

The Academy of Alameda Charter School Board

Board Meeting

Date and Time

Thursday May 26, 2022 at 6:30 PM PDT

Agenda

	Purpose	Presenter	Time
I. Opening Items			6:30 PM
Opening Items			
A. Record Board Member Attendance (Roll Call)		David Forbes	2 m
B. Call the Meeting to Order		David Forbes	1 m
C. Closed Session: Conference with Labor Negotiator	Discuss	Matt Huxley	15 m
Agency Representative: Executive Director Unrepresented Employees: Director of Operations, Elementary School Program Dean of Students			
D. Open Public Meeting and Report Out Any Actions From the Closed Session		David Forbes	1 m
E. Zoom Meeting Agreements and Protocol		Damaris Espinosa	1 m

This is a meeting of the Board. The Board is composed of 9 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."

	Purpose	Presenter	Time
F. The Board Reviews The Academy of Alameda's Mission and Envisioned Future Statements		David Forbes	1 m

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.

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	5 m
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II. Consent Agenda 6:56 PM

A. Draft Meeting Minutes	Approve Minutes	David Forbes	1 m
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Board Meeting Minutes From:

- April 28

Approve minutes for Board Meeting on April 28, 2022

B. Check Registers & Credit Card Statement	FYI	David Forbes	1 m
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- Approve the combined credit card statement and Bank of Marin check register from April.

C. Annual AoA/AUSD Food Services Memorandum of Understanding (2022/23)	FYI	David Forbes	1 m
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Each year, AoA's Executive Director meets with the AUSD's Director of Food Services to create the annual Food Services Memorandum of Understanding (MOU).

D. 2022/23 Board Calendar	FYI	Matt Huxley	1 m
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E. Vote on Consent Agenda	Vote	David Forbes	1 m
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III. Board Communications 7:01 PM

A. Honor AoA's Salute to Education Recipients	Discuss	Matt Huxley	15 m
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Staff will recognize the following Salute to Education honorees for their excellent work this year to support our students' mental health. The honorees are:

- Destiny Smith - Middle School Program Counselor
- Edditha Maaba - Elementary School Program
- Reese Isidro - Mental Health Clinician
- Yoshi Briseno Clarke - Middle School Program Dean of Students

	Purpose	Presenter	Time
• Ebonie Hill - Elementary School Program Dean of Students			
B. Board Committee Reports	Discuss	David Forbes	20 m
Reports from the following committees:			
<ul style="list-style-type: none"> • Finance Committee • Marketing Committee • Development Committee • Student Success Committee • Governance Committee • Facilities 			
C. Financial Update: Preliminary Budget for 2022/23	Discuss	David Forbes	30 m
EdTec will provide an update on Governor Newsom's revisions (the May Revision) to his proposed budget first proposed in January along with a draft of AoA's 2022/23 budget and multi-year projections. It also includes an updated forecast on our 2021/22 budget.			
D. Update on AoA's TK-8 Charter Merger	Discuss	Matt Huxley	10 m
An update regarding AoA's merger of its elementary and middle school programs that begins July 1, 2022			
E. Enrollment Update	Discuss	Matt Huxley	10 m
A 2022/23 enrollment update for grades Kindergarten through 8th grade that includes recent enrollment strategies that AoA is taking.			
F. Student and Family Survey Data (Spring, 2022)	Discuss	Leah Rubin	30 m
G. AoA Board of Director's Nominations for New Three-year terms	Discuss	William Schaff	5 m
Nominate members for new 3-year terms			
<ul style="list-style-type: none"> • Amy Price • David Forbes 			
H. AoA Board of Directors: New Officer Nominations	Vote	William Schaff	5 m
Nominate board members for 1-year terms for the following positions:			
<ul style="list-style-type: none"> • President • Vice President • Secretary • Treasurer 			

	Purpose	Presenter	Time
IV. Action Items			
9:06 PM			
A. Expanded Learning Opportunity Program	Vote	Matt Huxley	10 m
<p>The Academy of Alameda Elementary School received an Extended Learning Opportunities Program grant of just over \$100,000 for the 2021/22 school year to provide students additional learning opportunities outside of the school day including participation in after-school and summer programs. The Extended Learning Opportunities Program must be approved by AoA's Board of Directors and then posted on the school's website. Executive Director, Matt Huxley, will also present the significant expenditures used to provide students additional enrichment opportunities.</p>			
B. Title IX, Harassment, Intimidation, Discrimination & Bullying Policy	Vote	Matt Huxley	15 m
C. 2022/23 New Salary Schedules	Vote	Matt Huxley	10 m

The following salary schedules are being brought to the Board for approval:

- Elementary School Program Dean of Students
- A certificated teacher salary schedule (including one for teachers who have earned a masters) that increases the number of steps from 20 to 23.
- Director of Operations
- Attendance and Family Engagement Coordinator
- Data Systems Manager
- Special Education Coordinator

Draft Motion: The Academy of Alameda Board of Directors approves the following salary schedules:

- Elementary School Program Dean of Students
- A certificated teacher salary schedule
- A certificated teacher with masters salary schedule
- Director of Operations
- Attendance and Family Engagement Coordinator
- Data Systems Manager
- Special Education Coordinator

D. Approval of Board Findings Relating to Teleconference Meetings During State of Emergency	Vote	David Forbes	10 m
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Background:

The passage of AB 361 allows public bodies to dispense with certain normally applicable Brown Act teleconferencing requirements wherever a public body holds a meeting during a proclaimed state of emergency and one of three conditions are met:

1. State or local officials have imposed or recommended measures to promote social distancing; or
2. The meeting is for the purpose of determining, by a majority vote, whether as a result of the state of emergency, meeting in person would present imminent risks to the health or safety of attendees; or
3. The body has determined, by a majority vote, that, as a result of the state of emergency, meeting in person would present imminent risks to the health or safety of attendees.

AB 361 provides that if a state of emergency remains in place, a local agency must make the following findings by majority vote every 30 days, in order to continue using the bill's exemption to the Brown Act teleconferencing rules:

- (A) The legislative body has reconsidered the circumstances of the emergency; and
- (B) Either of the following circumstances exists:

- | | Purpose | Presenter | Time |
|--|---------|-----------|------|
| <p>(1) the state of emergency continues to directly impact the ability of board members to meet safely in person, or
 (2) State or local officials continue to impose or recommend social distancing measures.</p> | | | |

Draft Motion: The Academy of Alameda Board of Directors approves continuing to hold Board meetings and Board committee meetings virtually through June 30, 2022 due to the state of emergency related to COVID-19 that continues to directly impact the ability of board members and attendees to meet safely in person pursuant to AB 361.

V. Closing Items 9:51 PM

<p>A. Board Member Reports</p>	<p>Discuss</p>	<p>David Forbes</p>	<p>5 m</p>
<p>B. Review of Key June 7 and June 23 Board Meeting Agenda Topics</p>	<p>Discuss</p>	<p>Matt Huxley</p>	<p>5 m</p>

**Key Topics Include:
June 7**

- LCAP Public Meeting
- AoA/AUSD MOUs
 - Fiscal and Operation MOU
 - ASES MOU

June 23

- Board Committee Reports
- Use of security cameras update (information item)
- CA ES/MS Dashboard Presentation
- TK Spending Plan
- Uniforms
- Student Accountability Report Card (SARC)
- Virtual or Live Board/Committee Meetings
- Vote on 3-year Board Member terms
- Vote for Board Officers
- 2022/23 Budget
- 2022/23 LCAP

<p>C. Adjourn Meeting</p>	<p>Discuss</p>	<p>David Forbes</p>	<p>1 m</p>
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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 28, 2022
2022_04_28_board_meeting_minutes.pdf

APPROVED



THE
ACADEMY
OF
ALAMEDA

The Academy of Alameda Charter School Board

Minutes

Board Meeting

Date and Time

Thursday April 28, 2022 at 6:30 PM

Directors Present

C. Robie (remote), D. Forbes (remote), K. Welch (remote), K. Zimmerman (remote), R. Brown (remote), R. Whittaker (remote), T. Ruiz (remote), W. Schaff (remote)

Directors Absent

A. Price

Guests Present

D. Espinosa (remote), M. Huxley (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 28, 2022 at 6:31 PM.

C. Zoom Meeting Agreements and Protocol

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

E. General Public Comments

II. Consent Agenda

A.

Draft Meeting Minutes

W. Schaff made a motion to approve the minutes from Board Meeting on 03-10-22.

K. Welch seconded the motion.

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

Roll Call

T. Ruiz	Aye
D. Forbes	Aye
R. Brown	Aye
C. Robie	Aye
W. Schaff	Aye
K. Welch	Aye
A. Price	Absent
K. Zimmerman	Aye
R. Whittaker	Aye

B. Check Registers & Credit Card Statement

C. Vote on Consent Agenda

W. Schaff made a motion to consent to agenda.

K. Welch seconded the motion.

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

Roll Call

R. Whittaker	Aye
T. Ruiz	Aye
D. Forbes	Aye
R. Brown	Aye
K. Welch	Aye
W. Schaff	Aye
C. Robie	Aye
A. Price	Absent
K. Zimmerman	Aye

III. Board Communications

A. Acknowledge Elementary School Teacher, Ashley Defenbaugh

Matt Huxley introduced 1st grade teacher, Ashley Defenbaugh, to the Board and she was recognized for the outstanding work that she has done to support one of her students (who has been on home hospital) and their parents this year. Ashley was also recognized by her student's parents who expressed their gratitude for both her individual efforts as well as AoA for creating a climate of inclusion and equity. Board members, David Forbes and Ron Whittaker also thank Ashley and expressed their gratitude to the parents for attending the Board meeting and for being part of our community.

B. Board Committee Reports

Finance Committee

Bill Schaff mentioned that there were two upcoming Finance Committee meetings - May 5th and May 17th to prepare for the year-end budget that would be submitted to the full Board on January 23.

Marketing Committee

Kristen Welch review the highlights from it prior meeting in March including the implementation of a Parent Ambassador program. The also brainstormed marketing actions that they could implement for the remainder of this year.

Development Committee

Ron Whittaker and Kristen highlighted the Read-a-thon fundraiser that has raised just over \$11,000! The committee will be meeting with the incoming Executive Director, Christine Chilcott to begin planning for next year.

Student Success Committee

Carole Robie provided highlights from their committees last meeting including specifics related to this year's summer program planning, and the principals plans to integrate core learning competencies into AoA's deep learning initiative.

Governance Committee

Bill Schaff will be sending members a calendar invite for a year-end meeting.

Finance Committee

Teresa Ruiz said that she would send members a calendar invite for the committee's next meeting. The committee is developing a plan and timeline to upgrade AoA's facilities and also to make sure that AUSD is completing work that it committed to around ensuring safe facilities including repaving the blacktop, side alley (parking lot) and repairing a retaining wall.

C. Update on AoA's Material Revision

M. Huxley updated the Board on actions that it has taken to merge AoA's two charter effective July 1.

R. Whittaker asked if incoming families are aware of school consolidation/merger.

D. Forbes asked if everything is on track and on schedule in terms of merging AoA's systems including Aeries, SchoolMint, CALPADs. M. Huxley said that Sharon Perkins, Director of Operations, will provide an update at the May 26 meeting.

D. Enrollment Update

M. Huxley provide an enrollment update and said that they are still seeking 6th grade students. He discussed various marketing strategies to boost enrollment including increasing their Google and Facebook ads and sending an enrollment postcard to select zip codes in Oakland and San Leandro.

K. Welch asked if they we had a current list of fully enrolled vs. partially enrolled students for 2022/23 and if we coordinate the tracking of enrollment with AUSD as many families apply at AoA and AUSD .

D. Forbes asked if we could update the board on the percentage of in-district v. out-of-district students at the May board meeting.

E. Transitional Kindergarten Plan Update

M. Huxley reported we have \$57k to spend on TK planning, curriculum, classroom equipment/materials by June 30 or we would lose those funds.

D. Forbes asked if our facilities are bathroom compliant for TK. M. Huxley advised that they were not currently. D. Forbes asked if we only serve 10-12 students initially, is there a plan to target kids born after a certain date in order to receive more funding. A more specific update will be provided to the Board in May.

IV. Action Items

A. AoA's Board Attendance Policy

R. Whittaker made a motion to approve and update its existing Board Attendance Policy.

C. Robie seconded the motion.

C. Robie said that Amy has seen the policy, studied it extensively and changes have been made accordingly

R. Brown asked that this be postponed until next month as new changes are being added.

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

Roll Call

R. Whittaker	Aye
C. Robie	Aye
W. Schaff	Aye
D. Forbes	Aye
T. Ruiz	Aye
K. Zimmerman	Aye
R. Brown	Aye
K. Welch	Aye
A. Price	Absent

B. AoA's Fiscal Policy

W. Schaff made a motion to update the existing Board Fiscal Policy.

R. Whittaker seconded the motion.

R. Brown advised appreciation that the Fiscal policy had been updated.

R. Whittaker seconded appreciation and spoke of the benefits of charter policy fiscal policy.

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

Roll Call

W. Schaff	Aye
C. Robie	Aye
R. Brown	Aye
T. Ruiz	Aye
K. Welch	Aye
D. Forbes	Aye
K. Zimmerman	Aye
R. Whittaker	Aye
A. Price	Absent

C. Draft Board Resolution to Close AoA's Elementary School and Combine it with the Middle School Into A TK-8 School

T. Ruiz made a motion to approve resolution to close AoA's elementary school and combine it with the middle school into a TK-8 with the condition of adding the resolution number.

K. Zimmerman seconded the motion.

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

Roll Call

R. Whittaker Aye
R. Brown Aye
C. Robie Aye
K. Welch Aye
D. Forbes Aye
A. Price Absent
T. Ruiz Aye
K. Zimmerman Aye
W. Schaff Aye

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

K. Welch made a motion to continue to hold board meetings virtually through May 31, 2022 due to the state of emergency related to COVID-19 that continues to directly impact the ability of board members and attendees to meet safely in person pursuant to AB 361.

C. Robie seconded the motion.

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

Roll Call

K. Zimmerman Aye
T. Ruiz Aye
R. Brown Aye
A. Price Absent
K. Welch Aye
C. Robie Aye
R. Whittaker Abstain
D. Forbes Aye
W. Schaff Aye

V. Closing Items

A. Board Member Reports

W. Schaff reported information related to the recent court ruling against AUSD's recent parcel tax measure.

B. Review of Key May 26 Board Meeting Agenda Topics

C. Robbie asked for principals to present at a future meeting what they regarded as successes this school year and how it will address gaps in student outcomes going into next year.

R. Whittaker asked for more than 1 week to read the student harassment/ bullying policy as it is a complex one.

D. Forbes would the board to meet closed session at the May 26 meeting from 6:15 to session 6:30pm to review prosed salary schedules.

C. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:15 PM.

Respectfully Submitted,

D. Forbes

DRAFT



THE ACADEMY OF ALAMEDA

The Academy of Alameda Charter School Board

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II. Consent Agenda

A.

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K. Welch seconded the motion.

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

Roll Call

R. Whittaker	Aye
K. Welch	Aye
D. Forbes	Aye
R. Brown	Aye
T. Ruiz	Aye
W. Schaff	Aye
A. Price	Absent
K. Zimmerman	Aye
C. Robie	Aye

B. Check Registers & Credit Card Statement

C. Vote on Consent Agenda

W. Schaff made a motion to consent to agenda.

K. Welch seconded the motion.

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

Roll Call

K. Welch	Aye
W. Schaff	Aye
C. Robie	Aye
R. Brown	Aye
R. Whittaker	Aye
D. Forbes	Aye
T. Ruiz	Aye
A. Price	Absent
K. Zimmerman	Aye

III. Board Communications

A. Acknowledge Elementary School Teacher, Ashley Defenbaugh

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C. Robie seconded the motion.

C. Robie said that Amy has seen the policy, studied it extensively and changes have been made accordingly

R. Brown asked that this be postponed until next month as new changes are being added.

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

Roll Call

K. Zimmerman	Aye
T. Ruiz	Aye
D. Forbes	Aye
R. Brown	Aye
C. Robie	Aye
R. Whittaker	Aye
A. Price	Absent
K. Welch	Aye
W. Schaff	Aye

B. AoA's Fiscal Policy

W. Schaff made a motion to update the existing Board Fiscal Policy.

R. Whittaker seconded the motion.

R. Brown advised appreciation that the Fiscal policy had been updated.

R. Whittaker seconded appreciation and spoke of the benefits of charter policy fiscal policy.

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

Roll Call

R. Whittaker	Aye
C. Robie	Aye
T. Ruiz	Aye
W. Schaff	Aye
K. Welch	Aye
K. Zimmerman	Aye
A. Price	Absent
D. Forbes	Aye
R. Brown	Aye

C. Draft Board Resolution to Close AoA's Elementary School and Combine it with the Middle School Into A TK-8 School

T. Ruiz made a motion to approve resolution to close AoA's elementary school and combine it with the middle school into a TK-8 with the condition of adding the resolution number.

K. Zimmerman seconded the motion.

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

Roll Call

A. Price Absent
C. Robie Aye
R. Brown Aye
T. Ruiz Aye
K. Welch Aye
R. Whittaker Aye
D. Forbes Aye
K. Zimmerman Aye
W. Schaff Aye

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

K. Welch made a motion to continue to hold board meetings virtually through May 31, 2022 due to the state of emergency related to COVID-19 that continues to directly impact the ability of board members and attendees to meet safely in person pursuant to AB 361.

C. Robie seconded the motion.

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

Roll Call

W. Schaff Aye
K. Zimmerman Aye
D. Forbes Aye
C. Robie Aye
K. Welch Aye
A. Price Absent
R. Brown Aye
R. Whittaker Abstain
T. Ruiz Aye

V. Closing Items

A. Board Member Reports

W. Schaff reported information related to the recent court ruling against AUSD's recent parcel tax measure.

B. Review of Key May 26 Board Meeting Agenda Topics

C. Robbie asked for principals to present at a future meeting what they regarded as successes this school year and how it will address gaps in student outcomes going into next year.

R. Whittaker asked for more than 1 week to read the student harassment/ bullying policy as it is a complex one.

D. Forbes would the board to meet closed session at the May 26 meeting from 6:15 to session 6:30pm to review prosed salary schedules.

C. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:15 PM.

Respectfully Submitted,

D. Forbes

Cover Sheet

Check Registers & Credit Card Statement

Section: II. Consent Agenda
Item: B. Check Registers & Credit Card Statement
Purpose: FYI
Submitted by:
Related Material: April Combined Check and Cash Register.pdf



Combined Board Check Register						
School:		AoA				
Month:		April 2022				
						Total Paid By Check: \$ 336,335.31
						Total Paid By Credit Card: \$ 27,050.93
Payment Type	Check #/CC Account	Vendor	Transaction Date	Description	Void	Amount
Check	12858	Leigh Law Group, P.C.	4/7/2022	Bill #RP21111107--Attorney Fees For Josiah O'Ryan Eddings Case		\$ 16,000.00
Check	12859	Leigh Law Group Client Trust Account	4/7/2022	Bill #RP21111107--For Josiah O'Ryan Eddings		\$ 44,000.00
Check	12860	AMS.NET	4/8/2022	Bill #0054745--Phase 2 Verkada Camera Hardware & Licenses - Labor Bill #0054746--Phase 1 Verkada Camera Hardware & Licenses - Labor		\$ 1,296.00
Check	12861	Amazon Capital Services	4/8/2022	Bill #1XX6-9FK3-P16N--Supplies Bill #1JL1-NNFN-4PDT--Supplies Bill #1YG6-JD3F-16DV--Supplies Bill #1MF4-7MFD-NYKK--Supplies Bill #1D9R-VHXH-M7R9--Supplies Bill #1MDN-6JF7-91DP--Supplies Bill #17WV-DYX6-HCLJ--Supplies Bill #1KTT-PK3X-GVfy--Supplies Bill #1QJ1-RYTF-TKKR--Supplies Bill #1QD1-9PJT-GRFR--Supplies Bill #1X66-MCXT-RXCN--Supplies Bill #14VQ-P1VT-DGQ9--Supplies Bill #1FPD-Y79Q-3PTG--Supplies Bill #1QJ1-RYTF-M3LL--Supplies Bill #1Y3K-MGH9-C6K7--Supplies Bill #1GWG-VYN4-4RTW--Supplies		\$ 3,400.59

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.

Payment Type	Check #/CC Account	Vendor	Transaction Date	Description	Void	Amount
Check	12861	Amazon Capital Services	4/8/2022	Bill #1QD1-9PJT-LL7X--Supplies Bill #1XTK-FD4L-1PFY--Supplies Bill #1FXL-MF7G-1RRQ--Supplies Bill #1F4R-J9R9-C173--Supplies Bill #1LXM-MJLP-TWX7--Supplies Bill #1XX6-9FK3-DN3Y--Supplies Bill #1PRW-DWHR-4977--Supplies Bill #1F3N-NJF4-T77F--Supplies Bill #1LTN-3CNN-CQF4--Supplies Bill #1L9K-XF6X-THY7--Supplies Bill #17J6-6VY9-XQLV--Supplies Bill #1MCH-4KG6-PX4K--Supplies Bill #1LM6-YCP3-6RGR--Supplies Bill #1CJD-9F9D-1KMG--Supplies Bill #1NJ7-3XD1-4QCF--Supplies Bill #11PX-7FNF-19HG--Supplies		Cont'd
Check	12862	Planned Parenthood Mar Monte	4/8/2022	Bill #2721--Puberty Education - 44 Students		\$ 440.00
Check	12863	EdTec Inc.	4/8/2022	Bill #23895--Accounting Services - February 2022 & UPS Postage Charge		\$ 1,155.93
Check	12864	Aunt flow	4/8/2022	Bill #Q3287--Menstrual: Consumables & Hardware - Estrogen Dispenser		\$ 690.00
Check	12865	CA Dept of Tax and Fee Administration	4/8/2022	Bill #032322--Environmental Fee: 01/01 - 12/31/21		\$ 692.84
Check	12866	Department of Justice	4/8/2022	Bill #567993--Finger Print Apps & FBI: February '22		\$ 49.00
Check	12867	Hazelden Betty Ford Foundation	4/8/2022	Bill #2940385--Reimburse Expenses for 02/14 - 02/18/22 FCD Intensive Student Education Program		\$ 6,312.24
Check	12868	Interpreters Unlimited	4/8/2022	Bill #303109--Spanish Interpretation - 03/09/22 Bill #303112--Spanish Interpretation - 03/09/22		\$ 240.00
Check	12869	RCM Technologies	4/8/2022	Bill #71069252--Standard Rate & Overtime: 02/20 - 02/26/22 Bill #71069858--Standard Rate & Overtime: 03/13 - 03/19/22 Bill #71069254--Standard Rate & Overtime: 03/06 - 03/12/22		\$ 8,797.50
Check	12870	Office Team	4/8/2022	Bill #59620379--Substitute Svc w/e 03/11/22		\$ 1,533.88
Check	12871	Starline Supply Company	4/8/2022	Bill #302617--Custodial Supplies		\$ 20.68
Check	12872	Teachers on Reserve	4/8/2022	Bill #90455--Kindergarten Olga Cardamone: 03/07 - 03/11/22		\$ 222.75
Check	12873	Teachers on Reserve	4/8/2022	Bill #90378--MS ELA/History Sheila Hewitt Michele sloane : 03/07 - 03/11/22		\$ 462.51
Check	12874	The Education Team	4/8/2022	Bill #512666--BA Only: 02/28 - 03/03/22 Bill #514363--BA Only: 03/07 - 03/11/22		\$ 1,601.32

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.

Payment Type	Check #/CC Account	Vendor	Transaction Date	Description	Void	Amount
Check	12875	The Stepping Stones Group, LLC	4/8/2022	Bill #M0108507--Special Education Teacher - WST: 02/28 - 03/03/22		\$ 2,282.85
Check	12876	Xerox Financial Services	4/8/2022	Bill #3101935--Lease Payment due 03/15/22 & Late fee		\$ 378.05
Check	12877	Amber Cameron Balquist	4/11/2022	Bill #040722--Reimb: Misc Supplies Purchases		\$ 208.63
Check	12878	AMS.NET	4/12/2022	Bill #0054744--Phase 2 Camera cabling & Labor Services Bill #0054743--Phase 2 Camera cabling & Labor Services		\$ 12,128.00
Check	12879	Amazon Capital Services	4/12/2022	Bill #19L9-CRRP-11NQ--Supplies Bill #1496-XRQD-4PMY--Supplies Bill #1N6N-L4T9-4CFG--Supplies Bill #1KJM-KP9X-6QRJ--Supplies Bill #1GLC-PVHL-MF7T--Supplies Bill #11TT-RXQC-RHLF--Supplies Bill #1WCQ-RFRN-4WLQ--Supplies Bill #1DJY-HCLC-6KXR--Supplies Bill #1DQW-PTH4-PJN7--Supplies Bill #144D-YHLX-DWYN--Supplies		\$ 1,014.99
Check	12880	Edlio, LLC	4/12/2022	Bill #27290--Website Content Management System: 06/30/2022 - 06/30/2023		\$ 3,174.00
Check	12881	Equitable Financial Life Insurance Company of America	4/12/2022	Bill #1289490--Premium Period: 04/01 - 04/30/22 & Adjustments		\$ 5,703.46
Check	12882	MRC Smart Technology Solutions	4/12/2022	Bill #IN2556669--Contract overage charge: 02/28 - 03/30/22		\$ 186.33
Check	12883	Office Depot Inc.	4/12/2022	Bill #233555146001--Office Supplies		\$ 471.44
Check	12884	Purchase Power	4/12/2022	Bill #031422--Finance Charges & Late Fee		\$ 49.08
Check	12885	Pitney Bowes, Inc.	4/12/2022	Bill #3105399875--Late Fee		\$ 32.00
Check	12886	Desiree Prins	4/12/2022	Bill #009--Psychoeducational Eligibility Evaluation 03/15/22 & 03/25/22		\$ 20,000.00
Check	12887	RCM Technologies	4/12/2022	Bill #71070338--Standard Rate & Overtime: 03/20 - 03/26/22		\$ 4,356.25
Check	12888	Office Team	4/12/2022	Bill #59703865--Substitute Svc w/e 03/25/22		\$ 1,484.40
Check	12889	The Bays Djs	4/12/2022	Bill #P032522--Basic Dj Service: include 2 top speaker sub and dj Mixer		\$ 300.00
Check	12890	The Education Team	4/12/2022	Bill #507833--BA Only: 02/07 -02/08/22		\$ 552.64
Check	12891	The Stepping Stones Group, LLC	4/12/2022	Bill #M0109938--Special Education Teacher - WST: 03/06 - 03/19/22		\$ 5,514.00
Check	12892	Xerox Financial Services	4/12/2022	Bill #3158463--Lease Payment due 04/15/22 & Late Fee		\$ 378.05
Check	12893	Xerox Financial Services	4/12/2022	Bill #3158464--Lease Payment due 04/15/22 & Late Fee		\$ 215.37
Check	12894	EdTec Inc.	4/15/2022	Bill #23994--EdTec Monthly Back Office Service - April 2022		\$ 15,854.16
Check	12895	ACI - Alameda	4/15/2022	Bill #0001498399--Garbage Svcs - March '22		\$ 2,318.82

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.

Payment Type	Check #/CC Account	Vendor	Transaction Date	Description	Void	Amount
Check	12896	Amazon Capital Services	4/15/2022	Bill #1W3C-K3R6-WD3W--Supplies Bill #1T1X-W7LH-9JYY--Supplies Bill #16YD-JHG4-63PT--Supplies Bill #1419-3N3G-9QKG--Supplies Bill #1TQ3-MYWN-41X4--Supplies Bill #1D6L-W4YW-7LQW--Supplies Bill #1WRT-DGH9-LQMR--Supplies Bill #1WRT-DGH9-DN97--Supplies Bill #17KF-4RWF-MV73--Supplies Bill #14YG-YWMF-FVNH--Supplies Bill #1YGP-VFMN-G71V--Supplies Bill #1WCF-4FNR-779V--Supplies		\$ 2,185.07
Check	12896	Amazon Capital Services	4/15/2022	Bill #1XDQ-9JKH-CYNQ--Supplies Bill #1GGQ-4J66-9JM4--Supplies Bill #1GGM-GDL3-RKQM--Supplies Bill #1X1L-V1W7-HD7H--Supplies Bill #13N1-1DRN-RRJ1--Supplies Bill #1FGX-WYFY-77J9--Supplies Bill #17RT-QCGK-7CRH--Supplies Bill #1LLW-HV9X-6JNJ--Supplies Bill #1YGD-9RG7-RR3L--Supplies Bill #1GXJ-L4JQ-74CL--Supplies Bill #1R1H-RFYJ-6CFG--Supplies Bill #19X9-TPNY-16H9--Supplies		Cont'd
Check	12897	Gachina Landscape Management	4/15/2022	Bill #198223--#62190 - Maintenance Contract: April 2022		\$ 817.00
Check	12898	Interpreters Unlimited	4/15/2022	Bill #290611--Farsi Interpretation - 10/28/21		\$ 190.00
Check	12899	Larson Communications	4/15/2022	Bill #2449--Public Relations Retainer : April 2022		\$ 6,500.00
Check	12900	Michael's Transportation	4/15/2022	Bill #116706--Transportation Svc: 06/14/22		\$ 3,674.25
Check	12901	MRC Smart Technology Solutions	4/15/2022	Bill #IN2581192--Contract overage charge: 03/07 - 04/06/22		\$ 147.06
Check	12902	Desiree Prins	4/15/2022	Bill #008--Psychoeducational Eligibility Evaluation 02/03 - 02/17/22 Bill #010--Psychoeducational Eligibility & ERMHS Evaluation 03/28 - 04/04/22		\$ 24,000.00
Check	12903	Rids Brother Company Inc	4/15/2022	Bill #1270--Svc: 03/01 - 03/25/22		\$ 1,396.50
Check	12904	Office Team	4/15/2022	Bill #59460034--Substitute Svc w/e 09/24/21 Bill #59719286--Substitute Svc w/e 04/01/22 Bill #59647525--Substitute Svc w/e 03/18/22		\$ 3,300.43
Check	12905	Jessica Serrano	4/15/2022	Bill #026--DIS Svcs - March 2022		\$ 675.00

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Payment Type	Check #/CC Account	Vendor	Transaction Date	Description	Void	Amount
Check	12906	Six Flags Discovery Kingdom	4/15/2022	Bill #TKINV0000024215--2022 SFDK SG \$31.99		\$ 4,316.45
Check	12907	Teachers on Reserve	4/15/2022	Bill #90549--4gr Diana Vathanakamsang: 03/14 - 03/18/22 Bill #90629--Kindergarten Olga Cardamone & 5th grade ELA Nolan: 03/21 - 03/25/22		\$ 1,204.88
Check	12908	Teachers on Reserve	4/15/2022	Bill #90477--MS HistoryMichele sloane & Stephanie Starch: 03/14 - 03/18/22		\$ 462.51
Check	12909	The Education Team	4/15/2022	Bill #517667--BA Only: 03/23/22		\$ 226.38
Check	12910	Young, Minney & Corr, LLP	4/15/2022	Bill #75957--Legal Svcs' thru 03/31/22		\$ 1,152.35
Check	12911	Communication Works	4/15/2022	Bill #81977--NPA Contracts: Academy of Alameda: ST-MG: Speech Services: 03/01 - 03/31/22		\$ 13,578.00
Check	12912	Sharon Perkins	4/15/2022	Bill #040822--Reimb: ES Spplies		\$ 22.09
Check	12913	RCM Technologies	4/15/2022	Bill #71070961--Standard Rate & Overtime: 03/27 - 04/02/22		\$ 4,356.25
Check	12914	Seneca Family of Agencies	4/15/2022	Bill #7000076-IN--Tution-JBA Bill #0248613-IN--Mental Health-JBA Bill #7000211-IN--Mental Health-JBA Bill #0248979-IN--Tution-JBA		\$ 18,759.00
Check	12915	Xerox Financial Services	4/15/2022	Bill #3101936--Lease Payment due 03/15/22		\$ 190.37
Check	12916	WEX Health, Inc.	4/19/2022	Bill #041922--Health Payment for Employee Reimbursement - Flex Benefits		\$ 369.00
Check	12917	Colorprint	4/26/2022	Bill #29219--Enrollment Postcard		\$ 7,607.92
Check	12918	Don Landers	4/26/2022	Bill #5--Enrollment Postcard page layout & design		\$ 180.00
Check	DB040422	Square, Inc.	4/4/2022	DB040422 - Square, Inc. -		\$ 35.00
Check	DB040522	California Choice	4/5/2022	DB040522 - California Choice -		\$ 50,743.51
Check	DB040722	Curacubby, Inc	4/7/2022	DB040722 - Curacubby, Inc -		\$ 37.50
Check	DB042122	Bank of Marin Visa Card	4/21/2022	DB042122 - Bank of Marin Visa Card 5830 -		\$ 26,691.03
Credit Card	9515-5830	Mystery Science	4/1/2022	03/17 - Mystery Science		\$ 4,873.00
Credit Card	9515-5830	Young & Foolish LLC	4/1/2022	03/03 - Young & Foolish LLC		\$ 57.95
Credit Card	9515-5830	The Breakthrough Coach	4/1/2022	03/04 - The Breakthrough Coach		\$ 825.00
Credit Card	9515-5830	Office Max	4/1/2022	03/07 - Office Max		\$ 35.95
Credit Card	9515-5830	IIRP	4/1/2022	03/07 - IIRP		\$ 450.00
Credit Card	9515-5830	Delta Air	4/1/2022	03/09 - Delta Air		\$ 527.20
Credit Card	9515-5830	Delta Air	4/1/2022	03/09 - Delta Air		\$ 527.20
Credit Card	9515-5830	Delta Air	4/1/2022	03/09 - Delta Air		\$ 527.20
Credit Card	9515-5830	Adobe Acropro Subs	4/1/2022	03/14 - Adobe Acropro Subs		\$ 14.99
Credit Card	9515-5830	Domino's Pizza	4/1/2022	03/18 - Domino's Pizza		\$ 315.22
Credit Card	9515-5830	Michaels	4/1/2022	03/21 - Michaels		\$ 22.97
Credit Card	9515-5830	Michaels	4/1/2022	03/21 - Michaels		\$ 88.57
Credit Card	9515-5830	Michaels	4/1/2022	03/23 - Michaels		\$ 60.24
Credit Card	9515-5830	The K12 OER Collaborat	4/1/2022	03/28 - The K12 OER Collaborat		\$ 998.00
Credit Card	9515-5830	The Breakthrough Coach	4/1/2022	03/04 - The Breakthrough Coach		\$ 825.00

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Payment Type	Check #/CC Account	Vendor	Transaction Date	Description	Void	Amount
Credit Card	9515-5830	Delta Air	4/1/2022	03/09 - Delta Air		\$ 587.20
Credit Card	9515-5830	Delta Air	4/1/2022	03/09 - Delta Air		\$ 437.20
Credit Card	9515-5830	EVENT* FAGEN FRIEDMAN	4/1/2022	03/09 - EVENT* FAGEN FRIEDMAN		\$ 230.00
Credit Card	9515-5830	Pacific Pinball	4/1/2022	03/10 - Pacific Pinball Museum		\$ 750.00
Credit Card	9515-5830	FedEx Office	4/1/2022	03/10 - FedEx Office		\$ 138.89
Credit Card	9515-5830	Curacubby, Inc	4/1/2022	03/10 - Curacubby, Inc		\$ 667.98
Credit Card	9515-5830	Gopher Sport	4/1/2022	03/17 - Gopher Sport		\$ 434.15
Credit Card	9515-5830	AT* OMCA	4/1/2022	03/21 - AT* OMCA		\$ 100.00
Credit Card	9515-5830	AT* OMCA	4/1/2022	03/21 - AT* OMCA		\$ 100.00
Credit Card	9515-5830	Teachers Pay Teachers	4/1/2022	03/21 - Teachers Pay Teachers		\$ 8.00
Credit Card	9515-5830	KIMOCHIS	4/1/2022	03/25 - KIMOCHIS		\$ 219.69
Credit Card	9515-5830	Adobe Acropro Subs	4/1/2022	03/03 - Adobe Acropro Subs		\$ 104.93
Credit Card	9515-5830	Solution Tree	4/1/2022	03/04 - Solution Tree Inc.		\$ 3,445.00
Credit Card	9515-5830	Jones School Supply	4/1/2022	03/07 - Jones School Supply		\$ 49.95
Credit Card	9515-5830	Edpuzzle	4/1/2022	03/07 - EdPuzzle		\$ 12.50
Credit Card	9515-5830	H2O Water Company	4/1/2022	03/09 - H2O Water Company		\$ 28.98
Credit Card	9515-5830	Safeway	4/1/2022	03/11 - Safeway		\$ 56.05
Credit Card	9515-5830	Supreme School Supply	4/1/2022	03/11 - Supreme School Supply		\$ 92.12
Credit Card	9515-5830	Google	4/1/2022	03/11 - Google		\$ 500.00
Credit Card	9515-5830	Mountain Mike's Pizza	4/1/2022	03/14 - Mountain Mike's Pizza		\$ 238.06
Credit Card	9515-5830	Safeway	4/1/2022	03/14 - Safeway		\$ 18.96
Credit Card	9515-5830	Alameda County Industries	4/1/2022	03/14 - Alameda County Industries		\$ 2,333.82
Credit Card	9515-5830	La Val's Pizza	4/1/2022	03/14 - La Val's Pizza		\$ 472.76
Credit Card	9515-5830	Zoom	4/1/2022	03/16 - Zoom		\$ 258.00
Credit Card	9515-5830	Mystery Science	4/1/2022	03/17 - Mystery Science		\$ 2,650.00
Credit Card	9515-5830	Google	4/1/2022	03/22 - Google		\$ 500.00
Credit Card	9515-5830	DMI* Dell Bus Online	4/1/2022	03/24 - DMI* Dell Bus Online		\$ 1,130.30
Credit Card	9515-5830	IHIRE LLC	4/1/2022	03/28 - IHIRE LLC		\$ 299.00
Credit Card	9515-5830	BambooHR	4/1/2022	03/30 - BambooHR		\$ 99.00
Credit Card	9515-5830	Adobe Acropro Subs	4/1/2022	03/30 - Adobe Acropro Subs		\$ 359.90
Credit Card	9515-5830	Young, Minney, & Corr, LLP.	4/1/2022	03/31 - Young, Minney, & Corr, LLP.		\$ 40.00
Credit Card	9515-5830	Young, Minney, & Corr, LLP.	4/1/2022	03/31 - Young, Minney, & Corr, LLP.		\$ 40.00
Credit Card	9515-5830	Google	4/1/2022	04/01 - Google		\$ 500.00

Cover Sheet

Annual AoA/AUSD Food Services Memorandum of Understanding (2022/23)

Section: II. Consent Agenda
Item: C. Annual AoA/AUSD Food Services Memorandum of Understanding (2022/23)
Purpose: FYI
Submitted by:
Related Material: AoA Food Service Agreement 2022-2023 (2).pdf

Alameda Unified School District
Food Service Agreement
2022-2023

This agreement is entered into between Alameda Unified School District hereinafter referred to as SFA (School Food Authority), and Academy of Alameda hereinafter referred to as AoA is made this _____ day of _____, 2022 for the purpose of providing student lunches and/or breakfast which meet the National School Lunch/School Breakfast Program meal requirements.

1. Services

SFA will prepare breakfasts and lunches, which meet the National School Lunch/Breakfast Program meal requirements. Breakfast and lunches must comply with the nutritional standards as established by the United States Department of Agriculture.

2. Terms

The term of this agreement will be from July 1, 2022 through June 30, 2023 unless terminated by either party on 30 days' written notice with cause.

SFA will not provide any breakfasts or lunches on days when SFA schools are not in session or logistically unable due to Federal, State, County or City COVID-19 restrictions or orders.

SFA will prepare breakfasts and lunches, which meet the National School Lunch/School Breakfast Program meal requirements. Lunches must comply with the nutritional standards for lunches as established by the United States Department of Agriculture.

SFA will prepare breakfasts and lunches in the Academy of Alameda School Cafeteria located at 401 Pacific Avenue. This preparation site will maintain the appropriate state and local health certifications for the facility.

The SFA will provide AoA with sack lunches for field trips, which meet the National School Lunch/School Breakfast Program meal requirements when requested by AoA. Meals for field trips must be requested at least seven (7) working days in advance.

3. Compensation

Students served breakfasts that include an entrée, fruit and beverage and lunches that include an entrée, side dish, and milk, in portion sized by age group. Breakfasts and lunches made per Healthy, Hunger-Free Kids Act.

Beginning in School Year (SY) 2022–23, California will become the first state to implement a statewide Universal Meals Program for school children. California's Universal Meals Program (Universal Meals) is designed to build on the foundations of the federal National School Lunch Program (NSLP) and School Breakfast Program (SBP).

Commencing in school year 2022–23, Education Code (EC) 49501.5 requires public school districts, county offices of education, and charter schools serving students in grades TK–12 to provide two meals free of charge (breakfast and lunch) during each school day to students requesting a meal, regardless of their free or reduced-price meal eligibility. A second meal for breakfast or lunch must be charged at a full rate (listed below).

Although not expected, should the planned Universal Meals program cease, meal prices will be as following:

Breakfast - \$2.50 – All Grade Levels

Lunch - \$3.75 – Elementary School; \$4.25 – Middle School; \$4.50 – High School

SFA will represent AoA as the “sponsor” and include the lunch/breakfast participation as part of the National School Lunch/Breakfast Program in the process of claiming reimbursement from the California Department of Education. SFA will process meal applications, and collect and retain all reimbursement funds. AoA will provide SFA with current phone number and address of all students.

4. Audit and Compliance

SFA Director and the account representative will provide continuous support to AoA pertaining to certification, audits and validations. SFA ensures that the schools will be well supported and documentation is accurate for a successful experience with the California Department of Education.

SFA will maintain all necessary records to support CRE and SMI reviews. Once AoA is made aware of an audit, SFA, should be notified immediately so that all documents requested can be provided in a timely manner. SFA will maintain records supported by transport and central kitchen production records for this contract or other evidence for inspection and reference to support payments and claims, (for a period of three years).

SFA utilizes Mosaic software for menu planning and nutritional analysis as well as production, planning & records.

The SFA will comply with all rules and regulations pertaining to the National School Lunch/Breakfast Program as outlined by the state and federal authorities. SFA will be responsible for an auditing finding if SFA fails to comply with all rules and regulations pertaining to the National School Breakfast/Lunch Program. All applications and eligibility requirements will be handled by the SFA and the SFA will notify AoA as soon as possible regarding any determination of eligibility or any other information that AoA may reasonably need to know in order to ensure that AoA’s students are provided meals in accordance with the National School Lunch/Breakfast Program or in order to otherwise comply with the terms of this Food Service Agreement.

SFA and AoA will comply with all applicable Federal, State and Local statutes and regulations with regard to the preparation and consumption of lunches and/or breakfasts which meet the National School Lunch/Breakfast Program meal requirements, including but not limited to, all applicable regulations relating to the overt identification of needy pupils, the nutritional contents of lunches and/or breakfasts, and nondiscrimination. All records maintained by SFA and AoA will be open to inspection by proper Federal, State and Local authorities in accordance with applicable statutes and regulations.

Gifts or exchange of commodities is not permitted. Until the student consumes it, the food prepared remains the property of the State and Federal governments and AoA. It may not be sold, given away, or exchanged for other goods.

AoA will not provide or sell any food or beverage on campus without permission from the SFA in accordance with the National School Lunch/Breakfast Program.

AoA understands and agrees that it and all of its employees shall not be considered officers, employees, agents, partner, or joint venture of SFA, and are not entitled to benefits of any kind or nature normally provided employees of SFA and/or to which SFA employees are normally entitled.

5. Indemnification

AoA agrees to defend, indemnify and hold harmless the SFA, its Board of Trustees, officers, agents and employees, volunteers, individually and collectively, from and against all costs, losses, claims, demands, suits, actions, payments and judgments, including legal and attorney fees, arising from personal or bodily injuries, property damage or otherwise, however caused, brought or recovered against any of the above that may arise for any negligent acts from or during or be alleged to be caused by the undersigned's officers, agents, employees and volunteers.

The SFA agrees to defend, indemnify and hold harmless AoA, its officers, agents and employees volunteers, individually and collectively, from and against all costs, losses, claims, demands, suits, actions, payments and judgments, including legal and attorney fees, arising from personal or bodily injuries, property damage or otherwise, however caused, brought or recovered against any of the above that may arise from any negligent acts from or during or be alleged to be caused by the SFA, its Board of Trustees, officers, agents and employees and volunteers.

6. Insurance

AoA shall maintain general liability insurance coverage with limits of One Million Dollars (\$1,000,000) per occurrence for bodily injury and property damage. The coverage shall be primary as to SFA and shall name SFA as an additional insured with endorsement. Inclusion of SFA as an additional insured shall not affect SFA's right to a claim, demand, suit or judgment made, brought or recovered against AoA.

7. Notices

All notices, inquiries and invoices provided for under this Agreement shall be directed as set forth below:

SFA REP

AoA REP

Name: James Assia
Title: Director of Food & Nutrition Services
Phone: 510-337-7044
Email: jassia@alamedaunified.org
Address: 2060 Challenger Drive, Alameda, CA 94501

Name: Matt Huxley
Title: Executive Director
Phone: 510-748-4017
Email: mhuxley@aoaschools.org
Address: 401 Pacific Ave, Alameda, CA 94501

REPRESENTATION OF AUTHORITY:

The undersigned hereby represent and warrant that they are authorized by the respective parties to execute this agreement.

For Alameda Unified School District (SFA)

For Academy of Alameda (AoA)

Shariq Khan, Assistant Superintendent

Matt Huxley, Executive Director

Date: _____

Date: _____

Cover Sheet

2022/23 Board Calendar

Section:	II. Consent Agenda
Item:	D. 2022/23 Board Calendar
Purpose:	FYI
Submitted by:	
Related Material:	Draft Board Calendar 2022-23.pdf

The Academy of Alameda 2022-2023 School Calendar

Revised on

	NO SCHOOL - Holiday/Break
	NO SCHOOL - Professional Development (PD) / Teacher Work Day
	
()	1/2 Day - ES (12:10pm Dismissal) MS (12:30pm Dismissal)
*	Quarter End Date
ES	Elementary School Only
MS	Middle School Only
	No Indication = Both ES & MS

○ = Board Meeting
 △ = Board Retreat

MONTH	M	T	W	TH	F	Student Days	Cumulative Days	
JULY 2022					1			
	4	5	6	7	8			
	11	12	13	14	15			
	18	19	20	21	22			
	25	26	27	28	29			
AUGUST 2022	1	2	3	4	5			
	7	8	9	10	11			Aug 3-5: New Teacher Training
	15	16	17	18	19	11	11	Aug 8-16: PD/Teacher Work Days
	22	23	24	25	26			Aug 15: 6th Grade WEB Day
	29	30	31					Aug 17: 1st Day of School
SEPTEMBER 2022				1	2			Sept 5 : NO SCHOOL (<i>Labor Day Holiday</i>)
	5	6	7	8	9			Sept 15?: Back to School Night
	12	13	14	15	16	21	32	Sept 23: 1/2 Day for students (PD)
	19	20	21	22	23			
	26	27	28	29	30			
OCTOBER 2022	3	4	5	6	7			
	10	11	12	13	14			
	17	18	19	20	21	20	52	Oct 10: NO SCHOOL (<i>Indigenous Peoples Day</i>)
	24	25	26	27	28			
	31							
NOVEMBER 2022		1	2	3	4			Nov 9: End of Trimester
	7	8	9*	10	11			Nov 10: NO SCHOOL (<i>PD/Grading</i>)
	14	15	16	17	18	15	67	Nov 11: NO SCHOOL (<i>Veteran's Day</i>)
	21	22	23	24	25			Nov 16-18: ES ONLY Minimum Day ES Conferences)
	28	29	30					Nov 21-25: NO SCHOOL (<i>Fall Break</i>)
DECEMBER 2022				1	2			
	5	6	7	8	9			Dec 23 - Jan 6: NO SCHOOL (<i>Winter Break</i>)
	12	13	14	15	16	16	83	
	19	20	21	22	23			
	26	27	28	29	30			
JANUARY 2023	2	3	4	5	6			Jan 9: NO SCHOOL (<i>PD</i>)
	9	10	11	12	13			Jan 16: NO SCHOOL (<i>MLK, Jr. Holiday</i>)
	16	17	18	19	20	15	98	
	23	24	25	26	27			
	30	31						
FEBRUARY 2023		1	2	3				Feb 3: No School (PD)
	6	7	8	9	10			
	13	14	15	16	17	14	112	
	20	21	22	23	24			Feb 20-24 (<i>February Break</i>)
	27	28						
MARCH 2023		1	2*	3				Mar 2: End of 2nd Trimester
	6	7	8	9	10			Mar 3: NO SCHOOL (<i>PD/grading</i>)
	13	15	16	17	18	22	134	Mar 8-10: ES ONLY Minimum Day ES Conferences)(<i>Conferences</i>)
	20	21	22	23	24			
	27	28	29	30	31			
APRIL 2023								
	3	4	5	6	7			
	10	11	12	13	14	15	149	Apr 10-14: NO SCHOOL (<i>Spring Break</i>)
	17	18	19	20	21			
	24	25	26	27	28			
MAY 2023	1	2	3	4	5			May 5: NO SCHOOL (<i>PD</i>)
	8	9	10	11	12			May ? : Open House
	15	16	17	18	19	21	170	May 29: NO SCHOOL (<i>Memorial Day Holiday</i>)
	22	23	24	25	26			
	29	30	31					
JUNE 2023				1	2			Jun 14: Last Day of School
	5	6	7	8	9	10	180	Jun ? : 5th Grade Promotion, TBD
	12	13	14	15	16			Jun ? : 8th Grade Promotion, TBD
	19	20	21	22	23			Jun 15 & 16: PD/Teacher Work Days
	26	27	28	29	30			

180 Total Days of Instruction

2022

Sunday, Aug 7 - Retreat

Wednesday, August 24

Thursday, September 22

Thursday, October 27

Thursday November 17

Thursday, December 15

2023

Sunday, January 22 - Mid-year Retreat

Thursday, February 16

Thursday, March 9

Thursday, April 27

Thursday, May 25

Thursday, June 22

Cover Sheet

Financial Update: Preliminary Budget for 2022/23

Section: III. Board Communications
Item: C. Financial Update: Preliminary Budget for 2022/23
Purpose: Discuss
Submitted by:
Related Material:
Academy of Alameda FY23 Preliminary Budget and Exhibits 5.26.22.pdf

Academy of Alameda FY22 April Forecast & FY23 Budget

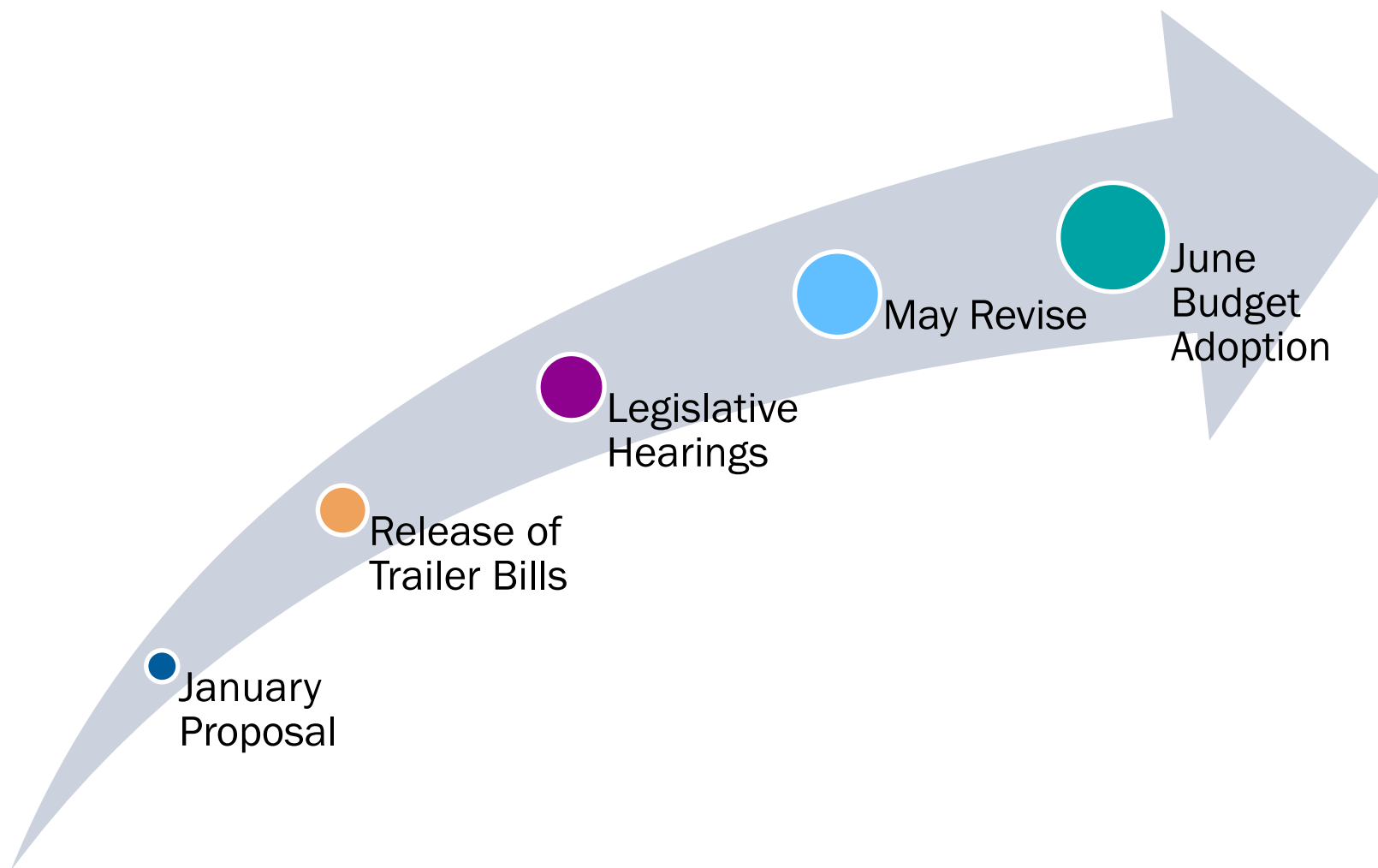
JEAN YANG AND PETER LAUB
MAY 2022



FY23 Budget – May Revise

State Budget Process

Iterative process with many changes to Governor's Proposal

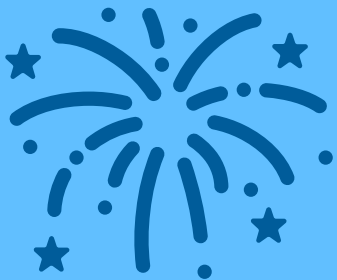


May Revise Summary



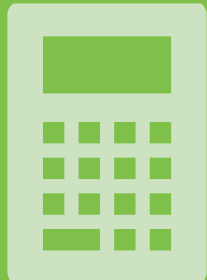
~9.85% Increase

- 6.56% statutory COLA, minimum legally required
- Plus, \$2.1B base grant increase



One-Time Discretionary Grant (464K)

- \$8B allocated on per pupil basis
- ~ \$1350-1400 per FY22 ADA
- Staffing, student learning, mental health, etc.

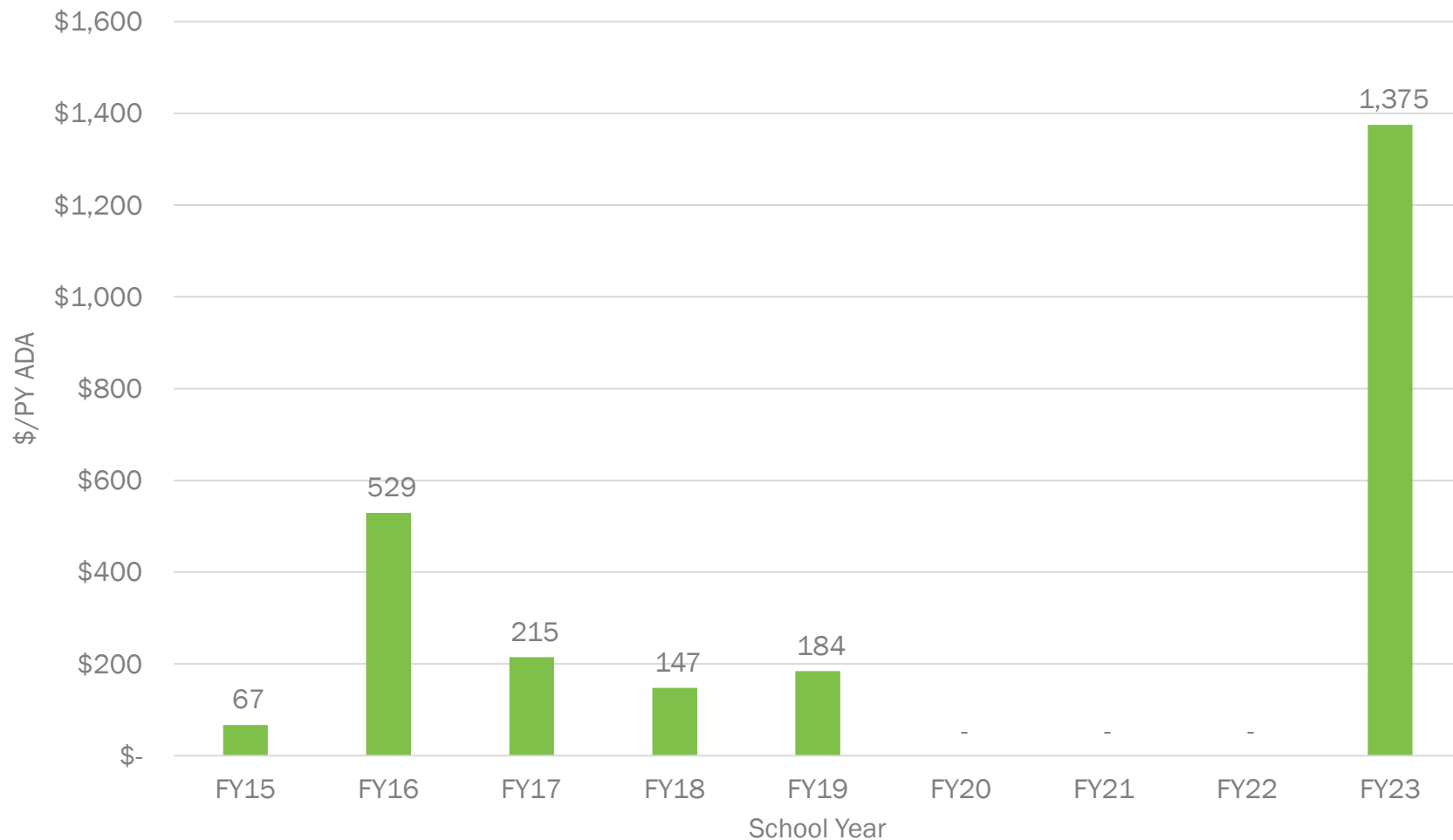


FY22 Flexibility in LCFF Driver – LEA's Choice

- FY22 P2 ADA or...
- FY22 CALPADS enrollment * FY20 attend. %* or...
- **FY20 P2 ADA**** (Best option for AOA)

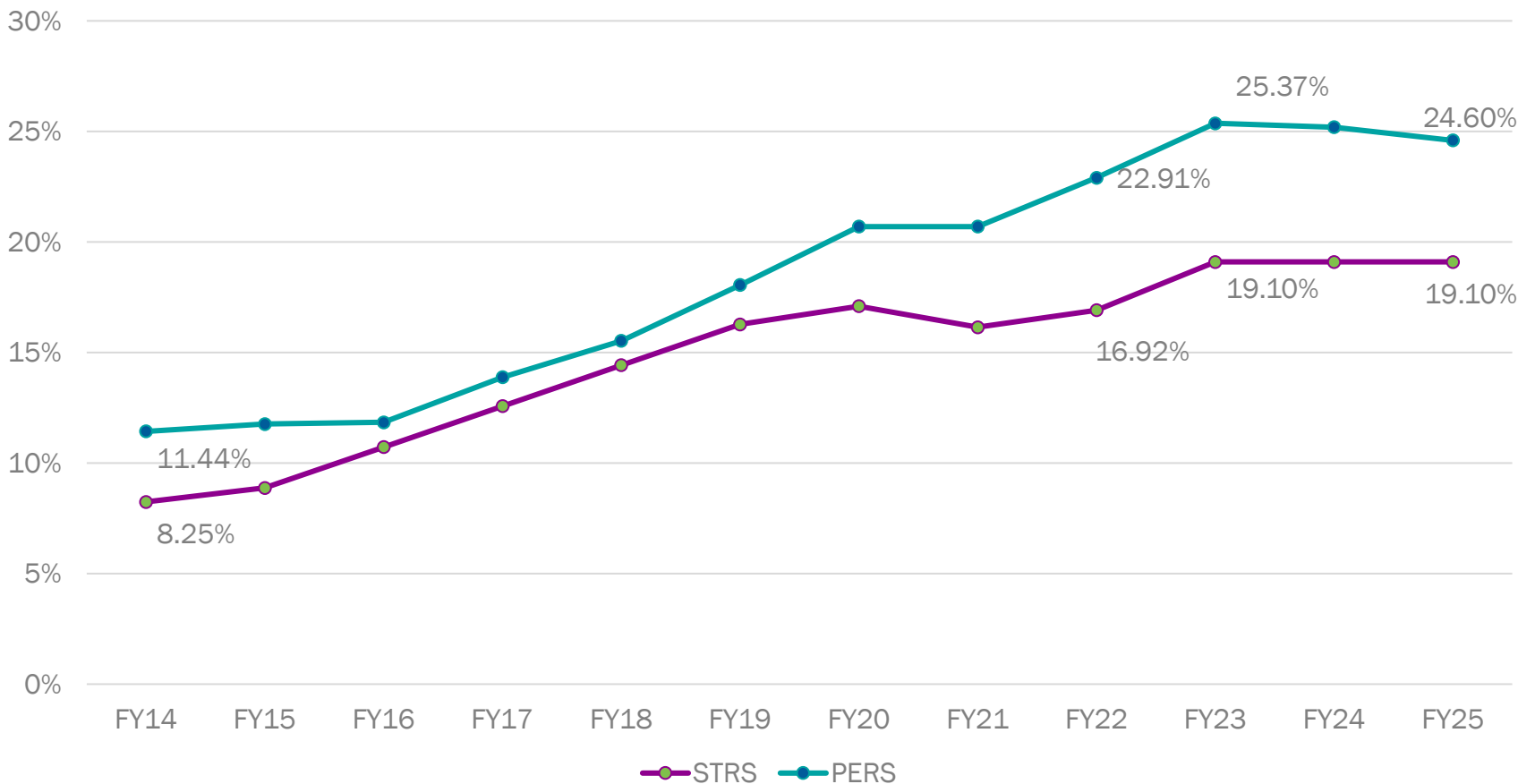
One-Time Funding

FY23 One-Time apportionment greater than all other years combined





STRS & PERS Over Time

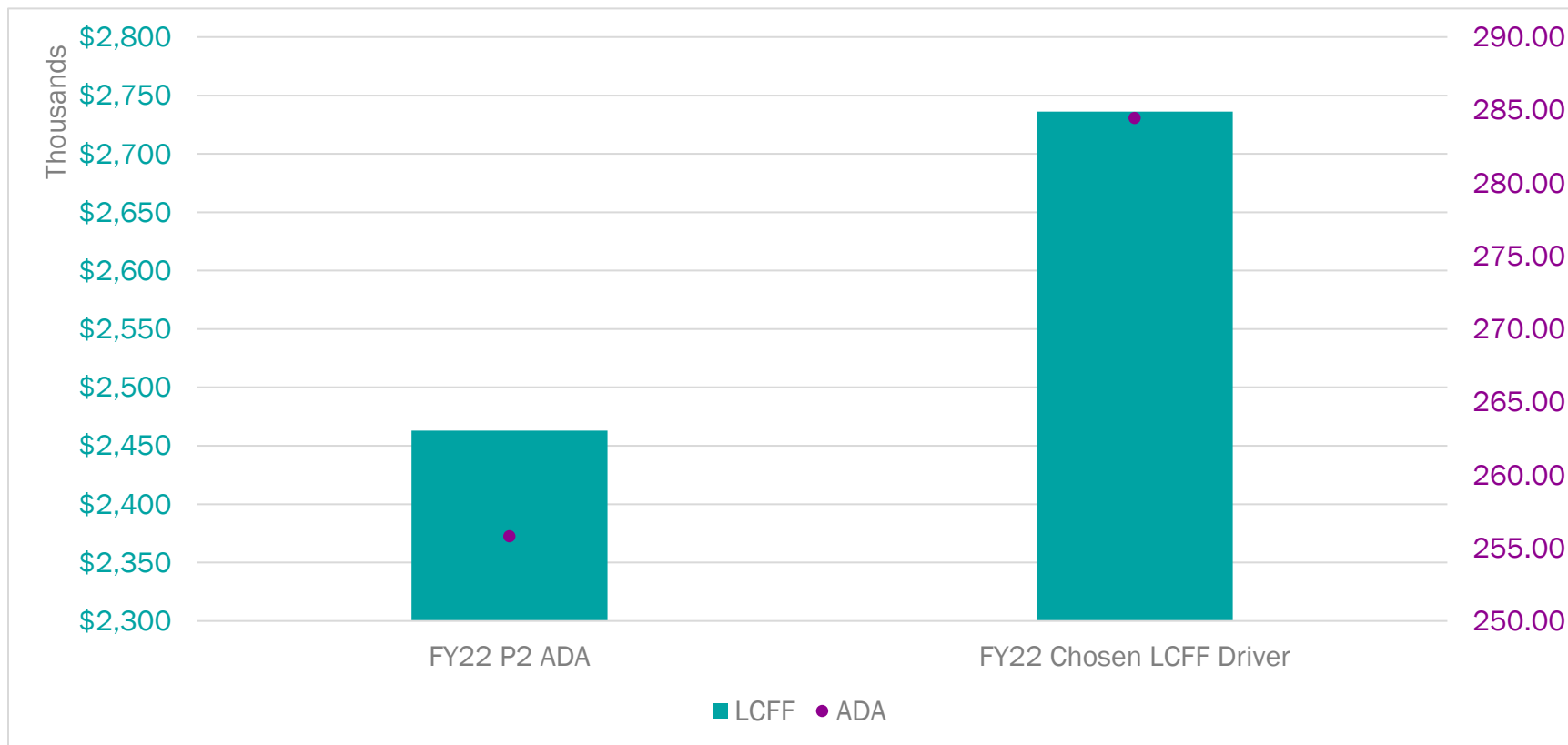


Largest Prop 98 package proposed & source of STRS & PERS relief to be from non-Prop 98 → relief very unlikely



AOA Elementary - FY22 LCFF Funding Driver

LEAs to choose- FY22 P2, FY21 P2, FY22 Enrollment * FY20 Attendance %

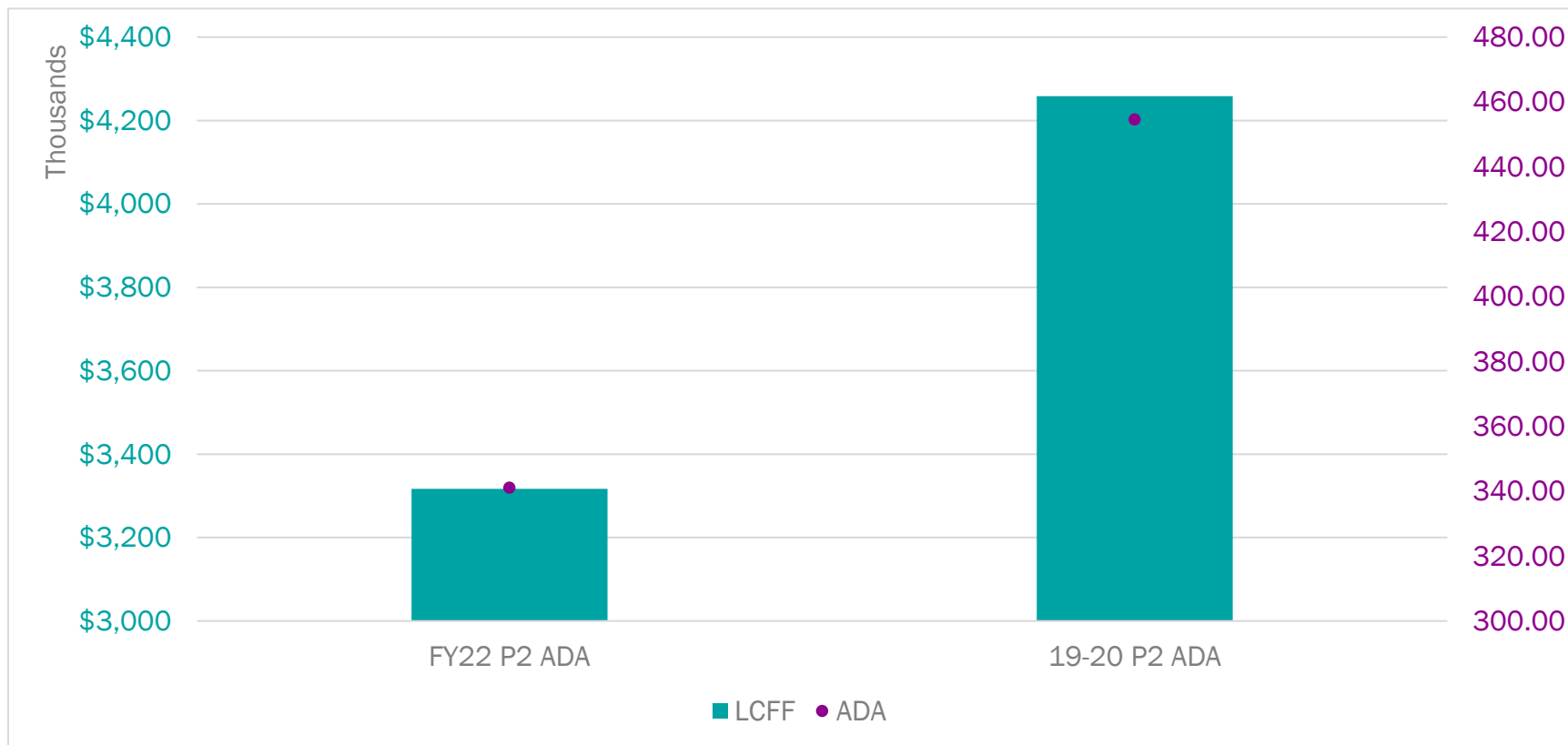


Use FY20 ADA, increase of 273K to net income



AOA Middle - FY22 LCFF Funding Driver

LEAs to choose- FY22 P2, FY21 P2, FY22 Enrollment * FY20 Attendance %



Use FY20 ADA, increase of 942K to net income

FY22 Forecast Update

May 2022



AOA Elementary – April22 vs. Jan22

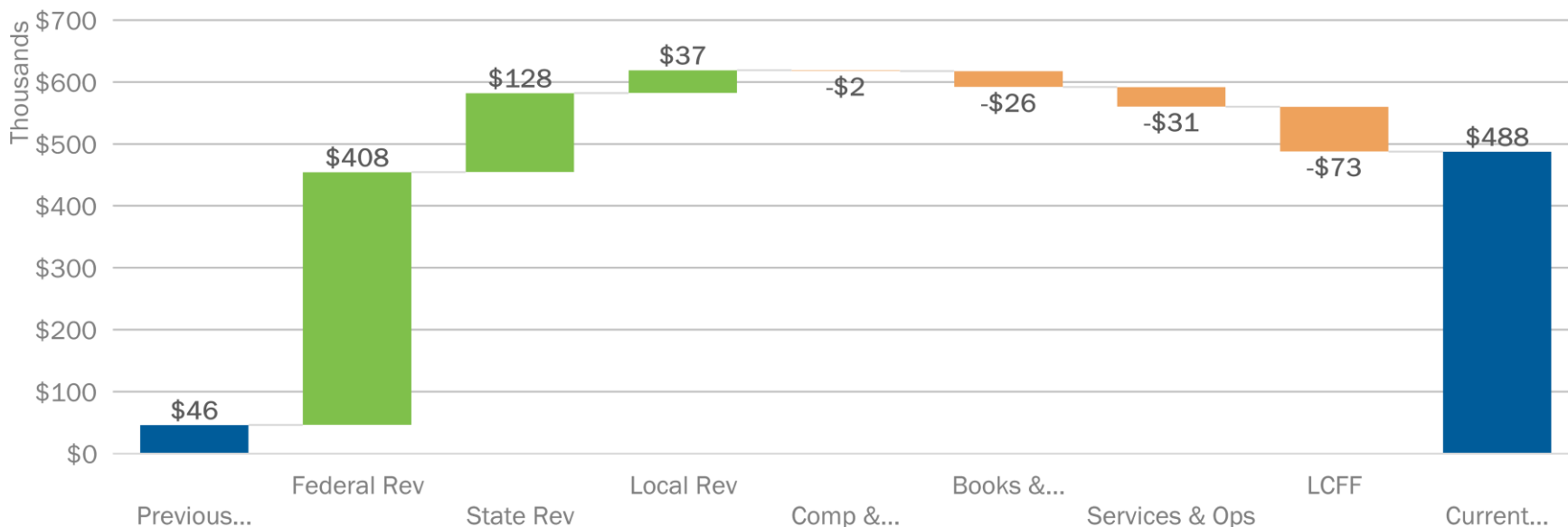


Net income 487K, increased 441K from previous forecast

		2021-22	2021-22	Variance
		Previous Forecast	Current Forecast	
Revenue	LCFF Entitlement	2,535,827	2,463,054	(72,773)
	Federal Revenue	307,382	715,471	408,089
	Other State Revenues	470,181	597,836	127,655
	Local Revenues	826,849	864,149	37,300
	Fundraising and Grants	25,000	25,000	-
	Total Revenue	4,165,239	4,665,509	500,271
Expenses	Compensation and Benefits	3,078,768	3,080,316	(1,548)
	Books and Supplies	258,340	284,340	(26,000)
	Services and Other Operating	776,019	807,396	(31,377)
	Depreciation	5,858	5,858	-
	Other Outflows	-	-	-
	Total Expenses	4,118,985	4,177,910	(58,925)
	Operating Income	46,254	487,599	441,345
	Beginning Balance (Unaudited)	1,266,864	1,266,864	-
	Operating Income	46,254	487,599	441,345
	Ending Fund Balance (incl. Depreciation)	1,313,119	1,754,464	441,345
	Ending Fund Balance as % of Expenses	31.9%	42.0%	10.1%

AOA Elementary – April22 vs. Jan22

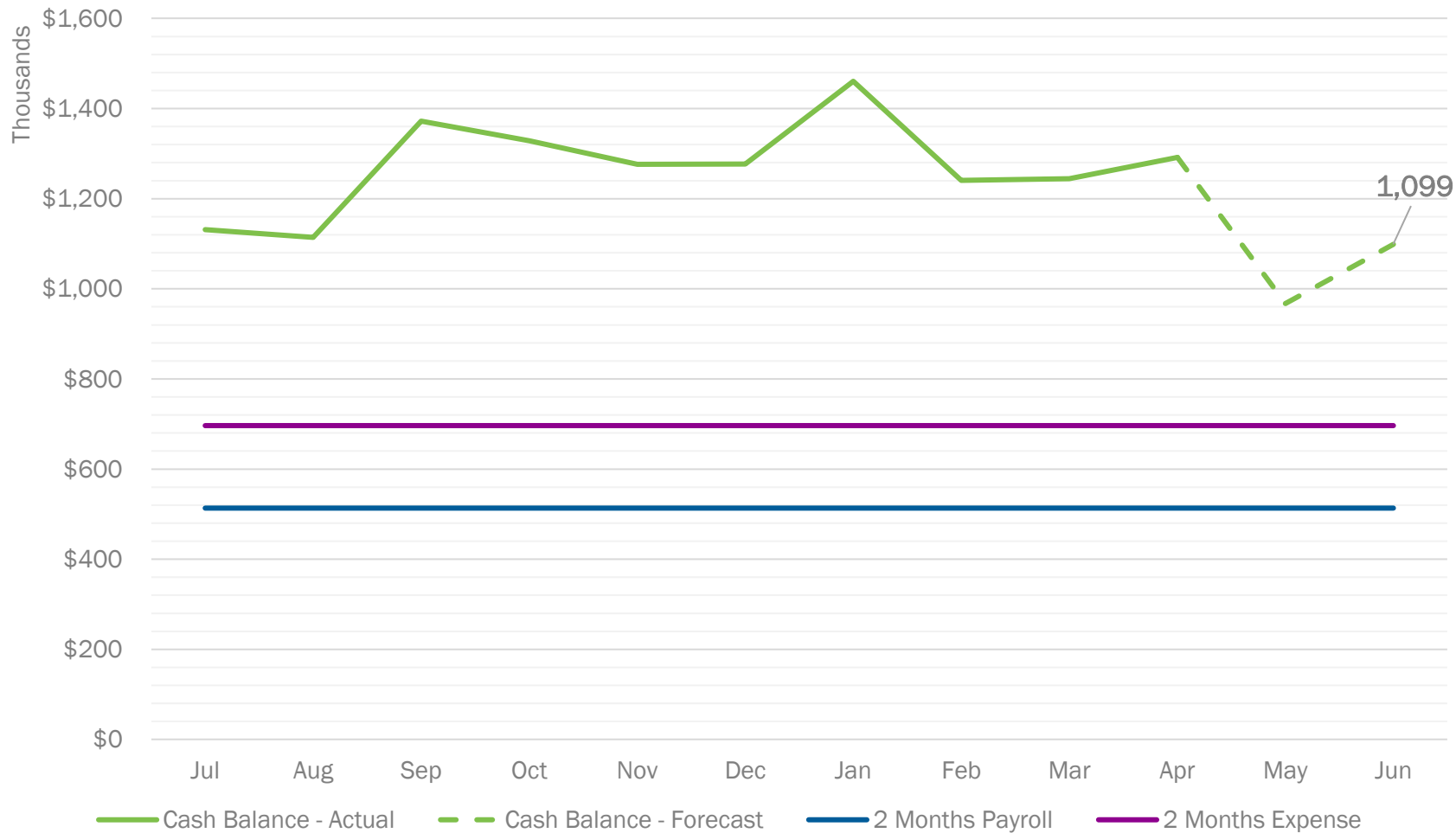
Net income increased 441K due to federal revenue shift to FY22



CATEGORY	BOTTOM LINE IMPACT	NOTES
Previous Forecast	46,254	
Federal Rev	408,089	Future ESSER funds moved to FY22
State Rev	127,655	Future ELO-P and Educator Effectiveness to FY22
Local Rev	37,300	Increased afterschool revenue
Comp & Benefits	(1,548)	Substitute hours
Books & supplies	(26,000)	Afterschool supplies for ELO-P spending
Services & Ops	(31,377)	Increased PD for educator effectiveness grant + Tech services
LCFF	(72,773)	P2 ADA of 255.8, decreased from 263.4 projected ADA
Current Forecast	487,599	

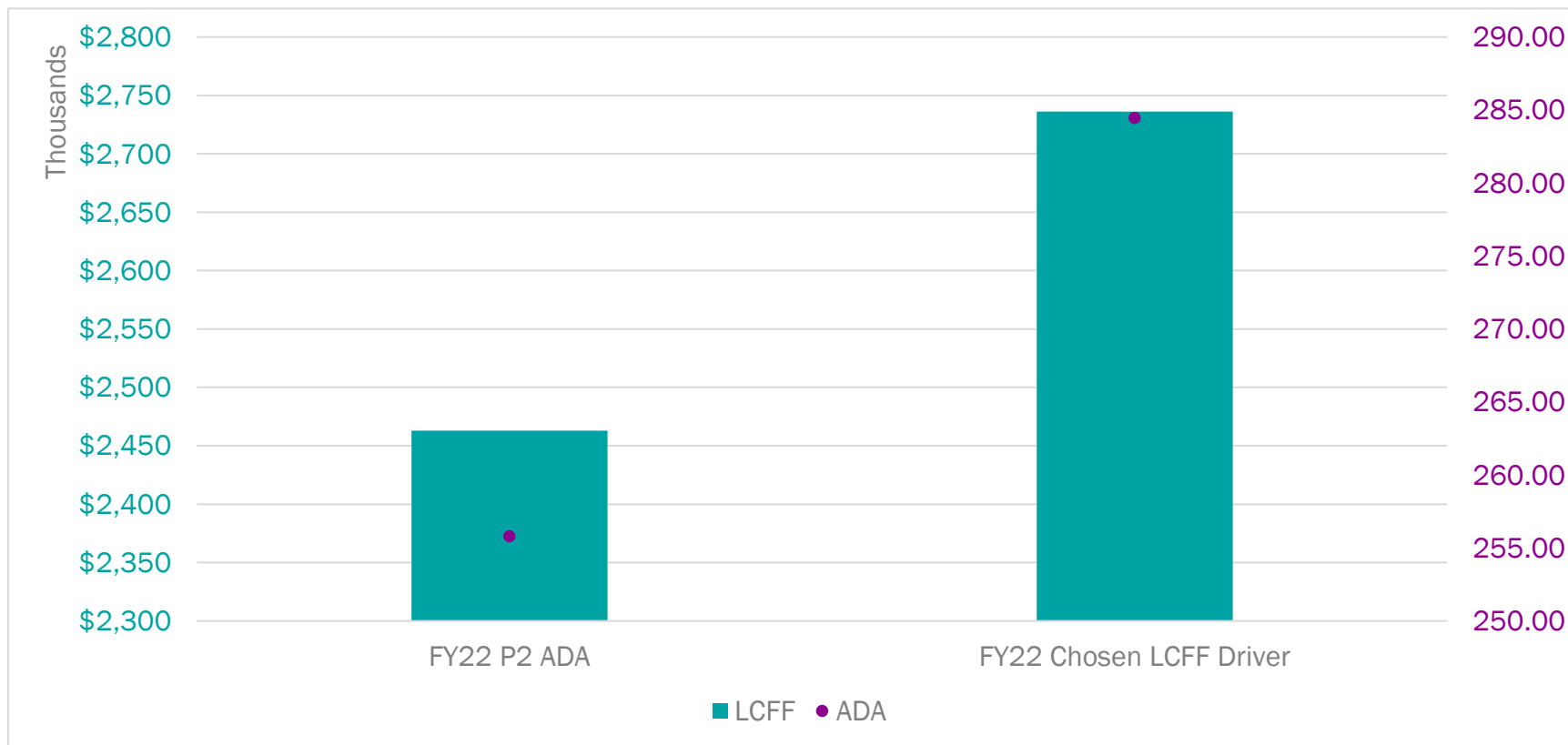
AOA Elementary – Projected Cash Flow

Projected ending cash of 1.09M, 96 days cash on hand (105 inc. LAIF)



AOA Elementary - FY22 LCFF Funding Driver

LEAs to choose- FY22 P2, FY21 P2, FY22 Enrollment * FY20 Attendance %



Use FY20 ADA, increase of 273K to net income

AOA Middle – April22 vs. Jan22

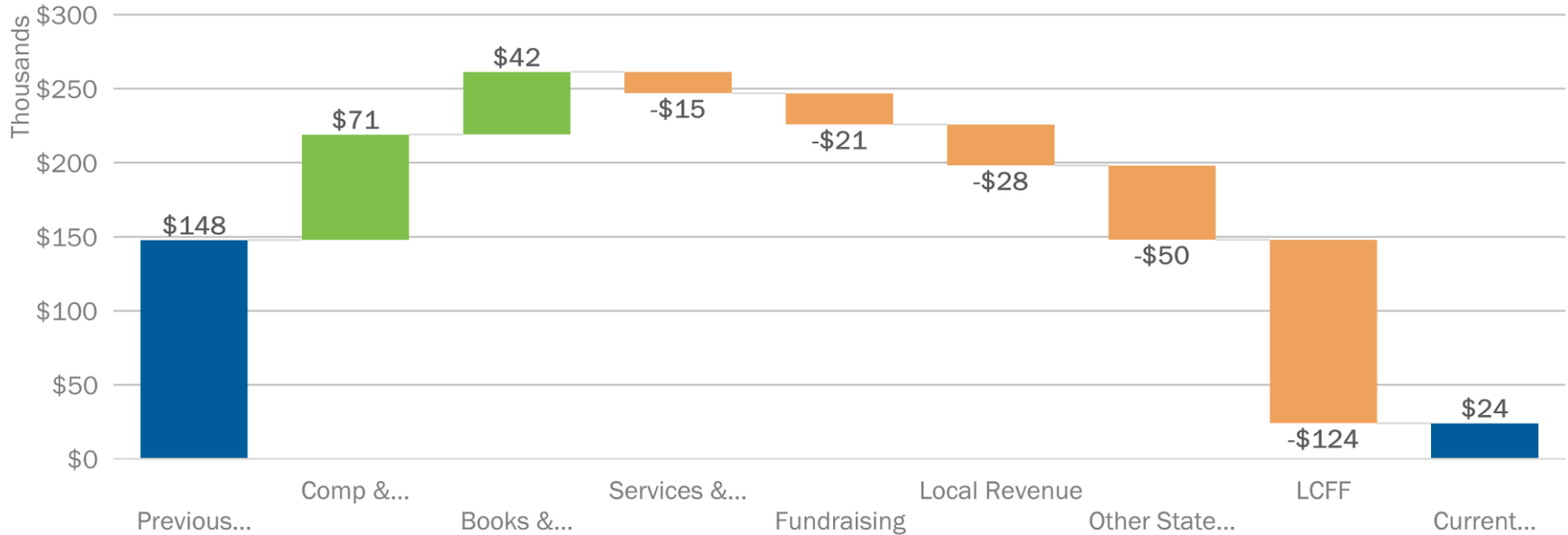


Net income 24K, decrease of 123K from previous forecast

		2021-22	2021-22	Variance
		Previous Forecast	Current Forecast	
Revenue	LCFF Entitlement	3,316,437	3,192,547	(123,890)
	Federal Revenue	472,567	557,447	84,880
	Other State Revenues	841,958	706,952	(135,006)
	Local Revenues	1,247,730	1,220,030	(27,700)
	Fundraising and Grants	39,000	18,000	(21,000)
	Total Revenue	5,917,692	5,694,976	(222,716)
Expenses	Compensation and Benefits	4,164,071	4,092,808	71,263
	Books and Supplies	305,050	262,650	42,400
	Services and Other Operating	1,286,434	1,300,997	(14,563)
	Depreciation	14,400	14,400	-
	Other Outflows	-	-	-
	Total Expenses	5,769,955	5,670,856	99,100
	Operating Income	147,737	24,120	(123,617)
	Beginning Balance (Unaudited)	2,352,402	2,352,402	-
	Operating Income	147,737	24,120	(123,617)
	Ending Fund Balance (incl. Depreciation)	2,500,139	2,376,522	(123,617)
	Ending Fund Balance as % of Expenses	43.3%	41.9%	-1.4%

AOA Middle – April22 vs. Jan22

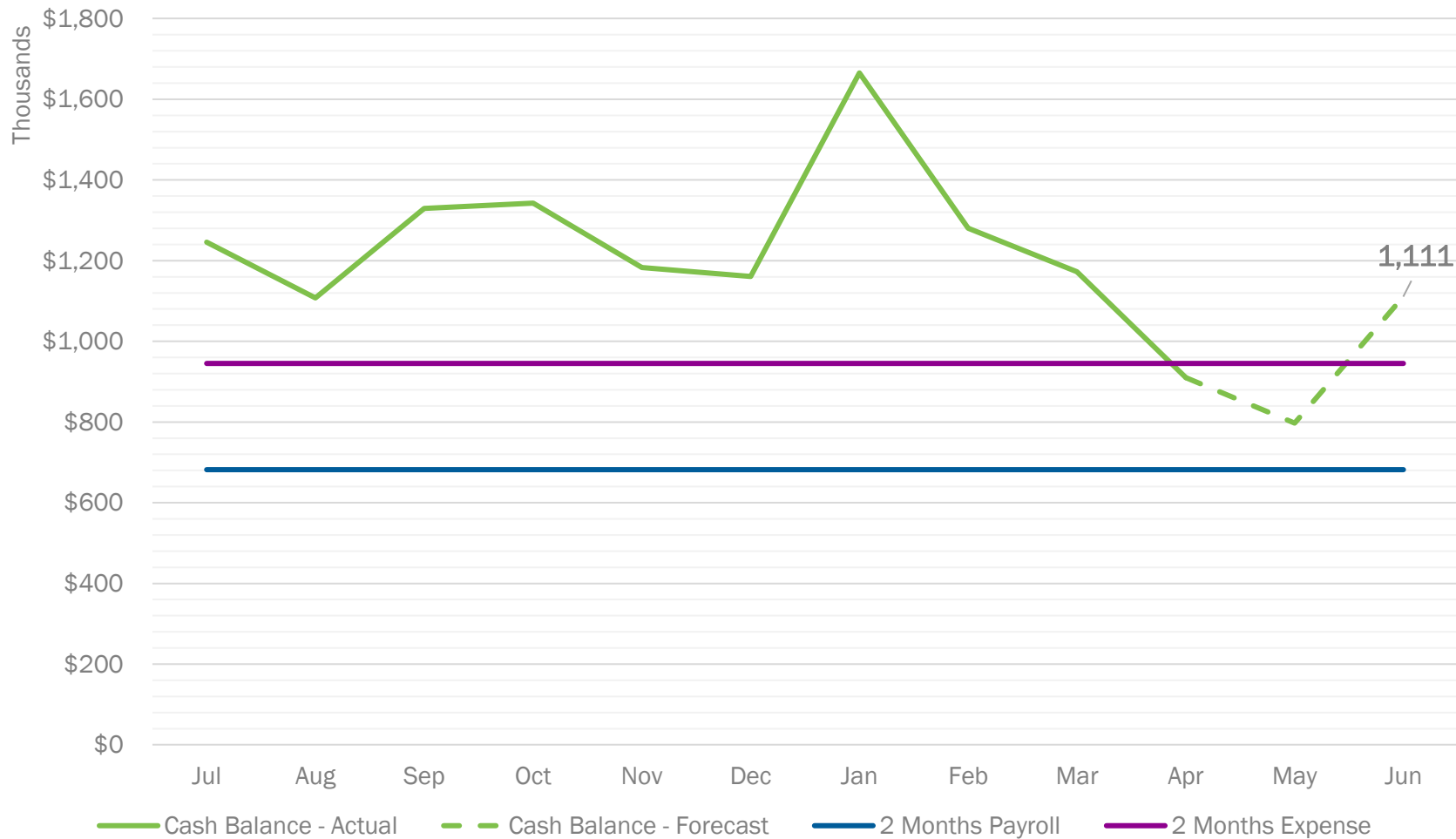
Decrease of 123K from previous forecast mostly due to ADA decrease



CATEGORY	BOTTOM LINE IMPACT	NOTES
Previous Forecast	147,737	
Comp & Benefits	71,263	Worker's comp insurance prepaid in FY21, Afterschool hours reduced
Books & Supplies	42,400	Textbooks and reference materials, computers
Services & Other Ops	(14,563)	Increased technology services and legal fees
Fundraising	(21,000)	Reduced goal from 31K to 10K
Local Revenue	(27,700)	Reduced afterschool program revenue
Other State Revenue	(50,127)	Sped revenue decrease due to ADA
LCFF	(123,890)	P2 ADA 341.1, reduced from forecast ada 354.3
Current Forecast	24,120	

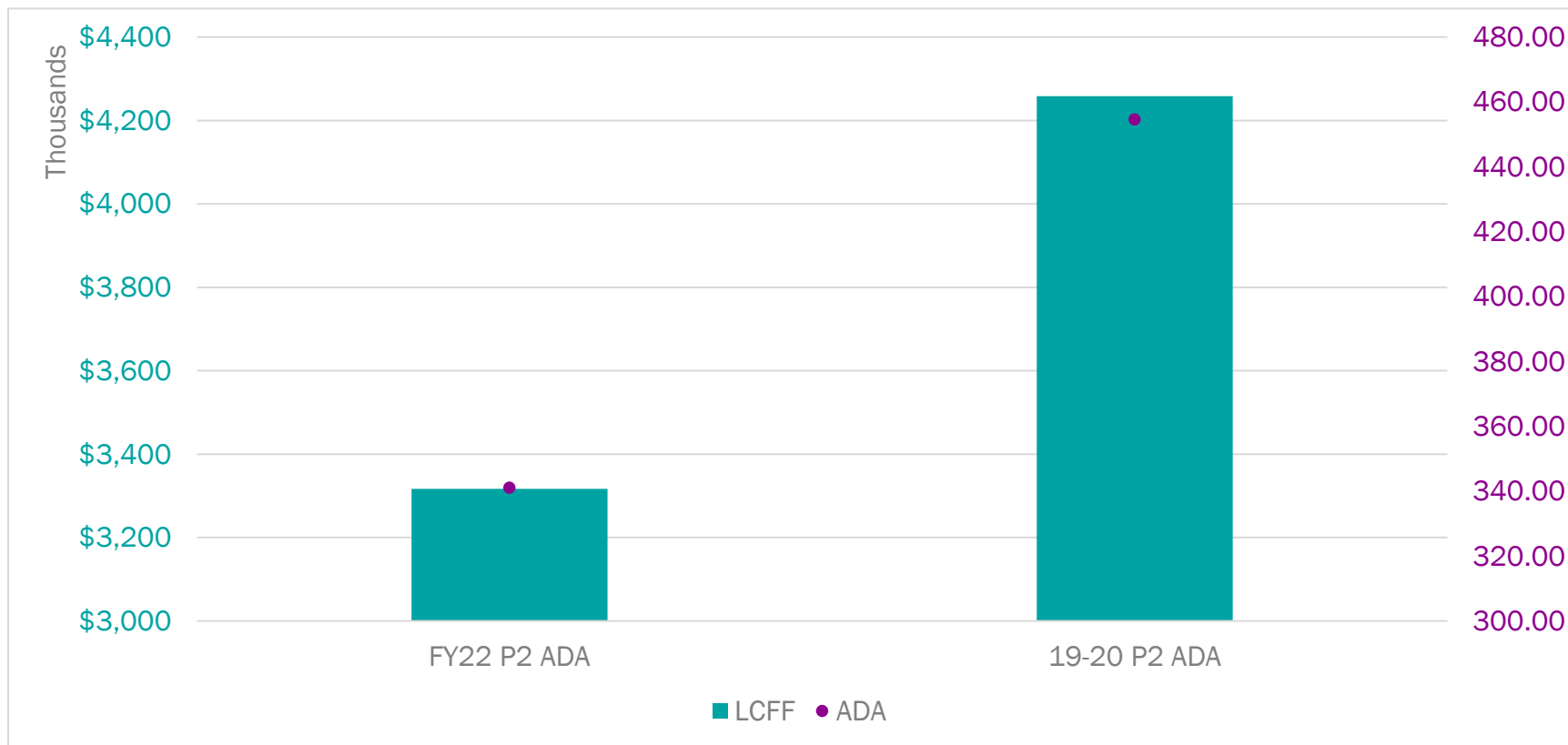
AOA Middle – Projected Cash flow

Projected ending cash of 1.1M, 71 days cash on hand (177 with LAIF)



AOA Middle - FY22 LCFF Funding Driver

LEAs to choose- FY22 P2, FY21 P2, FY22 Enrollment * FY20 Attendance %



Use FY20 ADA, increase of 942K to net income

FY23 Budgets



FY22 Budget Assumptions

9.85% increase, Increasing STRS, increased projected ADA

	FY22	FY23	Change/Notes
Revenue and Rates			
LCFF COLA	5.07%	9.85%	4.78%
STRS	16.92%	19.10%	2.18%
Enrollment/ADA			
Enrollment	636	672	36
ADA %	93.86%	95.22%	1.36%
ADA	596.95	639.37	42.42
Annual Pay increase			
Certified		2%	Admin & coordinator positions updated. Other staff assume at 2%, to be updated
Classified		2%	

Payroll Changes

	FY22	FY23	Change/Notes
Payroll changes			
Instructional Coach	\$69,099	\$0	Position ends: one time funding
IT Technician	\$58,344	\$30,000	Position ends, shifted to contractor
Psychologist	\$170,000	\$107,910	Position shifted from contractor to payroll
Emerging Bilingual Program Coordinator	\$0	\$100,068	New position
Attendance/Family Engagement Coordinator	\$0	\$71,474	New position
Mental Health Interin	\$0	\$48,467	New position
Instructional Aides	\$0	\$38,823	New position
Payroll Manager	\$78,140	\$142,800	Salary increase - more experience
TOTAL	\$375,583	\$539,542	\$163,959

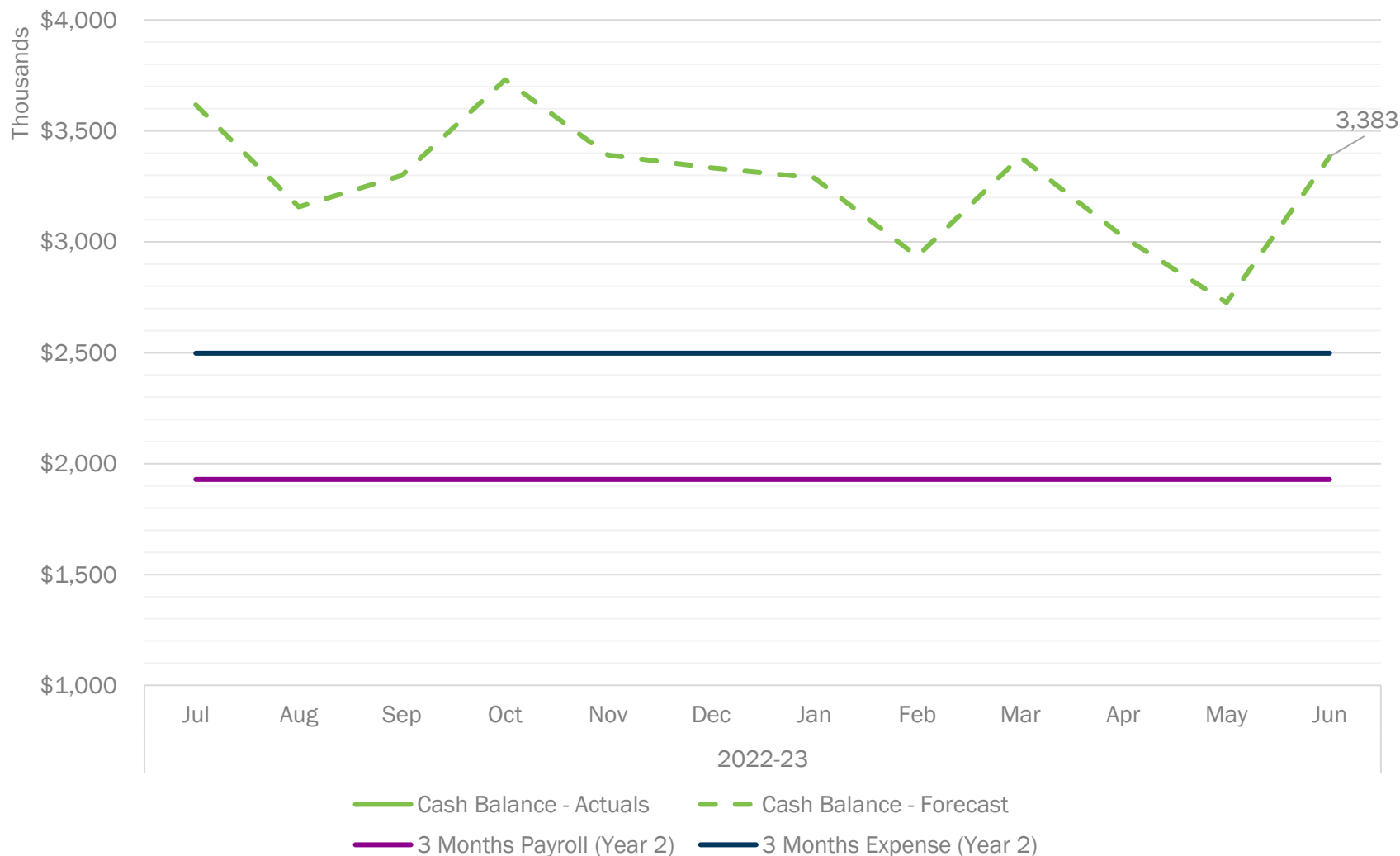
FY23 Preliminary Budget

Net income -626K, large revenue decrease as K-5 one-time funds spent

		2021-22	2022-23	Variance	NOTES
Revenue	LCFF Entitlement	5,655,601	6,702,174	1,046,573	9.85% COLA, Does not include \$1362/PY ADA unrestricted funds (464K)
	Federal Revenue	1,272,918	640,100	(632,818)	Elementary ESSER and one time funds ends
	Other State Revenues	1,304,787	1,222,951	(81,837)	IPI and ELO-Grant ends
	Local Revenues	2,084,179	775,408	(1,308,771)	PPP ends
	Fundraising and Grants	43,000	24,000	(19,000)	
	Total Revenue	10,360,485	9,364,633	(995,853)	One time grants and PPP ends
Expenses	Compensation and Benefits	7,173,125	7,713,890	(540,765)	3 New positions, COLA, and STRS increase
	Books and Supplies	546,990	498,606	48,384	Elementary one time spending ends
	Services & Ops	2,108,393	1,778,142	330,252	Sped contractors moved to payroll + one time summer school fee
	Total Expenses	9,848,766	9,990,637	(141,871)	3 new positions + payroll fee increases
	Operating Income	511,720	(626,004)	(1,137,724)	If \$1362/ADA goes through, net income = -160K
	Beginning Balance	3,619,266	4,130,986	511,720	
	Operating Income	511,720	(626,004)	(1,137,724)	
	Ending Fund Balance	4,130,986	3,504,981	(626,004)	
	Ending Fund Balance as % of Expenses	41.9%	35.1%	-6.9%	Fund balance % > suggested 25%

Projected ending cash FY23

Projected ending cash balance 3.3M (+ 1.75M invest) = 187 Days COH



Three Year Projection: FY23, 24, 25



Three-year projection with net income increasing as ADA increases

		2021-22	2022-23	2023-24	2024-25
		Current Forecast	Projected Budget	Projected Budget	Projected Budget
Revenue	LCFF Entitlement	5,655,601	6,702,174	7,212,685	7,659,534
	Federal Revenue	1,272,918	640,100	605,047	295,902
	Other State Revenues	1,304,787	1,222,951	1,352,375	1,341,735
	Local Revenues	2,084,179	775,408	775,408	775,408
	Fundraising and Grants	43,000	24,000	60,500	73,000
	Total Revenue	10,360,485	9,364,633	10,006,015	10,145,578
Expenses	Compensation and Benefits	7,173,125	7,713,890	7,970,216	8,233,696
	Books and Supplies	546,990	498,606	523,658	529,409
	Services and Other Operating	2,108,393	1,778,142	1,825,724	1,704,798
	Depreciation	20,258	-	-	-
	Total Expenses	9,848,766	9,990,637	10,319,598	10,467,904
	Operating Income	511,720	(626,004)	(313,583)	(322,326)
	Beginning Balance (Audited)	3,619,266	4,130,986	3,504,981	3,191,398
	Operating Income	511,720	(626,004)	(313,583)	(322,326)
Ending Fund Balance (incl.		4,130,986	3,504,981	3,191,398	2,869,072
Ending Fund Balance as % of Expenses		41.9%	35.1%	30.9%	27.4%

Parcel Tax Measure A Scenario

Total projected impact of \$404,592

FY20-21	Middle	Elem	Total
FY21 Measure A	\$252,564	\$198,094	\$450,658
FY22 Measure A (Estimate)	\$227,307	\$178,284	\$404,592
FY23	Net Income		-\$626,004
	Potential Net income		-\$1,030,596
FY24	Net Income		-\$313,583
	Potential Net income		-\$718,175

Exhibits



**Academy of Alameda
Multi-year Projection
As of Apr FY2022**

	Year 1 2021-22	Year 2 2022-23	Year 3 2023-24	Year 4 2024-25	Assumptions
SUMMARY					
Revenue					
LCFF Entitlement	5,655,601	6,702,174	7,212,685	7,659,534	
Federal Revenue	1,272,918	640,100	605,047	295,902	9.85% COLA, Does not include \$1362/PY ADA unrestricted funds (464K)
Other State Revenues	1,304,787	1,222,951	1,352,375	1,341,735	Elementary ESSER and one time funds ends
Local Revenues	2,084,179	775,408	775,408	775,408	IPI and ELO-Grant ends
Fundraising and Grants	43,000	24,000	60,500	73,000	PPP ends
Total Revenue	10,360,485	9,364,633	10,006,015	10,145,578	One time grants and PPP ends
Expenses					
Compensation and Benefits	7,173,125	7,713,890	7,970,216	8,233,696	3 New positions, COLA, and STRS increase
Books and Supplies	546,990	498,606	523,658	529,409	Elementary one time spending ends
Services and Other Operating Expenditures	2,108,393	1,778,142	1,825,724	1,704,798	Sped contractors moved to payroll + one time summer school fee
Depreciation	20,258	-	-	-	
Other Outflows	-	-	-	-	
Total Expenses	9,848,766	9,990,637	10,319,598	10,467,904	3 new positions + payroll fee increases
Operating Income	511,720	(626,004)	(313,583)	(322,326)	If \$1362/ADA goes through, net income = -160K (162,004.43)
Fund Balance					
Beginning Balance (Unaudited)	3,619,266	4,130,986	3,504,981	3,191,398	
Audit Adjustment	-	-	-	-	
Beginning Balance (Audited)	3,619,266	4,130,986	3,504,981	3,191,398	
Operating Income	511,720	(626,004)	(313,583)	(322,326)	
Ending Fund Balance	4,130,986	3,504,981	3,191,398	2,869,072	
Total Revenue Per ADA	17,356	14,647	15,045	14,871	
Total Expenses Per ADA	16,498	15,626	15,516	15,344	
Operating Income Per ADA	857	(979)	(471)	(472)	
Fund Balance as a % of Expenses	42%	35%	31%	27%	

**Academy of Alameda
Multi-year Projection
As of Apr FY2022**

	Year 1 2021-22	Year 2 2022-23	Year 3 2023-24	Year 4 2024-25	Assumptions
Key Assumptions					
Enrollment Breakdown					
TK	-	-	12	20	Elementary okay for out years
K	45	48	48	48	
1	46	48	48	48	
2	45	48	48	48	
3	46	50	50	50	
4	48	54	54	54	
5	44	54	54	54	
6	118	110	125	130	FY22 Reduced 6th enrollment from 125 to 110
7	121	130	125	130	Ideal Middle school goal of 420 students, 5 sections of 30
8	124	130	135	135	
Total Enrolled	637	672	699	717	
ADA %					
K-3	93.0%	95.5%	95.5%	95.5%	
4-6	93.4%	95.0%	95.0%	95.0%	
7-8	94.5%	95.0%	95.0%	95.0%	
Average ADA %	93.7%	95.1%	95.1%	95.1%	
ADA					
K-3	169	185	197	204	
4-6	196	207	221	226	
7-8	232	247	247	252	
Total ADA	597	639	665	682	
Demographic Information					
CALPADS Enrollment (for unduplicated % calc)	648	672	699	717	
# Unduplicated (CALPADS)	378	391	407	417	
# Free & Reduced Lunch (CALPADS)	349	360	374	384	
# ELL (CALPADS)	115	118	123	126	
New Students	-	302	27	18	
School Information					
FTE's	87.4	91.5	93.5	95.5	Increased 3 staff/positions + 1 intern
Teachers	34	34	35	36	
Certificated Pay Increases	0%	2%	2%	2%	
Classified Pay Increases	0%	2%	2%	2%	
# of school days	-	-	-	-	
Default Expense Inflation Rate		2%	2%	2%	

Academy of Alameda
Multi-year Projection
As of Apr FY2022

		Year 1	Year 2	Year 3	Year 4	Assumptions
		2021-22	2022-23	2023-24	2024-25	
REVENUE						
LCFF Entitlement						
8011	Charter Schools General Purpose Entitlement - State Aid	2,912,038	3,319,894	3,694,398	4,050,577	
8012	Education Protection Account Entitlement	671,944	1,163,449	1,210,233	1,241,422	
8096	Charter Schools in Lieu of Property Taxes	2,071,619	2,218,831	2,308,054	2,367,535	
SUBTOTAL - LCFF Entitlement		5,655,601	6,702,174	7,212,685	7,659,534	
Federal Revenue						
8181	Special Education - Entitlement	102,970	88,872	92,446	94,829	Pending - need to update based on new Selpa rates
8182	Special Education Reimbursement	11,412	7,020	7,020	7,020	Pending - need to update based on new Selpa rates
8291	Title I	159,291	143,362	150,530	150,530	
8292	Title II	24,739	22,403	23,523	23,523	
8294	Title IV	20,000	20,000	20,000	20,000	
8296	Other Federal Revenue	158,364	46,915	-	-	ELO-Grant Federal portion
8297	PY Federal - Not Accrued	11,600	-	-	-	
8299	All Other Federal Revenue	784,542	311,528	311,528	-	ESSER III
SUBTOTAL - Federal Revenue		1,272,918	640,100	605,047	295,902	Elementary federal grants (ESSER & ELOG) ends
Other State Revenue						
8319	Other State Apportionments - Prior Years	11,183	-	-	-	
8381	Special Education - Entitlement (State)	455,413	457,150	475,532	487,787	Pending - need to update based on new Selpa rates
8382	Special Education Reimbursement (State)	46,652	46,652	46,652	46,652	Pending - need to update based on new Selpa rates
8550	Mandated Cost Reimbursements	12,720	6,185	12,007	12,942	
8560	State Lottery Revenue	142,156	152,258	158,380	162,462	
8590	All Other State Revenue	403,533	240,653	82,570	24,394	
8593	ELO-Program (2600)	100,000	186,923	462,820	493,084	
8595	Afterschool (ASES)	133,131	133,131	114,414	114,414	
SUBTOTAL - Other State Revenue		1,304,787	1,222,951	1,352,375	1,341,735	IPI and ELO-G one time grants end
Local Revenue						
8639	All Other Sales	1,000	1,000	1,000	1,000	
8662	Net Increase (Decrease)	12,000	12,000	12,000	12,000	
8676	After School Program Revenue	185,000	190,000	190,000	190,000	
8690	Other Local Revenue	2,100	4,000	4,000	4,000	
8693	Field Trips	6,500	6,500	6,500	6,500	
8699	All Other Local Revenue	67,100	-	-	-	
8701	Art and Music Fundraising	7,000	7,000	7,000	7,000	
8702	Measure B1 Parcel Tax	165,906	149,315	149,315	149,315	Decreased parcel tax by 10% based on decreased ADA
8703	Measure A (2020) Parcel Tax	450,658	405,592	405,592	405,592	Decreased parcel tax by 10% based on decreased ADA
8797	Other Financing: PPP	1,186,915	-	-	-	Paycheck Protection Program Ends
SUBTOTAL - Local Revenue		2,084,179	775,408	775,408	775,408	PPP Ends
Fundraising and Grants						
8801	Donations - Parents	500	500	500	500	
8802	Donations - Private	6,500	8,000	8,000	8,000	

Academy of Alameda
Multi-year Projection
As of Apr FY2022

		Year 1	Year 2	Year 3	Year 4	Assumptions
		2021-22	2022-23	2023-24	2024-25	
8803	Annual Fundraising (School-wide)	34,000	13,500	50,000	62,500	
8804	School Culture Fundraising	2,000	2,000	2,000	2,000	
SUBTOTAL - Fundraising and Grants		43,000	24,000	60,500	73,000	
TOTAL REVENUE		10,360,485	9,364,633	10,006,015	10,145,578	

**Academy of Alameda
Multi-year Projection
As of Apr FY2022**

	Year 1	Year 2	Year 3	Year 4	Assumptions
	2021-22	2022-23	2023-24	2024-25	
EXPENSES					
Compensation & Benefits					
Certificated Salaries					
1100 Teachers Salaries	2,361,152	2,335,380	2,444,512	2,557,074	
1101 Teacher - Stipends	50,000	10,000	10,200	10,404	
1103 Teacher - Substitute Pay	27,606	28,305	28,871	29,449	Added substitute back
1148 Teacher - Special Ed	-	75,096	76,598	78,130	Teacher category from 1100 to 1148, only coding difference
1200 Certificated Pupil Support Salaries	26,250	35,700	36,414	37,142	
1202 Certificated Pupil Support - Counselor	122,555	238,632	243,405	248,273	Psychologist from contractors
1203 Certificated Pupil Support Salaries - Custom 3	92,066	137,907	140,665	143,479	
1300 Certificated Supervisor & Administrator Salaries	806,222	875,899	893,417	911,285	Increased salaries - Payroll manager, ops, principals
1950 Other Cert - Instructional Coaches	521,139	466,086	475,407	484,915	
SUBTOTAL - Certificated Salaries	4,006,990	4,203,005	4,349,490	4,500,152	Moved psychologist from contractors to payroll, increased salaries for coordinators and admin
Classified Salaries					
2100 Classified Instructional Aide Salaries	633,087	678,507	728,491	780,203	Increased 1 instructional aide
2201 Classified Support - Restorative Justice coordinator	56,647	98,774	100,749	102,764	FY22 Leaves for staff, FY23 restored salaries
2202 Classified Support - School Culture Coordinator	59,000	72,430	73,879	75,356	
2300 Classified Supervisor & Administrator Salaries	128,371	197,177	201,120	205,143	FY22 changing office staff + contractor hours to payroll
2311 Classified Admin - After School Coordinator	67,448	68,797	70,173	71,576	
2400 Classified Clerical & Office Salaries	154,111	94,115	95,998	97,918	IT Tech position ending
2905 Other Classified - After School	381,728	427,053	435,594	444,305	Added afterschool hours
2940 Other Classified - Summer	3,000	3,060	3,121	3,184	
SUBTOTAL - Classified Salaries	1,483,391	1,639,912	1,709,125	1,780,450	Extra IA and Afterschool hours FY23, FY22 temporary leaves returns
Employee Benefits					
3100 STRS	650,975	777,099	804,564	832,817	
3200 PERS	5,834	13,064	13,236	13,179	
3300 OASDI-Medicare-Alternative	181,477	194,731	202,317	210,128	
3400 Health & Welfare Benefits	681,600	681,600	681,600	681,600	
3500 Unemployment Insurance	139,595	120,435	123,025	125,615	
3600 Workers Comp Insurance	-	67,194	69,674	72,227	
3900 Other Employee Benefits	23,262	16,849	17,186	17,530	
SUBTOTAL - Employee Benefits	1,682,743	1,870,972	1,911,602	1,953,095	Increased STRS rate, Worker's comp FY22 prepaid in FY21, returns to normal in FY23
Books & Supplies					
4100 Approved Textbooks & Core Curricula Materials	5,500	-	-	-	
4200 Books & Other Reference Materials	47,000	53,300	54,366	55,453	
4315 Custodial Supplies	24,000	24,000	24,480	24,970	
4320 Educational Software	71,250	55,000	56,100	52,500	

**Academy of Alameda
Multi-year Projection
As of Apr FY2022**

	Year 1 2021-22	Year 2 2022-23	Year 3 2023-24	Year 4 2024-25	Assumptions
4325 Instructional Materials & Supplies	75,000	48,600	49,572	50,563	
4326 Art & Music Supplies	15,500	23,240	23,705	24,179	
4330 Office Supplies	25,000	25,000	25,500	26,010	
4335 PE Supplies	14,500	15,000	15,300	15,606	
4340 Professional Development Supplies	6,000	6,000	6,120	6,242	
4345 Non Instructional Student Materials & Supplies	22,000	22,000	22,440	22,889	
4346 Teacher Supplies	14,600	15,000	15,300	15,606	
4350 Uniforms	100	102	104	106	
4351 Yearbook	6,800	7,000	7,140	7,283	
4352 Afterschool Supplies	40,500	16,000	32,000	32,640	
4353 Summerschool Supplies	3,500	5,000	10,000	10,200	
4355 Org Culture supplies	11,500	12,038	12,279	12,524	
4360 Books and Supplies - Sped	10,740	10,826	11,043	11,263	
4410 Classroom Furniture, Equipment & Supplies	50,000	40,000	35,300	36,006	
4420 Computers: individual items less than \$5k	36,000	60,000	61,200	62,424	
4423 Additional Technology	30,500	25,500	26,010	26,530	
4425 Classroom Noncapitalized items 2	2,000	-	-	-	
4430 Non Classroom Related Furniture, Equipment & Supplies	20,000	20,000	20,400	20,808	
4700 Food	2,000	6,500	6,630	6,763	
4720 Other Food	13,000	8,500	8,670	8,843	
SUBTOTAL - Books and Supplies	546,990	498,606	523,658	529,409	Most expenses stable, one time spending for elementary ends
Services & Other Operating Expenses					
5210 Conference Fees	22,000	28,000	28,560	29,131	
5220 Travel and Lodging	3,000	3,060	3,121	3,184	
5305 Dues & Membership - Professional	19,063	20,000	20,400	20,808	
5310 Subscriptions	19,500	20,000	20,400	20,808	
5400 Insurance	1,000	83,550	85,221	86,925	FY22 insurance prepaid in FY21, FY23 resume normal
5510 Utilities - Gas and Electric	75,795	77,800	79,356	80,943	
5515 Janitorial, Gardening Services & Supplies	165,250	160,015	163,215	102,414	
5525 Utilities - Waste	30,000	26,000	26,520	27,050	
5605 Equipment Leases	19,120	20,000	20,400	20,808	
5611 Prop 39 Related Costs	38,400	33,420	34,088	34,770	
5615 Repairs and Maintenance - Building	9,000	10,000	10,200	10,404	
5617 Repairs and Maintenance - Other Equipment	7,200	8,000	8,160	8,323	
5803 Accounting Fees	13,000	13,000	13,260	13,525	
5804 Internal Audit & Accounting support	15,700	16,000	16,320	16,646	
5805 Administrative Fees	5,500	2,000	2,040	2,081	
5809 Banking Fees	3,800	3,500	3,570	3,641	
5812 Business Services	195,000	195,700	195,700	195,700	
5815 Consultants - Instructional	40,000	35,200	35,904	36,622	
5818 Coaching	31,500	28,000	28,560	29,131	
5819 School Culture Initiatives	9,000	25,120	25,622	26,135	
5820 Consultants - Non Instructional - Custom 1	68,230	8,000	8,160	8,323	One time consultants for ED search ends
5824 District Oversight Fees	169,668	205,087	225,122	243,851	
5828 Translators	6,000	2,550	2,601	2,653	
5830 Field Trips Expenses	18,000	33,000	33,660	34,333	Field trip resumes normal budget, on hold for FY22

**Academy of Alameda
Multi-year Projection
As of Apr FY2022**

	Year 1	Year 2	Year 3	Year 4	Assumptions
	2021-22	2022-23	2023-24	2024-25	
5833 Fines and Penalties	5,900	1,500	1,530	1,561	
5834 Afterschool & Summer Services	125,000	12,000	12,240	12,485	FY22 one time summer services ends
5836 Fingerprinting	2,976	1,836	1,873	1,910	
5839 Fundraising Expenses	7,000	7,000	7,140	7,283	
5845 Legal Fees	90,000	39,000	39,780	40,576	One time FY22 student case fee ends
5846 Loan and Financing Fees	320	250	255	260	
5848 Licenses and Other Fees	12,800	13,000	13,260	13,525	
5851 Marketing and Student Recruiting	59,000	57,000	58,140	59,303	
5857 Payroll Fees	24,600	25,000	25,500	26,010	
5860 Printing and Reproduction	13,000	13,000	13,260	13,525	
5861 Prior Yr Exp (not accrued)	(100)	1,000	1,020	1,040	
5863 Professional Development	76,000	53,500	54,570	55,661	
5866 Sped Tuition & Fees	66,944	118,884	121,262	-	Increased sped tuition, started halfway through FY22
5869 Special Education Contract Instructors	367,400	157,000	160,140	163,343	Moved sped contractors to Payroll and one time (60K) ended
5872 Special Education Encroachment	3,000	-	-	-	
5875 Staff Recruiting	13,000	13,000	13,260	13,525	
5880 Student Health Services	20,000	20,000	20,400	20,808	
5881 Student Information System	25,000	25,000	25,500	26,010	
5884 Substitutes	72,000	65,800	67,116	68,458	Substitute role in payroll
5885 Tutor	3,500	3,570	3,641	3,714	
5887 Technology Services	101,000	55,000	56,100	77,222	One time camera installments + set up fees in FY22
5898 Bad Debt Expense	277	300	306	312	
5899 Miscellaneous Operating Expenses	5,050	5,500	5,610	5,722	
5900 Communications	11,000	13,000	13,260	13,525	
5915 Postage and Delivery	15,000	15,000	15,300	15,606	
5920 Communications - Telephone & Fax	4,000	5,000	5,100	5,202	
SUBTOTAL - Services & Other Operating Exp.	2,108,393	1,778,142	1,825,724	1,704,798	Moved sped contractors to payroll (170K), one time summer services ends (100K)
Depreciation Expense					
6900 Depreciation	20,258	-	-	-	
SUBTOTAL - Depreciation Expense	20,258	-	-	-	
Other Outflows					
SUBTOTAL - Other Outflows	-	-	-	-	
TOTAL EXPENSES	9,848,766	9,990,637	10,319,598	10,467,904	

Academy of Alameda
Monthly Cash Forecast
As of Apr FY2022

	2022-23													Forecast	Remaining Balance
	Actuals & Forecast														
	Jul Forecast	Aug Forecast	Sep Forecast	Oct Forecast	Nov Forecast	Dec Forecast	Jan Forecast	Feb Forecast	Mar Forecast	Apr Forecast	May Forecast	Jun Forecast			
Beginning Cash	2,209,953	3,618,042	3,157,310	3,299,497	3,730,618	3,390,789	3,334,466	3,288,405	2,935,571	3,382,498	3,022,543	2,726,122			
REVENUE															
LCFF Entitlement	-	212,925	492,418	1,169,659	325,259	480,455	786,276	325,259	1,019,766	357,352	382,932	669,473	6,702,174	480,399	
Federal Revenue	4,495	4,495	82,377	4,495	50,936	82,377	4,495	50,936	82,377	48,271	50,936	82,377	640,100	91,538	
Other State Revenue	3,888	26,658	144,646	55,969	55,969	169,048	55,969	91,508	161,852	54,958	90,497	161,852	1,222,951	150,137	
Other Local Revenue	1,000	1,000	17,583	17,583	17,583	17,583	19,417	19,417	19,417	19,417	574,324	775,408	31,667		
Fundraising & Grants	-	-	-	250	-	-	3,583	3,583	3,583	3,583	3,333	3,583	24,000	2,500	
TOTAL REVENUE	9,382	245,078	737,024	1,247,956	449,747	749,463	869,740	490,703	1,286,994	483,581	547,115	1,491,609	9,364,633	756,241	
EXPENSES															
Certificated Salaries	143,940	369,915	369,915	369,915	369,915	369,915	368,248	368,248	368,248	368,248	368,248	368,248	4,203,005	-	
Classified Salaries	129,993	137,265	137,265	137,265	137,265	137,265	137,265	137,265	137,265	137,265	137,265	137,265	1,639,912	-	
Employee Benefits	52,839	160,074	160,074	160,074	160,074	160,074	148,542	148,542	148,542	148,542	148,542	148,542	1,870,972	126,511	
Books & Supplies	41,551	41,551	41,551	41,551	41,551	41,551	41,551	41,551	41,551	41,551	41,551	41,551	498,606	-	
Services & Other Operating Expenses	147,930	147,930	147,930	147,930	147,930	147,930	147,930	147,930	147,930	147,930	147,930	147,930	1,778,142	2,982	
Capital Outlay & Depreciation	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Other Outflows	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TOTAL EXPENSES	516,252	856,735	856,735	856,735	856,735	856,735	843,536	843,536	843,536	843,536	843,536	843,536	9,990,637	129,494	
Operating Cash Inflow (Outflow)	(506,870)	(611,657)	(119,711)	391,222	(406,987)	(107,272)	26,204	(352,834)	443,458	(359,955)	(296,421)	648,073	(626,004)	626,747	
Revenues - Prior Year Accruals	186,630	123,017	262,314	40,317	40,317	52,661	-	-	-	-	-	12,344	-	-	
Accounts Receivable - Current Year	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Other Assets	1,746,134	-	-	-	-	-	-	-	-	-	-	-	-	-	
Fixed Assets	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Due To (From)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Expenses - Prior Year Accruals	(17,805)	(17,805)	(417)	(417)	(417)	(417)	-	-	-	-	-	-	-	-	
Accounts Payable - Current Year	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Summerholdback for Teachers	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Loans Payable (Long Term)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Other Liabilities	-	45,714	-	-	27,258	(1,295)	(72,265)	-	3,469	-	-	(3,383)	-	-	
Ending Cash	3,618,042	3,157,310	3,299,497	3,730,618	3,390,789	3,334,466	3,288,405	2,935,571	3,382,498	3,022,543	2,726,122	3,383,156			

Authorizer Fees	6.00%	0.00%	0.00%	0.00%	0.00
Special Education Encroachment Fees	3,000.00	0.00	0.00	0.00	0.00

Payroll					
Annual Pay Increase					
Certificated		2.00%	2.00%	2.00%	
Classified		2.00%	2.00%	2.00%	
Benefits					
STRS	16.92%	19.10%	19.10%	19.10%	% of eligible payroll
PERS	22.91%	25.37%	25.20%	24.60%	% of eligible payroll
PARS	3.75%	3.75%	3.75%	3.75%	% of eligible payroll
Other Retirement 1	7.00%	7.00%	7.00%	7.00%	
Social Security	6.20%	6.20%	6.20%	6.20%	% of eligible payroll
Medicare	1.45%	1.45%	1.45%	1.45%	% of total payroll
Health & Welfare Benefits					Annual rate per employee
H&W Middle	\$340,800	\$340,800	\$340,800	\$340,800	
H&W Elem	\$340,800	\$340,800	\$340,800	\$340,800	
H&W average annual increase					
In Lieu Medical Stipend					Annual stipend
SUTA %	16.00%	16.00%	16.00%	16.00%	% of eligible payroll
SUTA Tax Base	\$7,000	\$7,000	\$7,000	\$7,000	
ETT (part of SUTA)	\$7	\$7	\$7	\$7	Annual rate per employee
Workers Comp		1.15%	1.15%	1.15%	% of total payroll

Exhibits



Cover Sheet

Update on AoA's TK-8 Charter Merger

Section: III. Board Communications
Item: D. Update on AoA's TK-8 Charter Merger
Purpose: Discuss
Submitted by:
Related Material: AoA Material Revision Update - 5-26-22 Boad Meeting.pdf

AoA Material Revision Update

Presentation to AoA Board
May 26, 2022

Material Revision - Next Steps

AoA's Material Revision was approved by AUSD's Board on March 22, 2022

We are taking the following steps in order to prepare for the merger that creates one TK-8th grade charter beginning July 1, 2022.

1. We sent letters to families, Superintendent of our students' home districts, the Sonoma Charter SELPA, the Alameda County Office of Education and the California Department of Education informing them of the closure of our elementary school and merger of it into a TK-8 Charter School
2. Our Data Systems Manager begins July 5 and will work with Sharon Perkins and MeasureEd to "merge" our two charters in CALPADS.
3. Many of our platforms will be merged beginning in July after the current school year ends.
4. We have been working with EdTec on the shift from two budget to one and its impact on budget creation and monitoring for the ED, Principals and the Director of Operations
5. Branding/Messaging: We need to shift our language to Elementary School Program and Middle School Program: The Academy of Alameda is comprised of excellent elementary and middle school programs.

Cover Sheet

Enrollment Update

Section: III. Board Communications
Item: E. Enrollment Update
Purpose: Discuss
Submitted by:
Related Material: Enrollment Update to AoA's Board 5-26-22.pdf

2022/23 Enrollment Update

Presentation to Marketing Committee

5/26/2022

Grade Level	Waitlist	Current Enrollment (Partial /Verified Enrollment)	Projected enrollment 2022/23 Budget	+/-
K	51	49 (3 offered)	48	+1
1	17	48 (4 offered)	48	0
2	10	52	48	+4
3	16	49 (3 offered)	50	+1
4	26	53 (3 offer)	54	-1
5	20	52 (4 offer)	54	-2
6	0	95	110 (Reduced projection by 15 students)	-15
7	0	138	130	+8
8	0	127	125	+ 2

New Students – In/Out of District

School Program	# of Students	In District %	Outside of District %
ES	75	68%	32%
MS	65	48%	52%
K-8	140	58%	42%

Enrollment Current Actions Being Taken

- Continue to enroll students into the Elementary school where needed (over-enroll by 4 over 2022/23 budgeted numbers)
- Determine IEP numbers and contact families to receive IEP's
- Continue to focus on total recruitment, but especially middle school recruitment through June 30.
 - Social media: Facebook, Instagram, and Google search ads (150 leads have been generated - 120 were K-5, 30 were 6-8)
 - 35 enrolled or on wait list
 - Final enrollment postcard sent to 3 zip codes in Oakland, 2 in San Leandro (Over 100,000 households)
 - Communication to AoA families promote AoA



In April, our digital enrollment campaigns connected 24 families with The Academy of Alameda. We saw a significant drop in the number of received phone calls, which elevated our overall cost per lead.

24

Family Leads



March Family Leads: 43

10,623

Enrollment
Ads Seen



705

Enrollment
Ads Clicked



7.82%

Google Search
Click Thru Rate



Education & Instruction
Industry Average: 2.33%

\$2.10

Overall
Cost Per Click



Education & Instruction
Industry Average: \$2.02

23

Google Search Leads



0

Facebook Event
Responses & Leads



1

Google Phone Call
Leads



Powered by BoardOnTrack

\$61.68

Ad Spend Cost
Per Family Lead



March Cost Per Lead: \$34.31

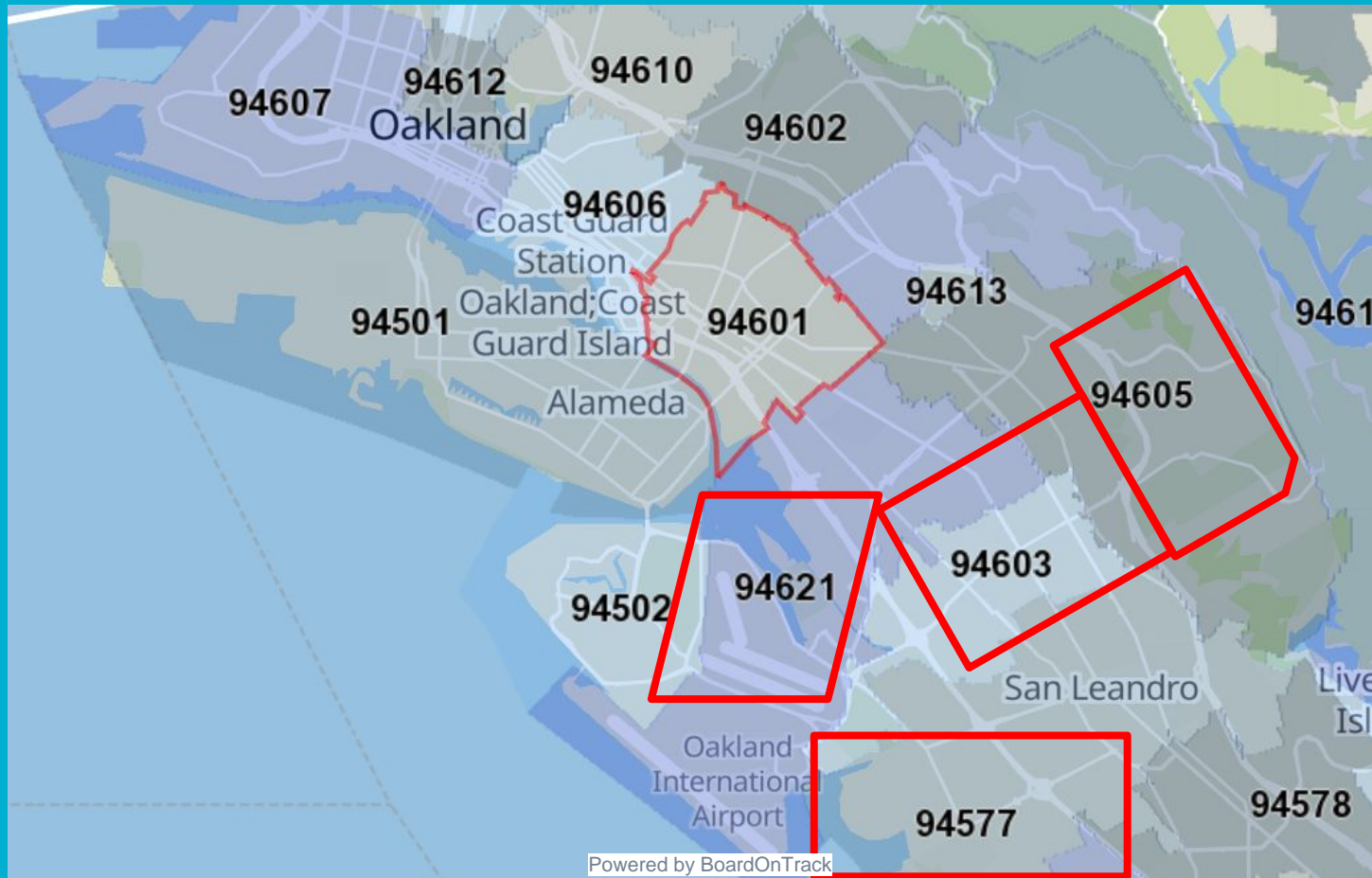
\$1,480.47

Total Ad Spend



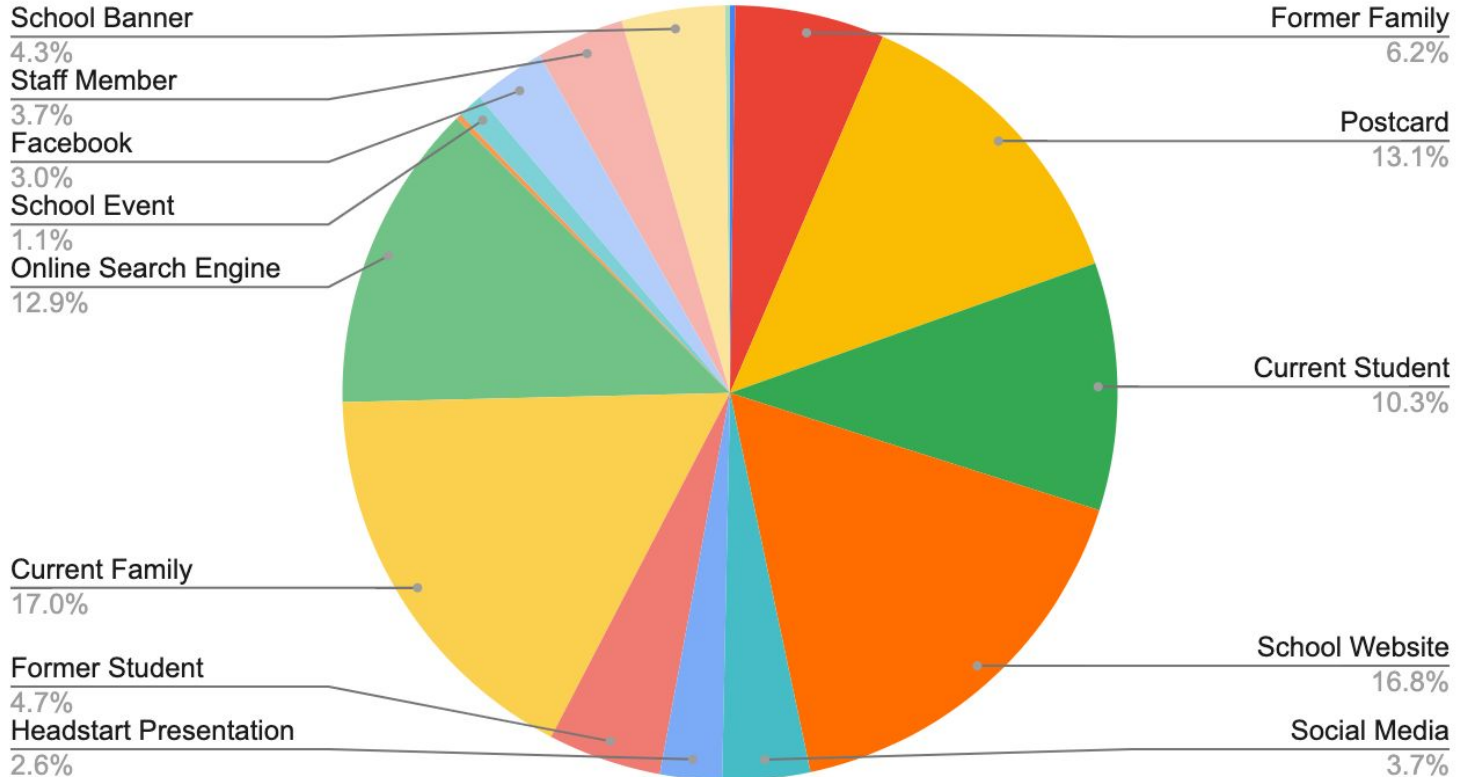
March Ad Spend: \$1,475.74

Targeted Zip Codes



Discovery Reasons 2021/22

Count of Discovery Reason Name



Cover Sheet

Student and Family Survey Data (Spring, 2022)

Section: III. Board Communications
Item: F. Student and Family Survey Data (Spring, 2022)
Purpose: Discuss
Submitted by:
Related Material:
Student and Family Survey Data Summary Presentation 5-26-22.pdf

Student and Family Survey Data Summary Presentation Spring, 2021/22

Presentation to AoA Board
May 26, 2022

Student/Family Survey Overview

The Academy of Alameda utilized two surveys to receive feedback from students and families in order to improve its program not only this year, but int next year and beyond.

Both School Principals sent families a survey to to assess family/school relationships in late March. Students in grades 3 through 8 took a special-emotional learning survey that focused on school climate and social-emotional supports.

We are using Panorama surveys as they are respected nationally and are listed as a quality survey by the CDE that has included a short list of survey that schools should utilize to receive input from students, staff, and families. The survey uses a 5-point likert scale to measure responses. A favorable response for each area includes a score of 3, 4, or 5 (Somewhat to very)

AoA Elementary School Program

Student Data – Relative Areas of Strength

- Highest category:
 - overall 93% responded favorably to **academic rigor** expectations.

- Strong Sense of Belonging:
 - 91% of students feel that they belong at AoA
 - 92% of students feel that the adults at AoA support them
 - 91% of students feel that other students show them respect.

- Strong Teacher - Student Relationships
 - 95% of students feel that their teacher is respectful towards them
 - 91% of students would be excited to have their teacher again!

Academic Rigor:

How did students respond to each question?

Sorted by Survey order ▾ First to last ▾

QUESTION



How often does your teacher make you explain your answers?

89% ⓘ

responded favorably



QUESTION



When you feel like giving up, how likely is it that your teacher will make you keep trying?

98% ⓘ

responded favorably



QUESTION



How much does your teacher encourage you to do your best?

95% ⓘ

responded favorably



QUESTION



How often does your teacher take time to make sure you understand the material?

91% ⓘ

responded favorably



QUESTION



Overall, how high are your teacher's expectations of you?

93% ⓘ

responded favorably



Student Data: Areas of Growth/Further Exploration

- **Lowest category:**
 - Overall, 80% favorable ratings related to engagement
 - **Including:**
 - 63% of students talk about what they learn at home
 - 79% of students are excited to participate in class
 - 82% of students are excited to go to class

Engagement:

How did students respond to each question?

Sorted by Survey order ▾ First to last ▾

QUESTION



How excited are you about going to this class?

82% ⁱ

responded favorably



QUESTION



How focused are you on the activities in this class?

91% ⁱ

responded favorably



QUESTION



In this class, how excited are you to participate?

79% ⁱ

responded favorably



QUESTION



When you are not in school, how often do you talk about ideas from this class?

63% ⁱ

responded favorably



QUESTION



How interested are you in this class?

84% ⁱ

responded favorably



Family Survey Data - Relative Areas of Strength

○ Highest category:

- overall 98% responded favorably to AoA's Positive School Climate

- Including:

- 100% responded favorably to administrators creates a school environment that helps children learn
- 98% responded favorably to the school valuing diversity
- 99% responded favorably to believing that their child enjoys going to school



- Overall, 95% responded favorably to AoA Elementary being a strong school fit.

- Including:

- 98% responded favorably to feeling that their child is being well prepared for the next grade level.
- 98% responded favorably to feeling that their child's teacher's teaching style matches their child's learning style.
- 96% responded favorably to feeling that the discipline style of the school works for their child

School Climate:

Sorted by Survey order - First to last -

<p>QUESTION</p> <p>> To what extent do you think that children enjoy going to your child's school?</p>	<p>99% ¹</p> <p>responded favorably</p>	
<p>QUESTION</p> <p>> How motivating are the classroom lessons at your child's school?</p>	<p>93% ¹</p> <p>responded favorably</p>	
<p>QUESTION</p> <p>> How fair or unfair is the school's system of evaluating children?</p>	<p>98% ¹</p> <p>responded favorably</p>	
<p>QUESTION</p> <p>> How much does the school value the diversity of children's backgrounds?</p>	<p>98% ¹</p> <p>responded favorably</p>	
<p>QUESTION</p> <p>> How well do administrators at your child's school create a school environment that helps children learn?</p>	<p>100% ¹</p> <p>responded favorably</p>	
<p>QUESTION</p> <p>> Overall, how much respect do you think the children at your child's school have for the staff?</p>	<p>100% ¹</p> <p>responded favorably</p>	
<p>QUESTION</p> <p>> Overall, how much respect do you think the teachers at your child's school have for the children?</p>	<p>100% ¹</p> <p>responded favorably</p>	

Family Survey Data: Areas of Growth/Further Exploration

- **Lowest category:**
 - Overall, 85% favorable ratings related to engagement
 - **Including:**
 - 67% responded favorably to child care needs
 - *(43% struggle with child care needs)*
 - 40% responded favorably to their schedule being too busy as a barrier to involvement
 - *(60% state that their busy schedule is a barrier to school involvement)*

Elementary Family Data

Areas of Strength:

- Strong School Climate
- Strong School Fit

Areas for Growth:

- Many families feel that their personal schedule is too busy to allow them to participate or volunteer in school activities.
- Child care needs is a barrier for families to participate in school activities.

Strategic Actions Steps Going Forward (Students & Families)

AoA Middle School Program

Student Data - Relative Areas of Strength

- Highest category: overall 91% favorable responses related to **academic rigor** (next slide)
- Positive teacher-student relationships
 - 95% students feel teacher is respectful towards them
 - 80% students feel teachers are “excited” to teach their classes
 - 94% students feel they are treated “fairly” by adults
- Overall culture and sense of belonging are strong
 - 74% of students feel that they belong
 - 80% students feel respected by other students
 - 75% students feel the energy of the school is positive
- There was not a significant discrepancy in responses by race/ethnicity, gender, language, etc

Academic Rigor

QUESTION

➤ How often do your teachers make you explain your answers?

91% ⁱ
responded
favorably

QUESTION

➤ When you feel like giving up on a difficult task, how likely is it that your teachers will make you keep trying?

90% ⁱ
responded
favorably

QUESTION

➤ How much do your teachers encourage you to do your best?

91% ⁱ
responded
favorably

QUESTION

➤ How often do your teachers take time to make sure you understand the material?

90% ⁱ
responded
favorably

QUESTION

➤ Overall, how high are your teachers' expectations of you?

91% ⁱ
responded
favorably


Student Data: Areas of Growth

- Lowest category: overall 59% favorable ratings related to **engagement** (next slide)
- Concerns about bullying and respect from others
 - 37% of students say other people are “frequently” or “always” disrespectful
 - 40% of students are worried about being bullied online
- Sense of belonging
 - 74% of students feel a sense of belonging
 - 42% of students feel slightly or not at all connected to adults at school

Engagement


QUESTION

➤ How excited are you about going to your classes?

53% 
responded
favorably


QUESTION

➤ How often do you get so focused on activities in your classes that you lose track of time?

60% 
responded
favorably


QUESTION

➤ In your classes, how eager are you to participate?

61% 
responded
favorably


QUESTION

➤ When you are not in school, how often do you talk about ideas from your classes?

49% 
responded
favorably

QUESTION

➤ Overall, how interested are you in your classes?

71% 
responded
favorably

Middle School Family Data

Areas of Strength:

- School Climate 94% favorable
- School Fit 89% favorable

Areas for Growth

- Overall families feel school is safe, but there are concerns about online bullying
- The number one barrier to family engagement with school is how busy their schedules are - 57% of families identified this as a medium-very large problem. A higher percentage of Black and Latino families identified this as a challenge.

Strategic Actions Steps Going Forward (Students & Families)

- Plans for establishing culture and sense of belonging in first 6 weeks of the year and culture calendar for full year
 - Bridge to Learning continuing
 - Series of Tutorial lessons and assemblies in first 6 weeks
 - Culture calendar - intentional events throughout the year
- Creating a sense of purpose and looking beyond Middle School
 - College trips, career fair, focus on growth and goals in classes
- Continued focus on deeper learning and competency-based assessment
- Education for parents and students about bullying/cyber-bullying
 - How to keep students safe on social media
 - Social media awareness lessons (Common Sense Media)

Cover Sheet

Expanded Learning Opportunity Program

Section: IV. Action Items

Item: A. Expanded Learning Opportunity Program

Purpose: Vote

Submitted by:

Related Material:

2021_Expanded_Learning_Opportunities_Program_Plan_The_Academy_of_Alameda_Elementary_School_20220522.pdf

K-5 Expanded Learning Opportunities Program Presentation.pdf

Expanded Learning Opportunities Program Plan Guide

EXPANDED LEARNING OPPORTUNITIES PROGRAM PLAN GUIDE

Prepared by: Expanded Learning Division

California Department of Education 1430 N Street, Suite 3400
Sacramento, CA 95814-5901
916-319-0923

This Program Plan Template Guide is required by California Education Code (EC) Section 46120(b)(2)

Note: This cover page is an example, programs are free to use their own logos and the name of their program.

Name of Local Educational Agency and Expanded Learning Opportunities Program Site(s)

Name of Local Educational Agency or Equivalent:	The Academy of Alameda Elementary
Contact Name:	Matt Huxley
Contact Email:	mhuxley@aoaschools.org
Contact Phone:	510-748-4017

Instructions: Please list the school sites that your LEA selected to operate the Expanded Learning Opportunities Program (ELO-P). Add additional rows as needed.

1. The Academy of Alameda Elementary School

Purpose

This template will aid LEAs in the development of a program plan as required by EC Section 46120(b)(2). In this program plan, LEAs will describe program activities that support the whole child, and students’ Social and Emotional Learning (SEL) and development.

Definitions

“Expanded learning” means before school, after school, summer, or intersession learning programs that focus on developing the academic, social, emotional, and physical needs and interests of pupils through hands-on, engaging learning experiences. It is the intent of the Legislature that expanded learning programs are pupil-centered, results driven, include community partners, and complement, but do not replicate, learning activities in the regular school day and school year. (EC Section 8482.1[a])

“Expanded learning opportunities” has the same meaning as “expanded learning” as defined in EC Section 8482.1. “Expanded learning opportunities” does not mean an extension of instructional time, but rather, opportunities to engage pupils in enrichment, play, nutrition, and other developmentally appropriate activities. (EC Section 46120[e][1])

Instructions

This Program Plan needs to be approved by the LEA’s Governing Board in a public meeting and posted on the LEA’s website.

The program plan template guide is considered a living document that is periodically reviewed and adjusted to reflect the needs of the community, updates in the law, and to provide continuous improvement in the development of an effective ELO-P.

The LEA is responsible for creating, reviewing, and updating the program plan every three years in accordance with EC Section 8482.3(g)(1). LEAs are encouraged to work collaboratively with partners and staff to develop and review the program plan. The LEA is responsible for the plan and the oversight of any community partners or subcontractors. The LEA should include any partners in the development and review of the plan. It is recommended that the plan be reviewed annually.

The Expanded Learning Division adopted the Quality Standards for Expanded Learning in California (Quality Standards) and introduced requirements for Continuous Quality Improvement (CQI) to help programs engage in reflection and be intentional about program management practices and activities delivered to students. To create the program plan, provide a narrative description in response to the prompts listed under each Quality Standard below. The LEA may customize and include additional prompts, such as describing SEL activities, or refining the plan. In addition to the narrative response, it

may be useful to include tables, charts, or other visual representations that contribute to the understanding of the ELO-P. LEAs are encouraged to download and reference the Quality Standards in order to provide ongoing improvements to the program. The Quality Standards can be found on the California Department of Education's (CDE) Quality Standards and CQI web page, located at <https://www.cde.ca.gov/ls/ex/qualstandcqi.asp>.

1—Safe and Supportive Environment

Describe how the program will provide opportunities for students to experience a safe and supportive environment. Include if the program will be offered on the schoolsite or off campus. If not on site, describe where in the community it will be and how students will be supported to get there.

The Academy of Alameda offers all of its students - grades Kindergarten through 6 - a comprehensive on-site after-school and summer program that focuses on providing students with enrichment learning opportunities and experiences. The after-school enrichment program extends from the end of the regular school day until 6pm each day and the summer enrichment program for the 2021/22 school year consisted of 20 full days (8am to 5pm) from late June through mid-July. The summer, 2022 program will be expanded to 25 full days of enrichment learning opportunities. One of the reasons why we are able to offer a safe, supportive environment is due to the fact that we hire and train our own staff who almost all work full time at The Academy of Alameda. Because they work with students during the regular schools day, they are knowledgeable regarding both their strengths and areas of challenge. The strong relationships that are build in and between staff and students during the school day carries over into our after-school and summer programs. Students are well known and cared for.

2—Active and Engaged Learning

Describe how the program will provide opportunities for students to experience active and engaged learning that either supports or supplements, but does not duplicate, the instructional day.

Students who are a part of after school programs are on site for up to 10 hours a school day. Students work hard during regular school hours, focusing on academics and learning. We believe that the after school program we offer at the Academy of Alameda should be enriching, enhancing the learning while engaging the students during the extended day. Our after school programs offers engaging lessons and activities led by our after school staff. This includes homework support, art units (which concludes in an art show case), science units, theater, sports, and local walking field trips. These activities are not offered during regular school hours, and supplements our student's school experience.

3—Skill Building

Describe how the program will provide opportunities for students to experience skill building.

As mentioned above, the Academy of Alameda's after school program supplements the student's school experience by providing enriching activities. These activities, including homework support (which includes additional support with math and reading), hands on science and art activities provides students in K-6 the opportunity to build skills across content areas that are taught during school hours, as well as content areas not offered. For example, after school students engage with art units and work with a variety of art modalities that supports skill building in these areas. During our summer enrichment programs, students who attend participate in exploratory science experiments in addition to art and sports.

4—Youth Voice and Leadership

Describe how the program will provide opportunities for students to engage in youth voice and leadership.

The Academy of Alameda values student voice and leadership development. One great example of this is our "AoA Coaches" program, led by our Elementary Dean of Students. AoA Coaches are a group of students who are meet once a week engage in leadership skill building. Student coaches practice their leadership skills during recess and lunch - supporting younger students on the playground, and helping to keep our school clean. The AoA Coach program is an

important piece of our student culture plan and has had a noticeable impact on both the coaches and the students that they support.

5—Healthy Choices and Behaviors

Describe how the program will provide opportunities for students to engage in healthy choices and behaviors. Describe how students will be served nutritious meals and/or snacks during the ELO-P hours of programing.

Our school wide values - Be Responsible, Be Safe, Be Respectful, Be Welcoming - expand to all programs, including our After School program and Summer Enrichment program. These values are modeled and carried out via socio-emotional lessons, group discussions, and modeling. In terms of meals, our After School program provides hearty snacks that differ from the lunch provided during the school day. Snacks include cheese sticks, chips and salsa, fruits and vegetables (carrots, celery), sandwiches, milk, etc. Snacks are distributed to all after school program students at the start of the after school program.

6—Diversity, Access, and Equity

Describe how the program is designed to address cultural and linguistic diversity and provide opportunities for all students to experience diversity, access, and equity. Describe how the ELO-P will provide access and opportunity for students with disabilities.

The Academy of Alameda is committed to hiring educators from a diverse background of racial, cultural, linguistic and gender identifying backgrounds. Students who are a part of our programs will not only engage with their diverse peers, but also our diverse staff. Additionally, our full inclusion model extends to the After School program and Summer Enrichment program. Students who have identified learning differences are full participants in the programs. Accommodations and scaffold support strategies are provided as necessary.

7—Quality Staff

Describe how the program will provide opportunities for students to engage with quality staff.

One of the hallmarks of our program is that we fully staff our program and that we have a full-time after-school/Summer Program Coordinator who hires and trains all staff. All but a couple of her after-school/summer staff are full time employees who work with our students throughout the day in a variety of capacities. We have worked hard on connecting our "regular day" program to our after-school program so that it is a more cohesive program and we are able to address students' strengths and areas of growth during and after the school day. Because we are able to hire staff who work both during the school day and after in our enrichment program (and summer program) they are able to build strong, caring relationship with the students who they serve. Our after-school and summer staff have numerous opportunities throughout he year to engage in quality, professional development.

8—Clear Vision, Mission, and Purpose

Describe the program's clear vision, mission, and purpose.

We believe that offering our families access to a quality, after-school and summer program that provides students additional academic and social emotional learning opportunities is critical to The Academy of Alameda's mission and envisioned future. Part of that mission is serving a diverse student population - some whose families need free or greatly reduced after-school and summer care options.

As a result, our mission is to offer a high quality program that has two main components. We want to offer all students enrichment opportunities that give them a level of choice to pursue areas that they are interested in. These

enrichment options are both academic in nature (Including STEM classes, reading circles, etc) and more physical in nature including various sports and free play programs. A third option allows students to pursue more arts and theater related learning opportunities. Secondly, we offer a limited, targeted program for students who need additional academic support although this is sometimes dependent on being able to secure quality, experienced instructors and/or certificated teachers. Both after-school and summer program options allow a significant group of students additional enrichment learning opportunities and a chance to more deeply connect with their peers and our staff.

9—Collaborative Partnerships

Describe the program’s collaborative partnerships. Local educational agencies are encouraged to collaborate with non-LEA entities to administer and implement ELO-P programs.

The Academy's After School program has collaborated with several local agencies, which include a local small farm, the Alameda Food Bank, the neighboring fire department, and the local library, just to name a few. Students have a chance to either take a walking field trip, or participate with programs that are invited on campus. Additionally, we have partnered with our local PlayWorks agency, where our staff will be trained in hands on sport activities, as well as behavior management and cultivating a positive school culture.

10—Continuous Quality Improvement

Describe the program’s Continuous Quality Improvement plan.

Every year, the Academy implements the Panorama survey which gathers data from important stakeholders, including families, students and staff. We value this data, and use it to inform our practices and programs with the intention of utilizing stakeholder voice to make improvements.

11—Program Management

Describe the plan for program management.

In order to effectively manage our after-school and summer programs, we employ a full-time after-school coordinator who is responsible for both program design, staffing and implementation of the annual program. The after-school coordinator meet frequently with both principals and the executive director to both update them regarding key aspects of the programs and to discuss program needs (including staffing and materials) and the budget. They also meet as a collaborative team shortly after the winter break to begin planning for the following year's program. The new executive director who begins her tenure on July 1 has extensive after-school program experience which will elevate an already strong program.

General Questions

Existing After School Education and Safety (ASES) and 21st Community Learning Centers (21st CCLC) Elementary and Middle School grantees.

ASES, 21st CCLC Elementary/Middle School, and the ELO-P should be considered a single, comprehensive program. In coordinating all these funding streams to move towards a single program, the expectation is that the most stringent requirements will be adopted for program guidance. If one or both grants are held, please describe how the ELO-P funding will be used to create one comprehensive and universal Expanded Learning Program.

While the Academy of Alameda has had strong after-school and summer programs that have been mostly focused on providing students with enrichment learning opportunities, we plan to utilize funds that we receive from both our ASES grant and ELOP grant to further strengthening our program by add more enrichment offerings including leadership and theater and developing and facilitating STEM courses. An important goal is also to utilize the additional funds that we received to build a more targeted intervention program focused on addressing student's literacy and numeracy needs.

Transitional Kindergarten and Kindergarten

Programs serving transitional kindergarten or kindergarten pupils shall maintain a pupil-to-staff member ratio of no more than 10 to 1. (EC Section 46120[b][2][D]). Please address the proposed schedule and plan for recruiting and preparing staff to work in the program, including supporting them to understand how to work with younger children. How will the lower pupil-to-staff ratio be maintained? How will the curriculum and program be developmentally-informed to address this younger age group?

N/A

Sample Program Schedule

Please submit a sample program schedule that describes how the ELO-P or other fund sources, including the California State Preschool Program for children enrolled in transitional kindergarten or kindergarten, will be combined with the instructional day to create a minimum of nine hours per day of programming (instructional day plus ELO-P or other supports). Also, submit a sample schedule for a minimum nine-hour summer or intersession day.

A sample full-day summer program will be presented to the Board and uploaded to our website along with the full ELOP document.

Below are additional legal requirements for the ELO-P. Please ensure your Program Plan meets all of these legal requirements:

EC Section 46120(b)(2):

[LEAs] operating expanded learning opportunities programs may operate a before school component of a program, an after school component of a program, or both the before and after school components of a program, on one or multiple school sites, and shall comply with subdivisions (c), (d), and (g) of Section 8482.3, including the development of a program plan based on the following;

(2) [LEAs] operating expanded learning opportunity programs pursuant to this section may operate a before school component of a program, an after school component of a program, or both the before and after school components of a program, on one or multiple schoolsites, and shall comply with subdivisions (c), (d), and (g) of Section 8482.3, including the development of a program plan based on all of the following:

(A) The department's guidance.

(B) Section 8482.6.

(C) Paragraphs (1) to (9), inclusive, and paragraph (12) of subdivision (c) of Section 8483.3.

(D) Section 8483.4, except that programs serving transitional kindergarten or kindergarten pupils shall maintain a pupil-to-staff member ratio of no more than 10 to 1.

EC Section 46120(b)(1)(A):

On schooldays, as described in Section 46100 and Sections 46110 to 46119, inclusive, and days on which school is taught for the purpose of meeting the 175-instructional-day offering as described in Section 11960 of Title 5 of the California Code of Regulations, in-person before or after school expanded learning opportunities that, when added to daily instructional minutes, are no less than nine hours of combined instructional time and expanded learning opportunities per instructional day.

EC Section 46120(b)(1)(B):

For at least 30 nonschooldays, during intersessional periods, no less than nine hours of in-person expanded learning opportunities per day.

EC Section 46120(b)(3):

[LEAs] shall prioritize services provided pursuant to this section at schoolsites in the lowest income communities, as determined by prior year percentages of pupils eligible for free and reduced-price meals, while maximizing the number of schools and neighborhoods with expanded learning opportunities programs across their attendance area.

EC Section 46120(b)(4):

[LEAs] may serve all pupils, including elementary, middle, and secondary school pupils, in expanded learning opportunity programs provided pursuant to this section.

EC Section 46120(b)(6):

[LEAs] are encouraged to collaborate with community-based organizations and childcare providers, especially those participating in state or federally subsidized childcare programs, to maximize the number of expanded learning opportunities programs offered across their attendance areas.

EC Section 46120(c):

A [LEA] shall be subject to the audit conducted pursuant to Section 41020 to determine compliance with subdivision (b).

EC Section 8482.3(d):

[LEAs] shall agree that snacks made available through a program shall conform to the nutrition standards in Article 2.5 (commencing with Section 49430) of Chapter 9 of Part 27 of Division 4 of Title 2.

[LEAs] shall agree that meals made available through a program shall conform to the nutrition standards of the United States Department of Agriculture's at-risk afterschool meal component of the Child and Adult Care Food Program (42 United States Code [U.S.C.] Section 1766).

EC Section 8482.6:

Every pupil attending a school operating a program . . . is eligible to participate in the program, subject to program capacity. A program established . . . may charge family fees. Programs that charge family fees shall waive the cost of these fees for pupils who are eligible for free or reduced-price meals, for a child that is a homeless youth, as defined by the federal McKinney-Vento Homeless Assistance Act (42 U.S.C. Section 11434a), or for a child who the program knows is in foster care. A program that charges family fees shall schedule fees on a sliding scale that considers family income and ability to pay.

EC sections 8483.4 and 46120(b)(2)(D):

The administrator of every program established pursuant to this article shall establish minimum qualifications for each staff position that, at a minimum, ensure that all staff members who directly supervise pupils meet the minimum qualifications for an instructional aide, pursuant to the policies of the school district. Selection of the program site supervisors shall be subject to the approval of the school site principal. The administrator shall also ensure that the program maintains a pupil-to-staff member ratio of no more than 20 to 1. All program staff and volunteers shall be subject to the health screening and fingerprint clearance requirements in current law and district policy for school personnel and volunteers in the school district, except that programs serving transitional kindergarten or kindergarten pupils shall maintain a pupil-to-staff member ratio of no more than 10 to 1.

EC Section 8482.3(c)(1)(A–B):

Each component of a program established pursuant to this article shall consist of the following two elements:

(A) An educational and literacy element in which tutoring or homework assistance is provided in one or more of the following areas: language arts, mathematics, history and social science, computer training, or science.

(B) An educational enrichment element that may include, but need not be limited to, fine arts, career technical education, recreation, physical fitness, and prevention activities.

K-5 Expanded Learning Opportunities Program

Presentation to AoA Board of Directors
5/26/2022

Expanded Learning Opportunity Program Fund Use

After-School/Summer Program Resource Expenditure

Cooking Class, Art, Science Supplies	\$10,000
Professional Development for ASP Staff	\$20,000
Curriculum and Materials	\$10,000
After School workspaces (move)	\$20,000
After School Computer Carts	\$5,000
After School Olympics for upcoming years	\$20,000
Staff Salaries	\$15,000

Program Offerings

Students will have opportunities to experience a different rotation classes including:

- * Sign language
- * Science-based projects
- * Poetry
- * Journaling
- * Outdoor games/Double-dutch
- * Scratch coding and more

The elementary program will have two phonics intervention teachers (SIIPS: Systematic Instruction in Phonological Awareness, Phonics, and Sight Words) running groups with identified students.

The elementary program will also have Ms. Derham (5th grade teacher) running small math groups.

All elementary and middle school students will have schedule reading time.

Sample Summer Program Schedule

Elementary

8:00 - 9:15 - Drop off, games and transition

9:00 - 9:15 - Welcome

9:15 - 10:00 - Rotation 1

10:00 - 10:45 - Snack and recess

10:45 - 11:30 - Rotation 2

11:30 - 12:15 - Rotation 3

12:15- 1:15 - Lunch and recess

1:15 - 2:30 - Rotation 4

2:30 - 3:15 - Rotation 5

3:15 - 4:30 Snack and recess

4:30 - 5:00 - Clean up and Dismissal

Middle

8:00 - 9:15 Drop off on the blacktop, games and basketball

9:00 - 9:15 Welcome and greetings

9:15 - 10:15 - Rotation 1

10:15 - 10:45 - Break

10:45 - 11:45 - Rotation 2

11:45 - 1:00 - Rotation 3

1:00 - 2:20 - Lunch and games on the blacktop

2:20 - 3:00 Rotation 4

3:00 - 4:00 Rotation 5

4:00 - 5:00 - Games on the blacktop, garden and first quad

Cover Sheet

Title IX, Harassment, Intimidation, Discrimination & Bullying Policy

Section: IV. Action Items
Item: B. Title IX, Harassment, Intimidation, Discrimination & Bullying Policy
Purpose: Vote
Submitted by:
Related Material:
Title IX, Harassment, Intimidation, Discrimination & Bullying Policy .pdf
TITLE IX, HARASSMENT, INTIMIDATION, DISCRIMINATION, AND BULLYING POLICY (4).pdf



TITLE IX, HARASSMENT, INTIMIDATION, DISCRIMINATION, AND BULLYING POLICY

Discrimination, sexual harassment, harassment, intimidation, and bullying are all disruptive behaviors, which interfere with students' ability to learn, negatively affect student engagement, diminish school safety, and contribute to a hostile school environment. As such, The Academy of Alameda ("AoA") prohibits any acts of discrimination, sexual harassment, harassment, intimidation, and bullying altogether. This policy is inclusive of instances that occur on any area of the school campus, at school-sponsored events and activities, regardless of location, through school-owned technology, and through other electronic means.

As used in this policy, discrimination, sexual harassment, harassment, intimidation, and bullying are described as the intentional conduct, including verbal, physical, written communication or cyber-bullying, including cyber sexual bullying, based on the actual or perceived characteristics of mental or physical disability, sex (including pregnancy and related conditions, and parental status), sexual orientation, gender, gender identity, gender expression, immigration status, nationality (including national origin, country of origin, and citizenship), race or ethnicity (including ancestry, color, ethnic group identification, ethnic background, and traits historically associated with race, including, but not limited to, hair texture and protective hairstyles such as braids, locks, and twist), religion (including agnosticism and atheism), religious affiliation, medical condition, genetic information, marital status, age, or association with a person or group with one or more of these actual or perceived characteristics or based on any other characteristic protected under applicable state or federal law or local ordinance. Hereafter, such actions are referred to as "misconduct prohibited by this Policy."

To the extent possible, AoA will make strong, intentional efforts to prevent students from being discriminated against, harassed, intimidated, and/or bullied, and will take action to investigate, respond, address and report on such behaviors in a timely manner. AoA school staff who witness acts of misconduct prohibited by this Policy will take immediate steps to intervene.

Moreover, AoA will not condone or tolerate misconduct prohibited by this Policy by any employee, independent contractor or other person with whom AoA does business, or any other individual, student, or volunteer. This policy applies to all employees, students, or volunteer actions and relationships, regardless of position or gender. AoA will investigate and respond to any complaint of misconduct prohibited by this Policy in a manner that is not deliberately indifferent and will take appropriate corrective action, if warranted. AoA complies with all applicable state and federal laws and regulations and local ordinances in its investigation of and response to reports of misconduct prohibited by this Policy.

Title IX, Harassment, Intimidation, Discrimination, and Bullying Coordinator (“Coordinator”)

Elementary School Program Title IX Coordinator	Middle School Title IX Program Coordinator
<p><u>Ebonie Hill</u> <u>Dean of Students</u> <u>401 Pacific Avenue, Alameda, CA</u> <u>94501</u> lrubin@aoaschools.org 510-748-4017</p>	<p><u>Hyoshin Briseno-Clarke</u> <u>Dean of Students</u> <u>401 Pacific Avenue, Alameda, CA</u> <u>94501</u> mthorman@aoaschools.org 510-748-4017</p>

Definitions

Prohibited Unlawful Harassment

- Verbal conduct such as epithets, derogatory jokes or comments or slurs
- Physical conduct including assault, unwanted touching, intentionally blocking normal movement or interfering with work or school because of sex, race or any other protected basis
- Retaliation for reporting or threatening to report harassment
- Deferential or preferential treatment based on any of the protected characteristics listed above

Prohibited Unlawful Harassment under Title IX

Title IX (20 U.S.C. § 1681 *et. seq.*; 34 C.F.R. § 106.1 *et seq.*) and California state law prohibit discrimination and harassment on the basis of sex. In accordance with these existing laws, discrimination and harassment on the basis of sex in education institutions, including in the education institution’s admissions and employment practices, is prohibited. All persons, regardless of sex, are afforded equal rights and opportunities and freedom from unlawful discrimination and harassment in education programs or activities conducted by AoA.

AoA is committed to providing a work and educational environment free of sexual harassment and considers such harassment to be a major offense, which may result in disciplinary action. Inquiries about the application of Title IX and 34 C.F.R. Part 106 may be referred to the Coordinator, the Assistant Secretary for Civil Rights of the U.S. Department of Education, or both.

Sexual harassment consists of conduct on the basis of sex, including but not limited to unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct on the basis of sex, regardless of whether or not the conduct is motivated by sexual desire, when: (a) Submission to the conduct is explicitly or implicitly made a term or a condition of an individual's employment, education, academic status, or progress; (b) submission to, or rejection of, the conduct by the individual is used as the basis of employment, educational or academic decisions affecting the individual; (c) the conduct has the purpose or effect of having a negative impact upon the individual's

work or academic performance, or of creating an intimidating, hostile, or offensive work or educational environment; and/or (d) submission to, or rejection of, the conduct by the individual is used as the basis for any decision affecting the individual regarding benefits and services, honors, programs, or activities available at or through the educational institution.

It is also unlawful to retaliate in any way against an individual who has articulated a good faith concern about sexual harassment against themselves or against another individual.

Sexual harassment may include, but is not limited to:

- Physical assaults of a sexual nature, such as:
 - Rape, sexual battery, molestation or attempts to commit these assaults.
 - Intentional physical conduct that is sexual in nature, such as touching, pinching, patting, grabbing, brushing against another's body, or poking another's body.
- Unwanted sexual advances, propositions or other sexual comments, such as:
 - Sexually oriented gestures, notices, remarks, jokes, or comments about a person's sexuality or sexual experience.
 - Preferential treatment or promises of preferential treatment to an individual for submitting to sexual conduct, including soliciting or attempting to solicit any individual to engage in sexual activity for compensation or reward or deferential treatment for rejecting sexual conduct.
 - Subjecting or threats of subjecting a student or employee to unwelcome sexual attention or conduct or intentionally making the student's academic performance more difficult because of the student's sex.
- Sexual or discriminatory displays or publications anywhere in the educational environment, such as:
 - Displaying pictures, cartoons, posters, calendars, graffiti, objections, promotional materials, reading materials, or other materials that are sexually suggestive, sexually demeaning or pornographic or bringing or possessing any such material to read, display or view in the work or educational environment.
 - Reading publicly or otherwise publicizing in the work or educational environment materials that are in any way sexually revealing, sexually suggestive, sexually demeaning or pornographic.
 - Displaying signs or other materials purporting to segregate an individual by sex in an area of the work or educational environment (other than restrooms or similar rooms).

The illustrations of harassment and sexual harassment above are not to be construed as an all inclusive list of prohibited acts under this Policy.

Prohibited Bullying

Bullying is defined as any severe or pervasive physical or verbal act or conduct, including communications made in writing or by means of an electronic act. Bullying includes one or more acts committed by a student or group of students that may constitute as sexual harassment, hate violence, or creates an intimidating and/or hostile educational environment, directed toward one or more students that has or can be reasonably predicted to have the effect of one or more of the following:

1. Placing a reasonable student¹ or students in fear of harm to that student's or those students' person or property.
2. Causing a reasonable student to experience a substantially detrimental effect on the student's physical or mental health.
3. Causing a reasonable student to experience a substantial interference with the student's academic performance.
4. Causing a reasonable student to experience a substantial interference with the student's ability to participate in or benefit from the services, activities, or privileges provided by AoA.

Cyberbullying is an electronic act that includes the transmission of harassing communication, direct threats, or other harmful texts, sounds, or images on the Internet, social media, or other technologies using a telephone, computer, or any wireless communication device. Cyberbullying also includes breaking into another person's electronic account and assuming that person's identity in order to damage that person's reputation.

Electronic act means the creation or transmission originated on or off the schoolsite, by means of an electronic device, including, but not limited to, a telephone, wireless telephone, or other wireless communication device, computer, or pager, of a communication, including, but not limited to, any of the following:

1. A message, text, sound, video, or image.
2. A post on a social network Internet Web site including, but not limited to:
 - a. Posting to or creating a burn page. A "burn page" means an Internet Web site created for the purpose of having one or more of the effects as listed in the definition of "bullying," above
 - b. Creating a credible impersonation of another actual student for the purpose of having one or more of the effects listed in the definition of "bullying," above. "Credible impersonation" means to knowingly and without consent impersonate a student for the purpose of bullying the student and such that another student would reasonably believe, or has reasonably believed, that the student was or is the student who was impersonated

1

¹ "Reasonable student" is defined as a student, including, but not limited to, an exceptional needs student, who exercises care, skill and judgment in conduct for a person of his or her age, or for a person of his or her age with his or her exceptional needs.

- c. Creating a false profile for the purpose of having one or more of the effects listed in the definition of “bullying,” above. “False profile” means a profile of a fictitious student or a profile using the likeness or attributes of an actual student other than the student who created the false profile.
3. An act of “Cyber sexual bullying” including, but not limited to:
 - a. The dissemination of, or the solicitation or incitement to disseminate, a photograph or other visual recording by a student to another student or to school personnel by means of an electronic act that has or can be reasonably predicted to have one or more of the effects described in definition of “bullying,” above. A photograph or other visual recording, as described above, shall include the depiction of a nude, semi-nude, or sexually explicit photograph or other visual recording of a minor where the minor is identifiable from the photograph, visual recording, or other electronic act.
 - b. “Cyber sexual bullying” does not include a depiction, portrayal, or image that has any serious literary, artistic, educational, political, or scientific value or that involves athletic events or school-sanctioned activities.
 4. Notwithstanding the definitions of “bullying” and “electronic act” above, an electronic act shall not constitute pervasive conduct solely on the basis that it has been transmitted on the Internet or is currently posted on the Internet

Formal Complaint of Sexual Harassment means a written document filed and signed by a complainant who is participating in or attempting to participate in AoA’s education program or activity or signed by the Coordinator alleging sexual harassment against a respondent and requesting that AoA investigate the allegation of sexual harassment.

Respondent means an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment.

Bullying and Cyberbullying Prevention Procedures

AoA has adopted the following procedures for preventing acts of bullying, including cyberbullying.

1. Cyberbullying Prevention Procedures

AoA advises students:

- a. To never share passwords, personal data, or private photos online.
- b. To think about what they are doing carefully before posting and by emphasizing that comments cannot be retracted once they are posted.
- c. That personal information revealed on social media can be shared with anyone including parents, teachers, administrators, and potential employers. Students should never reveal information that would make them uncomfortable if the world had access to it.
- d. To consider how it would feel receiving such comments before making comments about others online.

AoA informs its students, and parents/guardians of AoA's policies regarding the use of technology in and out of the classroom. AoA encourages parents/guardians to discuss these policies with their children to ensure their children understand and comply with such policies.

2. Education

AoA employees cannot always be present when bullying incidents occur, so educating students about bullying is a key prevention technique to limit bullying from happening.

The Academy of Alameda advises students that hateful and/or demeaning behavior is inappropriate and unacceptable in our society and at AoA and encourages students to practice compassion and respect each other.

The Academy of Alameda educates students to accept all student peers regardless of protected characteristics (Sexual orientation, race, gender, etc) and about the negative impact of bullying other students based on protected characteristics.

AoA's bullying prevention education also discusses the differences between appropriate and inappropriate behaviors and includes sample situations to help students learn and practice appropriate behavior and to develop techniques and strategies to respond in a non aggressive way to bullying-type behaviors. Students will also develop confidence and learn how to advocate for themselves and others, and when to go to an adult for help.

The Academy of Alameda informs its employees, students, and parents/guardians of this Policy and encourages parents/guardians to discuss this Policy with their children to ensure their children understand and comply with this Policy.

3. Professional Development

AoA will annually make available the online training module developed by the California Department of Education pursuant Education Code section 32283.5(a) to its certificated employees and all other AoA employees who have regular interaction with students.

The Academy of Alameda informs certificated employees about the common signs that a student is a target of bullying including:

- Physical cuts or injuries
- Lost or broken personal items
- Fear of going to school/practice/games
- Loss of interest in school, activities, or friends
- Trouble sleeping or eating
- Anxious/sick/nervous behavior or distracted appearance
- Self-destructiveness or displays of odd behavior

- Decreased self-esteem

The Academy of Alameda encourages its employees to demonstrate effective problem solving, anger management, and self-confidence skills for AoA's students.

Grievance Procedures

1. Scope of Grievance Procedures

AoA will comply with its Uniform Complaint Procedures ("UCP") policy when investigating and responding to complaints alleging unlawful harassment, discrimination, intimidation or bullying against a protected group or on the basis of a person's association with a person or group with one or more of the protected characteristics set forth in the UCP that:

- a. Are written and signed;
- b. Filed by an individual who alleges that that individual has personally suffered unlawful discrimination, harassment, intimidation or bullying, or by one who believes any specific class of individuals has been subjected to discrimination, harassment, intimidation or bullying prohibited by this part, or by a duly authorized representative who alleges that an individual student has been subjected to discrimination, harassment, intimidation, or bullying; and
- c. Submitted to the AoA UCP Compliance Officer not later than six (6) months from the date the alleged unlawful discrimination, harassment, intimidation or bullying occurred, or the date the complainant first obtained knowledge of the facts of the alleged discrimination, harassment, intimidation or bullying.

The following grievance procedures shall be utilized for reports of misconduct prohibited by this Policy that do not comply with the writing, timeline, or other formal filing requirements of a uniform complaint. For formal complaints of sexual harassment, AoA will utilize the following grievance procedures in addition to its UCP when applicable.

2. Reporting

All staff are expected to provide appropriate supervision to enforce standards of conduct and, if they observe or become aware of misconduct prohibited by this Policy, to intervene, call for assistance, and report such incidents. The Board requires staff to follow the procedures in this policy for reporting alleged acts of misconduct prohibited by this Policy.

Any student who believes they have been subject to misconduct prohibited by this Policy or has witnessed such prohibited misconduct is encouraged to immediately report such misconduct to the appropriate school program Coordinator:

<u>Elementary School Program Title IX Coordinator</u>	<u>Middle School Program Title IX Coordinator</u>
<p><u>Ebonie Hill</u> <u>Dean of Students</u> <u>401 Pacific Avenue, Alameda, CA</u> <u>94501</u> ehill@aoaschools.org 510-748-4017</p>	<p><u>Hyoshin Briseno-Clarke</u> <u>Dean of Students</u> <u>401 Pacific Avenue, Alameda, CA</u> <u>94501</u> hbrisenoclarke@aoaschools.org 510-748-4017</p>

Complaints regarding such misconduct may also be made to the U.S. Department of Education, Office for Civil Rights. Civil law remedies, including, but not limited to, injunctions, restraining orders, or other remedies or orders may also be available to complainants.

While submission of a written report is not required, the reporting party is encouraged to submit a written report to the Coordinator if possible. The Academy of Alameda will investigate and respond to all oral and written reports of misconduct prohibited by this Policy in a manner that is not deliberately indifferent. Reports may be made anonymously, but formal disciplinary action cannot be based solely on an anonymous report.

Students are expected to report all incidents of misconduct prohibited by this Policy or other verbal, or physical abuses. Any student who feels they are a target of such behavior should immediately contact a teacher, counselor, the Executive Director, Coordinator, a staff person or a family member so that the student can get assistance in resolving the issue in a manner that is consistent with this Policy.

The Academy of Alameda acknowledges and respects every individual’s right to privacy. All reports shall be investigated in a manner that protects the confidentiality of the parties and the integrity of the process to the greatest extent possible. This includes keeping the identity of the reporter confidential, as appropriate, except to the extent necessary to comply with the law, carry out the investigation and/or to resolve the issue, as determined by the Coordinator or administrative designee on a case-by-case basis.

The Academy of Alameda prohibits any form of retaliation against any individual who files a report or complaint, testifies, assists, participates, or refuses to participate in any investigation or proceeding related to misconduct prohibited by this Policy. Such participation or lack of participation shall not in any way affect the status, grades, or work assignments of the individual. Individuals alleging retaliation in violation of this Policy may file a grievance using the procedures set forth in this Policy. Knowingly making false statements or knowingly submitting false information during the grievance process is prohibited and may result in disciplinary action.

All supervisors of staff will receive sexual harassment training within six (6) months of their assumption of a supervisory position and will receive further training once every two (2) years

thereafter. All staff, and any individual designated as a coordinator, investigator or decision maker, will receive sexual harassment training and/or instruction concerning sexual harassment as required by law.

3. Supportive Measures

Upon the receipt of an informal or formal complaint of sexual harassment, the Coordinator will contact the complainant to discuss the availability of supportive measures. The Coordinator will consider the complainant's wishes with respect to supportive measures, inform the complainant of the availability of supportive measures with or without the filing of a formal complaint of sexual harassment, and explain the process for filing a formal complaint of sexual harassment.

Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint of sexual harassment or where no formal complaint of sexual harassment has been filed. Such measures are designed to restore or preserve equal access to AoA's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or AoA's educational environment, or deter sexual harassment. Supportive measures available to complainants and respondents may include but are not limited to counseling, extensions of deadlines or other course related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work locations, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures. AOA will maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair the ability of The Academy of Alameda to provide the supportive measures.

4. Investigation and Response

Upon receipt of a report of misconduct prohibited by this Policy from a student, staff member, parent, volunteer, visitor or affiliate of AoA, the Coordinator (or administrative designee) will initiate an investigation. In most cases, a thorough investigation will take no more than twenty-five (25) school days. If the Coordinator (or administrative designee) determines that an investigation will take longer than twenty-five (25) school days an needs to be delayed or extended due to good cause, the Coordinator (or administrative designee) will inform the complainant of the reasons for the delay or extension and provide an approximate date when the investigation will be complete.

At the conclusion of the investigation, the Coordinator or administrative designee will meet with the complainant and, to the extent possible with respect to confidentiality laws, provide the complainant with information about the investigation, including any actions necessary to resolve the incident/situation. However, the Coordinator (or administrative designee) will not reveal confidential information related to other students or employees.

For investigations of and responses to formal complaints of sexual harassment, the following grievance procedures will apply:

- Notice of the Allegations

- Upon receipt of a formal complaint of sexual harassment, the Coordinator will give all known parties written notice of its grievance process, including any voluntary informal resolution process. The notice will include:
 - A description of the allegations of sexual harassment at issue and to the extent known, the identities of the parties involved in the incident, the conduct allegedly constituting sexual harassment, and the date and location of the alleged incident;
 - A statement that the respondent is presumed not responsible for the alleged conduct until a final decision is reached;
 - A statement that the parties may have an advisor of their choice, who may be an attorney, and may inspect and review evidence; and
 - A statement that AoA prohibits an individual from knowingly making false statements or knowingly submitting false information during the grievance process.

- Emergency Removal

- The Academy of Alameda may place a non-student employee respondent on administrative leave during the pendency of a formal complaint of sexual harassment grievance process in accordance with AoA's policies.
- The Academy of Alameda may remove a respondent from AoA's education program or activity on an emergency basis, in accordance with AoA's policies, provided that The Academy of Alameda undertakes an individualized safety and risk analysis, determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment justifies removal, and provides the respondent with notice and an opportunity to challenge the decision immediately following the removal.
- This provision may not be construed to modify any rights under the IDEA, Section 504, or the ADA.

- Informal Resolution

- If a formal complaint of sexual harassment is filed, AoA may offer a voluntary informal resolution process, such as mediation, to the parties at any time prior to reaching a determination regarding responsibility. If AoA offers such a process, it will do the following:
 - Provide the parties with advance written notice of:
 - The allegations;
 - The requirements of the voluntary informal resolution process including the circumstances under which the parties are precluded from resuming a formal complaint of sexual harassment arising from the same allegations;
 - The parties' right to withdraw from the voluntary informal resolution process and resume the grievance process at any time prior to agreeing to a resolution; and
 - Any consequences resulting from participating in the voluntary informal resolution process, including the records that will be maintained or could be

- shared; and
- Obtain the parties' advance voluntary, written consent to the informal resolution process.
- The Academy of Alameda will not offer or facilitate an informal resolution process to resolve allegations that an employee sexually harassed a student.
- Investigation Process
 - The decision-maker will not be the same person(s) as the Coordinator or the investigator. The Academy of Alameda shall ensure that all decision-makers and investigators do not have a conflict of interest or bias for or against complainants or respondents.
 - In most cases, a thorough investigation will take no more than twenty-five (25) school days. If the investigator determines that an investigation will take longer than twenty-five (25) school days and needs to be delayed or extended due to good cause, the investigator will inform the complainant and any respondents in writing of the reasons for the delay or extension and provide an approximate date when the investigation will be complete.
 - The parties will be provided with an equal opportunity to present witnesses, to inspect and review any evidence obtained that is directly related to the allegations raised, and to have an advisor present during any investigative meeting or interview consistent with FERPA guidelines around privacy.
 - The parties will not be prohibited from discussing the allegations under investigation or to gather and present relevant evidence.
 - A party whose participation is invited or expected at an investigative meeting or interview will receive written notice of the date, time, location, participants, and purpose of the meeting or interview with sufficient time for the party to prepare to participate.
 - The investigator will complete an investigation report that fairly summarizes all relevant evidence and send a copy of the report to each party and the party's advisor, if any.
- Dismissal of a Formal Complaint of Sexual Harassment
 - If the investigation reveals that the alleged harassment did not occur in The Academy of Alameda's educational program in the United States or would not constitute sexual harassment even if proved, the formal complaint with regard to that conduct must be dismissed. However, such a dismissal does not preclude action under another applicable AoA policy.
 - The Academy of Alameda may dismiss a formal complaint of sexual harassment if:
 - The complainant provides a written withdrawal of the complaint to the Coordinator;
 - The respondent is no longer employed or enrolled at The Academy of Alameda;or

- The specific circumstances prevent AoA from gathering evidence sufficient to reach a decision on the formal complaint or the allegations therein.
- If a formal complaint of sexual harassment or any of the claims therein are dismissed, AoA will send a written notice of the dismissal and the reason(s) for the dismissal simultaneously to the parties.
- Determination of Responsibility
 - The standard of evidence used to determine responsibility is the preponderance of the evidence standard.
 - Determinations will be based on an objective evaluation of all relevant evidence and credibility determinations will not be based on a person's status as a complainant, respondent, or witness.
 - The Academy of Alameda will send a written decision on the formal complaint to the complainant and respondent simultaneously that describes:
 - The allegations in the formal complaint of sexual harassment;
 - All procedural steps taken including any notifications to the parties, interviews with parties and witnesses, site visits, and methods used to gather other evidence;
 - The findings of facts supporting the determination;
 - The conclusions about the application of AoA's code of conduct to the facts;
 - The decision and rationale for each allegation;
 - Any disciplinary sanctions the recipient imposes on the respondent, and whether remedies designed to restore or preserve equal access to the education program or activity will be provided to the complainant; and
 - The procedures and permissible bases for appeals.

5. Consequences

Students or employees who engage in misconduct prohibited by this Policy, knowingly make false statements or knowingly submit false information during the grievance process may be subject to disciplinary action up to and including expulsion from The Academy of Alameda or termination of employment. The Coordinator is responsible for effective implementation of any remedies ordered by The Academy of Alameda in response to a formal complaint of sexual harassment.

6. Right of Appeal

Should the reporting individual find AoA's resolution unsatisfactory, the reporting individual may, within five (5) business days of notice of AoA's decision or resolution, submit a written appeal to the Executive Director who will review the investigation and render a final decision.

The following appeal rights and procedures will also apply to formal complaints of sexual harassment:

- The complainant and the respondent shall have the same appeal rights and The Academy of Alameda will implement appeal procedures equally for both parties.
- The Academy of Alameda will notify the other party in writing when an appeal is filed.

- The decision-maker for the appeal will give both parties a reasonable, equal opportunity to submit a written statement in support of, or challenging, the outcome; issue a written decision describing the result of the appeal and the rationale for the result; and provide the written decision simultaneously to both parties.

7. Record Keeping

All records related to any investigation of complaints under this Policy are maintained in a secure location. The Academy of Alameda will maintain the following records for the time period consistent with AoA's Board Policy on Student Records

- Records of each sexual harassment investigation, including any determination of responsibility; any audio or audiovisual recording or transcript; any disciplinary sanctions imposed on the respondent; and any remedies provided to the complainant.
- Records of any appeal of a formal sexual harassment complaint and the results of that appeal.
- Records of any informal resolution of a sexual harassment complaint and the results of that informal resolution.
- Records of any actions, including any supportive measures, taken in response to a report or formal complaint of sexual harassment.
- All materials used to train Title IX coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process.

Adopted: 9/1/2016

Updated:

THE ACADEMY OF ALAMEDA

**TITLE IX, HARASSMENT, INTIMIDATION, DISCRIMINATION & BULLYING
COMPLAINT FORM**

Your Name: _____ Date: _____

Date of Alleged Incident(s): _____

Name of Person(s) you have a complaint against: _____

List any witnesses that were present: _____

Where did the incident(s) occur? _____

Please describe the events or conduct that are the basis of your complaint by providing as much factual detail as possible (i.e., specific statements; what, if any, physical contact was involved; any verbal statements; what did you do to avoid the situation, etc.) (Attach additional pages, if needed):

I hereby authorize The Academy of Alameda to disclose the information that I have provided as it finds it necessary in pursuing its investigation. I hereby certify that the information I have provided in this complaint is true and correct and complete to the best of my knowledge and belief. I further understand that providing false information in this regard could result in disciplinary action up to and including termination.

Date: _____

Signature of Complainant

Print Name

To be completed by The Academy of Alameda:

Received by: _____ Date: _____

Follow up Meeting with Complainant held on: _____

TITLE IX, HARASSMENT, INTIMIDATION, DISCRIMINATION, AND BULLYING POLICY

Presentation to AoA Board

5/26/2022

Significant Revisions From Prior Policy

- ❑ Explicit language specific to Title IX and sexual harassment (definitions, reference to laws)
- ❑ Acknowledge of the negative impact (of bullying, sexual harassment, etc.) impact on both the victims and the entire school community
- ❑ Identifies both Dean of Students as Title IX Coordinators (Principles and ED when necessary are decision makers)
- ❑ More extensive definitions of each of the four areas
- ❑ Updated legal language - especially specific to Title IX
- ❑ Significant addition of what AoA can do to create a more inclusive, safe culture including professional development for staff and explicit teaching to students
- ❑ More extensive, specific language about the investigative and response processes.
- ❑ We removed unnecessary language such as “AoA will promptly and thoroughly investigate and respond to any complaint prohibited by this Policy in a manner that is not deliberately indifferent and ...”
- ❑ Took out the section which gave a long list of the protected classes and instead gave a couple of examples instead

Suggested Motion (For December 15)

Suggested Motion: The Academy of Alameda Board approves the updated Title IX, Harassment, Intimidation, and Bullying Policy

Cover Sheet

2022/23 New Salary Schedules

Section: IV. Action Items
Item: C. 2022/23 New Salary Schedules
Purpose: Vote

Submitted by:

Related Material:

Draft K-5 Dean of Students.pdf
Draft Data Systems Manager Salary Schedule (1).pdf
Draft SPED Coordinator Salary Schedule (1).pdf
Director of Operations Salary Schedule Proposal (22-23).pdf
Draft Attend. & Family Engagement Coordinator Salary Schedule.pdf
(T2) Certificated Teacher.pdf
(T3) Certificated Teacher + Masters.pdf
New Salary Schedules Proposal Presentation - Spring, 2022.pdf

K-5 Dean Of Students - Draft Salary Schedule

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

O5 - 12 Month Data Systems Manager

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	58,000.00	58,250.00	58,750.00	59,500.00	
2	59,450.00	59,700.00	60,200.00	60,950.00	2.50%
3	60,936.25	61,186.25	61,686.25	62,436.25	2.50%
4	62,459.66	62,709.66	63,209.66	63,959.66	2.50%
5	64,021.15	64,271.15	64,771.15	65,521.15	2.50%
6	65,621.68	65,871.68	66,371.68	67,121.68	2.50%
7	67,262.22	67,512.22	68,012.22	68,762.22	2.50%
8	68,943.77	69,193.77	69,693.77	70,443.77	2.50%
9	70,667.37	70,917.37	71,417.37	72,167.37	2.50%
10	72,434.05	72,684.05	73,184.05	73,934.05	2.50%
11	74,244.90	74,494.90	74,994.90	75,744.90	2.50%
12	76,101.03	76,351.03	76,851.03	77,601.03	2.50%
13	78,003.55	78,253.55	78,753.55	79,503.55	2.50%
14	79,953.64	80,203.64	80,703.64	81,453.64	2.50%
15	81,952.48	82,202.48	82,702.48	83,452.48	2.50%
16	84,001.29	84,251.29	84,751.29	85,501.29	2.50%
17	86,101.33	86,351.33	86,851.33	87,601.33	2.50%
18	88,253.86	88,503.86	89,003.86	89,753.86	2.50%
19	90,460.21	90,710.21	91,210.21	91,960.21	2.50%
20	92,721.71	92,971.71	93,471.71	94,221.71	2.50%

(T7) Certificated SPED Coordinator

Step	Column 1	Column 2	Column 3	Column 4	% Inc
	0-3 AoA Yrs	4-6 AoA Yrs	7-9 AoA Yrs	10+ AoA Yrs	
1	94,000.00	94,250.00	94,750.00	95,500.00	
2	96,350.00	96,600.00	97,100.00	97,850.00	2.50%
3	98,758.75	99,008.75	99,508.75	100,258.75	2.50%
4	101,227.72	101,477.72	101,977.72	102,727.72	2.50%
5	103,758.41	104,008.41	104,508.41	105,258.41	2.50%
6	106,352.37	106,602.37	107,102.37	107,852.37	2.50%
7	109,011.18	109,261.18	109,761.18	110,511.18	2.50%
8	111,736.46	111,986.46	112,486.46	113,236.46	2.50%
9	114,529.87	114,779.87	115,279.87	116,029.87	2.50%
10	117,393.12	117,643.12	118,143.12	118,893.12	2.50%
11	120,327.95	120,577.95	121,077.95	121,827.95	2.50%
12	123,336.15	123,586.15	124,086.15	124,836.15	2.50%
13	126,419.55	126,669.55	127,169.55	127,919.55	2.50%
14	129,580.04	129,830.04	130,330.04	131,080.04	2.50%
15	132,819.54	133,069.54	133,569.54	134,319.54	2.50%

Director of Operations

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	120,000.00	120,250.00	120,750.00	121,500.00	
2	123,000.00	123,250.00	123,750.00	124,500.00	2.50%
3	126,075.00	126,325.00	126,825.00	127,575.00	2.50%
4	129,226.88	129,476.88	129,976.88	130,726.88	2.50%
5	132,457.55	132,707.55	133,207.55	133,957.55	2.50%
6	135,768.99	136,018.99	136,518.99	137,268.99	2.50%
7	139,163.21	139,413.21	139,913.21	140,663.21	2.50%
8	142,642.29	142,892.29	143,392.29	144,142.29	2.50%
9	146,208.35	146,458.35	146,958.35	147,708.35	2.50%
10	149,863.56	150,113.56	150,613.56	151,363.56	2.50%
11	153,610.15	153,860.15	154,360.15	155,110.15	2.50%
12	157,450.40	157,700.40	158,200.40	158,950.40	2.50%
13	161,386.66	161,636.66	162,136.66	162,886.66	2.50%
14	165,421.33	165,671.33	166,171.33	166,921.33	2.50%
15	169,556.86	169,806.86	170,306.86	171,056.86	2.50%

(C4) - Attendance and Engagement 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	54,160.00	54,410.00	54,910.00	55,660.00
2	55,514.00	55,764.00	56,264.00	57,014.00
3	56,901.85	57,151.85	57,651.85	58,401.85
4	58,324.40	58,574.40	59,074.40	59,824.40
5	59,782.51	60,032.51	60,532.51	61,282.51
6	61,277.07	61,527.07	62,027.07	62,777.07
7	62,809.00	63,059.00	63,559.00	64,309.00
8	64,379.22	64,629.22	65,129.22	65,879.22
9	65,988.70	66,238.70	66,738.70	67,488.70
10	67,638.42	67,888.42	68,388.42	69,138.42

(T2) Certificated Teacher

Step	Column 1	Column 2	Column 3	Column 4
	0-3 AoA Yrs	4-6 AoA Yrs	7-9 AoA Yrs	10+ AoA Yrs
		\$250	\$500	\$750
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
21	88,895.67	89,145.67	89,645.67	90,395.67
22	90,229.10	90,479.10	90,979.10	91,729.10
23	91,582.54	91,832.54	92,332.54	93,082.54

(T3) Certificated Teacher + Masters

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	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
21	89,910.67	90,164.42	90,671.92	91,433.17
22	91,259.33	91,516.86	92,032.00	92,908.67
23	92,628.22	82,889.64	93,412.48	94,196.74

New Salary Schedules Proposal

Board Meeting - May 26, 2022

Introduction

This year' staff compensation efforts have been focused on three specific areas:

1. Maintaining our strong benefits program for all employees
2. Increasing the salary schedules for specific employee roles that allow us to remain competitive.
3. Secondly, we have either added or propose to add new positions to support student's academic and social emotional and mental health outcomes consistent with AoA's mission and envisioned future. This remains an even higher priority, as we continue to emerge out of the pandemic that has inversely impacted so many children, staff and families.

Salary Schedule Adjustments to Remain Competitive

New Position	Impact on Budget	Notes
Director of Operations	\$20,000	Increase salary schedule based on new comp from Edgility
K-5 Program Dean of Students	\$10,000	Increased salary scale to make it equitable with the middle school dean salary schedule, job responsibilities have increased
Data Manager	Increase of \$12,000 (Step 1 Salary)	Increase salary schedule based on new comp from Edgility and surrounding districts
Increase Salary Schedule Steps from 20 to 23 years	Approximately 8,000 (total)	4 veteran teachers' salaries were frozen at 20 years - increase allows for a step increase for each
HR Manager	Approximately \$40,000	Significant need for an experienced HR Manager

New Positions and Accompanying Salary Schedule

New Position	Impact on Budget	Notes
Attendance & Family Engagement Coordinator	Range - \$54,000 to \$69,000	Targeted attendance support, support current families, enrollment support for ED
K-8 Emerging Bilingual Coach	Range - \$66,000 to \$97,000	Direct support for students, support families (DLAC), PD support for teachers
MTSS Interventionist (Multi-Tiered Support)	\$60,000 to \$80,000	Tier 2 academic support for targeted student group, develop Individualized student Plans (On teacher salary schedule)
Mental Health/Counseling Interns	\$40,000	2 to 3 part-time interns that adds up to 1 FTE (full time position)
ES Math Instructional Assistant	\$40,000	Individual and small groups instruction for a targeted student group

Determining the Success of New Positions

- Specific goals and corresponding metrics will be shared with the board at the August Retreat
- Principals/Executive Director to report out on progress towards goals two times next year (Fall/Winter and Spring) during a board meeting