	7/28/2020	21.53	0.00	0.00	0.00	0.00	21.53
Amazon Capital Services	1FJQ-YT13-VDL6	6/28/2020	7/28/2020	18.22	0.00	0.00	0.00	0.00	18.22
Amazon Capital Services	1FJQ-YT13-VK7Q	6/28/2020	7/28/2020	16.26	0.00	0.00	0.00	0.00	16.26
Amazon Capital Services	1FJQ-YT13-Y4RP	6/28/2020	7/28/2020	14.00	0.00	0.00	0.00	0.00	14.00
Amazon Capital Services	1G4C-FFKL-1M6T	6/16/2020	7/16/2020	82.44	0.00	0.00	0.00	0.00	82.44
Amazon Capital Services	1G67-G3FH-DJPX	8/17/2020	10/16/2020	6.38	0.00	0.00	0.00	0.00	6.38
Amazon Capital Services	1G6V-KC3R-DCHR	7/8/2020	8/7/2020	53.06	0.00	0.00	0.00	0.00	53.06
Amazon Capital Services	1GGN-YQKN-43NH	6/24/2020	7/24/2020	11.99	0.00	0.00	0.00	0.00	11.99
Amazon Capital Services	1GGN-YQKN-4FP3	6/24/2020	7/24/2020	48.33	0.00	0.00	0.00	0.00	48.33

Clarksville Charter School

Accounts Payable Aging

August 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Amazon Capital Services	1GGN-YQKN-4HN3	6/24/2020	7/24/2020	23.07	0.00	0.00	0.00	0.00	23.07
Amazon Capital Services	1GGN-YQKN-6VT9	6/24/2020	7/24/2020	36.80	0.00	0.00	0.00	0.00	36.80
Amazon Capital Services	1GGN-YQKN-7C1F	6/24/2020	7/24/2020	20.35	0.00	0.00	0.00	0.00	20.35
Amazon Capital Services	1GGN-YQKN-9W4J	6/24/2020	7/24/2020	21.64	0.00	0.00	0.00	0.00	21.64
Amazon Capital Services	1GGN-YQKN-CPCC	6/24/2020	7/24/2020	19.19	0.00	0.00	0.00	0.00	19.19
Amazon Capital Services	1GGN-YQKN-CRF1	6/24/2020	7/24/2020	64.50	0.00	0.00	0.00	0.00	64.50
Amazon Capital Services	1GGN-YQKN-CT3L	6/24/2020	7/24/2020	65.75	0.00	0.00	0.00	0.00	65.75
Amazon Capital Services	1GGN-YQKN-FV1H	6/24/2020	7/24/2020	12.97	0.00	0.00	0.00	0.00	12.97
Amazon Capital Services	1GGN-YQKN-GYVK	6/24/2020	7/24/2020	125.93	0.00	0.00	0.00	0.00	125.93
Amazon Capital Services	1GGN-YQKN-HH4K	6/24/2020	7/24/2020	65.03	0.00	0.00	0.00	0.00	65.03
Amazon Capital Services	1GGN-YQKN-KG3H	6/25/2020	7/25/2020	30.02	0.00	0.00	0.00	0.00	30.02
Amazon Capital Services	1GGN-YQKN-KJGP	6/25/2020	7/25/2020	35.14	0.00	0.00	0.00	0.00	35.14
Amazon Capital Services	1GGN-YQKN-M4LK	6/25/2020	7/25/2020	35.22	0.00	0.00	0.00	0.00	35.22
Amazon Capital Services	1GGN-YQKN-MYD7	6/25/2020	7/25/2020	69.13	0.00	0.00	0.00	0.00	69.13
Amazon Capital Services	1GGN-YQKN-VNXQ	6/25/2020	7/25/2020	36.36	0.00	0.00	0.00	0.00	36.36
Amazon Capital Services	1GGN-YQKN-WLMG	6/25/2020	7/25/2020	7.50	0.00	0.00	0.00	0.00	7.50
Amazon Capital Services	1GHL-9MW6-69F9	6/22/2020	7/22/2020	47.82	0.00	0.00	0.00	0.00	47.82
Amazon Capital Services	1GKF-HLGH-6CJD	8/15/2020	10/14/2020	22.51	0.00	0.00	0.00	0.00	22.51
Amazon Capital Services	1GM1-PXQJ-G77Y	6/12/2020	7/12/2020	58.33	0.00	0.00	0.00	0.00	58.33
Amazon Capital Services	1GM1-PXQJ-NTL1	6/12/2020	7/12/2020	3.75	0.00	0.00	0.00	0.00	3.75
Amazon Capital Services	1GN9-9YJ3-7HJ6	6/11/2020	7/11/2020	61.47	0.00	0.00	0.00	0.00	61.47
Amazon Capital Services	1GN9-9YJ3-CNQ9	6/11/2020	7/11/2020	18.49	0.00	0.00	0.00	0.00	18.49
Amazon Capital Services	1GN9-9YJ3-F49N	6/11/2020	7/11/2020	26.38	0.00	0.00	0.00	0.00	26.38
Amazon Capital Services	1GNT-YCYF-1T61	6/22/2020	7/22/2020	27.95	0.00	0.00	0.00	0.00	27.95
Amazon Capital Services	1GPK-JCV1-11TC	6/24/2020	7/24/2020	37.53	0.00	0.00	0.00	0.00	37.53
Amazon Capital Services	1GPK-JCV1-3ML4	6/24/2020	7/24/2020	18.15	0.00	0.00	0.00	0.00	18.15
Amazon Capital Services	1GPK-JCV1-61LK	6/24/2020	7/24/2020	37.10	0.00	0.00	0.00	0.00	37.10
Amazon Capital Services	1GPK-JCV1-6XV1	6/24/2020	7/24/2020	45.03	0.00	0.00	0.00	0.00	45.03
Amazon Capital Services	1GPK-JCV1-7L3X	6/24/2020	7/24/2020	13.02	0.00	0.00	0.00	0.00	13.02
Amazon Capital Services	1GPK-JCV1-7Q3R	6/24/2020	7/24/2020	33.83	0.00	0.00	0.00	0.00	33.83
Amazon Capital Services	1GPK-JCV1-93XL	6/24/2020	7/24/2020	250.33	0.00	0.00	0.00	0.00	250.33
Amazon Capital Services	1GPK-JCV1-9HWC	6/24/2020	7/24/2020	68.95	0.00	0.00	0.00	0.00	68.95
Amazon Capital Services	1GPK-JCV1-CH7N	6/24/2020	7/24/2020	125.44	0.00	0.00	0.00	0.00	125.44
Amazon Capital Services	1GPK-JCV1-CKYX	6/24/2020	7/24/2020	20.37	0.00	0.00	0.00	0.00	20.37
Amazon Capital Services	1GPK-JCV1-CRHT	6/24/2020	7/24/2020	19.66	0.00	0.00	0.00	0.00	19.66
Amazon Capital Services	1GPK-JCV1-CT4H	6/24/2020	7/24/2020	13.93	0.00	0.00	0.00	0.00	13.93
Amazon Capital Services	1GPK-JCV1-GR1G	6/24/2020	7/24/2020	196.94	0.00	0.00	0.00	0.00	196.94
Amazon Capital Services	1GPK-JCV1-HN91	6/25/2020	7/25/2020	4.28	0.00	0.00	0.00	0.00	4.28
Amazon Capital Services	1GPK-JCV1-JL67	6/25/2020	7/25/2020	12.84	0.00	0.00	0.00	0.00	12.84
Amazon Capital Services	1GPK-JCV1-JM73	6/25/2020	7/25/2020	49.08	0.00	0.00	0.00	0.00	49.08
Amazon Capital Services	1GPK-JCV1-K77F	6/25/2020	7/25/2020	12.63	0.00	0.00	0.00	0.00	12.63
Amazon Capital Services	1GPK-JCV1-M9HN	6/25/2020	7/25/2020	181.51	0.00	0.00	0.00	0.00	181.51
Amazon Capital Services	1GPK-JCV1-MQH6	6/25/2020	7/25/2020	40.72	0.00	0.00	0.00	0.00	40.72
Amazon Capital Services	1GPK-JCV1-NWMK	6/25/2020	7/25/2020	26.80	0.00	0.00	0.00	0.00	26.80
Amazon Capital Services	1GPK-JCV1-PK7P	6/25/2020	7/25/2020	7.29	0.00	0.00	0.00	0.00	7.29
Amazon Capital Services	1GPK-JCV1-WTKC	6/25/2020	7/25/2020	10.80	0.00	0.00	0.00	0.00	10.80

Clarksville Charter School

Accounts Payable Aging

August 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Amazon Capital Services	1GTH-DH4F-G7QQ	6/17/2020	7/17/2020	38.51	0.00	0.00	0.00	0.00	38.51
Amazon Capital Services	1H66-4LVD-3QC9	6/13/2020	7/13/2020	9.69	0.00	0.00	0.00	0.00	9.69
Amazon Capital Services	1H66-4LVD-4LQF	6/13/2020	7/13/2020	63.23	0.00	0.00	0.00	0.00	63.23
Amazon Capital Services	1H66-4LVD-HL4Y	6/13/2020	7/13/2020	8.53	0.00	0.00	0.00	0.00	8.53
Amazon Capital Services	1HGF-FTHX-MCRD	8/13/2020	10/12/2020	21.72	0.00	0.00	0.00	0.00	21.72
Amazon Capital Services	1HLX-1NH4-691L	6/22/2020	7/22/2020	28.08	0.00	0.00	0.00	0.00	28.08
Amazon Capital Services	1HLX-1NH4-C44C	6/22/2020	7/22/2020	50.47	0.00	0.00	0.00	0.00	50.47
Amazon Capital Services	1HLX-1NH4-D6CT	6/22/2020	7/22/2020	42.98	0.00	0.00	0.00	0.00	42.98
Amazon Capital Services	1HLX-1NH4-FKCF	6/23/2020	7/23/2020	74.63	0.00	0.00	0.00	0.00	74.63
Amazon Capital Services	1HLX-1NH4-FKDC	6/23/2020	7/23/2020	16.27	0.00	0.00	0.00	0.00	16.27
Amazon Capital Services	1HLX-1NH4-GX1F	6/23/2020	7/23/2020	18.23	0.00	0.00	0.00	0.00	18.23
Amazon Capital Services	1HLX-1NH4-GXFP	6/23/2020	7/23/2020	47.33	0.00	0.00	0.00	0.00	47.33
Amazon Capital Services	1HLX-1NH4-H19R	6/23/2020	7/23/2020	15.00	0.00	0.00	0.00	0.00	15.00
Amazon Capital Services	1HLX-1NH4-H4CM	6/23/2020	7/23/2020	45.98	0.00	0.00	0.00	0.00	45.98
Amazon Capital Services	1HLX-1NH4-HFLQ	6/23/2020	7/23/2020	42.89	0.00	0.00	0.00	0.00	42.89
Amazon Capital Services	1HLX-1NH4-HJYR	6/23/2020	7/23/2020	56.61	0.00	0.00	0.00	0.00	56.61
Amazon Capital Services	1HLX-1NH4-HP4F	6/23/2020	7/23/2020	32.06	0.00	0.00	0.00	0.00	32.06
Amazon Capital Services	1HLX-1NH4-J3H9	6/23/2020	7/23/2020	58.94	0.00	0.00	0.00	0.00	58.94
Amazon Capital Services	1HLX-1NH4-JRXJ	6/23/2020	7/23/2020	23.95	0.00	0.00	0.00	0.00	23.95
Amazon Capital Services	1HLX-1NH4-LVTH	6/23/2020	7/23/2020	33.01	0.00	0.00	0.00	0.00	33.01
Amazon Capital Services	1HLX-1NH4-NPGD	6/23/2020	7/23/2020	23.58	0.00	0.00	0.00	0.00	23.58
Amazon Capital Services	1HLX-1NH4-PPJ3	6/23/2020	7/23/2020	43.62	0.00	0.00	0.00	0.00	43.62
Amazon Capital Services	1HLX-1NH4-PVF6	6/23/2020	7/23/2020	35.79	0.00	0.00	0.00	0.00	35.79
Amazon Capital Services	1HLX-1NH4-QP9J	6/23/2020	7/23/2020	26.52	0.00	0.00	0.00	0.00	26.52
Amazon Capital Services	1HLX-1NH4-R1MC	6/23/2020	7/23/2020	28.53	0.00	0.00	0.00	0.00	28.53
Amazon Capital Services	1HLX-1NH4-RCRP	6/23/2020	7/23/2020	13.62	0.00	0.00	0.00	0.00	13.62
Amazon Capital Services	1HLX-1NH4-RJ6R	6/23/2020	7/23/2020	33.49	0.00	0.00	0.00	0.00	33.49
Amazon Capital Services	1HLX-1NH4-RJRJ	6/23/2020	7/23/2020	93.51	0.00	0.00	0.00	0.00	93.51
Amazon Capital Services	1HLX-1NH4-RJTG	6/23/2020	7/23/2020	32.53	0.00	0.00	0.00	0.00	32.53
Amazon Capital Services	1HLX-1NH4-RMRF	6/23/2020	7/23/2020	13.99	0.00	0.00	0.00	0.00	13.99
Amazon Capital Services	1HLX-1NH4-TG11	6/23/2020	7/23/2020	62.18	0.00	0.00	0.00	0.00	62.18
Amazon Capital Services	1HLX-1NH4-TGQL	6/23/2020	7/23/2020	51.82	0.00	0.00	0.00	0.00	51.82
Amazon Capital Services	1HLX-1NH4-TYDV	6/23/2020	7/23/2020	24.39	0.00	0.00	0.00	0.00	24.39
Amazon Capital Services	1HLX-1NH4-TYP3	6/23/2020	7/23/2020	21.61	0.00	0.00	0.00	0.00	21.61
Amazon Capital Services	1HLX-1NH4-VVGQ	6/23/2020	7/23/2020	27.87	0.00	0.00	0.00	0.00	27.87
Amazon Capital Services	1HLX-1NH4-VWM9	6/23/2020	7/23/2020	32.10	0.00	0.00	0.00	0.00	32.10
Amazon Capital Services	1HLX-1NH4-VX9Y	6/23/2020	7/23/2020	25.42	0.00	0.00	0.00	0.00	25.42
Amazon Capital Services	1HLX-1NH4-VXM7	6/23/2020	7/23/2020	8.11	0.00	0.00	0.00	0.00	8.11
Amazon Capital Services	1HLX-1NH4-W143	6/23/2020	7/23/2020	43.74	0.00	0.00	0.00	0.00	43.74
Amazon Capital Services	1HLX-1NH4-WWP	6/23/2020	7/23/2020	17.29	0.00	0.00	0.00	0.00	17.29
Amazon Capital Services	1HLX-1NH4-WYHH	6/23/2020	7/23/2020	31.40	0.00	0.00	0.00	0.00	31.40
Amazon Capital Services	1HLX-1NH4-YCLP	6/23/2020	7/23/2020	19.36	0.00	0.00	0.00	0.00	19.36
Amazon Capital Services	1HLX-1NH4-YCMM	6/23/2020	7/23/2020	66.90	0.00	0.00	0.00	0.00	66.90
Amazon Capital Services	1HLX-1NH4-YXMX	6/23/2020	7/23/2020	16.15	0.00	0.00	0.00	0.00	16.15
Amazon Capital Services	1HLX-INH4-V1QV	6/23/2020	7/23/2020	6.99	0.00	0.00	0.00	0.00	6.99
Amazon Capital Services	1HTD-Q79J-HPHV	6/30/2020	7/30/2020	19.29	0.00	0.00	0.00	0.00	19.29

Clarksville Charter School

Accounts Payable Aging

August 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Amazon Capital Services	1HTD-Q79J-KYWG	6/30/2020	7/30/2020	32.31	0.00	0.00	0.00	0.00	32.31
Amazon Capital Services	1HY6-7V11-34Y9	6/24/2020	7/24/2020	2.50	0.00	0.00	0.00	0.00	2.50
Amazon Capital Services	1HY6-7V11-364Y	6/24/2020	7/24/2020	51.15	0.00	0.00	0.00	0.00	51.15
Amazon Capital Services	1HY6-7V11-39K1	6/24/2020	7/24/2020	7.50	0.00	0.00	0.00	0.00	7.50
Amazon Capital Services	1HY6-7V11-3VCX	6/24/2020	7/24/2020	60.10	0.00	0.00	0.00	0.00	60.10
Amazon Capital Services	1HY6-7V11-3VN6	6/24/2020	7/24/2020	42.89	0.00	0.00	0.00	0.00	42.89
Amazon Capital Services	1HY6-7V11-3XN3	6/24/2020	7/24/2020	14.36	0.00	0.00	0.00	0.00	14.36
Amazon Capital Services	1HY6-7V11-4FMN	6/24/2020	7/24/2020	15.07	0.00	0.00	0.00	0.00	15.07
Amazon Capital Services	1J6P-XYCT-4V1K	7/9/2020	8/8/2020	16.15	0.00	0.00	0.00	0.00	16.15
Amazon Capital Services	1J6P-XYCT-GQX7	7/10/2020	8/9/2020	103.38	0.00	0.00	0.00	0.00	103.38
Amazon Capital Services	1JCQ-L41D-L47D	6/19/2020	7/19/2020	30.76	0.00	0.00	0.00	0.00	30.76
Amazon Capital Services	1JCQ-L41D-VTPY	6/19/2020	7/19/2020	4.59	0.00	0.00	0.00	0.00	4.59
Amazon Capital Services	1JLG-VR73-7PNX	6/26/2020	7/26/2020	16.22	0.00	0.00	0.00	0.00	16.22
Amazon Capital Services	1JLQ-XQQC-7V7X	6/22/2020	7/22/2020	14.88	0.00	0.00	0.00	0.00	14.88
Amazon Capital Services	1JLQ-XQQC-99W1	6/22/2020	7/22/2020	24.64	0.00	0.00	0.00	0.00	24.64
Amazon Capital Services	1JLQ-XQQC-9FHV	6/22/2020	7/22/2020	32.79	0.00	0.00	0.00	0.00	32.79
Amazon Capital Services	1JLQ-XQQC-CLLC	6/23/2020	7/23/2020	50.08	0.00	0.00	0.00	0.00	50.08
Amazon Capital Services	1JLQ-XQQC-CM47	6/23/2020	7/23/2020	46.25	0.00	0.00	0.00	0.00	46.25
Amazon Capital Services	1JLQ-XQQC-D47H	6/23/2020	7/23/2020	23.58	0.00	0.00	0.00	0.00	23.58
Amazon Capital Services	1JLQ-XQQC-D64L	6/23/2020	7/23/2020	16.15	0.00	0.00	0.00	0.00	16.15
Amazon Capital Services	1JLQ-XQQC-D9LK	6/23/2020	7/23/2020	51.47	0.00	0.00	0.00	0.00	51.47
Amazon Capital Services	1JLQ-XQQC-D9PC	6/23/2020	7/23/2020	55.60	0.00	0.00	0.00	0.00	55.60
Amazon Capital Services	1JLQ-XQQC-DCLJ	6/23/2020	7/23/2020	36.31	0.00	0.00	0.00	0.00	36.31
Amazon Capital Services	1JLQ-XQQC-DNTM	6/23/2020	7/23/2020	97.39	0.00	0.00	0.00	0.00	97.39
Amazon Capital Services	1JLQ-XQQC-F9LH	6/23/2020	7/23/2020	11.70	0.00	0.00	0.00	0.00	11.70
Amazon Capital Services	1JLQ-XQQC-FNFJ	6/23/2020	7/23/2020	81.51	0.00	0.00	0.00	0.00	81.51
Amazon Capital Services	1JLQ-XQQC-GHXG	6/23/2020	7/23/2020	33.01	0.00	0.00	0.00	0.00	33.01
Amazon Capital Services	1JLQ-XQQC-H6Q1	6/23/2020	7/23/2020	6.42	0.00	0.00	0.00	0.00	6.42
Amazon Capital Services	1JLQ-XQQC-HQMP	6/23/2020	7/23/2020	24.17	0.00	0.00	0.00	0.00	24.17
Amazon Capital Services	1JLQ-XQQC-J3GQ	6/23/2020	7/23/2020	21.43	0.00	0.00	0.00	0.00	21.43
Amazon Capital Services	1JLQ-XQQC-N37R	6/23/2020	7/23/2020	13.73	0.00	0.00	0.00	0.00	13.73
Amazon Capital Services	1JLQ-XQQC-N6RJ	6/23/2020	7/23/2020	9.28	0.00	0.00	0.00	0.00	9.28
Amazon Capital Services	1JLQ-XQQC-N7Y1	6/23/2020	7/23/2020	121.62	0.00	0.00	0.00	0.00	121.62
Amazon Capital Services	1JLQ-XQQC-NPHN	6/23/2020	7/23/2020	16.56	0.00	0.00	0.00	0.00	16.56
Amazon Capital Services	1JLQ-XQQC-PGGX	6/23/2020	7/23/2020	9.64	0.00	0.00	0.00	0.00	9.64
Amazon Capital Services	1JLQ-XQQC-PT9V	6/23/2020	7/23/2020	27.99	0.00	0.00	0.00	0.00	27.99
Amazon Capital Services	1JLQ-XQQC-PXXC	6/23/2020	7/23/2020	72.34	0.00	0.00	0.00	0.00	72.34
Amazon Capital Services	1JLQ-XQQC-RJWN	6/23/2020	7/23/2020	33.43	0.00	0.00	0.00	0.00	33.43
Amazon Capital Services	1JLQ-XQQC-RNGK	6/23/2020	7/23/2020	14.91	0.00	0.00	0.00	0.00	14.91
Amazon Capital Services	1JLQ-XQQC-RWKY	6/23/2020	7/23/2020	7.75	0.00	0.00	0.00	0.00	7.75
Amazon Capital Services	1JLQ-XQQC-T1XX	6/23/2020	7/23/2020	6.48	0.00	0.00	0.00	0.00	6.48
Amazon Capital Services	1JLQ-XQQC-T39F	6/23/2020	7/23/2020	11.89	0.00	0.00	0.00	0.00	11.89
Amazon Capital Services	1JLQ-XQQC-T43N	6/23/2020	7/23/2020	10.21	0.00	0.00	0.00	0.00	10.21
Amazon Capital Services	1JLQ-XQQC-THDT	6/23/2020	7/23/2020	25.29	0.00	0.00	0.00	0.00	25.29
Amazon Capital Services	1JLQ-XQQC-WQ6P	6/23/2020	7/23/2020	5.40	0.00	0.00	0.00	0.00	5.40
Amazon Capital Services	1JLQ-XQQC-WVW1	6/23/2020	7/23/2020	7.11	0.00	0.00	0.00	0.00	7.11

Clarksville Charter School

Accounts Payable Aging

August 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Amazon Capital Services	1JLQ-XQQC-X6GP	6/23/2020	7/23/2020	54.61	0.00	0.00	0.00	0.00	54.61
Amazon Capital Services	1JLQ-XQQC-XGMY	6/23/2020	7/23/2020	18.16	0.00	0.00	0.00	0.00	18.16
Amazon Capital Services	1JLQ-XQQC-XW9C	6/24/2020	7/24/2020	22.51	0.00	0.00	0.00	0.00	22.51
Amazon Capital Services	1JLQ-XQQC-YXDY	6/24/2020	7/24/2020	6.40	0.00	0.00	0.00	0.00	6.40
Amazon Capital Services	1JM6-RM3F-7JKV	6/20/2020	7/20/2020	27.95	0.00	0.00	0.00	0.00	27.95
Amazon Capital Services	1JM6-RM3F-DF7H	6/20/2020	7/20/2020	21.38	0.00	0.00	0.00	0.00	21.38
Amazon Capital Services	1JM6-RM3F-GDHT	6/20/2020	7/20/2020	9.64	0.00	0.00	0.00	0.00	9.64
Amazon Capital Services	1JM6-RM3F-M61F	6/21/2020	7/21/2020	40.70	0.00	0.00	0.00	0.00	40.70
Amazon Capital Services	1JM6-RM3F-RVCT	6/21/2020	7/21/2020	95.38	0.00	0.00	0.00	0.00	95.38
Amazon Capital Services	1JM6-RM3F-VPYF	6/21/2020	7/21/2020	36.53	0.00	0.00	0.00	0.00	36.53
Amazon Capital Services	1JM6-RM3F-VW9P	6/21/2020	7/21/2020	20.38	0.00	0.00	0.00	0.00	20.38
Amazon Capital Services	1JY9-Y6NM-9KP6	8/20/2020	10/19/2020	22.33	0.00	0.00	0.00	0.00	22.33
Amazon Capital Services	1JY9-Y6NM-D64L	8/20/2020	10/19/2020	18.01	0.00	0.00	0.00	0.00	18.01
Amazon Capital Services	1JY9-Y6NM-LLF4	8/21/2020	10/20/2020	9.64	0.00	0.00	0.00	0.00	9.64
Amazon Capital Services	1JY9-Y6NM-T6WW	8/21/2020	10/20/2020	128.69	0.00	0.00	0.00	0.00	128.69
Amazon Capital Services	1K6W-7MTW-CTF1	7/8/2020	8/7/2020	12.97	0.00	0.00	0.00	0.00	12.97
Amazon Capital Services	1KC1-4PM7-31PF	6/22/2020	7/22/2020	108.99	0.00	0.00	0.00	0.00	108.99
Amazon Capital Services	1KFH-QYQH-MC4K	6/19/2020	7/19/2020	28.69	0.00	0.00	0.00	0.00	28.69
Amazon Capital Services	1KFH-QYQH-MFKL	6/19/2020	7/19/2020	69.27	0.00	0.00	0.00	0.00	69.27
Amazon Capital Services	1KHC-GWKM-4W4Y	6/22/2020	7/22/2020	9.64	0.00	0.00	0.00	0.00	9.64
Amazon Capital Services	1KLV-D4PR-C11C	8/12/2020	10/11/2020	45.11	0.00	0.00	0.00	0.00	45.11
Amazon Capital Services	1KLV-D4PR-C144	8/12/2020	10/11/2020	8.56	0.00	0.00	0.00	0.00	8.56
Amazon Capital Services	1KMT-YFN7-1R3X	6/29/2020	7/29/2020	8.57	0.00	0.00	0.00	0.00	8.57
Amazon Capital Services	1KMT-YFN7-3XKQ	6/29/2020	7/29/2020	28.95	0.00	0.00	0.00	0.00	28.95
Amazon Capital Services	1KMT-YFN7-DP3H	6/29/2020	7/29/2020	42.73	0.00	0.00	0.00	0.00	42.73
Amazon Capital Services	1KND-FVQX-D9WJ	6/29/2020	7/29/2020	85.79	0.00	0.00	0.00	0.00	85.79
Amazon Capital Services	1KND-FVQX-JP93	6/30/2020	7/30/2020	8.58	0.00	0.00	0.00	0.00	8.58
Amazon Capital Services	1KND-FVQX-LMKD	6/30/2020	7/30/2020	39.68	0.00	0.00	0.00	0.00	39.68
Amazon Capital Services	1KVL-KX4Q-31CV	6/20/2020	7/20/2020	94.77	0.00	0.00	0.00	0.00	94.77
Amazon Capital Services	1KVL-KX4Q-39RM	6/20/2020	7/20/2020	46.21	0.00	0.00	0.00	0.00	46.21
Amazon Capital Services	1KVL-KX4Q-4NJQ	6/20/2020	7/20/2020	32.06	0.00	0.00	0.00	0.00	32.06
Amazon Capital Services	1KVL-KX4Q-737Q	6/20/2020	7/20/2020	16.08	0.00	0.00	0.00	0.00	16.08
Amazon Capital Services	1KVL-KX4Q-CHXN	6/20/2020	7/20/2020	79.52	0.00	0.00	0.00	0.00	79.52
Amazon Capital Services	1KVL-KX4Q-CJMC	6/20/2020	7/20/2020	53.06	0.00	0.00	0.00	0.00	53.06
Amazon Capital Services	1KVL-KX4Q-HD39	6/20/2020	7/20/2020	181.23	0.00	0.00	0.00	0.00	181.23
Amazon Capital Services	1KVL-KX4Q-HK14	6/20/2020	7/20/2020	12.86	0.00	0.00	0.00	0.00	12.86
Amazon Capital Services	1KVL-KX4Q-HWR7	6/20/2020	7/20/2020	15.00	0.00	0.00	0.00	0.00	15.00
Amazon Capital Services	1KVL-KX4Q-L7GG	6/21/2020	7/21/2020	155.13	0.00	0.00	0.00	0.00	155.13
Amazon Capital Services	1KVL-KX4Q-M77Q	6/21/2020	7/21/2020	9.64	0.00	0.00	0.00	0.00	9.64
Amazon Capital Services	1KVL-KX4Q-PCHY	6/21/2020	7/21/2020	59.92	0.00	0.00	0.00	0.00	59.92
Amazon Capital Services	1KVL-KX4Q-QJLG	6/21/2020	7/21/2020	43.77	0.00	0.00	0.00	0.00	43.77
Amazon Capital Services	1KVL-KX4Q-V9DX	6/21/2020	7/21/2020	27.24	0.00	0.00	0.00	0.00	27.24
Amazon Capital Services	1KVR-DPJT-6QCN	6/29/2020	7/29/2020	21.63	0.00	0.00	0.00	0.00	21.63
Amazon Capital Services	1L1C-WP1D-47MX	6/26/2020	7/26/2020	37.53	0.00	0.00	0.00	0.00	37.53
Amazon Capital Services	1L1C-WP1D-91H9	6/26/2020	7/26/2020	215.06	0.00	0.00	0.00	0.00	215.06
Amazon Capital Services	1L1C-WP1D-JWXT	6/27/2020	7/27/2020	18.40	0.00	0.00	0.00	0.00	18.40

Clarksville Charter School

Accounts Payable Aging

August 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Amazon Capital Services	1L1C-WP1D-MRQ3	6/27/2020	7/27/2020	17.22	0.00	0.00	0.00	0.00	17.22
Amazon Capital Services	1L1C-WP1D-THM9	6/28/2020	7/28/2020	86.03	0.00	0.00	0.00	0.00	86.03
Amazon Capital Services	1L1C-WP1D-XMNQ	6/28/2020	7/28/2020	164.79	0.00	0.00	0.00	0.00	164.79
Amazon Capital Services	1L1C-WP1D-Y6CW	6/28/2020	7/28/2020	7.49	0.00	0.00	0.00	0.00	7.49
Amazon Capital Services	1L1C-WP1DVL7W	6/28/2020	7/28/2020	11.79	0.00	0.00	0.00	0.00	11.79
Amazon Capital Services	1L1W-W6PH-4MRM	8/18/2020	10/17/2020	50.64	0.00	0.00	0.00	0.00	50.64
Amazon Capital Services	1L1W-W6PH-MYNH	8/18/2020	10/17/2020	11.84	0.00	0.00	0.00	0.00	11.84
Amazon Capital Services	1L1W-W6PH-VV9X	8/19/2020	10/18/2020	27.69	0.00	0.00	0.00	0.00	27.69
Amazon Capital Services	1L3P-NYJC-VJL1	7/11/2020	8/10/2020	26.80	0.00	0.00	0.00	0.00	26.80
Amazon Capital Services	1M1W-L3DP-KFXW	8/21/2020	10/20/2020	32.69	0.00	0.00	0.00	0.00	32.69
Amazon Capital Services	1M1W-L3DP-L7LQ	8/21/2020	10/20/2020	127.60	0.00	0.00	0.00	0.00	127.60
Amazon Capital Services	1M76-GXP1-1XPN	7/9/2020	8/8/2020	121.64	0.00	0.00	0.00	0.00	121.64
Amazon Capital Services	1M91-KHH4-471D	6/13/2020	7/13/2020	10.68	0.00	0.00	0.00	0.00	10.68
Amazon Capital Services	1M91-KHH4-GWGC	6/14/2020	7/14/2020	106.14	0.00	0.00	0.00	0.00	106.14
Amazon Capital Services	1M91-KHH4-TFT3	6/14/2020	7/14/2020	30.16	0.00	0.00	0.00	0.00	30.16
Amazon Capital Services	1M9G-PNV3-1HRX	6/24/2020	7/24/2020	44.32	0.00	0.00	0.00	0.00	44.32
Amazon Capital Services	1M9G-PNV3-1JN6	6/24/2020	7/24/2020	10.47	0.00	0.00	0.00	0.00	10.47
Amazon Capital Services	1M9G-PNV3-1RPR	6/24/2020	7/24/2020	12.19	0.00	0.00	0.00	0.00	12.19
Amazon Capital Services	1M9G-PNV3-3M43	6/24/2020	7/24/2020	80.72	0.00	0.00	0.00	0.00	80.72
Amazon Capital Services	1M9G-PNV3-4GVN	6/24/2020	7/24/2020	26.20	0.00	0.00	0.00	0.00	26.20
Amazon Capital Services	1M9G-PNV3-6C1G	6/24/2020	7/24/2020	27.92	0.00	0.00	0.00	0.00	27.92
Amazon Capital Services	1M9G-PNV3-6KL1	6/24/2020	7/24/2020	9.77	0.00	0.00	0.00	0.00	9.77
Amazon Capital Services	1MHH-P91J-DT7H	6/11/2020	7/11/2020	11.71	0.00	0.00	0.00	0.00	11.71
Amazon Capital Services	1MJF-MLN9-46LK	6/10/2020	7/10/2020	7.58	0.00	0.00	0.00	0.00	7.58
Amazon Capital Services	1MJW-G7NY-MY1D	7/3/2020	8/2/2020	29.98	0.00	0.00	0.00	0.00	29.98
Amazon Capital Services	1MJW-G7NY-PM6C	7/3/2020	8/2/2020	45.31	0.00	0.00	0.00	0.00	45.31
Amazon Capital Services	1MLV-D476-1363	6/24/2020	7/24/2020	49.73	0.00	0.00	0.00	0.00	49.73
Amazon Capital Services	1MLV-D476-14YD	6/24/2020	7/24/2020	54.89	0.00	0.00	0.00	0.00	54.89
Amazon Capital Services	1MLV-D476-3434	6/24/2020	7/24/2020	45.44	0.00	0.00	0.00	0.00	45.44
Amazon Capital Services	1MLV-D476-3GCG	6/24/2020	7/24/2020	15.30	0.00	0.00	0.00	0.00	15.30
Amazon Capital Services	1MLV-D476-3HF7	6/24/2020	7/24/2020	67.57	0.00	0.00	0.00	0.00	67.57
Amazon Capital Services	1MLV-D476-41RN	6/24/2020	7/24/2020	21.52	0.00	0.00	0.00	0.00	21.52
Amazon Capital Services	1MLV-D476-4RRW	6/24/2020	7/24/2020	76.77	0.00	0.00	0.00	0.00	76.77
Amazon Capital Services	1MLV-D476-4YPV	6/24/2020	7/24/2020	14.74	0.00	0.00	0.00	0.00	14.74
Amazon Capital Services	1MPD-FPQC-49RG	6/28/2020	7/28/2020	16.24	0.00	0.00	0.00	0.00	16.24
Amazon Capital Services	1MPD-FPQC-6NF7	6/29/2020	7/29/2020	97.75	0.00	0.00	0.00	0.00	97.75
Amazon Capital Services	1N3X-JKNQ-LY7L	8/4/2020	10/3/2020	48.80	0.00	0.00	0.00	0.00	48.80
Amazon Capital Services	1N3X-JKNQ-RG6T	8/4/2020	10/3/2020	52.08	0.00	0.00	0.00	0.00	52.08
Amazon Capital Services	1N9J-G33T-461L	6/22/2020	7/22/2020	16.15	0.00	0.00	0.00	0.00	16.15
Amazon Capital Services	1NFV-N76T-49DH	8/5/2020	10/4/2020	13.14	0.00	0.00	0.00	0.00	13.14
Amazon Capital Services	1NNT-7W63-136K	6/21/2020	7/21/2020	36.26	0.00	0.00	0.00	0.00	36.26
Amazon Capital Services	1NQ1-RT4Y-1WVW	6/22/2020	7/22/2020	7.28	0.00	0.00	0.00	0.00	7.28
Amazon Capital Services	1NQ1-RT4Y-3RYP	6/22/2020	7/22/2020	21.44	0.00	0.00	0.00	0.00	21.44
Amazon Capital Services	1NQ1-RT4Y-7XJD	6/22/2020	7/22/2020	9.60	0.00	0.00	0.00	0.00	9.60
Amazon Capital Services	1NQ1-RT4Y-7XRP	6/22/2020	7/22/2020	50.12	0.00	0.00	0.00	0.00	50.12
Amazon Capital Services	1NQ1-RT4Y-CNDR	6/23/2020	7/23/2020	31.88	0.00	0.00	0.00	0.00	31.88

Clarksville Charter School

Accounts Payable Aging

August 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Amazon Capital Services	1NQ1-RT4Y-CNN3	6/23/2020	7/23/2020	20.02	0.00	0.00	0.00	0.00	20.02
Amazon Capital Services	1NQ1-RT4Y-DLPY	6/23/2020	7/23/2020	40.43	0.00	0.00	0.00	0.00	40.43
Amazon Capital Services	1NQ1-RT4Y-DPDN	6/23/2020	7/23/2020	96.78	0.00	0.00	0.00	0.00	96.78
Amazon Capital Services	1NQ1-RT4Y-F9P9	6/23/2020	7/23/2020	35.16	0.00	0.00	0.00	0.00	35.16
Amazon Capital Services	1NQ1-RT4Y-FGHM	6/23/2020	7/23/2020	17.30	0.00	0.00	0.00	0.00	17.30
Amazon Capital Services	1NQ1-RT4Y-FR13	6/23/2020	7/23/2020	128.63	0.00	0.00	0.00	0.00	128.63
Amazon Capital Services	1NQ1-RT4Y-G44J	6/23/2020	7/23/2020	65.18	0.00	0.00	0.00	0.00	65.18
Amazon Capital Services	1NQ1-RT4Y-HGDP	6/23/2020	7/23/2020	48.01	0.00	0.00	0.00	0.00	48.01
Amazon Capital Services	1NQ1-RT4Y-HHVK	6/23/2020	7/23/2020	50.50	0.00	0.00	0.00	0.00	50.50
Amazon Capital Services	1NQ1-RT4Y-MNR4	6/23/2020	7/23/2020	21.32	0.00	0.00	0.00	0.00	21.32
Amazon Capital Services	1NQ1-RT4Y-NPXN	6/23/2020	7/23/2020	96.96	0.00	0.00	0.00	0.00	96.96
Amazon Capital Services	1NQ1-RT4Y-NQ4D	6/23/2020	7/23/2020	17.87	0.00	0.00	0.00	0.00	17.87
Amazon Capital Services	1NQ1-RT4Y-NX7X	6/23/2020	7/23/2020	53.92	0.00	0.00	0.00	0.00	53.92
Amazon Capital Services	1NQ1-RT4Y-P3NR	6/23/2020	7/23/2020	38.65	0.00	0.00	0.00	0.00	38.65
Amazon Capital Services	1NQ1-RT4Y-P411	6/23/2020	7/23/2020	160.82	0.00	0.00	0.00	0.00	160.82
Amazon Capital Services	1NQ1-RT4Y-PFT6	6/23/2020	7/23/2020	25.73	0.00	0.00	0.00	0.00	25.73
Amazon Capital Services	1NQ1-RT4Y-Q3MR	6/23/2020	7/23/2020	39.99	0.00	0.00	0.00	0.00	39.99
Amazon Capital Services	1NQ1-RT4Y-Q3NP	6/23/2020	7/23/2020	70.54	0.00	0.00	0.00	0.00	70.54
Amazon Capital Services	1NQ1-RT4Y-QF1P	6/23/2020	7/23/2020	19.31	0.00	0.00	0.00	0.00	19.31
Amazon Capital Services	1NQ1-RT4Y-QPYG	6/23/2020	7/23/2020	31.45	0.00	0.00	0.00	0.00	31.45
Amazon Capital Services	1NQ1-RT4Y-QRL6	6/23/2020	7/23/2020	38.62	0.00	0.00	0.00	0.00	38.62
Amazon Capital Services	1NQ1-RT4Y-RKCX	6/23/2020	7/23/2020	26.08	0.00	0.00	0.00	0.00	26.08
Amazon Capital Services	1NQ1-RT4Y-RLM7	6/23/2020	7/23/2020	22.72	0.00	0.00	0.00	0.00	22.72
Amazon Capital Services	1NQ1-RT4Y-TLQV	6/23/2020	7/23/2020	7.27	0.00	0.00	0.00	0.00	7.27
Amazon Capital Services	1NQ1-RT4Y-V6JQ	6/23/2020	7/23/2020	23.15	0.00	0.00	0.00	0.00	23.15
Amazon Capital Services	1NQ1-RT4Y-VX4P	6/23/2020	7/23/2020	145.58	0.00	0.00	0.00	0.00	145.58
Amazon Capital Services	1NQ1-RT4Y-VXH1	6/23/2020	7/23/2020	43.50	0.00	0.00	0.00	0.00	43.50
Amazon Capital Services	1NQ1-RT4Y-XC71	6/24/2020	7/24/2020	7.52	0.00	0.00	0.00	0.00	7.52
Amazon Capital Services	1NQ1-RT4Y-XX6H	6/24/2020	7/24/2020	32.52	0.00	0.00	0.00	0.00	32.52
Amazon Capital Services	1NQ1-RT4Y-XXT3	6/24/2020	7/24/2020	40.34	0.00	0.00	0.00	0.00	40.34
Amazon Capital Services	1NQ1-RT4Y-YNCG	6/24/2020	7/24/2020	15.14	0.00	0.00	0.00	0.00	15.14
Amazon Capital Services	1NQ1-RT4Y-YQ3Q	6/24/2020	7/24/2020	38.61	0.00	0.00	0.00	0.00	38.61
Amazon Capital Services	1NQ1-RT4Y-YQ7J	6/24/2020	7/24/2020	15.73	0.00	0.00	0.00	0.00	15.73
Amazon Capital Services	1NQX-CLNX-C343	7/10/2020	8/9/2020	53.84	0.00	0.00	0.00	0.00	53.84
Amazon Capital Services	1NQX-CLNX-QPWV	7/11/2020	8/10/2020	172.02	0.00	0.00	0.00	0.00	172.02
Amazon Capital Services	1NRD-97RM-KG67	6/12/2020	7/12/2020	106.63	0.00	0.00	0.00	0.00	106.63
Amazon Capital Services	1NTR-DV1T-3Y4M	6/29/2020	7/29/2020	7.50	0.00	0.00	0.00	0.00	7.50
Amazon Capital Services	1NTR-DV1T-K6Q7	6/30/2020	7/30/2020	6.93	0.00	0.00	0.00	0.00	6.93
Amazon Capital Services	1NTR-DV1T-QHKW	6/30/2020	7/30/2020	7.50	0.00	0.00	0.00	0.00	7.50
Amazon Capital Services	1P3V-FYC1-H1YK	6/17/2020	7/17/2020	82.57	0.00	0.00	0.00	0.00	82.57
Amazon Capital Services	1P3V-FYC1-KFJ1	6/17/2020	7/17/2020	21.88	0.00	0.00	0.00	0.00	21.88
Amazon Capital Services	1P3V-FYC1-PNJG	6/18/2020	7/18/2020	16.03	0.00	0.00	0.00	0.00	16.03
Amazon Capital Services	1P7G-7TF9-RVYD	8/11/2020	10/10/2020	54.28	0.00	0.00	0.00	0.00	54.28
Amazon Capital Services	1P7J-GGHX-3LCL	6/22/2020	7/22/2020	26.81	0.00	0.00	0.00	0.00	26.81
Amazon Capital Services	1P7J-GGHX-6NCD	6/22/2020	7/22/2020	66.66	0.00	0.00	0.00	0.00	66.66
Amazon Capital Services	1P7J-GGHX-96NV	6/22/2020	7/22/2020	47.73	0.00	0.00	0.00	0.00	47.73

Clarksville Charter School

Accounts Payable Aging

August 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Amazon Capital Services	1P7J-GGHX-CT49	6/23/2020	7/23/2020	20.46	0.00	0.00	0.00	0.00	20.46
Amazon Capital Services	1P7J-GGHX-DTPX	6/23/2020	7/23/2020	20.87	0.00	0.00	0.00	0.00	20.87
Amazon Capital Services	1P7J-GGHX-F6DD	6/23/2020	7/23/2020	8.18	0.00	0.00	0.00	0.00	8.18
Amazon Capital Services	1P7J-GGHX-FVDM	6/23/2020	7/23/2020	20.15	0.00	0.00	0.00	0.00	20.15
Amazon Capital Services	1P7J-GGHX-G4CF	6/23/2020	7/23/2020	68.05	0.00	0.00	0.00	0.00	68.05
Amazon Capital Services	1P7J-GGHX-G4W3	6/23/2020	7/23/2020	19.06	0.00	0.00	0.00	0.00	19.06
Amazon Capital Services	1P7J-GGHX-GGDY	6/23/2020	7/23/2020	38.76	0.00	0.00	0.00	0.00	38.76
Amazon Capital Services	1P7J-GGHX-GRK6	6/23/2020	7/23/2020	32.46	0.00	0.00	0.00	0.00	32.46
Amazon Capital Services	1P7J-GGHX-JJGL	6/23/2020	7/23/2020	29.59	0.00	0.00	0.00	0.00	29.59
Amazon Capital Services	1P7J-GGHX-L3C1	6/23/2020	7/23/2020	42.55	0.00	0.00	0.00	0.00	42.55
Amazon Capital Services	1P7J-GGHX-L64C	6/23/2020	7/23/2020	39.43	0.00	0.00	0.00	0.00	39.43
Amazon Capital Services	1P7J-GGHX-N4PX	6/23/2020	7/23/2020	6.78	0.00	0.00	0.00	0.00	6.78
Amazon Capital Services	1P7J-GGHX-PF4T	6/23/2020	7/23/2020	27.82	0.00	0.00	0.00	0.00	27.82
Amazon Capital Services	1P7J-GGHX-PGG7	6/23/2020	7/23/2020	7.87	0.00	0.00	0.00	0.00	7.87
Amazon Capital Services	1P7J-GGHX-PPGW	6/23/2020	7/23/2020	100.37	0.00	0.00	0.00	0.00	100.37
Amazon Capital Services	1P7J-GGHX-QMYP	6/23/2020	7/23/2020	6.21	0.00	0.00	0.00	0.00	6.21
Amazon Capital Services	1P7J-GGHX-QN6F	6/23/2020	7/23/2020	19.68	0.00	0.00	0.00	0.00	19.68
Amazon Capital Services	1P7J-GGHX-R93V	6/23/2020	7/23/2020	19.20	0.00	0.00	0.00	0.00	19.20
Amazon Capital Services	1P7J-GGHX-T77L	6/23/2020	7/23/2020	49.13	0.00	0.00	0.00	0.00	49.13
Amazon Capital Services	1P7J-GGHX-T9MN	6/23/2020	7/23/2020	71.97	0.00	0.00	0.00	0.00	71.97
Amazon Capital Services	1P7J-GGHX-X4T4	6/23/2020	7/23/2020	18.37	0.00	0.00	0.00	0.00	18.37
Amazon Capital Services	1P7J-GGHX-YM9Q	6/24/2020	7/24/2020	134.31	0.00	0.00	0.00	0.00	134.31
Amazon Capital Services	1P7J-GGHX-YYV3	6/24/2020	7/24/2020	18.12	0.00	0.00	0.00	0.00	18.12
Amazon Capital Services	1PC9-JQPQ-XJ6F	8/16/2020	10/15/2020	57.78	0.00	0.00	0.00	0.00	57.78
Amazon Capital Services	1PCF-VX66-4H3V	8/20/2020	10/19/2020	129.19	0.00	0.00	0.00	0.00	129.19
Amazon Capital Services	1PH1-YTMH-17PM	6/20/2020	7/20/2020	77.80	0.00	0.00	0.00	0.00	77.80
Amazon Capital Services	1PH1-YTMH-39G4	6/20/2020	7/20/2020	9.64	0.00	0.00	0.00	0.00	9.64
Amazon Capital Services	1PH1-YTMH-6X6Q	6/20/2020	7/20/2020	35.07	0.00	0.00	0.00	0.00	35.07
Amazon Capital Services	1PH1-YTMH-9XQF	6/20/2020	7/20/2020	14.77	0.00	0.00	0.00	0.00	14.77
Amazon Capital Services	1PH1-YTMH-D4MC	6/20/2020	7/20/2020	51.65	0.00	0.00	0.00	0.00	51.65
Amazon Capital Services	1PH1-YTMH-DJVG	6/20/2020	7/20/2020	12.86	0.00	0.00	0.00	0.00	12.86
Amazon Capital Services	1PH1-YTMH-KW6Y	6/21/2020	7/21/2020	6.90	0.00	0.00	0.00	0.00	6.90
Amazon Capital Services	1PH1-YTMH-N6XV	6/21/2020	7/21/2020	74.38	0.00	0.00	0.00	0.00	74.38
Amazon Capital Services	1PH1-YTMH-P6HT	6/21/2020	7/21/2020	42.78	0.00	0.00	0.00	0.00	42.78
Amazon Capital Services	1PH1-YTMH-QCYJ	6/21/2020	7/21/2020	100.42	0.00	0.00	0.00	0.00	100.42
Amazon Capital Services	1PH1-YTMH-QQPM	6/21/2020	7/21/2020	48.67	0.00	0.00	0.00	0.00	48.67
Amazon Capital Services	1PH1-YTMH-R4YL	6/21/2020	7/21/2020	29.94	0.00	0.00	0.00	0.00	29.94
Amazon Capital Services	1PK3-1GFL-MXDY	8/11/2020	10/10/2020	30.87	0.00	0.00	0.00	0.00	30.87
Amazon Capital Services	1PNF-JRN3-9CX7	6/29/2020	7/29/2020	7.58	0.00	0.00	0.00	0.00	7.58
Amazon Capital Services	1PNV-R7RL-HLNR	6/14/2020	7/14/2020	79.89	0.00	0.00	0.00	0.00	79.89
Amazon Capital Services	1PNV-R7RL-MMKM	6/14/2020	7/14/2020	37.89	0.00	0.00	0.00	0.00	37.89
Amazon Capital Services	1PNV-R7RL-NNWQ	6/14/2020	7/14/2020	6.21	0.00	0.00	0.00	0.00	6.21
Amazon Capital Services	1PQY-69GN-3NQX	5/31/2020	6/30/2020	(18.22)	0.00	0.00	0.00	0.00	(18.22)
Amazon Capital Services	1PWR-PY6X-6M93	7/12/2020	8/11/2020	15.04	0.00	0.00	0.00	0.00	15.04
Amazon Capital Services	1PYR-MVFQ-31RM	6/29/2020	7/29/2020	30.57	0.00	0.00	0.00	0.00	30.57
Amazon Capital Services	1Q37-NF34-3QRX	7/1/2020	7/31/2020	12.54	0.00	0.00	0.00	0.00	12.54

Clarksville Charter School

Accounts Payable Aging

August 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Amazon Capital Services	1Q3L-PRGP-17W7	7/11/2020	8/10/2020	19.65	0.00	0.00	0.00	0.00	19.65
Amazon Capital Services	1Q3L-PRGP-6TRL	7/12/2020	8/11/2020	19.38	0.00	0.00	0.00	0.00	19.38
Amazon Capital Services	1Q3L-PRGP-C9VQ	7/12/2020	8/11/2020	72.36	0.00	0.00	0.00	0.00	72.36
Amazon Capital Services	1Q7M-M636-76LC	8/20/2020	10/19/2020	70.08	0.00	0.00	0.00	0.00	70.08
Amazon Capital Services	1Q7M-M636-GH3M	8/21/2020	10/20/2020	23.05	0.00	0.00	0.00	0.00	23.05
Amazon Capital Services	1QFK-RV7R-1FWL	7/12/2020	8/11/2020	17.23	0.00	0.00	0.00	0.00	17.23
Amazon Capital Services	1QFK-RV7R-3FXG	7/12/2020	8/11/2020	19.94	0.00	0.00	0.00	0.00	19.94
Amazon Capital Services	1QPC-R7QG-49G1	6/22/2020	7/22/2020	32.12	0.00	0.00	0.00	0.00	32.12
Amazon Capital Services	1QTQ-99MP-4DNQ	6/10/2020	7/10/2020	14.58	0.00	0.00	0.00	0.00	14.58
Amazon Capital Services	1QTV-PLW3-M6T6	8/15/2020	10/14/2020	48.25	0.00	0.00	0.00	0.00	48.25
Amazon Capital Services	1QVW-4GVG-WTWQ	8/20/2020	10/19/2020	6.95	0.00	0.00	0.00	0.00	6.95
Amazon Capital Services	1QYY-G79Y-6W1Y	7/8/2020	8/7/2020	23.54	0.00	0.00	0.00	0.00	23.54
Amazon Capital Services	1QYY-G79Y-C3C3	7/8/2020	8/7/2020	9.69	0.00	0.00	0.00	0.00	9.69
Amazon Capital Services	1QYY-G79Y-DMDF	7/9/2020	8/8/2020	204.71	0.00	0.00	0.00	0.00	204.71
Amazon Capital Services	1QYY-G79Y-F4DR	7/9/2020	8/8/2020	122.38	0.00	0.00	0.00	0.00	122.38
Amazon Capital Services	1R3P-L3L6-1L96	6/22/2020	7/22/2020	8.23	0.00	0.00	0.00	0.00	8.23
Amazon Capital Services	1R3P-L3L6-3FJR	6/22/2020	7/22/2020	47.13	0.00	0.00	0.00	0.00	47.13
Amazon Capital Services	1R3P-L3L6-3TGJ	6/22/2020	7/22/2020	51.45	0.00	0.00	0.00	0.00	51.45
Amazon Capital Services	1R4N-QLQ6-17XV	6/16/2020	7/16/2020	40.91	0.00	0.00	0.00	0.00	40.91
Amazon Capital Services	1R4N-QLQ6-4FKF	6/16/2020	7/16/2020	87.46	0.00	0.00	0.00	0.00	87.46
Amazon Capital Services	1R4N-QLQ6-4J37	6/16/2020	7/16/2020	50.86	0.00	0.00	0.00	0.00	50.86
Amazon Capital Services	1R4N-QLQ6-9J4V	6/17/2020	7/17/2020	27.01	0.00	0.00	0.00	0.00	27.01
Amazon Capital Services	1R7C-9C4Q-1413	6/16/2020	7/16/2020	13.27	0.00	0.00	0.00	0.00	13.27
Amazon Capital Services	1R9F-4JXK-CNRV	6/27/2020	7/27/2020	41.71	0.00	0.00	0.00	0.00	41.71
Amazon Capital Services	1R9F-4JXK-DFJP	6/27/2020	7/27/2020	16.67	0.00	0.00	0.00	0.00	16.67
Amazon Capital Services	1R9F-4JXK-HJ19	6/27/2020	7/27/2020	26.80	0.00	0.00	0.00	0.00	26.80
Amazon Capital Services	1R9F-4JXK-HJJD	6/27/2020	7/27/2020	11.82	0.00	0.00	0.00	0.00	11.82
Amazon Capital Services	1R9F-4JXK-KJW9	6/27/2020	7/27/2020	50.26	0.00	0.00	0.00	0.00	50.26
Amazon Capital Services	1R9F-4JXK-KXTX	6/27/2020	7/27/2020	7.50	0.00	0.00	0.00	0.00	7.50
Amazon Capital Services	1R9F-4JXK-LLJX	6/27/2020	7/27/2020	29.39	0.00	0.00	0.00	0.00	29.39
Amazon Capital Services	1R9F-4JXK-WNDK	6/28/2020	7/28/2020	42.58	0.00	0.00	0.00	0.00	42.58
Amazon Capital Services	1RC7-JLNQ-117T	6/25/2020	7/25/2020	7.58	0.00	0.00	0.00	0.00	7.58
Amazon Capital Services	1RC7-JLNQ-11FJ	6/25/2020	7/25/2020	6.97	0.00	0.00	0.00	0.00	6.97
Amazon Capital Services	1RC7-JLNQ-G1HL	6/26/2020	7/26/2020	16.26	0.00	0.00	0.00	0.00	16.26
Amazon Capital Services	1RN1-XR7D-L4Q3	8/12/2020	10/11/2020	80.79	0.00	0.00	0.00	0.00	80.79
Amazon Capital Services	1RPK-WWNF-GGW7	6/10/2020	7/10/2020	27.03	0.00	0.00	0.00	0.00	27.03
Amazon Capital Services	1RTC-FT7R-MXQC	6/9/2020	7/9/2020	10.75	0.00	0.00	0.00	0.00	10.75
Amazon Capital Services	1RTP-TCDG-6FR1	6/18/2020	7/18/2020	8.57	0.00	0.00	0.00	0.00	8.57
Amazon Capital Services	1RTP-TCDG-GW3H	6/19/2020	7/19/2020	62.41	0.00	0.00	0.00	0.00	62.41
Amazon Capital Services	1RTP-TCDG-ND79	6/19/2020	7/19/2020	20.15	0.00	0.00	0.00	0.00	20.15
Amazon Capital Services	1RTP-TCDG-T4TT	6/19/2020	7/19/2020	13.93	0.00	0.00	0.00	0.00	13.93
Amazon Capital Services	1RTP-TCDG-XGMP	6/19/2020	7/19/2020	67.86	0.00	0.00	0.00	0.00	67.86
Amazon Capital Services	1RVT-PJMW-JQDN	8/19/2020	10/18/2020	36.94	0.00	0.00	0.00	0.00	36.94
Amazon Capital Services	1TG3-JK49-7YVN	7/8/2020	8/7/2020	40.58	0.00	0.00	0.00	0.00	40.58
Amazon Capital Services	1TG3-JK49-H1PH	7/9/2020	8/8/2020	10.15	0.00	0.00	0.00	0.00	10.15
Amazon Capital Services	1TG3-JK49-H9KL	7/9/2020	8/8/2020	7.39	0.00	0.00	0.00	0.00	7.39

Clarksville Charter School

Accounts Payable Aging

August 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Amazon Capital Services	1TM3-1CKG-3MPC	7/9/2020	8/8/2020	303.96	0.00	0.00	0.00	0.00	303.96
Amazon Capital Services	1TN3-FNYP-C9RQ	6/26/2020	7/26/2020	10.87	0.00	0.00	0.00	0.00	10.87
Amazon Capital Services	1TPJ-NW79-DDRC	8/12/2020	10/11/2020	14.47	0.00	0.00	0.00	0.00	14.47
Amazon Capital Services	1TRL-YT77-HQXJ	6/30/2020	7/30/2020	127.08	0.00	0.00	0.00	0.00	127.08
Amazon Capital Services	1TRY-1VK4-1J9W	6/24/2020	7/24/2020	20.57	0.00	0.00	0.00	0.00	20.57
Amazon Capital Services	1TRY-1VK4-1JHJ	6/24/2020	7/24/2020	27.98	0.00	0.00	0.00	0.00	27.98
Amazon Capital Services	1TRY-1VK4-1RX6	6/24/2020	7/24/2020	61.38	0.00	0.00	0.00	0.00	61.38
Amazon Capital Services	1TRY-1VK4-1VRG	6/24/2020	7/24/2020	10.84	0.00	0.00	0.00	0.00	10.84
Amazon Capital Services	1TRY-1VK4-1XQG	6/24/2020	7/24/2020	15.23	0.00	0.00	0.00	0.00	15.23
Amazon Capital Services	1TRY-1VK4-6NLR	6/24/2020	7/24/2020	40.09	0.00	0.00	0.00	0.00	40.09
Amazon Capital Services	1TRY-1VK4-6PQG	6/24/2020	7/24/2020	6.16	0.00	0.00	0.00	0.00	6.16
Amazon Capital Services	1TRY-1VK4-76RR	6/24/2020	7/24/2020	14.00	0.00	0.00	0.00	0.00	14.00
Amazon Capital Services	1TRY-1VK4-77K9	6/24/2020	7/24/2020	39.68	0.00	0.00	0.00	0.00	39.68
Amazon Capital Services	1TW4-QVW6-KWWH	8/4/2020	10/3/2020	8.57	0.00	0.00	0.00	0.00	8.57
Amazon Capital Services	1V3P-HP6Q-1VWF	6/28/2020	7/28/2020	54.77	0.00	0.00	0.00	0.00	54.77
Amazon Capital Services	1V3P-HP6Q-3N37	6/28/2020	7/28/2020	72.52	0.00	0.00	0.00	0.00	72.52
Amazon Capital Services	1V64-KPQ7-CGXR	6/29/2020	7/29/2020	12.98	0.00	0.00	0.00	0.00	12.98
Amazon Capital Services	1VMX-VL99-4V17	6/11/2020	7/11/2020	9.09	0.00	0.00	0.00	0.00	9.09
Amazon Capital Services	1VMX-VL99-9CWQ	6/11/2020	7/11/2020	9.42	0.00	0.00	0.00	0.00	9.42
Amazon Capital Services	1VMX-VL99-LTVL	6/12/2020	7/12/2020	46.64	0.00	0.00	0.00	0.00	46.64
Amazon Capital Services	1VN9-R73G-CFVY	6/30/2020	7/30/2020	48.14	0.00	0.00	0.00	0.00	48.14
Amazon Capital Services	1VNN-HCM1-TNKP	6/19/2020	7/19/2020	6.43	0.00	0.00	0.00	0.00	6.43
Amazon Capital Services	1VTM-NDGT-4VMN	6/10/2020	7/10/2020	31.12	0.00	0.00	0.00	0.00	31.12
Amazon Capital Services	1VV3-GNKL-GHM4	8/6/2020	10/5/2020	7.24	0.00	0.00	0.00	0.00	7.24
Amazon Capital Services	1W1K-ML4J-9MGK	6/11/2020	7/11/2020	5.29	0.00	0.00	0.00	0.00	5.29
Amazon Capital Services	1WDN-LC1V-4Y7C	6/18/2020	7/18/2020	45.89	0.00	0.00	0.00	0.00	45.89
Amazon Capital Services	1WDN-LC1V-VK77	6/19/2020	7/19/2020	38.78	0.00	0.00	0.00	0.00	38.78
Amazon Capital Services	1WDP-HCLN-9MRK	7/10/2020	8/9/2020	15.30	0.00	0.00	0.00	0.00	15.30
Amazon Capital Services	1WDP-HCLN-X4J7	7/11/2020	8/10/2020	86.18	0.00	0.00	0.00	0.00	86.18
Amazon Capital Services	1WJL-364W-6PMD	7/1/2020	7/31/2020	13.74	0.00	0.00	0.00	0.00	13.74
Amazon Capital Services	1WTC-MDGC-G7NL	7/3/2020	8/2/2020	13.93	0.00	0.00	0.00	0.00	13.93
Amazon Capital Services	1X11-T4JX-CWDM	6/27/2020	7/27/2020	19.46	0.00	0.00	0.00	0.00	19.46
Amazon Capital Services	1X11-T4JX-D74N	6/27/2020	7/27/2020	21.44	0.00	0.00	0.00	0.00	21.44
Amazon Capital Services	1X11-T4JX-J9N6	6/27/2020	7/27/2020	8.66	0.00	0.00	0.00	0.00	8.66
Amazon Capital Services	1X11-T4JX-M461	6/27/2020	7/27/2020	29.83	0.00	0.00	0.00	0.00	29.83
Amazon Capital Services	1X11-T4JX-RPPY	6/28/2020	7/28/2020	58.96	0.00	0.00	0.00	0.00	58.96
Amazon Capital Services	1X13-T1T7-6CQP	6/15/2020	7/15/2020	6.42	0.00	0.00	0.00	0.00	6.42
Amazon Capital Services	1X4H-FTR9-H6JH	8/21/2020	10/20/2020	40.65	0.00	0.00	0.00	0.00	40.65
Amazon Capital Services	1X67-JX4G-14HG	6/22/2020	7/22/2020	43.99	0.00	0.00	0.00	0.00	43.99
Amazon Capital Services	1X67-JX4G-4L97	6/22/2020	7/22/2020	8.61	0.00	0.00	0.00	0.00	8.61
Amazon Capital Services	1X67-JX4G-4LKL	6/22/2020	7/22/2020	2.03	0.00	0.00	0.00	0.00	2.03
Amazon Capital Services	1X67-JX4G-74PK	6/22/2020	7/22/2020	9.68	0.00	0.00	0.00	0.00	9.68
Amazon Capital Services	1X67-JX4G-993M	6/22/2020	7/22/2020	14.06	0.00	0.00	0.00	0.00	14.06
Amazon Capital Services	1X67-JX4G-9MVM	6/22/2020	7/22/2020	44.58	0.00	0.00	0.00	0.00	44.58
Amazon Capital Services	1X67-JX4G-9WCK	6/22/2020	7/22/2020	8.46	0.00	0.00	0.00	0.00	8.46
Amazon Capital Services	1X67-JX4G-D1MK	6/23/2020	7/23/2020	32.90	0.00	0.00	0.00	0.00	32.90

Clarksville Charter School

Accounts Payable Aging

August 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Amazon Capital Services	1X67-JX4G-D3JR	6/23/2020	7/23/2020	15.00	0.00	0.00	0.00	0.00	15.00
Amazon Capital Services	1X67-JX4G-DNJ7	6/23/2020	7/23/2020	37.51	0.00	0.00	0.00	0.00	37.51
Amazon Capital Services	1X67-JX4G-DP13	6/23/2020	7/23/2020	78.71	0.00	0.00	0.00	0.00	78.71
Amazon Capital Services	1X67-JX4G-FPNP	6/23/2020	7/23/2020	29.25	0.00	0.00	0.00	0.00	29.25
Amazon Capital Services	1X67-JX4G-G773	6/23/2020	7/23/2020	56.61	0.00	0.00	0.00	0.00	56.61
Amazon Capital Services	1X67-JX4G-GNV9	6/23/2020	7/23/2020	69.63	0.00	0.00	0.00	0.00	69.63
Amazon Capital Services	1X67-JX4G-HMF9	6/23/2020	7/23/2020	37.40	0.00	0.00	0.00	0.00	37.40
Amazon Capital Services	1X67-JX4G-HMYX	6/23/2020	7/23/2020	10.48	0.00	0.00	0.00	0.00	10.48
Amazon Capital Services	1X67-JX4G-JDGF	6/23/2020	7/23/2020	20.26	0.00	0.00	0.00	0.00	20.26
Amazon Capital Services	1X67-JX4G-LCNN	6/23/2020	7/23/2020	9.24	0.00	0.00	0.00	0.00	9.24
Amazon Capital Services	1X67-JX4G-LPDX	6/23/2020	7/23/2020	7.89	0.00	0.00	0.00	0.00	7.89
Amazon Capital Services	1X67-JX4G-N9KR	6/23/2020	7/23/2020	58.39	0.00	0.00	0.00	0.00	58.39
Amazon Capital Services	1X67-JX4G-NHD1	6/23/2020	7/23/2020	20.55	0.00	0.00	0.00	0.00	20.55
Amazon Capital Services	1X67-JX4G-PWLX	6/23/2020	7/23/2020	145.88	0.00	0.00	0.00	0.00	145.88
Amazon Capital Services	1X67-JX4G-RLDN	6/23/2020	7/23/2020	29.51	0.00	0.00	0.00	0.00	29.51
Amazon Capital Services	1X67-JX4G-T1HV	6/23/2020	7/23/2020	35.57	0.00	0.00	0.00	0.00	35.57
Amazon Capital Services	1X67-JX4G-T31N	6/23/2020	7/23/2020	8.45	0.00	0.00	0.00	0.00	8.45
Amazon Capital Services	1X67-JX4G-T33L	6/23/2020	7/23/2020	15.00	0.00	0.00	0.00	0.00	15.00
Amazon Capital Services	1X67-JX4G-T73H	6/23/2020	7/23/2020	7.50	0.00	0.00	0.00	0.00	7.50
Amazon Capital Services	1X67-JX4G-TC3F	6/23/2020	7/23/2020	26.80	0.00	0.00	0.00	0.00	26.80
Amazon Capital Services	1X67-JX4G-TC67	6/23/2020	7/23/2020	43.42	0.00	0.00	0.00	0.00	43.42
Amazon Capital Services	1X67-JX4G-TCKG	6/23/2020	7/23/2020	23.26	0.00	0.00	0.00	0.00	23.26
Amazon Capital Services	1X67-JX4G-TGJG	6/23/2020	7/23/2020	19.26	0.00	0.00	0.00	0.00	19.26
Amazon Capital Services	1X67-JX4G-VG43	6/23/2020	7/23/2020	26.20	0.00	0.00	0.00	0.00	26.20
Amazon Capital Services	1X67-JX4G-X6FN	6/23/2020	7/23/2020	21.72	0.00	0.00	0.00	0.00	21.72
Amazon Capital Services	1X67-JX4G-Y6RP	6/24/2020	7/24/2020	6.95	0.00	0.00	0.00	0.00	6.95
Amazon Capital Services	1X67-JX4G-YCK3	6/24/2020	7/24/2020	41.83	0.00	0.00	0.00	0.00	41.83
Amazon Capital Services	1X67-JX4G-YJMP	6/24/2020	7/24/2020	14.51	0.00	0.00	0.00	0.00	14.51
Amazon Capital Services	1X9M-YFGV-1LR6	7/9/2020	8/8/2020	93.67	0.00	0.00	0.00	0.00	93.67
Amazon Capital Services	1XD4-FTHH-J9GV	8/19/2020	10/18/2020	12.27	0.00	0.00	0.00	0.00	12.27
Amazon Capital Services	1XDP-4QF6-11QQ	6/21/2020	7/21/2020	38.21	0.00	0.00	0.00	0.00	38.21
Amazon Capital Services	1XDR-WFDK-3NRD	6/18/2020	7/18/2020	20.03	0.00	0.00	0.00	0.00	20.03
Amazon Capital Services	1XDR-WFDK-44HJ	6/18/2020	7/18/2020	23.58	0.00	0.00	0.00	0.00	23.58
Amazon Capital Services	1XDR-WFDK-MJ6N	6/19/2020	7/19/2020	95.45	0.00	0.00	0.00	0.00	95.45
Amazon Capital Services	1XDR-WFDK-QJNF	6/19/2020	7/19/2020	3.42	0.00	0.00	0.00	0.00	3.42
Amazon Capital Services	1XDR-WFDK-QP91	6/19/2020	7/19/2020	37.53	0.00	0.00	0.00	0.00	37.53
Amazon Capital Services	1XDR-WFDK-V6C9	6/19/2020	7/19/2020	7.50	0.00	0.00	0.00	0.00	7.50
Amazon Capital Services	1XH1-H7Y7-37DD	6/9/2020	7/9/2020	14.46	0.00	0.00	0.00	0.00	14.46
Amazon Capital Services	1XHV-DXFH-QTD1	6/16/2020	7/16/2020	72.37	0.00	0.00	0.00	0.00	72.37
Amazon Capital Services	1XMY-6KCK-CRFC	8/5/2020	10/4/2020	113.92	0.00	0.00	0.00	0.00	113.92
Amazon Capital Services	1XRV-6GRH-1J9C	6/24/2020	7/24/2020	16.30	0.00	0.00	0.00	0.00	16.30
Amazon Capital Services	1XRV-6GRH-4QTN	6/24/2020	7/24/2020	22.98	0.00	0.00	0.00	0.00	22.98
Amazon Capital Services	1XRV-6GRH-6PK7	6/24/2020	7/24/2020	9.07	0.00	0.00	0.00	0.00	9.07
Amazon Capital Services	1XRV-6GRH-6TQN	6/24/2020	7/24/2020	9.62	0.00	0.00	0.00	0.00	9.62
Amazon Capital Services	1XRV-6GRH-7F3G	6/24/2020	7/24/2020	6.98	0.00	0.00	0.00	0.00	6.98
Amazon Capital Services	1XRV-6GRH-91V1	6/24/2020	7/24/2020	24.70	0.00	0.00	0.00	0.00	24.70

Clarksville Charter School

Accounts Payable Aging

August 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Amazon Capital Services	1XRV-6GRH-9PGD	6/24/2020	7/24/2020	24.67	0.00	0.00	0.00	0.00	24.67
Amazon Capital Services	1XRV-6GRH-9QFF	6/24/2020	7/24/2020	13.18	0.00	0.00	0.00	0.00	13.18
Amazon Capital Services	1XRV-6GRH-CJNW	6/24/2020	7/24/2020	12.23	0.00	0.00	0.00	0.00	12.23
Amazon Capital Services	1XRV-6GRH-FXNC	6/24/2020	7/24/2020	32.11	0.00	0.00	0.00	0.00	32.11
Amazon Capital Services	1XRV-6GRH-IHC9	6/24/2020	7/24/2020	70.75	0.00	0.00	0.00	0.00	70.75
Amazon Capital Services	1XRV-6GRH-J74W	6/25/2020	7/25/2020	48.62	0.00	0.00	0.00	0.00	48.62
Amazon Capital Services	1XRV-6GRH-K1X9	6/25/2020	7/25/2020	25.46	0.00	0.00	0.00	0.00	25.46
Amazon Capital Services	1XRV-6GRH-TXYN	6/25/2020	7/25/2020	44.92	0.00	0.00	0.00	0.00	44.92
Amazon Capital Services	1XRV-6GRH-YTFQ	6/25/2020	7/25/2020	8.53	0.00	0.00	0.00	0.00	8.53
Amazon Capital Services	1Y1R-6J36-VPCK	7/11/2020	8/10/2020	32.73	0.00	0.00	0.00	0.00	32.73
Amazon Capital Services	1Y6C-7LRF-3LY9	6/20/2020	7/20/2020	4.02	0.00	0.00	0.00	0.00	4.02
Amazon Capital Services	1Y6C-7LRF-6Y6F	6/20/2020	7/20/2020	15.28	0.00	0.00	0.00	0.00	15.28
Amazon Capital Services	1Y6C-7LRF-D67R	6/20/2020	7/20/2020	12.00	0.00	0.00	0.00	0.00	12.00
Amazon Capital Services	1Y6C-7LRF-D6DK	6/20/2020	7/20/2020	111.79	0.00	0.00	0.00	0.00	111.79
Amazon Capital Services	1Y6C-7LRF-DHHY	6/20/2020	7/20/2020	71.21	0.00	0.00	0.00	0.00	71.21
Amazon Capital Services	1Y6C-7LRF-FQHM	6/20/2020	7/20/2020	96.36	0.00	0.00	0.00	0.00	96.36
Amazon Capital Services	1Y6C-7LRF-HWQN	6/20/2020	7/20/2020	22.05	0.00	0.00	0.00	0.00	22.05
Amazon Capital Services	1Y6C-7LRF-NCVL	6/21/2020	7/21/2020	26.93	0.00	0.00	0.00	0.00	26.93
Amazon Capital Services	1Y6C-7LRF-QG4T	6/21/2020	7/21/2020	32.46	0.00	0.00	0.00	0.00	32.46
Amazon Capital Services	1Y6C-7LRF-TFH1	6/21/2020	7/21/2020	34.17	0.00	0.00	0.00	0.00	34.17
Amazon Capital Services	1Y6C-7LRF-TGRC	6/21/2020	7/21/2020	14.26	0.00	0.00	0.00	0.00	14.26
Amazon Capital Services	1Y6C-7LRF-TR3F	6/21/2020	7/21/2020	6.61	0.00	0.00	0.00	0.00	6.61
Amazon Capital Services	1YDR-VVHG-H7QK	8/6/2020	10/5/2020	52.48	0.00	0.00	0.00	0.00	52.48
Amazon Capital Services	1YGQ-P7VG-Y4KW	8/20/2020	10/19/2020	20.36	0.00	0.00	0.00	0.00	20.36
Amazon Capital Services	1YGY-NXFG-FHPN	6/12/2020	7/12/2020	60.97	0.00	0.00	0.00	0.00	60.97
Amazon Capital Services	1YGY-NXFG-WXFQ	6/13/2020	7/13/2020	30.96	0.00	0.00	0.00	0.00	30.96
Amazon Capital Services	1YHC-D6PQ-F79X	6/29/2020	7/29/2020	6.51	0.00	0.00	0.00	0.00	6.51
Amazon Capital Services	1YJ1-JJML-F67W	7/8/2020	8/7/2020	5.70	0.00	0.00	0.00	0.00	5.70
Amazon Capital Services	1YQQ-7LJ7-LMWH	8/15/2020	10/14/2020	46.98	0.00	0.00	0.00	0.00	46.98
Amazon Capital Services	1YTG-GPR6-11Y1	6/24/2020	7/24/2020	36.13	0.00	0.00	0.00	0.00	36.13
Amazon Capital Services	1YTG-GPR6-47GW	6/24/2020	7/24/2020	22.60	0.00	0.00	0.00	0.00	22.60
Amazon Capital Services	1YTG-GPR6-6DCX	6/24/2020	7/24/2020	9.89	0.00	0.00	0.00	0.00	9.89
Amazon Capital Services	1YTG-GPR6-7KXC	6/24/2020	7/24/2020	33.83	0.00	0.00	0.00	0.00	33.83
Amazon Capital Services	1YTG-GPR6-7PTF	6/24/2020	7/24/2020	8.78	0.00	0.00	0.00	0.00	8.78
Amazon Capital Services	1YTG-GPR6-C1HN	6/24/2020	7/24/2020	18.01	0.00	0.00	0.00	0.00	18.01
Amazon Capital Services	1YTG-GPR6-C391	6/24/2020	7/24/2020	7.49	0.00	0.00	0.00	0.00	7.49
Amazon Capital Services	1YTG-GPR6-GLVY	6/24/2020	7/24/2020	65.03	0.00	0.00	0.00	0.00	65.03
Amazon Capital Services	1YTG-GPR6-HC1W	6/24/2020	7/24/2020	36.45	0.00	0.00	0.00	0.00	36.45
Amazon Capital Services	1YTG-GPR6-HFXX	6/24/2020	7/24/2020	32.27	0.00	0.00	0.00	0.00	32.27
Amazon Capital Services	1YTG-GPR6-JPVP	6/25/2020	7/25/2020	21.43	0.00	0.00	0.00	0.00	21.43
Amazon Capital Services	1YTG-GPR6-LG3G	6/25/2020	7/25/2020	47.19	0.00	0.00	0.00	0.00	47.19
Amazon Capital Services	1YTG-GPR6-MLL4	6/25/2020	7/25/2020	5.42	0.00	0.00	0.00	0.00	5.42
Amazon Capital Services	1YTG-GPR6-NRJ1	6/25/2020	7/25/2020	5.38	0.00	0.00	0.00	0.00	5.38
Amazon Capital Services	1YTG-GPR6-PGGJ	6/25/2020	7/25/2020	32.95	0.00	0.00	0.00	0.00	32.95
Amazon Capital Services	1YTG-GPR6-PYNF	6/25/2020	7/25/2020	26.80	0.00	0.00	0.00	0.00	26.80
Amazon Capital Services	1YTG-GPR6-TXRW	6/25/2020	7/25/2020	144.69	0.00	0.00	0.00	0.00	144.69

Clarksville Charter School

Accounts Payable Aging

August 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Amazon Capital Services	1YTG-GPR6-VDX4	6/25/2020	7/25/2020	67.74	0.00	0.00	0.00	0.00	67.74
Amazon Capital Services	1YTG-GPR6-WJF3	6/25/2020	7/25/2020	6.48	0.00	0.00	0.00	0.00	6.48
Amazon Capital Services	1YY3-CL7K-1Y9T	6/17/2020	7/17/2020	21.18	0.00	0.00	0.00	0.00	21.18
Amazon Capital Services	1YY3-CL7K-9MVJ	6/17/2020	7/17/2020	71.94	0.00	0.00	0.00	0.00	71.94
Amazon Capital Services	1YY3-CL7K-D4KJ	6/17/2020	7/17/2020	23.05	0.00	0.00	0.00	0.00	23.05
Amazon Capital Services	1YY3-CL7K-J7PQ	6/17/2020	7/17/2020	15.10	0.00	0.00	0.00	0.00	15.10
American River Speech Therapy	12032351	6/29/2020	7/29/2020	250.00	0.00	0.00	0.00	0.00	250.00
Anne Roos	060920	6/9/2020	7/9/2020	150.00	0.00	0.00	0.00	0.00	150.00
Anne Roos	061720	7/1/2020	7/31/2020	150.00	0.00	0.00	0.00	0.00	150.00
Auburn Gymnastics Center	AUBU063020	6/30/2020	7/30/2020	10.00	0.00	0.00	0.00	0.00	10.00
Bach 2 Rock	062320LH	6/23/2020	7/23/2020	222.00	0.00	0.00	0.00	0.00	222.00
Bach 2 Rock	062320SH	6/23/2020	7/23/2020	222.00	0.00	0.00	0.00	0.00	222.00
Bach 2 Rock	062420LH	6/24/2020	7/24/2020	38.00	0.00	0.00	0.00	0.00	38.00
Bach 2 Rock	062420SH	6/24/2020	7/24/2020	38.00	0.00	0.00	0.00	0.00	38.00
Bach 2 Rock	062520LH	6/25/2020	7/25/2020	529.00	0.00	0.00	0.00	0.00	529.00
Bach 2 Rock	062620LH	6/26/2020	7/26/2020	152.00	0.00	0.00	0.00	0.00	152.00
Beautiful Feet Books, Inc.	12099	6/11/2020	7/11/2020	313.63	0.00	0.00	0.00	0.00	313.63
Beautiful Feet Books, Inc.	12108	6/11/2020	7/11/2020	147.59	0.00	0.00	0.00	0.00	147.59
Beautiful Feet Books, Inc.	12397	8/6/2020	9/5/2020	34.04	0.00	0.00	0.00	0.00	34.04
Beautiful Feet Books, Inc.	12417	8/6/2020	9/5/2020	214.08	0.00	0.00	0.00	0.00	214.08
Beautiful Feet Books, Inc.	12462	8/11/2020	9/10/2020	284.69	0.00	0.00	0.00	0.00	284.69
Beautiful Feet Books, Inc.	12490	8/12/2020	9/11/2020	86.69	0.00	0.00	0.00	0.00	86.69
Beda Brazilian Jiu Jitsu Academy	RRJuly2020	7/28/2020	7/28/2020	157.50	0.00	0.00	0.00	0.00	157.50
Beda Brazilian Jiu Jitsu Academy	SRJuly2020	7/28/2020	7/28/2020	157.50	0.00	0.00	0.00	0.00	157.50
Bitsbox	2892	8/7/2020	8/7/2020	101.85	0.00	0.00	0.00	0.00	101.85
Brave Writer, LLC	16862945	8/4/2020	8/4/2020	47.80	0.00	0.00	0.00	0.00	47.80
Brenda Crosier	07072020CL	7/7/2020	8/6/2020	170.00	0.00	0.00	0.00	0.00	170.00
Bright Thinker	SINV1672	8/13/2020	9/12/2020	232.74	0.00	0.00	0.00	0.00	232.74
Bright Thinker	SINV1673	8/13/2020	9/12/2020	124.49	0.00	0.00	0.00	0.00	124.49
Bright Thinker	SINV1681	8/13/2020	9/12/2020	248.98	0.00	0.00	0.00	0.00	248.98
Bright Thinker	SINV1682	8/13/2020	9/12/2020	465.48	0.00	0.00	0.00	0.00	465.48
Bright Thinker	SINV1683	8/13/2020	9/12/2020	248.98	0.00	0.00	0.00	0.00	248.98
Bright Thinker	SINV1750	8/16/2020	9/15/2020	248.98	0.00	0.00	0.00	0.00	248.98
Bright Thinker	SINV1751	8/16/2020	9/15/2020	248.98	0.00	0.00	0.00	0.00	248.98
Bright Thinker	SINV1752	8/16/2020	9/15/2020	248.98	0.00	0.00	0.00	0.00	248.98
Bright Thinker	SINV1753	8/16/2020	9/15/2020	357.23	0.00	0.00	0.00	0.00	357.23
Bright Thinker	SINV1754	8/16/2020	9/15/2020	124.49	0.00	0.00	0.00	0.00	124.49
Bright Thinker	SINV1755	8/16/2020	9/15/2020	357.23	0.00	0.00	0.00	0.00	357.23
Bright Thinker	SINV1756	8/16/2020	9/15/2020	124.49	0.00	0.00	0.00	0.00	124.49
Bright Thinker	SINV1757	8/17/2020	9/16/2020	248.98	0.00	0.00	0.00	0.00	248.98
Bright Thinker	SINV1758	8/17/2020	9/16/2020	248.98	0.00	0.00	0.00	0.00	248.98
Bright Thinker	SINV1760	8/17/2020	9/16/2020	357.23	0.00	0.00	0.00	0.00	357.23
Bright Thinker	SINV1761	8/17/2020	9/16/2020	357.23	0.00	0.00	0.00	0.00	357.23
BYU Independent Study	DCE-00005707	8/3/2020	8/3/2020	144.00	0.00	0.00	0.00	0.00	144.00
Cabrillo Point Academy	CPA-CCS	6/30/2020	6/30/2020	9,528.11	0.00	0.00	0.00	0.00	9,528.11
Capuchino Therapy Group	123572	6/19/2020	7/19/2020	1,260.00	0.00	0.00	0.00	0.00	1,260.00

Clarksville Charter School

Accounts Payable Aging

August 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Carol Ng	CN-03A	8/3/2020	9/2/2020	300.00	0.00	0.00	0.00	0.00	300.00
Chiung-Hwa Bryce	Aranas July 2020	7/1/2020	7/31/2020	300.00	0.00	0.00	0.00	0.00	300.00
Chiung-Hwa Bryce	Aranas June 2020	6/24/2020	7/24/2020	250.00	0.00	0.00	0.00	0.00	250.00
Communication Tools	1470	6/25/2020	7/25/2020	325.00	0.00	0.00	0.00	0.00	325.00
Corrinne Carrabello	Inspire 75	7/8/2020	8/7/2020	80.00	0.00	0.00	0.00	0.00	80.00
Crafty School Crates	17793	6/22/2020	7/22/2020	232.07	0.00	0.00	0.00	0.00	232.07
Crocker House Creative Arts	06222020	6/22/2020	7/22/2020	380.00	0.00	0.00	0.00	0.00	380.00
Cutting-Edge Aquatics, Inc.	100	7/27/2020	8/26/2020	792.00	0.00	0.00	0.00	0.00	792.00
Cutting-Edge Aquatics, Inc.	27	6/10/2020	7/10/2020	1,196.00	0.00	0.00	0.00	0.00	1,196.00
Debra King	1720	7/13/2020	8/12/2020	738.00	0.00	0.00	0.00	0.00	738.00
DNA Dance Collective	216	6/17/2020	7/17/2020	665.00	0.00	0.00	0.00	0.00	665.00
Donna Dexter	103	6/16/2020	7/16/2020	50.00	0.00	0.00	0.00	0.00	50.00
eat2explore	100739	8/10/2020	9/9/2020	109.84	0.00	0.00	0.00	0.00	109.84
Edgenuity Inc	159005	7/20/2020	8/19/2020	261,500.00	0.00	0.00	0.00	0.00	261,500.00
Educational Development Corporation	DIR6033065	5/13/2020	7/12/2020	32.99	0.00	0.00	0.00	0.00	32.99
Educational Development Corporation	DIR6474622	6/30/2020	7/30/2020	65.23	0.00	0.00	0.00	0.00	65.23
Educational Development Corporation	DIR6474623	6/30/2020	7/30/2020	84.59	0.00	0.00	0.00	0.00	84.59
Educational Development Corporation	DIR6525957	7/1/2020	7/31/2020	91.29	0.00	0.00	0.00	0.00	91.29
Educational Development Corporation	DIR6525959	7/2/2020	8/1/2020	170.07	0.00	0.00	0.00	0.00	170.07
Educational Development Corporation	DIR6525966	7/6/2020	8/5/2020	16.71	0.00	0.00	0.00	0.00	16.71
Educational Development Corporation	DIR6525969	7/6/2020	8/5/2020	71.29	0.00	0.00	0.00	0.00	71.29
Educational Development Corporation	DIR6525970	7/6/2020	8/5/2020	95.56	0.00	0.00	0.00	0.00	95.56
Educational Development Corporation	DIR6525972	7/6/2020	8/5/2020	99.08	0.00	0.00	0.00	0.00	99.08
Educational Development Corporation	DIR6540289	7/7/2020	8/6/2020	276.39	0.00	0.00	0.00	0.00	276.39
Educational Development Corporation	DIR6579772	7/11/2020	8/10/2020	7.99	0.00	0.00	0.00	0.00	7.99
Educational Development Corporation	DIR6603388	7/13/2020	8/12/2020	7.99	0.00	0.00	0.00	0.00	7.99
eDynamic Learning	20-0129 CREDIT	3/27/2020	4/26/2020	(265.00)	0.00	0.00	0.00	0.00	(265.00)
eDynamic Learning	20-0437	8/12/2020	9/11/2020	85.00	0.00	0.00	0.00	0.00	85.00
eDynamic Learning	20-0528	8/20/2020	9/19/2020	255.00	0.00	0.00	0.00	0.00	255.00
eDynamic Learning	20-0565	8/21/2020	9/20/2020	265.00	0.00	0.00	0.00	0.00	265.00
Elemental Science	IN-2307	7/3/2020	8/2/2020	216.78	0.00	0.00	0.00	0.00	216.78
Elemental Science	IN-2499	8/15/2020	9/14/2020	73.70	0.00	0.00	0.00	0.00	73.70
Elite Studio of Dance	45645	8/11/2020	9/10/2020	210.00	0.00	0.00	0.00	0.00	210.00
Elite Studio of Dance	45646	8/11/2020	9/10/2020	210.00	0.00	0.00	0.00	0.00	210.00
EMH Sports USA, Inc.	144-236829-6	7/9/2020	8/8/2020	510.00	0.00	0.00	0.00	0.00	510.00
Eric Anderson	2020-109561 001	8/17/2020	9/16/2020	45.00	0.00	0.00	0.00	0.00	45.00
Eric Anderson	2020-109561 002	8/17/2020	9/16/2020	45.00	0.00	0.00	0.00	0.00	45.00
Eric Hellberg	13	7/17/2020	8/16/2020	1,370.00	0.00	0.00	0.00	0.00	1,370.00
First Choice Tutoring	463	8/2/2020	9/1/2020	514.50	0.00	0.00	0.00	0.00	514.50
Folsom Theatre Co.	105	8/21/2020	9/20/2020	3,500.00	0.00	0.00	0.00	0.00	3,500.00
Foothills Dance Studio	030	7/2/2020	8/1/2020	1,948.50	0.00	0.00	0.00	0.00	1,948.50
Global Teletherapy	3656	6/29/2020	7/29/2020	11,234.56	0.00	0.00	0.00	0.00	11,234.56
Global Teletherapy	3720	7/7/2020	8/6/2020	913.00	0.00	0.00	0.00	0.00	913.00
Gold Country Taekwondo	202004-JZ	8/4/2020	9/3/2020	189.00	0.00	0.00	0.00	0.00	189.00
Golden State School Services	882505	6/27/2020	7/27/2020	60.00	0.00	0.00	0.00	0.00	60.00
Golden State School Services	882506	6/27/2020	7/27/2020	120.00	0.00	0.00	0.00	0.00	120.00

Clarksville Charter School

Accounts Payable Aging

August 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Griffin Tutoring	2020-06CLA-3	6/11/2020	7/11/2020	225.00	0.00	0.00	0.00	0.00	225.00
Haynes Family of Programs	OT41.1-02	6/15/2020	7/15/2020	495.00	0.00	0.00	0.00	0.00	495.00
Haynes Family of Programs	OT41.1-03	7/13/2020	8/12/2020	330.00	0.00	0.00	0.00	0.00	330.00
Haynes Family of Programs	OT41.2-02	6/15/2020	7/15/2020	165.00	0.00	0.00	0.00	0.00	165.00
Haynes Family of Programs	OT41.2-03	7/13/2020	8/12/2020	82.50	0.00	0.00	0.00	0.00	82.50
Heartland Charter School	HCS-CCS	6/30/2020	6/30/2020	32,618.93	0.00	0.00	0.00	0.00	32,618.93
Heather Williams	1066	6/30/2020	7/31/2020	140.00	0.00	0.00	0.00	0.00	140.00
Heather Williams	1067	6/30/2020	7/31/2020	140.00	0.00	0.00	0.00	0.00	140.00
Heather Williams	1199	8/19/2020	8/19/2020	140.00	0.00	0.00	0.00	0.00	140.00
Hilary Anthony	084	7/9/2020	8/8/2020	150.00	0.00	0.00	0.00	0.00	150.00
Hilary Anthony	085	7/9/2020	8/8/2020	130.00	0.00	0.00	0.00	0.00	130.00
Hilary Anthony	086	7/9/2020	8/8/2020	660.00	0.00	0.00	0.00	0.00	660.00
Hilary Anthony	087	7/9/2020	8/8/2020	390.00	0.00	0.00	0.00	0.00	390.00
Hilary Anthony	088	7/9/2020	8/8/2020	40.00	0.00	0.00	0.00	0.00	40.00
History Unboxed LLC	wc-7845HU	7/22/2020	8/21/2020	122.65	0.00	0.00	0.00	0.00	122.65
History Unboxed LLC	wc-7847HU	7/22/2020	8/21/2020	192.43	0.00	0.00	0.00	0.00	192.43
History Unboxed LLC	wc-8078HU	8/18/2020	9/17/2020	670.80	0.00	0.00	0.00	0.00	670.80
Home Science Tools	1024718A	7/2/2020	8/31/2020	73.78	0.00	0.00	0.00	0.00	73.78
Home Science Tools	1024722A	7/7/2020	8/6/2020	193.09	0.00	0.00	0.00	0.00	193.09
Home Science Tools	1024726A	7/7/2020	8/6/2020	117.36	0.00	0.00	0.00	0.00	117.36
Home Science Tools	1039930A	8/14/2020	9/13/2020	55.21	0.00	0.00	0.00	0.00	55.21
HTP Services, Inc.	5039	6/25/2020	7/25/2020	92.00	0.00	0.00	0.00	0.00	92.00
Institute for Excellence in Writing	654007	6/11/2020	7/11/2020	193.25	0.00	0.00	0.00	0.00	193.25
Institute for Excellence in Writing	662805	6/11/2020	7/11/2020	43.54	0.00	0.00	0.00	0.00	43.54
Institute for Excellence in Writing	662819	6/11/2020	7/11/2020	193.25	0.00	0.00	0.00	0.00	193.25
Institute for Excellence in Writing	674039	6/30/2020	7/30/2020	58.55	0.00	0.00	0.00	0.00	58.55
Institute for Excellence in Writing	674044	6/30/2020	7/30/2020	37.10	0.00	0.00	0.00	0.00	37.10
Institute for Excellence in Writing	674048	6/30/2020	7/30/2020	37.10	0.00	0.00	0.00	0.00	37.10
Institute for Excellence in Writing	674050	6/30/2020	7/30/2020	22.09	0.00	0.00	0.00	0.00	22.09
Institute for Excellence in Writing	674882	7/2/2020	8/1/2020	172.55	0.00	0.00	0.00	0.00	172.55
Institute for Excellence in Writing	674956	7/2/2020	8/2/2020	109.04	0.00	0.00	0.00	0.00	109.04
Institute for Excellence in Writing	693031	8/6/2020	9/6/2020	42.81	0.00	0.00	0.00	0.00	42.81
Institute for Excellence in Writing	694971	8/10/2020	9/9/2020	58.55	0.00	0.00	0.00	0.00	58.55
Institute for Excellence in Writing	700450	8/17/2020	9/14/2020	333.09	0.00	0.00	0.00	0.00	333.09
Institute for Excellence in Writing	703416	8/20/2020	9/20/2020	58.80	0.00	0.00	0.00	0.00	58.80
Institute for Excellence in Writing	704916	8/20/2020	9/19/2020	144.53	0.00	0.00	0.00	0.00	144.53
Inversion Gym	1026	6/10/2020	7/10/2020	2,120.40	0.00	0.00	0.00	0.00	2,120.40
Inversion Gym	1027	8/9/2020	9/8/2020	560.00	0.00	0.00	0.00	0.00	560.00
Jabbergym	12826	7/6/2020	8/5/2020	440.00	0.00	0.00	0.00	0.00	440.00
JacKris Publishing, LLC	968	7/2/2020	8/1/2020	32.99	0.00	0.00	0.00	0.00	32.99
JacKris Publishing, LLC	969	7/2/2020	8/1/2020	32.99	0.00	0.00	0.00	0.00	32.99
Kaizen Martial Arts Academy	1323CM	6/29/2020	7/29/2020	240.00	0.00	0.00	0.00	0.00	240.00
Kaizen Martial Arts Academy	1324CM	6/29/2020	7/29/2020	240.00	0.00	0.00	0.00	0.00	240.00
Kaizen Martial Arts Academy	BARB	4/30/2020	5/30/2020	(420.00)	0.00	0.00	0.00	0.00	(420.00)
Karina Sheremet	1926	7/1/2020	7/31/2020	350.00	0.00	0.00	0.00	0.00	350.00
Kelly BJJ	57	6/26/2020	7/26/2020	72.50	0.00	0.00	0.00	0.00	72.50

Clarksville Charter School

Accounts Payable Aging

August 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Kelly BJJ	58	6/27/2020	7/27/2020	72.50	0.00	0.00	0.00	0.00	72.50
Kelly BJJ	59	6/26/2020	7/26/2020	145.00	0.00	0.00	0.00	0.00	145.00
Kimberly Snow	3294	7/14/2020	8/13/2020	349.98	0.00	0.00	0.00	0.00	349.98
Kimberly Snow	3350	8/4/2020	9/3/2020	420.00	0.00	0.00	0.00	0.00	420.00
KiwiCo, Inc.	ST-IAE7KYWQ	6/15/2020	7/15/2020	257.29	0.00	0.00	0.00	0.00	257.29
KiwiCo, Inc.	ST-IAFPNQXA	7/1/2020	7/31/2020	219.86	0.00	0.00	0.00	0.00	219.86
KiwiCo, Inc.	ST-IAFX7PNI	6/15/2020	7/15/2020	80.28	0.00	0.00	0.00	0.00	80.28
KiwiCo, Inc.	ST-IBQT4VOI	6/22/2020	7/22/2020	235.95	0.00	0.00	0.00	0.00	235.95
KiwiCo, Inc.	ST-IBXJQLII	6/22/2020	7/22/2020	235.95	0.00	0.00	0.00	0.00	235.95
KiwiCo, Inc.	ST-IDLNZNDI	8/10/2020	9/9/2020	97.37	0.00	0.00	0.00	0.00	97.37
KiwiCo, Inc.	ST-IIEOGZSY	6/16/2020	7/16/2020	171.55	0.00	0.00	0.00	0.00	171.55
KiwiCo, Inc.	ST-IKAHFAAA	6/18/2020	7/18/2020	118.53	0.00	0.00	0.00	0.00	118.53
KiwiCo, Inc.	ST-IKEDYPMQ	6/18/2020	7/18/2020	118.53	0.00	0.00	0.00	0.00	118.53
KiwiCo, Inc.	ST-IKURYAOA	6/9/2020	7/9/2020	117.98	0.00	0.00	0.00	0.00	117.98
KiwiCo, Inc.	ST-IL66S2WQ	6/18/2020	7/18/2020	107.20	0.00	0.00	0.00	0.00	107.20
KiwiCo, Inc.	ST-IMCJMVTQ	6/18/2020	7/18/2020	86.64	0.00	0.00	0.00	0.00	86.64
KiwiCo, Inc.	ST-IMNNNPJQ	6/18/2020	7/18/2020	117.98	0.00	0.00	0.00	0.00	117.98
KiwiCo, Inc.	ST-IN4HPDVA	6/16/2020	7/16/2020	64.35	0.00	0.00	0.00	0.00	64.35
KiwiCo, Inc.	ST-INUEQF4A	6/26/2020	7/26/2020	117.98	0.00	0.00	0.00	0.00	117.98
KiwiCo, Inc.	ST-INYK3UIQ	6/16/2020	7/16/2020	67.51	0.00	0.00	0.00	0.00	67.51
KiwiCo, Inc.	ST-IO7TNTUY	7/8/2020	8/7/2020	107.20	0.00	0.00	0.00	0.00	107.20
KiwiCo, Inc.	ST-IOK6LNXQ	6/26/2020	7/26/2020	139.37	0.00	0.00	0.00	0.00	139.37
KiwiCo, Inc.	ST-IPNR67XY	7/1/2020	7/31/2020	220.89	0.00	0.00	0.00	0.00	220.89
Kline Music	32426-13	6/11/2020	7/11/2020	37.89	0.00	0.00	0.00	0.00	37.89
Kline Music	32426-14	6/24/2020	7/24/2020	133.10	0.00	0.00	0.00	0.00	133.10
Kristine A. Cordell	PO 2020 Spr CV3	7/3/2020	8/2/2020	550.00	0.00	0.00	0.00	0.00	550.00
Kristine A. Cordell	PO 2020 Spr CV4	7/11/2020	8/10/2020	500.00	0.00	0.00	0.00	0.00	500.00
Lafitte Music Center	200625_Zeydel	6/25/2020	7/25/2020	152.00	0.00	0.00	0.00	0.00	152.00
Lakeshore	1670000720	7/1/2020	7/31/2020	86.58	0.00	0.00	0.00	0.00	86.58
Lakeshore	1670010720	7/1/2020	7/31/2020	85.55	0.00	0.00	0.00	0.00	85.55
Lakeshore	1729340720	7/2/2020	8/1/2020	76.07	0.00	0.00	0.00	0.00	76.07
Lakeshore	1767050720	7/2/2020	8/1/2020	50.08	0.00	0.00	0.00	0.00	50.08
Lakeshore	1784240720	7/7/2020	8/6/2020	141.10	0.00	0.00	0.00	0.00	141.10
Lakeshore	1784270720	7/7/2020	8/6/2020	98.01	0.00	0.00	0.00	0.00	98.01
Lakeshore	1785690720	7/7/2020	8/6/2020	107.44	0.00	0.00	0.00	0.00	107.44
Lakeshore	1791000720	7/8/2020	8/7/2020	61.34	0.00	0.00	0.00	0.00	61.34
Lakeshore	1792530720	7/8/2020	8/7/2020	140.01	0.00	0.00	0.00	0.00	140.01
Lakeshore	1814280720	7/7/2020	8/6/2020	90.80	0.00	0.00	0.00	0.00	90.80
Lakeshore	2808210820	8/5/2020	9/4/2020	107.73	0.00	0.00	0.00	0.00	107.73
Lakeshore	2940920820	8/7/2020	9/6/2020	160.55	0.00	0.00	0.00	0.00	160.55
Laura Hauge, Writing Maven Tutoring Services	150-2020	6/30/2020	7/30/2020	180.00	0.00	0.00	0.00	0.00	180.00
Law Offices of Jennifer McQuarrie	2755	8/6/2020	8/6/2020	264.00	0.00	0.00	0.00	0.00	264.00
Learning Without Tears	INV78702	7/2/2020	8/1/2020	39.72	0.00	0.00	0.00	0.00	39.72
Learning Without Tears	INV78730	7/2/2020	8/1/2020	28.39	0.00	0.00	0.00	0.00	28.39
Learning Without Tears	INV84842	8/10/2020	9/9/2020	11.50	0.00	0.00	0.00	0.00	11.50
LEGO Education	1190435509	8/10/2020	10/9/2020	615.45	0.00	0.00	0.00	0.00	615.45

Clarksville Charter School

Accounts Payable Aging

August 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Linda Reams	25	6/26/2020	7/26/2020	525.00	0.00	0.00	0.00	0.00	525.00
Linda Reams	26	6/27/2020	7/27/2020	120.00	0.00	0.00	0.00	0.00	120.00
Linda Reams	27	7/27/2020	8/26/2020	525.00	0.00	0.00	0.00	0.00	525.00
Lindsay Burch	BURC073020	7/30/2020	7/30/2020	3.88	0.00	0.00	0.00	0.00	3.88
Little Passports	112918620	7/15/2020	8/14/2020	129.58	0.00	0.00	0.00	0.00	129.58
Little Passports	113045167	7/31/2020	8/30/2020	128.38	0.00	0.00	0.00	0.00	128.38
Little Passports	113045182	7/31/2020	8/30/2020	128.38	0.00	0.00	0.00	0.00	128.38
Little Passports	113045252	7/31/2020	8/30/2020	128.38	0.00	0.00	0.00	0.00	128.38
Little Passports	113191649	8/15/2020	9/14/2020	205.28	0.00	0.00	0.00	0.00	205.28
Little Passports	113316117	8/15/2020	9/14/2020	425.40	0.00	0.00	0.00	0.00	425.40
Live Education!	9924	7/7/2020	8/6/2020	532.80	0.00	0.00	0.00	0.00	532.80
Live Education!	9934	8/14/2020	9/13/2020	511.35	0.00	0.00	0.00	0.00	511.35
Lotus Educational Services, Inc.	1585	6/18/2020	8/2/2020	1,071.90	0.00	0.00	0.00	0.00	1,071.90
Lotus Educational Services, Inc.	1607	7/21/2020	9/4/2020	120.60	0.00	0.00	0.00	0.00	120.60
Margie Hartung	72220CCS	7/22/2020	8/21/2020	1,040.00	0.00	0.00	0.00	0.00	1,040.00
Mariko Reeves	9	6/29/2020	7/29/2020	800.00	0.00	0.00	0.00	0.00	800.00
Math-U-See Inc	0624843-IN	5/27/2020	7/26/2020	166.00	0.00	0.00	0.00	0.00	166.00
Math-U-See Inc	0628554-IN	6/15/2020	8/14/2020	119.00	0.00	0.00	0.00	0.00	119.00
Math-U-See Inc	0628555-IN	6/15/2020	8/14/2020	119.00	0.00	0.00	0.00	0.00	119.00
Math-U-See Inc	0628556-IN	6/15/2020	8/14/2020	162.00	0.00	0.00	0.00	0.00	162.00
Math-U-See Inc	0628557-IN	6/15/2020	8/14/2020	58.00	0.00	0.00	0.00	0.00	58.00
Math-U-See Inc	0629670-IN	6/17/2020	8/16/2020	123.00	0.00	0.00	0.00	0.00	123.00
Math-U-See Inc	0629671-IN	6/17/2020	8/16/2020	119.00	0.00	0.00	0.00	0.00	119.00
Math-U-See Inc	0630924-IN	6/25/2020	8/24/2020	119.00	0.00	0.00	0.00	0.00	119.00
Math-U-See Inc	0630926-IN	6/25/2020	8/24/2020	119.00	0.00	0.00	0.00	0.00	119.00
Math-U-See Inc	0631773-IN	7/1/2020	8/30/2020	125.00	0.00	0.00	0.00	0.00	125.00
Math-U-See Inc	0631787-IN	7/1/2020	8/30/2020	58.00	0.00	0.00	0.00	0.00	58.00
Math-U-See Inc	0631788-IN	7/1/2020	8/30/2020	199.00	0.00	0.00	0.00	0.00	199.00
Math-U-See Inc	0631789-IN	7/1/2020	8/30/2020	621.00	0.00	0.00	0.00	0.00	621.00
Math-U-See Inc	0631790-IN	7/1/2020	8/30/2020	107.00	0.00	0.00	0.00	0.00	107.00
Math-U-See Inc	0645844-IN	8/11/2020	10/10/2020	131.00	0.00	0.00	0.00	0.00	131.00
Math-U-See Inc	0645847-IN	8/11/2020	10/10/2020	119.00	0.00	0.00	0.00	0.00	119.00
Math-U-See Inc	0645850-IN	8/11/2020	10/10/2020	94.00	0.00	0.00	0.00	0.00	94.00
Math-U-See Inc	0645865-IN	8/11/2020	10/10/2020	49.00	0.00	0.00	0.00	0.00	49.00
Math-U-See Inc	0647270-IN	8/13/2020	10/12/2020	119.00	0.00	0.00	0.00	0.00	119.00
Math-U-See Inc	0647276-IN	8/13/2020	10/12/2020	119.00	0.00	0.00	0.00	0.00	119.00
Math-U-See Inc	0647278-IN	8/13/2020	10/12/2020	70.00	0.00	0.00	0.00	0.00	70.00
Math-U-See Inc	0647289-IN	8/13/2020	10/12/2020	119.00	0.00	0.00	0.00	0.00	119.00
Math-U-See Inc	0648702-IN	8/17/2020	10/16/2020	61.00	0.00	0.00	0.00	0.00	61.00
Math-U-See Inc	0648793-IN	8/17/2020	10/16/2020	58.00	0.00	0.00	0.00	0.00	58.00
Mathnasium, The Math Learning Center	55561	7/30/2020	8/29/2020	222.00	0.00	0.00	0.00	0.00	222.00
Mathnasium, The Math Learning Center	55562	7/30/2020	8/29/2020	222.00	0.00	0.00	0.00	0.00	222.00
Mathnasium, The Math Learning Center	9834	6/25/2020	7/25/2020	300.00	0.00	0.00	0.00	0.00	300.00
Mathnasium, The Math Learning Center	9835	6/25/2020	7/25/2020	300.00	0.00	0.00	0.00	0.00	300.00
Mathnasium, The Math Learning Center	9836	6/25/2020	7/25/2020	225.00	0.00	0.00	0.00	0.00	225.00
Mathnasium, The Math Learning Center	9837	6/25/2020	7/25/2020	450.00	0.00	0.00	0.00	0.00	450.00

Clarksville Charter School

Accounts Payable Aging

August 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
McColgan & Associates Inc.	3767	7/25/2020	7/25/2020	2,637.25	0.00	0.00	0.00	0.00	2,637.25
McKeever School of Irish Dance	49	6/28/2020	7/28/2020	357.00	0.00	0.00	0.00	0.00	357.00
MEL Science U.S., LLC	AB2020081108	8/11/2020	9/10/2020	279.20	0.00	0.00	0.00	0.00	279.20
MEL Science U.S., LLC	AG2020081001	8/10/2020	9/9/2020	279.20	0.00	0.00	0.00	0.00	279.20
MEL Science U.S., LLC	JB2020061905	6/19/2020	7/19/2020	99.60	0.00	0.00	0.00	0.00	99.60
MEL Science U.S., LLC	KV2020080405	8/4/2020	9/3/2020	314.10	0.00	0.00	0.00	0.00	314.10
MEL Science U.S., LLC	MW2020081005	8/10/2020	9/9/2020	279.20	0.00	0.00	0.00	0.00	279.20
MEL Science U.S., LLC	NK2020061903	6/19/2020	7/19/2020	99.60	0.00	0.00	0.00	0.00	99.60
MEL Science U.S., LLC	ZO20200819008	8/19/2020	9/18/2020	99.60	0.00	0.00	0.00	0.00	99.60
Mercurius	88067	5/13/2020	7/12/2020	90.63	0.00	0.00	0.00	0.00	90.63
Michelle Jones	100	8/18/2020	9/17/2020	390.00	0.00	0.00	0.00	0.00	390.00
Michelle Jones	54	7/1/2020	7/31/2020	130.00	0.00	0.00	0.00	0.00	130.00
Michelle Jones	55	6/9/2020	7/9/2020	130.00	0.00	0.00	0.00	0.00	130.00
Michelle Jones	56	8/1/2020	8/31/2020	65.00	0.00	0.00	0.00	0.00	65.00
Michelle Jones	57	8/1/2020	8/31/2020	65.00	0.00	0.00	0.00	0.00	65.00
Minds on Education, Inc.	151978A	6/16/2020	7/16/2020	14.71	0.00	0.00	0.00	0.00	14.71
Money Munchkids	1131	6/17/2020	7/17/2020	92.60	0.00	0.00	0.00	0.00	92.60
Moving Beyond the Page	214711	6/30/2020	7/30/2020	640.06	0.00	0.00	0.00	0.00	640.06
Moving Beyond the Page	214790	7/1/2020	7/31/2020	823.20	0.00	0.00	0.00	0.00	823.20
Moving Beyond the Page	214823	7/1/2020	7/31/2020	580.63	0.00	0.00	0.00	0.00	580.63
Moving Beyond the Page	214832	7/1/2020	7/31/2020	759.38	0.00	0.00	0.00	0.00	759.38
MoxieBox Art, Inc.	5867	7/10/2020	8/9/2020	96.36	0.00	0.00	0.00	0.00	96.36
MoxieBox Art, Inc.	5917	8/10/2020	9/9/2020	272.66	0.00	0.00	0.00	0.00	272.66
MoxieBox Art, Inc.	6083	8/21/2020	9/20/2020	153.03	0.00	0.00	0.00	0.00	153.03
MoxieBox Art, Inc.	6084	8/21/2020	9/20/2020	153.03	0.00	0.00	0.00	0.00	153.03
Mr. D Math	1270	8/4/2020	9/3/2020	1,596.55	0.00	0.00	0.00	0.00	1,596.55
Mystery Science	87280	7/14/2020	8/13/2020	69.00	0.00	0.00	0.00	0.00	69.00
Nancy Barcal	CL-062020	6/30/2020	7/30/2020	770.00	0.00	0.00	0.00	0.00	770.00
Nancy Barcal	CL-072020	7/1/2020	7/31/2020	440.00	0.00	0.00	0.00	0.00	440.00
Nancy Hegarty	U08-1220	8/19/2020	9/18/2020	850.00	0.00	0.00	0.00	0.00	850.00
Nessy Learning LLC	NESUS3399	7/2/2020	8/1/2020	155.00	0.00	0.00	0.00	0.00	155.00
Nicole Thomas	2282	7/15/2020	8/14/2020	49.00	0.00	0.00	0.00	0.00	49.00
Nicole Thomas	2402	8/15/2020	9/14/2020	99.00	0.00	0.00	0.00	0.00	99.00
Nunez Martial Arts Academy	568	6/25/2020	7/25/2020	205.50	0.00	0.00	0.00	0.00	205.50
Oak Meadow Inc.	103104	7/6/2020	8/5/2020	145.00	0.00	0.00	0.00	0.00	145.00
Office Depot	104499194001	7/13/2020	8/16/2020	146.68	0.00	0.00	0.00	0.00	146.68
On Stage Productions Dance Studio	006	7/1/2020	7/31/2020	120.00	0.00	0.00	0.00	0.00	120.00
Outschool, Inc.	19887	6/15/2020	7/15/2020	48.00	0.00	0.00	0.00	0.00	48.00
Outschool, Inc.	20067	6/29/2020	7/29/2020	45.00	0.00	0.00	0.00	0.00	45.00
Outschool, Inc.	20161	7/13/2020	8/12/2020	30.00	0.00	0.00	0.00	0.00	30.00
Outschool, Inc.	20181	7/20/2020	8/19/2020	13.00	0.00	0.00	0.00	0.00	13.00
Outschool, Inc.	20230	8/3/2020	9/2/2020	85.00	0.00	0.00	0.00	0.00	85.00
Outschool, Inc.	20248	8/10/2020	9/9/2020	63.00	0.00	0.00	0.00	0.00	63.00
Pacific Coast Academy	PCA-CCS	6/30/2020	6/30/2020	37,651.11	0.00	0.00	0.00	0.00	37,651.11
Pamela Hayes Classical Ballet	0028	7/3/2020	8/2/2020	909.00	0.00	0.00	0.00	0.00	909.00
Pamela Hayes Classical Ballet	0029	8/3/2020	9/2/2020	253.00	0.00	0.00	0.00	0.00	253.00

Clarksville Charter School

Accounts Payable Aging

August 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Pearson Education Inc.	6001561057	1/22/2020	2/21/2020	(189.95)	0.00	0.00	0.00	0.00	(189.95)
Penni Warford	1FJQ-YT13-VDL6	6/28/2020	7/28/2020	18.22	0.00	0.00	0.00	0.00	18.22
Procopio, Cory, Hargreaves & Savich LLP	720712	7/10/2020	8/9/2020	2,599.42	0.00	0.00	0.00	0.00	2,599.42
Procopio, Cory, Hargreaves & Savich LLP	724119	8/10/2020	9/9/2020	8,568.79	0.00	0.00	0.00	0.00	8,568.79
Provenance	1670A	6/2/2020	7/2/2020	(100.14)	0.00	0.00	0.00	0.00	(100.14)
Provenance	1672A	5/16/2020	6/15/2020	(0.91)	0.00	0.00	0.00	0.00	(0.91)
Provenance	1827A	7/2/2020	8/1/2020	(8,257.65)	0.00	0.00	0.00	0.00	(8,257.65)
Provenance	1852A	7/2/2020	8/1/2020	(219.50)	0.00	0.00	0.00	0.00	(219.50)
Provenance	1866A	7/2/2020	8/1/2020	(586.87)	0.00	0.00	0.00	0.00	(586.87)
Provenance	1894A	7/2/2020	8/1/2020	(591.51)	0.00	0.00	0.00	0.00	(591.51)
Provenance	1946	6/16/2020	6/16/2020	1,088.10	0.00	0.00	0.00	0.00	1,088.10
Provenance	2698	6/15/2020	6/15/2020	3,638.00	0.00	0.00	0.00	0.00	3,638.00
Provenance	2853	6/26/2020	6/26/2020	514.96	0.00	0.00	0.00	0.00	514.96
Provenance	2867	6/29/2020	6/29/2020	6,800.00	0.00	0.00	0.00	0.00	6,800.00
Provenance	2891	6/30/2020	6/30/2020	99.00	0.00	0.00	0.00	0.00	99.00
Provenance	3092	8/1/2020	8/1/2020	0.10	0.00	0.00	0.00	0.00	0.10
Provenance	3118	8/6/2020	8/6/2020	23,664.24	0.00	0.00	0.00	0.00	23,664.24
Provenance	3128	8/6/2020	8/6/2020	37,458.08	0.00	0.00	0.00	0.00	37,458.08
Provenance	3137	8/11/2020	8/11/2020	544.70	0.00	0.00	0.00	0.00	544.70
Provenance	3147	8/11/2020	8/11/2020	1,025.30	0.00	0.00	0.00	0.00	1,025.30
Provenance	3295	8/18/2020	8/18/2020	2,800.00	0.00	0.00	0.00	0.00	2,800.00
Provenance	3296	8/20/2020	8/20/2020	10,500.00	0.00	0.00	0.00	0.00	10,500.00
Rainbow Resource Center	2884240	6/11/2020	7/11/2020	60.64	0.00	0.00	0.00	0.00	60.64
Rainbow Resource Center	2884248	6/11/2020	7/11/2020	105.61	0.00	0.00	0.00	0.00	105.61
Rainbow Resource Center	2884554	6/15/2020	7/15/2020	62.90	0.00	0.00	0.00	0.00	62.90
Rainbow Resource Center	2884558	6/15/2020	7/15/2020	59.46	0.00	0.00	0.00	0.00	59.46
Rainbow Resource Center	2885487	6/15/2020	7/15/2020	187.55	0.00	0.00	0.00	0.00	187.55
Rainbow Resource Center	2885492	6/15/2020	7/15/2020	34.80	0.00	0.00	0.00	0.00	34.80
Rainbow Resource Center	2885500	6/15/2020	7/15/2020	82.06	0.00	0.00	0.00	0.00	82.06
Rainbow Resource Center	2886187	6/16/2020	7/16/2020	63.77	0.00	0.00	0.00	0.00	63.77
Rainbow Resource Center	2886193	6/16/2020	7/16/2020	254.65	0.00	0.00	0.00	0.00	254.65
Rainbow Resource Center	2889712	7/20/2020	8/19/2020	75.78	0.00	0.00	0.00	0.00	75.78
Rainbow Resource Center	2889728	6/17/2020	7/17/2020	87.96	0.00	0.00	0.00	0.00	87.96
Rainbow Resource Center	2891607	6/17/2020	7/17/2020	95.29	0.00	0.00	0.00	0.00	95.29
Rainbow Resource Center	2895416	6/17/2020	7/17/2020	17.73	0.00	0.00	0.00	0.00	17.73
Rainbow Resource Center	2895427	6/17/2020	7/17/2020	28.90	0.00	0.00	0.00	0.00	28.90
Rainbow Resource Center	2895430	6/17/2020	7/17/2020	87.96	0.00	0.00	0.00	0.00	87.96
Rainbow Resource Center	2895434	6/17/2020	7/17/2020	25.28	0.00	0.00	0.00	0.00	25.28
Rainbow Resource Center	2895436	6/17/2020	7/17/2020	12.61	0.00	0.00	0.00	0.00	12.61
Rainbow Resource Center	2895458	6/17/2020	7/17/2020	18.22	0.00	0.00	0.00	0.00	18.22
Rainbow Resource Center	2895465	6/17/2020	7/17/2020	25.28	0.00	0.00	0.00	0.00	25.28
Rainbow Resource Center	2895470	6/17/2020	7/17/2020	38.48	0.00	0.00	0.00	0.00	38.48
Rainbow Resource Center	2904265	6/19/2020	7/19/2020	49.22	0.00	0.00	0.00	0.00	49.22
Rainbow Resource Center	2918199	6/25/2020	7/25/2020	28.84	0.00	0.00	0.00	0.00	28.84
Rainbow Resource Center	2918213	6/25/2020	7/25/2020	87.96	0.00	0.00	0.00	0.00	87.96
Rainbow Resource Center	2918215	6/25/2020	7/25/2020	51.47	0.00	0.00	0.00	0.00	51.47

Clarksville Charter School

Accounts Payable Aging

August 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Rainbow Resource Center	2920254	6/29/2020	7/29/2020	101.40	0.00	0.00	0.00	0.00	101.40
Rainbow Resource Center	2922633	6/29/2020	7/29/2020	12.83	0.00	0.00	0.00	0.00	12.83
Rainbow Resource Center	2922635	6/29/2020	7/29/2020	18.49	0.00	0.00	0.00	0.00	18.49
Rainbow Resource Center	2922637	6/29/2020	7/29/2020	87.96	0.00	0.00	0.00	0.00	87.96
Rainbow Resource Center	2922638	6/29/2020	7/29/2020	30.83	0.00	0.00	0.00	0.00	30.83
Rainbow Resource Center	2924754	6/29/2020	7/29/2020	105.40	0.00	0.00	0.00	0.00	105.40
Rainbow Resource Center	2924757	6/29/2020	7/29/2020	99.12	0.00	0.00	0.00	0.00	99.12
Rainbow Resource Center	2925112	6/29/2020	7/29/2020	91.87	0.00	0.00	0.00	0.00	91.87
Rainbow Resource Center	2931637	7/6/2020	8/5/2020	163.86	0.00	0.00	0.00	0.00	163.86
Rainbow Resource Center	2931790	7/6/2020	8/5/2020	122.19	0.00	0.00	0.00	0.00	122.19
Rainbow Resource Center	2931920	7/6/2020	8/5/2020	52.33	0.00	0.00	0.00	0.00	52.33
Rainbow Resource Center	2931927	7/6/2020	8/5/2020	42.36	0.00	0.00	0.00	0.00	42.36
Rainbow Resource Center	2933102	7/6/2020	8/5/2020	105.39	0.00	0.00	0.00	0.00	105.39
Rainbow Resource Center	2933164	7/6/2020	8/5/2020	43.62	0.00	0.00	0.00	0.00	43.62
Rainbow Resource Center	2965118	6/8/2020	7/8/2020	118.81	0.00	0.00	0.00	0.00	118.81
Rainbow Resource Center	2965120	6/8/2020	7/8/2020	169.91	0.00	0.00	0.00	0.00	169.91
Rainbow Resource Center	2965121	6/8/2020	7/8/2020	123.68	0.00	0.00	0.00	0.00	123.68
Rainbow Resource Center	2966696	6/9/2020	7/9/2020	163.51	0.00	0.00	0.00	0.00	163.51
Rainbow Resource Center	2966973	6/9/2020	7/9/2020	126.51	0.00	0.00	0.00	0.00	126.51
Rainbow Resource Center	2969021	6/10/2020	7/10/2020	317.16	0.00	0.00	0.00	0.00	317.16
Rainbow Resource Center	2969088	6/10/2020	7/10/2020	50.35	0.00	0.00	0.00	0.00	50.35
Rainbow Resource Center	2982237	6/25/2020	7/25/2020	20.91	0.00	0.00	0.00	0.00	20.91
Rainbow Resource Center	2982238	6/25/2020	7/25/2020	108.80	0.00	0.00	0.00	0.00	108.80
Rainbow Resource Center	2982244	6/25/2020	7/25/2020	148.85	0.00	0.00	0.00	0.00	148.85
Rainbow Resource Center	2982246	6/25/2020	7/25/2020	63.51	0.00	0.00	0.00	0.00	63.51
Rainbow Resource Center	2982249	6/25/2020	7/25/2020	74.51	0.00	0.00	0.00	0.00	74.51
Rainbow Resource Center	2982255	6/25/2020	7/25/2020	213.32	0.00	0.00	0.00	0.00	213.32
Rainbow Resource Center	2982257	6/25/2020	7/25/2020	90.77	0.00	0.00	0.00	0.00	90.77
Rainbow Resource Center	2983016	6/26/2020	7/26/2020	42.57	0.00	0.00	0.00	0.00	42.57
Rainbow Resource Center	2983068	6/26/2020	7/26/2020	71.70	0.00	0.00	0.00	0.00	71.70
Rainbow Resource Center	2983081	6/26/2020	7/26/2020	14.26	0.00	0.00	0.00	0.00	14.26
Rainbow Resource Center	2983082	6/26/2020	7/26/2020	49.11	0.00	0.00	0.00	0.00	49.11
Rainbow Resource Center	2983084	6/26/2020	7/26/2020	43.91	0.00	0.00	0.00	0.00	43.91
Rainbow Resource Center	2983085	6/26/2020	7/26/2020	15.81	0.00	0.00	0.00	0.00	15.81
Rainbow Resource Center	2983216	6/26/2020	7/26/2020	46.11	0.00	0.00	0.00	0.00	46.11
Rainbow Resource Center	2983217	6/26/2020	7/26/2020	54.69	0.00	0.00	0.00	0.00	54.69
Rainbow Resource Center	2983428	6/26/2020	7/26/2020	49.11	0.00	0.00	0.00	0.00	49.11
Rainbow Resource Center	2983433	6/26/2020	7/26/2020	28.74	0.00	0.00	0.00	0.00	28.74
Rainbow Resource Center	2983499	6/26/2020	7/26/2020	247.55	0.00	0.00	0.00	0.00	247.55
Rainbow Resource Center	2983500	6/26/2020	7/26/2020	60.44	0.00	0.00	0.00	0.00	60.44
Rainbow Resource Center	2983501	6/26/2020	7/26/2020	64.48	0.00	0.00	0.00	0.00	64.48
Rainbow Resource Center	2984318	6/29/2020	7/29/2020	96.58	0.00	0.00	0.00	0.00	96.58
Rainbow Resource Center	2984319	6/29/2020	7/29/2020	119.69	0.00	0.00	0.00	0.00	119.69
Rainbow Resource Center	2984320	6/29/2020	7/29/2020	32.16	0.00	0.00	0.00	0.00	32.16
Rainbow Resource Center	2984321	6/29/2020	7/29/2020	106.36	0.00	0.00	0.00	0.00	106.36
Rainbow Resource Center	2984322	6/29/2020	7/29/2020	22.19	0.00	0.00	0.00	0.00	22.19

Clarksville Charter School

Accounts Payable Aging

August 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Rainbow Resource Center	2984323	6/29/2020	7/29/2020	109.11	0.00	0.00	0.00	0.00	109.11
Rainbow Resource Center	2984324	6/29/2020	7/29/2020	220.34	0.00	0.00	0.00	0.00	220.34
Rainbow Resource Center	2984325	6/29/2020	7/29/2020	92.17	0.00	0.00	0.00	0.00	92.17
Rainbow Resource Center	2984326	6/29/2020	7/29/2020	158.91	0.00	0.00	0.00	0.00	158.91
Rainbow Resource Center	2984328	6/29/2020	7/29/2020	118.02	0.00	0.00	0.00	0.00	118.02
Rainbow Resource Center	2984330	6/29/2020	7/29/2020	194.87	0.00	0.00	0.00	0.00	194.87
Rainbow Resource Center	2984332	6/29/2020	7/29/2020	181.28	0.00	0.00	0.00	0.00	181.28
Rainbow Resource Center	2984439	6/29/2020	7/29/2020	124.87	0.00	0.00	0.00	0.00	124.87
Rainbow Resource Center	2985761	6/30/2020	7/30/2020	235.06	0.00	0.00	0.00	0.00	235.06
Rainbow Resource Center	2985762	6/30/2020	7/30/2020	178.22	0.00	0.00	0.00	0.00	178.22
Rainbow Resource Center	2985930	6/30/2020	7/30/2020	142.87	0.00	0.00	0.00	0.00	142.87
Rainbow Resource Center	2986217	6/30/2020	7/30/2020	139.29	0.00	0.00	0.00	0.00	139.29
Rainbow Resource Center	2986698	7/1/2020	7/31/2020	315.79	0.00	0.00	0.00	0.00	315.79
Rainbow Resource Center	2989581	7/6/2020	8/5/2020	315.77	0.00	0.00	0.00	0.00	315.77
Rainbow Resource Center	3049870	8/6/2020	9/5/2020	283.01	0.00	0.00	0.00	0.00	283.01
Rainbow Resource Center	3049879	8/6/2020	9/5/2020	182.86	0.00	0.00	0.00	0.00	182.86
Rainbow Resource Center	3049895	8/6/2020	9/5/2020	198.41	0.00	0.00	0.00	0.00	198.41
Rainbow Resource Center	3049907	8/6/2020	9/5/2020	150.96	0.00	0.00	0.00	0.00	150.96
Rainbow Resource Center	3049914	8/6/2020	9/5/2020	187.55	0.00	0.00	0.00	0.00	187.55
Rainbow Resource Center	3049933	8/6/2020	9/5/2020	216.46	0.00	0.00	0.00	0.00	216.46
Rainbow Resource Center	3055938	8/10/2020	9/9/2020	107.52	0.00	0.00	0.00	0.00	107.52
Rainbow Resource Center	3055942	8/10/2020	9/9/2020	158.23	0.00	0.00	0.00	0.00	158.23
Rainbow Resource Center	3055944	8/10/2020	9/9/2020	51.25	0.00	0.00	0.00	0.00	51.25
Rainbow Resource Center	3055947	8/10/2020	9/9/2020	162.44	0.00	0.00	0.00	0.00	162.44
Rainbow Resource Center	3062340	8/11/2020	9/10/2020	95.13	0.00	0.00	0.00	0.00	95.13
Rainbow Resource Center	3062357	8/11/2020	9/10/2020	97.62	0.00	0.00	0.00	0.00	97.62
Rainbow Resource Center	3062362	8/11/2020	9/10/2020	94.07	0.00	0.00	0.00	0.00	94.07
Rainbow Resource Center	3065091	8/12/2020	9/11/2020	74.05	0.00	0.00	0.00	0.00	74.05
Rainbow Resource Center	3065105	8/12/2020	9/11/2020	95.84	0.00	0.00	0.00	0.00	95.84
Rainbow Resource Center	3065115	8/12/2020	9/11/2020	148.44	0.00	0.00	0.00	0.00	148.44
Rainbow Resource Center	3065119	8/12/2020	9/11/2020	102.63	0.00	0.00	0.00	0.00	102.63
Rainbow Resource Center	3069652	8/13/2020	9/12/2020	115.83	0.00	0.00	0.00	0.00	115.83
Rainbow Resource Center	3069661	8/13/2020	9/12/2020	230.62	0.00	0.00	0.00	0.00	230.62
Rainbow Resource Center	3072181	8/14/2020	9/13/2020	40.26	0.00	0.00	0.00	0.00	40.26
Rainbow Resource Center	3072186	8/14/2020	9/13/2020	35.49	0.00	0.00	0.00	0.00	35.49
Rainbow Resource Center	3072195	8/14/2020	9/13/2020	94.07	0.00	0.00	0.00	0.00	94.07
Rainbow Resource Center	3072212	8/14/2020	9/13/2020	211.11	0.00	0.00	0.00	0.00	211.11
Rainbow Resource Center	3072245	8/14/2020	9/13/2020	164.80	0.00	0.00	0.00	0.00	164.80
Rainbow Resource Center	3072258	8/14/2020	9/13/2020	281.16	0.00	0.00	0.00	0.00	281.16
Rainbow Resource Center	3072280	8/14/2020	9/13/2020	133.67	0.00	0.00	0.00	0.00	133.67
Rainbow Resource Center	3074976	8/17/2020	9/16/2020	23.53	0.00	0.00	0.00	0.00	23.53
Rainbow Resource Center	3074981	8/17/2020	9/16/2020	44.98	0.00	0.00	0.00	0.00	44.98
Rainbow Resource Center	3075003	8/17/2020	9/16/2020	155.28	0.00	0.00	0.00	0.00	155.28
Rainbow Resource Center	3075029	8/17/2020	9/16/2020	263.45	0.00	0.00	0.00	0.00	263.45
Rainbow Resource Center	3075793	8/17/2020	9/16/2020	85.46	0.00	0.00	0.00	0.00	85.46
Rainbow Resource Center	3076013	8/17/2020	9/16/2020	82.42	0.00	0.00	0.00	0.00	82.42

Clarksville Charter School

Accounts Payable Aging

August 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Rainbow Resource Center	3076017	8/17/2020	9/16/2020	35.28	0.00	0.00	0.00	0.00	35.28
Rainbow Resource Center	3076023	8/17/2020	9/16/2020	64.79	0.00	0.00	0.00	0.00	64.79
Rainbow Resource Center	3076031	8/17/2020	9/16/2020	204.41	0.00	0.00	0.00	0.00	204.41
Rainbow Resource Center	3081535	8/18/2020	9/17/2020	43.49	0.00	0.00	0.00	0.00	43.49
Rainbow Resource Center	3081547	8/18/2020	9/17/2020	23.07	0.00	0.00	0.00	0.00	23.07
Rainbow Resource Center	3081560	8/18/2020	9/17/2020	268.25	0.00	0.00	0.00	0.00	268.25
Rainbow Resource Center	3081566	8/18/2020	9/17/2020	64.94	0.00	0.00	0.00	0.00	64.94
Rainbow Resource Center	3081597	8/18/2020	9/17/2020	61.13	0.00	0.00	0.00	0.00	61.13
Rainbow Resource Center	3082305	8/18/2020	9/17/2020	21.98	0.00	0.00	0.00	0.00	21.98
Rainbow Resource Center	3085347	8/19/2020	9/18/2020	26.75	0.00	0.00	0.00	0.00	26.75
Rainbow Resource Center	3088042	8/20/2020	9/19/2020	280.06	0.00	0.00	0.00	0.00	280.06
Rainbow Resource Center	3090755	8/21/2020	9/20/2020	21.45	0.00	0.00	0.00	0.00	21.45
Rainbow Resource Center	3090767	8/21/2020	9/20/2020	55.18	0.00	0.00	0.00	0.00	55.18
Rainbow Resource Center	3091536	8/21/2020	9/20/2020	108.59	0.00	0.00	0.00	0.00	108.59
Rainbow Resource Center	3091548	8/21/2020	9/20/2020	87.96	0.00	0.00	0.00	0.00	87.96
Rainbow Resource Center	3091560	8/21/2020	9/20/2020	87.96	0.00	0.00	0.00	0.00	87.96
Rainbow Resource Center	3091568	8/21/2020	9/20/2020	116.55	0.00	0.00	0.00	0.00	116.55
Robin Clary	J1	8/20/2020	9/19/2020	290.00	0.00	0.00	0.00	0.00	290.00
Robin Clary	P1	6/13/2020	7/13/2020	150.00	0.00	0.00	0.00	0.00	150.00
Robin Clary	R1	7/20/2020	8/19/2020	145.00	0.00	0.00	0.00	0.00	145.00
Robin Clary	S1	6/13/2020	7/13/2020	150.00	0.00	0.00	0.00	0.00	150.00
Rocklin Music Academy	2020-PCavier-07	7/14/2020	8/13/2020	130.00	0.00	0.00	0.00	0.00	130.00
Rocklin Music Academy	2020-PCavier-08	7/14/2020	8/13/2020	130.00	0.00	0.00	0.00	0.00	130.00
Rocklin Music Academy	2020-PCavier-08b	7/14/2020	8/13/2020	130.00	0.00	0.00	0.00	0.00	130.00
Sabado School Of Music Inc.	3182	7/31/2020	7/31/2020	330.00	0.00	0.00	0.00	0.00	330.00
Sabado School Of Music Inc.	3188	8/11/2020	8/11/2020	120.00	0.00	0.00	0.00	0.00	120.00
Scholastic Inc.	23132358	7/1/2020	7/31/2020	399.02	0.00	0.00	0.00	0.00	399.02
School Pathways, LLC	65218	6/30/2020	7/30/2020	5,611.47	0.00	0.00	0.00	0.00	5,611.47
School Pathways, LLC	65632	7/31/2020	8/30/2020	1,798.91	0.00	0.00	0.00	0.00	1,798.91
SchoolMate	IN000540764	7/31/2020	9/1/2020	396.48	0.00	0.00	0.00	0.00	396.48
SchoolMate	IN000540768	7/31/2020	9/1/2020	3,749.57	0.00	0.00	0.00	0.00	3,749.57
SchoolMate	IN000540774	7/31/2020	9/1/2020	763.97	0.00	0.00	0.00	0.00	763.97
SchoolMate	IN000540778	7/31/2020	9/1/2020	753.20	0.00	0.00	0.00	0.00	753.20
SchoolMate	IN000540783	7/31/2020	9/1/2020	2,339.45	0.00	0.00	0.00	0.00	2,339.45
SchoolMate	IN000540788	7/31/2020	9/1/2020	1,281.55	0.00	0.00	0.00	0.00	1,281.55
Scott J. Budnik	28	6/9/2020	7/9/2020	420.00	0.00	0.00	0.00	0.00	420.00
Scott J. Budnik	29	7/5/2020	8/4/2020	180.00	0.00	0.00	0.00	0.00	180.00
Souza's Tutoring Tools	0575	6/26/2020	7/26/2020	80.00	0.00	0.00	0.00	0.00	80.00
Souza's Tutoring Tools	550	6/8/2020	7/8/2020	270.00	0.00	0.00	0.00	0.00	270.00
Specialized Therapy Services, Inc	INSP04-0520	5/31/2020	7/10/2020	517.50	0.00	0.00	0.00	0.00	517.50
Specialized Therapy Services, Inc	INSP04-0620	6/30/2020	8/9/2020	247.50	0.00	0.00	0.00	0.00	247.50
Stan Zenk	0000361	6/13/2020	7/13/2020	400.00	0.00	0.00	0.00	0.00	400.00
Studies Weekly	328755	8/3/2020	9/1/2020	32.27	0.00	0.00	0.00	0.00	32.27
Studies Weekly	329474	8/3/2020	9/1/2020	32.27	0.00	0.00	0.00	0.00	32.27
Studies Weekly	333853	5/13/2020	9/1/2020	64.24	0.00	0.00	0.00	0.00	64.24
Studies Weekly	336793	8/3/2020	9/1/2020	64.54	0.00	0.00	0.00	0.00	64.54

Clarksville Charter School

Accounts Payable Aging

August 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Studies Weekly	336937	8/3/2020	9/1/2020	32.27	0.00	0.00	0.00	0.00	32.27
Studies Weekly	339446	8/7/2020	9/1/2020	65.14	0.00	0.00	0.00	0.00	65.14
Studies Weekly	339449	8/7/2020	9/1/2020	32.12	0.00	0.00	0.00	0.00	32.12
Studies Weekly	347251	8/7/2020	9/5/2020	32.12	0.00	0.00	0.00	0.00	32.12
Studies Weekly	347259	8/7/2020	9/5/2020	32.12	0.00	0.00	0.00	0.00	32.12
Studies Weekly	347275	8/11/2020	9/5/2020	32.12	0.00	0.00	0.00	0.00	32.12
Studies Weekly	347279	8/11/2020	9/5/2020	32.12	0.00	0.00	0.00	0.00	32.12
Studio 65 Dance Company	HT-3	8/5/2020	9/4/2020	780.00	0.00	0.00	0.00	0.00	780.00
Supercharged Science	2886	6/15/2020	7/15/2020	97.00	0.00	0.00	0.00	0.00	97.00
Tahoe Speech Therapy LLC	P1051-6	6/29/2020	7/29/2020	310.00	0.00	0.00	0.00	0.00	310.00
Take Note Troupe	202006	6/23/2020	7/23/2020	1,800.00	0.00	0.00	0.00	0.00	1,800.00
Teacher Synergy, LLC	120194891	6/17/2020	7/8/2020	36.99	0.00	0.00	0.00	0.00	36.99
Teacher Synergy, LLC	120313407	6/22/2020	7/13/2020	6.50	0.00	0.00	0.00	0.00	6.50
Teacher Synergy, LLC	121851841	8/4/2020	8/25/2020	51.20	0.00	0.00	0.00	0.00	51.20
Teacher Synergy, LLC	121954152	8/5/2020	8/26/2020	77.56	0.00	0.00	0.00	0.00	77.56
Teacher Synergy, LLC	121979180	8/5/2020	8/26/2020	51.93	0.00	0.00	0.00	0.00	51.93
Teacher Synergy, LLC	122457683	8/11/2020	9/1/2020	9.00	0.00	0.00	0.00	0.00	9.00
Teacher Synergy, LLC	122771961	8/14/2020	9/4/2020	371.51	0.00	0.00	0.00	0.00	371.51
Teaching Textbooks	28058	6/9/2020	7/9/2020	43.08	0.00	0.00	0.00	0.00	43.08
Teaching Textbooks	28064	6/9/2020	7/9/2020	62.93	0.00	0.00	0.00	0.00	62.93
Teaching Textbooks	28066	6/9/2020	7/9/2020	108.23	0.00	0.00	0.00	0.00	108.23
Teaching Textbooks	28113	6/16/2020	7/16/2020	139.51	0.00	0.00	0.00	0.00	139.51
Teaching Textbooks	28199	6/30/2020	7/30/2020	167.13	0.00	0.00	0.00	0.00	167.13
Teaching Textbooks	28201	6/30/2020	7/30/2020	43.08	0.00	0.00	0.00	0.00	43.08
Teaching Textbooks	28202	6/30/2020	7/30/2020	43.08	0.00	0.00	0.00	0.00	43.08
Teaching Textbooks	28203	6/30/2020	7/30/2020	55.08	0.00	0.00	0.00	0.00	55.08
Teaching Textbooks	28235	7/10/2020	8/9/2020	174.90	0.00	0.00	0.00	0.00	174.90
Teaching Textbooks	28236	7/10/2020	8/9/2020	100.26	0.00	0.00	0.00	0.00	100.26
Teaching Textbooks	28238	7/10/2020	8/9/2020	131.38	0.00	0.00	0.00	0.00	131.38
Teaching Textbooks	28245	7/10/2020	8/9/2020	106.01	0.00	0.00	0.00	0.00	106.01
Teaching Textbooks	28252	7/10/2020	8/9/2020	67.08	0.00	0.00	0.00	0.00	67.08
Teaching Textbooks	28253	7/10/2020	8/9/2020	43.08	0.00	0.00	0.00	0.00	43.08
Teaching Textbooks	28254	7/10/2020	8/9/2020	55.08	0.00	0.00	0.00	0.00	55.08
Teaching Textbooks	28255	7/10/2020	8/9/2020	43.08	0.00	0.00	0.00	0.00	43.08
Teaching Textbooks	28256	7/10/2020	8/9/2020	67.08	0.00	0.00	0.00	0.00	67.08
Teaching Textbooks	28257	7/10/2020	8/9/2020	43.08	0.00	0.00	0.00	0.00	43.08
Teaching Textbooks	28688	8/12/2020	9/11/2020	55.08	0.00	0.00	0.00	0.00	55.08
Teaching Textbooks	28843	8/14/2020	9/13/2020	163.10	0.00	0.00	0.00	0.00	163.10
The Critical Thinking Co.	145793A	6/30/2020	7/30/2020	222.78	0.00	0.00	0.00	0.00	222.78
The Critical Thinking Co.	145944A	7/1/2020	7/31/2020	26.93	0.00	0.00	0.00	0.00	26.93
The Critical Thinking Co.	158946A	8/11/2020	9/10/2020	42.98	0.00	0.00	0.00	0.00	42.98
The Critical Thinking Co.	159499A	8/17/2020	9/16/2020	39.48	0.00	0.00	0.00	0.00	39.48
The Lampo Group, LLC	8564545	7/1/2020	8/1/2020	124.97	0.00	0.00	0.00	0.00	124.97
The Lampo Group, LLC	8564547	7/1/2020	8/1/2020	29.99	0.00	0.00	0.00	0.00	29.99
The Music Store	2	8/3/2020	9/2/2020	595.00	0.00	0.00	0.00	0.00	595.00
Theory Dance LLC	Rutledge-June6	6/19/2020	7/19/2020	280.00	0.00	0.00	0.00	0.00	280.00

Clarksville Charter School

Accounts Payable Aging

August 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Therapeutic Language Clinic, Inc.	3264	7/31/2020	8/30/2020	550.00	0.00	0.00	0.00	0.00	550.00
Thinkwell Corporation	204319	7/3/2020	8/2/2020	125.00	0.00	0.00	0.00	0.00	125.00
Timberdoodle.com	321390	7/1/2020	7/31/2020	102.86	0.00	0.00	0.00	0.00	102.86
Timberdoodle.com	321394	7/1/2020	7/31/2020	153.89	0.00	0.00	0.00	0.00	153.89
Timberdoodle.com	322009	7/8/2020	8/7/2020	470.58	0.00	0.00	0.00	0.00	470.58
Total Education Solutions, dba TES Therapy	2704141	6/12/2020	7/17/2020	115.00	0.00	0.00	0.00	0.00	115.00
Trigger Memory Co	2419	7/25/2020	8/24/2020	58.90	0.00	0.00	0.00	0.00	58.90
Vanessa Shaw	9	8/20/2020	9/19/2020	360.00	0.00	0.00	0.00	0.00	360.00
Verizon Wireless	9857189842	6/22/2020	7/22/2020	1,212.63	0.00	0.00	0.00	0.00	1,212.63
VocabularySpellingCity	1638193	7/1/2020	7/31/2020	34.95	0.00	0.00	0.00	0.00	34.95
Weintraub Tobin Chediak Coleman Grodin	98395016	7/13/2020	8/12/2020	2,841.75	0.00	0.00	0.00	0.00	2,841.75
Weintraub Tobin Chediak Coleman Grodin	98396453	8/12/2020	8/12/2020	1,283.50	0.00	0.00	0.00	0.00	1,283.50
Well Trained Mind Press	511	6/18/2020	7/18/2020	360.00	0.00	0.00	0.00	0.00	360.00
Well Trained Mind Press	52388	6/30/2020	7/30/2020	83.10	0.00	0.00	0.00	0.00	83.10
Well Trained Mind Press	52655	8/7/2020	9/6/2020	111.05	0.00	0.00	0.00	0.00	111.05
Well Trained Mind Press	52759	8/18/2020	9/17/2020	19.60	0.00	0.00	0.00	0.00	19.60
Well Trained Mind Press	565	8/14/2020	8/14/2020	685.00	0.00	0.00	0.00	0.00	685.00
Well Trained Mind Press	581	8/14/2020	8/14/2020	685.00	0.00	0.00	0.00	0.00	685.00
Well-Trained Mind Academy	527	7/10/2020	7/10/2020	735.00	0.00	0.00	0.00	0.00	735.00
Wendy Stephens	July 2020	7/31/2020	8/31/2020	262.50	0.00	0.00	0.00	0.00	262.50
Wieser Educational	92888	8/12/2020	9/11/2020	142.48	0.00	0.00	0.00	0.00	142.48
Wieser Educational	92906	8/13/2020	9/12/2020	256.36	0.00	0.00	0.00	0.00	256.36
WriteAtHome, Inc	20153953	8/21/2020	9/20/2020	799.00	0.00	0.00	0.00	0.00	799.00
WriteShop	20-0715	7/9/2020	8/8/2020	202.11	0.00	0.00	0.00	0.00	202.11
Young Music, LLC	442056	8/20/2020	9/19/2020	$ 137.00	$ -	$ -	$ -	$ -	$ 137.00
Total Outstanding Payables in August				**$ 608,910**	**$ -**	**$ -**	**$ -**	**$ -**	**$ 608,910**

Coversheet

Charter School Capital Presentation: Due To Due From

Section: II. Finance
Item: B. Charter School Capital Presentation: Due To Due From
Purpose: Discuss
Submitted by: Jenell Sherman
Related Material: CSC DTF pres_0920.pdf

BACKGROUND:
The "Due to/Due From" balances have been presented to the board previously. These balances are from the 2019-20 school year and reflect shared staffing costs and previous funds borrowed between the schools. The goal is for the schools to pay back the balances among all of the schools during the month of September. Charter School Capital will be presenting the plan for payback.

RECOMMENDATION:
Approval

Charter School Capital Presents:

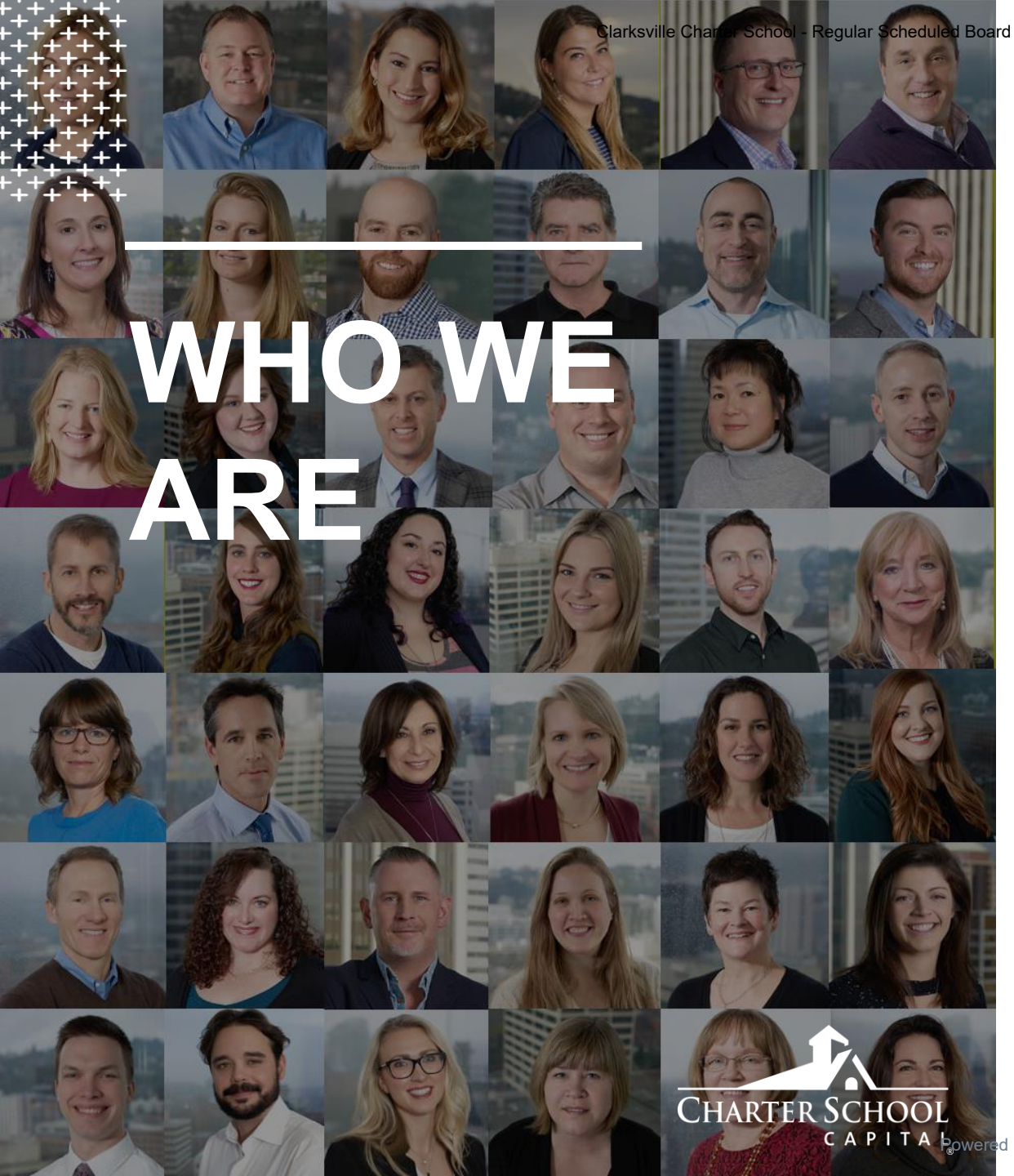
SY20/21 DTF Payment Proposal:

School Forum Presentation

Shausta Eckland & Tricia Blum
September 10, 2020



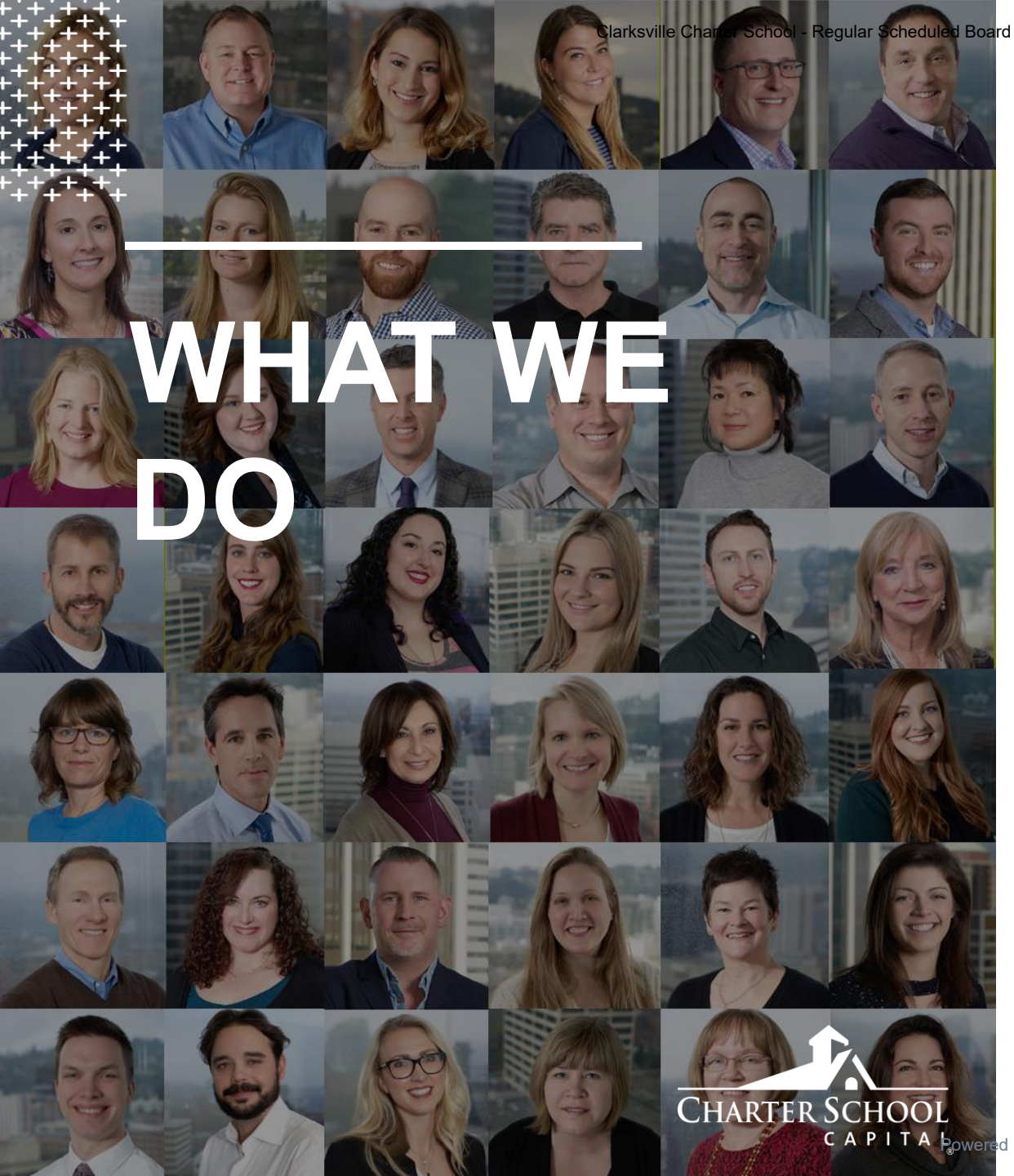
Copyright © 2018 Charter School Capital, Inc. All Rights Reserved.



WHO WE ARE

COMPANY OVERVIEW

- We are a specialty finance company focused on financial, business and facilities support for charter schools
- In the past 13 years, we have:
  - Served more than **1,250,000** students and their families
  - Supported more than **700** charter schools
  - Invested **$2B** in helping charter schools better serve their communities
- More than 45 employees headquartered in Portland, OR
- Stellar track record with schools and investors



WORKING CAPITAL

Our receivable sales product is a reliable and flexible process that provides access to capital for operations, facilities, programmatic expenses, or other obligations.

FACILITIES

Our facilities financing product is based on acquiring charter school real estate supporting development and/or making facility upgrades.

ENERGY

Partnering with BioStar Renewables, we retrofit aging school energy systems with new, efficient systems; reducing utility expenses through upgraded electrical components (e.g. LED lights, HVAC systems, and electrical controls).

ENROLLMENT MARKETING

Our team is providing enrollment marketing consulting and advertising services to boost enrollment.

BUSINESS SERVICES

EXCLUSIVELY FOR OUR CLIENTS

SY20/21 DTF PAYMENT PROPOSAL



Copyright © 2018 Charter School Capital, Inc. All Rights Reserved.
Powered by BoardOnTrack



WHY SHOULD YOU PAY YOUR DUE TO...

It's good business!

- Fiscally responsible
- FCMAT
- Yearly Audit
  - Prevent "going concerns"

It's free money (kinda)!

Like the $20 bill you find in your pocket

- Incoming funds have not been included in current budget—creates a surplus of unexpected money

Don't worry / Be helpful!

Parent/Teacher Speak: "Why don't you just write the paper now, rather than have it hanging over your head all weekend?"

- Some schools need your help—this fight is bigger than ICS or each other—this is about the movement

Copyright © 2018 Charter School Capital, Inc. All Rights Reserved.

SY20/21 DTF PAYMENT PROPOSAL

PROPOSED SOLUTION:

- Custom Funding Plans for SY20/21 delivered
  - Schools kept cash positive
  - Repay DTF in Sept
  - Solve for 2021 deferrals
- Repay DTF as of 9.2.20 by set date in Sept
  - School DTF *ONLY*
- Schedule funding (if necessary) for Sept 25
- All funds deposited into CSC paying agent account
  - Serve as an escrow account. Once all funds are deposited then CSC will release funding to appropriate schools.
    - Email in advance from each school

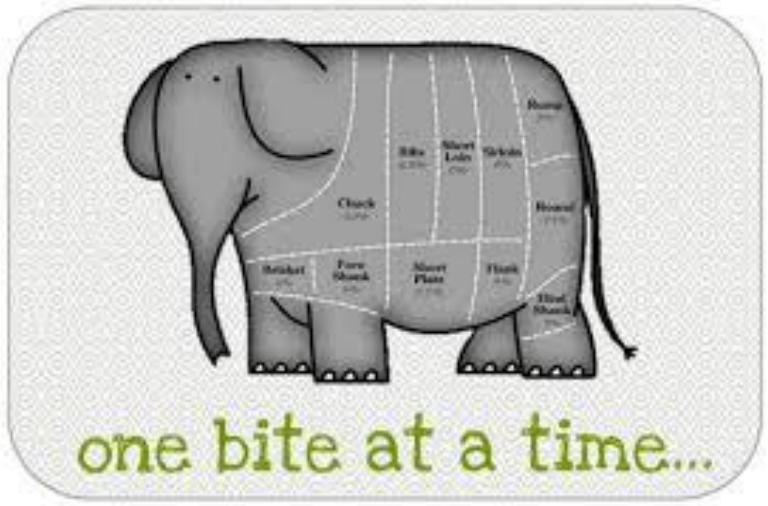


Copyright © 2018 Charter School Capital, Inc. All Rights Reserved.
Powered by BoardOnTrack

SY20/21 DTF PAYMENT PROPOSAL

PROPOSED SOLUTION LOGISTICS:

- 1st wave: repay 9.2.20 DTF between schools
- True-up SY20/21 Budgets post fundings
- reconcile DTF spreadsheet
- 2nd wave: repay next round of reconciled DTF between schools (hopefully final)
- Repeat as needed



Copyright © 2018 Charter School Capital, Inc. All Rights Reserved.
Powered by BoardOnTrack



DTF BY SCHOOL (DATED 9.2.20)

SCHOOL	BLUE RIDGE TOTAL	CABRILLO TOTAL	CLARKSVILLE TOTAL	COTTONWOOD TOTAL	FEATHER RIVER TOTAL	GRANITE MOUNTAIN TOTAL	HEARTLAND TOTAL	LAKE VIEW TOTAL	MISSION VISTA TOTAL	MONARCH RIVER TOTAL	PACIFIC COAST TOTAL	TRIUMPH TOTAL	WINSHIP TOTAL	YOSEMITE TOTAL	TOTAL DTF:
Blue Ridge	$ -	$ 771,903	$ 97,552	$ 496,760	$ (29,895)	$ 2,411,250	$ 294,548	$ (364)	$ (62,813)	$ 510,501	$ 453,684	$ (95,922)	$ (11,975)	$ (136,770)	$ 4,698,459
Cabrillo Point	$ (771,903)	$ -	$ (9,528)	$ 13,342	$ 45,429	$ (181,443)	$ (488,922)	$ (23,878)	$ 1,224,809	$ (12,717)	$ (95,529)	$ (114,320)	$ 37,825	$ (327,176)	$ (704,012)
Clarksville	$ (97,552)	$ 9,528	$ -	$ (31,703)	$ (786)	$ (4,671)	$ 32,619	$ (15,763)	$ (37,588)	$ (94,608)	$ 37,651	$ (4,181)	$ (13,802)	$ (238,138)	$ (458,996)
Cottonwood	$ (496,760)	$ (13,342)	$ 31,703	$ -	$ 246,861	$ (26,496)	$ 42,911	$ (123,420)	$ 21,459	$ (191,475)	$ 73,564	$ 2,666	$ 30,629	$ (427,234)	$ (828,934)
Feather River	$ 29,895	$ (45,429)	$ 786	$ (246,861)	$ -	$ (140,091)	$ (4,463)	$ (333,029)	$ (143,057)	$ (61,756)	$ (132,265)	$ 2,712	$ (44,580)	$ (140,525)	$ (1,258,663)
Granite Mountain	$ (2,411,250)	$ 181,443	$ 4,671	$ 26,496	$ 140,091	$ -	$ 266,045	$ (15,219)	$ (90,914)	$ (2,116)	$ (719,151)	$ (19,737)	$ (4,443)	$ (196,872)	$ (2,840,955)
Heartland	$ (294,548)	$ 488,922	$ (32,619)	$ (42,911)	$ 4,463	$ (266,045)	$ -	$ (10,494)	$ (88,618)	$ 40,427	$ 113,593	$ (15,372)	$ (11,555)	$ (471,238)	$ (585,994)
Lake View	$ 364	$ 23,878	$ 15,763	$ 123,420	$ 333,029	$ 15,219	$ 10,494	$ -	$ 6,764	$ (6,016)	$ 1,129	$ (6,963)	$ (3,486)	$ 879	$ 514,475
Mission Vista	$ 62,813	$ (1,224,809)	$ 37,588	$ (21,459)	$ 143,057	$ 90,914	$ 88,618	$ (6,764)	$ -	$ (8,749)	$ 89,482	$ (7,899)	$ (6,703)	$ (1,190,881)	$ (1,954,793)
Monarch River	$ (510,501)	$ 12,717	$ 94,608	$ 191,475	$ 61,756	$ 2,116	$ (40,427)	$ 6,016	$ 8,749	$ -	$ 71,954	$ (10,616)	$ (684)	$ (1,307,521)	$ (1,420,357)
Pacific Coast	$ (453,684)	$ 95,529	$ (37,651)	$ (73,564)	$ 132,265	$ 719,151	$ (113,593)	$ (1,129)	$ (89,482)	$ (71,954)	$ -	$ (63,513)	$ (20,219)	$ (142,719)	$ (120,561)
Triumph	$ 95,922	$ 114,320	$ 4,181	$ (2,666)	$ (2,712)	$ 19,737	$ 15,372	$ 6,963	$ 7,899	$ 10,616	$ 63,513	$ -	$ 22,024	$ (6,572)	$ 348,597
Winship	$ 11,975	$ (37,825)	$ 13,802	$ (30,629)	$ 44,580	$ 4,443	$ 11,555	$ 3,486	$ 6,703	$ 684	$ 20,219	$ (22,024)	$ -	$ 22,377	$ 49,346
Yosemite	$ 136,770	$ 327,176	$ 238,138	$ 427,234	$ 140,525	$ 196,872	$ 471,238	$ (879)	$ 1,190,881	$ 1,307,521	$ 142,719	$ 6,572	$ (22,377)	$ -	$ 4,562,389
TD$ You Owe:	**$ (5,036,197)**	**$ (1,321,404)**	**$ (79,798)**	**$ (449,793)**	**$ (33,393)**	**$ (618,747)**	**$ (647,405)**	**$ (530,940)**	**$ (512,471)**	**$ (449,391)**	**$ (946,945)**	**$ (360,548)**	**$ (139,823)**	**$ (4,585,645)**	**$ (15,712,502)**
TD$ Due To You:	**$ 337,739**	**$ 2,025,416**	**$ 538,794**	**$ 1,278,727**	**$ 1,292,057**	**$ 3,459,702**	**$ 1,233,399**	**$ 16,465**	**$ 2,467,265**	**$ 1,869,748**	**$ 1,067,506**	**$ 11,951**	**$ 90,477**	**$ 23,256**	**$ 15,712,502**
NET TOTAL:	**$ (4,698,459)**	**$ 704,012**	**$ 458,996**	**$ 828,934**	**$ 1,258,663**	**$ 2,840,955**	**$ 585,994**	**$ (514,475)**	**$ 1,954,793**	**$ 1,420,357**	**$ 120,561**	**$ (348,597)**	**$ (49,346)**	**$ (4,562,389)**	**$ - **

Copyright © 2018 Charter School Capital, Inc. All Rights Reserved.
Powered by BoardOnTrack

FORECASTED TIMELINE

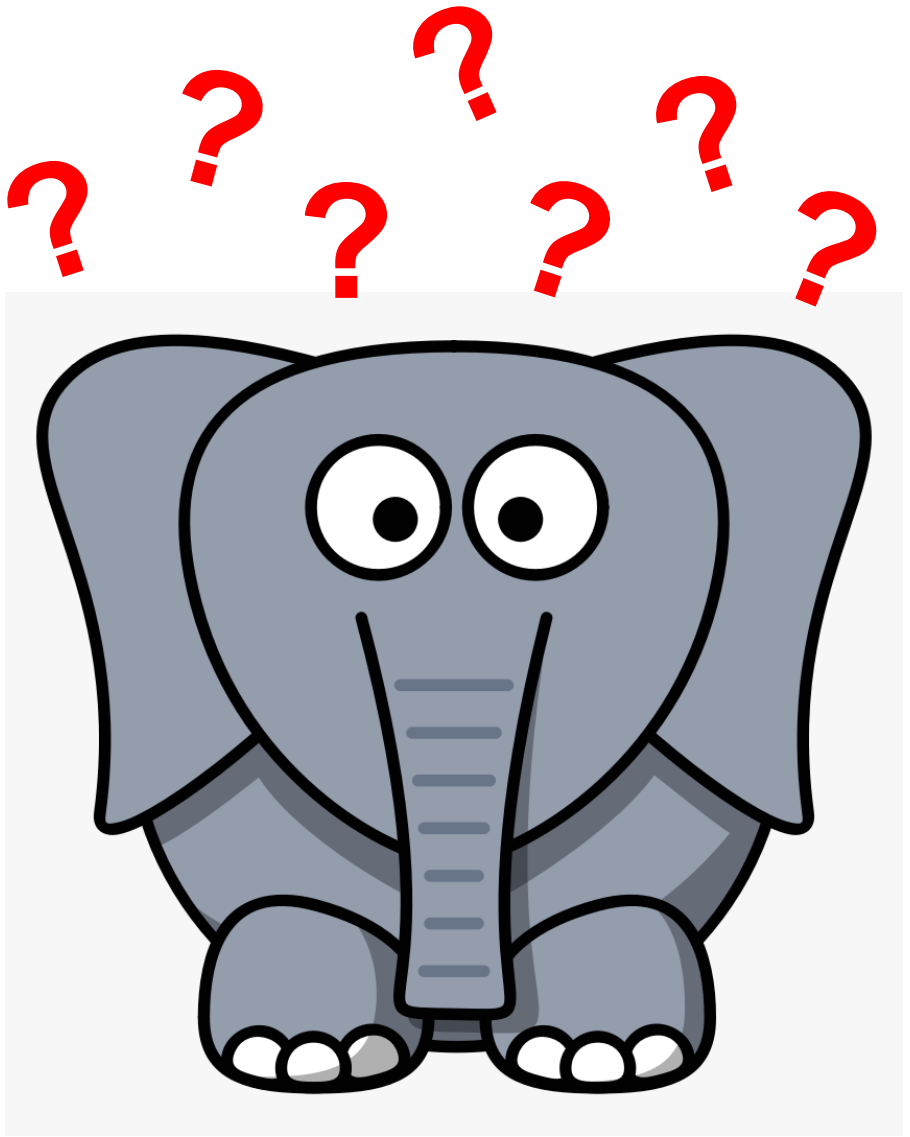


- Each school schedules a funding (if necessary) for Sept 25
  - Just like a regular funding request
- Plan to share plan at school board meetings ASAP/ special meeting
- Each school will separately send an email to CSC indicating amount to pay each school (Date TBD—sooner the better)
- All funds deposited into CSC paying agent account
  - Serve as an escrow account
  - Once all funds are deposited then CSC will release funding to appropriate schools
    - Email in advance from each school
      - Will release funds as per school's direction
- On September 25 schools will receive a lump sum of funds via CSC blocked account
- Each school should reconcile amounts received
- Take a breath—chew
- Get ready for the next bite
- Take the bite...

Copyright © 2018 Charter School Capital, Inc. All Rights Reserved.

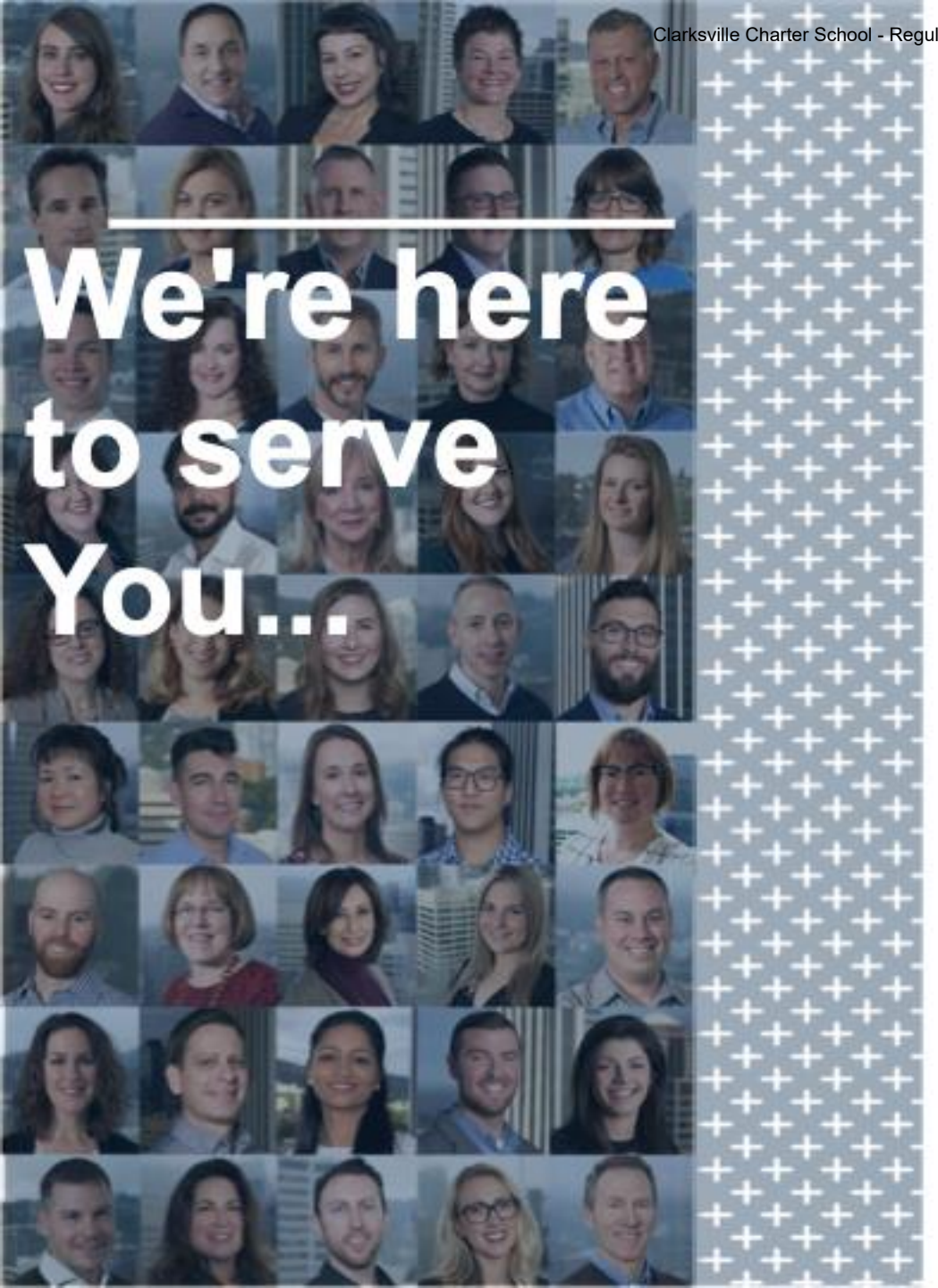
Q&A





Copyright © 2018 Charter School Capital, Inc. All Rights Reserved.

Powered by BoardOnTrack





Tricia Blum
Vice President of Business Consulting
tblum@charterschoolcapital.org
(661) 289-0702



Matt Percin
Manager of Financial Analysis/Risk
Mpercin@charterschoolcapital.org
(971) 634-0543



Shausta Eckland
Account Manager
seckland@charterschoolcapital.org
(971) 277-8618



Amy Colie
Paralegal Manager
acolie@charterschoolcapital.org
(503) 804-6725



Thank you!

Copyright © 2019 Charter School Capital, Inc. All Rights Reserved.

Coversheet

Executive Director MOU

Section: II. Finance
Item: C. Executive Director MOU
Purpose: Vote
Submitted by: Jenell Sherman
Related Material: Executive Shared MOU.pdf

BACKGROUND:
This is the Memorandum of Understanding between Feather River, Winship, Clarksville, and Lake View Charter Schools for the shared services of Julie Haycock and Jenell Sherman as the Executive Directors and Vice Principals of the four schools.

RECOMMENDATION:
Approval

MEMORANDUM OF UNDERSTANDING
FOR SHARED EXECUTIVE PERSONNEL SERVICES

This Memorandum of Understanding for Shared Executive Personnel Services ("MOU") is entered into as of July 1, 2020 ("Effective Date") by and between the following California nonprofit public benefit corporations, which may each be referred to herein as a "Party" and collectively as the "Parties" to this MOU: Lake View Charter School ("LVCS"), Winship Community School ("WCS"), Clarksville Charter School ("CCS"), and Feather River Charter School ("FRCS").

RECITALS

WHEREAS, LVCS, WCS, CCS, and FRCS are each nonprofits that operate California public charter schools;

WHEREAS, LVCS entered into an employment agreement effective as of July 1, 2020, with Julie Haycock ("Haycock") as the Executive Director of LVCS. As part of the terms of Haycock's Employment Agreement and addendum effective as of July 1, 2020, Haycock and LVCS agree that LVCS may be on loan to WCS, CCS and FRCS in the roles designated herein.

WHEREAS, CCS entered into an employment agreement effective as of July 1, 2020, with Jenell Sherman as the Executive Director of CCS. As part of the terms of Sherman's Employment Agreement and addendum effective July 1, 2020, Sherman and CCS agree that Sherman may be on loan to LVCS, WCS and FRCS in the roles designated herein.

WHEREAS, the Parties seek to share the services of: (i) Haycock as an Executive Director for LVCS and WCS and as Vice Principal for CCS and FRCS; and (ii) Sherman as an Executive Director for CCS and FRCS and Vice Principal for LVCS and WCS (collectively, the "Shared Personnel") among them cooperatively in order to achieve cost savings and other benefits for each Party, so that each Party may have access to additional, valuable and/or specialized personnel services that might otherwise not be available to them;

WHEREAS, the sharing of services performed by the Shared Personnel among all of the Parties cooperatively is in the mutual interest of each of the Parties and in furtherance of their shared goal to successfully implement their respective education programs in an efficient and cost effective manner; and

WHEREAS, the Parties intend to coordinate the services provided by the Shared Personnel to the Parties and to allocate costs among the Parties according to the terms and conditions set forth in this MOU.

NOW, THEREFORE, in consideration of their mutual promises set forth in this MOU, the sufficiency of which is acknowledged, the Parties hereby agree as follows.

AGREEMENT

1. Shared Personnel Services. During the term of this MOU, the Parties shall coordinate with each other for the Shared Personnel to perform the services described in **Attachment A** (the "Services") under the terms and conditions set forth herein.

2. Relationship of Parties. The Parties acknowledge that Shared Personnel are and shall remain employees of LVCS and CCS (as set forth in the above Recitals), which shall constitute the sole employers and "Lessors" of Services performed by Shared Personnel under this MOU. The non-Lessor

Parties entitled to receive Services from Shared Personnel pursuant to the terms of the MOU shall constitute the "Lessees." Shared Personnel shall be subject to the ultimate oversight, direction and control of Lessors and their respective governing boards, officers, and designated representatives, but may also be subject to the supervision and direction of Lessees when performing Services on their behalf. The termination of this MOU shall not terminate the Shared Personnel's employment relationship with their respective Lessors. Lessees are not, and nothing in this MOU shall cause Lessees to become, third party beneficiaries to the Lessors' respective employment agreements with the Shared Personnel. Nothing in this MOU shall confer upon any Party any rights or remedies, including any right to employment, as an employee of any other Party. Nothing in this MOU shall create a joint venture between the Parties. Each Party shall remain solely responsible for its own governance, operations and educational program.

3. Allocation. Each Party's right to receive Services and obligation to pay fees under this MOU shall be determined based upon their proportionate share using the formula set forth in **Attachment B (the "Allocation")**.

4. Allocation of Services. Each Party will have the right to receive Services from Shared Personnel in an amount reasonably equivalent to that Party's Allocation. The Parties shall work cooperatively with each other and the Shared Personnel to coordinate the performance of such Services. Any Party which asserts that it has not received its Allocation of Services from Shared Personnel, must provide written notice to the Parties, describing in detail the alleged deficiency and allowing thirty (30) days to cure before seeking any other remedy.

5. Allocation of Fees and Expenses. As consideration for the Services provided by Shared Personnel, each Lessee shall pay to the Lessors the fees and expenses set forth herein.

a. Fees. Each Lessee shall pay to the Lessors a fee that is calculated based on their Allocation of the annual total cost incurred by Lessors in employing the respective Shared Personnel as set forth in **Attachment B**. The total cost shall be fixed as of July 1 for each year of this MOU and may thereafter be subject to change only with the agreement of all Parties. Any such changes, notating the effective date, shall be memorialized by Lessors in **Attachment B**.

b. Expenses. Reasonable and necessary expenses incurred by Shared Personnel in the course of performing Services under this MOU shall be split evenly between those Parties on whose behalf the expenses were incurred. Expenses in excess of $1,000 must be approved in advance by the affected Parties. Invoices for expenses shall be sent by Lessors within [thirty (30)] days of payment to Shared Personnel and shall include copies of supporting documentation (e.g. receipts). If the reasonable and necessary expense is incurred by Shared Personnel by one Party, that Party shall be responsible for the full cost of the expense.

6. Monthly Payment. Lessors shall provide monthly statements to the non-Lessor parties which shall include the billing period, the fees and any expenses owed and a description of the method by which the fees and expenses were calculated. Each non-Lessor Party shall submit payment to Lessors within thirty (30) days after receipt of the invoice. Any disputes concerning invoices must be directed to Lessors in writing within thirty (30) days after receipt of the invoice. Lessors shall provide access to reasonable backup documentation for such fees upon request and subject to privacy considerations.

7. Lessor Responsibilities. In addition to any other promises and covenants identified herein, Lessors shall have the following responsibilities under this MOU as it pertains to their respective employee:

a. Comply with all applicable federal, state and local laws and regulations, including laws prohibiting harassment, discrimination and retaliation.

b. Comply with all applicable federal, state and local laws, regulations and orders concerning workplace safety.

c. Timely pay Shared Personnel consistent with applicable law and their employment agreements, if any.

d. Ensure that Shared Personnel maintain the qualifications and competency necessary to provide the Services, including but not limited to: (i) complete all required training, including, but not limited to initial and annual training on mandated child abuse and neglect reporting; (ii) are free from active tuberculosis; (iii) have passed a criminal background check through the Department of Justice; (iv) have not been convicted of a serious or violent felony (as defined by Penal Code §§ 667.5 and 1192.7); (v) are eligible to work in the United States; and (vi) maintain in good standing all applicable licenses and credentials.

e. Supervise and evaluate Shared Personnel and make and implement, in its sole discretion all employment related communications and decisions with respect to Shared Personnel, including, but not limited to matters relating to discipline, termination, accommodations, disability claims, complaints, leaves of absence, compensation and benefits.

f. Administer trainings, leaves of absence, disability accommodations and other duties of an employer as required by applicable law.

8. Lessee Responsibilities. In addition to any other promises and covenants identified herein, each Lessee shall have the following responsibilities under this MOU:

a. Comply with all applicable federal, state and local laws and regulations, including laws prohibiting harassment, discrimination and retaliation.

b. Comply with all applicable federal, state and local laws, regulations and orders concerning workplace safety.

c. Provide to Shared Personnel, in writing, copies of any of Lessee's policies and procedures applicable to the Services.

d. Provide a safe working environment for Shared Personnel.

e. Supervise and direct Shared Personnel when providing Services on behalf of the Lessee in order to ensure that Shared Personnel meet their performance obligations and comply with all of Lessee's applicable policies and procedures.

f. Provide feedback to Lessors regarding the performance of Shared Personnel.

9. Term and Termination.

a. Term. The MOU is effective as of July 1, 2020 and shall remain in effect until June 30, 2021 (the "Initial Term"). This MOU shall automatically renew for consecutive additional one (1) year terms unless a Party provides written notice of non-renewal to the other at least ninety (90) days prior to the expiration of the then-current term (each, a "Renewal Term"). The Initial Term and any Renewal Term(s) are referred to as the Term. Termination under this subsection shall not relieve the terminating Party of any of its obligations under this MOU prior to the effective date of such termination. Termination by a Lessee will not automatically terminate this MOU as to the remaining Parties. In the

event a Lessee's participation in this MOU is terminated, the remaining Parties' Allocation shall be re-assessed consistent with Section 3 of this MOU.

b. Termination With Cause. Any Party may terminate its participation in this MOU for cause as defined below. All notices required under this subdivision must be simultaneously provided to all Parties in writing.

i. Material Breach. Any Party may terminate this MOU the event of another Party's material or persistent breach of any one or more of the terms of this MOU, which breach is not remedied within thirty (30) days after written notice is provided to all Parties. If after thirty (30) days the non-breaching Party determines that the breach has not been remedied or appropriate actions have not commenced to cure the breach, the non-breaching Party may terminate its participation in the MOU effective immediately. Following termination under this subsection, the breaching Party remains responsible for paying its Allocation of fees through the last day of the month in which the MOU is terminated.

ii. Charter Revocation/Non-Renewal. Upon the revocation or non-renewal of the charter of a Party, that Party may terminate their participation in the MOU. Notice of any such revocation or non-renewal shall be provided as soon as possible.

iii. Termination for Change in Shared Personnel. Any Party may terminate this MOU upon a change in the employment status of Shared Personnel. A legally protected leave of absence taken by Shared Personnel shall not constitute a change in employment status under this subdivision and shall not give cause for termination of this MOU. In the event Shared Personnel are on an extended leave of absence or are no longer employed by the respective Lessor, that Lessor and applicable Lessees may mutually agree upon a replacement. In the event Shared Personnel are terminated which results in a severance, the terminating party shall be responsible for paying for any severance required by that contract

c. Termination by Agreement of All Parties. This MOU may be terminated at any time upon a written agreement of all Parties.

10. Intellectual Property; Work Product. Any intellectual property owned by a Party that is used by or on behalf of another Party in the context of providing Services, shall remain the property of the originating Party. No Party shall have the right to grant a license, sublicense, or any other use or rights to the intellectual property of another Party. A Party's use of another Party's intellectual property under this MOU shall not create any ongoing license or other right to continuing use of that intellectual property after the termination of this MOU. Upon termination of this MOU, the intellectual property of each Party in the possession of any other Party shall be returned and/or destroyed. Any work product created by or on behalf of a Party pursuant to this MOU, shall be and remain the property of that Party.

11. Confidentiality. Each Party acknowledges that during the term of this MOU, it may have access to certain Confidential Information of the other Parties as defined below. Each Party shall maintain and enforce reasonable administrative, technical, and physical safeguards, including but not limited to restricting access to Confidential Information, in order to reasonably protect the confidentiality of the other Parties' Confidential Information. The Parties' obligations hereunder with respect to Confidential Information shall survive termination of this MOU.

a. Scope. "Confidential Information" means non-public information marked either "confidential" or "proprietary," or that otherwise should be understood by a reasonable person to be confidential in nature. Confidential Information may include but is not limited to trade secrets, policies, procedures, closed session records and communications, student education records, intellectual property, business or strategic plans, contractual arrangements or negotiations, fundraising and marketing strategies, financial information and employee information. Confidential Information does not include any information which (i) is rightfully known to the recipient prior to its disclosure; (ii) is released to any other person or entity (including governmental agencies) without restriction; (iii) is independently developed by the recipient without use of or reliance on Confidential Information; (iv) is or later becomes publicly available without violation of this MOU or may be lawfully obtained by a Party from a non-party; or (v) which is a public record under California law.

b. Notice. If disclosure of Confidential Information is requested pursuant to law, statute, rule or regulation (including through a subpoena or request under the California Public Records Act, but excluding requests in connection with routine supervisory examination by regulatory authorities with jurisdiction and without breaching any legal or regulatory requirement), the Party to which the request for disclosure is made shall provide the Party(ies) whose Confidential Information is requested with prior prompt written notice thereof to the extent practicable, and if practicable under the circumstances, shall allow the affected Party(ies) to seek a restraining order or other appropriate relief.

c. Return. Upon the termination or expiration of this MOU, Confidential Information of each Party in the possession of the other Party shall be returned.

12. Student Information. Each Party is responsible for its compliance with the federal Family Educational Rights and Privacy Act (20 U.S.C. § 1232g) ("FERPA") and other applicable state and federal laws pertaining to student information and privacy.

a. To the extent necessary, the Lessors shall be designated as having a legitimate educational interest in accessing each Lessee's student education records, as that term is defined by and for purposes of FERPA, thereby allowing Shared Personnel to access personally identifiable information from student education records from the Lessees as needed to perform the Services. For purposes of this MOU, the term "personally identifiable information" ("PII") means any information that can be used on its own or with other information to (i) distinguish one person from another, (ii) identify, contact, or locate a single person, or (iii) de-anonymize anonymous data.

b. Lessors shall not use or disclose pupil records, including PII, received from or on behalf of another Party except as necessary with respect to the performance of the Services, as required by law, or as otherwise authorized in writing by the applicable Lessees. Lessors shall protect the student education records it receives from or on behalf of another Party no less rigorously than it protects its own student education records. In the event of an unauthorized disclosure of PII, Lessors shall notify the affected Lessee(s) as soon as practicable, and shall, upon the affected Lessee's request, notify affected parents, legal guardians and eligible pupils using reasonably available technological means such as electronic mail.

13. Conflicts. In the event an actual or potential conflict arises between the Parties, the affected Parties shall seek to resolve the conflict, while taking reasonable measures to protect from disclosure any Confidential Information.

14. Insurance. Lessors shall procure and maintain in full force and effect for the duration of this MOU, the following insurance in connection with Lessors' performance under this MOU and the provision of Services by Shared Personnel.

a. California Workers' Compensation Insurance, as required by the State of California and consistent with Labor Code section 3602(d)(1), with statutory limits, and Employer's Liability Insurance with limit of no less than $1,000,000 per accident for bodily injury or disease, covering all Shared Personnel provided under this MOU.

b. General Liability Insurance including coverage for personal injury, death, property damage and sexual abuse/molestation (if not included with ELL) with a combined single limit of no less than One Million Dollars ($1,000,000) per occurrence, and a minimum annual aggregate of Two Million Dollars ($2,000,000).

c. Employment Practices Liability Insurance with a combined single limit of no less than One Million Dollars ($1,000,000) per occurrence.

d. Professional Liability Insurance, which may also be called Educator's Legal Liability Insurance (or ELL), with a combined single limit of no less than One Million Dollars ($1,000,000) per claim, and Two Million Dollars ($2,000,000) policy aggregate.

e. Lessors will provide additional insured coverage and policy endorsements for Lessees and their officers, directors, employees, volunteers or agents (collectively referred to as the "Additional Insureds") under the General Liability and Employment Practices policies. The coverage shall contain no special limitations on the scope of protection afforded to the Additional Insureds. Lessors' insurance shall be primary as respects Additional Insureds, and any insurance, self-insurance or other coverage maintained by Additional Insureds shall be excess to Lessors' insurance and shall not contribute to it.

f. Lessors hereby agree to waive rights of subrogation which any insurer of Lessors may acquire from Lessors by virtue of the payment of any loss. Lessors agree to obtain any endorsement that may be necessary to affect this waiver of subrogation.

g. Upon request at any time, Lessors shall furnish any Lessee with original Certificates of Insurance including all required amendatory endorsements (or copies of the applicable policy language effecting coverage required by this Section) and a copy of the Declarations and Endorsement Page of the CGL policy listing all policy endorsements. Failure to obtain the required documents prior to the work beginning shall not waive Lessors' obligation to provide them. Lessees reserve the right to require complete, certified copies of all required insurance policies, including endorsements, herein required, at any time.

h. Lessors will provide 30 days prior written notice to applicable Lessees in the event of any material modification or cancellation of insurance required by this MOU. If any of the required coverages expire during the term of this MOU, Lessors shall deliver the renewal certificate(s) including the additional insured endorsements to Lessees at least ten (10) days prior to the expiration date.

i. Except as indicated above, all policies shall be provided on an occurrence basis. If any of the required policies provide coverage on a claims-made basis, then the following terms shall be provided to the extent possible: (i) the retroactive date must be shown and must be before the date of the MOU or the beginning of the work; (ii) insurance must be maintained and evidence of insurance must be provided for at least five (5) years after completion of the work; (iii) if coverage is canceled or non-renewed, and not replaced with another claims-made policy form with a retroactive date prior to the contract effective date, the Lessors must purchase "extended reporting" coverage for a minimum of five (5) years after completion of contract work.

15. Liability. Each Party shall be and remain responsible for its own debts and obligations. Nothing in this MOU shall be construed as imposing on a Party any liability arising out of the operations of any other Party, except as such liability may result from the performance of the first Party's obligations under this MOU.

16. Indemnification. Each Party shall defend, indemnify, and hold harmless the other Parties, and their employees, officers, directors, and agents, from and against any liability, loss, claims, demands, damages, expenses, lawsuits and costs (including attorneys' fees, expert witness fees, and other costs of litigation or other proceedings) of every kind or nature arising in any manner out of any breach of duties under this MOU and/or negligence or willful misconduct of that Party, including its employees, officers directors and agents. In no event shall any Party be required to defend, indemnify or hold harmless any other Party for its sole negligence or willful misconduct.

17. Assignment. No Party shall assign this MOU, any interest in this MOU, or its rights or obligations under this MOU without the express prior written consent of the other Parties. This MOU shall be binding on, and shall inure to the benefit of, the Parties and their respective successors and assigns.

18. Fiduciary Obligations. The governing body for each Party has reviewed this MOU in good faith, and in a manner in which it believes to be in its best interests, and with such care, including reasonable inquiry, as an ordinary prudent person in a like position would use under similar circumstances, and has determined that the MOU is in the best interests of its Party and that the cost allocation to be paid is fair and reasonable.

19. Dispute Resolution. If there is any dispute or controversy between the Parties arising out of or relating to this MOU, the Parties agree to confidentially meet in good faith to discuss a mutually amicable resolution to the dispute. If informal efforts at dispute resolution are not successful, the Party with the complaint shall give written notice of the dispute and the desired resolution to the other Party. The Parties agree that, within thirty (30) days of the date of written notice of the failure to resolve the dispute despite good faith efforts, they will again meet with a mutually agreeable mediator for non-binding mediation in good faith, with a principal of each of the Parties present. If the Parties are still unable to come to a resolution within thirty (30) days of the external mediation, the Parties may agree to arbitrate the dispute in El Dorado County before a retired California state or federal court judge under the Comprehensive Arbitration Rules of JAMS, rather than resorting to litigation.

20. Notice. All notices, requests, demands, or other communications (collectively "Notice") given to or by the Parties under this MOU shall be in writing and shall be deemed to have been duly given on the date of receipt if transmitted by email or personally served on the Party(ies) to whom Notice is to be given, or seventy-two (72) hours after mailing by United States mail first class, registered or certified mail, postage prepaid, addressed to the Party(ies) to whom Notice is to be given, at the applicable address set forth below:

To: Lake View Charter School
ATTN: Board President
[insert address]
[email]

To: Winship Community School
ATTN: Board President
[insert address]
[email]

To: Clarksville Charter School
ATTN: Board President
[insert address]
[email]

To: Feather River Charter School
ATTN: Board President
[insert address]
[email]

21. Headings. The descriptive headings of the sections and/or paragraphs of this MOU are inserted for convenience only, are not part of this MOU, and do not in any way limit or amplify the terms or provisions of this MOU.

22. Amendments. This MOU may be amended by the mutual written consent of all Parties.

23. Entire MOU. This MOU constitutes the entire agreement between the Parties with respect to the subject matter contained herein and supersedes all agreements, representations and understandings of the Parties with respect to such subject matter made or entered into prior to the date of this MOU.

24. Arm's Length and Independent Counsel. This MOU has been negotiated at arm's length and between persons (or their representatives) sophisticated and knowledgeable in the subjects in this MOU. Accordingly, any rule of law or legal decision that would require interpretation of any ambiguities against the Party that has drafted it is not applicable and is waived. The provisions of this MOU shall be interpreted in a reasonable manner to affect the purpose of the Parties and this MOU. Each Party has been advised by, or had opportunity to seek advice from, its independent counsel regarding this MOU.

25. No Waiver. No waiver of any provision of this MOU shall constitute, or be deemed to constitute, a waiver of any other provision, nor shall any waiver constitute a continuing waiver. No waiver shall be binding unless executed in writing by the Party making the waiver.

26. Severability. If any provision of this MOU is invalid or contravenes California law, such provision shall be deemed not to be a part of this MOU and shall not affect the validity or enforceability of its remaining provisions, unless such invalidity or unenforceability would defeat an essential purpose of this MOU.

27. Governing Law. This MOU shall be governed by and interpreted under California law.

28. Authority to Contract. Each Party warrants to the others that it has the authority to enter into this MOU, that it is a binding and enforceable obligation of said Party, and that the undersigned has been duly authorized to execute this MOU.

29. Counterparts. This MOU may be executed in counterparts, each of which shall be deemed an original and all of which together shall constitute one instrument. A faxed, .pdf, or other electronic copy of the fully executed original version of this MOU shall have the same legal effect as an executed original for all purposes.

[Signature Page to Follow]

IN WITNESS WHEREOF, the Parties execute this MOU as of the Effective Date above.

Lake View Charter School, a California nonprofit public benefit corporation

By: _____
Name: _____
Its: _____
Date: _____, 2020

Winship Community School, a California nonprofit public benefit corporation

By: _____
Name: _____
Its: _____
Date: _____, 2020

Clarksville Charter School, a California nonprofit public benefit corporation

By: _____
Name: _____
Its: _____
Date: _____, 2020

Feather River Charter School, a California nonprofit public benefit corporation

By: _____
Name: _____
Its: _____
Date: _____, 2020

ATTACHMENT A

Shared Services

Position	**Executive Director**
Description of Services	See Job Description attached as A-1. Additional or different duties may be agreed upon by the Lessors and Lessees.

Julie Haycock shall perform the services related to the Executive Director position on behalf of Winship Community School and Lake View Charter School.

Jenell Sherman shall perform the services related to the Executive Director position on behalf of Feather River Charter School and Clarksville Charter School.

Position	**Vice Principal**
Description of Services	See Job Description attached as A-2. Additional or different duties may be agreed upon by the Lessors and Lessees.

Julie Haycock shall perform the services related to the Vice Principal position on behalf of Feather River Charter School and Clarksville Charter School.

Jenell Sherman shall perform the services related to the Vice Principal position on behalf of Lake View Charter School and Winship Community School.

ATTACHMENT B

Allocation

1. Allocation Formula

The Parties have collaborated to determine an equitable distribution for salaries based on the proportionate amount of services the Parties expect Sherman and Haycock will provide to all four schools in the roles of Executive Director and Vice Principal. The Parties intend for each School to receive equitable amount of services from an Executive Director and Vice Principal.

Party	Percentage of Jenell Sherman Salary	Percentage of Julie Haycock Salary
Lake View Charter School	6%	50%
Winship Community School	4%	20%
Clarksville Charter School	45%	.15%
Feather River Charter School	45%	15%

Total Cost

The following total cost of employing Shared Personnel is approved and effective as of July 1, 2020:

1. Julie Haycock

   [summarize cost]

2. Jenell Sherman

   [summarize cost]

Job Description
Executive Director

Direct Report:	School Board
Supervises:	Teachers & Classified Staff
FSLA Status:	Exempt
Contract Type:	A

Summary of Position:

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

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

Duties and Responsibilities:

- Be professional, fair, and a team player in all duties, actions, and communications
- Keep the Board informed of the condition of the school's educational program and assure effective communication between the Board and school staff as needed
- Actively engage in the preparation of Board agendas and prepare and submit recommendations to the Board to all matters requiring board action
- See to the execution of all decisions and requests from the Board
- See that all funds, physical assets, and other property of the school are appropriately safeguarded and administered
- Complete and submit all reports, requests, and other deliverables as required by various governing or authorizing bodies or Board policies
- Ensure that annual budgets and financial reports are prepared and submitted to all pertinent parties

- Primarily responsible for hiring new Assistant Director(s), Regional Coordinators, Homeschool Teachers, and other positions as appropriate by screening applicants, participating in interviews, and assist as needed during the hiring/onboarding process
- Directly Supervise and train Assistant Director(s) and Regional Coordinators
- Supervise and support Homeschool Teachers and other regional support positions (High School Success Coordinator, Community Connections Coordinator, Teacher Training Coordinator, Testing and Assessment Coordinator, etc.)
- Collaborate with Department Directors and Administrators and ensure information, processes, and procedures from Departments are shared with fidelity and in a timely manner
- Participate in weekly check-ins with Assistant Director(s) for their updates from regional support staff meetings
- Promote student academic achievement at all levels
- Advocate for equitable academic and extracurricular programs in all facets of the school
- Oversight of Work Sample review and collection
- Oversight of Attendance Log review and collection
- Monitor Student Compliance and academic progress
- Review Teacher Tracking Reports
- Ensure all school websites and resources are accurate and up to date
- Collaborate on the Weekly Update
- Attend Leadership Meetings as needed
- Attend Regional Coordinator meetings (virtual and or in person) as needed
- Regularly visit and support school events
- Ensure Year-End Transition (YET) is completed accurately and on time
- Participate in data collection and analysis
- Monitor and support compliance issues that arise with students, Homeschool Teachers, or Regional Coordinators, including Compliance Conferences
- Monitor and ensure successful testing participation and administration
- Complete student transfers
- Monitor and report teacher and student numbers, as needed
- Seek approval for staffing needs
- Participate in staff evaluations
- Help monitor and direct special committees and or adjunct duties
- Ensure proper teacher training and professional development
- Attend Annual Admin/Leadership retreat and assist with the planning of Regional Retreats
- Help plan and book events (Examples: Holiday Party, Graduation, Retreats, Back to School, etc.)
- Approve school employee salaries
- Approve stipends, overtime, and time off requests
- Execute staff contracts
- Complete Form 700
- Execute contracts
- Ensure SPED services are provided appropriately

- Ensure Intervention services are provided appropriately
- Ensure the LCAP is created and implemented
- Report Local Dashboard Indicators
- Monitor and approve day to day spending and delegated borrowing and lending authority
- Approve payroll and accounts payable
- Implement policies and practices outlined in all handbooks
- Monitor student data to drive instruction and programs
- Foster positive authorizer relationships
- Be responsive and address staff, student, parent, community, and board concerns and calls
- Implement WASC Action Plan
- Complete and approve attendance reports
- Other duties as assigned

Job Description
Vice Principal

Direct Report:	School Board
Supervises:	Teachers & Classified Staff
FSLA Status:	Exempt
Contract Type:	A

Summary of Position:

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

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

Duties and Responsibilities:

- Be professional, fair, and a team player in all duties, actions, and communications
- Keep the Board informed of the condition of the school's educational program and assure effective communication between the Board and school staff as needed
- Actively engage in the preparation of Board agendas and prepare and submit recommendations to the Board to all matters requiring board action
- See to the execution of all decisions and requests from the Board
- See that all funds, physical assets, and other property of the school are appropriately safeguarded and administered
- Complete and submit all reports, requests, and other deliverables as required by various governing or authorizing bodies or Board policies
- Ensure that annual budgets and financial reports are prepared and submitted to all pertinent parties
- Primarily responsible for hiring new Assistant Director(s), Regional Coordinators, Homeschool Teachers, and other positions as appropriate by screening applicants, participating in interviews, and assist as needed during the hiring/onboarding process

- Directly Supervise and train Assistant Director(s) and Regional Coordinators
- Supervise and support Homeschool Teachers and other regional support positions (High School Success Coordinator, Community Connections Coordinator, Teacher Training Coordinator, Testing and Assessment Coordinator, etc.)
- Collaborate with Department Directors and Administrators and ensure information, processes, and procedures from Departments are shared with fidelity and in a timely manner
- Participate in weekly check-ins with Assistant Director(s) for their updates from regional support staff meetings
- Promote student academic achievement at all levels
- Advocate for equitable academic and extracurricular programs in all facets of the school
- Oversight of Work Sample review and collection
- Oversight of Attendance Log review and collection
- Monitor Student Compliance and academic progress
- Review Teacher Tracking Reports
- Ensure all school websites and resources are accurate and up to date
- Collaborate on the Weekly Update
- Attend Leadership Meetings as needed
- Attend Regional Coordinator meetings (virtual and or in person) as needed
- Regularly visit and support school events
- Ensure Year-End Transition (YET) is completed accurately and on time
- Participate in data collection and analysis
- Monitor and support compliance issues that arise with students, Homeschool Teachers, or Regional Coordinators, including Compliance Conferences
- Monitor and ensure successful testing participation and administration
- Complete student transfers
- Monitor and report teacher and student numbers, as needed
- Seek approval for staffing needs
- Participate in staff evaluations
- Help monitor and direct special committees and or adjunct duties
- Ensure proper teacher training and professional development
- Attend Annual Admin/Leadership retreat and assist with the planning of Regional Retreats
- Help plan and book events (Examples: Holiday Party, Graduation, Retreats, Back to School, etc.)
- Approve school employee salaries
- Approve stipends, overtime, and time off requests
- Execute staff contracts
- Complete Form 700
- Execute contracts
- Ensure SPED services are provided appropriately
- Ensure Intervention services are provided appropriately
- Ensure the LCAP is created and implemented
- Report Local Dashboard Indicators

- Monitor and approve day to day spending and delegated borrowing and lending authority
- Approve payroll and accounts payable
- Implement policies and practices outlined in all handbooks
- Monitor student data to drive instruction and programs
- Foster positive authorizer relationships
- Be responsive and address staff, student, parent, community, and board concerns and calls
- Implement WASC Action Plan
- Complete and approve attendance reports
- Other duties as assigned

Coversheet

Learning Continuity and Attendance Plan

Section: III. Academic Excellence
Item: A. Learning Continuity and Attendance Plan
Purpose: Vote
Submitted by: Jenell Sherman
Related Material: Clarksville LCAP 20-21,final.pdf

BACKGROUND:
The Learning Continuity and Attendance Plan was presented at the special board meeting in a Public Hearing, as an opportunity to share input on the plan. Any input and changes are reflected in the final plan presented tonight for approval and adoption by the board.

RECOMMENDATION:
Approval

California Department of Education, July 2020

Learning Continuity and Attendance Plan Template (2020–21)

The instructions for completing the Learning Continuity and Attendance Plan is available at https://www.cde.ca.gov/re/lc/documents/lrngcntntyatndncpln-instructions.docx.

Local Educational Agency (LEA) Name	Contact Name and Title	Email and Phone
Clarksville Charter School	Jenell Sherman, Executive Director	jenell.sherman@clarksvillecharter.org, (916) 241-8653

General Information

[A description of the impact the COVID-19 pandemic has had on the LEA and its community.]

On March 20, 2020, our Board approved to physically close Clarksville Charter School in response to the COVID-19 pandemic. We transitioned to our emergency distance learning plan on April 20, 2020. Our emergency distance learning plan continued through the end of the school year on June 19, 2020. We have provided staff and parents with ongoing updates and guidance from State and local agencies over the past few months. We have worked to prepare for a safe and successful fall reopening that considers current challenges. We are located within El Dorado County. We communicate regularly with the El Dorado County Office of Education and monitor the El Dorado County Public Health Department (EDPHD) health guidelines. The most recent EDPHD advisory for the operation of schools is dated August 12, 2020. It allows all public, charter, and private schools to hold classes and other school activities if we adhere to State COVID-19 guidelines to open with an approved waiver.
As a non-classroom-based independent study charter school, we offer a variety of independent-study learning options, including online, distance, and in person. (For more details, see Learning Continuity section) While we have been able to sustain most of our learning options during the pandemic, its effects have impacted several approaches. For example, we emphasize Place-Based Learning that immerses students in local cultures, landscapes, and resources to contextualize our curriculum. Because many museums, centers, and other local resources remain closed during the pandemic, students and families have been unable to visit/use them. Additionally, our students and families have confirmed in survey responses that the COVID-19 crises and societal unrest have directly affected them. To mitigate the negative impact of COVID-19 and societal unrest on the education of our students, we have increased and refined various services and approaches, including social-emotional support.

Stakeholder Engagement

[A description of the efforts made to solicit stakeholder feedback.]

Beginning in the spring of 2020, we communicated with our stakeholders about the impact of COVID-19 on our school. We engaged them in assessing needs through a variety of mediums, including surveys administered in August 2020 and virtual meetings in August and September 2020. We continue making a concerted effort to inform all stakeholders of opportunities to participate in the development of our Learning Continuity Plan, including our September 9, 2020, public hearing. We translated questionnaires used in surveys into appropriate languages and provided translation services during virtual meetings. Since a substantive portion of our curriculum occurs online, we know an

overwhelming majority of our parents and students have access to and are knowledgeable about using the internet. We work with new families to ensure they quickly have access to technology and the internet. Our communication strategies with families include surveys, email, social media, and school websites. We also identify families who do not speak English at home (based on Language Surveys) and translate communications in a language accessible to them. We want to ensure all stakeholders have notice of opportunities to contribute to our Learning Continuity and Attendance Plan, including proposed actions and expenditures. We encourage verbal and written comments.

[A description of the options provided for remote participation in public meetings and public hearings.]

Board meetings, public hearings, and stakeholder input meetings are open to the public via Zoom, ensuring transparency. We inform the public or our Learning Continuity Plan public hearing through emails and our school website. We translate communications as appropriate. We held our public hearing during a special board meeting September 9, 2020. The Board is scheduled to formally approve the Learning Continuity and Attendance Plan on September 24, 2020. We publicize on our website notice of the Learning Continuity and Attendance Plan public hearing (72-hour notice), as well as the separate meeting wherein the Board will decide whether to approve it. We also make a draft of our Learning Continuity plan available for public review at least 72 hours before the public hearing. Members of the public can participate in the public hearing via Zoom and submit comments during the public hearing via Zoom, telephone, or email. Members of the public may also address the Board during the regularly scheduled meeting to approve the Learning Continuity Plan. Members of the public who wish to provide public comment during a regularly scheduled meeting via Zoom or may call a designated number.

[A summary of the feedback provided by specific stakeholder groups.]

We received feedback regarding our Learning Continuity and Attendance Plan from parents and teachers.

Teachers- Our teachers expressed a desire to learn more about mitigating the negative impact on our placed-based-learning by exploring and implementing virtual programs to contextualize the curriculum. Teachers expressed professional develop to support trauma due to Covid mitigation of learning loss.

Parents-Given the closures of many community resources, including museums, our parents want access to a compendium of virtual placed-based learning resources such as virtual tours of museums to help contextualize the curriculum. They also want to learn more about how to support the social-emotional needs of their students better with creating a connection with others in the community.

[A description of the aspects of the Learning Continuity and Attendance Plan that were influenced by specific stakeholder input.]

Our stakeholder feedback (outlined in the previous section) informed the final version of our Learning Continuity and Attendance Plan in the following manner:

Teachers- Feedback informed various sections of this plan, areas related to professional development to support both potential learning loss and aspects to address the social emotional components of our students.

Parents- Feedback informed various sections of this plan, particularly the Pupil Learning Loss Strategies and expenditures related to social- emotional resources and training.

Continuity of Learning

In-Person Instructional Offerings

[A description of the actions the LEA will take to offer classroom-based instruction whenever possible, particularly for students who have experienced significant learning loss due to school closures in the 2019–2020 school year or are at a greater risk of experiencing learning loss due to future school closures.]

While we have been able to sustain most of our learning options during the pandemic, its effects have impacted several approaches. For example, we emphasize Place-Based Learning that immerses students in local cultures, landscapes, and resources to contextualize our curriculum. Because many museums, centers, and other local resources remain closed in our county, students and families have been unable to visit/use them. We will adhere to all guidelines, including physical distancing, when State and county guidelines allow us to re-open our in-person activities.

We are implementing trauma-informed practices to mitigate the effects of the COVID-19 pandemic and societal. We elaborate on trauma- informed practices in subsequent sections. As an independent study school, we ensure students are engaged in appropriate educational activities on instructional days, assess the time value of independent work, and the quality of contemporaneous work samples. Additionally, some of our families/students choose conventional courses led by a credentialed teacher.

We provide homeschooling families with a variety of curriculum delivery options and instructional material aligned with California state and Common Core standards. Curriculum delivery options include online instruction courses led by credentialed teachers, offline courses, and virtual courses. Upon enrollment, we assign an appropriately certified home school teacher (HST) to a family to collaboratively create an individualized education plan that reflects a combination of optimal learning approaches. The role of an HST is similar to that of a case manager teacher within the exceptional needs education environment, including monitoring the academic progress of students assigned to their caseload and supporting parents. During regularly scheduled meetings, HSTs collaborate with families to provide needed support and to review student performance and progress to date. HSTs also schedule additional appointments and support as needed. As we have done before the State and county in-person restrictions, we discuss with each family the curriculum delivery options available during the COVID19 shelter in place restrictions. Below is a summary:

1) Teacher-Directed Instructional Model

- Teacher and families select materials (e.g.,district-adopted textbooks and placed-based-learning resources)
- Students engage through asynchronous or on-demand approaches and synchronous or live sessions using digital platforms such as Zoom and an online learning management system, such as Schoology.
- Teacher prioritizes learning goals and determines full or partial credit

- Teacher communicates with students and families regarding academic progress through phone, meetings (in-person or virtual), and a LMS, such as Schoology.

2) Online Instructional Model

- Students engage through asynchronous or on-demand approaches and synchronous or live sessions using digital platforms such as Zoom and an online learning management system called Schoology
- Credentialed teacher communicates with students and families through the a school-licensed online program, phone, meetings (in-person or virtual), and Schoology.
- Our online middle and high school models are called virtual academies
- Instruction provided through district-licensed online content resources such as Edgenuity.

3) Blended Instructional Model

- Teacher and families select materials (e.g., digital links, digitized materials, district-adopted textbooks, and placed-based-learning resources)
- Students engage through asynchronous or on-demand approaches, as well as synchronous or live sessions using digital platforms such as Zoom and an online learning management system called Schoology.
- Teacher enhances district-licensed online content resources (e.g., Edgenuity), prioritizes learning goals, and determines full or partial credit
- Teacher communicates with students and families through a school-licensed online program, phone, meetings (in-person or virtual), and Schoology
- Our online middle and high school models are called virtual academies

We do not attempt to recreate long, traditional school days at home. Instead, we focus on strategically combining synchronous (live) and on- demand (asynchronous) approaches that leverage the full array of technology and online-based resources to individualize support for each student, including the amount of time spent on a learning activity. We also make an effort to divide learning objectives into manageable chunks to accommodate reduced attention spans resulting from home and societal level distractions.

Actions Related to In-Person Instructional Offerings [additional rows and actions may be added as necessary]

Description	Total Funds	Contributing
Expenditures associated with researching and access to virtual access to community resources, including museum, Nature program, STEM Experiences, Aerospace Museum Virtual Guided Learning Experiences specifically for unduplicated students who have challenges paying for the programs	$1,000	Y

Distance Learning Program

Continuity of Instruction

[A description of how the LEA will provide continuity of instruction during the school year to ensure pupils have access to a full curriculum of substantially similar quality regardless of the method of delivery, including the LEA's plan for curriculum and instructional resources that will ensure instructional continuity for pupils if a transition between in-person instruction and distance learning is necessary.]

Because we are a non-classroom-based independent study charter school, we have been able to sustain most of our learning options during the pandemic. We are implementing trauma-informed practices to mitigate the effects of the COVID-19 pandemic and societal challenges. We elaborate on trauma-informed practices in subsequent sections. We ensure students are engaged in appropriate educational activities on instructional days, assess the time value of independent work, and the quality of contemporaneous work samples. Additionally, some of our families/students choose conventional courses led by a credentialed teacher.

We provide homeschooling families with a variety of curriculum delivery options and instructional material aligned with California state and Common Core standards. Curriculum delivery options include online instruction courses led by credentialed teachers, offline courses, and virtual courses. Upon enrollment, we assign an appropriately certified home school teacher (HST) to a family to collaboratively create an individual education that reflects a combination of optimal learning approaches. The role of an HST is similar to that of a case manager teacher within and the exceptional needs education environment, including monitoring the academic progress of students assigned to their caseload and supporting parents. During regularly scheduled meetings, HSTs collaborate with families to provide needed support and to review student performance and progress to date. HSTs also schedule additional appointments and support as needed. As we have done before the State and county in-person restrictions, we discuss with each family the curriculum delivery options available during the COVID19 shelter in place restrictions. Below is a summary:

1) Teacher-Directed Instructional Model

- Teacher and families select materials (e.g.,district-adopted textbooks and placed-based-learning resources)
- Students engage through asynchronous or on-demand approaches and synchronous or live sessions using digital platforms such as Zoom and an online learning management system called Schoology.

- Teacher prioritizes learning goals and determines full or partial credit
- Teacher communicates with students and families regarding academic progress through phone, meetings (in-person or virtual), and Schoology.

2) Online Instructional Model

- Instruction provided through district-licensed online content resources such as Edgenuity.
- Students engage through asynchronous or on-demand approaches and synchronous or live sessions using digital platforms such as Zoom and an online learning management system called Schoology
- Credentialed teacher communicates with students and families through a school-licensed online program, phone, meetings (in-person or virtual), and Schoology.
- Our online middle and high school models are called virtual academies

3) Blended Instructional Model

- Teacher and families select materials (e.g., digital links, digitized materials, district-adopted textbooks, and placed-based-learning resources)
- Students engage through asynchronous or on-demand approaches, as well as synchronous or live sessions using digital platforms such as Zoom and an online learning management system called Schoology.
- Teacher enhances district-licensed online content resources (e.g., Edgenuity), prioritizes learning goals, and determines full or partial credit
- Teacher communicates with students and families through a school-licensed online program, phone, meetings (in-person or virtual), and Schoology

Our online middle and high school models are called virtual academies

We do not attempt to recreate long, traditional school days at home. Instead, we focus on strategically combining synchronous (live) and on- demand (asynchronous) approaches that leverage the full array of technology and online-based resources to individualize support for each student, including the amount of time spent on a learning activity. We also make an effort to divide learning objectives into manageable chunks to accommodate reduced attention spans resulting from home and societal level distractions.

Access to Devices and Connectivity

[A description of how the LEA will ensure access to devices and connectivity for all pupils to support distance learning.]

As part of our emergency closure in March of 2020, we began administering surveys and holding planning meetings intended to identify needed technology, particularly for students identified as English Learners (ELs), those with exceptional learning needs, and those living in poverty or foster care, and those experiencing homeless. We have continued administering these surveys and meetings in August and September 2020. Through surveys and discussions, we have made a concerted effort to identify families in need of technology devices or access to the internet. Most importantly, each of our students and families meets with their designated HST regularly to focus on academic progress and identify needs, including technology. When we learn of families in need of technology, the HST follows through immediately to process an appropriate order. We hand-delivered computers and hard copies of the curriculum to students (and their caregivers) living domestic violence shelters. Of course, we make sure to provide families with distance learning packets, including hard copies of the curriculum, while they receive the ordered technology.

We have used appropriate funding sources to provide all families with the technology needed to participate in our curriculum equitably. We pay particular attention to the needs of English learners, those with exceptional learning needs, those living in poverty, those living in foster care, and those experiencing homelessness. High-speed internet access is critical to the smooth operation of our regular curriculum delivery options. Based on survey responses and communications, most families and students have access to the technology necessary to participate in learning effectively, including access to high-speed internet. However, we have purchased devices and equipment to access the internet, including Wi-Fi hotspots, and provided them to families who need them. We also attempt to use external resources to help families, including a list of free and reduced internet companies as options.

We are also vigilant of student privacy (e.g., FERPA and California Student Online Personal Protection Act). We take care not to record or take pictures of virtual meetings and use passwords to help prevent security breaches such as Zoombombing. We also use Zoom educator accounts (instead of consumer accounts) that offer more stringent privacy policies. We make a concerted effort to use only technology products that have that meet privacy compliance concerns.

We elaborate on related professional development in the section below called Distance Learning Professional Development.

Pupil Participation and Progress

[A description of how the LEA will assess pupil progress through live contacts and synchronous instructional minutes, and a description of how the LEA will measure participation and time value of pupil work.]

We are aware that COVID-19 and societal unrest may influence many of our students to disengage. Accurately monitoring engagement is one of the most important ways we can help ensure student learning and monitor student wellbeing during a pandemic and societal unrest.

We are a non-classroom-based independent study work charter school and have operated as such for several years. While our school year is 175 instructional days, some of the language in Education Code §43502 (based on AB77), including daily synchronous instructional minutes with a teacher, do not apply to our format. To ensure each student is engaged in appropriate educational activities on instructional days, we assess the time value of independent work and the quality of contemporaneous work samples. We also monitor participation in conventional courses led by a credentialed teacher and those provided by a third-party provider such as Edgenuity.

Additionally, we measure student engagement through regular meetings (in-person or virtual) with families (minimum of every 20 days) and students, office hours via telephone or online, participation in scheduled live synchronous sessions, completion of asynchronous assignments, participation in diagnostic assessments and formative assessments. We use our student information system (Pathways) to track progress, including daily engagement records.

Distance Learning Professional Development

[A description of the professional development and resources that will be provided to staff to support the distance learning program, including technological support.]

Our staff training includes learning how to use Google Classroom, an online learning management system that allows teachers to create lessons and implement them, assignments, make announcements, store or link instructional materials, monitor progress, etc. Our middle and high school teachers also participate in professional training specific to our virtual academies. We have also developed a new resource for parents that includes community and academic information.

Our distance learning professional training also focuses on peaking student interest in a topic, concept, or phenomenon before engaging them in a related lesson. We use a variety of online (mostly asynchronous or on-demand) and place-based learning approaches to build student curiosity. Often, this requires vetting information ahead of time to modify for various learning needs. We make an effort to learn how to create lessons that leverage the vast array of available digital resources without replicating a conventional linear lesson plan. As an example, if one were to look at a digitized instructional unit plan, it is interactive, dynamic. It includes visually rich options (highlighted with icons) with hyperlinks. All synchronous and asynchronous tasks directly support an overarching unit question.

Our professional training also focuses on the Universal Design Learning framework, including maximizing the variety of learning and communication modalities. We do not all learn or communicate in the same way. Sometimes students need visual representations to understand, while others need to practice a skill. In the same, students may express their comprehension better if allowed to do it in a variety of ways, including comics, podcasts, short videos, voice-to-text dictation, etc. Thus, we also try to differentiate asynchronous tasks to address student ability levels and learning styles. As an example, many web-based programs infuse algorithms to automatically adjust the starting point or pace of a learning task. Targeted animations, videos, or other media delivered asynchronously also provide a critical context of an abstract concept and allow students to review as often as needed and at their optimal pace. This approach facilitates student application of what they learn or experience through place-based-learning.

This year, we have added two new aspects of our professional training related to distance learning. First, we are focusing on strategies to accelerate learning. We explain our accelerated learning approach in greater detail in other sections, including Pupil Learning Loss. Second, we are helping staff and families learn how to implement trauma-informed practices within a distance format. Trauma-informed practices were implemented as tier 2 supports before the pandemic but will implement them as tier 1 support this year. Our approach to trauma- informed practices is explained in greater detail in other sections, including Mental Health and Social and Emotional Well-Being.

Staff Roles and Responsibilities

[A description of the new roles and responsibilities of affected staff as a result of COVID-19.]

The roles of our teachers have not changed drastically due to COVID-19. All Homeschool Teachers will be meeting with their families through a virtual program such as ZOOM for their Learning Period Meetings. HST's will be providing Trauma-Based Practices into their meeting with students.

Supports for Pupils with Unique Needs

[A description of the additional supports the LEA will provide during distance learning to assist pupils with unique needs, including English learners, pupils with exceptional needs served across the full continuum of placements, pupils in foster care, and pupils who are experiencing homelessness.]

Below is a summary of the support we provide students with unique needs. More than any other aspect of our curriculum, we will address the individual needs of students through a tiered trauma-informed practice approach. We explain our trauma-informed practices in greater detail within other sections, including Mental Health and Social and Emotional Well-Being. The following is a summary of how we support the individual needs of students beyond our trauma-informed practices:

English Learners

We provide live online leveled designated ELD classes composed of approximately 20 students. Our ELD Coordinator monitors student progress and communicates with administrators and teachers. Students identified as long-term English learners receive additional English language development, twice a week in 45-minute live sessions. Additionally, we integrate English language development in and through specific subject matter courses. Our virtual curriculum options (E.g., MobyMax, BrainPop, McGraw-Hill ODI) facilitate embedded ELD instructional support, including built-in accommodations, parent portals, instructional videos, hands-on activities, performance tasks, and progress monitoring. Our professional development related to English learners focuses on learning to use a range of information systems (e.g., graphic organizers, diagrams, videos, or other media) and improved language models (e.g., sentence frames and stems) to provide comprehensible input and structure. These instructional supports are aligned with our core instructional approach (UDL), emphasizing multiple means of engagement, representation, and expression. Further, we will offer virtual events and workshops (called Community Connections) that facilitate opportunities for students to practice their conversational English speaking skills and improve their connection to other students. Our Community Connections initiative also offers scheduled workshops for the parents of our English learners.

Pupils with Exceptional Needs

Our core program implements California's multi-tiered system of support framework (MTSS), an inclusive model for meeting the needs of all students, including those with exceptional needs. Essentially, MTSS is a whole-school, data-driven, prevention-based framework through which we provide a continuum of supports to address varying student needs. We combine our MTSS approach with an inclusive core instructional program based on the principles of UDL, regular monitoring of academic and behavioral indicators, and tailored differentiated support for all students. Tier 1 supports are available to all and are intended to meet the needs of approximately 80 to 90% of students. This year, our tier 1 supports include trauma-informed practices. When our universal supports are insufficient to address individual academic or behavioral needs, we administer level 2 or additional supports individually and in small groups. These supports are short term and deployed

rapidly to address issues as they arise for approximately 5-10% of students. For example, our Community Coordinators offer workshops that address specific science math standards to engage students and provide outreach during the pandemic. However, there approximately 1-5% of our students require additional focused tier 3 supports. These supports are intensive and often are longer-term.

Despite COVID-19 and societal unrest, we have not experienced any student disengaging for ten instructional days or longer, necessitating the crafting of specific distance learning plans within a student's individualized education program, or IEP. However, we are working with families to determine how best to administer occupational, speech, or physical therapy virtually. Our attempted solution varies according to the need of each student and family. We are also trying to find a way to administer assessments virtually as needed optimally.

We launched a directed studies course. And improved our Life Skills and ATP courses. Google Classroom was also created for SAI with both an Instructional and Compliance Coach. A Reading specialist is also available to help and support students.

Pupils who are Experiencing Homelessness and Those in Foster Care

Many of our students in foster care are experiencing a negative impact due to COVID-19 and societal unrest. As an example, we are noticing a higher transiency rate among foster families. An increased number of students are also experiencing homelessness (including doubling up with another family) as a direct result of COVID-19. To improve services for students experiencing homelessness or foster care, we are:

1. Strategically planning for and implementing a time during the instructional day to learn more about students and to listen to their concerns and needs. For example, teachers use communication circles during class (synchronous and online) to help normalize student struggles and to increase resiliency

2. Continuing to maintain a personalized relationship with students and families. The impact of the pandemic and societal unrest increases student concerns about the safety and emotional wellbeing of their family. We strive to establish meaningful relationships with families to mitigate the adverse effects of the pandemic and unrest by helping facilitate a safe and supportive environment for learning. We do this in a variety of ways, which is explained in greater detail with the Mental Health and Social-Emotional Support section.

3. Maximize instructional flexibility and support. Students in foster care or experiencing homelessness may be unable to attend each real- time class or meet a project deadline. We are aware of the need for increased flexibility. We will work with students and parents/guardians to avoid any unnecessary academic penalties related to matters beyond their control.

4. Increased outreach and coordination with community resources to provide basic needs, including food, shelter, clothing, and technology. Given the impact of the pandemic and societal unrest, we are unable to meet every student's need without the support of community resources, including county and state agencies. For example, we are active members of a community resource network where we learn more about available resources for our students and how to expedite referrals. Additionally, we are delivering to all of our students experiencing homeless or foster care with care backpacks that contain school supplies.

Powered by BoardOnTrack

Actions Related to the Distance Learning Program [additional rows and actions may be added as necessary]

Description	Total Funds	Contributing
Professional learning for staff and parents related to incorporating trauma-informed practices into lessons, specifically in a distance learning format	$2,500	Y
STAR360 diagnostic/interim assessments: Implement a variety of assessments to monitor student progress and continual assessment to provide targeted instruction and intervention	$19,711	Y
Additional devices and connectivity, including Chromebooks for English learners, students living in poverty, students placed in foster care, students experiencing homelessness, and those with exceptional needs. This will provide access to online curriculum, online community partners and other resources to support students in academic progress	$10,000	Y
MobyMax and other instructional material/resources to help EL	$17,725	Y
Technology to support EL Designees to support communication with our students legibly zia zoom. Provide modeling and scaffolding during these lessons.	$1,800	Y
Costs to implement Community Connections program include hot spots for connectivity, web cameras/tripods for the Community Coordinators to host/produce the workshops	$1,500	N

Pupil Learning Loss

[A description of how the LEA will address pupil learning loss that results from COVID-19 during the 2019–2020 and 2020–21 school years, including how the LEA will assess pupils to measure learning status, particularly in the areas of English language arts, English language development, and mathematics.]

In response to Governor Newsom's Executive Order N-33-20, we stopped our normal school operations from March through June of 2020. Also, in March 2020, the Governor suspended the California Assessment of Student Performance and Progress (CAASPP) and English

Language Proficiency Assessments for California (ELPAC). The pandemic also directly affected many of our families, rendering it difficult for them to participate in or focus on our interim assessments during the second half of the 2019-20 school year. Thus, many of our students were unable to complete their ELPACs and STAR360 diagnostic assessment cycle. The validity of spring 2020 interim assessment results for those students who did participate is uncertain given the impact of the pandemic on our families, including trauma experienced by students. Additionally, in late March 2020, the U.S. Department of Education approved California's waiver of the Every Student Succeeds Act (ESSA) assessment and accountability requirements for the 2019–20 school year. Consequently, the California Department of Education did not report Dashboard results for the 2019-20 school year.

The foundation of our plan to mitigate learning loss and accelerate learning is the infusion of trauma-informed practices into the curriculum. We explain this approach in greater detail in the Mental Health and Social and Emotional Well-Being section. Beyond our trauma-informed

practices, we will use a balanced array of assessments to determine the extent of learning loss carried over from the 2019-20 school year, including formative and diagnostic assessments. We will administer the STAR360 diagnostic for ELA, early literacy, and math at the beginning of the school year, again at the end of semester 1, and a third time toward the end of semester 2. We plan to analyze the results of our diagnostic assessments to formulate a general understanding of how students are progressing toward understanding State content standards. The results of these assessments may influence our grade and course scope and sequences.

We are doing our best to administer Initial ELPAC within 30 days and are aware of a possible 45-day extension (not official). If a student is unable to complete the Initial ELPAC within 30 days, we use the results of the Home Language Survey to identify presumptive English learner students and notify their parents/guardians of English language development courses and resources.

Beyond our diagnostics results, we will rely heavily on formative assessments to formulate additional details of student learning proficiencies. A formative assessment refers to a first-hand evaluation of student proficiency during a lesson. Teachers can engage in this type of evaluation using a variety of methods, including asking probing questions and observing students during student to teacher discussions. In this manner, a teacher may also consider English language proficiency and make immediate adjustments. We explain our strategies for implementing formative assessments and accelerating learning in greater detail in the next section.

We will use the same approach explained in the Pupil and Family Engagement and Outreach section to communicate with parents regarding student learning loss and progress.

Pupil Learning Loss Strategies

[A description of the actions and strategies the LEA will use to address learning loss and accelerate learning progress for pupils, as needed, including how these strategies differ for pupils who are English learners; low-income; foster youth; pupils with exceptional needs; and pupils experiencing homelessness.]

As stated in the previous section, the foundation of our plan to mitigate learning loss and accelerate learning is the infusion of trauma-informed practices into the curriculum. Trauma-informed practices help meet student social-emotional needs facilitating an improved focus on their education. In particular, English learners, students living in poverty, students placed in foster care, students experiencing homelessness, and those with exceptional needs are most vulnerable to the effects of risk factors outside of school. We cannot reasonably expect a student to focus on her geometry class if her family is unable to pay the rent. Our trauma-informed practices include establishing a safe and comfortable learning environment. For example, teachers foster a safe learning environment by incorporating community-building activities into live classes. These opportunities encourage students to share personal information, including their interests or concerns, or difficulties focusing on schoolwork. We also use Zoom break-out rooms to facilitate more intimate students grouping reducing anxiety and allowing teachers to check in with each group. Additionally, we try to increase student perspectives, backgrounds, interests, and experiences in both synchronous and asynchronous sessions to improve their agency. Within asynchronous tasks or resources, we include a personalized message or words of encouragement. Regardless of synchronous or asynchronous approach, we refine our lesson learning objectives to help with student attention spans and break tasks into smaller chunks.

Our instructional supports also reflect the Universal Design Learning framework and focus on maximizing the variety of learning and communication modalities. We do not all learn or communicate in the same way. Sometimes students need visual representations to understand, while others need to practice a skill. In the same manner, students may express their comprehension better if allowed to do

it in a variety of ways, including comics, podcasts, short videos, voice-to-text dictation, etc. Thus, we also try to differentiate asynchronous tasks to address student ability levels and learning styles. As an example, many web-based programs infuse algorithms to automatically adjust the starting point or pace of a learning task. Targeted animations, videos, or other media delivered asynchronously also provide a critical context of an abstract concept and allow students to review as often as needed and at their optimal pace.

Our instructional strategies focus on filling the most critical gaps, not in isolation, but at the moment students need them. This approach differs from isolated remediation concentrated on the previous year's curriculum. To know what instructional supports are required, when, and how, we strive to identify the content, skills, and knowledge considered essential in grade and course.

After reducing our curriculum to its essential learning priorities, we administer academic supports (or scaffolds) to help students access content, skills, and concepts. Examples of scaffolding or instructional support for literacy include: using text sets and systemically order them from less to more complex, by topic, to build students background knowledge; using varying strategies before reading a text, during the initial reading and subsequent readings, and after reading to support all students in comprehending complex texts; building vocabulary with a focus on words that are key to text comprehension; planning time for differentiated support for individual or small groups of students depending on their needs.

In math, we use the Understand-Diagnose-Take Action cycle to provide appropriate scaffolding or instructional supports. Understand refers to teachers understanding the revised learning priorities for this year, including prerequisite skills students need to access grade-level content. Diagnosing refers to having an accurate understanding of where individual students stand about the revised learning priorities. To do this, teachers engage in formative assessments and review the results of diagnostic assessments. Take Action refers to planning for and appropriately implementing needed supports/scaffolds during a lesson.

The following is a summary of how we further support the acceleration of learning for specific demographic groups:

English Learners

We implement a range of information systems (e.g., graphic organizers, diagrams, videos, or other media) and improved language models (e.g., sentence frames and stems) to provide comprehensible input and structure. These instructional supports are aligned with our core instructional approach (UDL), emphasizing multiple means of engagement, representation, and expression.

Pupils with Exceptional Needs

Our instruction methodologies are part of our overall multi-tiered system of support framework (MTSS). When our universal supports are insufficient to address individual academic or behavioral needs, we administer tier 2 and tier 3 supports. Tier 3 supports are more intensive and provided for an extensive period in collaboration with community agencies.

Despite COVID-19 and societal unrest, we have not experienced any student disengaging for ten instructional days or longer, necessitating the crafting of specific distance learning plans within a student's individualized education program, or IEP. Our special education department has implemented the following:

1. Virtual and/or distance learning model for all special education services i.e specialized academic instruction, occupational therapy, speech and language services, etc. Our services vary according to the need of each student and family. Google classrooms are being launched this year to support specialized academic instruction virtual and distance learning services for staff, students, and

parents. Student and Parent training (PPT and how-to guides) were sent to families prior to the start of the school year. In-depth staff training on google classroom occurred prior to the start of school and continues through professional development and professional learning communities monthly.

2. Working with staff and non-public agencies to support special education evaluations during COVID-19. We are working to identify students that may need a records review, in-person, assessment, or virtual evaluation.
3. The Certificate of Completion Life Skills courses as well as the Adult Transition courses were improved with more support embedded.
4. To support learning loss and increase executive functioning skills, a Directed Studies elective was built for students with IEPs. Students receive SAI services, curricular support, study skills, and executive functioning skills.
5. Three new types of positions were created to support student and staff needs that have arisen: Reading Specialists, Instructional Coach, and Compliance Coach. Each of these three types of positions supports a direct need from the previous school year within the special education department. Reading Specialists support students with special needs who require a research-based, structured, multi-sensory literacy program. Our Instructional and Compliance Coaches support teaching staff and implement quality SAI based off of their compliantly written IEPs.

Pupils who are Experiencing Homelessness and Those in Foster Care

We maximize instructional flexibility and support. Students in foster care or experiencing homelessness may be unable to attend each real- time class or meet a project deadline. We are aware of the need for increased flexibility. We will work with students and parents/guardians to avoid any unnecessary academic penalties related to matters beyond their control. We also will engage in increased outreach and coordination with community resources to provide basic needs, including food, shelter, clothing, and technology. For example, we are delivering care backpacks to all of our students experiencing homeless or foster care that contain school supplies.

Effectiveness of Implemented Pupil Learning Loss Strategies

[A description of how the effectiveness of the services or supports provided to address learning loss will be measured.]

Due to school closures, waiver of ESSA requirements, and the effects of the pandemic, many of our students were unable to complete their ELPACs and STAR360 diagnostic assessment cycle during the last school year. The validity of spring 2020 diagnostic assessment results for those students who did participate is uncertain given the impact of the pandemic on our families, including trauma experienced by students. Additionally, the State waived the CAASPP, precluding us from analyzing results in math, ELA, and science.

We will administer the STAR360 diagnostic for ELA, early literacy, and math at the beginning of the school year, again at the end of semester 1, and a third time toward the end of semester 2. We plan to analyze the results of our diagnostic assessment to formulate a general understanding of how students are progressing toward understanding State content standards. The results of these assessments may influence our grade and course scope and sequences.

However, we will rely heavily on formative assessments to formulate details of student learning proficiencies. Ideally, formative assessments occur during each lesson. They do not look like a traditional quiz or final examination. A formative assessment refers to a teacher evaluation of student proficiency during a class. This type of assessment takes on a variety of methods whereby the teacher

observes and processes evidence of learning. In this manner, a teacher may also consider English language proficiency and make immediate adjustments.

We will use the same approach explained in the Pupil and Family Engagement and Outreach section of this document to communicate with parents regarding student learning loss and progress. These strategies consider a family's home language, literacy level, and access to technology.

Actions to Address Pupil Learning Loss [additional rows and actions may be added as necessary]

Description	Total Funds	Contributing
Homeschool teachers to provide instruction for all students, Provide school counselors to support students in targeted services with social and academic wellness: in-person/distance learning platform, provide junior high virtual academy coordinator and lead teacher, provide high school virtual academy coordinator, special education teachers, intervention specialists, Executive Director/Assistant Principals/Specialists provide instructional coaching for teachers; lead "data talks" discussions and analysis on student assessment results, monitor and supervise services for EL; and monitor student attendance and participation schoolwide, student intervention support, school psychologists, high school success coordinator * 10% of certificated salaries will be funded with LCFF Supplemental & Concentration funds (contributing column) and the remaining 90% with LCFF Base Funds.	$659,397	Y
Staff and parent training related to understanding our MTSS, and expressly what resources are provided at each tier	$1,500	Y
Staff and parent training related to understanding our English Language Development strategies	$1,000	Y

Mental Health and Social and Emotional Well-Being

[A description of how the LEA will monitor and support mental health and social and emotional well-being of pupils and staff during the school year, including the professional development and resources that will be provided to pupils and staff to address trauma and other impacts of COVID-19 on the school community.]

As stated in the section Pupil Learning Loss Strategies, accelerated learning will not occur if instructional practices leave students feeling displaced, invisible, or unsafe. In particular, English learners, students living in poverty, students placed in foster care, students experiencing homelessness, and those with exceptional needs are most vulnerable to the effects of risk factors outside of school. For example, we cannot reasonably expect a student to focus on her geometry class if her family is unable to pay the rent. Worse, students who live in poverty often do not have equitable access to outside mental health support. To mitigate the adverse effects of the pandemic and societal, we will implement tiered trauma-informed practices per or MTSS. Generally speaking, trauma-informed practices are strategies or techniques that help students regulate emotions, build resilience, and overcome the impact of trauma/stress. We based our trauma-informed on the Collaborative for Academic, Social, and Emotional Learning or CASEL Framework.

Our tier 1 universal supports include trauma-informed practices to help meet student social-emotional needs facilitating an improved focus on their education. Our trauma-informed practices include establishing a safe and comfortable learning environment. For example, our teachers try to incorporate community-building activities into synchronous classes that offer students opportunities to share personal information, including their interests or concerns, or difficulties focusing on schoolwork. Zoom break-out rooms are used to facilitate more intimate students grouping reducing anxiety, and allowing teachers to check in with each group. We also try to increase student perspectives, backgrounds, interests, and experiences in both synchronous and asynchronous sessions to improve their agency. Within asynchronous tasks or resources, we include a personalized message or words of encouragement. We also use asynchronous methods to differentiate instruction according to student ability levels and learning styles. Many web-based programs infuse algorithms to automatically adjust the starting point or pace of a learning task. Targeted animations, videos, or other media delivered asynchronously also provide a critical context of an abstract concept and allow students to review as often as needed and at their optimal pace. Regardless of synchronous or asynchronous approach, we refine our lesson learning objectives to help with student attentional spans and break tasks into smaller chunks.

Tier 1 supports include webinars for students and families and focus on social-emotional-learning strategies (SEL). We offer SEL webinars on the first Monday of each month. Additionally, we invite students to share how they have used SEL strategies and to ask questions. We hold the SEL sharing and Q & A sessions on the third Monday of each month. We have also created a collection of Growth Mindset resources for teachers and families. Growth Mindset approaches help normalize students' struggles with learning loss and to increase resiliency. We have also added new SEL resources for teachers and parents and publicized crisis hotlines. We expect our tier 1 supports will meet the needs of approximately 80 to 90% of our students.

Our second tier of supports includes educating staff and families about the signs and symptoms of trauma in students, including changes in behavior, unexplained headaches or body pain, irritation, and depression, and strategies to mitigate them. We use a variety of resources for tier 2 supports, including the Everfi virtual social-emotional curriculum. When we identify a student in need of level 2 supports, a Student in Crisis Coordinator monitors and collaborates with families to customize support. Tier 2 supports include enrollment in a new program called Mindset Mondays, wherein students and families focus on social-emotional-learning strategies.

We anticipate that approximately 5-10% of students will require tier 2 supports through individual or small group settings. We deploy tier 2 supports rapidly to address issues as they arise. For example, students in foster care, experiencing homelessness, or struggling with poverty may be unable to focus on school despite our tier 1 supports. In these cases, our staff will immediately reach out to families and schedule a meeting to explore appropriate supports. Parents play a critical role in helping us identify issues and helping customize supports.

We anticipate that approximately 1-5% of our students will require additional individual supports beyond those provided in tiers 1 and 2. Tier 3 supports are intensive, for longer durations, and can involve outreach to and coordination with community resources. Given the impact of the pandemic and societal unrest, we are simply unable to meet every student's need without coordinating with community resources, including county and state agencies. Many community mental health organizations use HIPPA compliant mediums such as telehealth.

Pupil and Family Engagement and Outreach

[A description of pupil engagement and outreach, including the procedures for tiered reengagement strategies for pupils who are absent from distance learning and how the LEA will provide outreach to pupils and their parents or guardians, including in languages other than English, when pupils are not meeting compulsory education requirements, or if the LEA determines the pupil is not engaging in instruction and is at risk of learning loss.]

Because we operated as a non-classroom-based independent study work charter school during the 2019-20 fiscal year, much of Education Code section 43504 is not applicable, particularly distance learning requirements. Instead, we continue to meet all of the independent study statutory requirements, including ensuring each student is engaged in appropriate educational activities on instructional days by assessing the time value of independent work and the quality of contemporaneous work samples. Further, our school year is longer than 175 instructional days, and we maintain daily engagement records for each student.

We are aware that the COVID-19 pandemic and societal unrest may influence many of our students to disengage. Monitoring participation is vital to help ensure student learning and wellbeing during these challenging times. Thus, our student and family engagement approach reflects positive strategies, including maintaining strong personalized relationships with students and families. These meaningful relationships help us to quickly discern student disengagement, particularly for those who disengage or are absent for three days or more (60% of the instructional days in a school week).

We assess student engagement through regular meetings with families and students, check-in meetings, office hours via telephone or internet, participation in scheduled live synchronous sessions, participation in diagnostic assessments, formative assessments, and completion of assignments as documented in our student information system (Pathways). We upload daily engagement records to our student information system. Because we will not report student attendance for funding purposes during the 2020-21 school year, we plan to use different and temporary internal codes when a student is considered disengaged or absent.

School Nutrition

[A description of how the LEA will provide nutritionally adequate meals for all pupils, including those students who are eligible for free or reduced-price meals, when pupils are participating in both in-person instruction and distance learning, as applicable.]

As a non-classroom-based independent study charter school, we do not have facilities to serve congregate meals, including cafeterias. Consequently, we do not provide congregate meals to students through the Summer Food Service Program (SFSP) or the National School Lunch Program Seamless Summer Option (SSO), including non-congregate meals during our COVID-19 closure. However, we help families find needed resources within the community.

Additional Actions to Implement the Learning Continuity Plan [additional rows and actions may be added as necessary]

Section	Description	Total Funds	Contributing
n/a			

Increased or Improved Services for Foster Youth, English Learners, and Low-Income Students

Percentage to Increase or Improve Services	Increased Apportionment Based on the Enrollment of Foster Youth, English Learners, and Low-Income students
6.93%	This year for CCS, we plan to spend $678,463 of our supplemental concentration funds. The 6.93% to increase or improve services is $47,017. CCS plans to spend 100% of their total supplemental concentration funds.

Required Descriptions

[For the actions being provided to an entire school, or across the entire school district or county office of education (COE), an explanation of (1) how the needs of foster youth, English learners, and low-income students were considered first, and (2) how these actions are effective in meeting the needs of these students.]

English learners, students living in poverty, and students placed in foster care, are vulnerable to the effects of the pandemic, societal unrest, and resulting learning loss that exacerbates previous achievement gaps. As such, we considered the unique needs of unduplicated groups throughout this plan. We focus on evidence-based practices when identifying and implementing support for our unduplicated students. For example, we aligned our trauma-informed practices with the CASEL framework.

[A description of how services for foster youth, English learners, and low-income students are being increased or improved by the percentage required.]

The actions/services intended to increase the quantity and improve the quality of support for English learners, students living in poverty, and students placed in foster care are summarized below according to respective sections:

Continuity of Learning-

- staff and parent training related trauma-informed practices

- access to community resources. Distance Learning-
- staff and parent training related trauma-informed practices in a *distance-learning format*
- diagnostic and interim assessments
- additional devices to access the distance-learning curriculum
- expenditures associated with ensuring access to the high-speed internet, including hot-spots
- online learning resources

Learning Loss-

- Junior High Virtual Academy, High School Virtual Academy, JHVA Lead Teacher to help maximize our MTSS • staff and parent training related to our MTSS
- staff and parent training related to our English Language Development program
- staff training related to formative assessments, instructional supports, and the refinement of our Scope and Sequences-as explained in the Learning Loss section, these strategies are critical to accelerating learning.

Coversheet

Update on Equipment Sale

Section: IV. Operations
Item: A. Update on Equipment Sale
Purpose: Vote
Submitted by:

BACKGROUND:
Royce completed the process of the sale of outdoor equipment and will give an update.

Coversheet

Employee Handbook

Section: IV. Operations
Item: B. Employee Handbook
Purpose: Vote
Submitted by: Jenell Sherman
Related Material: CCS_Employee_Handbook_0920.pdf

BACKGROUND:
The Employee Handbook was recently approved, but updates have been added to the Handbook with regard to: reimbursement, residency for staff and covid leave policy.

RECOMMENDATION:
Approval

CLARKSVILLE
CHARTER SCHOOL

EMPLOYEE HANDBOOK
202019-202110

CONTENTS

SECTION 1 – WELCOME **9**
SECTION 2 – GENERAL **10**
SECTION 3 – PHILOSOPHY **11**
CORE PURPOSE 11
CORE VALUES 11
PERMISSION-TO-PLAY VALUES 11
STRATEGIC ANCHORS 11
SECTION 4 – EMPLOYMENT **13**
EMPLOYMENT APPLICATIONS 13
EQUAL EMPLOYMENT OPPORTUNITY 13
HARASSMENT 14
What is Harassment? 14
What is abusive conduct/workplace bullying? 15
What is Retaliation? 15
Responsibility 16
Reporting 16
Investigation/Complaint Procedure 16
Conclusion 17
Training Requirements 18
AT WILL EMPLOYMENT 18
OPEN COMMUNICATION POLICY 18
LACTATION ACCOMMODATION POLICY 19
PUBLIC RELATIONS 20
WHISTLEBLOWER POLICY 20
SECTION 5 – THE EMPLOYMENT PROCESS **22**
EMPLOYEE STATUS AND CLASSIFICATIONS 22
Exempt 22
Non-Exempt 22
Certificated Employee 22
Classified Employee 22
WORK SCHEDULES 23

WORKWEEK AND WORKDAY 23
~~CC~~Teachers are expected to complete their CCS employment duties from 8:30 a.m. – 5:00 p.m. Monday- Friday excluding holidays. 23
VIRTUAL ACADEMY CLASSROOM EMPLOYMENT CONDITIONS 23
Position Responsibilities: 23
Training: 24
Worksites: 24
SPECIAL EDUCATION TEACHING EMPLOYMENT CONDITIONS 24
Special Education Teachers/ Case Managers 24
Training: 25
Worksites: 25
ATTENDANCE AND PUNCTUALITY 25
PROFESSIONAL DEVELOPMENT 25
TIME RECORDS (NON-EXEMPT EMPLOYEES) 26
OVERTIME 26
OFF THE CLOCK WORK 26
MEAL AND REST PERIODS (NON-EXEMPT EMPLOYEES) 26
Meal Periods 27
Rest Periods 27
Reporting Missed, Late or Short/Interrupted Meal and Rest Periods 28
PAYDAYS 28
PAYROLL WITHHOLDINGS 28
SECTION 6 - CONDITIONS OF EMPLOYMENT 30
IMMIGRATION LAW COMPLIANCE 30
CREDENTIAL REQUIREMENTS 30
CRIMINAL BACKGROUND CHECK 31
CHILD ABUSE AND NEGLECT REPORTING ACT 31
PERSONNEL FILES 31
CHANGES IN EMPLOYEE INFORMATION 32
SECTION 7 – PERFORMANCE 33
PERFORMANCE EVALUATIONS 33
Teachers: 33
Classified Staff: 33

SECTION 8 – LEAVES **34**
FAMILY MEDICAL LEAVE ACT/CALIFORNIA FAMILY RIGHTS ACT 34
NEW PARENT LEAVE ACT 36
PREGNANCY DISABILITY LEAVE 37
ADDITIONAL LEAVES 38
MILITARY SPOUSE LEAVE*** 38
WORKERS' COMPENSATION LEAVE 39
BEREAVEMENT LEAVE 39
JURY DUTY LEAVE 39
TIME OFF TO VOTE 39
SCHOOL ACTIVITIES LEAVE*** 40
SCHOOL APPEARANCE/SUSPENSION LEAVE 40
CRIME VICTIM LEAVE 41
DOMESTIC VIOLENCE LEAVE/SEXUAL ASSAULT LEAVE*** 41
MILITARY LEAVE 42
ADULT LITERACY LEAVE*** 42
ORGAN DONOR / BONE MARROW DONOR LEAVE* 43
DRUG & ALCOHOL REHABILITATION LEAVE*** 44
VOLUNTEER CIVIL SERVICE LEAVE 44
CIVIL AIR PATROL LEAVE** 44
SECTION 9 – BENEFITS **45**
SCHOOL HOLIDAYS 45
PAID TIME OFF (PTO) - A BASIS ONLY 46
SICK LEAVE 47
Eligible Employees 47
Permitted Use 47
Allotment 47
Limits on Use 47
Notification 48
Termination 48
No Discrimination or Retaliation 48
PAID SICK LEAVE DONATION POLICY 48

Personal Hardship 48
Eligibility 48
Requests for Donations 48
Donations of Paid Leave 48
Valuation of Donated PSL 49
INSURANCE BENEFITS 49
COBRA BENEFITS 49
SOCIAL SECURITY/MEDICARE 50
STATE DISABILITY INSURANCE (WAGE SUPPLEMENT) 50
PAID FAMILY LEAVE (WAGE SUPPLEMENT) 50
WORKER'S COMPENSATION INSURANCE 51
SECTION 10 – EMPLOYEE COMMUNICATIONS POLICY 52
COMMUNICATIONS POLICY 52
No Expectation of Privacy 52
Professional Use of Communication Systems Required 53
Offensive and Inappropriate Material 53
Solicitations 53
Licenses and Fees 54
Games and Entertainment Software 54
Confidential Information 54
Copyrights and Trademarks 54
Maintenance and Security of the System 54
Violations of this Policy 55
Amendment and Modification of this Policy 55
SOCIAL MEDIA POLICY 55
Personal or Professional Blogs 56
EQUIPMENT POLICY 56
Laptop Computers 57
CELL PHONE POLICY 58
Telephone Calls and Texting 58
NO SOLICITATION/DISTRIBUTION POLICY 58
Definitions 59

Employee Responsibility 59
ANTI -NEPOTISM POLICY 59
Policy Statement 59
Definitions 60
Procedures 60
Responsibilities 61
VIOLENCE IN THE WORKPLACE 61
SECTION 11 – STANDARDS OF CONDUCT 63
PERSONAL STANDARDS 63
TEACHER-STUDENT INTERACTIONS 63
Boundaries Defined 63
Acceptable and Unacceptable Behavior 63
Unacceptable Behaviors 63
Acceptable and Recommended Behaviors 64
Reporting 65
Investigating 65
Consequences 65
CUSTOMER & PUBLIC RELATIONS 65
PROHIBITED CONDUCT 66
CONFIDENTIAL INFORMATION 67
CONFLICTS OF INTEREST 68
Outside Employment 69
POLICY REGARDING INCONSISTENT, INCOMPATIBLE OR CONFLICTING EMPLOYMENT, ACTIVITY OR ENTERPRISE BY SCHOOL PERSONNEL 69
Policy Statement 69
Procedure 70
EXPENSE REIMBURSEMENT POLICY 70
POLICY CONFIRMING RESTRICTION ON THE PROVISION OF FUNDS OR OTHER THINGS OF VALUE TO STUDENTS, PARENTS OR GUARDIANS 72
Policy Statement 72
Procedures 73
SECTION 12 – SAFETY 74
SUBSTANCE AND ALCOHOL POLICY 74

SMOKING 76
PARKED VEHICLES 76
PERSONAL AUTOMOBILE 76
PERSONAL PROPERTY 76
SAFETY POLICY 76
ERGONOMICS 77
CHEMICAL EXPOSURE WARNING 77
SECTION 13 – TERMINATION 78
VOLUNTARY TERMINATION 78
INVOLUNTARY TERMINATION 78
EXIT INTERVIEWS 78
VERIFICATION AND REFERENCE POLICY 78
EMERGENCY PAID SICK LEAVE ("COVID-PSL") 79
Purpose 79
Eligible Employees 79
Definitions 79
Permitted Use 79
Hours of Paid Leave Received 80
Caps on Amount of Paid Leave Received 80
Limits on Use 80
Intermittent Leave 81
Use Of Paid Benefits 81
Maintenance of Health Benefits 81
Notification 81
Termination 81
No Discrimination or Retaliation 81
Purpose 82
Eligible Employees 82
Definitions 82
Permitted Use 82
Paid Leave Received 82
Limits on Use 83

Intermittent Leave 83
Use Of Paid Benefits 83
Maintenance of Health Benefits 83
Notification 83
Termination 84
Restoration to Position 84
No Discrimination or Retaliation 84
Other 84
EMPLOYEE HANDBOOK ACKNOWLEDGEMENT 85

SECTION 1 – WELCOME

Welcome to Clarksville Charter School!

We are happy to have you join us at Clarksville Charter School (CCS or School). We believe our school is truly unique. We serve a diverse group of talented and hardworking students. We regard the work we do as being of utmost importance. Therefore, we have very high expectations for professionalism and performance for each one of our employees. All employees should treat all individuals, including students, teachers, administrators, volunteers, and family members, with respect, and approach all situations as opportunities to learn.

This handbook has been written to provide you with an overview of CCS, its personnel policies and procedures, and your benefits as a CCS employee.

This handbook is intended to explain in general terms those policies that most often apply to your day-to-day work activities. This handbook cannot anticipate every situation or answer every question about employment, and it is not an employment contract. Employees are expected to read this handbook thoroughly upon receipt, to know and abide by the policies outlined herein, and as revised over time, throughout their employment. No CCS guideline, practice, manual or rule may alter the "at-will" status of your relationship with CCS.

In order to retain necessary flexibility in the administration of its policies, procedures and benefits, CCS reserves the right to change, deviate from, eliminate, or revise the handbook, except for the at-will provisions, at any time, without notice, whenever CCS determines that such action is warranted. For these reasons, we urge you to check with your supervisor to obtain current information regarding the status of any particular policy, procedure or practice. This handbook supersedes and replaces all previous personnel policies, practices and procedures.

We welcome you and wish you great success and fulfillment at CCS.

SECTION 2 – GENERAL

This handbook has been written to serve as a guide for the employer/employee relationship. This handbook applies to faculty and staff at CCS.

This handbook contains only general information and guidelines. It is not intended to be comprehensive or to address all the possible applications of, or exceptions to, the general policies and procedures described. For that reason, if you have any questions concerning eligibility for a particular benefit, or the applicability of a policy or practice to you, you should address your specific questions to your supervisor or Human Resources. You are responsible for reading, understanding, and complying with the provisions of this handbook. Our objective is to provide you with a work environment that is constructive to both personal and professional growth.

Neither this handbook nor any other CCS document confers any contractual right, either express or implied, to remain in CCS' employ, nor does it guarantee any fixed term or condition of your employment. Except as otherwise provided in an executed employment agreement, your employment is not for any specified period of time and may be terminated at will, with or without cause and without prior notice, by CCS or you may resign for any reason at any time.

No supervisor or other representative of CCS except the ~~Principal~~Executive Director or designee, with the approval of the Board of Directors, has the authority to enter into any agreement for employment for any specified period of time, or to make any agreement contrary to the above. Further, the procedures, practices, policies and benefits described herein may be modified or discontinued from time to time with or without advance notice. We will try to inform you of any changes as they occur.

SECTION 3 – PHILOSOPHY

CORE PURPOSE

CCS exists to educate and inspire children to realize their potential to become extraordinary and active members of society.

CORE VALUES

The following three core values are what distinguish CCS from other schools:

1. Mentoring – to inspire students to forge their paths in the world
2. Passionate – to strive for excellence
3. Collaborative – to be active, engaging, and contributing team members

PERMISSION-TO-PLAY VALUES

The following Permission-to-Play values are minimum behavioral standards that all employees must exhibit consistently:

1. Innovative
2. Dynamic
3. Results-oriented
4. Data-driven
5. Extraordinary
6. Confident
7. Energetic

STRATEGIC ANCHORS

To ensure success of our core purpose and core values, CCS will use the following two strategic anchors to inform every decision the school makes and the basis for how decisions and actions will be evaluated:

1. Academic achievement through relevant curricula, clear expectations, and shared accountability
2. Relationship building through mentorship and consistent communication

School-wide Learning Outcomes

All students at CCS strive to achieve the School-wide Learning Objectives (SLOs). Each year, CCS will assess student progress towards attainment of the SLOs and review and revise the SLOs, as necessary. CCS students will be:

1. **Technologically proficient and will:**
   a. Develop media literacy to analyze different information outlets and their influences.
   b. Navigate various online platforms and participate in virtual discussion.
   c. Use the Internet to acquire, organize, manipulate, interpret, and communicate information.
   d. Adapt, integrate and utilize various emerging online resources in order to compete in the workplace and connect with their passion.

2. **Critical thinkers who will:**
   a. Produce original products through written and/or oral work, problem solutions, or artistic presentation and/or performances.
   b. Problem solve through questioning, making inferences, predicting, and hypothesizing.
   c. Apply learned skills to new situations or problems.
   d. Take ownership of their learning and modify their performance based on feedback and assessment to attain their goals.
   e. Focus on learning ~~state~~ state-adopted standards and demonstrate mastery in core content areas as evaluated through standardized assessments~~.~~ (CAASPP, STAR 360).

3. **Effective communicators who will:**
   a. Listen, speak, read, and write proficiently using standard English according to commonly accepted rubrics.
   b. Articulate thoughts, rationale and logic with confidence in oral presentation.
   c. Present work using a variety of media, including drawing, ~~essays~~writing, short speech, or ~~activity sheets~~digital media.
   d. Contribute effectively in collaborations during class, office hour discussions, and class discussion forums ~~or Jigsaw meetings~~.

4. **Responsible and self-directed citizens who will:**
   a. Set attainable personal and academic goals through the Individual Learning Plan and the Individualized Graduation Plan.
   b. Demonstrate integrity and respect within the academic and personal setting.
   c. Become active members of the community through community service and volunteering.
   d. Be cognizant of local and global issues.

SECTION 4 – EMPLOYMENT

EMPLOYMENT APPLICATIONS

We rely upon the accuracy of information contained in the employment application and the accuracy of other data presented throughout the hiring process and employment. Any misrepresentations, falsifications, or material omissions in any of this information or data may result in exclusion of the individual from further consideration for employment or, if the person has been hired, termination of employment.

EQUAL EMPLOYMENT OPPORTUNITY

CCS is an equal opportunity employer. In accordance with applicable law, CCS prohibits discrimination against any employee or applicant for employment on the basis of an individual's protected status, including race/ethnicity (which includes historically associated traits, such as hair styles and protective hair styles, e.g., braids, locks, and twists), color, religious creed (which includes, without limitation to religious dress and grooming practices), gender, gender identity, gender expression, color, national origin (which includes, but is not limited to, national origin groups and aspects of national origin, such as height, weight, accent, or language proficiency), ancestry, physical disability, mental disability, medical condition, age, sexual orientation, marital status, parental status, sex (which includes pregnancy, childbirth, breastfeeding, and related medical conditions), gender, gender identity/expression, military service, veteran status (including state and federal active and reserve members as well as those ordered to duty or training), immigration/citizenship status or related protected activities (which includes undocumented individuals and human trafficking), genetic information, protected medical leaves, domestic violence victim status, political affiliation, or any other consideration protected by applicable law. Also in accordance with applicable law, CCS prohibits discrimination against any qualified disabled employee or applicant, against a disabled veteran, or against a veteran of the Vietnam era with a physical or mental disability. These categories include a perception that the individual has any of these characteristics or is associated with a person who has (or is perceived to have) any of these characteristics. CCS will ensure that applicants and employees are treated in all aspects of employment without unlawful discrimination because of these or any other protected basis. Such aspects of employment include, but are not limited to, recruitment, hiring, promotion, demotion, transfer, layoff, termination, compensation, and training. Additionally, in accordance with applicable law, CCS prohibits all forms of unlawful harassment of a sexual or other discriminatory nature. Any conduct contrary to this policy is prohibited. This policy applies to all applicants and employees of CCS.

To comply with applicable laws ensuring equal employment opportunities to qualified individuals with a disability, CCS will make a good faith effort to provide reasonable accommodations for the known physical or mental limitations of an otherwise qualified applicant or employee with a disability, unless undue hardship would result to CCS. An applicant or employee who believes he or she requires an accommodation in order to perform the essential functions of the job should contact Human Resources and request such an accommodation, specifying what accommodation

he or she needs to perform the job. CCS will analyze the situation, engage in an interactive process with the individual, and respond to the individual's request.

If you believe you have been subjected to discrimination, please follow the complaint procedure outlined below.

HARASSMENT

It is the policy of CCS to ensure equal employment opportunity without discrimination or harassment on the basis of race (which includes historically associated traits, such as hair styles and protective hair styles, e.g., braids, locks, and twists), religious creed (which includes, without limitation, to religious dress and grooming practices), color, national origin (which includes, but is not limited to, national origin groups and aspects of national origin, such as height, weight, accent, or language proficiency), ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex (which includes pregnancy, childbirth, breastfeeding, and related medical conditions), gender, gender identity, gender expression, age, sexual orientation, military or veteran status (including state and federal active and reserve members as well as those ordered to duty or training), immigration/citizenship status or related protected activities (which includes undocumented individuals and human trafficking), protected medical leaves, domestic violence victim status, political affiliation, or any other consideration made unlawful by federal, state, or local laws, ordinances, or regulations. These categories include a perception that the individual has any of these characteristics or is associated with a person who has (or is perceived to have) any of these characteristics.

CCS prohibits any such discrimination or harassment. In addition, we prohibit abusive conduct/workplace bullying in the work environment. It is our mission to provide a professional work and learning environment free of harassment, discrimination and/or workplace bullying that maintains equality, dignity, and respect for all. This policy protects all employees of the School as well as interns, volunteers, and potential employees (applicants). All employees of the School are required to abide by this policy, regardless of position or status, including supervisors, administration, and co-workers. In addition, this policy prohibits unlawful harassment by third parties, including students, parents, vendors or other third parties, who have workplace contact with our employees. This policy applies to all applicants and employees (or other listed individuals), whether related to conduct engaged in by fellow employees or someone not directly connected to CCS (e.g. an outside vendor, consultant or customer). Conduct prohibited by these policies is unacceptable in the workplace and in any work-related setting outside the workplace, such as during business or field trips, meetings and business or school-related social events.

What is Harassment?

Harassment can take many forms. As used in this Employee Handbook, the terms "discrimination" and "harassment" includes all unwelcome conduct that comprises the following behavior pertaining to any of the above protected categories or characteristics:

- Offensive remarks, comments, jokes or slurs pertaining to an individual's race, religion, sex, sexual orientation, gender or gender identity or gender expression, age, national

origin or ancestry, disability, citizenship, veteran status, or any other protected status as defined by law or regulation whether verbally or by electronic means including email, and/or text messages

- Offensive sexual remarks, sexual advances, flirtations, or requests for sexual favors regardless of the gender of the individuals involved and whether verbally or by electronic means
- Offensive physical conduct, including, but not limited to, touching, blocking normal movement or interfering with another's work regardless of the gender of the individuals involved, including, but not limited to threats of harm, violence or assault
- Offensive pictures, drawings or photographs or other communications, including email, text messages, or other forms of electronic communication
- Holding work functions in inappropriate venues, such as a strip-club
- Sex or gender based practical jokes, sexual favoritism
- Threatening reprisals due to an employee's refusal to respond to requests for sexual favors or for reporting a violation of this policy
- Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature, regardless of gender, when:
    - Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
    - Submission to, or rejection of, such conduct by an individual is used as a basis for employment decisions affecting such individual;
    - Such conduct has the purpose or effect of substantially interfering with the individual's work performance or creating an intimidating, hostile or offensive working environment.

What is abusive conduct/workplace bullying?

- Conduct of an employee in the workplace that a reasonable person would find hostile, threatening, intimidating, humiliating and unrelated to an employer's legitimate business interests.
    - Use of derogatory remarks, insults and/or epithets.
    - Verbal or physical conduct that sabotages or undermines a person's work performance that is threatening, humiliating or intimidating.
- Bullying, gossip, profanity, abusive conduct and negative comments are destructive to our School culture, create false rumors, disrupt school operations and interfere with the privacy of others.

What is Retaliation?

Retaliation against an individual for reporting harassment, discrimination, abusive conduct or for participating in an investigation of a claim of such is a serious violation of this policy and, like harassment or discrimination itself, will be subject to disciplinary action. Acts of retaliation should be reported immediately to Human Resources and will be promptly investigated and addressed.

As used in this policy, "retaliation" means taking any adverse employment action against an employee because the employee engaged in protected activity pursuant to this policy. Protected

activity may include, but is not necessarily limited to, opposing a practice or conduct the employee reasonably believes to be unlawful, reporting or assisting in reporting suspected violations of this policy, cooperating or participating in investigations or proceedings arising out of a violation of this policy, or engaging in any other activity protected by applicable law.

As used in this policy, an "adverse employment action" means conduct or an action that materially affects the terms and conditions of the employee's employment status or is reasonably likely to deter the employee from engaging in further protected activity. An adverse employment action may include, but is not limited to, the following: demotion, suspension, reduction in pay, denial of merit salary increase, failure to hire, refusing to promote, denying employment opportunities, changing work assignments or otherwise treating an employee differently.

Any retaliatory adverse action because of a protected activity will not be tolerated. If an employee believes he/she has been subjected to, has witnessed, or has knowledge of retaliation in violation of this policy, please follow the complaint procedure outlined below.

Responsibility

All CCS employees have a responsibility for keeping our work environment free of harassment, discrimination, retaliation and abusive conduct in accordance with this policy.

Reporting

CCS encourages reporting of all perceived incidents of discrimination, harassment, abusive conduct or retaliation, regardless of the offender's identity or position. Individuals who believe that they have been subjected to such conduct should immediately discuss their concerns with their immediate supervisor, ~~Principal~~ Executive Director or Human Resources. Do not report your complaint to any individual who has allegedly engaged in the inappropriate behavior that is the subject of your complaint. In addition, CCS encourages individuals who believe they are being subjected to such conduct to promptly advise the offender that his or her behavior is unwelcome and request that it be discontinued. Often this action alone will resolve the problem. CCS recognizes, however, that an individual may prefer to pursue the matter through formal complaint procedures. Every effort will be made to keep such reports as confidential as possible, although confidentiality cannot be guaranteed. CCS is serious about enforcing its policy against harassment; however, CCS cannot resolve a harassment problem that it does not know about. Therefore, employees are responsible for bringing any such problems to CCS' attention so it can take whatever steps are necessary to correct the problems.

Supervisors must report any and all conduct of which they are made aware, which violates, or may violate, policies regarding discrimination, unlawful harassment, or retaliation to Human Resources, the ~~Principal~~ Executive Director or the Chair of the Board of Directors, if appropriate. Supervisors who fail to report alleged violations may be subject to disciplinary action, up to and including termination.

Investigation/Complaint Procedure

All complaints of harassment, discrimination, retaliation or abusive conduct will be promptly investigated.

CCS encourages the prompt reporting of complaints or concerns so that rapid and appropriate remedial action can be taken before relationships become irreparably strained. Therefore, while no fixed reporting period has been established, early reporting and intervention have proven to be the most effective method of resolving actual or perceived incidents of harassment.

CCS' investigation methods will vary depending on the nature of the complaint, the allegations, the witnesses, and other factors. The investigation may include individual interviews with the parties involved and, where necessary, with individuals who may have observed the alleged conduct or may have other relevant knowledge. All complaints will be handled as confidentially as possible and information will be disclosed only as it is necessary to complete the investigation and resolve the matter.

All employees are required to fully cooperate with CCS' investigation. which includes, but is not limited to, providing all pertinent information in a truthful manner, submitting pertinent documents in their possession, not interfering with the investigation in any manner, and maintaining an appropriate level of discretion regarding the investigation. Failure to do so may result in disciplinary action, up to and including termination.

During the investigation, CCS will provide regular progress updates, as appropriate, to those directly involved. CCS will strive to complete its investigation as efficiently as possible in light of the allegations and will reach any conclusions based on the evidence collected and credibility of the witnesses.

CCS may investigate conduct in the absence of a formal complaint if CCS has reason to believe that an individual has engaged in conduct that violates CCS policies or applicable law. Further, CCS may continue its investigation even if the original complainant withdraws his or her complaint during the course of the investigation.

Any conduct which CCS believes constitutes harassment, discrimination, abusive conduct, or retaliation in violation of this policy will be dealt with appropriately. Corrective action may include, for example, training, referral to counseling and/or disciplinary action such as warning, reprimand, withholding of a promotion or pay increase, reassignment, temporary suspension without pay or termination, as CCS believes appropriate under the circumstances. Due to privacy protections, CCS may not be able to fully disclose its entire decision regarding corrective action to the complainant. False and malicious complaints of harassment, discrimination, abusive conduct, or retaliation as opposed to complaints, which, even if erroneous, are made in good faith, may be the subject of appropriate disciplinary action.

Conclusion

This policy was developed to ensure that all employees could work in an environment free from harassment, discrimination, abusive conduct and retaliation. CCS will make every reasonable effort to ensure that all concerned are familiar with these policies and aware that any complaint in violation of such policies will be investigated and resolved appropriately. Any employee who has questions or concerns about these policies should talk with Human Resources or the ~~Principal~~Executive Director. Finally, these policies should not, and may not, be used as a basis

for excluding or separating individuals of a particular gender, or any other protected characteristic, from participating in business or work-related social activities or discussions. In other words, no one should make the mistake of engaging in discrimination or exclusion in order to avoid allegations of harassment. The law and the policies of CCS prohibit disparate treatment on the basis of sex or any other protected characteristic, with regard to terms, conditions, privileges and prerequisites of employment. The prohibitions against harassment, discrimination, abusive conduct, and retaliation are intended to complement and further those policies, not to form the basis of an exception to them.

If you believe you have experienced discrimination, harassment, or abusive conduct you may file a Department of Fair Employment and Housing ("DFEH") or Equal Employment Opportunity Commission complaint. For information contact the DFEH or EEOC. You may find their phone numbers in the phone directory.

Training Requirements

CCS requires all employees to abide by California's training requirements, which includes training within six months of hire and retraining every two years thereafter. Employees who fail to complete this required training will be subject to disciplinary action, up to and including termination.

AT WILL EMPLOYMENT

We believe that an employment relationship is successful as long as both parties are mutually satisfied. Accordingly, both you and CCS will have the right to terminate your employment and all related compensation and benefits at any time, with or without cause and with or without notice. In addition, CCS may eliminate or change any term or condition of your employment (including but not limited to your job assignment, duties, or salary) at will, at any time, for any reason not prohibited by law, with or without cause and with or without previous notice.

This is called "employment at will," and no one other than the ~~Principal~~Executive Director of CCS with the approval of the Board of Directors, has the authority to alter your employment at-will status, to enter into an agreement for employment for a specified period of time, or to make any agreement contrary to this policy. Further, any such agreement must be in writing and must be signed by the ~~Principal~~Executive Director. Statements of specific grounds for termination set forth in this Handbook, or elsewhere, are not all-inclusive and are not intended to restrict CCS' right to terminate at-will.

OPEN COMMUNICATION POLICY

We want to hear from you. CCS strongly encourages employee participation in decisions affecting their employment and their daily professional responsibilities. Our greatest strength lies in our employees and our ability to work together. We encourage open communication about all aspects of our school and organization. Employees are encouraged to openly discuss with their supervisors any problems or suggestions they believe would make our organization better and stronger. CCS is interested in all our employee's success and fulfillment. We welcome all constructive suggestions and ideas.

Employees who have work-related concerns or complaints are encouraged to discuss them with their supervisor or the ~~Principal~~Executive Director. Employees are encouraged to raise their work-related concerns as soon as possible after the events that cause concern. CCS will attempt to keep the employee's concerns and complaints and any resulting investigation confidential to the extent feasible. However, in the course of an investigation and/or in resolving the matter, some dissemination of information to others may be necessary, appropriate, and/or required by law. Employees with concerns or complaints relating to harassment, discrimination or retaliation should follow the reporting procedure outlined in this Handbook.

LACTATION ACCOMMODATION POLICY

CCS provides a reasonable amount of break time to accommodate a female employee's need to express breast milk for the employee's infant child. For those employees that are working at a school site, ~~T~~the School will also make a reasonable effort to provide the employee with the use of a room or other private location in close proximity to the employee's work area for the employee to express milk in private. The location will also meet the following requirements: not be a bathroom; be free from intrusion; be shielded from view; be safe, clean, and free of hazardous materials; contain a surface to place a breast pump and personal items; contain a place to sit; and have access to electricity or alternative devices, including, but not limited to, extension cords or charging stations, needed to operate an electric or battery-powered breast pump. In addition, the School shall provide access to a sink with running water and a refrigerator suitable for storing milk in close proximity to the employee's work area. If a refrigerator cannot be provided, the School may provide another cooling device suitable for storing milk, such as a School-provided cooler.

The School reserves the right to deny an employee's request for a lactation break if the additional break time will seriously disrupt operations.

Employees requesting an accommodation under this policy should comply with the following requirements:

1. The employee should complete an accommodation request form and contact the employee's supervisor or Human Resources to request designation of a location and time to express breast milk under this policy. The School will respond accordingly, generally within two business days.
2. The requested break time should, if possible, be taken concurrently with other scheduled break periods. Nonexempt employees should clock out for any lactation breaks that do not run concurrently with normally scheduled rest periods. Any such breaks will be unpaid.

Retaliation for making a lactation accommodation request is strictly forbidden. If the employee believes she has been retaliated against it should be reported immediately to her supervisor, Human Resources or ~~Principal~~Executive Director. Discrimination against and harassment of lactating employees in any form is unacceptable, a form of prohibited sex/gender discrimination, will not be tolerated at CCS and will be handled in accordance with CCS' policy on discrimination and harassment.

If any employee believes that he or she has experienced retaliation or discrimination as a result of conduct protected by this policy, the employee may file a complaint with his or her supervisor

and/or the Labor Commissioner's Office. For more information, contact the Labor Commissioner's Office by phone at 213-897-6595 or visit a local office by finding the nearest one on our website: www.dir.ca.gov/dlse/DistrictOffices.htm. The Labor Commissioner's Office provides an interpreter at no cost to the employee, if needed

PUBLIC RELATIONS

The success of a school depends upon the quality of the relationship among the school, its employees, students, parents and the general public. The public impression of CCS and its interest in our school will be formed in part, by CCS employees. Our employees are ambassadors. The more goodwill an employee promotes, the more employees, students, parents and the general public will respect and appreciate the employee, CCS and our School's services.

Below are several things employees can do to help leave people with a good impression of CCS.

These are the building blocks for our continued success:

- Communicate with parents regularly~~.~~
- Act competently and deal with others in a courteous and respectful manner.
- Communicate pleasantly and respectfully with other employees, families and students at all times.
- Follow up on requests and questions promptly, provide ~~business like~~professional and personable replies to inquiries and requests, and perform all duties in an orderly manner.
- Respond to email and voicemail within 24 hours during the workweek.
- Take great pride in your work and enjoy doing your very best.

WHISTLEBLOWER POLICY

CCS is committed to maintaining a workplace where employees are free to raise good faith concerns regarding certain business practices, specifically: (1) reporting suspected violations of law, including but not limited to federal laws and regulations; (2) providing truthful information in connection with an inquiry or investigation by a court, agency, law enforcement, or other governmental body; and (3) identifying potential violations of CCS policy, specifically the policies contained in CCS' Employee Handbook.

An employee who wishes to report a suspected violation of law or CCS Policy may do so by contacting the ~~Principal~~Executive Director, Assistant ~~Principal~~ Director or Human Resources.

CCS expressly prohibits any form of retaliation, including harassment, intimidation, adverse employment actions, or any other form of retaliation, against employees who raise suspected violations of law, cooperate in inquiries or investigations, or identify potential violations of CCS policy. Any employee who engages in retaliation will be subject to discipline, up to and including termination.

Any employee who believes that he or she has been subjected to any form of retaliation as a result of reporting a suspected violation of law or policy should immediately report the retaliation to one of the following: the ~~Principal~~Executive Director, Assistant ~~Principal~~ Director or Human Resources. Any supervisor, manager, or human resources staff member that receives complaints of retaliation must immediately inform the ~~Principal~~Executive Director or Chair of the Board of Directors, if appropriate.

Reports of suspected violations of law or policy and reports of retaliation will be investigated promptly and in a manner intended to protect confidentiality as much as possible (although confidentiality cannot be guaranteed) and consistent with a full and fair investigation. Human Resources and a member of CCS' administration will conduct the investigation or designate other internal or external parties to conduct the investigations. The investigating parties will notify the concerned individuals of their findings as appropriate.

SECTION 5 – THE EMPLOYMENT PROCESS

EMPLOYEE STATUS AND CLASSIFICATIONS

Each CCS employee is either a "full-time," "part-time," or "temporary" employee and either an "exempt" or "non-exempt" employee. Some of the policies and benefits described in this handbook depend on whether the employee is full-time or part-time. Full-time employees are those employees regularly scheduled to work 30 or more hours or more each week. Part-time employees are those regularly scheduled to work less than 30 hours each week. Temporary employees are those employed for short-term assignments or in connection with a specific project or event. Temporary employees are not eligible for employee benefits, except those mandated by applicable law.

Every member of the team is designated as a "Certificated employee" or "Classified employee." Some of the policies and benefits described in this handbook depend on how the employee is designated.

Exempt

This category includes all regular employees who are determined by the School to be exempt from certain wage and hour provisions of state and federal laws. Exempt employees are paid a fixed salary that is intended to cover all of the compensation to which they are entitled. Exempt employees will be expected to work the number of hours necessary to complete their assigned responsibilities. Because they are exempt, such employees are not entitled to additional compensation for extra hours of work. Typically, full-time Teachers and Administrators are exempt employees.

Non-Exempt

This category includes all regular employees who are covered by certain wage and hour provisions of state and federal laws. Non-exempt employees are entitled to overtime and ~~doubletime~~double-time pay as well as meal and rest breaks, as prescribed by law. Typically, all part-time and temporary employees are non-exempt. Additionally, most Classified staff are typically non-exempt employees.

Certificated Employee

Certificated Employees are teachers and administrators. Teachers are B-Basis (11 Months) or C-Basis (10 Months) employees. Administrators are A-Basis (12 Months).

Classified Employee

Classified Employees include those employees hired by CCS that do not primarily instruct students, nor require state certification, such maintenance, assistants and other operational employees. Full-time Classified employees are A-Basis (12 Months), B-Basis (11 Months), D-Basis (11 months) or C-Basis (10 Months) employees.

WORK SCHEDULES

All employees will be assigned a work schedule suitable for their job assignment and will be expected to begin and end work according to the schedule. Please note that schedules may vary depending on a variety of factors including whether you work during the academic year or on an annual basis. The ~~Principal~~Executive Director or your supervisor will assign your individual work schedule. In order to accommodate the needs of our business, it may be necessary to change individual work schedules on either a short- term or long-term basis. All employees are expected to be at their desks or workstations at the start of their scheduled shift, ready to work. If you need to modify your schedule, request the change with Human Resources or your supervisor. All schedule changes or modifications must be approved by the ~~Principal~~Executive Director.

CCS reserves the right to assign employees to jobs other than their usual assignment when necessary, provided the employee is capable of performing the essential functions of the alternate assignment.

Non-exempt employees are not to work before or to continue working after their scheduled hours unless specifically assigned by the supervisor. Non-exempt employees are not allowed to work "off the clock." Attendance at School-sponsored functions is not compensated unless the supervisor has required you to attend. Employees violating these rules may be subject to disciplinary action up to and including termination.

WORKWEEK AND WORKDAY

~~CCS' workweek is from Sunday at 12:00 A.M. through the following Saturday at 11:59 P.M. CCS' standard workday is 12:00 A.M. to 11:59 P.M. (midnight) each day.~~ Teachers are expected to complete their CCS employment duties from 8:30 a.m. – 5:00 p.m. Monday- Friday excluding holidays.

~~SPECIAL~~ VIRTUAL ACADEMY CLASSROOM EMPLOYMENT CONDITIONS

Position Responsibilities:

1. Teachers ~~may~~ selected for special assignment including High School Virtual Academy and Junior High Virtual Academy be assigned a "Virtual Class" or "Virtual Classes"

2. Teachers are provided, at CCS' expense, a computer capable of maintaining a high speed internet connection for ~~their entire~~ conducting virtual class and other duties. Other equipment provided when necessary for class upon request.

3. Teachers must be available each school day from 8:~~00~~ 30 a.m. – 5:00 p.m. Monday - Friday by internet and/or phone.

4. Teachers ~~may~~ **assigned to virtual classes will** be required to conduct a virtual classroom session **up to** two (2) hours per day for grades TK – 8 and **up to** three (3) hours per day for grades 9 – 12.

5. Teachers must have access to a phone for calling/responding to students/parents during the teacher's scheduled time within two (2) hours by phone or four (4) hours by internet.

6. Teachers will use the tracking and monitoring system integrated into the student's assigned course. Teachers will provide continual monitoring of the student's progress and their scheduled benchmarked progress status.

7. Teachers will be responsible for all virtual school required record keeping and reporting.

Training:

Teachers are required to attend training sessions hosted virtually or in-person. Mileage reimbursement will follow standard CCS protocols and procedures.

Worksites:

Most classes will be held virtually. Teachers may work from home.

SPECIAL EDUCATION TEACHING EMPLOYMENT CONDITIONS

Special Education Teachers/ Case Managers

1. Special Education Teachers/ Case Managers teach specialized academic instruction (SAI) sessions as well as credit bearing courses virtually.
2. Teachers are provided, at CCS' expense, a computer capable of maintaining a high speed internet connection for conducting virtual class and other duties.
3. Teachers must be available each school day from 8:30 a.m. – 5:00 p.m. Monday - Friday by internet and/or phone.
4. Special Education Teachers are required to teach in virtual classrooms/ sessions **up to** four (4) hours per day.
5. Teachers must have access to a phone for calling/responding to students/parents during the teacher's scheduled time within two (2) hours by phone or four (4) hours by internet.
6. Teachers will use the tracking and monitoring system in google classroom and/or curricular program as well as SEIS. Teachers will provide continual monitoring of the student's progress and their scheduled benchmarked progress status.
7. Teachers will be responsible for all special education required record keeping and reporting.

Training:

Teachers are required to attend training sessions hosted virtually~~. or in-person~~ Special Education Teachers are required to attend two in-person Charter wide meetings/trainings per year. ~~.~~ Mileage reimbursement will follow standard CCS protocols and procedures.

State-wide Assessments:

Special Education Teachers are required to proctor 5 days (maximum) of state-wide assessments per year.

Worksites:

~~Most classes will be held virtually. Teachers may work from home.~~Special Education Teachers work remotely as all classes and sessions are taught virtually.

ATTENDANCE AND PUNCTUALITY

Employees are expected to observe regular attendance and be punctual. Each of our employees is critical to our success. Therefore, regular attendance and punctuality is considered an essential function of all positions. If you are unable to report for work on any particular day, you must call your supervisor at least one hour before the time you are scheduled to begin working for that day. If you call in less than one hour before your scheduled time to begin work, you will be considered tardy for that day. Absent extenuating circumstances or a medical provider's order excusing you from work for a period of time, you must call in on any day you are scheduled to work and will not report to work. The School understands that in some cases, advance notice is not possible. In these cases, notify your supervisor personally at the earliest possible moment. In some circumstances, you may be required to provide verification of the reason or documentation for your absence.

More than three instances of tardiness by a non-exempt employee or instructional employee during any twelve-month period are considered excessive. Any unexcused absence is considered excessive.

If you fail to report for work without any notification to your supervisor and the absence continues for a period of three business days, the School will determine that you have abandoned your job and voluntarily terminated your employment.

PROFESSIONAL DEVELOPMENT

Employees are expected to attend and participate in all professional development sessions and other school sponsored trainings that may be scheduled. While we understand that scheduling conflicts may arise, consistent tardiness, absenteeism ~~and~~ or early departures may result in disciplinary action.

When an employee attends a ~~School~~ school sponsored professional development and/or training, the time spent in attendance shall be counted as time worked~~. All employees are required to sign-in electronically or via paper and out for the purpose of record keeping~~. For virtual attendance, zoom registration/chat or sighing in on a Google Doc will serve as attendance. For in-person

meetings, either online document or paper documentation will be required for the purpose of record keeping. These records will serve as the official roster of attendance.

CCS will pay hourly employees for attendance at mandatory trainings, lectures and meetings outside of regular working hours at the employee's hourly rate. As exempt employees, salaried staff may be required to attend training seminars that may be outside of CCS' normal business hours with no additional pay.

In the event that an employee must leave early or is unable to attend a scheduled training (i.e. Professional Development sessions), during their normal work hours, an employee MUST put in a time-off request according to the time-off policy. Employees may also be required to attend make-up sessions of any missed training.

Failure to comply with this policy may result in disciplinary action.

TIME RECORDS (NON-EXEMPT EMPLOYEES)

Non-exempt employees must accurately complete time records within the School's time keeping system on a daily basis. Each time record must show the exact time work began and ended, the meal periods taken, and ~~your~~ employee signature. Absences and overtime must be accurately identified on your time record. Non-exempt employees are not allowed to work "off the clock." All time actually worked must be recorded. You cannot record time and/or submit a time record for another employee. Each employee must sign and submit his or her own time record. Employees must record all time actually worked.

Exempt employees must report full days of absence from work. Deductions from an exempt employee's salary will be made only in accordance with applicable law. Employees should immediately contact Human Resources with any questions concerning their pay so that inadvertent errors can be corrected.

OVERTIME

All non-exempt employees are required to obtain approval from their supervisor prior to working overtime or double-time. Failure to obtain such approval may subject an employee to discipline, up to and including termination. However, in all cases, the School will compensate its non-exempt employees for all hours worked.

OFF THE CLOCK WORK

CCS prohibits all non-exempt employees from working off the clock at any time. All time worked must be recorded on the employee's timesheet. This includes the use of laptops, computers, PDAs or cell-phones to check work email, voicemail or to send text messages after hours.

MEAL AND REST PERIODS (NON-EXEMPT EMPLOYEES)

All non-exempt employees are provided with an opportunity to take meal and rest periods consistent with the law. During your meal periods and rest periods, you may not work at all. You are excused from all duties. In addition, please understand that you may not combine required

meal or rest periods in order to take a longer break. Also, you may not miss a required meal or rest period in order to start work later or leave work earlier. In the rare event that you believe you cannot take a meal or rest period, or you are unable to take a full meal or rest period pursuant to School policy or you must begin your meal period more than five hours after your work period began, you must notify Human Resources in advance whenever possible (and, in any event, as soon as possible) so that the proper measures may be taken.

Failure to comply with the School's policy regarding meal and/or rest periods can lead to discipline, up to and including termination.

Meal Periods

Non-exempt employees (hourly employees) scheduled to work more than five hours in a day are given a 30-minute duty-free unpaid meal period. The meal period must be taken before the end of the fifth (5th) hour of work. For example, if the employee begins working at 7:00 a.m., then the employee must clock out to begin his or her meal period no later than 12:00 p.m. (noon). The employee may waive this meal period if his/her workday will be completed within a total of six hours or less. To waive a meal period, the employee must receive prior written approval from their supervisor and complete a "Meal Period Waiver" form.

If an employee's day exceeds ten hours of work time, the employee is entitled to an additional 30-minute duty-free meal break. The employee only may waive this second meal period if he/she has taken the required first meal break of at least 30 minutes and his/her workday will not exceed 12 hours. To waive the second meal period, the employee must receive prior written approval from their supervisor and complete a "Second Meal Period Waiver" form.

Non-exempt employees must observe assigned working hours, the time allowed for meal periods, and report any missed, late or short meal periods on that days' time record and to the employee's supervisor immediately. The meal period must be accurately recorded on the employee's time sheet. Meal periods are unpaid time and employees are free to leave the premises. Meal periods may not be combined with rest periods or used to come in later or leave earlier on a workday.

Rest Periods

Non-exempt employees are authorized and permitted to take a 10-minute rest period for each four (4) hours of work or major portion thereof. Your supervisor may schedule your rest periods. Rest periods should be taken as close to the middle of a work period as possible and cannot be taken in conjunction with a meal period. Rest periods are paid work time; they cannot be waived by the employee in order to shorten the workday or used towards additional time off.

Hours Worked	**Number of Rest Periods**
3.5 hours to 6 hours	1, 10-minute rest period
Over 6 hours to 10 hours	2, 10-minute rest periods
Over 10 hours to 14 hours	3, 10-minute rest periods

Non-exempt employees must observe assigned working hours, the time allowed for rest periods, and report any missed rest period immediately as set forth below. Employees are encouraged to report any concerns regarding meal or rest periods to Human Resources.

Reporting Missed, Late or Short/Interrupted Meal and Rest Periods

Any employee who misses a meal or rest period or who experiences a late, short, or interrupted meal period – for any reason – must immediately report this issue in writing (via email) to Human Resources on the same workday that he or she experienced the non-compliant meal or rest period. The employee must include a description providing a thorough explanation for the non-compliant meal or rest period.

If an employee voluntarily chooses to miss a meal or rest period or take a late, short, or interrupted meal period (e.g., I chose to take my lunch later in the day or I chose to refuse an "authorized" meal period at the time provided by CCS), the employee is not entitled to premium pay (one additional hour of pay). If an employee involuntarily experiences a missed meal or rest period or a late, short, or interrupted meal period (e.g., my supervisor asked me to handle a client call or meeting that caused me to miss or take a late meal period), the employee is entitled to premium pay. Employees must report the reason for the non-compliant meal or rest period to Human Resources.

PAYDAYS

Employees are paid semi-monthly in accordance with the School's payroll schedule. The Payroll Coordinator or his or her designee will distribute checks to those who do not have direct deposit. If a normally scheduled pay day falls on a weekend or holiday, paychecks will be distributed the preceding business day.

A written, signed authorization is required for mail delivery or for delivery of your paycheck to any other person. If you have automatic deposit for your paycheck, your funds will be deposited to the financial institution you requested by the end of business on the scheduled payday. While an automatic deposit may actually credit to your account before your actual "payday," the School is not responsible for automatic payments or withdraws dated prior to your actual payday and you should not depend on early deposits of your pay.

If a wage garnishment order is received by CCS for one of our employees, we are obligated by law to comply with the demand. The ~~effected~~ affected employee will receive notice from his or her supervisor or Human Resources as soon as possible.

PAYROLL WITHHOLDINGS

CCS is required by law to withhold Federal Income Tax, State Income Tax, Social Security (FICA), State Teachers Retirement Service (STRS for eligible credentialed faculty) and State Disability Insurance from each employee's paycheck as outlined below. Additionally, if a garnishment, tax levy, or an order to withhold child support payments should be delivered, CCS must comply with that order within the time allowed by law, and cannot postpone the payroll deduction for any reason. Voluntary deductions, which must be authorized in writing by

employees, may include retirement plans, employee portion of insurance premiums, or any other benefit made available to employees.

If an employee believes an error has been made in his or her pay or deductions CCS will work in good faith to resolve errors as soon as possible. The employee should notify the Payroll Coordinator or his or her designee of any errors in pay or deductions withheld within seven (7) days from the date paid.

Every deduction from the employee's paycheck is explained on the check voucher/paystub. If the employee does not understand the deduction, then he or she should ask Human Resources to explain it. The employee may change the number of withholding allowances he or she wishes to claim for Federal and/or State Income Tax purposes before any pay period by filling out a new W4 form and submitting it to Human Resources.

SECTION 6 - CONDITIONS OF EMPLOYMENT

IMMIGRATION LAW COMPLIANCE

CCS employs only those authorized to work in the United States in compliance with the Immigration and Control Act of 1986. Each new employee, as a condition of employment, must complete the Employment Eligibility Verification Form I-9 and present original documentation establishing identity and employment eligibility as outlined on the I-9 instruction forms. Former employees who are rehired must also complete the form if they have not completed an I-9 with CCS within the past three years or if their previous I-9 is no longer retained or valid.

CREDENTIAL REQUIREMENTS

If you are a credentialed team member, you must provide copies of your credential, official transcripts, and/or test scores prior to your first day of actual work. Failure to provide these documents may delay your ability to begin work.

You are also responsible for keeping required certificates, credentials, and registrations current and in good standing, for paying the costs associated with renewal, and for providing both your ~~Principal~~Executive Director and the School with verification of renewals. Failure to provide these updated documents to the School may result in suspension without pay until such time as the necessary documentation has been provided.

If a teacher fails to obtain the appropriate credential, or allows a credential, certificate, registration, or required course deadline to expire, or fails re-certification, training, or testing, the School reserves the right to suspend the teacher without pay until the teacher's credential is cleared, or release the teacher from at-will employment as necessary.

RESIDENCY REQUIREMENTS

All employees of Clarksville Charter School with in-person requirements as part of their job description are required to live and reside in California, in the region where students are served. Employees are not permitted to work for Clarksville Charter School while out of the state of California, unless on a pre-approved basis.

TUBERCULOSIS TEST

Before the first day of employment, all new employees must have had a tuberculosis test as described in Education Code 49406 or a TB Risk Assessment (pursuant to AB1667) within the past 60 days. Employees transferring from other public or private schools within the State of California must either provide proof of an examination or a completed Risk Assessment within the previous 60 days or a certification showing that he or she was examined within the past four (4) years and was found to be free of communicable tuberculosis. The current physician's statement or Risk Assessment must be on file in the office before the first day of employment. Failure to provide documentation on time may result in delay of your ability to begin work or termination.

TB Clearance is good for four years and it is the employee's responsibility to remain in compliance and ensure the School has a valid certificate on file.

CRIMINAL BACKGROUND CHECK

As required by law, all individuals working or volunteering at the School will be required to submit to fingerprinting and a criminal background investigation.

The School shall, on a case-by-case basis, determine whether a volunteer will have more than limited contact with pupils or consider other factors requiring a criminal background check for such a volunteer.

CHILD ABUSE AND NEGLECT REPORTING ACT

Since our employees work directly with children, they are in a position to detect instances of child abuse and neglect. It is CCS' policy that all School employees shall comply with the California State law regarding child abuse reporting procedures. Section 11166 of the California Penal Code mandates the reporting to designated authorities of cases of suspected child abuse as follows:

"Any child care custodian, health practitioner, or employee of a child protective agency who has knowledge of or observes a child in his or her professional capacity or within the scope of his or her employment whom he or she knows or reasonably suspects has been the victim of child abuse shall report the known or suspected instance of child abuse to a child protective agency immediately or as soon as practically possible by telephone and shall prepare and send a written report thereof within 36 hours of receiving the information concerning the incident."

While each employee has the responsibility to ensure the reporting of any child he/she suspects is a victim of abuse, the employee is not to verify the suspicion or prove that abuse has occurred. Teachers or staff who become aware of suspected child abuse should report the suspicions as required.

It is extremely important that CCS' employees comply with the requirements of the Child Abuse and Neglect Reporting Act (CANRA). No mandated reporter can be held civilly or criminally liable for any report required or authorized by CANRA. In addition, any other person who voluntarily reports a known or suspected incident of child abuse or neglect will not incur civil or criminal liability unless it is proven that the report was false and the person knew the report was false or made the report with reckless disregard of its truth or falsity.

Your direct supervisor is available to answer any questions employees may have about their responsibilities under CANRA, or to assist an employee in making a report under CANRA. If an employee makes a report pursuant to CANRA without CCS' assistance, he or she is required to notify CCS of the report if it is based on incidents he or she observed or became aware of during the course and scope of his or her employment with CCS.

PERSONNEL FILES

An employee or former employee (or designee) has the right to inspect or receive a copy of his or her personnel records at reasonable times, at a reasonable place, and on reasonable advance notice

to Human Resources. All requests should be put in writing preferably on the form maintained by CCS. If the request includes a request for copies the employee or former employee may be required to pay for the actual costs of copying. Employer will respond to such a request within 30 days of receipt of the written request.

Employees are not entitled to inspect or copy: letters of reference, records that relate to an investigation of possible criminal activity, ratings, reports, or records obtained prior to employment, prepared by examination committee members or obtained in connection with a promotional examination.

CHANGES IN EMPLOYEE INFORMATION

An employee is responsible for notifying Human Resources about changes in the employee's personal information and changes affecting the employee's status (ex. name changes, address or telephone number changes, marriages or divorces, etc.). This notification by the employee must occur as close to the change as possible, but no later than 30 days following the change.

SECTION 7 – PERFORMANCE

PERFORMANCE EVALUATIONS

Performance evaluations generally are conducted annually to provide both employees and supervisors with the opportunity to discuss the employee's position, tasks, identify and correct weaknesses, encourage and recognize strengths, and discuss methods for improving performance. The performance evaluations are intended to make employees aware of their progress, areas for improvement, and objectives or goals for future work performance. Favorable performance evaluations do not guarantee an increase in salary or promotional opportunities, or even continued employment. Salary increases and promotions are solely within the discretion of CCS and depend upon many factors in addition to performance.

Teachers:

At the start of each academic year, each Teacher will meet with their ~~Regional Coordinator~~ Supervisor to establish Performance Objectives or SMART Goals for that school year. The Teacher will put these objectives in writing in accordance with a template to be provided by their Supervisor~~Regional Coordinator.~~

The ~~Regional Coordinator~~Supervisor will generally evaluate the Teacher's performance at least once a year formally and on an ongoing basis informally. The evaluation will be based on factors including the Teacher's job description, accomplishment of the Performance Objectives, the CCS' charter, and standards for teaching performance developed by the ~~Principal~~Executive Director, the CCS Board of Directors, and/or other CCS staff.

In addition to these more formal performance evaluations, CCS encourages you and your supervisor to discuss your job performance on an ongoing basis.

CCS' provision of performance evaluations does not alter the at-will employment relationship. Nothing in this policy shall limit the right to terminate employment at-will or limit CCS' right to transfer, demote, suspend, administer discipline, and change the terms and conditions of employment at its sole discretion. Employment is at the mutual consent of the employee and CCS. Accordingly, either the employee or CCS can terminate the employment relationship at-will, at any time, with or without reason and with or without notice.

Classified Staff:

Formal evaluations are generally held once each year. You will be provided a copy of the evaluation tool and as part of the process you will do a self-evaluation. Your supervisor may schedule your evaluation time in advance so that you are prepared for the process.

In addition to these more formal performance evaluations, CCS encourages you and your supervisor to discuss your job performance on an ongoing basis.

SECTION 8 – LEAVES

FAMILY MEDICAL LEAVE ACT/CALIFORNIA FAMILY RIGHTS ACT[1]

Eligible employees may request a family and medical leave of absence under the circumstances described below. Eligible employees are those who have been employed by the School for at least 12 months (not necessarily consecutive), have worked at least 1250 hours during the 12 months immediately prior to the family and medical leave of absence, and are employed at a worksite where there are 50 or more employees of the School within 75 miles.

Ordinarily, you must request a planned family and medical leave at least 30 days before the leave begins. If the need for the leave is not foreseeable, you must request the leave as soon as possible. You should use the School's request form, which is available upon request from Human Resources. Failure to comply with this requirement may result in a delay of the start of the leave.

A family and medical leave may be taken for the following reasons:

1. The birth of an employee's child or the placement of a child with the employee for foster care or adoption, so long as the leave is completed within 12 months of the birth or placement of the child;

2. The care of the employee's spouse, child, parent, or registered domestic partner with a "serious health condition";

3. The "serious health condition" of the employee;

4. The care of the employee's spouse, child, parent, or next of kin who is a member of the Armed Forces, including a member of the National Guard or Reserves, and who is undergoing medical treatment, recuperation, or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a serious injury or illness; or

5. Any qualifying exigency as defined by the applicable regulations arising out of the fact that the employee's spouse, child, or parent is on active duty (or has been notified of an impending call or order to active duty) in the Armed Forces in support of a contingency operation.

A "serious health condition" is one that requires inpatient care in a hospital or other medical care facility or continuing treatment or supervision by a health care provider. You may take a leave under paragraph (2) above only if due to a serious health condition, your spouse, child, parent, or registered domestic partner requires your care or assistance as certified in writing by the family member's health care provider. If you are seeking a leave under paragraph (3) above, you must

[1] Employees may qualify for FMLA/CFRA Leave only if the School has 50 or more employees, the employees work within 75 miles of their respective worksites and meet other eligibility requirements set forth above. Please check with Human Resources to determine whether you are eligible for FMLA/CFRA leave.

provide the School with a medical certification from your health care provider establishing eligibility for the leave, and you must provide the School with a release to return to work from the health care provider before returning to work. You must provide the required medical certification to the School in a timely manner to avoid a delay or denial of leave. You may obtain the appropriate forms from Human Resources.

Family and medical leave is unpaid and may be taken for up to 12 workweeks during the designated 12-month period (with the exception of qualifying leaves to care for a member of the Armed Services who has a serious illness or injury, which may be taken for up to a total of 26 workweeks of leave during a single 12-month period). The 12-month period will be defined as a "rolling twelve months" looking backward over the preceding 12 months to calculate how much family and medical leave time has been taken and therefore determine the amount of leave that is available. Qualifying leaves to care for a member of the Armed Services who has a serious illness or injury will be calculated on the 12-month period looking forward. All time off that qualifies as family and medical leave will be counted against your state and federal family and medical leave entitlements to the fullest extent permitted by law.

You will be required to use any available PTO during unpaid family and medical leave. You will also be required to use any available paid sick leave during unpaid family and medical leave that is due to your own or a family member's serious health condition. However, if an employee is receiving benefit payments pursuant to a disability insurance plan (such as California's State Disability Insurance plan or Paid Family Leave program) or workers' compensation insurance plan, the employee and the School may mutually agree to supplement such benefit payments with available PTO and/or paid sick leave.

Benefit accrual, such as PSL, PTO, and holiday benefits, will be suspended during the approved leave period and will resume upon return to active employment. During a family and medical leave, group health benefits will be maintained as if you were continuously employed. However, you must continue to pay your share of applicable premiums (for yourself and any dependents) during the leave.

If you do not return to work on the first workday following the expiration of an approved family and medical leave, you will be deemed to have resigned from your employment. Upon returning from such a leave, you will normally be reinstated to your original or an equivalent position and will receive pay and benefits equivalent to those you received prior to the leave, as required by law. In certain circumstances, "key" employees may not be eligible for reinstatement following a family and medical leave. The School will provide written notice to any "key" employee who is not eligible for reinstatement.

If you have any questions concerning, or would like to submit a request for a family and medical leave of absence, please contact Human Resources.

NEW PARENT LEAVE ACT[2]

Pursuant to the California New Parent Leave Act ("NPLA"), eligible employees may request a new parent leave of absence pursuant to this policy. Eligible employees are those who have been employed by the School for at least 12 months, have worked at least 1,250 hours during the 12 months immediately prior to the new parent leave of absence, and are employed at a worksite where there between 20 and 49 employees of the School within 75 miles.

If an employee is employed at a worksite where there are 50 or more employees of the School within 75 miles, and is otherwise eligible for leave pursuant to the federal Family and Medical Leave Act ("FMLA") and the California Family Rights Act ("CFRA"), the employee will be eligible for leave pursuant to FMLA and CFRA in lieu of being eligible for leave pursuant to NPLA. In other words, an employee cannot be eligible for leave under both NPLA and FMLA/CFRA. While the School is subject to compliance with FMLA and CFRA, it is the School's belief that none of its employees are currently eligible for FMLA/CFRA pursuant to the qualifying conditions set forth in applicable statutes/regulations. If an employee has questions about eligibility under NPLA, FMLA, or CFRA, please contact Human Resources.

An employee may request leave under this policy for the following baby-bonding reasons: the birth of an employee's child or the placement of a child with the employee for foster care or adoption, so long as the leave is completed within 12 months of the birth or placement of the child. This leave may be taken for up to 12 workweeks during the designated 12-month period, which will be defined as a "rolling twelve months" looking backward over the preceding 12 months to calculate how much leave time has been taken and therefore determine the amount of leave that is available. This leave may be taken in addition to the Pregnancy Disability Leave set forth below, subject to those terms and conditions.

Notwithstanding the previous paragraph, if both of the child's parents work for the School, the parent-employees dually share the 12-week leave entitlement under NPLA. In other words, each parent-employee is not separately entitled to 12 weeks of leave. Each parent does not get 12 weeks of leave. The School may grant simultaneous leave to both parents.

Ordinarily, you must request a planned new parent leave at least 30 days before the leave begins. If the need for the leave is not foreseeable, you must request the leave as soon as practicable. You should use the School's request form, which is available upon request from Human Resources. Failure to comply with this requirement may result in a delay of the start of the leave.

When an approved new parent leave ends, the employee will be reinstated to the same position or a comparable position, unless the job ceased to exist because of legitimate business reasons. An employee has no greater right to reinstatement to the same position or to other benefits and

[2] Employees may qualify for NPLA Leave only if the School has between 20 and 49 employees, the employees work within 75 miles of their respective worksites and meet other eligibility requirements set forth above. Please check with Human Resources to determine whether you are eligible for NPLA leave.

conditions of employment than if the employee had been continuously employed in this position during the new parent leave. If the same position is not available, the employee will be offered a comparable position in terms of such issues as pay, location, job content, and promotional opportunities, if one exists. An employee has no greater right to reinstatement to a comparable position or to other benefits or conditions of employment than an employee who has been continuously employed in another position that is being eliminated.

New parent leave is unpaid. However, you may utilize any available PTO and PSL during your leave. If an employee is receiving benefit payments pursuant to a disability insurance plan (such as California's State Disability Insurance plan or Paid Family Leave program), the employee and the School may mutually agree to supplement such benefit payments with available PTO/PSL. The use of such benefits does not extend the length of the leave.

Benefit accrual, such as PTO and holiday pay, if any, will be suspended during new parent leave and will resume upon return to active employment. Group health benefits will be maintained during the approved new parent leave as if you were continuously employed. However, you must continue to pay your share of applicable premiums (for yourself and any dependents) during the leave.

For more information on new parent leave, please contact Human Resources.

PREGNANCY DISABILITY LEAVE

The School provides pregnancy disability leaves of absence without pay to eligible employees who are temporarily unable to work due to a disability related to pregnancy, childbirth, or related medical conditions. Employees should make requests for pregnancy disability leave to their supervisor at least 30 days in advance of foreseeable events and as soon as possible for unforeseeable events. A health care provider's statement must be submitted, verifying the need for such leave and its beginning and expected ending dates. Any changes in this information should be promptly reported to Human Resources. Employees returning from pregnancy disability leave must submit a health care provider's verification of their fitness to return to work.

The School will make a good faith effort to provide reasonable accommodations and/or transfer requests when such a request is medically advisable based on the certification of a health care provider. When an employee's health care provider finds it is medically advisable for an employee to take intermittent leave or leave on a reduced work schedule and such leave is foreseeable based on planned medical treatment because of pregnancy, the School may require the employee to transfer temporarily to an available alternative position. This alternative position will have equivalent rate of pay and benefits and must better accommodate recurring periods of leave than the employee's regular job.

Eligible employees are normally granted unpaid leave for the period of disability, up to a maximum of four months (or 17 1/3 weeks or 693 hours) per pregnancy. Employees will be required to use any unused allotted sick time during any unpaid portion of pregnancy disability leave. Employees may also elect to use any available PTO during any unpaid portion of pregnancy disability leave. If an employee is receiving benefit payments pursuant to a disability insurance plan (such as

California's State Disability Insurance plan or Paid Family Leave program), the employee and the School may mutually agree to supplement such benefit payments with available PTO and/or sick leave.

Benefit accrual, such as PTO, sick leave, and holiday benefits, will be suspended during the approved pregnancy disability leave period and will resume upon return to active employment. Group health benefits will be maintained during the approved pregnancy disability leave as if you were continuously employed. However, you must continue to pay your share of applicable premiums (for yourself and any dependents) during the leave.

So that an employee's return to work can be properly scheduled, an employee on pregnancy disability leave is requested to provide the School with at least one week's advance notice of the date she intends to return to work.

When an approved pregnancy disability leave ends, the employee will be reinstated to the same position, unless the job ceased to exist because of legitimate business reasons. An employee has no greater right to reinstatement to the same position or to other benefits and conditions of employment than if she had been continuously employed in this position during the pregnancy disability leave or transfer. If the same position is not available, the employee will be offered a comparable position in terms of such issues as pay, location, job content, and promotional opportunities, if one exists. An employee has no greater right to reinstatement to a comparable position or to other benefits or conditions of employment than an employee who has been continuously employed in another position that is being eliminated.

If you have any questions regarding pregnancy disability leave, please contact Human Resources.

ADDITIONAL LEAVES

Some of the following leaves are designated with asterisks, which means that application and employee eligibility requirements of the leave (either in part or in whole) depends on whether the School employs the minimum number of employees indicated below. Policies without an asterisk apply regardless of the number of School employees.

*The School has 15 or more employees

**The School has 16 or more employees

***The School has 25 or more employees

Should you have any questions as to eligibility requirements of any leave policy, please contact Human Resources.

MILITARY SPOUSE LEAVE***

An eligible employee-spouse of a qualified service member is entitled to take ten (10) days unpaid leave during a period when the spouse is on leave from deployment during a period of military conflict.

An eligible employee must work an average of 20 hours per week; must provide notice of his or her intention to take the leave within two (2) business days of receiving official notice that the service member will be on leave; and submit written documentation certifying that the service member will be on leave during the time the leave is required.

The employee may use available PSL or PTO for this leave.

WORKERS' COMPENSATION LEAVE

Employees that are temporarily disabled due to a work-related illness or injury will be placed on workers' compensation leave. The duration leave will depend upon the rate of recovery and the medical provider's recommendation. Workers' compensation leave will run concurrently with any other applicable medical leave of absence (i.e. FMLA/CFRA if applicable). Human Resources will reach out to employees that have requested a workers' compensation leave regarding employer provided health insurance benefits. If you have any questions concerning this leave and/or any benefit related questions, please contact Human Resources.

BEREAVEMENT LEAVE

CCS provides regular full-time employees up to three (3) days of paid bereavement leave, beyond sick or personal time, due to the death of an immediate family member. This includes a parent (including an in-law and step-parent), spouse, domestic partner, dependent, sibling, stepsibling, grandparent or grandchild. If a funeral is more than 500 miles from your home, you may receive paid leave for five (5) days with prior approval from your supervisor.

JURY DUTY LEAVE

All employees who receive a notice of jury/witness duty must notify their supervisor as soon as possible so that arrangements may be made to cover the absence. In addition, employees must provide a copy of the official jury/witness duty notice to their supervisor. Employees must report for work whenever the court schedule permits. Either the School or the employee may request an excuse from jury/witness duty if, in the School's judgment, the employee's absence would create serious operational difficulties.

Non-exempt employees who are called for jury/witness duty will be provided time off without pay. Exempt employees will receive their regular salary unless they do not work any hours during the course of a workweek. Employees may elect to use any available PTO during jury/witness duty leave.

In the event that the employee must serve as a witness within the course and scope of his or her employment with the School, the School will provide time off with pay.

TIME OFF TO VOTE

The School will allow any non-exempt employee who is a registered voter and does not have enough time outside of working hours to vote in a statewide election up to two (2) hours of work time without loss of pay to vote. The request must be made at least two (2) working days in advance. The time must be at the beginning or end of the employee's regular shift, whichever

allows the most free time for voting and the least time off from work unless the School and the employee agree otherwise. The employee may be required to prove he or she is a registered voter.

An employee may also serve as an election official on Election Day without being disciplined, however the School will not pay the employee for this time off. Available PTO may be used for this time off. Nothing in this policy requires the employee to bring his or her mail (absentee) ballot to work, including mailing such absentee ballot from work.

SCHOOL ACTIVITIES LEAVE***

The School encourages employees to participate in the school activities of their child(ren). If you are the parent or guardian of a child who is in school up to grade 12, or who attends a licensed daycare facility, you may take up to 40 hours of unpaid leave per year to participate in the activities of the school or daycare facility, to find, enroll or reenroll your child in a school or with a licensed childcare provider and/or to address a childcare provider or school emergency.

The leave is subject to all of the following conditions:

- The time off for school activity participation cannot exceed eight (8) hours in any calendar month, or a total of forty (40) hours each year;
- Unless it is an emergency, employees planning to take time off for school visitations must provide as much advance notice as possible to their supervisor;
- If the School employs both parents, the first employee to request such leave will receive the time off. The other parent will receive the time off only if the leave is approved by his or her supervisor;
- Employees must use existing PTO in order to receive compensation for this time off;
- Employees who do not have paid time off available will take the time off without pay.
- Documentation of participation may be requested and will be sufficient if it is provided in writing by the school or the licensed child care/day care facility.

SCHOOL APPEARANCE/SUSPENSION LEAVE

If the parent or guardian of a child facing suspension from school is summoned to the school to discuss the matter, the employee should alert his or her supervisor as soon as possible before leaving work. In compliance with California Labor Code section 230.7, no discriminatory action will be taken against an employee for taking time off for this purpose.

This leave is unpaid but the employee may choose to use available PTO. You will not be discharged or discriminated against because of an absence protected by this law.

CRIME VICTIM LEAVE

Employees are allowed to be absent from work to attend judicial proceedings related to a violent felony, serious felony (as defined by the California Penal Code) or felonies related to theft or embezzlement if they are:

- A victim of such a crime;
- An immediate family member (i.e., spouse, registered domestic partner, child, step-child, sibling, step-sibling, parent, step-parent, or the child or a registered domestic partner) is a victim of such a crime.

An employee must give reasonable advanced notice to the School by providing documentation of the proceeding. Documentation may be from any of the following:

- Notice from the court or government agency setting the hearing;
- The district attorney or prosecuting attorney's office; or
- The victim/witness assistance office advocating on the victim's behalf.

This leave is unpaid but the employee may choose to use available PSL or personal time off (PTO). You will not be discharged or discriminated against because of an absence protected by this law.

DOMESTIC VIOLENCE LEAVE/SEXUAL ASSAULT LEAVE***

If you are a victim of domestic violence, you may take unpaid time off to obtain or attempt to obtain judicial relief, such as obtaining restraining orders, to help insure your health, safety or welfare or that of your child(ren). Employees may use available PTO (if applicable) or PSL. Otherwise, the time off is unpaid. All employees can take time off from work to get medical attention or services from a domestic violence shelter, program, or rape crisis center, or receive psychological counseling, or safety planning related to domestic violence, sexual assault, or stalking.

You must give the School reasonable notice unless advance notice is not feasible, and provide certification that you are seeking such assistance.

Certification may be sufficiently provided by any of the following:

- A police report indicating that you were a victim of domestic violence or sexual assault;
- A court order protecting or separating you from the perpetrator of an act of domestic violence or sexual assault, or other evidence from the court or prosecuting attorney that you appeared in court; or
- Documentation from a medical professional, domestic violence advocate, health care provider, or counselor that you are undergoing treatment for physical or mental injuries or abuse resulting in victimization from an act of domestic violence or sexual assault.

Employees have the right to ask the School for help or changes in their workplace to make sure they are safe at work. The School will work with its employees to see what changes can be made. Changes in the workplace may include putting in locks, changing shifts or phone numbers, transferring or reassigning the employee, or help with keeping a record of what happened to the employee. The School may ask the affected employee for a signed statement certifying that this request is for a proper purpose and may also request proof showing the need for an accommodation. The School will maintain confidentiality to the extent possible regarding any requests for accommodations under this policy.

The School will also, to the extent allowed by law, maintain the confidentiality to the extent possible of an employee requesting leave under this provision. The School will not discharge, discriminate, or retaliate against an employee who exercises their rights under this law. Domestic violence, sexual assault, and stalking victim's leave for medical treatment does not exceed or add to the unpaid leave time that FMLA/CFRA allows.

CCS is committed to ensuring employees are not treated differently or retaliated against because of any of the following:

- The employee is a victim of domestic violence, sexual assault, or stalking.
- The employee asked for time off to get help.
- The employee asked CCS for help or changes in the workplace to ensure safety at work.

Employers are prohibited from discharging, discriminating, or retaliating against an employee who is a victim of domestic violence, the victim of sexual assault or stalking for taking time off to seek medical attention, obtain services from a domestic violence shelter or program or rape crisis center, obtain psychological counseling, participate in safety planning, or temporary or permanent relocation.

MILITARY LEAVE

California's military leave laws, found at Military & Veterans Code section 389 et seq. and the Uniformed Services Employment and Reemployment Rights Act ("USERRA"), found at 38 U.S.C. Section 4301 et seq., ensure that employees are not adversely affected in their employment after taking leave for military service. Employees who serve in the military and are entitled to a military leave of absence without pay from the School under applicable laws should notify Human Resources regarding the need for military leave.

Please see Human Resources for more information regarding job reinstatement rights upon completion of military service.

ADULT LITERACY LEAVE***

Pursuant to California law, the School will reasonably accommodate any eligible employee who seeks to enroll in an adult literacy education program, provided that the accommodation does not impose an undue hardship on the School. The School does not provide paid time off for

participation in an adult literacy education. However, you may utilize available PTO if you want compensation for this time off. If you do not have any PTO available, you will be permitted to take the time off without pay.

ORGAN DONOR / BONE MARROW DONOR LEAVE*

Pursuant to California law, the School will provide up to five business days of paid leave within a one-year period to an employee who donates bone marrow to another person. In addition, the School will provide up to 30 business days of paid leave within a one-year period and up to another 30 business days of unpaid leave within a one-year period to an employee who donates an organ to another person. The one-year period is measured from the date the employee's leave begins and shall consist of 12 consecutive months.

The School requires that bone marrow donors use up to five days of available accrued PSL or vacation time during the course of the leave. Organ donors must use up to ten days of available accrued PSL or vacation time during the course of the leave.

To qualify for this leave, an employee must have been employed for at least 90 days prior to the commencement of the leave and must provide the School with written verification of his or her status as an organ or bone marrow donor and the medical necessity for the donation. During such leave, the School will continue coverage under its group medical insurance plan, if applicable. However, employees must continue to pay their portion of the applicable premiums. Employees should give the School as much notice as possible of the intended dates upon which the leave would begin and end.

~~If you donate an organ to another person you may take up to thirty (30) days paid leave per year for this process or up to five (5) days paid leave for the donation of bone marrow.~~

~~You must give as much notice as is practicable and must provide certification of the medical necessity of the procedure. You will be required to use up to ten (10) days of any available paid leave (sick and/or PTO) for organ donation and up to five (5) days of available paid leave (sick and/or PTO) for bone marrow donation.~~ This leave does not run concurrently with FMLA/CFRA. ~~You must have been employed for at least a 90-day period immediately preceding the beginning of the leave, if otherwise eligible.~~

You may take this leave incrementally, as medically necessary, or all at one time. All health benefits shall be maintained during this leave to the extent they exist at the time of the leave. This leave shall not be considered a break in service and the employee shall continue to receive paid time off and other benefits as if they had continued working. ~~The employee shall be required to pay any portion of their benefits they are currently paying.~~

An employee shall not have any greater rights during this leave than if he or she had been actively working during this time, but will be reinstated to their same or equivalent job prior to the leave. No employee shall be discriminated or retaliated against for taking an organ donation or bone marrow leave.

DRUG & ALCOHOL REHABILITATION LEAVE***

CCS will reasonably accommodate any employee who volunteers to enter an alcohol or drug rehabilitation program, if the reasonable accommodation does not impose an undue hardship on the School. Reasonable accommodation includes time off without pay and adjusting work hours. You may use allotted and unused sick leave. All reasonable measures to safeguard your privacy will be maintained.

This policy in no way restricts CCS' right to discipline an employee, up to and including termination of employment, for violation of CCS' Substance and Alcohol Policy.

VOLUNTEER CIVIL SERVICE LEAVE

You are allowed to be absent from work to engage in volunteer emergency duty as a volunteer firefighter, reserve police officer, or emergency rescue personnel. This is an unpaid leave, but the employee may use any earned sick, and/or PTO.

CIVIL AIR PATROL LEAVE**

CCS provides eligible employees who are volunteer members of the California Wing of the Civil Air Patrol and are called to emergency operational missions up to (10) days of unpaid leave per calendar year. Leave for a single emergency operational mission will generally be limited to three days unless an extension is granted by appropriate government entities and approved by the School.

To be eligible, employees must have been employed with CCS for 90 days immediately preceding the commencement of leave. Additionally, the School may require certification from the proper Civil Air Patrol authority to verify the eligibility of the employee for the leave requested or taken.

Employees may use available paid time off for leave taken under this policy. The notice and eligibility requirements for any such paid time off will generally apply to an employee's request for use of PTO under this policy.

COVID-19 RELATED EMPLOYMENT LEAVE POLICIES (See ADDENDUM A)

SECTION 9 – BENEFITS

SCHOOL HOLIDAYS

The School observes 12 paid holidays during the year:

- New Year's Day
- Martin Luther King Day
- Lincoln's Birthday
- Washington's Birthday
- Memorial Day
- Independence Day
- Labor Day
- Veteran's Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve Day
- Christmas Day

To be eligible for holiday pay, an employee must be full-time and non-exempt and must work both the business day before and after the holiday. Part-time employees, temporary employees, exempt employees and teachers are not eligible for holiday pay. Exempt employees and teachers will receive their regularly scheduled pay during holidays.

Eligible employees will receive time off with pay at their regular rate of pay on the School-observed holidays listed above. When a holiday falls on a Saturday or Sunday, it is usually observed on the preceding Friday or following Monday. However, the School may close on another day. Holiday observance will be announced in advance. The School reserves the right to change this policy at any time, with or without notice.

Holiday hours do not count as hours worked for purposes of calculating overtime. For example, if you receive 8 hours of holiday pay on Monday and work 40 hours Tuesday-Saturday (8 hours/day), you will not be eligible for overtime.

Recognized religious holidays may be taken off by an employee whose religion requires observance of the particular day. Employees must request the day off in advance by written notice to their supervisor. The employee may use paid time off (PTO) if the employee has unused PTO available, otherwise the holiday will be unpaid. All steps will be taken to reasonably accommodate a religious holiday (or practice) absent an undue hardship.

To qualify for holiday pay, all employees must work the last scheduled day before and the first scheduled day after the holiday unless the employee is absent:

- At the Supervisor's request/approval
- Due to closure of schools because of inclement weather
- Due to sickness with a doctor's note verifying need for absence
- Prior to or following Jury Duty or Bereavement Leave

- Due to a previously scheduled and approved time off

PAID TIME OFF (PTO) - A BASIS ONLY

Full-time A-Basis (12 Months) ~~school based~~school-based employees are entitled to paid time off (PTO) according to this policy. PTO days may be used for vacation, personal time, illness, or time off to care for family or dependents. All other employees, including teachers, temporary employees, part time employees are not eligible to receive or accumulate PTO.

PTO must be scheduled at least five (5) days in advance and approved by your supervisor, except in the case of an illness or emergency. In the case of illness or emergency you are required to contact your immediate supervisor at least one (1) hour before your shift begins, if possible or otherwise as soon as practicable. Employees using extended PTO time (in excess of three (3) days) must submit a request at least two (2) weeks before the extended PTO or, if used as sick time, the employee may be required to submit a doctor's release upon return to work. Your supervisor uses his/her discretion to approve PTO without advance notice.

Unless used for illness related purposes, PTO may not be taken the last week of the school year, or on scheduled in-service and/or training days, testing administration day, or immediately before or after holidays without supervisor's permission.

All full-time A-Basis (12 Months) employees may be eligible to receive up to ten (10) days (i.e., 80 hours) of PTO each school year (July 1- June 30). Once an employee's PTO balance reaches twenty (20) days (i.e., 160 hours), the employee stops receiving any additional PTO until PTO is used and the employee's balance falls below the 20-day cap. PTO days will not accumulate during any unpaid leave of absence.

The following terms also apply to PTO:

- For both non-exempt and exempt employees, vacation time may be taken in minimum increments of .25 hours. If an exempt employee absents himself or herself from work for part or all of a workday, he or she will be required to use available PTO to make up for the absence.
- In the event an employee has exhausted his or her PTO, any additional time off must be approved by their supervisor and will be taken without pay.
- Any employee who misses three (3) consecutive days of work without notice to their supervisor may be deemed to have abandoned his/her job and voluntarily resigned from employment.
- Upon separation of employment, employees will be paid their earned PTO based on their date of separation and their regular rate of pay.
- To the extent permitted by law, PTO accumulated prior to the start of a requested and approved unpaid leave of absence must be used to cover hours missed before the start of the unpaid leave.

As with all of its policies and procedures, the School reserves the right to modify, alter, or otherwise eradicate this policy at its sole and absolute discretion to the extent allowed by law.

SICK LEAVE

The School enacted this policy in accordance with the California Healthy Workplaces, Healthy Families Act to provide paid sick leave ("PSL") to eligible employees.

Eligible Employees

All employees (including teachers, part-time and temporary employees) who work for the School more than 30 days within a year in California are –allotted PSL as set forth in this policy.

Permitted Use

Eligible employees may use their allotted PSL to take paid time off for the diagnosis, care, or treatment of an existing health condition of (or preventive care for) the employee or the employee's family member. For purposes of this policy, "family member" means a child, parent, spouse, registered domestic partner, grandparent, grandchild, or sibling of the employee. "Child" means a biological child, a foster child, an adopted child, a step-child, a child of a registered domestic partner, a legal ward, or a child of a person standing in loco parentis. "Parent" means a biological, foster, or adoptive parent, a step-parent, or a legal guardian of the employee or the employee's spouse or registered domestic partner. "Spouse" means a legal spouse, as defined by California law.

Employees may also use their PSL to take time off from work for reasons related to domestic violence, stalking, or sexual assault.

Allotment

PSL days are allotted as set forth below to eligible employees:

- Full-time A-Basis, B-Basis, C-Basis, and D-Basis school based employees:

  On July 1 of each year, eligible employees will be allotted ten days (80 hours) of PSL per school year (July 1 – June 30), which unused PSL days will carryover year to year subject to a cap of 18 days (144 hours). Employees hired after July 1 but before December 31 will receive ten days (80 hours) of PSL on his or her first day of employment. Employees hired after December 31 will receive five days (40 hours) of PSL on his or her first day of employment.

- All other eligible employees:

  All other eligible employees will be allotted three days (24 hours) of PSL each school year (July 1 – June 30) on July 1 or on his or her first day of employment, even if hired mid-year. PSL days are "use it or lose it" and, as such, do not carry over from year to year.

Limits on Use

Eligible employees may use PSL beginning on the 90th day of employment.

PSL may be taken in minimum increments of .25 hours. If an exempt employee absents himself or herself from work for part or all of a workday for a reason covered by this policy, he or she will be required to use PSL to make up for the absence.

Notification

The employee must provide reasonable advance notification, orally or in writing, of the need to use PSL, if foreseeable. If the need to use PSL is not foreseeable, the employee must provide notice as soon as practicable.

Termination

Employees will not receive pay in lieu of unused PSL. Unused PSL will not be paid out upon termination.

No Discrimination or Retaliation

The School prohibits discrimination or retaliation against employees for using their PSL.

PAID SICK LEAVE DONATION POLICY

Personal Hardship

Employees who have exhausted all paid sick leave (PSL) may request donations from co-workers through this policy. The PSL donation policy applies to employees suffering from a catastrophic illness or other medical emergency, which for the purposes of this policy, constitutes an employee's or a family member's medical condition that will require the prolonged/extended absence of the employee from duty and will result in a substantial loss of income to the employee due to the exhaustion of all PSL available.

Eligibility

Employees who are experiencing hardship due to a catastrophic illness or medical emergency are eligible to request and receive donations of PSL from other employees who have agreed to surrender leave to the School sponsored leave bank.

Requests for Donations

A written request for PSL donations that describes the specific medical emergency or medical condition must be submitted to Human Resources. Human Resources will verify the employee's eligibility, and make a written determination which will be given to the employee as soon as practical.

Donations of Paid Leave

Employees who have more than 24 hours of PSL and who wish to donate PSL to the School sponsored leave bank on behalf of an eligible employee shall complete a PSL Donation Form indicating the number of PSL hours to be donated and the employee, if any, who the employee requests receive the benefit of the donation. All such donations are voluntary and irrevocable.

1. Donating employees must maintain a minimum of 24 hours of PSL after reducing their leave balance to effect the donation.
2. In any 12-month period, no employee may donate more than 40 hours.

3. Voluntary donations of PSL are final upon submission of a signed PSL Donation Form that satisfies the conditions established by this policy. The donating employee's PSL balance account shall thereupon be reduced by the hours donated.
4. Donated hours not used by the eligible employee during the hardship period shall remain in the eligible employee's PSL account balance.
5. The names of donating employees, hours donated, and the value of such donations shall be kept confidential to the extent possible.

Valuation of Donated PSL

The value of the donated paid leave shall be determined by multiplying the number of hours donated by the donating employee's current hourly rate to determine the value of the donation in dollars ("Donation Value"). The Donation Value shall then be divided by the eligible employee's current hourly rate to determine the number of hours to be added to the eligible employee's PSL balance. Human Resources shall periodically notify the eligible employee of donations made pursuant to this policy. The eligible employee may then request to receive payment for these hours, which will be treated as taxable "wages" to such eligible employee for the payroll period utilized. No employee shall receive payment for more than 40 hours of paid leave, whether allotted or donated, during any week unless required by state or federal law.

INSURANCE BENEFITS

Full-time employees are entitled to insurance benefits offered by CCS. These insurance benefits will include medical, dental, and vision. The School will set a defined contribution towards the employee's insurance premiums that are sponsored by CCS. This amount will be determined on an annual basis. The employee's portion of the monthly premiums will be deducted from the employee's paycheck on a pre-tax basis.

If medical insurance premium rates increase, employees may be required to contribute to the cost of the increase to retain coverage. Unless otherwise mandated by law, employees on a leave of absence may be responsible for selecting continuing health coverage and paying the premium for such coverage through COBRA. If you have any benefit related questions while on a leave of absence, please contact Human Resources.

Full-time employees will also be covered under an insurance policy that includes Life, Short-term Disability and Long-Term Disability at no cost to the full-time employee. Additional voluntary insurance plans will be offered through the School that will be the employee's responsibility to purchase and pay for.

COBRA BENEFITS

The Federal Consolidated Budget Reconciliation Act (COBRA) gives employees and their qualified beneficiaries the opportunity to continue health insurance coverage under CCS' health plan when a "qualifying event" would normally result in the loss of eligibility.

Some common qualifying events are resignation, termination of employment, or death of an employee, a reduction in an employee's hours or leave of absence, divorce or legal separation, and a dependent child no longer meeting eligibility requirements.

Under COBRA, the employee or beneficiary pays the full cost of coverage at CCS group rates plus an administration fee. CCS or our carrier provides each eligible employee with a written notice describing rights granted under COBRA when the employee becomes eligible for coverage under CCS' health insurance plan. The notice contains important information about the employee's rights and obligations.

SOCIAL SECURITY/MEDICARE

If you are a full time regular employee contributing to a teacher's retirement system (PERS/STRS), your earnings from this job are not covered under Social Security. When you retire, or if you become disabled, you may receive a pension based on earnings from this job. If you do, and you are also entitled to a benefit from Social Security based on either your own work or the work of your spouse, or former spouse, your pension may affect the amount of the Social Security benefit you receive. Your Medicare benefits, however, will not be affected.

CCS withholds income tax from all employees' earnings and, if elected, participates in FICA (Social Security), for temporary employees and Medicare withholding and matching programs as required by law.

STATE DISABILITY INSURANCE (WAGE SUPPLEMENT)

All employees are enrolled in California State Disability Insurance (SDI), which is a partial wage replacement insurance plan for California workers. Employees may be eligible for SDI when they are ill or have non-work related injuries, or may be eligible for work related injuries if they are receiving workers' compensation at a weekly rate less than the SDI rate. Specific rules and regulations relating to SDI eligibility are available from Human Resources.

PAID FAMILY LEAVE (WAGE SUPPLEMENT)

Under California law, eligible employees may participate in the Paid Family Leave ("PFL") program, which is part of the state's unemployment compensation disability insurance program. The PFL program provides up to ~~six~~ eight weeks of partial wage replacement benefits to employees who take time off to care for a seriously ill or injured child, spouse, parent, registered domestic partner, siblings, grandparents, grandchildren, or parents-in-law or to bond with a new child (birth, foster care, adoption) The PFL program does not provide job protection or reinstatement rights. It is a wage supplement provided concurrently while an employee takes an eligible leave of absence under CCS policy and applicable law.

CCS will require you to take up to two weeks of unused PTO prior to your receipt of benefits under the PFL program.

The program will be administered in a manner consistent with California law. For more information regarding this program, you may contact the California Employment Development Department.

WORKER'S COMPENSATION INSURANCE

Eligible employees are entitled to workers' compensation insurance benefits when suffering from an occupational illness or injury. This benefit is provided at no cost to the employee.

In the event of an occupational injury or illness (as defined under Workers' Compensation Law) an employee may be covered by workers' compensation insurance instead of group insurance.

If an employee should become injured or in any way disabled on the job, he or she must report the injury immediately to his or her supervisor. It is a felony to file a fraudulent or false workers' compensation claim.

SECTION 10 – EMPLOYEE COMMUNICATIONS POLICY

COMMUNICATIONS POLICY

Every employee is responsible for using CCS' computer system, including, without limitation, its computers, laptops, iPads, tablets, cellular phones, electronic mail (Email) system, telephone, video conferencing, voicemail, facsimile systems and the Internet ("Communications Systems"), properly and in accordance with this policy. Any questions about this policy should be addressed to the employee's immediate supervisor.

The Communication Systems are the property of CCS and have been provided for use in conducting CCS business. All communications and information transmitted by, received from, created, or stored in its CCS' Communication Systems are records and property of CCS. The Communication Systems are to be used for School purposes only. Employees may, however, use CCS technology resources for the following incidental personal uses so long as such use does not interfere with the employee's duties, is not done for pecuniary gain, does not conflict with CCS business, and does not violate any CCS policies:

- To send and receive necessary and occasional personal communications;
- To use the telephone system for brief and necessary personal calls; and
- To access the Internet for brief personal searches and inquiries during meal periods or other breaks, or outside of work hours, provided that employees adhere to all other usage policies.

No Expectation of Privacy

CCS has the right, but not the duty, to monitor any and all of the aspects of its Communication Systems, including, without limitation, reviewing documents created and stored on its Communication Systems, deleting any matter stored in its system (including, without limitation, its Email and word processing systems), monitoring sites visited by employees on the Internet, monitoring chat and news groups, reviewing material downloaded or uploaded by users to the Internet, and reviewing Email and instant messages sent and received by users and/or voicemails. Further, CCS may exercise its right to monitor its Communications Systems for any reason and without the permission of any employee. Employee use of CCS' Communication Systems constitutes consent to all the terms and conditions of this policy.

Even if employees use a password to access the Communication Systems (or any aspect thereof), the confidentiality of any message stored in, created, received, or sent from CCS' Communication Systems is not assured. Use of passwords or other security measures does not in any way diminish CCS' right to monitor and access materials on its Communication Systems, or create any privacy rights of employees in the messages and files on the system. Any password used by employees must be revealed CCS upon request for any reason that CCS, in its discretion, deems appropriate. Further, employees should be aware that deletion of any Email messages, voicemails or files would not truly eliminate the messages from the system. All Email messages, voicemails and other files may be stored on a central back-up system in the normal course of data management.

Employees have no expectation of privacy in anything they view, create, store, send, or receive on the Communication Systems.

Notwithstanding the foregoing, even though CCS has the right to retrieve, read, and delete any information viewed, created, sent, received, or stored on its Communication Systems, Email messages should still be treated as confidential by other employees and accessed only by the intended recipient. Employees are not authorized to retrieve or read any Email messages that are not sent to them or by them. Any exception to this policy must receive the prior approval of the ~~Principal~~Executive Director.

Professional Use of Communication Systems Required

Employees are reminded to be courteous to other users of the system and always to conduct themselves in a professional manner. Emails and other text communications, in particular, are sometimes misdirected or forwarded and may be viewed by persons other than the intended recipient. Users should write Email communications with no less care, judgment, and responsibility than they would use for letters or internal memoranda written on CCS letterhead.

Offensive and Inappropriate Material

CCS' policy against discrimination and harassment, sexual or otherwise, applies fully to CCS' Communication Systems, and any violation of that policy is grounds for discipline up to and including discharge. Therefore, no Email messages should be created, sent, or received if they contain intimidating, hostile, or offensive material concerning race, color, religion, sex, age, national origin, disability or any other classification protected by law. Further, material that is fraudulent, harassing, abusive, embarrassing, sexually explicit, profane, obscene, intimidating, defamatory, unlawful, inappropriate, or offensive (including offensive material concerning sex, race, color, national origin, religion, age, disability, or other characteristic protected by law) may not be downloaded from the Internet or displayed or stored in CCS' computers. Employees encountering or receiving this kind of material should immediately report the incident to their ~~Principal~~Executive Director and Human Resources.

CCS may (but is not required) to use software to identify inappropriate or sexually explicit Internet sites. Such sites may be blocked from access by CCS networks. Employees who encounter inappropriate or sexually explicit material while browsing on the Internet should immediately disconnect from the site, regardless of whether the site was subject to CCS' blocking software.

Solicitations

CCS' Communication Systems may not be used to solicit for political causes, commercial enterprises, outside organizations, or other non-job-related solicitations. Approval from the ~~Principal~~Executive Director is required before anyone can post any information on commercial on-line systems or the Internet.

Licenses and Fees

Employees may not agree to a license or download any material over the Internet for which a registration fee is charged without first obtaining the express written permission of his/her ~~Principal~~Executive Director.

Games and Entertainment Software

Employees may not use a CCS Internet connection to download games or other entertainment software, or to play games over the Internet.

Confidential Information

Employees may not transmit information over the Internet or through email that is confidential or proprietary. Employees are referred to CCS' "Confidential Information" policy, contained herein, for a general description of what CCS deems confidential or proprietary. When in doubt, employees must consult their immediate supervisor and obtain approval before transmitting any information that may be considered confidential or proprietary.

Copyrights and Trademarks

CCS' Communication Systems may not be used to send (upload) or receive (download) copyrighted materials, trade secrets, proprietary financial information, or similar materials without prior authorization from his/her ~~Principal~~Executive Director. Employees, if uncertain about whether certain information is copyrighted, proprietary, or otherwise inappropriate for transfer, should resolve all doubts in favor of not transferring the information and consult a supervisor.

Any CCS approved material that is posted or sent via its computer system should contain all proper copyright and trademark notices. Absent prior approval from a supervisor to act as an official representative of CCS, employees posting information must include a disclaimer in that information stating, "Views expressed by the author do not necessarily represent those of CCS."

Maintenance and Security of the System

Employees must not deliberately perform acts that waste resources or unfairly monopolize resources to the exclusion of others. These acts include, but are not limited to, sending mass mailings or chain letters, spending excessive amounts of time on the Internet, playing games, streaming video or audio files, engaging in online chat groups, printing excessive copies of documents, or otherwise creating unnecessary network traffic. Because audio, video, and picture files require significant storage space, files of this or any other sort may not be downloaded unless they are business-related. In addition, employees should routinely delete outdated or otherwise unnecessary voicemails, Emails and computer files. These deletions will help keep the system running smoothly and effectively, as well as minimize maintenance costs.

To ensure security and to avoid the spread of viruses, employees accessing the Internet through a computer attached to CCS' network must do so through an approved Internet firewall. Accessing the Internet directly by modem is strictly prohibited unless the computer you are using is not connected to CCS' network.

Files obtained from sources outside CCS including disks brought from home; including files downloaded from the Internet, news groups, bulletin boards, or other online services; files attached to email; and files provided by customers or vendors, may contain dangerous computer viruses that may damage CCS' computer network. Employees should never download files from the Internet, accept email attachments from outsiders, or use disks from non-CCS sources, without first scanning the material with CCS approved virus checking software. If you suspect that a virus has been introduced into CCS network, notify technology personnel immediately.

Violations of this Policy

Violations of this policy will be taken seriously and may result in disciplinary action, including possible termination, and civil and criminal liability.

Amendment and Modification of this Policy

CCS reserves the right to modify this policy at any time, with or without notice. CCS may require employees to acknowledge and comply with a separate Acceptable Use Policy for Internet and Network Resources, which shall control in the event of a conflict.

SOCIAL MEDIA POLICY

CCS has adopted the following policy with regard to employees' behavior on social networking sites including but not limited to Facebook, Twitter, LinkedIn, Pinterest, Instagram, SnapChat and YouTube. If you wish to use networking protocols or set up a social media site as a part of the educational process, please work with your administrators and technology staff to identify and use a restricted, School-endorsed networking platform. Such sites will be the property of the School who will have unrestricted access to, and control of, such sites.

Employees shall not accept students as friends on any personal social networking sites and are to decline any student-initiated friend requests. Teachers are not to initiate "friendships" with students or parents. Employees must delete any students already on their "friends" list immediately.

With regard to social networking content, employees should not use commentary deemed to be defamatory, obscene, proprietary, or libelous with regard to any School-related business or policy, employee, student, or parent. Additionally, employees should exercise caution with regards to exaggeration, obscenity, copyrighted materials, legal conclusions, and derogatory remarks or characterizations. Employees should weigh whether a particular posting puts his/her effectiveness as a School employee at risk. CCS encourages employees to post only what they want the world to see. Imagine that students, their parents, or administrators will visit your site as most information is available to the general public even after it is removed from the site. Employees may not discuss students nor post images that include students.

Due to security risks, employees must be cautious when installing the external applications that work with the social networking site. At a minimum, it is recommended that all employees should have all privacy settings set to "Only Friends". The settings "Friends of Friends" and "Networks and Friends" open your content to a large group of unknown people, including students.

Personal or Professional Blogs

If you are developing a website or writing a blog that will mention CCS, you must identify that you are an employee of the organization and that the views expressed on the blog or web site are yours alone and do not represent the views of CCS. Unless given permission by your ~~Principal~~Executive Director, you are not authorized to speak on behalf of CCS or to represent that you do so. If you are developing a site or writing a blog that will mention CCS, as a courtesy to the organization, please let your ~~Principal~~Executive Director know in advance of publication. Your ~~Principal~~Executive Director may choose to visit your blog or social networking site from time to time.

You may not share information that is confidential and proprietary with regard to CCS. This includes, but is not limited to, information about curriculum, School dynamics, School programs, future goals, or current challenges within the organization. These are given as examples only and do not cover the range of what CCS considers confidential and proprietary. If you have any questions about whether information has been released publicly or doubts of any kind, speak with your ~~Principal~~Executive Director and Human Resources.

When writing a blog or participating in any other social networking site, employees should speak respectfully about CCS and our current and potential employees, students, parents, and competitors. Name-calling or behavior that will reflect negatively on the organization's reputation is discouraged. Note that the use of copyrighted materials, unfounded, harassing, libelous, or derogatory statements, or misrepresentation is not viewed favorably by CCS and can result in disciplinary action, up to, and including termination.

All employees who engage in social networking may be legally liable for anything he/she writes or presents online. Employees can be disciplined, if appropriate, by CCS for commentary, content, or images that are defamatory, pornographic, proprietary, harassing, libelous, or that can create a hostile work environment.

This policy should not be construed, and will not be applied, in a manner that violates employee rights under the National Labor Relations Act.

Employees may not comment on a student's blog or a student's other social networking commentaries.

Employees may not use trade names, or logos belonging to the School without express written permission of the ~~Principal~~Executive Director.

Failure to comply with CCS' social media policy will result in disciplinary action, up to, and including, immediate termination.

EQUIPMENT POLICY

CCS attempts to provide all staff members with the equipment and supplies needed to do their job. Providing equipment is a great expense to the School. It is expected that everyone will protect and care for all equipment and supplies issued to them. Staff members are responsible for the cost of lost, stolen, or broken items issued to them including: keys, textbooks, teacher guides, laptops, and

any other equipment that may be assigned to them if the loss is due to willful misconduct or gross negligence.

Laptop Computers

Each staff member assigned a laptop for professional use shall be required to sign a laptop Agreement Form and will be charged for any damages, loss or theft to the laptop caused by willful misconduct or gross negligence.

Although issued to an individual employee, all computing devices are considered the personal property of the primary organizational unit to which the receiving employee belongs and shall be returned upon termination of employment with the School, after reassignment of job duties or immediately upon request at any time by an official of the School.

Employees are expected to take all appropriate measures and precautions to prevent the loss, theft, damage and/or unauthorized use of such equipment. Such precautions shall include, but not be limited to the following:

- Keep the computing device in a locked and secured environment when not being used;
- Do not leave the computing device for prolonged periods of time in a vehicle, especially in extreme temperatures;
- Keep food and drinks away from all computing devices and work areas;
- Do not leave the computing device unattended at any time in an unsecured location (e.g., an unlocked empty office); and
- Keep the computing device in sight at all times while in public places, such as public transportation, airports, restaurants, etc. Should an employee's computing device be lost or stolen, the employee must:
    - Immediately report the incident to his/her immediate supervisor and~~/or Principal~~Executive Director; IT.
    - Obtain an official police report documenting the theft or loss; and
    - Provide a copy of the police report to his/her immediate supervisor, ~~or~~ ~~Principal~~Executive Director and IT.

If the employee fails to adhere to these procedures, the employee may be held legally and financially responsible to the School for the replacement of such equipment.

The School is under no legal, financial or other obligation to provide for a replacement computing device to any employee whose device is lost, stolen or damaged.

There is no expectation of privacy in School equipment. The School may add security and other tracking technology to any and all computing devices issued by it and any and all such usage is subject to management review, monitoring, and auditing by the School. Other audits may be performed on the usage and internal controls as deemed necessary.

Non-compliance with any policies or procedures regarding Employee Computers and Portable Computing Devices issued by the School will result in appropriate disciplinary action and/or reimbursement of any and all costs to the School.

CELL PHONE POLICY

Personal cell phones should not be used ~~use is not permitted w~~while you are working if ~~working if at a~~assigned to a l~~l~~ocation. Cell phones should be turned off and stored with your other personal belongings while you are working.

If you are required to perform business on a cell phone for CCS while driving, you must utilize the hands-free option on the cell phone or a headset/earpiece device. Sending, writing, or reading text based communications on your cell phone while driving a School vehicle or your own vehicle to conduct School business is prohibited. Text based communications include, but are not limited to, text messages, instant messages, and email.

If you are assigned a School cell phone to conduct School business, please notify your supervisor if the cell phone is misplaced, stolen, or damaged. Personal calls, received or placed, are not allowed on School cell phones.

Telephone Calls and Texting

While at work and during staff meetings, the employee's undivided attention is expected. Cell phones, texting, and pagers are not allowed so that the activities or discussion are not disturbed. Employees should wait to make personal phone calls during breaks.

NO SOLICITATION/DISTRIBUTION POLICY

In order to minimize non-work-related activities that could interfere with providing quality education, teamwork, and safety, CCS has established the following policy concerning solicitation and the distribution of written materials other than those directly related to the School's business.

Non-employees may not solicit or distribute written materials of any kind at any time on premises that are owned, leased, operated, managed, or controlled by CCS.

Employees may not solicit other employees during the workday when either the person doing the solicitation or the person being solicited is engaged in or required to be performing work tasks.

Employees may not distribute written materials of any kind during the workday when either the distributing employee or the employee receiving the materials is engaged in or required to be performing work tasks.

Additionally, distribution of written materials of any kind by CCS employees is prohibited at all times in all working areas on School premises.

Employees may solicit other employees when both parties are on non-work time. Employees may distribute written materials in non-work areas during non-work time.

The sole exceptions to this policy are charitable and community activities supported and approved by CCS.

School bulletin boards are the only areas where any merchandise or notices may be placed. Such items must meet the guidelines established by the School. CCS must approve any postings prior to posting.

CCS reserves the right to discontinue any solicitation or distribution if the activities become disruptive to employees or the efficient operation of the School's business.

Employees are required to leave School premises and other work areas at the completion of their workday. Employees are not permitted to enter or remain on School premises or work areas unless the employee is on duty, scheduled for work, coming to or departing from scheduled work, or otherwise has specific authorization from their supervisor.

Definitions

School "premises": property owned, leased, operated, managed, or controlled by the School, including buildings, parking lots, and play areas that the School has the right to use exclusively or in common with others, vehicles owned or operated by the School.

Work time: any time when employees are engaged in or required to be performing work tasks. Work time does not include break periods, meal times, or other periods during the workday when employees are properly not engaged in performing their work tasks.

Work areas: all areas controlled by the School where employees are performing work, except cafeterias, employee break areas, and parking lots (non-work areas).

Employee Responsibility

If you have a need to solicit and/or distribute materials on School premises, it must be in compliance with this policy. If you have questions, talk with Human Resources. If solicitation or distribution is conducted within the parameters of this policy, the manner of activities must not harass or intimidate other employees. If you are subjected to such behavior at any time, report the activity to your supervisor. If solicitation or distribution occurs while you are working, report the activity to your supervisor.

ANTI -NEPOTISM POLICY

Policy Statement

It is the policy of CCS to avoid Nepotism, which means to avoid creating or maintaining circumstances in which the appearance or possibility of favoritism, conflicts of interest, or management disruptions exist due to a relationship between a CCS decision-maker and his or her Family Member. This policy is to ensure effective supervision, internal discipline, security, safety, and positive morale in the workplace and to avoid the potential for problems of actual or perceived favoritism, conflicts in loyalty, discrimination, and appearances of impropriety or conflict of interest. This policy applies to all CCS board members, employees, individual consultants hired or retained by CCS, and School Services Providers hired or retained by CCS.

Relationships between CCS board members, employees, consultants, or School Services Providers are permissible under the following circumstances:

(a) Family Members of CCS board members, employees, individual consultants, or School Services Providers shall not be hired for or retained in an employment position if one Family Member would have the authority or be in a position to directly supervise, hire, or discharge the other.

(b) Any time a board member, employee, individual consultant, or School Services Provider is a Family Member of another, the relationship shall not result in an adverse impact on work productivity or performance. The determination of whether there is an adverse impact shall be in the discretion of the supervisor(s) of the employee(s), consultant(s), or School Services Provider(s), or in the case of a board member, in the discretion of the CCS board of directors.

(c) Any time a board member, employee, individual consultant, or School Services Provider is a Family Member of another, the relationship shall not create an actual conflict of interest under the law, and shall not create a detrimental perceived conflict of interest. The determination of whether there is a detrimental perceived conflict of interest shall be in the discretion of the supervisor(s) of the employee(s), consultant(s) or School Services Provider(s), or in the case of a board member, in the discretion of the CCS board of directors.

Definitions

"Family Members" include an employee's parent, child (natural, adopted, or legal guardianship), spouse, domestic partner, brother, sister, grandparent, grandchild, step-relationships within the preceding categories, brother-in-law, sister-in-law, son-in-law, daughter-in-law and father-in-law.

"Nepotism" describes a work-related situation in which there is the potential for favoritism toward a Family Member (such as giving a job, promotion, biased performance reviews, or more favorable working conditions) on the basis of the familial relationship.

"**School Services Provider**" shall mean any provider of school services to CCS, and in the case of an organization shall mean be the responsible individual at such organization that provides school services to CCS.

Procedures

When a Family Member of a current CCS board member, employee, individual consultant, or School Services Provider applies to become a board member or employee, or requests to be a consultant or School Services Provider, the Family Member's application/request must be denied if a conflict under this policy exists (*e.g.*, if one Family Member would have the authority or be in a position to directly supervise, hire, or discharge the other). Special circumstances may be reviewed by the Board in the event that CCS' best interests would be served otherwise.

When a Family Member of a current CCS board member, employee, individual consultant, or School Services Provider applies for a transfer to a new employment position within CCS, the Family Member's application must be evaluated to determine whether a conflict under this policy exists. If a conflict exists, the application for transfer must either be denied or one of the Family

Members must seek a position transfer to avoid the conflict, if any such opportunity exists. In the event that no such opportunity exists, the application for transfer must be denied.

In implementing this policy, it is permissible to ask an applicant, potential consultant, or School Services Provider to state whether he or she has a Family Member who is presently employed by or on the board of CCS, but such information may not be used as a basis for an employment decision except as stated herein.

When a relationship that creates a conflict with this policy occurs during employment, CCS will attempt to arrange a transfer or change in position/duties to eliminate the conflict. If a suitable transfer/change in position/duties is not available, one of the employees may be separated from service. Every attempt will be made to effect transfer or separation on the basis of agreement between the employees involved and CCS. If a mutual agreement is unattainable, the Board will determine, in CCS' best interest, which employee is to be transferred or separated.

Responsibilities

The ~~Principal~~Executive Director or designee shall coordinate with the current employee's direct supervisor to develop appropriate plans to ensure that a Family Member's employment does not conflict with this policy. If the situation cannot be resolved by a transfer, then the ~~Principal~~Executive Director or designee will deny the application for employment. Special circumstances may be reviewed by the Board in the event that CCS' best interests would be served by the employment of a Family Member.

The ~~Principal~~Executive Director or designee shall investigate reports of Nepotism and take appropriate action. Employees are required to disclose changes in their personal situations to the ~~Principal~~Executive Director or designee which may be covered by this policy. Supervisors may inquire about the family relationship between employees to determine the appropriateness of the working relationship under this policy. The Board shall make the final determination concerning potential conflicts with this policy involving the ~~Principal~~Executive Director.

VIOLENCE IN THE WORKPLACE

CCS has adopted a policy prohibiting workplace violence. Consistent with this policy, acts or threats of physical violence, including intimidation, harassment, bullying, and/or coercion, which involve or affect CCS or which occur on CCS property will not be tolerated. Examples of workplace violence include, but are not limited to, the following:

- All threats or acts of violence occurring on CCS premises, regardless of the relationship between CCS and the parties involved
- All threats or acts of violence occurring off CCS premises involving someone who is acting in the capacity of a representative of CCS

Specific examples of conduct, which may be considered threats or acts of violence, include, but are not limited to, the following:

- Hitting or shoving an individual
- Threatening an individual or his/her family, friends, associates, or property with harm

- Intentional destruction or threatening to destroy CCS property
- Making harassing or threatening phone calls
- Harassing surveillance or stalking (following or watching someone)
- Unauthorized possession or inappropriate use of firearms or weapons

CCS' prohibition against threats and acts of violence applies to all persons involved in CCS' operation, including but not limited to all personnel, contract, unpaid interns, volunteers and temporary workers, and anyone else, including parents on CCS property. Violations of this policy by any individual on CCS property will lead to disciplinary action, up to and including termination and/or legal action as appropriate. All employees are encouraged to report incidents of threats or acts of physical violence of which they are aware to their supervisors, ~~or~~ to their ~~Principal~~Executive Director and Human Resources.

If an employee becomes aware of an imminent act of violence, a threat of imminent violence, or actual violence, emergency assistance must be sought immediately. In such situations, the employee should contact the law enforcement authorities by dialing 911. Immediately after contacting the law enforcement authorities, the employee must report the

There will be no retaliation against any employee who brings a complaint in good faith under the Violence in the Workplace Policy or who honestly assists in investigating such a complaint, even if the investigation produces insufficient evidence that there has been a violation, or if the charges cannot be proven. However, disciplinary action may be taken against employees who, in bad faith, make false or frivolous accusations.

In certain circumstances, the School may seek a workplace violence restraining order on behalf of one or more employees in furtherance of its commitment to providing a workplace that is free from acts of violence or threats of violence.

SECTION 11 – STANDARDS OF CONDUCT

PERSONAL STANDARDS

Each employee must be neatly groomed and wear clothing that is professional and appropriate for the employee's position. Your ~~Principal~~Executive Director or immediate supervisor will inform you of any special clothing requirements. Employees will not be permitted to wear clothing or otherwise present an appearance that may cause disruption, be taken as offensive, or reduce productivity.

Consult your supervisor if you have any questions regarding appropriate attire.

TEACHER-STUDENT INTERACTIONS

Boundaries Defined

For the purposes of this policy the term "boundaries" is defined as acceptable professional behavior by staff members while interacting with a student. Trespassing beyond the boundaries of a student-teacher relationship is deemed an abuse of power and a betrayal of public trust.

Acceptable and Unacceptable Behavior

Some activities may seem innocent from a staff member's perspective, but some of these activities can be perceived as flirtation or sexual insinuation from a student or parental point of view. The purpose of the following lists of unacceptable and acceptable behaviors is not to restrain innocent, positive relationships between staff and students, but to prevent relationships that could lead to, or may be perceived as, inappropriate or sexual misconduct.

Staff members must understand their own responsibilities for ensuring they do not cross the boundaries as written in this policy. Disagreeing with the wording or intent of the established boundaries will be considered irrelevant for any required disciplinary purposes. Thus, it is critical that all employees study this policy thoroughly and apply its spirit and intent in their daily activities.

Unacceptable Behaviors

These lists, and any subsequent lists, are not meant to be all-inclusive, but rather illustrative of the types of behavior addressed by this policy.

- Giving gifts to an individual student that are of a personal and intimate nature
- Kissing of ANY kind
- Any type of unnecessary physical contact with a student in a private situation
- Intentionally being alone with a student away from school
- Making, or participating in, sexually inappropriate comments
- Sexual jokes, or jokes/comments with sexual overtones or double-entendres

- Seeking emotional involvement (which can include intimate attachment) with a student beyond the normative care and concern required of an educator
- Listening to or telling stories that are sexually oriented
- Discussing inappropriate personal troubles or intimate issues with a student in an attempt to gain their support and understanding
- Becoming involved with a student so that a reasonable person may suspect inappropriate behavior
- Giving students a ride to/from school or school activities without parental permission
- Being alone in a room with a student at school with the door closed
- Allowing students in your home without signed parental permission for a pre-planned and pre-communicated educational activity which must include another educator, parent, or other responsible adult
- Remarks about the physical attributes or physiological development of anyone
- Excessive attention toward a particular student
- Sending emails, text messages, Facebook responses, or letters to students if the content is not about school activities

Acceptable and Recommended Behaviors

- Obtaining parent's written consent for any school activity (exclusive of tutorials)
- Obtaining formal approval (site and parental) to take students off school property for activities such as field trips or competitions
- Emails, text-messages, phone conversations, and other communications to and with students, if permitted, must be professional and pertain to school activities or classes (communication should be initiated via school-based technology and equipment)
- Keeping the door open when alone with a student
- Keeping reasonable and appropriate space between you and the student
- Stopping and correcting students if they cross your own personal boundaries
- Keeping parents informed when a significant issue develops about a student
- Keeping after-class discussions with a student professional and brief
- Immediately asking for advice from senior-staff or administration if you find yourself in a difficult situation related to boundaries

- Involving your supervisor in discussion about boundaries that have the potential to become more severe (including but not limited to: grooming or other red flag behaviors observed in colleagues, written material that is disturbing, or a student's fixation on an adult)
- Making detailed notes about an incident that in your best judgment could evolve into a more serious situation later
- Recognizing the responsibility to stop unacceptable behavior of students and/or co-workers
- Asking another staff member to be present, or within close supervisory distance, when you must be alone with a student after regular school hours
- Prioritizing professional behavior during all moments of student contact
- Asking yourself if any of your actions, which are contrary to these provisions, are worth sacrificing your job and career

Reporting

When any staff member becomes aware of another staff member, volunteer, guest or vendor having crossed the boundaries specified in this policy, or has a reasonable suspicion of misconduct, he or she must report the suspicion to their immediate supervisor, Human resources or the ~~Principal~~Executive Director promptly. Reasonable suspicion means it is based on facts which would lead a reasonable person to believe the conduct occurred. Prompt reporting is essential to protect students, the suspected staff member, any witnesses, and the School as a whole. Employees must also report to the administration any awareness of, or concern about, student behavior that crosses boundaries, or any situation in which a student appears to be at risk for sexual abuse.

Investigating

The School will promptly investigate and document the investigation of any allegation of sexual misconduct or inappropriate behavior, using such support staff or outside assistance, as it deems necessary and appropriate under the circumstances. Throughout this fact-finding process, the investigating administrator, and all other privy to the investigation, shall protect the privacy interests of any affected student(s) and/or staff member(s) including any potential witnesses, as much as possible.

Consequences

Staff members who have violated this policy will be subject to appropriate disciplinary action, and where appropriate, will be reported to authorities for potential legal action.

CUSTOMER & PUBLIC RELATIONS

The School's image in front of students, parents (i.e. our "customers") and the general public is critical to our success. All employees are expected to be prompt, polite, courteous and attentive to our customers and the public. It is possible an employee may come into contact with a

dissatisfied or hostile individual based on the nature of the employee's work. If this happens, you should immediately notify your supervisor, Human Resources, or the ~~Principal~~Executive Director. We will absolutely not tolerate conduct toward our customers or the general public that might be interpreted as unlawful discrimination or harassment. Human resources will open and investigation into the instance and document any findings. After the investigation has concluded the report and the -findings will be filed with Human Resources. If you witness conduct in violation of this policy, you should immediately bring it to the attention of your supervisor or the ~~Principal~~Executive Director. A Report will be created and documentation will be filed with Human Resources.

PROHIBITED CONDUCT

The following is a list of conduct that is prohibited and will not be tolerated by the School. It is not an all-inclusive list, but rather a list designed to give examples of the types of conduct prohibited by the School.

- Falsification of employment records, employment information, or other School records
- Recording the work time of another employee or allowing any other employee to record your work time, or allowing falsification of any time card, either your own or another's
- Theft, deliberate or careless damage, or loss of any School property or the property of any employee or customer
- Provoking a fight or fighting during working hours or on School property
- Participating in horseplay or practical jokes on School time or on School premises where such conduct might be a safety risk or might be interpreted as offensive
- Carrying firearms or any other dangerous weapons on School premises at any time or while acting on behalf of the School
- Violation of the Substance and Alcohol policy
- Insubordination, including but not limited to, failure or refusal to obey the orders or instructions of a supervisor or member of administration, or the use of abusive or threatening or abusive language toward a supervisor or member of administration
- Unreported absence on scheduled workdays unless otherwise excused
- Excessive tardiness or absenteeism unless otherwise excused
- Unauthorized use of School equipment, time, materials, facilities, or the School name
- Sleeping or malingering on the job
- Failure to observe working schedules, including the required rest and meal periods

- Soliciting other employees for membership, funds, or other similar activity in connection with any outside organization during your working time or the working time of the employee(s) solicited
- Distributing unauthorized literature or any written or printed material during working time or in work areas. ("Working time" does not include your meal and break periods.)
- Failure to timely notify your supervisor when you are unable to report to work
- Failure of an employee to obtain permission to leave work for any reason during normal working hours
- Abuse of sick leave
- Violation of the Communications Policy
- Failure to provide a physician's certificate when requested or required to do so
- Violating the School's Personal Standards or dress code
- Breaching confidentiality
- Making derogatory racial, ethnic, religious, or sexual remarks or gestures; any violation of the Harassment and/or Equal Employment Opportunity policy; or using profane or abusive language at any time on School premises or during working hours
- Violation of any safety, health, security, or School rule
- Negligence or other conduct leading to the endangerment of harm of a child or children
- Working overtime without authorization or refusing to work assigned overtime
- Unsatisfactory job performance
- Willfully or maliciously making false statements regarding any co-worker or submitting a complaint known to be false.

CONFIDENTIAL INFORMATION

It is important to the School to protect and preserve its trade secrets and confidential information. Confidential information includes, but is not limited to, student information, all student lists, techniques and concepts, marketing plans, design specifications, design plans, strategies, forecasts, bid plans, bid strategies, bid information, contract prices, new products, software, computer programs, writings, and all know-how and show-how whether or not protected by patent, copyright, or trade secret law.

The School prohibits audio or video recordings in the workplace, during working hours, without authorization of the School due to privacy and confidentiality concerns and protections.

The School devotes significant time, energy, and expense to develop and acquire its trade secrets and confidential information. As an employee of the School you will, during the course of your employment, have access to and become familiar with various trade secrets and confidential information that are owned by the School. An employee shall not, directly or indirectly, disclose or use any of the foregoing information other than for the sole benefit of the School, either during the term of your employment or at any other time thereafter. This information shall not be disclosed except through normal channels and with authorization. Any and all trade secrets or confidential information shall be returned to the School during extended leaves of absence or upon termination.

During your employment with the School, you will not be permitted nor required to breach any obligation to keep in confidence proprietary information, knowledge, or data acquired during your former employment. You must not disclose to the School any confidential or proprietary information or material belonging to former employers or others.

Violations of this policy may result in disciplinary action, up to and including termination.

CONFLICTS OF INTEREST

All employees must avoid situations that result in actual or even potential conflicts of interest. Personal, social, and economic relationships with competitors, suppliers, customers, parents, or co-employees that may impair an employee's ability to exercise good judgment on behalf of the School or which give the appearance of such impairment create an actual or potential conflict of interest. For example, romantic or personal relationships between a supervisor and subordinate employee can lead to supervisory problems, claims of harassment, and morale problems.

Any employee involved in such situations or relationships must immediately and fully disclose the nature of the situation or relationship to the ~~Principal~~Executive Director so a determination can be made as to whether an actual or potential conflict exists, and if so, how to correct the situation.

CCS expects employees to devote their best efforts to the interests of our school. CCS recognizes your right to engage in activities outside of your employment, which are of a private nature and unrelated to our business. However, outside activities (second jobs, side businesses, clubs, etc.) must not interfere with your ability to fully perform your job duties at CCS or create a conflict of interest with your statutory duty of loyalty to the School. The School prohibits employees from working with another School or external organization that competes with CCS whether as a regular employee or as a consultant.

If you have any questions whether an action or proposed course of conduct would create a conflict of interest, you should immediately contact the ~~Principal~~Executive Director to obtain advice on this issue. A violation of this policy will result in immediate and appropriate discipline, up to and including, immediate termination.

This policy is in addition to CCS' Revised Nonprofit Conflict of Interest Policy and Conflict of Interest Code.

Outside Employment

If you are a full time employee we expect that you devote your full professional effort to your position at CCS. If you wish to participate in outside work activities you are required to obtain written approval from the ~~Principal~~Executive Director prior to starting those activities. Approval will be granted unless the activity conflicts with CCS' interests. In general, outside work activities are not allowed when they:

- Prevent you from performing work for which you are employed at CCS.
- Involve organizations that are doing or seek to do business with CCS including actual or potential vendors.
- Violate provisions of law or CCS policies or rules.
- When the employee is on a medical leave (FMLA/CFRA/PDL or any other medical leave).

Your obligations to CCS must be given priority. Full time employees are hired and continue employment with the understanding that CCS is their primary employer and that other employment, commercial involvement or volunteer activity that is in conflict with the business interests of the school is strictly prohibited.

POLICY REGARDING INCONSISTENT, INCOMPATIBLE OR CONFLICTING EMPLOYMENT, ACTIVITY OR ENTERPRISE BY SCHOOL PERSONNEL

Policy Statement

It is the policy of CCS that its officers and employees may not engage in any outside activity, employment, or enterprise for compensation which is inconsistent, incompatible with, or in conflict with, his or her duties as an officer or employee of CCS. During working hours or on school premises, officers or employees shall not engage in political or religious activities, or recruit or solicit students or members of the public for political or religious activities.

An officer's or employee's outside activity, employment, or enterprise for compensation shall be determined to be inconsistent, incompatible with, or in conflict with, his or her duties as an officer of employee of CCS if any of the following apply:

1. It involves the use of CCS time, facilities, equipment, supplies, or the officer's or employee's position or influence with CCS, for private gain or advantage.
2. It involves receipt or acceptance by the officer of employee of any money or other consideration for the performance of an act that would otherwise be required within the scope of the officer or employee's duties with CCS.
3. It involves the performance of an act as part of the outside activity that involves services performed for CCS.

4. It affects the officer's or employee's work hours, interferes or conflicts with the officer's or employee's job duties, raise any ethical or conflict of interest concerns, or create any conditions that impact the officer's or employee's job performance.

Officers and employees may not use CCS' name, logo, supplies, equipment or other property in connection with any outside activities.

Procedure

In the event that an officer or employee believes that an outside activity for compensation may be inconsistent, incompatible with, or in conflict with, his or her duties as an officer or employee of CCS, the officer or employee shall obtain a written determination of the ~~Principal~~Executive Director or his or her designee that the outside activity is not in violation of this policy before engaging in such activity.

EXPENSE REIMBURSEMENT POLICY

~~CCS will reimburse employees for certain reasonably necessary business expenses incurred in the furtherance of CCS business. In order to be eligible for reimbursement, employees must follow the protocol set forth in the school's relevant fiscal and accounting policies and procedures. In general, the immediate supervisor must have previously approved all expenses, prior to the employee spending money. All receipts pertaining to the reimbursement must be original and detailed, and should be submitted to the appropriate supervisor for review and approval, prior to submission for final approval and payment.~~

Clarksville Charter School ("School") policy is to reimburse its employees for all reasonable and necessary expenditures or losses incurred in direct consequence of the discharge of their duties.

Personal Cell Phones

Employees are not required to use their personal cell phones to perform work on behalf of the School. The School has provided employees with a GOOGLE voice account for any calls related to School work. If an employee elects to use his or her personal cell phone, such use is a voluntary choice and is not reasonable or necessary to the performance of the employee's duties. As such, employees will not be reimbursed for using personal cell phones.

Internet Expenses

Employees are not required to use their personal internet access (WiFi) to perform work on behalf of the School. The School has provided employees with a mobile hot spot for any work performed on behalf of the School requiring Internet access. If an employee elects to use his or her personal Internet access, such use is a voluntary choice and is not reasonable or necessary to the performance of an employee's duties. As such, employees will not be reimbursed for using personal Internet access.

Utilities

Employees who are required to use some of their personal utilities (e.g. electricity) while performing remote work on behalf of the School may receive a stipend for reimbursement of the

employee's use of their personal utilities. The School has reviewed objective data regarding the range of costs for utilities and established a $15.00 utilities stipend per month based on its good faith belief that the stipend will more than fully reimburse employees for any reasonable and necessary expense incurred in using some of their personal utilities while performing work on behalf of the School.

If an employee believes that the stipend is insufficient to reimburse all reasonable expenses necessarily incurred in using their personal utilities while performing work on behalf of the School, the employee must immediately report this expense issue to the School's Human Resources Department. Employees will be required to submit documentation to support any request for additional utilities reimbursement.

Travel

With current COVID-19 related restrictions and the virtual instruction platforms in place, employees are not expected or required to travel in order to discharge any duties on behalf of the School. Accordingly, employees are not eligible for travel reimbursements at this time (including, but not limited to, in-person attendance at conferences, mileage, etc.).

If and when the School requires employees to drive their personal vehicle to perform duties on behalf of the School in the course and scope of employment, the School will reimburse employees for the reasonable and necessary expense of using their personal vehicle on behalf of the School. Employees are not authorized to drive their personal vehicle on behalf of the School without written authorization from the Executive Director of the School.

If authorized to drive, employees will receive a monthly reimbursement payment from the School for mileage expenses incurred beyond the employees' normal daily commute. Employees will be paid for mileage reimbursement at the per mile rate amount designated by the Federal Internal Revenue Service at the time the miles are driven on behalf of the School. Employees are required to submit a monthly written report of all miles driven on behalf of the School during that month. If any employee believes that the mileage reimbursement that he or she receives from the School is insufficient to reimburse the employee for all reasonable expenses necessarily incurred by the employee in using his or her personal vehicle on behalf of the School, the employee must immediately report this expense issue to the School's Human Resources Department. Employees may be required to submit additional documentation to support any request for additional mileage reimbursement.

Other Expenses

With the exception of those employees who are required to use their personal utilities during the course and scope of their employment with the School, it is the School's policy to provide its employees with all necessary equipment to perform their duties on behalf of the School. The School does not require employees to purchase any additional equipment in order to perform work for the School. If any employee believes that additional equipment is reasonable and necessary to perform his or her duties on behalf of the School, the employee must immediately notify the School's Human Resources Department.

Office Supplies

The School will issue employees gift cards to an office supply vendor on a per semester basis for the purchase of ink (if applicable), paper and miscellaneous desk supplies (e.g. staplers, paper clips, writing utensils and file folders). Any other items outside these categories must be pre-approved by the employee's supervisor before an employee purchases any other item using the School issued gift card. Employees must submit receipts for all purchases used with the gift card directly to Human Resources at the end of each semester. To the extent an employee believes additional funds in excess of the gift card are reasonable and necessary to perform his or her job during the applicable semester, the employee must immediately notify the Human Resources Department.

If employees choose to purchase additional equipment or supplies without written authorization from the School, such expenses would not be reasonable or necessarily incurred in connection with work for the School. Those expenses would be optional expenses that employees voluntarily elect to incur and not reasonably necessary expenditures incurred by employees in direct consequence of the discharge of their duties for the School.

If, however, an employee believes that he or she has been required to incur any unexpected necessary and reasonable expense in order to perform his or her duties on behalf of the School, the employee should immediately report that expense to the School's Human Resources Department. Employees will be required to submit documentation to support any request for reimbursement of such expenses.

Reporting

If any employee believes that he or she has not been fully reimbursed for all reasonable and necessary expenses he or she has been required to incur while working for the School, the employee should immediately inform the School's Human Resources Department. All reports of possible inadequate reimbursement will be promptly reviewed, including a review of all of the employee's expense related records and receipts. If, as a result of the review, it is determined that the employee has been inadequately reimbursed for actual and necessary business expenses, the School will promptly reimburse the employee, in full, for all actual, reasonable and necessary business-related expenses incurred. It is every employee's responsibility to keep accurate records and receipts of all business related expenses for the purpose of requesting reimbursement.

There will be no retaliation against any employee who reports an expense reimbursement issue in good faith or who honestly assists in reviewing such an issue, even if the review produces insufficient evidence that there has been a violation.

POLICY CONFIRMING RESTRICTION ON THE PROVISION OF FUNDS OR OTHER THINGS OF VALUE TO STUDENTS, PARENTS OR GUARDIANS

Policy Statement

It is the policy of CCS that CCS shall not provide any funds or thing of value to any student or his or her parent or guardian that a school district could not legally provide to a similarly situated

student, or his or her parent or guardian. CCS does not and shall not provide, for example, "sign up bonuses" to parents or guardians or other incentives unrelated to education.

Additionally, a student, parent or guardian shall not use his or her status as a student, parent or guardian with CCS in order to obtain funds or thing of value from CCS. For example, this policy prohibits an individual from utilizing his or her status as a parent or guardian to obtain a vendor contract with CCS for compensation. It also prohibits an individual from utilizing his or her status as a parent or guardian to refer or encourage any students enrolled in CCS, or their parents or guardians, to select that individual or his or her company or another provider of services, in connection with the student's education at CCS, resulting in the individual's receipt of funds or thing of value from CCS.

Procedures

The prior approval of the ~~Principal~~Executive Director or his or her designee must be obtained for any of the following in order to ensure that it does not conflict with this policy:

1. Any funds or thing of value provided to a student, parent or guardian which has not previously been approved. This applies in any situation in which a student, parent or guardian would any funds or thing of value, whether in their capacity as a student, parent, guardian, vendor, service provider or other circumstance.
2. Any proposed incentive to be offered to students or parents.

In requesting approval, the educational purpose of any such funds, thing of value or incentive must be provided to the ~~Principal~~Executive Director or his or her designee.

SECTION 12 – SAFETY

SUBSTANCE AND ALCOHOL POLICY

It is the intent of CCS to promote a safe, healthy and productive work environment for all employees. The School recognizes that the illegal and/or excessive use of drugs and/or alcohol is not conducive to safe working conditions, employees' health, efficient operations, or School success.

For purposes of this policy, "illegal drugs" includes, but is not limited to, substances that are prohibited by law (such as cocaine, heroin, etc.), controlled substances, marijuana (including medicinal marijuana and marijuana vaping or other recreational marijuana use), and prescription drugs (if they are not prescribed for the person using them and/or not being used as prescribed). "Drug paraphernalia" means any accessory for the use, possession, manufacture, distribution, dispensation, purchase, or sale of illegal drugs. "Under the influence" means that the employee is affected by alcohol, prescription medication that impairs cognitive or physical functions, and/or illegal drugs in any detectable manner.

The School complies with all Federal and State regulations regarding drug use while on the job. This policy prohibits the following:

- Use, possession, purchase, or offer for sale of illegal drugs, drug paraphernalia, or alcohol during working hours, including meal and break periods, or in the presence of pupils;
- Use, possession, purchase, or offer for sale of illegal drugs, drug paraphernalia, or alcohol on School property at any time;
- Use, possession, purchase, or offer for sale of illegal drugs, drug paraphernalia, or alcohol while attending a School function or event:
- Storing alcohol (if unauthorized), illegal drugs, or drug paraphernalia in a locker, desk, automobile, or other repository on the School's premises:
- Refusing to submit to an inspection or testing when requested by administration:
- Being under the influence of illegal drugs, prescription medication that impairs cognitive or physical functions and/or alcohol during working hours, while on the School's premises and/or attending a School function or event.

Employees taking physician-prescribed medications, which impairs the employee's job performance, (including medical prescribed marijuana) should not report to work. In addition, if you are required to take any kind of prescription or nonprescription medication that will affect your ability to perform your job, you are required to report this to Human Resources. Human Resources will determine if it is necessary to temporarily place you on another assignment or take other action as appropriate to protect your safety and the safety of other employees and students. Employees taking physician-prescribed medication which will not impair their job performance

may be required to present a statement from the prescribing physician to the employee's supervisor indicating the duration of the prescription and stating that the use of the prescription will not impair the employee's ability to perform his or her specific job duties. This policy does not require or request the prescribing physician or the employee to identify any prescription drug or the medical condition for which it is prescribed. No employee shall use or have in his or her possession on the School premises any prescription medication other than medications currently prescribed by a physician for the employee.

This policy will not be construed to prohibit the use of alcohol at social or business functions. However, employees must remember their obligation to conduct themselves appropriately at all times while at School-sponsored functions or while representing the School.

The School may at times conduct unannounced searches of School property for alcohol, illegal drugs, drug paraphernalia, and/or unauthorized controlled substances or to ensure compliance with any other School-related policy. As a result, employees do not have an expectation of privacy in this regard.

Violation of this Substance and Alcohol Policy may result in disciplinary action, up to and including termination, at the School's sole discretion.

Employees should be aware that participation in a rehabilitation program will not necessarily prevent the imposition of disciplinary action, including termination, for violation of this policy. Employees who undergo voluntary counseling or treatment and who continue to work, if any, must meet all established standards of conduct and job performance.

Compliance with this Substance and Alcohol Policy is a condition of employment at the School. Failure or refusal of an employee to cooperate fully, sign any required document, submit to any inspection, or follow any prescribed course of substance abuse treatment will result in discipline, up to and including termination.

Because the use, sale, purchase, possession, or furnishing of an illegally obtained substance is a violation of the law, the School may report such illegal drug activities to an appropriate law enforcement agency.

The School may require a test by intoxilator, blood test, urinalysis, medical examination of those persons whom the School reasonably suspects of using, possessing, or being under the influence of a drug or alcohol or is acting in such manner that they may harm themselves or another employee.

Any refusal to submit to such testing will be considered a positive screen. An employee's consent to submit to such a test is required as a condition of employment, and an employee's refusal to consent may result in disciplinary action, including termination for a first refusal or any subsequent refusal. The School shall determine the manner in which such testing is conducted with the goal being to ensure that the test results are accurate.

Such a test may be required of employees involved in any work-related accident or unsafe practice where the safety of the employee of other employees was jeopardized. Periodic retesting may also be required following positive test results or after any violation of this policy or rehabilitation.

SMOKING

All School buildings and facilities are non-smoking facilities. This includes nicotine and non-nicotine cigarettes including (herbal cigarettes) as well as e-cigarettes, vaping and/or pipes (both tobacco and marijuana products). Smoking is prohibited within 20 feet of a school building and within 25 feet of a school playground or event location.

PARKED VEHICLES

Employees are responsible for their own parked vehicles and the personal possessions within while parked on CCS property. Be cautious: keep school property and/or personal possessions out of sight and lock your car. Insuring your vehicle and personal property against loss and damage is recommended for your protection.

PERSONAL AUTOMOBILE

Employees who use their own automobiles for travel on authorized school business will be reimbursed for mileage at the rate established by the Internal Revenue Services and in accordance with the School's Reimbursement policies. Employee must have prior supervisory approval for the use of personal vehicles and must carry, at their own expense, the minimum insurance coverage for property damage and public liability.

PERSONAL PROPERTY

CCS cannot be responsible and will assume no liability for any loss or damage to employee personal property resulting from theft, fire, or any other cause on CCS' premises, including the parking area, or away from school property while on school business CCS employees are prohibited from using personal property for work-related purposes unless approved in advance by the ~~Principal~~Executive Director.

SAFETY POLICY

CCS is firmly committed to maintaining a safe and healthy working environment. All employees of the School are expected to be safety conscious on the job at all times. All unsafe conditions or hazards should be corrected immediately. Report all unsafe conditions or hazards to your supervisor or ~~Principal~~Executive Director immediately, even if you believe you have corrected the problem. If you suspect a concealed danger is present on School premises, or in a product, facility, piece of equipment, process, or business practice for which the School is responsible, bring it to the attention of your supervisor or ~~Principal~~Executive Director immediately. Supervisors should arrange for the correction of any unsafe condition or concealed danger immediately and immediately contact the ~~Principal~~Executive Director regarding the problem.

All workplace injuries and illnesses must be immediately reported to your supervisor and Human Resources.

CCS has in place a written Injury and Illness Prevention Program as required by law. It is located in the main office for review.

ERGONOMICS

CCS has invested in providing a work environment that is safe for all employees. To lessen the risk of ergonomic hazards, the School will make necessary adjustments to an individual's workstation, educate employees on ergonomic safety, and modify processes when deemed necessary to ensure the well-being and safety of our employees. You should report any ergonomic concerns to your ~~Principal~~Executive Director.

CHEMICAL EXPOSURE WARNING

Employees should be aware that work areas might contain chemicals known to the State of California to cause cancer or to cause birth defects or other reproductive harm. If you have any questions or concerns about possible chemical exposure in your work area, contact your ~~Principal~~Executive Director.

SECTION 13 – TERMINATION

VOLUNTARY TERMINATION

CCS will consider an employee to have voluntarily terminated his or her employment if the employee does any of the following: (1) elects to resign from CCS; (2) fails to return from an approved leave of absence on the date specified without notifying the school for the need for continued leave including failure to communicate with the School; or (3) fails to report for work without notice to CCS for three consecutive work days. CCS requests that employees provide at least two weeks written notice of a voluntary termination. All CCS property must be returned immediately upon terminating employment. CCS retains the right to accept resignation immediately and pay the amount of straight time compensation an employee would have earned in lieu of further performance.

INVOLUNTARY TERMINATION

An employee may be terminated involuntarily for, among other reasons, poor performance, misconduct or other violations of CCS' Rules of Conduct as set forth herein. Notwithstanding the foregoing, or anything else contained in this handbook, CCS reserves the right to terminate any employee at any time, with or without advance notice and with or without cause.

EXIT INTERVIEWS

All employees who leave employment at CCS may be asked to take part in an exit interview with their supervisor to communicate their challenges and growth while employed at CCS. Information shared during an exit interview will be treated as confidential to the extent possible.

VERIFICATION AND REFERENCE POLICY

All requests for employment verification, references or personal information verification or disclosures must be directed to Human Resources. Only Human Resources is authorized to provide verifications or references, or disclose personal information, pertaining to current or former employees.

With respect to verification requests, CCS will disclose only the dates of employment and the title of the last position held. CCS will verify or disclose additional information about the employee only if the employee provides written authorization for CCS to provide the information. However, CCS will provide information about current or former employees as required by law or court order. CCS will not provide any letters of reference for current or former employees. Please refer all questions about this policy to Human Resources.

ADDENDUM A

COVID-19 RELATED EMPLOYMENT LEAVE POLICIES

EMERGENCY PAID SICK LEAVE ("COVID-PSL")

Purpose

Clarksville Charter School ("School") enacted this policy in accordance with the Families First Coronavirus Response Act ("FFCRA") to provide emergency paid sick leave ("COVID-PSL") to eligible employees.

Eligible Employees

All employees (including part-time and temporary employees) who work for the School are eligible to use COVID-PSL beginning on the first day of employment as set forth in this policy.

Definitions

For purposes of this policy, the following definitions are incorporated:

"Caring for an individual" relates to the care for an employee's immediate family member, a person who regularly resides in the employee's home, or a similar person with whom the employee has a relationship that creates an expectation that the employee would care for the person if he or she were quarantined or self-quarantined.

"Health care provider" means a doctor of medicine or osteopathy who is authorized to practice medicine or surgery (as appropriate) by the State in which the doctor practices; or any other health care provider as authorized by statute.

"Seeking a medical diagnosis" for COVID-19 is limited to time the employee is unable to work or telework because the employee is experiencing symptoms such as a fever, dry cough, shortness of breath or any other symptoms identified by the U.S. Centers for Disease Control and Prevention and the employee is taking affirmative steps to obtain a medical diagnosis, such as making, waiting for, or attending an appointment for a test for COVID-19.

The definitions of "child care provider," "school," and "son or daughter" are the same as those set forth in the School's E-FMLA policy below.

Permitted Use

Eligible employees may use COVID-PSL to take paid time off if an employee is unable to work (or telework) due to any of the six qualifying reasons set forth below:

1. The employee is subject to a Federal, State, or local quarantine or isolation order related to COVID–19.

2. The employee has been advised by a health care provider to self-quarantine due to concerns related to COVID–19. This includes situations in which the employee has been advised to self-quarantine because the employee has COVID-19, it is believed the employee may have COVID-19 due to known exposure or symptoms or the employee is deemed particularly vulnerable to COVID-19.

3. The employee is experiencing symptoms of COVID–19 and seeking a medical diagnosis.

4. The employee is caring for an individual who is subject to an order as described in subparagraph (1) or has been advised as described in subparagraph (2).

5. The employee is caring for a son or daughter of such employee if the school or place of care of the son or daughter has been closed, or the child care provider of such son or daughter is unavailable, due to COVID–19 precautions. This may be taken if no other suitable person is available to care for the child during the period of the leave.

6. The employee is experiencing any other substantially similar condition specified by the Secretary of Health and Human Services in consultation with the Secretary of the Treasury and the Secretary of Labor.

Hours of Paid Leave Received

Full-time employees are entitled to 80 hours of COVID-PSL.

Part-time employees are entitled to the number of hours they work on average over a two-week period. For those with varying schedules, the School will determine the number of hours, which generally includes a backward looking calculation of hours worked in the previous six months.

Caps on Amount of Paid Leave Received

For qualifying reasons 1-3, the employee will receive their regular rate of pay up to $511 daily and an aggregate total of $5,110. For qualifying reasons 4-6, the employee will receive their regular rate of pay up to $200 daily and an aggregate total of $2,000.

Limits on Use

COVID-PSL is only available for use while qualifying reasons exist or through December 31, 2020, whichever is earlier. If an otherwise eligible employee received COVID-PSL from a prior employer, the employee may not be entitled to COVID-PSL under this policy.

Intermittent Leave

If the School and the employee agree, an employee may take the leave intermittently for any qualifying reason.

Use Of Paid Benefits

Employees may elect to use other accrued unused School paid leave benefits pursuant to those applicable policies before using COVID-PSL, although employees are not required to do so. If the School and the employee agree, employee's accrued unused paid benefits through applicable School policies may supplement the amount the employee receives under COVID-PSL up to the full amount of the employee's regular compensation for time taken off under this policy.

Maintenance of Health Benefits

The School will provide continued coverage under the School's group health plan if employee participates in the group health plan at the time leave is taken. The employee is responsible for paying the same portion of the premium costs the employee paid prior to COVID-PSL. Unless otherwise noted, the employee's portion of contributions will be deducted from the employee's pay.

Notification

The employee must completely fill out and submit a Request for Leave Form and provide reasonable advance notification of the need to use COVID-PSL, if foreseeable. Additional documentation supporting the need for leave may be requested. If the need to use COVID-PSL is not foreseeable, the employee must submit the Request for Leave Form as soon as practicable. However, paid leave may not be provided until the requested certification is submitted and approved. If you need assistance in completing or submitting your form, please contact Human Resources.

Termination

Employees will not receive pay in lieu of unused COVID-PSL. Unused COVID-PSL will not be paid out upon termination.

No Discrimination or Retaliation

The School prohibits discrimination or retaliation against employees for using their COVID-PSL.

This COVID-PSL policy may be modified, altered, or otherwise amended or deleted in the School's sole and absolute discretion.

EMERGENCY FAMILY AND MEDICAL LEAVE EXPANSION ACT ("E-FMLA")

Purpose

Clarksville Charter School ("School") enacted this policy in accordance with the Families First Coronavirus Response Act ("FFCRA") to provide paid time off to eligible employees for qualifying child care reasons.

Eligible Employees

All employees (including part-time and temporary employees) who work for the School for a minimum of 30 days are eligible to use E-FMLA as set forth in this policy.

Definitions

For purposes of this policy, the following definitions are incorporated:

"Child care provider" means a provider who receives compensation for providing child care services on a regular basis, including an 'eligible child care provider' (as defined in section 658P of the Child Care and Development Block Grant Act of 1990 (42 U.S.C. 9858n).

"Public health emergency" means an emergency with respect to COVID-19 declared by a Federal, State or local authority.

"School" means an 'elementary school' or 'secondary school' as such terms are defined in section 8101 of the Elementary and Secondary Education Act of 1965 (20 U.S.C. 7801).

"Son or Daughter" is the employee's own child, which includes a biological, adopted, foster child, stepchild, a legal ward, or a child for whom you are standing in loco parentis who is under the age of 18 years of age; or 18 years or older who is incapable of self-care because of a mental or physical disability.

Permitted Use

Eligible employees may use E-FMLA if they are unable to work (or telework) due to a need for leave to care for their son or daughter if their child's school or place of care has been closed, or the child care provider of such son or daughter is unavailable, due to a public health emergency. This may be taken if no other suitable person is available to care for the child during the period of the leave.

Paid Leave Received

Employees are entitled to up to twelve weeks of time off under E-FMLA. The first two weeks are unpaid, but may be paid if the employee elects to use COVID-PSL or other applicable School paid benefits during this time. The remaining ten weeks are paid at two-thirds of the employee's regular rate of pay, up to a daily maximum of $200 and an aggregate total of $10,000. The amount paid

is also based on the number of hours the employee would otherwise normally be scheduled to work.

Part-time employees are entitled to the number of hours they work on average over a two-week period. For those with varying schedules, the School will determine the number of hours, which generally includes a backward looking calculation of hours worked in the previous six months.

Limits on Use

E-FMLA is only available for use while qualifying reasons exist or through December 31, 2020, whichever is earlier. Please also note that any time off for FMLA reasons during the relevant period will count against remaining availability of E-FMLA. For instance, if an employee took three weeks of FMLA during the relevant time period, the employee will have nine weeks available under E-FMLA for use. In this example, the first two weeks of the available nine weeks would be unpaid and the remaining seven weeks would be paid in accordance with the above calculations.

Intermittent Leave

If the School and the Employee agree, an employee who needs time off for E-FMLA, may take time off intermittently.

Use Of Paid Benefits

After the first two workweeks (10 work days), employees may elect to use, or the School may require the use of, other applicable accrued unused School's paid leave benefits concurrently with E-FMLA. If the School and the employee agree, employee's accrued unused paid leave benefits through the School may supplement the employee's two-thirds pay pursuant to E-FMLA up to the full amount of the employee's regular compensation for time taken off under this policy.

Maintenance of Health Benefits

The School will provide continued coverage under the School's group health plan if the employee participates in the group health plan at the time leave is taken. The employee is responsible for paying the same portion of the premium costs the employee paid prior E-FMLA. Unless otherwise noted, the employee's contribution portion will be deducted from the employee's pay. The School will provide instructions to employees as their payment for benefit contributions during any unpaid time off under E-FMLA.

Notification

The employee must completely fill out and submit a Request for Leave Form and provide reasonable advance notification of the need to use E-FMLA, if foreseeable. Documentation from the employee's school or child care provider regarding the closure or unavailability must be submitted with the Request for Leave Form.

If the need to use E-FMLA is not foreseeable, the employee must submit the Request for Leave Form as soon as practicable. However, *paid* leave may not be provided until the requested

certification is submitted and approved. If you need assistance in completing or submitting your form, please contact Human Resources.

Termination

Employees will not receive pay in lieu of unused E-FMLA. Unused E-FMLA will not be paid out upon termination.

Restoration to Position

Generally, an employee who takes E-FMLA leave shall be entitled, upon return from such leave, to be restored either (A) to the position of employment held by the employee when the leave commenced; or (B) to an equivalent position with equivalent employment benefits, pay and other terms and conditions of employment. In accordance with applicable law, restoration to a position may not be possible if certain conditions exist which include, but are not limited to, economic conditions or other changes in operating conditions of the School that affect employment and are caused by a public health emergency.

No Discrimination or Retaliation

The School prohibits discrimination or retaliation against employees for requesting or using E-FMLA.

Other

Please note that under certain circumstances, the School may be exempt from the requirements of E-FMLA. In addition, employees may be eligible for time off under the School's FMLA policy if the employee has a serious health condition related to COVID-19, or to care for the employee's spouse, son, daughter or parent with a serious health condition related to COVID-19.

Other terms and conditions of FMLA may apply to this leave. Please see Human Resources for additional information.

This E-FMLA policy may be modified, altered, or otherwise amended or deleted in the School's sole and absolute discretion.

EMPLOYEE HANDBOOK ACKNOWLEDGEMENT

By my signature below, I acknowledge that I have received a copy of Clarksville Charter School's ("CCS") Employee Handbook, on the date indicated below and agree to my at-will employment as described below. I acknowledge that it is my responsibility to read and review the Employee Handbook carefully. I also acknowledge that it is my responsibility to ask for clarification if I do not understand any of the policies included in the Employee Handbook.

I understand that the Employee Handbook contains important information regarding CCS' expectations, policies and guidelines and that I am expected to comply with these expectations, policies and guidelines at all times. I understand that the Employee Handbook does not provide a binding contract, but provides guidelines for personnel concerning some of CCS' policies.

In particular, I have read and understand CCS' Anti-Nepotism Policy, Policy Regarding Inconsistent, Incompatible or Conflicting Employment, Activity or Enterprise by School Personnel, Policy Confirming Restrictions on the Provision of Funds or Other Things of Value to Students, Parents or Guardians, and restrictions and procedures to avoid Conflicts of Interest.

Just as I am free to terminate the employment relationship with CCS at any time, CCS, in its sole discretion, also reserves the right to modify or terminate the employment relationship with me at any time for any or no reason and with or without notice. Further, there is no agreement, express or implied, written or verbal, between the employee and CCS for any specific period of employment, for continuing or long-term employment, or for guaranteed terms and conditions of employment. No one other than the ~~Principal~~Executive Director of CCS, with the approval of the Board of Directors, has the authority to alter your employment at-will status, to enter into an agreement for employment for a specified period of time, or to make any agreement contrary to this policy. Further, any such agreement must be in writing and must be signed by the ~~Principal~~Executive Director. This is the entire agreement between CCS and me regarding this subject. All prior or contemporaneous inconsistent agreements are superseded. If I have an individually negotiated written employment agreement with CCS, then the terms and conditions of that agreement will prevail to the extent it differs from the policies in this Handbook.

CCS reserves the right to modify, alter, add to or delete any of the policies, guidelines or benefits contained in this handbook at any time with or without notice.

Other than CCS Board of Directors, no other entity or person has the authority to modify this employee handbook.

Employee Name (print): _____

Employee Signature: _____

Date: _____