



THE ACADEMY OF ALAMEDA

The Academy of Alameda Charter School Board Board Meeting

Date and Time

Thursday May 20, 2021 at 6:30 PM PDT

Agenda

	Purpose	Presenter	Time
I. Opening Items			6:30 PM
Opening Items			
A. Call the Meeting to Order		David Forbes	1 m
B. Closed Session: Gov't Code § 54957(b): Executive Director Performance Towards Goals	Discuss	David Forbes	25 m
C. Record Board Member Attendance (Roll Call)		David Forbes	2 m
D. Return to Public Session		David Forbes	1 m
E. Zoom Meeting Agreements and Protocol		Taqua Ammar	1 m

This is a meeting of the Board. The Board is composed of 8 voting members and 1 non-voting member, the Executive Director. We are using the following protocols to guide our meeting:

- This meeting is being recorded
- If someone wishes to speak during the appropriate time, they will use the 'raise hand' icon or will raise their hand on video.
- Please mute yourself when you enter the meeting and while someone else is talking.
- Make sure your name is spelled correctly.
- Use reactions to give a "thumbs-up" or "clap."

F. The Board Reviews The Academy of Alameda's Mission and Envisioned Future Statements		David Forbes	1 m
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Mission: The Academy of Alameda equitably develops students into critical thinkers and life-long learners who navigate the world with integrity, and who apply their learning to empower themselves and their communities.

	Purpose	Presenter	Time
Envisioned Future:			
We envision a future where all of our students are successful, and their destinies are not determined by their demographics.			
G. General Public Comments		David Forbes	3 m
II. Consent Agenda			7:04 PM
A. Draft Meeting Minutes	Approve Minutes	David Forbes	
Meeting Minutes from:			
<ul style="list-style-type: none"> • April 22 Board Meeting • May 14 Board meeting 			
Approve minutes for Board Meeting on April 22, 2021			
B. Check Register & Credit Card Statement	FYI	David Forbes	1 m
Review and approve the credit card statements and Bank of Marin check registers for April.			
C. Approval of Koya Partners Contract	FYI	David Forbes	1 m
D. Vote on Consent Agenda	Vote	David Forbes	1 m
III. Board Communications			7:07 PM
A. Board Committee Reports	FYI	Carole Robie	10 m
The following committee/s will report out highlights from their recent committee meetings:			
<ul style="list-style-type: none"> • Student Success Committee (5/12 meeting) • Finance Committee (5/12/21 meeting) 			
B. AoA School Uniform Presentation	FYI	Miranda Thorman	20 m
C. Elementary and Middle School Summer Enrichment Programs	FYI	Matt Huxley	15 m
D. Board Member Nominations for New Three-year Terms	Discuss	David Forbes	5 m
Nomination for the following Board members to serve new, three-year terms:			
<ul style="list-style-type: none"> • Ron Whittaker • Bill Schaff • Karen Zimmerman 			
E. Nomination of Board of Director Officers for 2021/22	Discuss	David Forbes	5 m
Nominations for the following 2021/22 AoA Board Officer positions:			

- President
- Vice President
- Secretary

Purpose Presenter Time

IV. Financial Update 8:02 PM

A. Draft 2021/22 Elementary and Middle School Budgets	Discuss	Stacie Ivery	30 m
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V. Action Items 8:32 PM

A. Compensation Plan - New Step and Column Salary Structures for Teachers and Non-Teachers	Vote	Stacie Ivery	30 m
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Proposal: That the Board adopts the 2021/22 compensation plan except step and column structures O2 and O3, which will be amended and brought back to a scheduled Board meeting in June for adoption.

B. AoA Elementary and Middle School Expanded Learning Opportunity Grants	Vote	Matt Huxley	20 m
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C. Board Meeting Calendar for 2021/22	Vote	David Forbes	5 m
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D. Acceptance of Que Chu's Resignation.	Vote	David Forbes	3 m
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We greatly appreciate Que Chu's active tenure on the AoA Board of Directors for the past four years. Que will continue to serve on the Board of Director through July 31. She is also the mother of two AoA students. That role, along with her professional experience has been (and will continue to be) an important asset to the AoA community.

VI. Closing Items 9:30 PM

A. Board Member Reports	Discuss	David Forbes	10 m
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B. Review of Key June 17 and June 24 Board Meeting Agenda Topics	Discuss	David Forbes	5 m
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**Key Topics Include:
June 17**

- Draft LCAP Plans and Family Survey Feedback/Input

June 24

- Vote on ES and MS Local Control Accountability Plans (LCAP's)
- 2021/22 Fall Reopening Plans
- 2021/22 ES and MS Budgets
- Campus Student Safety Policy
- Vote on Board of Director Officers for 2021/22 (President, Vice-President, and Secretary)
- Vote on new three-year terms for Board member (Ron Whittaker, Bill Schaff, and Karen Zimmerman)
- MOU's: ASES After-School Grant, Food Services, and General, Fiscal, and Operational
- Student Success Committee Presentation
- Acknowledge 10-year AoA Employees (Matt Huxley, Michele Sloan, and Chris Peterson)

	Purpose	Presenter	Time
C. Adjourn Meeting	Vote	David Forbes	1 m

Cover Sheet

Draft Meeting Minutes

Section:	II. Consent Agenda
Item:	A. Draft Meeting Minutes
Purpose:	Approve Minutes
Submitted by:	
Related Material:	Minutes for Board Meeting on April 22, 2021 2021_05_14_board_meeting_minutes (1).pdf

DRAFT



THE ACADEMY OF ALAMEDA

The Academy of Alameda Charter School Board

Minutes

Board Meeting

Date and Time

Thursday April 22, 2021 at 6:00 PM

Directors Present

A. Price (remote), C. Robie (remote), D. Forbes (remote), K. Zimmerman (remote), Q. Chu (remote), R. Brown (remote), R. Whittaker (remote), W. Schaff (remote)

Directors Absent

None

Guests Present

A. Cameron (remote), L. Rubin (remote), M. Huxley (remote), M. Thorman (remote), S. Hottinger (remote), S. Ivery (remote), T. Ammar (remote)

I. Opening Items

A. Record Board Member Attendance (Roll Call)

B. Call the Meeting to Order

D. Forbes called a meeting of the board of directors of The Academy of Alameda Charter School Board to order on Thursday Apr 22, 2021 at 6:00 PM.

C. Closed Session: Gov't Code § 54957(b): Executive Director Job Description

The Board went into closed session at 6:05 pm.
K. Zimmerman came late.

D. Return to Public Session

The Board returned to open session at 6:37 pm. No action was taken in closed session.

E. Zoom Meeting Agreements and Protocol

T. Ammar read the zoom meeting agreements and protocols.

F. The Board Reviews The Academy of Alameda's Mission and Envisioned Future Statements

G. General Public Comments

There were no public comments.

II. Consent Agenda

A. Draft Meeting Minutes

R. Whittaker made a motion to approve the minutes from Board Meeting on 03-25-21.

A. Price seconded the motion.

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

Roll Call

W. Schaff Aye

Q. Chu Aye

K. Zimmerman Aye

R. Brown Aye

C. Robie Aye

D. Forbes Aye

A. Price Aye

R. Whittaker Aye

B. Check Register & Credit Card Statement

C. Vote on Consent Agenda

R. Whittaker made a motion to Approve the consent agenda.

A. Price seconded the motion.

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

III. Board Communications

A. Board Committee Reports

C. Robie reported on the Student Success Committee meeting that took place on April 7th, including the possibility of school reopening fully in the fall and the program and resources need to support students at both schools at a high level both academically and social emotionally. One of the agenda topics later that evening was a presentation from the instructional staff who serve on the Student Success Committee.

B. The Academy of Alameda's Reopening Schools' Update

M. Huxley presented key highlights from the successful elementary and middle school reopening plan that included approximately 60% of students returning to in-person learning on AoA's campus.

C. Overview of K-5 and 6-8 2021/22 School Programs

M. Thorman, L. Rubin, and A. Cameron presented an overview of K-5 and 6-8 2021/22 School programs, including staffing and academic and social-emotional programs to support the success of all students.

IV. Action Items

A. Resolution For a Full Day In-Person K-8 Instructional Program Beginning Fall, 2021/22

M. Huxley gave a description of the Board Resolution in support of a full day of in-person instruction beginning Fall, 2021/22.

R. Whittaker made a motion to Approve AoA Board of Directors Resolution number: 042221.

C. Robie seconded the motion.

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

Roll Call

C. Robie	Aye
Q. Chu	Aye
D. Forbes	Aye
A. Price	Aye
W. Schaff	Aye
K. Zimmerman	Aye
R. Whittaker	Aye
R. Brown	Absent

B. Approval of Contract With Edmo to Facilitate the Middle School's Summer Program

M. Huxley presented on the Approval of Contract With Edmo to Facilitate the Middle School's Summer Program.

C. Robie stated that she is concerned that families will need to indicate whether or not they can afford the summer program.

A. Price and K. Zimmerman echoed Carole's concern.

A member of the public gave a comment.

R. Whittaker made a motion to Approve the MEMORANDUM OF UNDERSTANDING by and between Edventure More (EDMO) and Academy of Alameda with the understanding that an equitable enrollment process would be implemented.

C. Robie seconded the motion.

Q. Chu had a question regarding the number of students that AoA has the compacity to serve in the summer program. She also asked about the dates of the program.

K. Zimmerman stated that she would like the name of the summer program changed to "Enrichment Program," instead of the school's summer program.

R. Whittaker stated that he would like to know the total cost of the summer program.

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

Roll Call

R. Whittaker	Aye
W. Schaff	Aye
K. Zimmerman	Aye
Q. Chu	Aye
C. Robie	Aye
D. Forbes	Aye
A. Price	Aye
R. Brown	Absent

V. Closing Items

A. Board Member Reports

R. Whittaker - watched the middle school reopening and appreciated the teachers and staff for their great work.

No other board member stated they had anything to report.

B. Review of Key May 22 Board Meeting Agenda Topics

Key Topics will Include:

- Reopening Plan Update
- Enrollment Update
- Draft Budget
- 2021/22 Staff Compensation Plan
- Elementary and Middle School School Summer Program Overview Presentations
- LCAP Update
- Campus Student Safety Policy
- Expanded Learning Opportunity Grant
- Committee Reports
- Nominate Board of Director Officers for 2021/22 (President, Vice-President, and Secretary)
- Board member nomination/s (For new 3-year term) Ron Whittaker, Bill Schaff, and Karen Zimmerman

C. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:47 PM.

Respectfully Submitted,

D. Forbes

DRAFT



THE ACADEMY OF ALAMEDA

The Academy of Alameda Charter School Board

Minutes

Board Meeting

Date and Time

Friday May 14, 2021 at 6:00 PM

Directors Present

A. Price (remote), C. Robie (remote), D. Forbes (remote), K. Zimmerman (remote), Q. Chu (remote), R. Brown (remote), R. Whittaker (remote), W. Schaff (remote)

Directors Absent

None

Guests Present

T. Ammar (remote)

I. Opening Items

A. Record Attendance and Guests

B. Call the Meeting to Order

D. Forbes called a meeting of the board of directors of The Academy of Alameda Charter School Board to order on Friday May 14, 2021 at 6:01 PM.

C. C. Public Comments

No public comments were made.

II. Board Meeting Agenda

A. Closed Session: Gov't Code § 54957(b): Executive Director Progress Towards Goals

B. Open Meeting Back to Public

No actions was taken in closed session.

III. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 7:30 PM.

Respectfully Submitted,
D. Forbes

Cover Sheet

Check Register & Credit Card Statement

Section: II. Consent Agenda
Item: B. Check Register & Credit Card Statement
Purpose: FYI
Submitted by:
Related Material: 2021-04 April Credit Card Statement.pdf
2021-04 April Check Register.pdf



The Academy of Alameda Check Register

2020-21

April

Grand Total 117,498.07

Date	Check Number	Vendor	Description	Check Amount
4/1/2021		Equitable	Vision & Dental Insurance Premium - April 2021	5,345.44
4/2/2021		Square	Monthly Admin Fee (April 2021)	35.00
4/20/2021		Bank of Marin (Cardmember Service)	BoM CC Payment (March Purchases)	11,229.66
4/26/2021		US Bank Equipment Finance	Lease payment (03/25/21 - 04/25/21)	321.88
4/27/2021		USPS	Postage	4,500.00
4/27/2021		Pitney Bowes	Postage	398.81
4/30/2021	BP11016	CDW Government	Google Chrome Management Console (50)	1,301.00
4/30/2021	BP11017	Melissa M Abadia	SPED Contractor: Adaptive PE (Consultation)	240.00
4/30/2021	BP11018	Janet Redondo	Bookkeeping Services (March & April)	1,200.00
4/30/2021	BP11019	Interpreters Unlimited (1099-7) (S Corp)	Translation Services	190.00
4/30/2021	BP11020	PresenceLearning	Online SPED Assessments	450.00
4/30/2021	BP11021	Best Instrument Repair Co. (1099-7)	Music Repairs	1,840.00
4/30/2021	BP11022	T-Mobile	Hotspots (02/02/21 - 03/01/21); (03/02/21 - 04/01/21)	3,800.00
4/30/2021	BP11023	Crisis Prevention Institute (CPI)	PD: CPI Renewal	150.00
4/30/2021	BP11024	Edlio, LLC	Website Content Management System (21-22)	3,174.00
4/30/2021	BP11025	Mr. Copy (MRC Smart Technology Solutions)	Contract Overage	142.55
4/30/2021	BP11026	Phonak	DHH System & Accessories	946.24
4/30/2021	BP11027	Amplify Education, Inc.	DIBELS Data System (8th Ed)	11.00
4/30/2021	BP11028	Project Wayfinder, LLC	SEL Curriculum	35,468.17
4/30/2021	BP11029	Nora Bullock	Consultant: Reopening Prep (Jan 2021 - Mar 2021)	2,300.00
4/30/2021	BP11030	Office Depot Inc.	Reopening School Supplies (Signage); Paper	639.99
4/30/2021	BP11031	SchoolMint	21-22 Student Enrollment Platform	11,856.28
4/30/2021	BP11032	Phoenix Reseller Group	Computer Carts; GoGuardian Subscriptions	9,386.38
4/30/2021	BP11033	Young, Minney & Corr, LLP (YM&C) (1099-7)	Legal Services thru 03/31/21	1,196.00
4/30/2021	BP11034	Interpreters Unlimited (1099-7) (S Corp)	Translation Services	1,327.50
4/30/2021	BP11035	Gachina Landscape Management	Gardening Service (April 2021)	778.00
4/30/2021	BP11036	Claudia Delgado	AoA Logo	400.00
4/30/2021	BP11037	Department of Justice	Fingerprint fees	81.00
4/30/2021	BP11038	Starline Supply Company	Custodial Supplies	2,034.97
4/30/2021	BP11039	Office Depot Inc.	MS Classroom Supplies	295.34
4/30/2021	BP11040	San Joaquin Office of Education	EDJOIN Membership	750.00
4/30/2021	BP11041	JW Pepper & Son, Inc.	Music Supplies	110.00
4/30/2021	BP11042	Teachers on Reserve (Corp)	Learning Hub Substitute Services (Week of 03/22/21 -	3,034.65
4/30/2021	BP11043	The Stepping Stones Group, LLC	Substitute Services (Week of 03/07/21 - 03/20/21);	10,901.25

Note: Multiple expenses or "Itemized/Invoice Amounts" may be paid by one check. The total "Check Amount" will appear for each "Itemized/Invoice Amount" paid by the check.



The Academy of Alameda Check Register

2020-21

April

Grand Total 117,498.07

Date	Check Number	Vendor	Description	Check Amount
4/30/2021		Alameda County Industries	Debris Box (03/01/21 - 03/31/21)	1,504.52
4/30/2020	VV427	Sara Zehnder	Reimbursement: Curriculum	135.21
4/30/2020	VV428	Rachel Bertin	Reimbursement: Postage	23.23

Note: Multiple expenses or "Itemized/Invoice Amounts" may be paid by one check. The total "Check Amount" will appear for each "Itemized/Invoice Amount" paid by the check.



May 2021 Statement

Open Date: 04/02/2021 Closing Date: 05/03/2021



Visa® Community Card
ACADEMY OF ALAMEDA (CPN 001559617)

Cardmember Service ☎ 1-866-552-8855
BUS 30 ELN 1

New Balance	\$9,744.64
Minimum Payment Due	\$98.00
Payment Due Date	05/28/2021

Activity Summary		
Previous Balance	+	\$11,229.66
Payments	-	\$11,229.66 ^{CR}
Other Credits		\$0.00
Purchases	+	\$9,744.64
Balance Transfers		\$0.00
Advances		\$0.00
Other Debits		\$0.00
Fees Charged		\$0.00
Interest Charged		\$0.00
New Balance	=	\$9,744.64
Past Due		\$0.00
Minimum Payment Due		\$98.00
Credit Line		\$50,000.00
Available Credit		\$40,255.36
Days in Billing Period		32

Payment Options:



Mail payment coupon with a check



Pay online at myaccountaccess.com



Pay by phone 1-866-552-8855

No payment is required.

CPN 001559617



Automatic Payment

24-Hour Cardmember Service: 1-866-552-8855

- ☎ . to pay by phone
- ☎ . to change your address

Account Number:
Your new full balance of \$9,744.64 will be automatically deducted from your account on 05/20/21.

000009426 01 SP 000638805040780 E

ACADEMY OF ALAMEDA
ACCOUNTS PAYABLE
401 PACIFIC AVE
ALAMEDA CA 94501-1837



What To Do If You Think You Find A Mistake On Your Statement

If you think there is an error on your statement, please call us at the telephone number on the front of this statement, or write to us at: Cardmember Service, P.O. Box 6335, Fargo, ND 58125-6335.

In your letter or call, give us the following information:

- ▶ Account information: Your name and account number.
 - ▶ Dollar amount: The dollar amount of the suspected error.
 - ▶ Description of Problem: If you think there is an error on your bill, describe what you believe is wrong and why you believe it is a mistake.
- You must contact us within 60 days after the error appeared on your statement. While we investigate whether or not there has been an error, the following are true:
- ▶ We cannot try to collect the amount in question, or report you as delinquent on that amount.
 - ▶ The charge in question may remain on your statement, and we may continue to charge you interest on that amount. But, if we determine that we made a mistake, you will not have to pay the amount in question or any interest or other fees related to that amount.
 - ▶ While you do not have to pay the amount in question, you are responsible for the remainder of your balance.
 - ▶ We can apply any unpaid amount against your credit limit.

Your Rights If You Are Dissatisfied With Your Credit Card Purchases

If you are dissatisfied with the goods or services that you have purchased with your credit card, and you have tried in good faith to correct the problem with the merchant, you may have the right not to pay the remaining amount due on the purchase.

To use this right, all of the following must be true:

1. The purchase must have been made in your home state or within 100 miles of your current mailing address, and the purchase price must have been more than \$50. (Note: Neither of these are necessary if your purchase was based on an advertisement we mailed to you, or if we own the company that sold you the goods or services.)
2. You must have used your credit card for the purchase. Purchases made with cash advances from an ATM or with a check that accesses your credit card account do not qualify.
3. You must not yet have fully paid for the purchase.

If all of the criteria above are met and you are still dissatisfied with the purchase, contact us in writing at: Cardmember Service, P.O. Box 6335, Fargo, ND 58125-6335. While we investigate, the same rules apply to the disputed amount as discussed above. After we finish our investigation, we will tell you our decision. At that point, if we think you owe an amount and you do not pay we may report you as delinquent.

Important Information Regarding Your Account

1. INTEREST CHARGE: Method of Computing Balance Subject to Interest Rate: We calculate the periodic rate or interest portion of the **INTEREST CHARGE** by multiplying the applicable Daily Periodic Rate ("**DPR**") by the Average Daily Balance ("**ADB**") (including new transactions) of the Purchase, Advance and Balance Transfer categories subject to interest, and then adding together the resulting interest from each category. We determine the **ADB** separately for the Purchases, Advances and Balance Transfer categories. To get the **ADB** in each category, we add together the daily balances in those categories for the billing cycle and divide the result by the number of days in the billing cycle. We determine the daily balances each day by taking the beginning balance of those Account categories (including any billed but unpaid interest, fees, credit insurance and other charges), adding any new interest, fees, and charges, and subtracting any payments or credits applied against your Account balances that day. We add a Purchase, Advance or Balance Transfer to the appropriate balances for those categories on the later of the transaction date or the first day of the statement period. Billed but unpaid interest on Purchases, Advances and Balance Transfers is added to the appropriate balances for those categories each month on the statement date. Billed but unpaid Advance Transaction Fees are added to the Advance balance of your Account on the date they are charged to your Account. Any billed but unpaid fees on Purchases, credit insurance charges, and other charges are added to the Purchase balance of the Account on the date they are charged to the Account. Billed but unpaid fees on Balance Transfers are added to the Balance Transfer balance of the Account on the date they are charged to the Account. In other words, billed and unpaid interest, fees, and charges will be included in the **ADB** of your Account that accrues interest and will reduce the amount of credit available to you. To the extent credit insurance charges, overlimit fees, Annual Fees, and/or Travel Membership Fees may be applied to your Account, such charges and/or fees are not included in the **ADB** calculation for Purchases until the first day of the billing cycle following the date the credit insurance charges, overlimit fees, Annual Fees and/or Travel Membership Fees (as applicable) are charged to the Account. Prior statement balances subject to an interest-free period that have been paid on or before the payment due date in the current billing cycle are not included in the **ADB** calculation.

2. Payment Information: You must pay us in U.S. Dollars with checks or similar payment instruments drawn on a financial institution located in the United States. We will also accept payment in U.S. Dollars via the Internet or phone or previously established automatic payment transaction. We may, at our option, choose to accept a payment drawn on a foreign financial institution. However, you will be charged and agree to pay any collection fees required in connection with such a transaction. The date you mail a payment is different than the date we receive that payment. The payment date is the day we receive your check or money order at Cardmember Service, P.O. Box 790408, St. Louis, MO 63179-0408 or the day we receive your electronic or phone payment. All payments by check or money order accompanied by a payment coupon and received at this payment address will be credited to your Account on the day of receipt if received by 5:00 p.m. CT on any banking day. Mailed payments that do not include the payment coupon and/or are mailed to a different address will be processed within 5 banking days of receipt and credited to your Account on the day of receipt. In addition, if you mail your payment without a payment coupon or to an incorrect address, it may result in a delayed credit to your Account, additional **INTEREST CHARGES**, fees, and possible suspension of your Account. Internet and telephone payment options are available, and crediting times vary (but generally must be made before 5:00 p.m. CT to 8 p.m. CT depending on what day and how the payment is made). If you are making an internet or telephone payment, please contact Cardmember Service for times specific to your Account and your payment option. Banking days are all calendar days except Saturday, Sunday and federal holidays. Payments due on a Saturday, Sunday or federal holiday and received on those days will be credited on the day of receipt. There is no prepayment penalty if you pay your balance at any time prior to your payment due date.

3. Credit Reporting: We may report information on your Account to Credit Bureaus. Late payments, missed payments or other defaults on your Account may be reflected in your credit report.



May 2021 Statement 04/02/2021 - 05/03/2021
 ACADEMY OF ALAMEDA (CPN 001559617)

Page 2 of 4

Cardmember Service ☎ 1-866-552-8855



Important Messages

Paying Interest: You have a 24 to 30 day interest-free period for Purchases provided you have paid your previous balance in full by the Payment Due Date shown on your monthly Account statement. In order to avoid additional INTEREST CHARGES on Purchases, you must pay your new balance in full by the Payment Due Date shown on the front of your monthly Account statement.

There is no interest-free period for transactions that post to the Account as Advances or Balance Transfers except as provided in any Offer Materials. Those transactions are subject to interest from the date they post to the Account until the date they are paid in full.

Your payment of \$9744.64 will be automatically deducted from your bank account on 05/20/2021. Please refer to your AutoPay Terms and Conditions for further information regarding this account feature.

Speed through checkout with the added security and convenience of PayPal. Go to the Mobile App or manage your account online. Link your card to PayPal today.

We have added Mobile Authentication and Cellular Phone Contact Policy to and made changes to the Arbitration Agreement in your account agreement. Please visit card.myaccountaccess.com/agreementchanges to review. If you have any questions, call the number on the back of your card.

Transactions HUXLEY, MATTHEW P **Credit Limit \$27000**

Post Date	Trans Date	Ref #	Transaction Description	Amount	Notation
Purchases and Other Debits					
04/02	04/01	4698	COVID-19 BY KYLA.COM KYLA.COM CA	\$919.08	_____
04/02	04/01	9938	KYLA.COM KYLA.COM CA	\$520.00	_____
04/05	04/02	6874	ADOBE *800-833-6687 800-833-6687 CA	\$104.93	_____
04/05	04/02	4813	AWL*PEARSON EDUCATION PRSONCS.COM NJ	\$115.24	_____
04/05	04/03	5199	COVID-19 BY KYLA.COM KYLA.COM CA	\$18.92	_____
04/06	04/04	3826	GOOGLE *ADS3095003972 cc@google.com CA	\$500.00	_____
04/07	04/06	7530	SPEEDPRO EAST BAY 510-500-5491 CA	\$181.91	_____
04/08	04/06	3255	PARTY CITY 987 ALAMEDA CA	\$132.71	_____
04/09	04/08	2073	AWL*PEARSON EDUCATION PRSONCS.COM NJ	\$80.00	_____
04/12	04/11	7550	FACEBK CFAXZ27FJ2 650-5434800 CA	\$400.00	_____
04/12	04/09	9447	SUSHI KING ALAMEDA CA	\$195.33	_____
04/12	04/08	4759	MOUNTAIN MIKES PIZZA A ALAMEDA CA	\$525.31	_____
04/12	04/08	6233	SAFEWAY #3281 ALAMEDA CA	\$26.76	_____
04/12	04/08	1222	IN *INTELEXIA USA LLC 800-6743849 CT	\$49.00	_____
04/12	04/09	1561	KYLA.COM KYLA.COM CA	\$95.00	_____
04/14	04/14	3820	Microsoft*Microsoft 36 Redmond WA	\$69.99	_____
04/15	04/14	1782	ZOOM.US 888-799-9666 WWW.ZOOM.US CA	\$258.00	_____
04/19	04/17	3823	FACEBK F35DD4PFJ2 650-5434800 CA	\$139.76	_____
04/22	04/21	7796	PODS #50 888-7767637 CA	\$217.43	_____
04/26	04/23	5145	KYLA.COM KYLA.COM CA	\$95.00	_____
04/27	04/26	7534	GOOGLE *ADS3095003972 cc@google.com CA	\$500.00	_____
04/29	04/28	4883	KUDOBOARD HTTPSWWW.KUDO CO	\$189.00	_____
04/29	04/28	9667	AWL*PEARSON EDUCATION PRSONCS.COM NJ	\$173.95	_____
04/30	04/29	9776	BambooHR HRIS 866-3879595 UT	\$99.00	_____

Continued on Next Page



May 2021 Statement 04/02/2021 - 05/03/2021
 ACADEMY OF ALAMEDA (CPN 001559617)

Page 3 of 4

Cardmember Service ☎ 1-866-552-8855

Transactions		HUXLEY, MATTHEW P			Credit Limit	\$27000
Post Date	Trans Date	Ref #	Transaction Description	Amount	Notation	
05/03	05/01	7842	COVID-19 BY KYLA.COM KYLA.COM CA	\$939.06	_____	
05/03	05/01	6412	KYLA.COM KYLA.COM CA	\$520.00	_____	
05/03	05/02	4799	ADOBE *800-833-6687 800-833-6687 CA	\$104.93	_____	
05/03	04/30	2939	AWL*PEARSON EDUCATION PRSONCS.COM NJ	\$100.75	_____	
Total for Account				\$7,271.06		

Transactions		HOTTINGER, SUMMER			Credit Limit	\$7500
Post Date	Trans Date	Ref #	Transaction Description	Amount	Notation	
Purchases and Other Debits						
04/02	04/01	7583	GOOGLE *SVCSaoaschools g.co/HelpPay# CA	\$25.70	_____	
04/09	04/08	6389	Audible*T23AB5HU3 Amzn.com/bill NJ	\$14.95	_____	
04/12	04/10	5230	EIG*BLUEHOST.COM 888-4014678 UT	\$17.99	_____	
05/03	05/02	8021	GOOGLE *SVCSaoaschools g.co/HelpPay# CA	\$5.70	_____	
Total for Account				\$64.34		

Transactions		THORMAN, MIRANDA			Credit Limit	\$7500
Post Date	Trans Date	Ref #	Transaction Description	Amount	Notation	
Purchases and Other Debits						
04/05	04/01	3121	DOMINO'S 7920 ALAMEDA CA	\$103.63	_____	
04/08	04/06	8928	WOODWORKS, LTD 817-581-5200 TX	\$160.00	_____	
04/08	04/07	3690	THERAPRO 508-872-9494 MA	\$14.49	_____	
04/12	04/08	0148	OFFICEMAX/DEPOT 6602 ALAMEDA CA	\$481.60	_____	
04/12	04/10	7427	SAFE LOCKDOWNS LLC 404-772-3685 WY	\$1,338.05	_____	
04/12	04/09	0025	NATIONAL SCHOOL FORMS 845-278-9100 NY	\$60.95	_____	
04/12	04/09	0033	NATIONAL SCHOOL FORMS 845-278-9100 NY	\$190.08	_____	
04/19	04/16	4740	TARGET 00028290 ALAMEDA CA	\$36.44	_____	
Total for Account				\$2,385.24		

Transactions		DEARMEY, LEAH R			Credit Limit	\$5000
Post Date	Trans Date	Ref #	Transaction Description	Amount	Notation	
Purchases and Other Debits						
04/02	04/01	1796	FLUENCY AND FITNESS WWW.FLUENCYAN FL	\$12.00	_____	
05/03	05/01	7471	FLUENCY AND FITNESS WWW.FLUENCYAN FL	\$12.00	_____	
Total for Account 4798 5100 6725 3647				\$24.00		

Continued on Next Page



May 2021 Statement 04/02/2021 - 05/03/2021
 ACADEMY OF ALAMEDA (CPN 001559617)

Page 4 of 4

Cardmember Service ☎ 1-866-552-8855



Transactions BILLING ACCOUNT ACTIVITY

Post Date	Trans Date	Ref #	Transaction Description	Amount	Notation
Payments and Other Credits					
04/20	04/20	MTC	PAYMENT THANK YOU	\$11,229.66	CR
Total for Account				\$11,229.66	CR

2021 Totals Year-to-Date	
Total Fees Charged in 2021	\$45.05
Total Interest Charged in 2021	\$0.00

Interest Charge Calculation

Your Annual Percentage Rate (APR) is the annual interest rate on your account.

**APR for current and future transactions.

Balance Type	Balance By Type	Balance Subject to Interest Rate	Variable	Interest Charge	Annual Percentage Rate	Expires with Statement
**BALANCE TRANSFER	\$0.00	\$0.00	YES	\$0.00	13.99%	
**PURCHASES	\$9,744.64	\$0.00	YES	\$0.00	13.99%	
**ADVANCES	\$0.00	\$0.00	YES	\$0.00	23.99%	

Contact Us

Phone Voice: 1-866-552-8855 TDD: 1-888-352-6455 Fax: 1-866-807-9053	Questions Cardmember Service P.O. Box 6353 Fargo, ND 58125-6353	Mail payment coupon with a check Cardmember Service P.O. Box 790408 St. Louis, MO 63179-0408	Online myaccountaccess.com
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End of Statement

Cover Sheet

Approval of Koya Partners Contract

Section:	II. Consent Agenda
Item:	C. Approval of Koya Partners Contract
Purpose:	FYI
Submitted by:	
Related Material:	_Koya Agreement (1).pdf



May 19, 2021

David Forbes
President, Board of Directors
Academy of Alameda
401 Pacific Ave
Alameda, CA 94501

Dear Mr. Forbes,

We are delighted that Academy of Alameda ("Client") has engaged Koya Leadership Partners LLC (the "Firm"), a Diversified Search Group company, on an exclusive basis to provide executive search services. This engagement letter ("Agreement") sets forth the terms pursuant to which the Firm will perform said services on behalf of your organization.

Scope of Services and Time Period

The Firm will screen, interview, and present qualified candidates to Client to fill the role of Executive Director (the "Position"). The term of this Agreement (the "Term") shall commence on execution of the engagement and will continue for the later of the duration of the search or an initial period of twelve (12) months. The parties will have the ability to extend if mutually agreed, except as otherwise terminated herein.

Retainer, Search Fees, and Expenses

The Firm works on a nonrefundable retainer (the "Retainer") arrangement per engagement, which is equal to 33 1/3 % of the total compensation for the Position (including base salary, estimated bonus, signing bonus, and any other deferred extra compensation anticipated) during the first twelve (12) months of the selected candidate's employment. The Firm expressly excludes from this calculation any fees or payments related to the candidate's relocation, or housing allowance, or other incentive reimbursements. For purposes of this search engagement, the Retainer will be 33 1/3 % of \$180,000, for a fee of \$60,000. The Retainer will be invoiced in three (3) installments of \$20,000: the first due on execution of the engagement; the second will be invoiced on August 1, 2021; and the third will be invoiced on September 1, 2021. Invoices are due upon receipt.

Upon completion of the search engagement, the Firm will reconcile the Retainer with the actual first year compensation and will send a final invoice should the actual search fees due for the search (based on the calculations above) exceed the basis of the Retainer.

During the course of this Agreement, the Firm is also reimbursed for direct and indirect expenses. Direct expenses ("Reimbursable Expenses") are costs associated with the candidate development, interview and overall selection process. Examples include, but are not limited to, candidate travel, consultant travel, and project-specific advertising and mailing costs. Direct expenses are invoiced as incurred on a monthly basis.

Indirect expenses cover a portion of aggregated costs that provide essential engagement support such as system database management, third-party technology licenses and data analytics costs. Indirect expenses are 10 % of the total Retainer fee billed over the first two (2) installment invoices. Indirect expenses are fixed and will not be adjusted upward even in the event there is an increase in the benchmarked first year compensation.

A charge of 1.5 % per month is imposed on any portion of an invoice outstanding for more than ninety (90) days after the billing date. Firm reserves the right to put on hold, or cease providing, services in the event payment is not remitted promptly.

If during the Term of this Agreement Client chooses to discontinue consulting services for any reason, Client will forfeit the first installment of the Retainer; pay a pro rata portion of the remaining Retainer billing cycle based upon the time





elapsed prior to the Firm's receipt of your notice of cancellation; and any Reimbursable Expenses incurred prior to our receipt of such notice of cancellation. Any notice of cancellation must be in writing. If Client decides to postpone a search after it has commenced, upon resumption of the search, a new fee arrangement may need to be mutually agreed. If a search remains on hold for more than three (3) months, the search will be considered cancelled unless otherwise agreed in an addendum between the Firm and Client.

In the event of a substantive change to the qualifications required to fill the Position such that, in Firm's professional judgment, a new profile is required, a new agreement for services shall be mutually agreed and additional fees may apply.

Off Limits

The Firm will not recruit, nor cause to be recruited, the placement hired into the Position for a period of one (1) year from the completion of the search engagement.

Additional Hires

If more than one (1) person is hired through this search effort (an "Additional Hire"), a professional fee of 25 % of the additional candidate's actual total first year compensation will be payable for each additional individual hired upon receipt of the invoice. Any candidate presented, interviewed, or identified by Firm in connection with this search who is hired by Client, or any affiliate thereof, for any position within twelve (12) months after the termination of this Agreement or completion of the search engagement shall be deemed to have been hired through this search effort. Any Additional Hire shall be excluded from search Replacement Guarantee referenced below.

Replacement Guarantee

If a placed candidate hired through this search engagement leaves the Position for which a Retainer was paid within twelve (12) months of their start date, the Firm will reinitiate a search for the same Position as the original placement, under the following circumstances: (i) the placement's departure is for cause or the result of their inability to carry out the Position's responsibilities (expressly excluding death, disability, change of control resulting from asset or equity purchase, merger, consolidation, company relocation, or a commercially significant change in the responsibilities of the Position); or (ii) the placement resigns (for reasons that do not include a material change in the job requirements including an unanticipated relocation, responsibilities or authority of the Position are significantly different than represented at the time of hiring, or a resignation due to the discovery of an immoral, illegal, or inappropriate business practice on behalf of Client). Client is entitled to one (1) replacement search and said replacement search must be requested in writing within thirty (30) days after candidate's departure. The replacement search must be initiated within ninety (90) days of Client's notice to Firm, will have a duration of six (6) months, no additional fee other than Reimbursable Expenses shall apply, and will require Client and Firm to sign an addendum.

Confidentiality

During the Term of this Agreement, Client and Firm will provide each other with various information on potential candidates and additional Client related topics. This information is gained in confidence and therefore should be regarded as highly sensitive, proprietary, and confidential. Accordingly, it is understood and agreed that dissemination of this information shall be limited to employees and stakeholders of Client and Firm who are directly connected with this specific search, or whom a reasonable person would agree have a need to know.

This section shall not apply to any information which (i) is or becomes publicly available through no fault of the receiving party; (ii) is already in the receiving party's possession without restriction on disclosure when disclosed by the disclosing party; (iii) is independently developed by the receiving party without use of confidential information; or (iv) is rightfully obtained from third parties without restriction on disclosure.

Indemnification

The Firm hereby agrees to indemnify and hold harmless Client, its owners, employees, officers, directors, shareholders, affiliates, and agents from and against all actions, damages, and direct expenses arising out of: (i) any negligent act by the



Firm in the performance of the services provided under this Agreement; (ii) any breach of any covenant contained in this Agreement, including any violation of the confidentiality obligations stated within; and (iii) any claims by candidates arising from any negligent act or omission by the Firm in the performance of the services provided under this Agreement; provided the amount of damages shall not exceed the amount of the Retainer paid by Client. This indemnification shall remain in effect for a period of one (1) year from the start date of this Agreement and shall survive the earlier expiration or termination of this Agreement by either party.

Limitation of Liability

The Firm's liability in any and all categories and for any and all causes related to the screening, interviewing and placement of the candidate covered by this Agreement, and any and all causes arising under this Agreement, whether based in contract, tort, negligence, strict liability or otherwise, shall in the aggregate, not exceed the actual fees paid by Client to Firm over the Term of this Agreement. In no event will either party be liable for remote, incidental, consequential, punitive, indirect, or special damages, whether or not foreseeable, including without limitation, interruption or loss of business, profit or goodwill. As a condition for recovery of any liability, the Client must assert any claim against Firm within three (3) months after discovery or twelve (12) months after the effective date of the expiration or termination of the Agreement under which the liability arises, whichever is earlier. Any protection against liability for losses or damages afforded any individual or entity by these terms shall apply whether the action in which recovery of damages sought is based on contract, tort (including sole, concurrent, or other negligence and strict liability of any protected individual or entity) statute or on any other theory. To the extent permitted by law, any statutory remedies which are inconsistent with these terms are waived.

Data Privacy

During this Agreement, the Firm may provide the Client with personally identifiable information ("Personal Information") related to candidates or participants in assessments provided as part of the search engagement and/or persons who provide any view or opinion regarding the qualities or abilities of any candidate or participant, for any purpose. Firm takes data privacy seriously and is committed to protecting the confidentiality of Personal Information consistent with applicable data privacy laws. The Personal Information the Firm provides to the Client is provided only for the use by the Client in this engagement and may not be shared by the Client with any other person or entity. The Client agrees to use the Personal Information only for this engagement, to protect the confidentiality and security of Personal Information consistent with the requirements of this Agreement and applicable law relating to data protection and to destroy all such Personal Information immediately following termination of this engagement, or sooner if requested to do so by Firm in writing.

Personal Data

During the course of the search engagement the Firm and Client will access, collect, use, disclose, store, or otherwise process any data that relates to an identified or identifiable natural person ("Personal Data"):

(i) Each party will comply with all data protection and privacy laws, rules, regulations, and regulatory guidance, guidelines, and requirements ("Data Protection Laws") applicable to that party in exercising its rights or fulfilling its obligations under this Agreement. If the services require Firm to process the personal data of European Union or United Kingdom residents, the Firm will notify Client and the parties will work together in good faith to execute a Data Processing Addendum covering such processing.

(ii) Each party represents that it owns, and/or has obtained all necessary rights and consents to, Personal Data it discloses to the other party and provided any notices (or confirmed that such notices were provided) to data subjects as required by Data Protection Laws. Firm will obtain any required consents and provide all necessary notices to data subjects as required by Data Protection Laws.

(iii) The Firm will only collect, disclose, and store Personal Data to perform the search services. Wherever possible, the Firm shall anonymize, aggregate, de-identify, and/or compile on a generic basis so that it does not contain Personal Data.



(iv) If the Firm becomes aware of a breach of security leading to the accidental or unlawful destruction, loss, alteration, unauthorized disclosure of, or access to, Personal Data (“Personal Data Breach”), the Firm will: (i) notify Client without undue delay after becoming aware of the Personal Data Breach; (ii) investigate and provide detailed information about the Personal Data Breach; (iii) take reasonable steps to mitigate the effects of, and to minimize any damage resulting from, the Personal Data Breach; and (iv) make reasonable efforts to assist in fulfilling obligations under Data Protection Laws to notify the relevant regulatory or supervisory authority and data subjects related to the Personal Data Breach.

Announcements

Upon search completion, if Client issues or causes to be issued any press release or other public announcement with respect to this Agreement, or the placement of a candidate pursuant to this Agreement, Client will consider including in such press release or other public announcement a reference to the Firm as the search firm placing the candidate. Unless you notify us otherwise, in writing, the Firm shall be permitted to include this search in our public relations and marketing (including Firm’s website, postings intended to solicit candidates for the Position, social media, collateral marketing materials, and future client proposals).

Commitment to Quality

Following the completion of our work together, Client will be asked to participate in a confidential quality survey. Client feedback is very important to us as we seek to enhance the quality of our services. Comments will also be incorporated into the quarterly review of all members of the team assembled to work on this engagement. We appreciate you taking the time to provide us with feedback.

We are delighted to have the opportunity to partner with you on this important search.

Agreed to and Accepted by:

DIVERSIFIED SEARCH GROUP

ACADEMY OF ALAMEDA

By: 

By:

Name: Steve Morreale
Title: Chief Operating Officer

Name: David Forbes
Title: President, Board of Directors

Date: May 19, 2021

Date:

Engagement Invoices shall be sent to:

Name: David Forbes
Title: President, Board of Directors
Telephone: 510-759-4676
Email address: dforbes@aoaschools.org

In our search engagements with clients, Diversified Search Group adheres to the guidelines of an equal opportunity employer, which means we are committed to providing equal employment opportunity to all employees and applicants for employment without regard to race, religion, creed, color, national origin, gender, age, disability, or any other classification or status protected by federal, state, or local law. This policy of equal opportunity covers all aspects of the employment relationship, including recruitment, hiring, transfers, promotions, training, terminations, working conditions, compensation, and benefits.

Cover Sheet

AoA School Uniform Presentation

Section:	III. Board Communications
Item:	B. AoA School Uniform Presentation
Purpose:	FYI
Submitted by:	
Related Material:	AoA Uniform Policy Information.pdf

AoA Uniform Policy Information



Uniform Policy Context

- 2019-2020 Middle School uniform policy had many options, making enforcement complicated and contentious
- Equity questions
 - Students missing class time for uniform violations
 - Primarily students of color sent out of class for uniform violations
- Restorative Justice Team and School Culture Leadership Team raised concerns
- AoA Board requested more feedback from community members (Spring 2020)

Staff Survey (K-8)

What does staff like about uniforms?

- Sense of identity/unity
- Easier for students to get dressed
- Equity - less judgement about clothing

What does staff not like about uniforms?

- Policing students (does not match values of AoA)
- Less freedom and individuality
- Not all students have access to clean uniforms every day
- Hard to consistently enforce
- Dress code enforcement unfairly penalizing girls and students of color

Student Survey (6-8)

What do students like about uniforms?

- Practical and easy in the morning
- Don't have to think about what to wear
- School unity

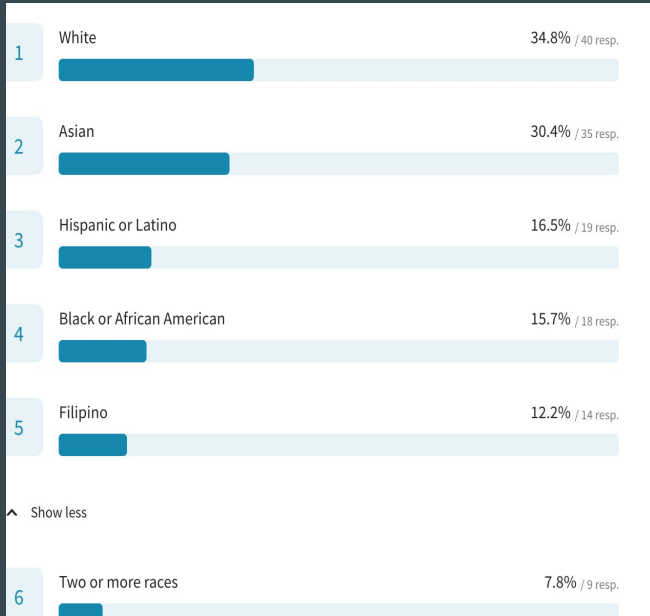
What do students not like about uniforms?

- Majority do not like uniforms
- Less comfortable - especially the pants
- You can't express yourself
- You have to buy extra clothes

Parent/Guardian Survey Demographics

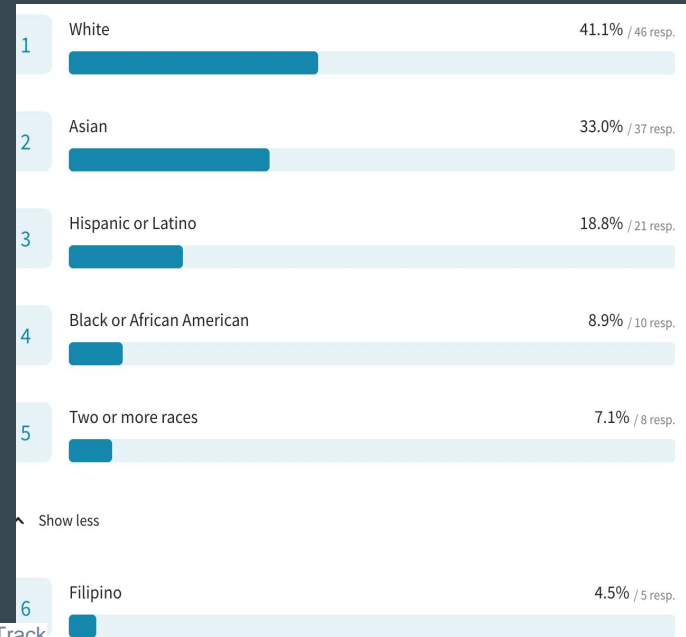
Elementary School

- 115 people responded
- Qualify for F&R Lunch: 32.2%
- Do not qualify for F&R Lunch : 67.8%



Middle School

- 112 people responded
- Qualify for F&R Lunch: 30%
- Do not qualify for F&R Lunch: 70%



Parent/Guardian Feedback (K-8)

What do parents/guardians like?

- Many like the policy but did not give reasons
- School unity and structure
- Easier to get dressed in the morning

What do parents/guardians not like?

- Lack of self-expression
- Cost and burden of having to buy something extra
- Lack of comfort, especially khaki pants
- Harder to get dressed in morning if child doesn't like uniform
- If continues would like more clarity

Suggestions about Uniforms

Staff

- Simplify uniforms (shirts only)
- Since return to school there have not been any problems with students not wearing uniforms
- Guided by non-gendered/racialized dress code policy (model policy from *N.O.W.)
- Promote unity and school spirit with AoA t-shirt days and incentives

*[NOW document link](#)

Students

- Any pants and AoA (or certain color shirt)
- More comfortable pants options
- Any sweatshirt that is appropriate (instead of school sweatshirt)

Parents/Guardians

- More free dress days (every Friday)
- More colors
- Allow any bottoms/pants

Next Steps

- Hear input from AoA Board
- Work with School Culture Leadership Team (Middle School) and coordinate with Elementary School to finalize policy for next year
- Does this process work for the Board? What level of oversight does the Board want around the uniform policy?

Cover Sheet

Elementary and Middle School Summer Enrichment Programs

Section: III. Board Communications
Item: C. Elementary and Middle School Summer Enrichment Programs
Purpose: FYI
Submitted by:
Related Material: Summer Enrichment Program - Presentation Board 5.20.21 (1).pdf



Elementary and Middle School Summer Enrichment Program 2020/21

Presentation to AoA Board of Directors - 5.20.21

The Academy of Alameda
Public Schools

A Summer Enrichment Program Goals

1. Connect students to each other and caring adults
2. Provide fun, academic enrichment learning opportunities and social emotional learning experiences for students
3. Induct new students successfully into The Academy of Alameda
4. Provide families with a no/low cost option for a full-day summer enrichment program

Elementary School Summer Enrichment Program Overview

Dates: June 28 through July 23 (4 weeks)

Hours: 9am to 4pm

Program:

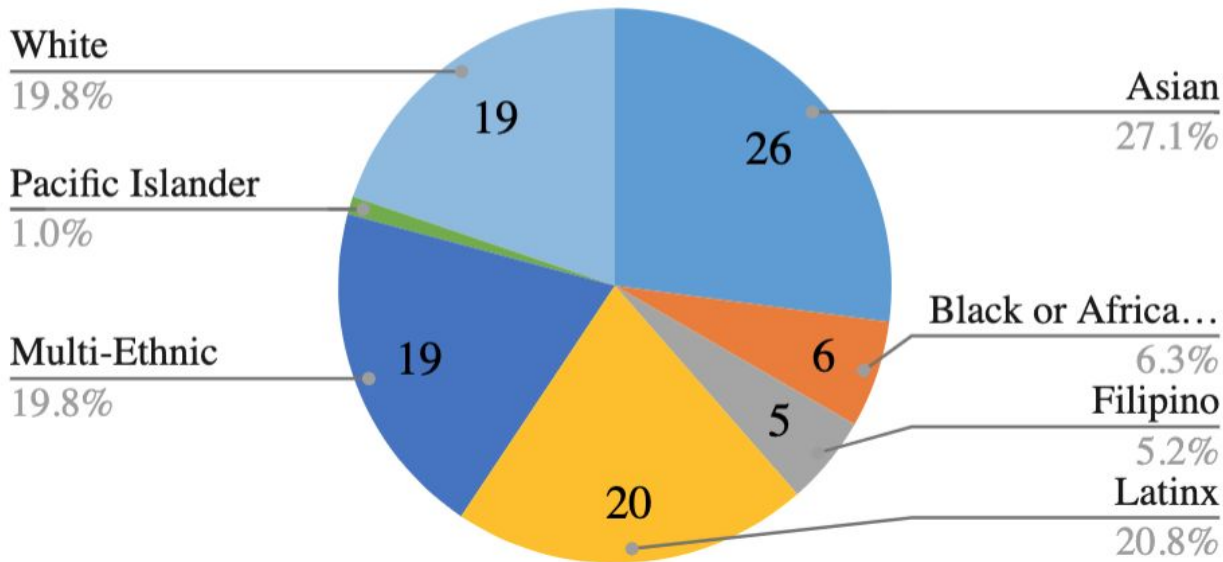
- ❖ A mixture of SEL learning opportunities, STEM, sports, art, theater, reading group class options. Students have a degree of choice in selecting their learning classes.
- ❖ Before and after-school care provided if needed

Number of Students	% of Students Who Qualify for Free and Reduced Lunch	% of Students Full Day
105	39%	100%



ES Summer Program Demographics '21

As of 5/14/21



Program Cost/Funding Source/s

Program Funding Source: No fees charged, program is funded using Expanded Learning Opportunity Grant Funds from the state

Approximate Cost: \$35,000 to \$40,000

Dates: June 28 through July 23 (4 weeks)

Hours: 9am to 4pm

Grades Served: Incoming 6th graders, 7th graders, 8th graders, graduating 8th graders

Program:

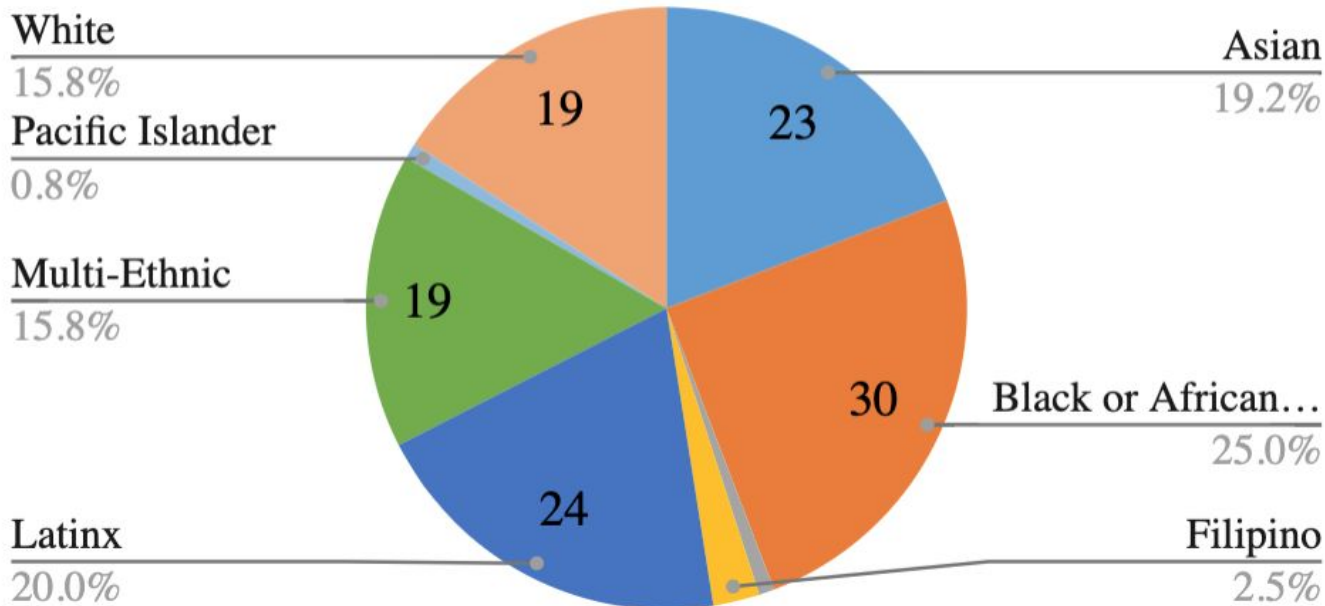
- ❖ EDMO - 9am to 12pm, AoA program from 12:30 to 4pm
- ❖ A mixture of SEL learning opportunities, STEM, sports, art, theater, reading group class options. Students have a degree of choice in selecting their learning classes.
- ❖ Before and after-school care provided if needed

Number of Students	% of Students Who Qualify for Free and Reduced Lunch	% of Students Part Day	% of Students Full Day
125	33.6%	22.4%	76.6%



2021 Summer Program Ethnicity/Race

As of 5/14/21



The Academy of Alameda
Public Schools

Program Cost/Funding Source/s

Program Funding Source: No fees charged, program is funded using Expanded Learning Opportunity Grant Funds from the state and Middle School ASES Grant

Approximate Cost: \$140 to \$145,000

Cover Sheet

Draft 2021/22 Elementary and Middle School Budgets

Section: IV. Financial Update
Item: A. Draft 2021/22 Elementary and Middle School Budgets
Purpose: Discuss
Submitted by:
Related Material: 21-05-20 Financial Update.pdf



Financial Update

Presented by Stacie Ivery

May 20, 2021

Agenda

- Key Assumptions
- Enrollment
- One-time Revenue
- Budget Draft 1
- Next Steps: LCAP & Final Budget

Key Budget Assumptions

*****ORAL UPDATE*****

This slide will be presented verbally at the board meeting

The Director of Finance will be presenting information learned from the May Revise between Tuesday & Thursday of that week.

Slides will be present during the oral presentation

Goal: provide Board members with relevant budget information from the May Revise and prior to the June board meeting

K-5 Enrollment for 21-22

Grade Level	Budgeted Enrollment	Potential Enrollment	Confirmed Enrollment	Waitlist
K	48	48	46	12
1st	48	53	51	22
2nd	48	52	49	12
3rd	48	52	52	21
4th	52	55	55	16
5th	52	55	55	17

Middle School Enrollment for 21-22

Grade Level	Budgeted Enrollment	Potential Enrollment	Confirmed Enrollment	Waitlist
6	140	129	111	0
7	140	141	137	0
8	140	143	141	5

Next Steps for Enrollment

- ❖ Continue to focus on enrolling 6th and 7th graders especially
 - Social Media
 - Families and Staff
- ❖ Budget for 400 and 420 students
 - We'll have a better indication of enrollment in 1 month
- ❖ Present enrollment report and proposed actions to Finance Committee at next meeting, June 10
- ❖ Continue to keep Finance Committee and Board updated

Key 21-22 Assumptions - Revenue

- Enrollment
 - Middle School Enrollment at 420 (**399.0 ADA**)
 - Elementary School Enrollment at 296 (**281.2 ADA**)
- Enrollment by In-District & Out of District (affects Parcel Tax)
 - In-District Middle School – **69%**
 - In-District Elementary School – **62%**
- After School Revenue
 - Middle School – \$55.4K (no revenue for Summer 2021)
 - Elementary School - \$156.3K (no revenue for Summer 2021)
- Expending ELO & IPI (MS Only) & *ESSER II
 - Middle School – \$283K (ELO), \$132.4K (IPI) → IPI will be less due to a late start
 - Elementary School - \$180K (ELO), \$0 (IPI) → did not offer in-person for grades 3-5

Key Out-Year Assumptions - Expenses

- Staffing
 - **based on programs identified in the LCAP*
- Current salary schedule & ranges
 - Additional step for step & column employees
 - 2.5% increase for range employees
- Same benefits structure with a 7% increase
- STRS: 21-22 (15.92%) & 22-23 (18.4%)
- 4000 & 5000 based on programs identified in the LCAP and purchases necessary to return to full in-person instruction, as identified by the CDC and local health agencies

K-8 Budget Draft

The Academy of Alameda		Preliminary Budget May 2021		
		2021/22	2021/22	2021/22
		Current Forecast - Middle	Current Forecast - Elem	Current Forecast K-8
SUMMARY				
Revenue				
	General Block Grant	3,691,181	2,674,519	6,365,700
	Federal Revenue	448,021	262,532	710,553
	Other State Revenues	871,244	420,261	1,291,505
	Local Revenues	422,183	432,109	854,292
	Fundraising and Grants	39,000	25,000	64,000
	Total Revenue	5,471,629	3,814,420	9,286,050
Expenses				
	Compensation and Benefits	4,135,244	2,909,831	7,045,076
	Books and Supplies	471,800	345,040	816,840
	Services and Other Operating Expenditures	957,480	601,898	1,559,378
	Depreciation	-	5,858	5,858
	Total Expenses	5,564,524	3,862,627	9,427,151
	Operating Income	(92,895)	(48,207)	(141,102)

One Time Funding



Spending Recommendation

- Spread the one-time funds over multiple (4-5 fiscal years) since many of the recommended uses of the funds are programmatic and not one-time expenditures in nature
- Allows for programs to continue over multiple years
- Leverage the reserve and other unrestricted funding, if necessary, to ensure that AoA does not expend more than \$750K of federal funding in one fiscal year

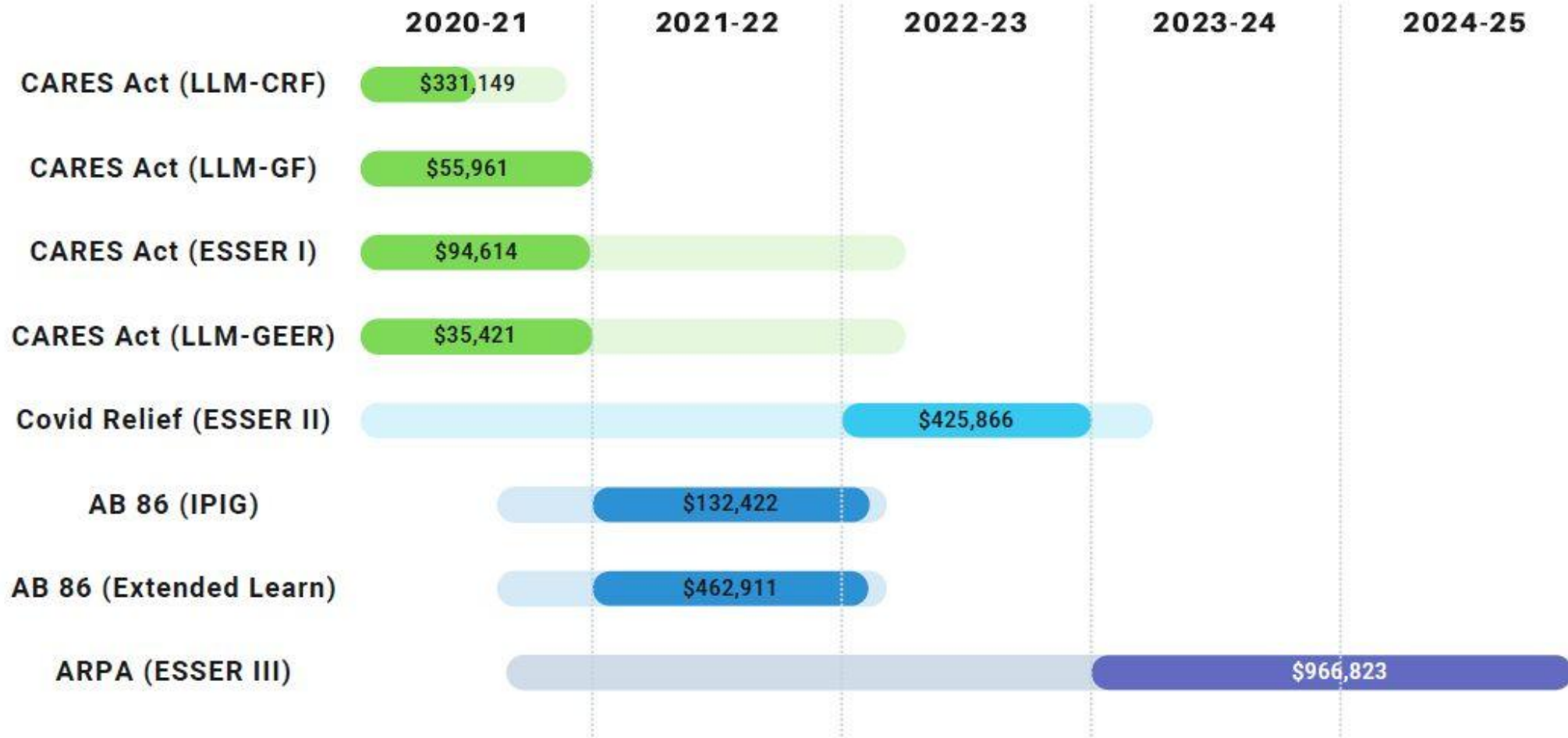
Single Audit

- The government passed the Single Audit Act of 1984, amended in 1996, to ensure that organizations receiving federal grants use the funds in compliance with the federal government's requirements.
- Triggered when an organization **expends** more than \$750,000 of federal dollars in a single fiscal year.
- This audit is in addition to the regular independent audit and requires a higher level of testing.
- This audit is an additional cost to the organization.

Recommended Spending Timeline

One-Time Funding 2020-2025

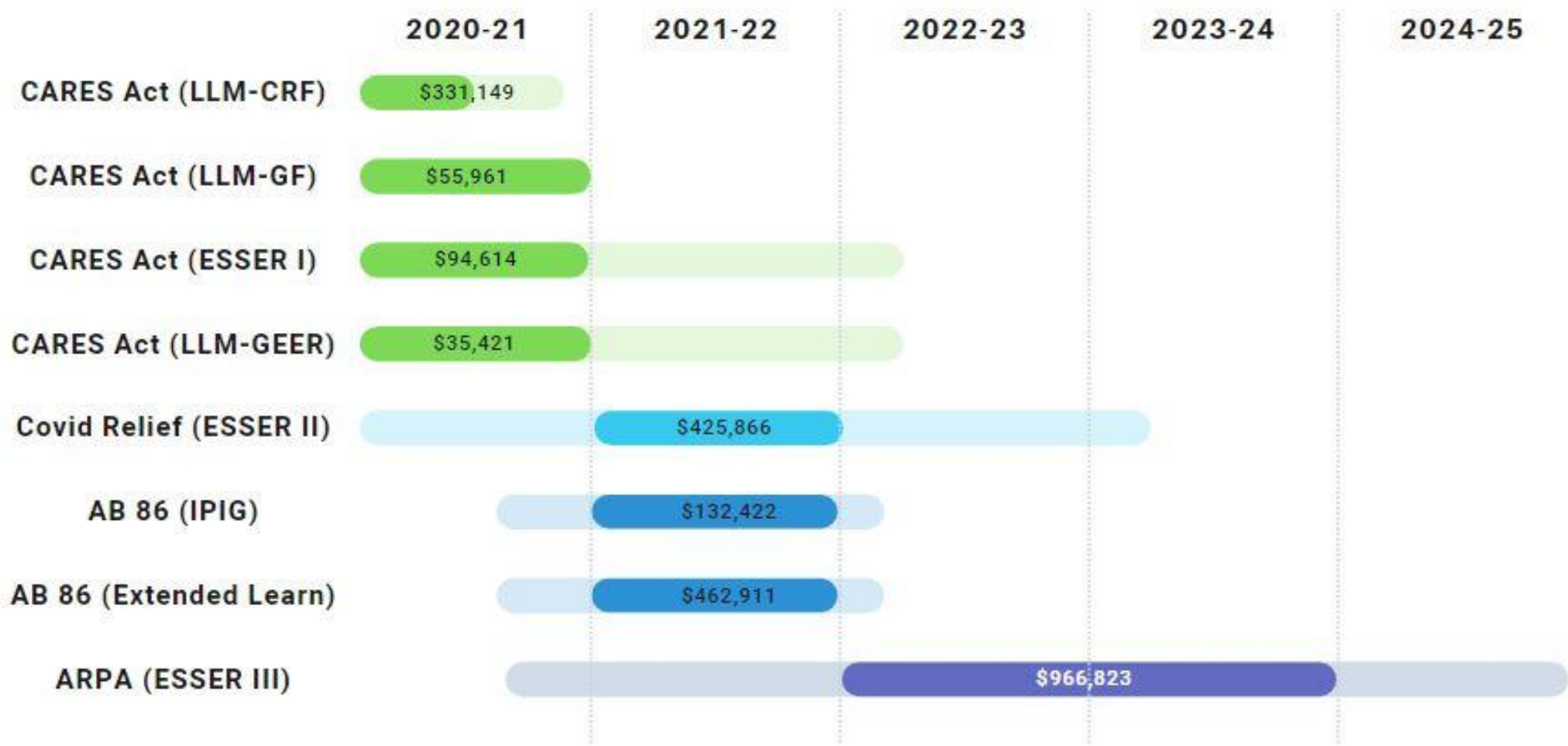
Targeted Spending Plan Timeline & Amounts (K-8)



Current Revenue in Budget

One-Time Funding 2020-2025

Targeted Spending Plan Timeline & Amounts (K-8)



Next Steps



Final Budget & LCAP

- The final LCAP presented in June will indicate current metrics for student achievement, student culture, and the organization
- Based on the baseline for each metric and the desired outcome, leadership will be presenting a 3 year plan (the LCAP) that will make demonstrated progress towards these goals
- Once the plan is finalized, dollars will be allocated to the goal and presented in the final budget
- While many of the programs identified in the LCAP would be allowable expenses for one-time funds, the final budget presented in June will reflect the organization's best interest when expending unrestricted and restricted funds

The Academy of Alameda

**Preliminary Budget
May 2021**

2021/22	2021/22
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Current Forecast - Middle	Current Forecast - Elem
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SUMMARY**Revenue**

General Block Grant	3,691,181	2,674,519
Federal Revenue	448,021	262,532
Other State Revenues	871,244	420,261
Local Revenues	422,183	432,109
Fundraising and Grants	39,000	25,000
Total Revenue	5,471,629	3,814,420

Expenses

Compensation and Benefits	4,135,244	2,909,831
Books and Supplies	471,800	345,040
Services and Other Operating Expenditures	957,480	601,898
Depreciation	-	5,858
Total Expenses	5,564,524	3,862,627

Operating Income	(92,895)	(48,207)
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Performance Bonuses	29,300	15,700
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The Academy of Alameda

Preliminary Budget May 2021		
	2021/22	2021/22
	Current Forecast - Middle	Current Forecast - Elem
Detail		
Enrollment Breakdown		
K	-	48
1	-	48
2	-	48
3	-	48
4	-	52
5	-	52
6	140	-
7	140	-
8	140	-
Enrollment Summary		
K-3	-	192
4-6	140	104
7-8	280	-
Total Enrolled	420	296
ADA %		
Average	95%	95%
ADA		
K-3	0.0	182.4
4-6	133.0	98.8
7-8	266.0	0.0
Total ADA	399.0	281.2
Demographic Information		
Prior Year		
ADA (P-2)	455	284
CALPADS Enrollment (for unduplicated % calc)	439	303
# Unduplicated (CALPADS)	266	171
# Free & Reduced Lunch (CALPADS)	250	160
# ELL (CALPADS)	66	56
Current Year		
CALPADS Enrollment (for unduplicated % calc)	420	296
# Unduplicated (CALPADS)	263	163
# Free & Reduced Lunch (CALPADS)	247	152
# ELL (CALPADS)	65	53
New Students	-	-

The Academy of Alameda

		Preliminary Budget May 2021	
		2021/22	2021/22
		Current Forecast - Middle	Current Forecast - Elem
LCFF Entitlement			
8011	Charter Schools LCFF - State Aid	1,895,868	1,751,629
8012	Education Protection Account Entitlement	401,036	56,240
8096	Charter Schools in Lieu of Property Taxes	1,394,277	866,650
SUBTOTAL - LCFF Entitlement		3,691,181	2,674,519
8100 Federal Revenue			
8181	Special Education - Entitlement	55,119	34,487
8182	Special Education Reimbursement	4,692	3,307
8291	Title I	83,542	46,965
8292	Title II	14,620	8,455
8293	Title III	7,436	6,063
8294	Title IV	10,000	10,000
0000	ESSER I	-	-
0000	ESSER II	272,611	153,255
0000	ESSER III	-	-
0000	LLM (CRF)	-	-
0000	LLM (GEER I)	-	-
SUBTOTAL - Federal Income		448,021	262,532
8300 Other State Revenues			
8381	Special Education - Entitlement (State)	228,365	161,244
8382	Special Education Reimbursement (State)	25,991	18,317
8550	Mandated Cost Reimbursement	7,665	4,796
8560	State Lottery Revenue	79,401	55,959
8594	ASES	114,414	-
0000	ELO	282,966	179,945
0000	IPI	132,442	-
0000	LLM (7420)	-	-
SUBTOTAL - Other State Income		871,244	420,261
8600 Other Local Revenue			
8632	Sale of Publications	3,500	3,500
8636	Uniforms	-	-
8639	All Other Sales	600	400
8660	Interest	12,000	-
8676	After School Program Revenue	55,440	156,288
8677	After School Program - Field Trips	-	-
8682	Summer School Program	-	-
8690	Other Local Revenue	500	500
8693	Field Trips	-	-
8699	All Other Local Revenue	600	400
8701	Band Program	4,000	-
8702	Measure B1 Parcel Tax	92,979	72,927
8703	Measure A (2020) Parcel Tax	252,564	198,094
8704	Sports	-	-
SUBTOTAL - Local Revenues		422,183	432,109
8800 Donations/Fundraising			
8801	Donations - Parents	-	-
8802	Donations - Private	3,000	1,000
8803	Fundraising	36,000	24,000
SUBTOTAL - Fundraising and Grants		39,000	25,000
TOTAL REVENUE		5,471,629	3,814,420

5/11/2021

The Academy of Alameda

		Preliminary Budget May 2021	
		2021/22	2021/22
		Current Forecast - Middle	Current Forecast - Elem
EXPENSES			
Compensation & Benefits			
1000	Certificated Salaries		
1100	Teachers Salaries	1,395,014	841,419
1101	Teacher - Stipends	7,200	3,200
1103	Teacher - Substitute Pay	1,750	1,750
1148	Teacher - Special Ed	184,587	70,456
1150	Teacher - Leadership/Mentoring Stipend:	16,500	9,000
1160	Teacher - Performance Bonuses:	10,000	5,000
1180	Teacher - Per Diem Work	13,550	9,550
1201	Certificated Pupil Support Salaries - School Psych	122,072	81,843
1202	Certificated Pupil Support Salaries - Counselo	69,188	-
1203	Certificated Pupil Support Salaries - Mental Health	-	-
1300	Certificated Supervisor & Administrator Salaries:	294,157	226,465
1950	Other Cert - Instructional Coaches	139,487	143,716
SUBTOTAL - Certificated Employees		2,253,505	1,392,399
2000	Classified Salaries		
2100	Classified Instructional Aide Salaries:	200,292	179,037
2101	Classified - Elective Staff	-	43,189
2201	Classified Support Salaries - Restorative Justice C	51,660	-
2202	Classified Support Salaries - School Culture Coord	-	55,350
2300	Classified Supervisor & Administrator Salaries:	236,952	99,218
2311	Classified Admin - After School Coordinato	37,440	24,960
2400	Classified Clerical & Office Salaries:	290,351	185,036
2600	Classified Bonuses & Extra Pay	5,000	5,000
2904	Other Classified - Security/yard duty	-	-
2905	Other Classified - After Schoo	166,940	181,043
2940	Other Classified - Summer Schoo	-	39,597
SUBTOTAL - Classified Employees		988,635	812,431
3000	Employee Benefits		
3100	STRS	386,189	235,159
3200	PERS	-	-
3300	OASDI-Medicare-Alternative	98,071	77,508
3400	Health & Welfare Benefits	340,800	340,800
3500	Unemployment Insurance	18,515	15,263
3600	Workers Comp Insurance	37,285	25,356
3700	Retiree Benefits	-	-
3800	PERS Reduction	-	-
3900	Other Employee Benefits	12,245	10,915
SUBTOTAL - Employee Benefits		893,104	705,001

The Academy of Alameda

		Preliminary Budget May 2021	
		2021/22	2021/22
		Current Forecast - Middle	Current Forecast - Elem
4000	Books & Supplies		
4200	Books & Other Reference Material:	63,000	44,400
4201	Books & Other Reference Materials - Custom	-	-
4315	Custodial Supplies	21,000	14,000
4320	Educational Software & Assessments	52,500	37,000
4325	Instructional Materials & Supplies	21,000	14,800
4326	Music Supplies	7,000	500
4330	Office Supplies	15,000	10,000
4335	PE Supplies	1,500	2,500
4340	Professional Development Supplies	3,000	3,000
4345	Non Instructional Student Materials & Supplies	21,000	14,000
4350	Uniforms	-	-
4351	Yearbook	-	2,800
4352	After-School Supplies (includes summer)	10,000	10,000
4353	Sports Program Supplies	-	-
4354	School Culture Supplies	3,500	8,500
4355	Org Culture Supplies	6,900	4,600
4356	Art Supplies	2,500	500
4360	Books and Supplies - Special Educator	6,300	4,440
4410	Classroom Furniture, Equipment & Supplies	42,000	29,600
4420	Computers (individual items less than \$5k)	105,000	74,000
4423	Additional Technology	30,000	30,000
4425	Classroom Noncapitalized items	21,600	14,400
4430	Non Classroom Related Furniture, Equipment & S	30,000	20,000
4720	Other Food	9,000	6,000
	SUBTOTAL - Books and Supplies	471,800	345,040

The Academy of Alameda

		Preliminary Budget May 2021	
		2021/22	2021/22
		Current Forecast - Middle	Current Forecast - Elem
5000	Services & Other Operating Expenses		
5210	Conference Fees	15,000	10,000
5305	Dues & Membership - Professiona	15,540	10,360
5310	Subscriptions	24,000	16,000
5450	Insurance - Other	46,300	30,867
5510	Utilities - Gas and Electric	65,100	43,400
5515	Janitorial, Gardening Services & Supplies	66,600	44,400
5605	Equipment Leases	13,680	9,120
5611	Prop 39 Related Costs	18,600	12,400
5615	Repairs and Maintenance - Building	9,000	6,000
5617	Repairs and Maintenance - Other Equipmen	1,200	800
5803	Accounting Fees	7,800	5,200
5804	Internal Audit & Accounting Support	9,420	6,280
5805	Administrative Fees	4,000	4,000
5809	Banking Fees	150	100
5818	Focus Area 1 - Coaching	18,000	12,000
5819	Focus Area 2 - School Culture Initiatives	6,000	6,000
5822	Consultants - Non Instructional Consultant	12,000	8,000
5824	District Oversight Fees	110,735	80,236
5835	Translators	2,500	2,500
5829	Enrichment Program	100,000	5,000
5830	Field Trips Expenses	21,000	14,800
5833	Fines and Penalties	900	600
5834	After-School Services (including summer)	5,000	5,000
5836	Fingerprinting	1,764	1,176
5839	Fundraising Expenses	2,000	2,000
5845	Legal Fees	36,000	24,000
5846	Loan and Financing Fees	90	60
5848	Licenses and Other Fees	300	200
5851	Marketing and Student Recruiting	24,000	16,000
5857	Payroll Fees	21,900	14,600
5860	Printing and Reproduction	9,000	6,000
5861	Prior Yr Exp (not accrued)	600	400
5863	Professional Developmen	42,000	28,000
5864	Professional Development - Othe	17,500	17,500
5869	Special Education Contract Instructors	84,000	59,200
5875	Staff Recruiting	7,500	7,500
5880	Student Health Services	12,000	8,000
5881	Student Information System	19,200	12,800
5884	Substitutes	48,000	32,000
5887	Technology Services	12,000	8,000
5899	Miscellaneous Operating Expense	600	400
5910	Communications - Internet / Website Fees	31,500	21,000
5915	Postage and Delivery	12,000	8,000
5920	Communications - Telephone & Fax	3,000	2,000
	SUBTOTAL - Services & Other Operating Exp.	957,480	601,898

The Academy of Alameda

		Preliminary Budget May 2021	
		2021/22	2021/22
		Current Forecast - Middle	Current Forecast - Elem
6000	Capital Outlay		
6100	Sites & Improvement of Sites	-	-
6200	Buildings & Improvement of Buildings	-	-
6300	School Libraries	-	-
6400	Equipment	-	-
6410	Computers (capitalizable items)	-	-
6420	Furniture (capitalizable items)	-	-
6430	Other Equipment (capitalizable items)	-	-
6500	Equipment Replacement	-	-
0000	(School Defined)	-	-
0000	(School Defined)	-	-
	SUBTOTAL - Capital Outlay	-	-
	TOTAL EXPENSES	5,564,524	3,856,770
6900	Total Depreciation (includes Prior Years)	-	5,858
	TOTAL EXPENSES including Depreciation	5,564,524	3,862,627

Cover Sheet

Compensation Plan - New Step and Column Salary Structures for Teachers and Non-Teachers

Section: V. Action Items
Item: A. Compensation Plan - New Step and Column Salary
Structures for Teachers and Non-Teachers
Purpose: Vote
Submitted by:
Related Material: 21-05-20 Compensation Structure PPT.pdf



Compensation Schedules

Presented by Matt Huxley

May 20, 2021

Agenda

Compensation for 2021-22

1. 2020/21 Compensation Plan Goals

2. Describe what the Board of Directors is voting on
 - a. Salary schedules - Teacher and non teachers
 - b. Review a representative subset of step and column structures
 - c. All salary schedules are included in the appendix

3. Answer questions

Compensation



Goals/Rationale for our 2020/21 Compensation Study

Goals:

- Address the change in the minimum wage and exemption status law
 - ◆ The required exemption status increased from \$53,044 to \$57,200
- Moving non-teacher positions from a range to a step and column structure - similar to teachers
 - ◆ Similar to most district salary structures
 - ◆ Staff know changes in pay from from year to another based on experience, longevity, level of education etc.
 - ◆ Ranges were a good idea conceptually but it led to challenges in practice.
 - Subjectivity
 - Challenges tied to determining salary increases based on performance
- Reward experience at AoA (AoA years) and levels of education
 - ◆ We believe that these factors impact performance
- Attraction and retention
 - ◆ Continue to be competitive with surrounding charter schools and districts

Minimum Wage & Exemption Status

Minimum Wage

- On January 1, 2022 the minimum wage will increase to \$15/hr, making the exempt salary minimum wage \$30/hr.
 - Monthly salary: \$5,200
 - 11-Month salary: \$57,200
 - 12-Month salary: \$62,400

Exemption Status (Exempt from Overtime)

- Exempt employees must meet the following ALL of the following requirements:
 - Perform white collar duties that can be classified as either administrative, executive, or professional tasks
 - Job duties must involve the use of discretion and independent judgment
 - **Meet the minimum wage salary requirements**

Financial Impact with Teaching Positions

Pay structures that were on a range were placed on a step & column salary structure in alignment with the current range. Approval of the proposed pay structures do not have a financial impact.

Teacher step & column structures were increased as follows:

- Average total compensation will increase by \$4.5K per teacher
- Total average increase \$140K

Factors that determine financial impact

- Number of people in each position
- Individual employee's years of experience in the position
- Individual employee's education level
- Individual employee's years of services at AoA

Teacher Salary Schedule

20-21 Salary Information

- Current starting salaries for teachers:
 - Non-credentialed teachers: \$53,044
 - Credentialed teachers w/ BA: \$57,138
 - Credentialed teachers w/ MA: \$58,138

Exemption Status

- Teachers meet the exemption job requirements
-

21-22 Salary Information

- Proposed starting salaries for teachers:
 - Non-credentialed teachers: \$57,200
 - Credentialed teachers w/ BA: \$60,000
 - Credentialed teachers w/ MA: \$61,000

Moving from Ranges to a Step & Column

- The Step & Column provides clear metrics for placing new employees:
 - Years of experience in the job (*as determined by the Director of HR*)
 - Education level (*not all Step & Columns have this assumption*)
 - Longevity at AoA (*not all Step & Columns have this assumption*)
 - Built in annual increases
- The Step & Column also provides AoA with the ability to reward current employees for their years of service at AoA
 - Replacing the performance bonus in a lump sum with increased pay throughout their tenure at AoA
 - Employees who were hired prior to the termination of this bonus structure will be grandfathered in through the 10-Year bonus
 - All employees will participate in the built in retention program according to the Step & Column their position is associated with

Board Vote

What the Board is voting on tonight

- A new credentialed teacher salary schedule
- A new non-credentialed teacher salary schedule
- New non-teacher step and column schedules
 - Moving non-teachers to new step and column salary schedules
- Salary schedules that:
 - Recognize AoA years of experience
 - Recognize levels of education

Pay Structures Overview

Schedule	Entry	Max	Steps	Columns	Step Increase
(T1) - Uncredentialed Certificated Staff	57,200.00	60,700.00	20 steps	Longevity	Varied
(T2) - Certificated Staff	60,000.00	89,081.94	7 steps	Education Level	Flat rate
(T3) - Certificated Staff w/ Masters	61,000.00	90,081.94	20 steps	Longevity	Varied
(T4) - Certificated Support Staff I	66,000.00	97,840.13	20 steps	Longevity	Varied
(T5) - Certificated Support Staff II	80,000.00	109,898.45	15 steps	Longevity	Varied
(C1) - Classified After School Program Coordinator	62,400.00	79,429.05	10 steps	Longevity	2.50%
(C2) - Classified Technology Coordinator II	76,000.00	104,478.53	15 steps	Longevity	Varied
(S1) - Classified Student Support Staff I	21.50	33.38	15 steps	Longevity	2.50%
(S2) - Classified Student Support Staff II	25.06	38.41	15 steps	Longevity	2.50%
(O1) - Classified Office Staff I	18.00	25.53	6 steps	Education Level	5%
(O2) - Classified Office Staff II	23.43	32.26	10 steps	Longevity	2.50%
(O3) - Classified Office Staff III	24.00	41.37	20 steps	Longevity	2.50%
(I1) - Classified Instructional Support Staff I	16.00	22.97	6 steps	Education Level	5%
(I2) - Classified Instructional Support Staff II	17.00	24.25	6 steps	Education Level	5%
(I3) - Classified Instructional Support Staff III	21.50	29.85	10 steps	Longevity	2.50%

Longevity & Education Rules

- **Longevity Rules:**

- Employees hired by 10/31 of any year will receive service credit for that school year. If you leave the organization your longevity starts over with your rehire date.

- **Education Rules:**

- Column movement for education will occur annually and submission of educational documents. The supporting documents must be received by 9/1 of each school year to receive proper column credit.

(T2) Certificated Staff

(T2) Certificated Staff				
Step	Column 1	Column 2	Column 3	Column 4
	0-3 AoA Yrs	4-6 AoA Yrs	7-9 AoA Yrs	10+ AoA Yrs
1	60,000.00	60,250.00	60,750.00	61,500.00
2	60,450.00	60,700.00	61,200.00	61,950.00
3	62,263.50	62,513.50	63,013.50	63,763.50
4	64,131.41	64,381.41	64,881.41	65,631.41
5	66,055.35	66,305.35	66,805.35	67,555.35
6	68,037.01	68,287.01	68,787.01	69,537.01
7	70,078.12	70,328.12	70,828.12	71,578.12
8	72,180.46	72,430.46	72,930.46	73,680.46
9	73,624.07	73,874.07	74,374.07	75,124.07
10	75,096.55	75,346.55	75,846.55	76,596.55
11	76,598.48	76,848.48	77,348.48	78,098.48
12	77,747.46	77,997.46	78,497.46	79,247.46
13	78,913.67	79,163.67	79,663.67	80,413.67
14	80,097.38	80,347.38	80,847.38	81,597.38
15	81,298.84	81,548.84	82,048.84	82,798.84
16	82,518.32	82,768.32	83,268.32	84,018.32
17	83,756.10	84,006.10	84,506.10	85,256.10
18	85,012.44	85,262.44	85,762.44	86,512.44
19	86,287.62	86,537.62	87,037.62	87,787.62
20	87,581.94	87,831.94	88,331.94	89,081.94

(I1) Classified Instructional Support Staff

(I1) - Classified Instructional Support Staff I

Step	Column 1	Column 2	Column 3
	<i>HS / GED</i>	<i>AA</i>	<i>BA</i>
1	16.00	17.00	18.00
2	16.80	17.85	18.90
3	17.64	18.74	19.85
4	18.52	19.68	20.84
5	19.45	20.66	21.88
6	20.42	21.70	22.97

Appendix



(T1) Uncredentialed Certificated Staff

Step	Column 1	Column 2
	*BA	Masters
1	57,200.00	57,700.00
2	57,700.00	58,200.00
3	58,200.00	58,700.00
4	58,700.00	59,200.00
5	59,200.00	59,700.00
6	59,700.00	60,200.00
7	60,200.00	60,700.00

(T2) Certificated Staff

Step	Column 1	Column 2	Column 3	Column 4
	0-3 AoA Yrs	4-6 AoA Yrs	7-9 AoA Yrs	10+ AoA Yrs
1	60,000.00	60,250.00	60,750.00	61,500.00
2	60,450.00	60,700.00	61,200.00	61,950.00
3	62,263.50	62,513.50	63,013.50	63,763.50
4	64,131.41	64,381.41	64,881.41	65,631.41
5	66,055.35	66,305.35	66,805.35	67,555.35
6	68,037.01	68,287.01	68,787.01	69,537.01
7	70,078.12	70,328.12	70,828.12	71,578.12
8	72,180.46	72,430.46	72,930.46	73,680.46
9	73,624.07	73,874.07	74,374.07	75,124.07
10	75,096.55	75,346.55	75,846.55	76,596.55
11	76,598.48	76,848.48	77,348.48	78,098.48
12	77,747.46	77,997.46	78,497.46	79,247.46
13	78,913.67	79,163.67	79,663.67	80,413.67
14	80,097.38	80,347.38	80,847.38	81,597.38
15	81,298.84	81,548.84	82,048.84	82,798.84
16	82,518.32	82,768.32	83,268.32	84,018.32
17	83,756.10	84,006.10	84,506.10	85,256.10
18	85,012.44	85,262.44	85,762.44	86,512.44
19	86,287.62	86,537.62	87,037.62	87,787.62
20	87,581.94	87,831.94	88,331.94	89,081.94

(T3) Certificated Staff w/ Masters

Step	Column 1	Column 2	Column 3	Column 4
	<i>0-3 AoA Yrs</i>	<i>4-6 AoA Yrs</i>	<i>7-9 AoA Yrs</i>	<i>10+ AoA Yrs</i>
1	61,000.00	61,250.00	61,750.00	62,500.00
2	61,450.00	61,700.00	62,200.00	62,950.00
3	63,263.50	63,513.50	64,013.50	64,763.50
4	65,131.41	65,381.41	65,881.41	66,631.41
5	67,055.35	67,305.35	67,805.35	68,555.35
6	69,037.01	69,287.01	69,787.01	70,537.01
7	71,078.12	71,328.12	71,828.12	72,578.12
8	73,180.46	73,430.46	73,930.46	74,680.46
9	74,624.07	74,874.07	75,374.07	76,124.07
10	76,096.55	76,346.55	76,846.55	77,596.55
11	77,598.48	77,848.48	78,348.48	79,098.48
12	78,747.46	78,997.46	79,497.46	80,247.46
13	79,913.67	80,163.67	80,663.67	81,413.67
14	81,097.38	81,347.38	81,847.38	82,597.38
15	82,298.84	82,548.84	83,048.84	83,798.84
16	83,518.32	83,768.32	84,268.32	85,018.32
17	84,756.10	85,006.10	85,506.10	86,256.10
18	86,012.44	86,262.44	86,762.44	87,512.44
19	87,287.62	87,537.62	88,037.62	88,787.62
20	88,581.94	88,831.94	89,331.94	90,081.94

(T4) Certificated Support Staff I

Step	Column 1	Column 2	Column 3	Column 4
	0-3 AoA Yrs	4-6 AoA Yrs	7-9 AoA Yrs	10+ AoA Yrs
1	66,000.00	66,250.00	66,750.00	67,500.00
2	66,495.00	66,745.00	67,245.00	67,995.00
3	68,489.85	68,739.85	69,239.85	69,989.85
4	70,544.55	70,794.55	71,294.55	72,044.55
5	72,660.88	72,910.88	73,410.88	74,160.88
6	74,840.71	75,090.71	75,590.71	76,340.71
7	77,085.93	77,335.93	77,835.93	78,585.93
8	79,398.51	79,648.51	80,148.51	80,898.51
9	80,986.48	81,236.48	81,736.48	82,486.48
10	82,606.21	82,856.21	83,356.21	84,106.21
11	84,258.33	84,508.33	85,008.33	85,758.33
12	85,522.21	85,772.21	86,272.21	87,022.21
13	86,805.04	87,055.04	87,555.04	88,305.04
14	88,107.11	88,357.11	88,857.11	89,607.11
15	89,428.72	89,678.72	90,178.72	90,928.72
16	90,770.15	91,020.15	91,520.15	92,270.15
17	92,131.70	92,381.70	92,881.70	93,631.70
18	93,513.68	93,763.68	94,263.68	95,013.68
19	94,916.39	95,166.39	95,666.39	96,416.39
20	96,340.13	96,590.13	97,090.13	97,840.13

(T5) Certificated Support Staff II

Step	Column 1	Column 2	Column 3	Column 4
	<i>0-3 AoA Yrs</i>	<i>4-6 AoA Yrs</i>	<i>7-9 AoA Yrs</i>	<i>10+ AoA Yrs</i>
1	80,000.00	80,250.00	80,750.00	81,500.00
2	80,600.00	80,850.00	81,350.00	82,100.00
3	83,018.00	83,268.00	83,768.00	84,518.00
4	85,508.54	85,758.54	86,258.54	87,008.54
5	88,073.80	88,323.80	88,823.80	89,573.80
6	90,716.01	90,966.01	91,466.01	92,216.01
7	93,437.49	93,687.49	94,187.49	94,937.49
8	96,240.62	96,490.62	96,990.62	97,740.62
9	98,165.43	98,415.43	98,915.43	99,665.43
10	100,128.74	100,378.74	100,878.74	101,628.74
11	102,131.31	102,381.31	102,881.31	103,631.31
12	103,663.28	103,913.28	104,413.28	105,163.28
13	105,218.23	105,468.23	105,968.23	106,718.23
14	106,796.50	107,046.50	107,546.50	108,296.50
15	108,398.45	108,648.45	109,148.45	109,898.45

(C1) - Classified After School Program Coordinator

Step

	Column 1	Column 2	Column 3	Column 4
	<i>0-3 AoA Yrs</i>	<i>4-6 AoA Yrs</i>	<i>7-9 AoA Yrs</i>	<i>10+ AoA Yrs</i>
1	62,400.00	62,650.00	63,150.00	63,900.00
2	63,960.00	64,210.00	64,710.00	65,460.00
3	65,559.00	65,809.00	66,309.00	67,059.00
4	67,197.98	67,447.98	67,947.98	68,697.98
5	68,877.92	69,127.92	69,627.92	70,377.92
6	70,599.87	70,849.87	71,349.87	72,099.87
7	72,364.87	72,614.87	73,114.87	73,864.87
8	74,173.99	74,423.99	74,923.99	75,673.99
9	76,028.34	76,278.34	76,778.34	77,528.34
10	77,929.05	78,179.05	78,679.05	79,429.05

(C2) - Classified Technology Coordinator II

Step	Column 1	Column 2	Column 3	Column 4
	<i>0-3 AoA Yrs</i>	<i>4-6 AoA Yrs</i>	<i>7-9 AoA Yrs</i>	<i>10+ AoA Yrs</i>
1	76,000.00	76,250.00	76,750.00	77,500.00
2	76,570.00	76,820.00	77,320.00	78,070.00
3	78,867.10	79,117.10	79,617.10	80,367.10
4	81,233.11	81,483.11	81,983.11	82,733.11
5	83,670.11	83,920.11	84,420.11	85,170.11
6	86,180.21	86,430.21	86,930.21	87,680.21
7	88,765.62	89,015.62	89,515.62	90,265.62
8	91,428.58	91,678.58	92,178.58	92,928.58
9	93,257.16	93,507.16	94,007.16	94,757.16
10	95,122.30	95,372.30	95,872.30	96,622.30
11	97,024.75	97,274.75	97,774.75	98,524.75
12	98,480.12	98,730.12	99,230.12	99,980.12
13	99,957.32	100,207.32	100,707.32	101,457.32
14	101,456.68	101,706.68	102,206.68	102,956.68
15	102,978.53	103,228.53	103,728.53	104,478.53

(S1) - Classified Student Support Staff I

Step	Column 1	Column 2	Column 3	Column 4
	0-3 AoA Yrs	4-6 AoA Yrs	7-9 AoA Yrs	10+ AoA Yrs
1	21.50	22.00	23.00	24.50
2	22.04	22.54	23.54	25.04
3	22.59	23.09	24.09	25.59
4	23.15	23.65	24.65	26.15
5	23.73	24.23	25.23	26.73
6	24.33	24.83	25.83	27.33
7	24.93	25.43	26.43	27.93
8	25.56	26.06	27.06	28.56
9	26.20	26.70	27.70	29.20
10	26.85	27.35	28.35	29.85
11	27.52	28.02	29.02	30.52
12	28.21	28.71	29.71	31.21
13	28.92	29.42	30.42	31.92
14	29.64	30.14	31.14	32.64
15	30.38	30.88	31.88	33.38

(S2) - Classified Student Support Staff II

Step	Column 1	Column 2	Column 3	Column 4
	<i>0-3 AoA Yrs</i>	<i>4-6 AoA Yrs</i>	<i>7-9 AoA Yrs</i>	<i>10+ AoA Yrs</i>
1	25.06	25.56	26.56	28.06
2	25.69	26.19	27.19	28.69
3	26.33	26.83	27.83	29.33
4	26.99	27.49	28.49	29.99
5	27.66	28.16	29.16	30.66
6	28.35	28.85	29.85	31.35
7	29.06	29.56	30.56	32.06
8	29.79	30.29	31.29	32.79
9	30.53	31.03	32.03	33.53
10	31.30	31.80	32.80	34.30
11	32.08	32.58	33.58	35.08
12	32.88	33.38	34.38	35.88
13	33.70	34.20	35.20	36.70
14	34.55	35.05	36.05	37.55
15	35.41	35.91	36.91	38.41

(O1) - Classified Office Staff I

Step

	Column 1	Column 2	Column 3
	<i>HS / GED</i>	<i>AA</i>	<i>BA</i>
1	18.00	19.00	20.00
2	18.90	19.95	21.00
3	19.85	20.95	22.05
4	20.84	21.99	23.15
5	21.88	23.09	24.31
6	22.97	24.25	25.53

(O2) - Classified Office Staff II

Step	Column 1	Column 2	Column 3	Column 4
	0-3 AoA Yrs	4-6 AoA Yrs	7-9 AoA Yrs	10+ AoA Yrs
1	23.43	23.93	24.93	26.43
2	24.02	24.52	25.52	27.02
3	24.62	25.12	26.12	27.62
4	25.23	25.73	26.73	28.23
5	25.86	26.36	27.36	28.86
6	26.51	27.01	28.01	29.51
7	27.17	27.67	28.67	30.17
8	27.85	28.35	29.35	30.85
9	28.55	29.05	30.05	31.55
10	29.26	29.76	30.76	32.26

(O3) - Classified Office Staff III

Step	Column 1	Column 2	Column 3	Column 4
	<i>0-3 AoA Yrs</i>	<i>4-6 AoA Yrs</i>	<i>7-9 AoA Yrs</i>	<i>10+ AoA Yrs</i>
1	24.00	24.50	25.50	27.00
2	24.60	25.10	26.10	27.60
3	25.22	25.72	26.72	28.22
4	25.85	26.35	27.35	28.85
5	26.49	26.99	27.99	29.49
6	27.15	27.65	28.65	30.15
7	27.83	28.33	29.33	30.83
8	28.53	29.03	30.03	31.53
9	29.24	29.74	30.74	32.24
10	29.97	30.47	31.47	32.97
11	30.72	31.22	32.22	33.72
12	31.49	31.99	32.99	34.49
13	32.28	32.78	33.78	35.28
14	33.08	33.58	34.58	36.08
15	33.91	34.41	35.41	36.91
16	34.76	35.26	36.26	37.76
17	35.63	36.13	37.13	38.63
18	36.52	37.02	38.02	39.52
19	37.43	37.93	38.93	40.43
20	38.37	38.87	39.87	41.37

(I1) - Classified Instructional Support Staff I

Step	Column 1	Column 2	Column 3
	<i>HS / GED</i>	<i>AA</i>	<i>BA</i>
1	16.00	17.00	18.00
2	16.80	17.85	18.90
3	17.64	18.74	19.85
4	18.52	19.68	20.84
5	19.45	20.66	21.88
6	20.42	21.70	22.97

(I2) - Classified Instructional Support Staff II

Step

	Column 1	Column 2	Column 3
	<i>HS / GED</i>	<i>AA</i>	<i>BA</i>
1	17.00	18.00	19.00
2	17.85	18.90	19.95
3	18.74	19.85	20.95
4	19.68	20.84	21.99
5	20.66	21.88	23.09
6	21.70	22.97	24.25

(I3) - Classified Instructional Support Staff III

Step	Column 1	Column 2	Column 3	Column 4
	0-3 AoA Yrs	4-6 AoA Yrs	7-9 AoA Yrs	10+ AoA Yrs
1	21.50	22.00	23.00	24.50
2	22.04	22.54	23.54	25.04
3	22.59	23.09	24.09	25.59
4	23.15	23.65	24.65	26.15
5	23.73	24.23	25.23	26.73
6	24.33	24.83	25.83	27.33
7	24.93	25.43	26.43	27.93
8	25.56	26.06	27.06	28.56
9	26.20	26.70	27.70	29.20
10	26.85	27.35	28.35	29.85

Cover Sheet

AoA Elementary and Middle School Expanded Learning Opportunity Grants

Section: V. Action Items

Item: B. AoA Elementary and Middle School Expanded Learning Opportunity
Grants

Purpose: Vote

Submitted by:

Related Material:

2021_Expanded_Learning_Opportunities_Grant_Plan_The_Academy_of_Alameda_Elementary_School_20210515.pdf

2021_Expanded_Learning_Opportunities_Grant_Plan_The_Academy_of_Alameda_Middle_School_20210514

(1).pdf

ELO Grant Overview.pdf

Expanded Learning Opportunities Grant Plan

Local Educational Agency (LEA) Name	Contact Name and Title	Email and Phone
The Academy of Alameda Elementary	Matt Huxley Executive Director	mhuxley@aoaschools.org (510) 748-4017

The following is the local educational agency's (LEA's) plan for providing supplemental instruction and support to students, including those identified as needing academic, social-emotional, and other supports, including the provision of meals and snacks. The plan will explain how the LEA will use the funds it receives through the Expanded Learning Opportunities (ELO) Grant to implement a learning recovery program for at least the students included in one or more of the following groups: low-income students, English learners, foster youth, homeless students, students with disabilities, students at risk of abuse, neglect, or exploitation, disengaged students, and students who are below grade level, including, but not limited to, those who did not enroll in kindergarten in the 2020–21 school year, credit-deficient students, high school students at risk of not graduating, and other students identified by certificated staff.

For specific requirements please refer to the Expanded Learning Opportunities Grant Plan Instructions.

Plan Descriptions

A description of how parents, teachers, and school staff were involved in the development of the plan.

We have used a variety of means throughout this school year to solicit input and feedback from all of our stakeholder groups to assist us in developing our 2021/22 school plan which includes significant opportunities to expand our students' learning. We have held town halls for staff and families, received feedback from our parent advisory and English Learner Committees, and received input from our various leadership teams. We have also sought student input through ongoing surveys (a regular practice) in preparation for the 2021/22 school year. The Academy's staff and families have been surveyed throughout the year to provide input on the effectiveness level of various elements of our school program resulting in adjustments to our schedule, classes, distance and hybrid learning environments, etc. Our elementary school staff has played a critical role in helping determine how we will provide specific expanded learning opportunities to students for the 2021/22 school year and beyond. This includes actions both in our summer enrichment program and during the regular school year, as well as our after-school program which is connected closely to our regular program. Both our instructional and student culture leadership teams have reviewed student data (Academic, social-emotional and behavioral) to help us determine not only a plan on how to impact all students, but also to impact specific demographic groups including those student groups specifically targeted in the ELO grant (Including students with disabilities, English Learners, students who qualify for Free and Reduced Lunch, etc.).

A description of how students will be identified and the needs of students will be assessed.

We use a variety of measures to both identify and assess students who need additional support including increasing their expanded learning opportunities. We assess all students three to four times a year using the Renaissance Star Reading and Math assessments to measure growth from Fall to spring as well as a universal screener initially given in the Spring. Students who score at the lowest levels are given follow

up assessments so that we can determine if there is a need to provide specific intervention support services to individual students. In addition to the Star reader and math assessments, we also use the state's ELPAC and CAASPP assessments to assess and monitor students academic well being so that we have multiple sources of data to assess how each student is performing. As, or even more important, is our ongoing use of classroom assessments to monitor our students' progress towards subject specific standards. Students who need additional support are provided targeted individualized and/or small group instruction to accelerate their learning in areas where they are below the standard. We communicate how students are performing in individual parent/guardian conferences that are held twice during the year. A year-end report is sent home to families.

In addition to academic assessments, we are using a social emotional learning (SEL) screener to identify students who may need additional SEL support. We also utilize staff and parent/guardian data to help us identify students (especially in our youngest grades) who need counseling services and/or other supports.

A description of how parents and guardians of students will be informed of the opportunities for supplemental instruction and support.

We communicate with parents/guardians primarily through ParentSquare. Parents/guardians have the ability to comment and send direct messages via ParentSquare to ask questions, and provide feedback. We send weekly newsletters, which include information about opportunities for supplemental instruction and support. We also create parent groups within ParentSquare so we can communicate directly with targeted groups of parents/guardians, such as families of emerging bilingual students. We follow up ParentSquare posts and messages with texts and phone calls to make sure we have reached everyone. In situations where a student is being invited to a specific program, we send translated letters and emails and follow up with phone calls. Additionally, we hold information sessions via virtual Town Halls to provide an opportunity for the school to present our plans, as well as address questions and concerns. Once the funds have been distributed, a school-wide email will be sent describing how the funds were spent. (Via ParentSquare)

A description of the LEA's plan to provide supplemental instruction and support.

Our main academic priorities for the 21-22 include implementing strategic curricula, teacher professional development and planning time, and hiring two full time Instructional Aides to address literacy and math learning loss mitigation and promote learning acceleration in a differentiated model.

For ELA, we will adopt SIPPS (Systematic Instruction in Phonological Awareness, Phonics, and Sight Words), a research-based foundational skills program proven to help both new and struggling readers in grades K–12 build skills and confidence for fluent, independent reading. We will continue with Making Meaning for Reading Comprehension and Vocabulary, and implement Being a Writer Being a Writer, a proven, research-based writing curriculum for grades K–6. Combining a writing process approach with guided instruction, Being a Writer is student-centered, rigorous writing instruction for students in grades K–5. To support this, Teachers will participate in ongoing Professional Developments, and data collection to inform their teaching practice. Two instructional aides will be hired to pull small groups for reading, and will support with math in order to provide a strong differentiated model to meet accommodate and accelerate students at their various levels. Additionally, we will continue to hold an instructional coach position. This coach will provide professional development sessions, followed by

observations and small group or 1:1 coaching for teachers. In addition, the instructional coach will work with our reading intervention teacher to strengthen our Tier 2 and 3 reading intervention programs.

All instruction will be informed by ongoing curriculum assessments (ex: SIPPS mastery tests), as well as STAR assessments.

Expenditure Plan

The following table provides the LEA's expenditure plan for how it will use ELO Grant funds to support the supplemental instruction and support strategies being implemented by the LEA.

Supplemental Instruction and Support Strategies	Planned Expenditures	Actual Expenditures
Extending instructional learning time	35,000	
Accelerating progress to close learning gaps through the implementation, expansion, or enhancement of learning supports	120,000	
Integrated student supports to address other barriers to learning		
Community learning hubs that provide students with access to technology, high-speed internet, and other academic supports		
Supports for credit deficient students to complete graduation or grade promotion requirements and to increase or improve students' college eligibility		
Additional academic services for students		

Supplemental Instruction and Support Strategies	Planned Expenditures	Actual Expenditures
Training for school staff on strategies to engage students and families in addressing students' social-emotional health and academic needs	24,945	
Total Funds to implement the Strategies		

A description of how ELO Grant funds are being coordinated with other federal Elementary and Secondary School Emergency Relief Funds received by the LEA.

The Academy of Alameda Elementary School is coordinating the use of the Expanded Learning Grant and other federal ESSER funds by budgeting all funding sources across several categories to best meet the needs of the staff, students and community as we return to in-person instruction. In 2021-22, the Expanded Learning Grant funds are primarily budgeted towards Summer Program Enrichment opportunities, Instructional Aides to assist Kindergarten classrooms, along with Instructional Aides that will support reading and math instruction to accelerate progress towards closing the achievement gap. In 2021-23, the ESSER funds are primarily budgeted towards literacy and math interventions, increased mental health staff, professional development, and technology. The school will also use these funds to purchase any furniture and/or personal protective equipment needed to ensure staff and student safety for in-person instruction. When prioritizing the use of available funds, we will continue to prioritize student services such as counseling, mental health support, tutoring, diagnostic assessments, and progress monitoring.

Expanded Learning Opportunities Grant Plan Instructions: Introduction

The Expanded Learning Opportunities Grant Plan must be completed by school districts, county offices of education, or charter schools, collectively referred to as Local Educational Agencies (LEAs), that receive Expanded Learning Opportunities (ELO) Grant funds under California *Education Code (EC)* Section 43521(b). The plan must be adopted by the local governing board or body of the LEA at a public meeting on or before June 1, 2021, and must be submitted to the county office of education, the California Department of Education, or the chartering authority within five days of adoption, as applicable. The plan must be updated to include the actual expenditures by December 1, 2022.

For technical assistance related to the completion of the Expanded Learning Opportunities Grant Plan, please contact ELOGrants@cde.ca.gov or lcff@cde.ca.gov

Instructions: Plan Requirements

An LEA receiving ELO Grant funds under *EC* Section 43521(b) is required to implement a learning recovery program that, at a minimum, provides supplemental instruction, support for social and emotional well-being, and, to the maximum extent permissible under the guidelines of the United States Department of Agriculture, meals and snacks to, at a minimum, students who are included in one or more of the following groups:

- low-income,
- English learners,
- foster youth,
- homeless students,
- students with disabilities,
- students at risk of abuse, neglect, or exploitation,
- disengaged students, and
- students who are below grade level, including, but not limited to, those who did not enroll in kindergarten in the 2020–21 school year, credit-deficient students, high school students at risk of not graduating, and other students identified by certificated staff.

For purposes of this requirement

- “Supplemental instruction” means the instructional programs provided in addition to and complementary to the LEAs regular instructional programs, including services provided in accordance with an individualized education program (IEP).
- “Support” means interventions provided as a supplement to those regularly provided by the LEA, including services provided in accordance with an IEP, that are designed to meet students’ needs for behavioral, social, emotional, and other integrated student supports, in order to enable students to engage in, and benefit from, the supplemental instruction being provided.
- “Students at risk of abuse, neglect, or exploitation” means students who are identified as being at risk of abuse, neglect, or exploitation in a written referral from a legal, medical, or social service agency, or emergency shelter.

EC Section 43522(b) identifies the seven supplemental instruction and support strategies listed below as the strategies that may be supported with ELO Grant funds and requires the LEA to use the funding only for any of these purposes. LEAs are not required to implement each supplemental instruction and support strategy; rather LEAs are to work collaboratively with their community partners to identify the

supplemental instruction and support strategies that will be implemented. LEAs are encouraged to engage, plan, and collaborate on program operation with community partners and expanded learning programs, and to leverage existing behavioral health partnerships and Medi-Cal billing options in the design and implementation of the supplemental instruction and support strategies being provided (*EC* Section 43522[h]).

The seven supplemental instruction and support strategies are:

1. Extending instructional learning time in addition to what is required for the school year by increasing the number of instructional days or minutes provided during the school year, providing summer school or intersessional instructional programs, or taking any other action that increases the amount of instructional time or services provided to students based on their learning needs.
2. Accelerating progress to close learning gaps through the implementation, expansion, or enhancement of learning supports including, but not limited to, any of the following:
 - a. Tutoring or other one-on-one or small group learning supports provided by certificated or classified staff.
 - b. Learning recovery programs and materials designed to accelerate student academic proficiency or English language proficiency, or both.
 - c. Educator training, for both certificated and classified staff, in accelerated learning strategies and effectively addressing learning gaps, including training in facilitating quality and engaging learning opportunities for all students.
3. Integrated student supports to address other barriers to learning, such as the provision of health, counseling, or mental health services, access to school meal programs, before and after school programs, or programs to address student trauma and social-emotional learning, or referrals for support for family or student needs.
4. Community learning hubs that provide students with access to technology, high-speed internet, and other academic supports.
5. Supports for credit deficient students to complete graduation or grade promotion requirements and to increase or improve students' college eligibility.
6. Additional academic services for students, such as diagnostic, progress monitoring, and benchmark assessments of student learning.
7. Training for school staff on strategies, including trauma-informed practices, to engage students and families in addressing students' social-emotional health needs and academic needs.

As a reminder, *EC* Section 43522(g) requires that all services delivered to students with disabilities be delivered in accordance with an applicable IEP.

Fiscal Requirements

The following fiscal requirements are requirements of the ELO grant, but they are not addressed in this plan. Adherence to these requirements will be monitored through the annual audit process.

- The LEA must use at least 85 percent (85%) of its apportionment for expenditures related to providing in-person services in any of the seven purposes described above.
- The LEA must use at least 10 percent (10%) of the funding that is received based on LCFF entitlement to hire paraprofessionals to provide supplemental instruction and support through the duration of this program, with a priority for full-time paraprofessionals. The supplemental instruction and support provided by the paraprofessionals must be prioritized for English learners and students with disabilities. Funds expended to hire paraprofessionals count towards the LEAs requirement to spend at least 85% of its apportionment to provide in-person services.

- An LEA may use up to 15 percent (15%) of its apportionment to increase or improve services for students participating in distance learning or to support activities intended to prepare the LEA for in-person instruction, before in-person instructional services are offered.

Instructions: Plan Descriptions

Descriptions provided should include sufficient detail yet be sufficiently succinct to promote a broad understanding among the LEA's local community.

A description of how parents, teachers, and school staff were involved in the development of the plan

Describe the process used by the LEA to involve, at a minimum, parents, teachers, and school staff in the development of the Expanded Learning Opportunities Grant Plan, including how the LEA and its community identified the seven supplemental instruction and support strategies that will be implemented. LEAs are encouraged to engage with community partners, expanded learning programs, and existing behavioral health partnerships in the design of the plan.

A description of how parents and guardians of students will be informed of the opportunities for supplemental instruction and support.

Describe the LEA's plan for informing the parents and guardians of students identified as needing supplemental instruction and support of the availability of these opportunities, including an explanation of how the LEA will provide this information in the parents' and guardians' primary languages, as applicable.

A description of how students will be identified and the needs of students will be assessed

Describe the LEA's plan for identifying students in need of academic, social-emotional, and other integrated student supports, including the LEA's plan for assessing the needs of those students on a regular basis. The LEA's plan for assessing the academic needs of its students may include the use of diagnostic and formative assessments.

As noted above in the Plan Requirements, "other integrated student supports" are any supports intended to address barriers to learning, such as the provision of health, counseling, or mental health services, access to school meal programs, before and after school programs, or programs to address student trauma and social-emotional learning, or referrals for support for family or student needs.

A description of the LEA's plan to provide supplemental instruction and support

Describe the LEA's plan for how it will provide supplemental instruction and support to identified students in the seven strategy areas defined in the Plan Requirements section. As a reminder, the LEA is not required to implement each of the seven strategies; rather the LEA will work collaboratively with its community to identify the strategies that will be implemented. The plan must include a description of how supplemental instruction and support will be provided in a tiered framework that bases universal, targeted, and intensive supports on students' needs for academic, social-emotional, and other integrated student supports. The plan must also include a description of how the services will be provided through a program of engaging learning experiences in a positive school climate.

As a reminder, *EC* Section 43522(g) requires that all services delivered to students with disabilities be delivered in accordance with an applicable individualized education program. Additionally, LEAs are encouraged to collaborate with community partners and expanded learning programs, and to leverage existing behavioral health partnerships and Medi-Cal billing options in the implementation of, this plan (*EC* Section 43522[h]).

Instructions: Expenditure Plan

The 'Supplemental Instruction and Support Strategies' column of the Expenditure Plan data entry table lists the seven supplemental instruction and support strategies that may be supported with ELO Grant funds.

Complete the Expenditure Plan data entry table as follows:

In the 'Planned Expenditures' column of the data entry table, specify the amount of ELO Grant funds being budgeted to support each supplemental instruction and support strategies being implemented by the LEA and the total of all ELO Grant funds being budgeted.

The plan must be updated to include the actual expenditures by December 1, 2022. In the 'Actual Expenditures' column of the data entry table the LEA will report the amount of ELO Grant funds that the LEA actually expended in support of the strategies that it implemented, as well as the total ELO Grant funds expended.

A description of how these funds are being coordinated with other federal Elementary and Secondary School Emergency Relief Funds received by the LEA

Describe how the LEA is coordinating its ELO Grant funds with funds received from the federal Elementary and Secondary School Emergency Relief (ESSER) Fund provided through the federal Coronavirus Response and Relief Supplemental Appropriations Act of 2021 (Public Law 116-260), also known as ESSER II, to maximize support for students and staff.

California Department of Education
March 2021

Expanded Learning Opportunities Grant Plan

Local Educational Agency (LEA) Name	Contact Name and Title	Email and Phone
The Academy of Alameda	Matt Huxley Middle School Director	mhuxley@aoaschools.org (510)748-4017

The following is the local educational agency's (LEA's) plan for providing supplemental instruction and support to students, including those identified as needing academic, social-emotional, and other supports, including the provision of meals and snacks. The plan will explain how the LEA will use the funds it receives through the Expanded Learning Opportunities (ELO) Grant to implement a learning recovery program for at least the students included in one or more of the following groups: low-income students, English learners, foster youth, homeless students, students with disabilities, students at risk of abuse, neglect, or exploitation, disengaged students, and students who are below grade level, including, but not limited to, those who did not enroll in kindergarten in the 2020–21 school year, credit-deficient students, high school students at risk of not graduating, and other students identified by certificated staff.

For specific requirements please refer to the Expanded Learning Opportunities Grant Plan Instructions.

Plan Descriptions

A description of how parents, teachers, and school staff were involved in the development of the plan.

We have used a variety of means throughout this school year to solicit input and feedback from all of our stakeholder groups to assist us in developing our 2021/22 school plan which includes significant opportunities to expand our students' learning. We have held town halls for staff and families, received feedback from our parent advisory and English Learner Committees, and received input from our various leadership teams. We have also sought student input through ongoing surveys (a regular practice) in preparation for the 2021/22 school year. The Academy's staff and families have been surveyed throughout the year to provide input on the effectiveness level of various elements of our school program resulting in adjustments to our schedule, classes, distance and hybrid learning environments, etc. Our middle school school staff has played a critical role in helping determine how we will provide specific expanded learning opportunities to students for the 2021/22 school year and beyond. This includes actions both in our summer enrichment program and during the regular school year, as well as our after-school program which is connected closely to our regular program. Both our instructional and student culture leadership teams have reviewed student data (Academic, social-emotional and behavioral) to help us determine not only a plan on how to impact all students, but also to impact specific demographic groups including those student groups specifically targeted in the ELO grant (Including students with disabilities, English Learners, students who qualify for Free and Reduced Lunch, etc.).

A description of how students will be identified and the needs of students will be assessed.

We use a variety of measures to both identify and assess students who need additional support including expanded learning opportunities. We assess all students three to four times a year using the Renaissance Star reading and math assessments to measure growth from Fall to spring and as a universal screener when initially given in the Spring. Students who score at the lowest levels are given follow up assessments.

so that we can determine if there is a need to provide specific intervention support services to individual students. In addition to the Star reader and math assessments, we also use the state's ELPAC and CAASPP assessments to assess and monitor students academic well being so that we have multiple sources of data to assess how each student is performing. As, or even more important, is our ongoing use of classroom assessments to monitor students progress towards subject specific standards. Students who need additional support are provided targeted individualized and/or small group instruction to accelerate their learning in areas where they are below the standard. We communicate how all students are performing throughout the year progress grades and summative quarter and semester grades. Another way to assess students' needs is through our IEP process including meetings and through progress monitoring individual students IEP goals. In addition to academic assessments, we are using a social emotional learning (SEL) screener to identify students who may need additional SEL support. We also utilize staff and parent/guardian data to help us identify students (especially in our youngest grades) who need counseling services and/or other supports.

A description of how parents and guardians of students will be informed of the opportunities for supplemental instruction and support.

We communicate with parents/guardians primarily through ParentSquare. We send weekly newsletters, which can include information about opportunities for supplemental instruction and support. We also create groups within ParentSquare so we can communicate directly with targeted groups of parents/guardians, such as families of emerging bilingual students. We follow up ParentSquare posts and messages with texts and phone calls to make sure we have reached everyone. In situations where a student is being invited to a specific program, we send translated letters and emails and follow up with phone calls.

A description of the LEA's plan to provide supplemental instruction and support.

This summer we will be offering a free program to families to provide academic enrichment opportunities to students. We are partnering with a program called EDMO to offer an onsite enrichment program in the mornings focused on STEM. Students will have the opportunity to stay on campus for the afternoon where they will engage in enrichment opportunities led by our staff. This program is available to our whole community, however, we have targeted our students with disabilities, emerging bilingual students, and students who qualify for Free and Reduced Lunch.

During the 21-22 school year, we will be using the ELO grant to focus specifically on literacy and math learning loss mitigation and learning acceleration. We know that differentiation will be essential, especially in math classes, as students will be coming in at different levels. We will be hiring a math aide for each math teacher (total of 3) to provide additional support in math classes and during our flex period and after school. These math aides will work with math teachers to look at student data from STAR testing and teacher-created formative and summative assessments to pull small groups for targeted intervention connected to specific skills and learning targets. This will allow us to increase access to grade-level material for all students, while also targeting any gaps in math skills that will lead to learning acceleration. Math aides will also provide 1:1 support to students who need additional support at lunch and after school.

To address literacy needs, we have hired a literacy coach who will be working with all core teachers (math, science, ELA, social studies) to strengthen our Tier 1 literacy program across disciplines. This coach will provide professional development sessions, followed by observations and small group or 1:1 coaching for teachers. In addition, the literacy coach will work with our reading intervention teacher to strengthen our Tier 2 and 3 reading intervention programs. Students are selected for this program based on STAR test data and literacy screeners. This class is in addition to their core subjects and includes direct instruction and practice in phonics, phonemic awareness,

reading fluency, and reading comprehension. The literacy coach will support the literacy intervention teacher in analyzing and responding to student data, as well as implementing best practices.

Expenditure Plan

The following table provides the LEA's expenditure plan for how it will use ELO Grant funds to support the supplemental instruction and support strategies being implemented by the LEA.

Supplemental Instruction and Support Strategies	Planned Expenditures	Actual Expenditures
Extending instructional learning time	100,000	
Accelerating progress to close learning gaps through the implementation, expansion, or enhancement of learning supports	182,966	
Integrated student supports to address other barriers to learning		
Community learning hubs that provide students with access to technology, high-speed internet, and other academic supports		
Supports for credit deficient students to complete graduation or grade promotion requirements and to increase or improve students' college eligibility		
Additional academic services for students		
Training for school staff on strategies to engage students and families in addressing students' social-emotional health and academic needs		

Supplemental Instruction and Support Strategies	Planned Expenditures	Actual Expenditures
Total Funds to implement the Strategies		

A description of how ELO Grant funds are being coordinated with other federal Elementary and Secondary School Emergency Relief Funds received by the LEA.

The Academy of Alameda Middle School is coordinating the use of the Expanded Learning Grant and other federal ESSER funds by budgeting all funding sources across several categories to best meet the needs of the staff, students, and community as we return to in-person instruction. In 2021-22, the Expanded Learning Grant funds are primarily budgeted towards Summer Program Enrichment opportunities, Instructional Aides to assist math instruction, and Instructional Coaches to accelerate progress towards closing the achievement gap. In 2021-23, the ESSER funds are primarily budgeted towards literacy and math interventions, increased mental health staff, professional development, and technology. The school will also use these funds to purchase any furniture and/or personal protective equipment needed to ensure staff and student safety for in-person instruction. When prioritizing the use of available funds, we will continue to prioritize student services such as counseling, mental health support, tutoring, diagnostic assessments, and progress monitoring.

Expanded Learning Opportunities Grant Plan Instructions: Introduction

The Expanded Learning Opportunities Grant Plan must be completed by school districts, county offices of education, or charter schools, collectively referred to as Local Educational Agencies (LEAs), that receive Expanded Learning Opportunities (ELO) Grant funds under California *Education Code (EC)* Section 43521(b). The plan must be adopted by the local governing board or body of the LEA at a public meeting on or before June 1, 2021, and must be submitted to the county office of education, the California Department of Education, or the chartering authority within five days of adoption, as applicable. The plan must be updated to include the actual expenditures by December 1, 2022.

For technical assistance related to the completion of the Expanded Learning Opportunities Grant Plan, please contact ELOGrants@cde.ca.gov or lcff@cde.ca.gov

Instructions: Plan Requirements

An LEA receiving ELO Grant funds under *EC* Section 43521(b) is required to implement a learning recovery program that, at a minimum, provides supplemental instruction, support for social and emotional well-being, and, to the maximum extent permissible under the guidelines of the United States Department of Agriculture, meals and snacks to, at a minimum, students who are included in one or more of the following groups:

- low-income,
- English learners,
- foster youth,
- homeless students,
- students with disabilities,
- students at risk of abuse, neglect, or exploitation,
- disengaged students, and
- students who are below grade level, including, but not limited to, those who did not enroll in kindergarten in the 2020–21 school year, credit-deficient students, high school students at risk of not graduating, and other students identified by certificated staff.

For purposes of this requirement

- “Supplemental instruction” means the instructional programs provided in addition to and complementary to the LEAs regular instructional programs, including services provided in accordance with an individualized education program (IEP).
- “Support” means interventions provided as a supplement to those regularly provided by the LEA, including services provided in accordance with an IEP, that are designed to meet students’ needs for behavioral, social, emotional, and other integrated student supports, in order to enable students to engage in, and benefit from, the supplemental instruction being provided.
- “Students at risk of abuse, neglect, or exploitation” means students who are identified as being at risk of abuse, neglect, or exploitation in a written referral from a legal, medical, or social service agency, or emergency shelter.

EC Section 43522(b) identifies the seven supplemental instruction and support strategies listed below as the strategies that may be supported with ELO Grant funds and requires the LEA to use the funding only for any of these purposes. LEAs are not required to implement each supplemental instruction and support strategy; rather LEAs are to work collaboratively with their community partners to identify the

supplemental instruction and support strategies that will be implemented. LEAs are encouraged to engage, plan, and collaborate on program operation with community partners and expanded learning programs, and to leverage existing behavioral health partnerships and Medi-Cal billing options in the design and implementation of the supplemental instruction and support strategies being provided (*EC* Section 43522[h]).

The seven supplemental instruction and support strategies are:

1. Extending instructional learning time in addition to what is required for the school year by increasing the number of instructional days or minutes provided during the school year, providing summer school or intersessional instructional programs, or taking any other action that increases the amount of instructional time or services provided to students based on their learning needs.
2. Accelerating progress to close learning gaps through the implementation, expansion, or enhancement of learning supports including, but not limited to, any of the following:
 - a. Tutoring or other one-on-one or small group learning supports provided by certificated or classified staff.
 - b. Learning recovery programs and materials designed to accelerate student academic proficiency or English language proficiency, or both.
 - c. Educator training, for both certificated and classified staff, in accelerated learning strategies and effectively addressing learning gaps, including training in facilitating quality and engaging learning opportunities for all students.
3. Integrated student supports to address other barriers to learning, such as the provision of health, counseling, or mental health services, access to school meal programs, before and after school programs, or programs to address student trauma and social-emotional learning, or referrals for support for family or student needs.
4. Community learning hubs that provide students with access to technology, high-speed internet, and other academic supports.
5. Supports for credit deficient students to complete graduation or grade promotion requirements and to increase or improve students' college eligibility.
6. Additional academic services for students, such as diagnostic, progress monitoring, and benchmark assessments of student learning.
7. Training for school staff on strategies, including trauma-informed practices, to engage students and families in addressing students' social-emotional health needs and academic needs.

As a reminder, *EC* Section 43522(g) requires that all services delivered to students with disabilities be delivered in accordance with an applicable IEP.

Fiscal Requirements

The following fiscal requirements are requirements of the ELO grant, but they are not addressed in this plan. Adherence to these requirements will be monitored through the annual audit process.

- The LEA must use at least 85 percent (85%) of its apportionment for expenditures related to providing in-person services in any of the seven purposes described above.
- The LEA must use at least 10 percent (10%) of the funding that is received based on LCFF entitlement to hire paraprofessionals to provide supplemental instruction and support through the duration of this program, with a priority for full-time paraprofessionals. The supplemental instruction and support provided by the paraprofessionals must be prioritized for English learners and students with disabilities. Funds expended to hire paraprofessionals count towards the LEAs requirement to spend at least 85% of its apportionment to provide in-person services.

- An LEA may use up to 15 percent (15%) of its apportionment to increase or improve services for students participating in distance learning or to support activities intended to prepare the LEA for in-person instruction, before in-person instructional services are offered.

Instructions: Plan Descriptions

Descriptions provided should include sufficient detail yet be sufficiently succinct to promote a broad understanding among the LEA's local community.

A description of how parents, teachers, and school staff were involved in the development of the plan

Describe the process used by the LEA to involve, at a minimum, parents, teachers, and school staff in the development of the Expanded Learning Opportunities Grant Plan, including how the LEA and its community identified the seven supplemental instruction and support strategies that will be implemented. LEAs are encouraged to engage with community partners, expanded learning programs, and existing behavioral health partnerships in the design of the plan.

A description of how parents and guardians of students will be informed of the opportunities for supplemental instruction and support.

Describe the LEA's plan for informing the parents and guardians of students identified as needing supplemental instruction and support of the availability of these opportunities, including an explanation of how the LEA will provide this information in the parents' and guardians' primary languages, as applicable.

A description of how students will be identified and the needs of students will be assessed

Describe the LEA's plan for identifying students in need of academic, social-emotional, and other integrated student supports, including the LEA's plan for assessing the needs of those students on a regular basis. The LEA's plan for assessing the academic needs of its students may include the use of diagnostic and formative assessments.

As noted above in the Plan Requirements, "other integrated student supports" are any supports intended to address barriers to learning, such as the provision of health, counseling, or mental health services, access to school meal programs, before and after school programs, or programs to address student trauma and social-emotional learning, or referrals for support for family or student needs.

A description of the LEA's plan to provide supplemental instruction and support

Describe the LEA's plan for how it will provide supplemental instruction and support to identified students in the seven strategy areas defined in the Plan Requirements section. As a reminder, the LEA is not required to implement each of the seven strategies; rather the LEA will work collaboratively with its community to identify the strategies that will be implemented. The plan must include a description of how supplemental instruction and support will be provided in a tiered framework that bases universal, targeted, and intensive supports on students' needs for academic, social-emotional, and other integrated student supports. The plan must also include a description of how the services will be provided through a program of engaging learning experiences in a positive school climate.

As a reminder, *EC* Section 43522(g) requires that all services delivered to students with disabilities be delivered in accordance with an applicable individualized education program. Additionally, LEAs are encouraged to collaborate with community partners and expanded learning programs, and to leverage existing behavioral health partnerships and Medi-Cal billing options in the implementation of, this plan (*EC* Section 43522[h]).

Instructions: Expenditure Plan

The 'Supplemental Instruction and Support Strategies' column of the Expenditure Plan data entry table lists the seven supplemental instruction and support strategies that may be supported with ELO Grant funds.

Complete the Expenditure Plan data entry table as follows:

In the 'Planned Expenditures' column of the data entry table, specify the amount of ELO Grant funds being budgeted to support each supplemental instruction and support strategies being implemented by the LEA and the total of all ELO Grant funds being budgeted.

The plan must be updated to include the actual expenditures by December 1, 2022. In the 'Actual Expenditures' column of the data entry table the LEA will report the amount of ELO Grant funds that the LEA actually expended in support of the strategies that it implemented, as well as the total ELO Grant funds expended.

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California Department of Education
March 2021



Expanded Learning Grant Overview

2020/21

Presentation to AoA Board of Directors - 5.20.21

The Academy of Alameda
Public Schools

Plan Requirements (1)

The Plan must be:

- Completed by any LEA receiving ELO Grant funds under California *Education Code (EC)* Section 43521(b).
- Adopted by the local governing board or body of the LEA at a public meeting on or before June 1, 2021.
- Submitted to the county office of education, the California Department of Education, or the chartering authority within five days of adoption, as applicable.
- Updated to include the actual expenditures by December 1, 2022.

Plan Requirements (2)

An LEA that receives ELO Grant funds is required to implement a learning recovery program that provides:

- Supplemental instruction,
- Support for social and emotional well being, and
- Meals and snacks.

Plan Requirements (3)

The learning recovery program is to be provided to students who are included in one or more of the following groups:

- low-income,
- English learners,
- foster youth,
- homeless students,
- students with disabilities,
- students at risk of abuse, neglect, or exploitation,
- disengaged students, and
- students who are below grade level, and
- other students identified by certificated staff.

Are LEAs required to post the Expanded Learning Opportunities Grant Plan on their web site?

Statute does not include a requirement for LEAs to post the Expanded Learning Opportunities Grant Plan on their web sites; however, in the interest of informing the local community, LEAs are strongly encouraged to post the adopted Expanded Learning Opportunities Grant Plan to the same web page as their LCAP.

Elementary and Middle School ELO Grant Expenses

The **Elementary School** received
\$179,945

Funding is going to:

- Summer Enrichment Program
- Additional Math and Literacy Instructional Aides
- Social emotional curriculum and professional development

The **Middle School** received
\$282,966

Funding is going to:

- Summer Enrichment Program (Edmo and AoA staffed)
- Instructional Math Aides
- Literacy Specialist

Cover Sheet

Board Meeting Calendar for 2021/22

Section:	V. Action Items
Item:	C. Board Meeting Calendar for 2021/22
Purpose:	Vote
Submitted by:	
Related Material:	DRAFT Board Meeting Calendar 21-22 _ V2.pdf

The Academy of Alameda 2021-2022 School Calendar

Updated on 02/24/21

MONTH S M T W TH F Ident Days Relative Days

<input type="checkbox"/>	NO SCHOOL - Holiday/Break
<input type="checkbox"/>	NO SCHOOL - Professional Development (PD) / Teacher Work Day
()	1/2 Day - ES (12:10pm Dismissal) MS (12:30pm Dismissal)
*	Trimester End Date
ES	Elementary School
MS	Middle School

O = Board Meeting

2021

Sunday, Aug. 1 – **retreat**

Thursday, Aug. 26

Thursday, Sept. 30

Thursday, Oct. 28

Thursday, Nov. 18

Wednesday, Dec. 15

2022

Sunday, Jan. 23 -**retreat**

Thursday, Feb. 17

Tuesday, March 10

Thursday, April 28

Thursday, May 26

Thursday, June 23

MONTH	S	M	T	W	TH	F	Ident Days	Relative Days	
JULY 2021		5	6	7	8	9			
		12	13	14	15	16			
		19	20	21	22	23			
		26	27	28	29	30			
AUGUST 2021	1	2	3	4	5	6			Aug 2-13: PD/Teacher Work Days
		9	10	11	12	13			Aug 16: 1st Day of School
		16	17	18	19	20		12	
		23	24	25	26	27			
		30	31						
SEPTEMBER 2021		6	7	8	9	10			Sept 6 : NO SCHOOL (<i>Labor Day Holiday</i>)
		13	14	15	16	17		21	TBD: Back to School Night
		20	21	22	23	24			Sept 24: 1/2 Day for students ES/MS (PD)
		27	28	29	30				
OCTOBER 2021		4	5	6	7	8			Oct 8: 1/2 Day for students ES/MS (PD)
		11	12	13	14	15		20	Oct 11: NO SCHOOL (<i>Indigenous Peoples Day</i>)
		18	19	20	21	22			
		25	26	27	28	29			
NOVEMBER 2021		1	2	3	4	5			Nov 10: End of Trimester
		8	9	10*	11	12			Nov 11: NO SCHOOL (<i>Veteran's Day</i>)
		15	16	17	18	19		15	Nov 12: NO SCHOOL (PD/Grading)
		22	23	24	25	26			Nov 17-19: 1/2 Day for students ES ONLY (<i>ES Conferences</i>)
		29	30						Nov 22-26: NO SCHOOL (<i>Fall Break</i>)
DECEMBER 2021				1	2	3			Dec 20-31: NO SCHOOL (<i>Winter Break</i>)
		6	7	8	9	10			
		13	14	15	16	17		13	
		20	21	22	23	24			
		27	28	29	30	31			
JANUARY 2022	3	4	5	6	7				Jan 3: NO SCHOOL (PD)
		10	11	12	13	14			Jan 17: NO SCHOOL (<i>MLK, Jr. Holiday</i>)
		17	18	19	20	21		19	Jan 28: 1/2 Day for students ES/MS (PD)
	23	24	25	26	27	28			
		31							
FEBRUARY 2022			1	2	3	4			Feb 21-25: NO SCHOOL (<i>President's Week</i>)
		7	8	9	10	11			
		14	15	16	17	18		15	
		21	22	23	24	25			
		28							
MARCH 2022			1	2	3*	4			Mar 3: End of 2nd Trimester
		7	8	9	10	11			Mar 4: NO SCHOOL (PD/grading)
		14	15	16	17	18		22	Mar 9-11: 1/2 Day for students ES ONLY (<i>ES Conferences</i>)
		21	22	23	24	25			
		28	29	30	31				
APRIL 2022					1				Apr 11-15: NO SCHOOL (<i>Spring Break</i>)
		4	5	6	7	8			
		11	12	13	14	15		16	
		18	19	20	21	22			
		25	26	27	28	29			
MAY 2022		2	3	4	5	6			May 6: 1/2 day for students ES/MS (PD)
		9	10	11	12	13			TBD: Open House
		16	17	18	19	20		21	May 30: NO SCHOOL (<i>Memorial Day Holiday</i>)
		23	24	25	26	27			
		30	31						
June 2022				1	2	3			Jun 10: Last Day of School
		6	7	8	9	10		11	Jun 15: 5th Grade Graduation
		13	14	15	16	17			Jun 15: 8th Grade Graduation
		20	21	22	23	24			Jun 16 & 17: PD/Teacher Work Days
		27	28	29	30				

185 Total Days of Instruction