



The Academy of Alameda Charter School Board

Board Meeting

Date and Time

Saturday January 25, 2025 at 9:00 AM PST

Location

The Academy of Alameda
 401 Pacific Ave
 Alameda, CA 94501
 Multipurpose Room

Agenda

	Purpose	Presenter	Time
I. Opening Items			9:00 AM
A. Call the Meeting to Order	Discuss	William Schaff	1 m
B. Record Attendance		Christine Chilcott	2 m
II. Open Session			9:03 AM
A. Public Comment	FYI	William Schaff	2 m
Public comment on any item not listed on the agenda. Allotted time for comments is two (2) minutes per speaker.			
III. Consent Agenda			9:05 AM

	Purpose	Presenter	Time
A. Approve Draft Meeting Minutes Approve minutes for Board Meeting on December 18, 2024	Approve Minutes	William Schaff	2 m
B. Check Registers	FYI	William Schaff	1 m
C. Credit Card Statements	FYI	William Schaff	1 m
D. Vote on Consent Agenda	Vote	William Schaff	1 m
IV. Board Communication			9:10 AM
A. Vote on School Accountability Report Card <i>EC</i> Section 35256 requires the governing school board of each school district to "develop and cause to be implemented" a SARC for each school within their district in which to report school conditions provided in <i>EC</i> Section 33126. To "develop and cause to be implemented" is to "approve." Once the SARC is approved, it will be posted on the State of California's SARC website by the February 1, 2025 deadline as required. Draft Motion: The Academy of Alameda Board of Directors votes to approve the 2023-24 Student Accountability Report Card for The Academy of Alameda as presented.	Vote	William Schaff	2 m
B. Vote on the Independent Study Policy The Independent Study Policy Policy has been updated with minor changes. Draft Motion: The Academy of Alameda Board of Directors votes to approve the revised Independent Study Policy as presented.	Vote	William Schaff	2 m
C. Vote on the Harassment, Intimidation, Discrimination, and Bullying Policy The Harassment, Intimidation, Discrimination, and Bullying Policy has been updated with minor changes. Draft Motion: The Academy of Alameda Board of Directors votes to approve the revised Harassment, Intimidation, Discrimination, and Bullying Policy as presented.	Vote	William Schaff	2 m

	Purpose	Presenter	Time
D. Vote on the Technology Policy	Vote	William Schaff	2 m

The Technology Policy has been updated with minor changes.

Draft Motion: The Academy of Alameda Board of Directors votes to approve the revised Technology Policy as presented.

E. Vote on the Enrollment and Admissions Policy	Vote	William Schaff	2 m
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The Enrollment and Admissions Policy is a new policy created from language directly in The Academy of Alameda's charter regarding how enrollment and admissions are done at AoA. Creating the Enrollment and Admissions Policy allows The Academy of Alameda Board of Directors to change information pertaining to the enrollment and admissions process without petitioning a charter change each time.

Draft Motion: The Academy of Alameda Board of Directors votes to approve the Enrollment and Admissions Policy as presented.

F. Vote on the updated AoA Salary Scales	Vote	William Schaff	2 m
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The Academy of Alameda Salary Scales have been updated for the following positions to align them closer to Alameda Unified School District's and, in some positions, increase the salary steps.

- Certificated Teachers
- Certificated Teachers with Masters
- Classified Office Staff 1
- 12 month Office Manager
- Classified Instructional Support Staff I
- Classified Instructional Support Staff 2
- Classified Instructional Support Staff 3

Draft Motion: The Academy of Alameda Board of Directors votes to approve the revised AoA Salary Scales as presented.

G. Board Committee Reports	Discuss	William Schaff	5 m
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Reports from the following committees:

- Finance Committee
- Student Success Committee

- Governance Committee

V. Closing Items 9:27 AM

	Purpose	Presenter	Time
A. Individual Board Member Reports	Discuss	William Schaff	2 m
B. Executive Director Report	FYI	Christine Chilcott	1 m
C. Upcoming Board Meetings	Discuss	William Schaff	1 m

February 27:

Mid-Year LCAP Presentation

Voting on Policies:

- Title IX
- Administration of Medication
- Suicide Prevention
- Suspension and Expulsion
- Limitations on Restraints and Seclusion of Students

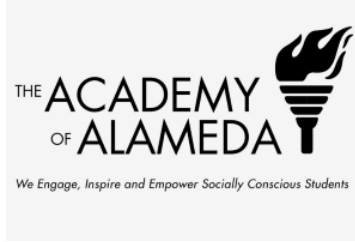
D. Adjourn Meeting		William Schaff	
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Coversheet

Approve Draft Meeting Minutes

Section: III. Consent Agenda
Item: A. Approve Draft Meeting Minutes
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Board Meeting on December 18, 2024

APPROVED



The Academy of Alameda Charter School Board

Minutes

Board Meeting

Date and Time

Wednesday December 18, 2024 at 6:30 PM

Location

The Academy of Alameda
401 Pacific Ave
Alameda, CA 94501
Room 203

Directors Present

A. Price, C. Robie, D. Forbes, J. Laird, K. McCoy, W. Schaff

Directors Absent

M. Payne, R. Rentschler

Guests Present

C. Chilcott, D. Espinosa

I. Opening Items

A. Call the Meeting to Order

W. Schaff called a meeting of the board of directors of The Academy of Alameda Charter School Board to order on Wednesday Dec 18, 2024 at 6:33 PM.

B. Record Attendance

II. Open Session

A. Public Comment

A father came to speak about concerns about the dyslexia evaluations about his son a 5th grader.

III. Consent Agenda

A. Approve Draft Meeting Minutes

D. Forbes made a motion to approve the minutes from Board Meeting on 11-21-24.

K. McCoy seconded the motion.

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

Roll Call

D. Forbes Aye

A. Price Abstain

R. Rentschler Absent

J. Laird Aye

C. Robie Aye

M. Payne Absent

K. McCoy Aye

W. Schaff Aye

B. Check Registers

C. Credit Card Statements

D. Vote on Consent Agenda

E. Special Board Meeting Minutes

D. Forbes made a motion to approve the minutes from Special Board Meeting on 12-09-24.

K. McCoy seconded the motion.

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

Roll Call

J. Laird Aye

K. McCoy Aye

D. Forbes Aye

A. Price Abstain

R. Rentschler Absent

W. Schaff Aye

C. Robie Aye

M. Payne Absent

IV. Board Communication

A. Special Education Presentation

T. Levine Hall advised there are a very high percent of students who have IEP's here in the school however most schools do have high percentages. He advised at the end of the 22-23 school year there were 68 students with IEP's and this year there will be 106.

AoA has held or scheduled all 504 meetings.

J. Hughley advised that the case managers are very accessible to them.

D. Forbes asked how does the SELPA support AoA now? T. Levine advised that there are new staff members and it is less helpful than before. When discussing current support services being provided, A. Price asked how the 20 mins of support per month helps a student, and T. Levine Hall advised that recommendation came from the prior school. T. Levine advised parents felt they had more advocacy in their services and requests and are coming here more often. A. Price asked if any of the funding comes from the county. C. Chilcott advised that the "A Better Way" counseling is funded by a county grant. D. Forbes asked how many student with IEP's have siblings and how many are from Alameda. T. Levine Hall said he will have to look it up. C. Robie said at one point in time we used to could advise what services would could and could not support here and asked if we can still do that. T. Levine Hall advised we now advised what we do offer to them instead of saying what we cannot do. C. Robie asked if we can reject a child with an IEP. C. Chilcott advised we cannot skip anyone in the enrollment and waitlist process, so if we stop one then we cannot accept any after them either. C. Chilcott also reminded everyone that right now sibling enrollment (Alameda siblings first, out of district siblings second) have priority over individual Alameda students.

B. Vote on Student Support Stipend

C. Chilcott advised that even though it is required that for TK students to be potty trained more and more are needing to be supported due to accidents, and staff needs to be trained to provide diaper duty. C. Chilcott used that as an example of a \$500 stipend she would like created for extraordinary duties that fall outside the staff job description. The board wanted to know who approves it, if it is ED or supervisor. C. Chilcott said the ED approves these stipends. The board agreed to the stipend with the stipulation that the purposes of the stipends are annually reviewed by the board.

D. Forbes made a motion to Approve a \$500/semester Student Support stipend as recommended by supervisor and approved by ED. ED will report on an annual basis the list and reason for stipends.

A. Price seconded the motion.

Definition: Additional student support outside of job description as deemed necessary and outside job description by supervisor

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

Roll Call

M. Payne	Absent
W. Schaff	Aye
C. Robie	Aye
A. Price	Aye
J. Laird	Aye
K. McCoy	Aye
R. Rentschler	Absent
D. Forbes	Aye

C. Vote on New Salary Scales

Deferred until next board meeting.

D. Board Committee Reports

Finance- D. Forbes advised they continued to discuss next years budget.

Student Success Committee- no meeting, no comment.

Governance Committee- revised 2 policies which will come to the board in January.

Focus will be on board recruitment. K. McCoy asked if students will be on the board and A. Price advised that is on the table as a possibility.

V. Closing Items

A. Individual Board Member Reports

B. Executive Director Report

PTSA work group met on Monday and having a hard time filling officer positions, which are 3.

C. Upcoming Board Meetings

D. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 7:46 PM.

Respectfully Submitted,

W. Schaff

Coversheet

Check Registers

Section: III. Consent Agenda
Item: B. Check Registers
Purpose: FYI
Submitted by:
Related Material: AoA December 2024 Combined Board Check Register.pdf



Combined Board Check Register					
School:	AoA				
Month:	December 2024				
				Total Paid By Check:	\$ 221,685.37
				Total Paid By Credit Card:	\$ 7,261.88

Payment Type	Check #/CC Account	Vendor	Transaction Date	Description	Void	Amount
Check	14314	Amazon Capital Services	12/5/2024	Bill #1339-JNNC-GMYD--Supplies Bill #1NL6-T76H-4J3Y--Supplies Bill #17GC-YM1K-G3PN--Supplies Bill #1GLJ-PMCF-4M3H--Supplies Bill #1CPY-GJX3-J67X--Supplies Bill #1GMT-XCW7-HDQY--Supplies Bill #1KTR-DNF6-WD7Q--Supplies Bill #1XQ1-91K3-13CM--Supplies Bill #1QDR-TMPF-VLW1--Supplies Bill #1HYF-DJK1-47CG--Supplies Bill #1TTV-MQ9R-4MTD--Supplies Bill #1NPC-R49Q-4QQP--Supplies Bill #13GV-Q9VG-HWPL--Supplies Bill #1CFQ-4YPG-66XC--Supplies		\$ 2,669.62
Check	14314	Amazon Capital Services	12/5/2024	Bill #116Y-PYR6-3RNP--Supplies Bill #1NND-76RC-3JRJ--Supplies Bill #11WL-3KJC-YG97--Supplies Bill #13HF-CNXD-3PLN--Supplies Bill #19RG-99X4-3PHQ--Supplies Bill #1VHH-6NM4-3KGGH--Supplies Bill #1H41-9LL4-K9QL--Supplies Bill #1WDH-Y11W-K9RK--Supplies Bill #13HF-CNXD-XH9T--Supplies Bill #1VTT-XXNP-6GP1--Supplies Bill #16LN-44DG-FHCF--Supplies Bill #1TLK-JVX7-W3LV--Supplies Bill #1NRN-3XY7-HRN9--Supplies		Cont'd

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	14315	MRC Smart Technology Solutions	12/5/2024	Bill #IN4496957--Contract overage charge: 10/15 - 11/14/24		\$ 137.04
Check	14316	The Education Team	12/5/2024	Bill #760543--BA Only & BA CBEST : 11/12 - 11/15/24 Bill #758569--BA CBEST & BA Only: 11/04 - 11/07/24		\$ 1,131.72
Check	14317	Emily Marsh	12/5/2024	Bill #2--Contracted Services: 11/07 - 11/21/24		\$ 480.00
Check	14318	Brady Industries	12/5/2024	Bill #9487207--Janitorial Supplies Bill #9459371--Janitorial Supplies		\$ 1,879.19
Check	14319	Teachers on Reserve	12/5/2024	Bill #98292--Substitute Svc: 11/11 - 11/15/24		\$ 557.24
Check	14320	Blaisdell's Business Products	12/5/2024	Bill #1925725-0--Office Supplies		\$ 597.92
Check	14321	Office Team	12/5/2024	Bill #64353919--Substitute Svc w/e 11/22/24 Bill #64346907--Substitute Svc w/e 11/22/24 Bill #64331493--Substitute Svc w/e 11/15/24		\$ 4,514.04
Check	14322	Chabre Learning	12/5/2024	Bill #OC.6--Services: 11/06 - 11/21/24		\$ 600.00
Check	14323	Selerix Systems, Inc.	12/5/2024	Bill #INV15465--Basic ACA E-File License & IRS E-Filing		\$ 946.90
Check	14324	AMS.NET	12/5/2024	Bill #0085572--Camera - Cabling		\$ 969.63
Check	14325	Teachers on Reserve	12/5/2024	Bill #98259--Substitute Svc: 11/11 - 11/15/24		\$ 1,414.88
Check	14326	RCM Technologies	12/5/2024	Bill #20744--Occupational Therapist : 10/13 - 10/19/24 Bill #20762--Behavior Tech & Occupational Therapist : 11/10 - 11/16/24 Bill #20748--Occupational Therapist : 11/03 - 11/09/24 Bill #21613--Occupational Therapist : 09/29 - 10/05/24		\$ 8,304.50
Check	14327	Jim Scheible	12/5/2024	Bill #120224--Charter Renewal Information		\$ 1,562.50
Check	14328	Texthelp, Inc.	12/5/2024	Bill #78609--Read & Write Subscription		\$ 1,562.80
Check	14329	Techabee	12/5/2024	Bill #2024-180--Techabee Foundational IT Svcs & Support: January - March 2025		\$ 7,500.00
Check	14330	Panorama Education	12/5/2024	Bill #INV13288--Unlimited Access Panorama Platform License Fee & Project Support		\$ 8,230.00
Check	14331	Building 21	12/5/2024	Bill #1223--Coaching and Implementation Support & Yearly Licensing Fee for Competency Trackers and PLPs		\$ 11,500.00
Check	14332	Adriana San Millan School Psychology and Special Education Services, LLC	12/5/2024	Bill #9112--Behavior Intervention Plan & Functional Behavior Assessment: 11/14 - 11/15/24		\$ 14,970.00

Payment Type	Check #/CC Account	Vendor	Transaction Date	Description	Void	Amount
Check	14333	Alameda County Office of Education	12/6/2024	Bill #INV24-00407--4th Quarter STRS Processing Fee FY23-24 Bill #INV24-00306--3rd Quarter STRS Processing Fee FY23-24		\$ 708.00
Check	14334	Communication Works	12/11/2024	Bill #2230224A--NPA Contracts: Academy of Alameda: ST-MG: Speech Services: 03/01 - 03/30/23		\$ 13,968.00
Check	14335	WEX Health, Inc.	12/24/2024	Bill #January 2025--Flex Benefits - Aggregate Balance		\$ 1,750.00
Check	ACH5020	EdTec Inc.	12/5/2024	Bill #203472--EdTec Monthly Back Office Service - December 2024		\$ 16,666.67
Check	DB120224	BambooHR	12/2/2024	DB120224 - BambooHR		\$ 258.75
Check	DB120224-1	EME Enterprise Inc.	12/2/2024	DB120224-1 - EME Enterprise Inc.		\$ 42.99
Check	DB120224-2	Square, Inc.	12/2/2024	DB120224-2 - Square, Inc.		\$ 35.00
Check	DB120324	Purchase Power	12/3/2024	DB120324 - Pitney Bowes Purchase Power (Acct#0849-8326)		\$ 541.99
Check	DB120324-1	U.S. Bank Equipment Finance	12/3/2024	DB120324-1 - U.S. Bank Equipment Finance (Acct #1375852)		\$ 367.34
Check	DB120524	Google Ads	12/5/2024	DB120524 - Google Ads		\$ 7.99
Check	DB120524-1	CharterSafe	12/5/2024	DB120524-1 - CharterSafe		\$ 15,556.00
Check	DB120924	Xerox Financial Services	12/9/2024	DB120924 - Xerox Financial Services (Contract #010-0082705-003)		\$ 708.34
Check	DB120924-1	Xerox Financial Services	12/9/2024	DB120924-1 - Xerox Financial Services (Contract #010-0082705-002)		\$ 190.37
Check	DB121024	Reputation Simple	12/10/2024	DB121024 - Reputation Simple		\$ 1,663.20
Check	DB121024-1	Adobe Inc.	12/10/2024	DB121024-1 - Adobe Inc.		\$ 19.99
Check	DB121124	Equitable Financial Life Insurance Company of America	12/11/2024	DB121124 - Equitable Financial Life Insurance Company of America		\$ 8,707.13
Check	DB121224	Psychological Assessments	12/12/2024	DB121224 - Psychological Assessments		\$ 2,500.00
Check	DB121724	Office Team	12/17/2024	DB121724 - Robert Half International Inc. dba Office Team (C Corp)		\$ 699.30
Check	DB121724-1	Zoom	12/17/2024	DB121724-1 - Zoom		\$ 288.10
Check	DB121724-2	QR-Code-Generator.com	12/17/2024	DB121724-2 - QR-Code-Generator.com		\$ 191.88
Check	DB121824	BASRA, Inc.	12/18/2024	DB121824 - BASRA, Inc.		\$ 3,100.00
Check	DB121924	BASRA, Inc.	12/19/2024	DB121924 - BASRA, Inc.		\$ 4,000.00
Check	DB121924-1	Rush My Print	12/19/2024	DB121924-1 - Rush My Print		\$ 2,350.00

Payment Type	Check #/CC Account	Vendor	Transaction Date	Description	Void	Amount
Check	DB122024	Equitable Financial Life Insurance Company of America	12/20/2024	DB122024 - Equitable Financial Life Insurance Company of America		\$ 7,154.58
Check	DB122324	California Choice	12/23/2024	DB122324 - California Choice		\$ 63,969.14
Check	DB122324-1	Bank of Marin Visa Card	12/23/2024	DB122324-1 - Bank of Marin Visa Card 5830		\$ 2,786.88
Check	DB122424	Office Team	12/24/2024	DB122424 - Robert Half International Inc. dba Office Team (C Corp)		\$ 2,967.00
Check	DB123124	BambooHR	12/31/2024	DB123124 - BambooHR		\$ 258.75
Check	M1034	CMEA Bay Section	12/2/2024	M1034 - Order # 1641		\$ 700.00
Credit Card	9515-5830	Safeway	12/2/2024	11/18 - Safeway		\$ 44.21
Credit Card	9515-5830	Markus Supply Ace	12/2/2024	11/20 - Markus Supply Ace		\$ 141.08
Credit Card	9515-5830	Mountain Mike's Pizza	12/2/2024	11/22 - Mountain Mike's Pizza		\$ 474.27
Credit Card	9515-5830	EventBrite	12/2/2024	11/15 - EventBrite		\$ 190.00
Credit Card	9515-5830	Walgreens	12/2/2024	11/13 - Walgreens		\$ 5.35
Credit Card	9515-5830	Mountain Mike's Pizza	12/2/2024	11/12 - Mountain Mike's Pizza		\$ 114.19
Credit Card	9515-5830	Heggerty Literacy	12/2/2024	11/08 - Heggerty Literacy		\$ 108.57
Credit Card	9515-5830	Google SVCS AOA Schools	12/2/2024	12/02 - Google *SVCS AOA Schools		\$ 56.59
Credit Card	9515-5830	Amazon Marketplace	12/2/2024	12/02 - Amazon Marketplace		\$ 25.41
Credit Card	9515-5830	CPM Educational Program	12/2/2024	11/25 - CPM Educational Program		\$ 321.93
Credit Card	9515-5830	Wingstop	12/2/2024	11/25 - Wingstop		\$ 175.06
Credit Card	9515-5830	ezCater	12/2/2024	11/22 - ezCater Limon Rotisserie		\$ 352.15
Credit Card	9515-5830	Facebook	12/2/2024	11/18 - Facebook		\$ 358.05
Credit Card	9515-5830	Facebook	12/2/2024	11/18 - Facebook		\$ 9.56
Credit Card	9515-5830	Whitecastle Tours, Inc.	12/2/2024	11/15 - Whitecastle Tours, Inc.		\$ 2,906.69
Credit Card	9515-5830	Diablo Paper Shredding, LLC.	12/2/2024	11/15 - Diablo Paper Shredding, LLC.		\$ 178.20
Credit Card	9515-5830	AED Superstore	12/2/2024	11/14 - AED Superstore		\$ 788.76
Credit Card	9515-5830	Golden Gate Transit	12/2/2024	11/06 - Golden Gate Transit		\$ 610.00
Credit Card	9515-5830	Family Laundry	12/2/2024	11/04 - Family Laundry		\$ 73.95
Credit Card	9515-5830	Jamba	12/2/2024	11/04 - Jamba		\$ 113.62
Credit Card	9515-5830	Google SVCS AOA Schools	12/2/2024	11/04 - Google *SVCS AOA Schools		\$ 56.59
Credit Card	9515-5830	Mountain Mike's Pizza	12/2/2024	11/04 - Mountain Mike's Pizza		\$ 157.65

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

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Coversheet

Credit Card Statements

Section: III. Consent Agenda
Item: C. Credit Card Statements
Purpose: FYI
Submitted by:
Related Material: AoA January 2, 2024 Combined CC Statement.pdf



January 2025 Statement

Open Date: 12/03/2024 Closing Date: 01/02/2025

Account: 4798 5100 5505 5830



Visa® Community Card

Elan Financial Services
BUS 30 ELN

1-866-552-8855

ACADEMY OF ALAMEDA (CPN 001559617)

New Balance	\$4,501.67
Minimum Payment Due	\$46.00
Payment Due Date	01/28/2025

Activity Summary		
Previous Balance	+	\$7,261.88
Payments	-	\$2,786.88 ^{CR}
Other Credits	-	\$4,475.00 ^{CR}
Purchases	+	\$4,501.67
Balance Transfers		\$0.00
Advances		\$0.00
Other Debits		\$0.00
Fees Charged		\$0.00
Interest Charged		\$0.00
New Balance	=	\$4,501.67
Past Due		\$0.00
Minimum Payment Due		\$46.00
Credit Line		\$50,000.00
Available Credit		\$45,498.33
Days in Billing Period		31

Payment Options:



Mail payment coupon with a check



Pay online at myaccountaccess.com



Pay by phone 1-866-552-8855

No payment is required.

CPN 001559617

0047985100550558300000046000004501674



Automatic Payment

24-Hour Elan Financial Services: 1-866-552-8855

- to pay by phone**
- to change your address**

Account Number:	4798 5100 5505 5830
Your new full balance of \$4,501.67 will be automatically deducted from your account on 01/23/25.	

000015809 01 SP 000638881869166 E

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



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

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

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

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

Your Rights If You Are Dissatisfied With Your Credit Card Purchases

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

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

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

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

Important Information Regarding Your Account

1. **INTEREST CHARGE:** Method of Computing Balance Subject to Interest Rate: We calculate the periodic rate or interest portion of the **INTEREST CHARGE** by multiplying the applicable Daily Periodic Rate ("**DPR**") by the Average Daily Balance ("**ADB**") (including new transactions) of the Purchase, Advance and Balance Transfer categories subject to interest, and then adding together the resulting interest from each category. We determine the **ADB** separately for the Purchases, Advances and Balance Transfer categories. To get the **ADB** in each category, we add together the daily balances in those categories for the billing cycle and divide the result by the number of days in the billing cycle. We determine the daily balances each day by taking the beginning balance of those Account categories (including any billed but unpaid interest, fees, credit insurance and other charges), adding any new interest, fees, and charges, and subtracting any payments or credits applied against your Account balances that day. We add a Purchase, Advance or Balance Transfer to the appropriate balances for those categories on the later of the transaction date or the first day of the statement period. Billed but unpaid interest on Purchases, Advances and Balance Transfers is added to the appropriate balances for those categories each month on the statement date. Billed but unpaid Advance Transaction Fees are added to the Advance balance of your Account on the date they are charged to your Account. Any billed but unpaid fees on Purchases, credit insurance charges, and other charges are added to the Purchase balance of the Account on the date they are charged to the Account. Billed but unpaid fees on Balance Transfers are added to the Balance Transfer balance of the Account on the date they are charged to the Account. In other words, billed and unpaid interest, fees, and charges will be included in the **ADB** of your Account that accrues interest and will reduce the amount of credit available to you. To the extent credit insurance charges, overlimit fees, Annual Fees, and/or Travel Membership Fees may be applied to your Account, such charges and/or fees are not included in the **ADB** calculation for Purchases until the first day of the billing cycle following the date the credit insurance charges, overlimit fees, Annual Fees and/or Travel Membership Fees (as applicable) are charged to the Account. Prior statement balances subject to an interest-free period that have been paid on or before the payment due date in the current billing cycle are not included in the **ADB** calculation.
2. **Payment Information:** We will accept payment via check, money order, the internet (including mobile and online) or phone or previously established automatic payment transaction. You must pay us in U.S. Dollars. If you make a payment from a foreign financial institution, you will be charged and agree to pay any collection fees added in connection with that transaction. The date you mail a payment is different than the date we receive the payment. The payment date is the day we receive your check or money order at Elan Financial Services, P.O. Box 790408, St. Louis, MO 63179-0408 or the day we receive your internet or phone payment. All payments by check or money order accompanied by a payment coupon and received at this payment address will be credited to your Account on the day of receipt if received by 5:00 p.m. CT on any banking day. Payments sent without the payment coupon or to an incorrect address will be processed and credited to your Account within 5 banking days of receipt. Payments sent without a payment coupon or to an incorrect address may result in a delayed credit to your Account, additional **INTEREST CHARGES**, fees, and/or Account suspension. The deadline for on-time internet and phone payments varies, but generally must be made before 5:00 p.m. CT to 8 p.m. CT depending on what day and how the payment is made. Please contact Elan Financial Services for internet, phone, and mobile crediting times specific to your Account and your payment option. Banking days are all calendar days except Saturday, Sunday and federal holidays. Payments due on a Saturday, Sunday or federal holiday and received on those days will be credited on the day of receipt. There is no prepayment penalty if you pay your balance at any time prior to your payment due date.
3. **Credit Reporting:** We may report information on your Account to Credit Bureaus. Late payments, missed payments or other defaults on your Account may be reflected in your credit report.



January 2025 Statement 12/03/2024 - 01/02/2025

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ACADEMY OF ALAMEDA (CPN 001559617)

Elan Financial Services (1-866-552-8855



Important Messages

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

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

Your payment of \$4501.67 will be automatically deducted from your bank account on 01/23/2025. Please refer to your AutoPay Terms and Conditions for further information regarding this account feature.

Transactions CHILCOTT,CHRISTINE Credit Limit \$50000

Post Date	Trans Date	Ref #	Transaction Description	Amount	Notation
Other Credits					
12/04	12/02	9882	WWW.NEWSLA.COM NEW YORK CA MERCHANDISE/SERVICE RETURN	\$4,475.00CR	_____
Purchases and Other Debits					
12/03	12/02	6672	FAMILYLAUNDRY WWW.FAMILYLAU CA	\$82.95	_____
12/04	12/04	8483	SP FABRICWHOLESALEDIRE FABRICWHOLESA NY	\$271.63	_____
12/05	12/04	5829	IHIRE, LLC 866-330-0196 MD	\$299.00	_____
12/06	12/05	1673	CURACUBBY CURACUBBY.COM CA	\$667.98	_____
12/06	12/05	6145	TST* ALMANAC BEER COMP 415-992-3438 CA	\$996.75	_____
12/11	12/10	8155	USPS PO 0555210007 OAKLAND CA	\$26.46	_____
12/16	12/13	4073	TARGET 00028290 ALAMEDA CA	\$28.53	_____
12/18	12/17	7476	USPS PO 0555210007 OAKLAND CA	\$8.91	_____
12/18	12/17	7096	FACEBK *9J289GCFJ2 650-5434800 CA	\$2.64	_____
12/18	12/17	8058	FACEBK *3CQ3HHQFJ2 650-5434800 CA	\$257.99	_____
12/20	12/18	0434	MOUNTAIN MIKES PIZZA A ALAMEDA CA	\$126.57	_____
12/20	12/18	9865	BUTTERCUP DINER OAKLAND CA	\$304.60	_____
12/20	12/18	9810	NOB HILL FOODS #632 ALAMEDA CA	\$40.65	_____
12/23	12/19	9356	OFFICEMAX/DEPOT 6602 800-463-3768 CA	\$76.38	_____
12/24	12/23	3796	USPS PO 0555210007 OAKLAND CA	\$20.80	_____
01/02	01/01	3173	GOOGLE *SVCsaoaschools g.co/HelpPay# CA	\$56.59	_____
Total for Account 4798 5101 5421 5764				\$1,206.57CR	

Transactions MCGEORGE,AMY Credit Limit \$25000

Post Date	Trans Date	Ref #	Transaction Description	Amount	Notation
Purchases and Other Debits					
12/09	12/06	5780	SQ *RARETEA ALAMEDA ALAMEDA CA	\$161.44	_____
12/09	12/06	5021	LITTLE CAESARS 1468 00 ALAMEDA CA	\$54.21	_____
12/09	12/06	0486	MOUNTAIN MIKES PIZZA A ALAMEDA CA	\$201.36	_____
12/11	12/10	5916	WHOLEFDS HAR 10221 OAKLAND CA	\$32.82	_____

Continued on Next Page



January 2025 Statement 12/03/2024 - 01/02/2025
 ACADEMY OF ALAMEDA (CPN 001559617)

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Elan Financial Services 1-866-552-8855

Transactions MCGEORGE,AMY Credit Limit \$25000

Post Date	Trans Date	Ref #	Transaction Description	Amount	Notation
12/12	12/10	7772	MICHAELS STORES 1234 ALAMEDA CA	\$30.81	_____
12/20	12/18	5354	OFFICEMAX/DEPOT 6602 800-463-3768 CA	\$303.95	_____
12/23	12/20	0976	SQ *LEVYS BAGELS CO SAN FRANCISCO CA	\$388.65	_____
12/23	12/20	0673	TARGET 00028290 ALAMEDA CA	\$60.00	_____
Total for Account 4798 5108 5975 0347				\$1,233.24	

Transactions BILLING ACCOUNT ACTIVITY

Post Date	Trans Date	Ref #	Transaction Description	Amount	Notation
Payments and Other Credits					
12/23	12/23	MTC	PAYMENT THANK YOU	\$2,786.88 ^{CR}	_____
Total for Account 4798 5100 5505 5830				\$2,786.88^{CR}	

2025 Totals Year-to-Date	
Total Fees Charged in 2025	\$0.00
Total Interest Charged in 2025	\$0.00

Interest Charge Calculation

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

**APR for current and future transactions.

Balance Type	Balance By Type	Balance Subject to Interest Rate	Variable	Interest Charge	Annual Percentage Rate	Expires with Statement
**BALANCE TRANSFER	\$0.00	\$0.00	YES	\$0.00	18.24%	
**PURCHASES	\$4,501.67	\$0.00	YES	\$0.00	18.24%	
**ADVANCES	\$0.00	\$0.00	YES	\$0.00	28.24%	

Contact Us

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

Coversheet

Vote on School Accountability Report Card

Section: IV. Board Communication
Item: A. Vote on School Accountability Report Card
Purpose: Vote
Submitted by:
Related Material: AOA 2023-24 SARC (published in 2025).pdf

The Academy of Alameda

2023–24 School Accountability Report Card

Reported Using Data from the 2023–24 School Year

California Department of Education

Address:	401 Pacific Ave. Alameda, CA , 94501-1837	Principal:	Christine Chilcott, Executive Director
Phone:	(510) 748-4017	Grade Span:	TK-8

By February 1 of each year, every school in California is required by state law to publish a School Accountability Report Card (SARC). The SARC contains information about the condition and performance of each California public school. Under the Local Control Funding Formula (LCFF) all local educational agencies (LEAs) are required to prepare a Local Control and Accountability Plan (LCAP), which describes how they intend to meet annual school-specific goals for all pupils, with specific activities to address state and local priorities. Additionally, data reported in an LCAP is to be consistent with data reported in the SARC.

- For more information about SARC requirements and access to prior year reports, see the California Department of Education (CDE) SARC web page at <https://www.cde.ca.gov/ta/ac/sa/>.
- For more information about the LCFF or the LCAP, see the CDE LCFF web page at <https://www.cde.ca.gov/fg/aa/lc/>.
- For additional information about the school, parents/guardians and community members should contact the school principal or the district office.

DataQuest

DataQuest is an online data tool located on the CDE DataQuest web page at <https://dq.cde.ca.gov/dataquest/> that contains additional information about this school and comparisons of the school to the district and the county. Specifically, DataQuest is a dynamic system that provides reports for accountability (e.g., test data, enrollment, high school graduates, dropouts, course enrollments, staffing, and data regarding English learners).

California School Dashboard

The California School Dashboard (Dashboard) <https://www.caschooldashboard.org/> reflects California's new accountability and continuous improvement system and provides information about how LEAs and schools are meeting the needs of California's diverse student population. The Dashboard contains reports that display the performance of LEAs, schools, and student groups on a set of state and local measures to assist in identifying strengths, challenges, and areas in need of improvement.

Internet Access

Internet access is available at public libraries and other locations that are publicly accessible (e.g., the California State Library). Access to the Internet at libraries and public locations is generally provided on a first-come, first-served basis. Other use restrictions may include the hours of operation, the length of time that a workstation may be used (depending on availability), the types of software programs available on a workstation, and the ability to print documents.

Admission Requirements for the University of California (UC)

Admission requirements for the UC follow guidelines set forth in the Master Plan, which requires that the top one-eighth of the state's high school graduates, as well as those transfer students who have successfully completed specified college course work, be eligible for admission to the UC. These requirements are designed to ensure that all eligible students are adequately prepared for University-level work. For general admissions requirements, please visit the UC Admissions Information website at <https://admission.universityofcalifornia.edu/>.

Admission Requirements for the California State University (CSU)

Eligibility for admission to the CSU is determined by three factors: (1) Specific high school courses, (2) Grades in specified courses and test scores, and (3) Graduation from high school. Some campuses have higher standards for particular majors or students who live outside the local campus area. Because of the number of students who apply, a few campuses have higher standards (supplementary admission criteria) for all applicants. Most CSU campuses have local admission guarantee policies for students who graduate or transfer from high schools and colleges that are historically served by a CSU campus in that region. For admission, application, and fee information, see the CSU website at <https://www2.calstate.edu/>.

Christine Chilcott, Executive Director

📍 Principal, The Academy of Alameda

About Our School

The Academy of Alameda is a free public charter school serving grades TK-8. We believe that students perform best when they learn in an environment that is safe and inclusive, and when they are deeply engaged because the curriculum and skills that they are learning are challenging and relevant to their lives. As a result, The Academy of Alameda fosters opportunities for students to have learning experiences where they are directly involved in their learning.

Contact

The Academy of Alameda
401 Pacific Ave.
Alameda, CA 94501-1837

Phone: [\(510\) 748-4017](tel:5107484017)

Email: cchilcott@aoaschools.org

Contact Information (School Year 2024–25)

District Contact Information (School Year 2024–25)

District Name	Alameda Unified
Phone Number	(510) 337-7000
Superintendent	Scuderi, Pasquale
Email Address	pscuderi@alamedaunified.org
Website	www.alamedaunified.org

School Contact Information (School Year 2024–25)

School Name	The Academy of Alameda
Street	401 Pacific Ave.
City, State, Zip	Alameda, CA , 94501-1837
Phone Number	(510) 748-4017
Principal	Christine Chilcott, Executive Director
Email Address	cchilcott@aoaschools.org
Website	http://aoaschools.org/
Grade Span	TK-8
County-District-School (CDS) Code	01611190122085

School Description and Mission Statement (School Year 2024–25)

Why Academy of Alameda is the best Solution for Education:

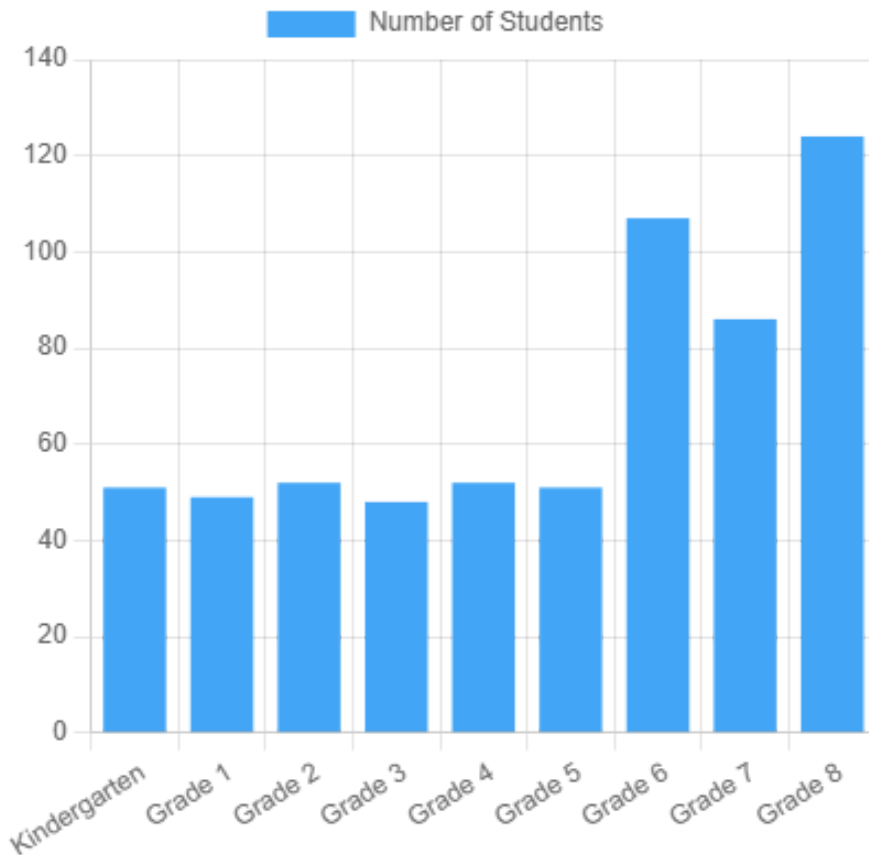
We continually improve our practice individually and as an organization to meet our students' needs. We are collectively responsible for supporting all of our students' academic success and social-emotional well-being. We build meaningful relationships within and between our staff, students, and families. We promote social justice in all aspects of our work with students, families, and staff so that we achieve equitable student outcomes. We value student and staff diversity and work to collaborate effectively across similarities and differences.

Our Mission Statement: 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.

Our Envisioned Future Statement: The Academy of Alameda envisions a future where all of our students are successful, and their destinies are not determined by their demographics.

Student Enrollment by Grade Level (School Year 2023–24)

Grade Level	Number of Students
Kindergarten	51
Grade 1	49
Grade 2	52
Grade 3	48
Grade 4	52
Grade 5	51
Grade 6	107
Grade 7	86
Grade 8	124
Total Enrollment	620



Student Enrollment by Student Group (School Year 2023–24)

Student Group	Percent of Total Enrollment
Female	47.10%
Male	52.60%
Non-Binary	0.30%
American Indian or Alaska Native	0.30%
Asian	19.20%
Black or African American	19.40%
Filipino	6.00%
Hispanic or Latino	20.30%
Native Hawaiian or Pacific Islander	1.00%
Two or More Races	13.90%
White	16.80%

Student Group (Other)	Percent of Total Enrollment
English Learners	12.70%
Foster Youth	0.50%
Homeless	0.50%
Migrant	0.00%
Socioeconomically Disadvantaged	57.60%
Students with Disabilities	12.40%

A. Conditions of Learning

State Priority: Basic

The SARC provides the following information relevant to the State priority: Basic (Priority 1):

- Degree to which teachers are appropriately assigned and fully credentialed in the subject area and for the pupils they are teaching;
- Pupils have access to standards-aligned instructional materials; and
- School facilities are maintained in good repair

Teacher Preparation and Placement (School Year 2020–21)

Authorization/Assignment	School Number	School Percent	District Number	District Percent	State Number	State Percent
Fully (Preliminary or Clear) Credentialed for Subject and Student Placement (properly assigned)	14.80	62.68%	448.70	83.21%	228366.10	83.12%
Intern Credential Holders Properly Assigned	0.80	3.51%	9.40	1.75%	4205.90	1.53%
Teachers Without Credentials and Misassignments ("ineffective" under ESSA)	3.80	16.19%	48.90	9.07%	11216.70	4.08%
Credentialed Teachers Assigned Out-of-Field ("out-of-field" under ESSA)	2.40	10.52%	17.80	3.32%	12115.80	4.41%
Unknown/Incomplete/NA	1.60	7.02%	14.20	2.64%	18854.30	6.86%
Total Teaching Positions	23.60	100.00%	539.20	100.00%	274759.10	100.00%

Note: The data in this table is based on full-time equivalent (FTE) status. One FTE equals one staff member working full-time; one FTE could also represent two staff members who each work 50 percent of full-time. Additionally, an assignment is defined as a position that an educator is assigned based on setting, subject, and grade level. An authorization is defined as the services that an educator is authorized to provide to students.

Teacher Preparation and Placement (School Year 2021–22)

Authorization/Assignment	School Number	School Percent	District Number	District Percent	State Number	State Percent
Fully (Preliminary or Clear) Credentialed for Subject and Student Placement (properly assigned)	13.80	60.13%	432.20	83.39%	234405.20	84.00%
Intern Credential Holders Properly Assigned	1.00	4.35%	9.90	1.93%	4853.00	1.74%
Teachers Without Credentials and Misassignments (“ineffective” under ESSA)	1.00	4.35%	37.10	7.17%	12001.50	4.30%
Credentialed Teachers Assigned Out-of-Field (“out-of-field” under ESSA)	2.80	12.30%	12.80	2.48%	11953.10	4.28%
Unknown/Incomplete/NA	4.30	18.83%	26.00	5.03%	15831.90	5.67%
Total Teaching Positions	23.00	100.00%	518.40	100.00%	279044.80	100.00%

Note: The data in this table is based on full-time equivalent (FTE) status. One FTE equals one staff member working full-time; one FTE could also represent two staff members who each work 50 percent of full-time. Additionally, an assignment is defined as a position that an educator is assigned based on setting, subject, and grade level. An authorization is defined as the services that an educator is authorized to provide to students.

Teacher Preparation and Placement (School Year 2022–23)

Authorization/Assignment	School Number	School Percent	District Number	District Percent	State Number	State Percent
Fully (Preliminary or Clear) Credentialed for Subject and Student Placement (properly assigned)	21.10	69.08%	398.80	82.08%	231142.40	100.00%
Intern Credential Holders Properly Assigned	0.00	0.00%	8.20	1.69%	5566.40	2.00%
Teachers Without Credentials and Misassignments (“ineffective” under ESSA)	0.00	0.00%	29.80	6.14%	14938.30	5.38%
Credentialed Teachers Assigned Out-of-Field (“out-of-field” under ESSA)	6.20	20.36%	15.50	3.20%	11746.90	4.23%
Unknown/Incomplete/NA	3.20	10.49%	33.40	6.89%	14303.80	5.15%
Total Teaching Positions	30.60	100.00%	485.80	100.00%	277698	100%

Note: The data in this table is based on full-time equivalent (FTE) status. One FTE equals one staff member working full-time; one FTE could also represent two staff members who each work 50 percent of full-time. Additionally, an assignment is defined as a position that an educator is assigned based on setting, subject, and grade level. An authorization is defined as the services that an educator is authorized to provide to students.

Teachers Without Credentials and Misassignments (considered "ineffective" under ESSA)

Authorization/Assignment	2020-21 Number	2021-22 Number	2022-23 Number
Permits and Waivers	0.00	0.00	0
Misassignments	3.80	1.00	0
Vacant Positions	0.00	0.00	0
Total Teachers Without Credentials and Misassignments	3.80	1.00	0

Credentialed Teachers Assigned Out-of-Field (considered "out-of-field" under ESSA)

Indicator	2020-21 Number	2021-22 Number	2022-23 Number
Credentialed Teachers Authorized on a Permit or Waiver	0.00	0.00	3
Local Assignment Options	2.40	2.80	3.2
Total Out-of-Field Teachers	2.40	2.80	6.2

Class Assignments

Indicator	2020– 21 Percent	2021– 22 Percent	2022– 23 Percent
Misassignments for English Learners (a percentage of all the classes with English learners taught by teachers that are misassigned)	20.70%	5.3%	0%
No credential, permit or authorization to teach (a percentage of all the classes taught by teachers with no record of an authorization to teach)	25.50%	10%	6.6%

Note: For more information refer to the Updated Teacher Equity Definitions web page at <https://www.cde.ca.gov/pd/ee/teacherequitydefinitions.asp>.

Quality, Currency, Availability of Textbooks and Other Instructional Materials (School Year 2024–25)

Year and month in which the data were collected: January 2025

Subject	List of Textbooks and Other Instructional Materials/Indicate if from Most Recent Adoption/Year of Adoption	Percent Students Lacking Own Assigned Copy
Reading/Language Arts	<p>TK ELA Curriculum: CKLA PreK</p> <p>K-1 ELA Curriculum: Being a Reader Being a Writer</p> <p>K-2 Foundational Reading Program: SIPPs</p> <p>2-5 ELA Curriculum: Wit and Wisdom</p> <p>6th Grade Curriculum Class Novels: El Deafo Graphic Novel Lit Circles Swim Team, School Trip, All’s Faire in Middle School, Shirley & Jamila, Awkward, Booked, When Stars Are Scattered, New Kid Mythology Lit Circles Percy Jackson, The Dragon Warrior, Loki: A Bad God’s Guide to Being Good, Tristan Strong, The Storm Runner, Dragon Pearl, Paola Santiago, Aru Shah, Magnus Chase Poetry (a variety of poems) Variety of short stories and myths Nonfiction texts (Biographies)</p> <p>Nonfiction: -Assorted essays -Newsela</p> <p>Online: Quill, Accelerated Reader, Brainpop, IXL</p> <p>7th Grade Curriculum Class Novels:</p>	0

List of Textbooks and Other Instructional

Percent Students

Materials/Indicate if from Most Recent Adoption/Year of Adoption

Lacking Own Assigned Copy

Subject

- Becoming Muhammad Ali
- The Odyssey
- The Skin I'm In
- American Born Chinese
- Assorted novels for Lit Circles

- Short Stories:
 - “Thank You M’am”
 - “The Lottery”
 - “All Summer in a Day”

- Non Fiction:
 - Graphic Novel: MARCH & Run
 - A Beautiful Struggle Memoir
 - Speech Excerpts & Essays: MLK & John Lewis
 - Misc news articles, speeches, and TED talks; relevant Jr.
- Scholastic Articles
 - Poems by Lucille Clifton, Nikki Giovanni, Gary Soto

- Online:
 - NewsELA Quill, No Red Ink

8th Grade Curriculum

- Class Novels:
 - The Poet X
 - Apple Skin to the Core
 - Assorted poetry
 - Imagining a Black Wonder Woman by Maya Rupert

- Non Fiction:
 - A Letter to a Sensitive Brown Queer by John Paul Bramer
 - James Baldwin: A Talk to Teachers
 - Warriors Don't Cry
 - They Called Us Enemy
 - The Black Panther Party
 - We Should All be Feminists by Chimamanda Ngozi Adichie
 - Misc news articles, speeches, and TED talks

Mathematics

TK-5:
Eureka Math Squared

0

List of Textbooks and Other Instructional

Subject	Materials/Indicate if from Most Recent Adoption/Year of Adoption	Percent Students Lacking Own Assigned Copy
	<p>6-8th Grade: Open Up Resources</p>	
Science	<p>K-5: Mystery Science</p> <p>6-8th Grade Teacher Created Curriculum (NGSS)</p>	0
History-Social Science	<p>K-5 Embedded in ELA units</p> <p>6th Grade Classroom sets used as supplemental resources: History Alive Textbook Newsela Informational Texts</p> <p>7th Grade Fiction - "The Danger of a Single Story" by Chimamanda Adichie - A Young People's History of the United States by Howard Zinn - Refugee by Alan Gratz -A Young People's History of the U.S. by Howard Zinn - Stanford History Education Group various texts - Facing History and Ourselves Curriculum</p> <p>8th Grade Stanford History Education Group various texts Facing History and Ourselves Curriculum They Called Us Enemy- George Takei, Justin Eisinger, and Steven R. Scott Library of Congress US History Curriculum Tools</p>	0
Foreign Language	Not applicable	0
Health	Teacher created curriculum	0
Visual and Performing Arts	Teacher created curriculum	0

List of Textbooks and Other Instructional

Materials/Indicate if from Most Recent Adoption/Year of Adoption

Percent Students Lacking Own Assigned Copy

Subject

Science Lab Eqpmt (Grades 9-12)	N/A	0
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Note: Cells with N/A values do not require data.

School Facility Conditions and Planned Improvements

In 2023-24, a classroom was painted and new furniture was purchased to prepare for a TK classroom starting in the 2024-25 school year.

In the Summer of 2024, a new hydration station was added to the 8th grade hallway. Four additional security cameras were also be installed.

During the 24-25 school year, more secure railings are scheduled to be installed by the district in all of the upstairs quads. Additionally, in the summer of 2025, the retaining wall on the west side of the school, as well as perimeter fencing, should be replaced by the district.

School Facility Good Repair Status

Using the **most recently collected** Facility Inspection Tool (FIT) data (or equivalent), provide the following:

- Determination of repair status for systems listed
- Description of any needed maintenance to ensure good repair
- The year and month in which the data were collected
- The rate for each system inspected
- The overall rating

Year and month of the most recent FIT report: November 2023

System Inspected	Rating	Repair Needed and Action Taken or Planned
Systems: Gas Leaks, Mechanical/HVAC, Sewer	Good	
Interior: Interior Surfaces	Fair	Ceiling tiles have water stains and some floor tiles are cracked.
Cleanliness: Overall Cleanliness, Pest/Vermin Infestation	Good	
Electrical: Electrical	Poor	
Restrooms/Fountains: Restrooms, Sinks/Fountains	Good	
Safety: Fire Safety, Hazardous Materials	Good	
Structural: Structural Damage, Roofs	Good	
External: Playground/School Grounds, Windows/Doors/Gates/Fences	Good	

Overall Facility Rate

Year and month of the most recent FIT report: November 2023

Overall Rating	Good
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State Priority: Pupil Achievement

The SARC provides the following information relevant to the State priority: Pupil Achievement (Priority 4):

- **Statewide assessments** (i.e., California Assessment of Student Performance and Progress [CAASPP] System includes assessments for English language arts/literacy [ELA], mathematics, and science for students in the general education population and the California Alternate Assessment [CAA]. Only eligible students may participate in the administration of the CAA. CAA items are aligned with alternate achievement standards, which are linked with the Common Core Standards [CCSS] or California Next Generation Science Standards [CA NGSS] for students with the most significant cognitive disabilities).

The CAASPP System encompasses the following assessments and student participation requirements:

1. **Smarter Balanced Summative Assessments and CAA for ELA** in grades three through eight and grade eleven.
 2. **Smarter Balanced Summative Assessments and CAA for mathematics** in grades three through eight and grade eleven.
 3. **California Science Test (CAST) and CAA for Science** in grades five, eight, and once in high school (i.e., grade ten, eleven, or twelve).
- **College and Career Ready:** The percentage of students who have successfully completed courses that satisfy the requirements for entrance to the University of California and the California State University, or career technical education sequences or programs of study.

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CAASPP Test Results in ELA and Mathematics for All Students taking and completing state-administered assessments Grades Three through Eight and Grade Eleven Percentage of Students Meeting or Exceeding the State Standard

Subject	School 2022– 23	School 2023– 24	District 2022– 23	District 2023– 24	State 2022– 23	State 2023– 24
English Language Arts / Literacy (grades 3-8 and 11)	56%	56%	63%	64%	46%	47%
Mathematics (grades 3-8 and 11)	46%	47%	54%	54%	34%	35%

Note: To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

Note: ELA and Mathematics test results include the Smarter Balanced Summative Assessments and the CAA. The "Percent Met or Exceeded" is calculated by taking the total number of students who met or exceeded the standard on the Smarter Balanced Summative Assessment plus the total number of students who met the standard (i.e., achieved Level 3-Alternate) on the CAA divided by the total number of students who participated in both assessments.

CAASPP Test Results in ELA by Student Group for students taking and completing state-administered assessment Grades Three through Eight and Grade Eleven (School Year 2023–24)

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Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
All Students	474	458	96.62%	3.38%	55.68%
Female	217	208	95.85%	4.15%	59.13%
Male	254	247	97.24%	2.76%	52.23%
American Indian or Alaska Native	--	--	--	--	--
Asian	85	85	100.00%	0.00%	68.24%
Black or African American	97	89	91.75%	8.25%	30.34%
Filipino	31	31	100.00%	0.00%	74.19%
Hispanic or Latino	94	88	93.62%	6.38%	48.86%
Native Hawaiian or Pacific Islander	--	--	--	--	--
Two or More Races	76	75	98.68%	1.32%	58.67%
White	86	85	98.84%	1.16%	67.06%
English Learners	52	50	96.15%	3.85%	10.00%
Foster Youth	0	0	0%	0%	0%
Homeless	--	--	--	--	--
Military	23	22	95.65%	4.35%	40.91%
Socioeconomically Disadvantaged	280	269	96.07%	3.93%	46.47%
Students Receiving Migrant Education Services	0	0	0%	0%	0%
Students with Disabilities	65	59	90.77%	9.23%	15.25%

Note: ELA test results include the Smarter Balanced Summative Assessments and the CAA. The “Percent Met or Exceeded” is calculated by taking the total number of students who met or exceeded the standard on the Smarter Balanced Summative Assessment plus the total number of students who met the standard (i.e., achieved Level 3–Alternate) on the CAA divided by the total number of students who participated in both assessments.

Note: To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

Note: The number of students tested includes all students who participated in the test whether they received a score or not; however, the number of students tested is not the number that was used to calculate the achievement level percentages. The achievement level percentages are calculated using only students who received scores.

CAASPP Test Results in Mathematics by Student Group for students taking and completing state-administered assessment Grades Three through Eight and Grade Eleven (School Year 2023–24)

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Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
All Students	474	459	96.84%	3.16%	47.49%
Female	217	208	95.85%	4.15%	42.31%
Male	254	248	97.64%	2.36%	51.21%
American Indian or Alaska Native	--	--	--	--	--
Asian	85	85	100.00%	0.00%	71.76%
Black or African American	97	89	91.75%	8.25%	13.48%
Filipino	31	31	100.00%	0.00%	64.52%
Hispanic or Latino	94	90	95.74%	4.26%	40.00%
Native Hawaiian or Pacific Islander	--	--	--	--	--
Two or More Races	76	75	98.68%	1.32%	49.33%
White	86	84	97.67%	2.33%	58.33%
English Learners	52	52	100.00%	0.00%	13.46%
Foster Youth	0	0	0%	0%	0%
Homeless	--	--	--	--	--
Military	23	22	95.65%	4.35%	45.45%
Socioeconomically Disadvantaged	280	270	96.43%	3.57%	39.63%
Students Receiving Migrant Education Services	0	0	0%	0%	0%
Students with Disabilities	65	59	90.77%	9.23%	18.64%

Note: Mathematics test results include the Smarter Balanced Summative Assessments and the CAA. The "Percent Met or Exceeded" is calculated by taking the total number of students who met or exceeded the standard on the Smarter Balanced Summative Assessment plus the total number of students who met the standard (i.e., achieved Level 3–Alternate) on the CAA divided by the total number of students who participated in both assessments.

Note: To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

Note: The number of students tested includes all students who participated in the test whether they received a score or not; however, the number of students tested is not the number that was used to calculate the achievement level percentages. The achievement level percentages are calculated using only students who received scores.

Grades Five, Eight and High School

Percentage of Students Meeting or Exceeding the State Standard

Subject	School 2022-23	School 2023-24	District 2022-23	District 2023-24	State 2022-23	State 2023-24
Science (grades 5, 8, and high school)	41.61%	50.29%	51.49%	53.22%	30.29%	30.73%

Note: Science test results include the CAST and the CAA for Science. The "Percent Met or Exceeded" is calculated by taking the total number of students who met or exceeded the standard on the CAST plus the total number of students who met the standard (i.e., achieved Level 3–Alternate) on the CAA for Science divided by the total number of students who participated in a science assessment.

Note: To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

Note: The number of students tested includes all students who participated in the test whether they received a score or not; however, the number of students tested is not the number that was used to calculate the achievement level percentages. The achievement level percentages are calculated using only students who received scores.

CAASPP Test Results in Science by Student Group
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Grades Five, Eight and High School (School Year 2023–24)

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
All Students	181	175	96.69%	3.31%	50.29%
Female	93	88	94.62%	5.38%	51.14%
Male	85	84	98.82%	1.18%	47.62%
American Indian or Alaska Native	0	0	0%	0%	0%
Asian	30	30	100.00%	0.00%	76.67%
Black or African American	39	37	94.87%	5.13%	21.62%
Filipino	12	12	100.00%	0.00%	58.33%
Hispanic or Latino	39	38	97.44%	2.56%	31.58%
Native Hawaiian or Pacific Islander	--	--	--	--	--
Two or More Races	28	25	89.29%	10.71%	60.00%
White	32	32	100.00%	0.00%	68.75%
English Learners	16	16	100.00%	0.00%	0.00%
Foster Youth	0	0	0%	0%	0%
Homeless	0	0	0%	0%	0%
Military	--	--	--	--	--
Socioeconomically Disadvantaged	98	95	96.94%	3.06%	37.89%
Students Receiving Migrant Education Services	0	0	0%	0%	0%
Students with Disabilities	17	16	94.12%	5.88%	25.00%

Note: To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

State Priority: Other Pupil Outcomes

The SARC provides the following information relevant to the State priority: Other Pupil Outcomes (Priority 8):

- Pupil outcomes in the subject area of physical education

California Physical Fitness Test Results (School Year 2023–24)

Percentage of Students Participating in each of the five Fitness Components

Grade	Component 1: Aerobic Capacity	Component 2: Abdominal Strength and Endurance	Component 3: Trunk Extensor and Strength and Flexibility	Component 4: Upper Body Strength and Endurance	Component 5: Flexibility
5	98%	98%	98%	98%	98%
7	95%	99%	99%	99%	99%

Note: The administration of the PFT requires only participation results for these five fitness areas.

Note: To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

State Priority: Parental Involvement

The SARC provides the following information relevant to the State priority: Parental Involvement (Priority 3):

- Efforts the school district makes to seek parent input in making decisions regarding the school district and at each school site

Opportunities for Parental Involvement (School Year 2024–25)

At the heart of our work with students and families are the relationships we build. The Academy of Alameda is committed to redefining what family involvement looks like so that families feel:

- That they are welcome when they step foot on campus
- That they and their children are known
- That the relationships they build with staff and each other are meaningful
- That their ideas and input are valued and respected
- That there are many different opportunities and many ways to be involved - both in the home and at school
 - We hold a number of family engagement events throughout the year to support family education and to help families to connect to the school and each other. We hold school-wide events, including Back to School Night, Fall Festival, Spring Open House, Parent Coffee Events, Science Fair, Festival of Cultures and Field Day. These events include food provided to families and opportunities to connect with teachers and other staff members. We work with staff and parent volunteers to plan these events. We utilize part of our school culture budget to cover costs, including childcare, for these events.
 - We hold parent education events in the evenings throughout the year. Topics covered include sessions on supporting students with executive functioning and study skills led by a local organization, understanding adolescent development and mental health, drug education, and meetings for specific grade-level families. These events include opportunities for families to connect with each other and the staff. We always solicit feedback from families after these events to help with our future planning. We also hold Middle School conferences for families to engage with teachers.
 - We hold town halls as necessary to share information with families about any important planning or changes to our program.
 - We have a Parent Volunteer Group in Middle School to help with school-wide events and parents also volunteer for Field Trip activities.
 - Parents sit on the interview panel for principals.
 - In the 2024-25 school year, the PTSA will be relaunched along with a version of an Academic Advisory Team similar to a School Site Council.
 - Finally, we invite parents and families to give us their critical feedback through surveys, focus groups, and our Parent Advisory Committee. This feedback is used to help inform our strategic planning for the current and future school years.

State Priority: Pupil Engagement

The SARC provides the following information relevant to the State priority: Pupil Engagement (Priority 5):

- High school graduation rates;

- High school dropout rates and
- Chronic Absenteeism

Chronic Absenteeism by Student Group (School Year 2023-24)

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Student Group	Cumulative Enrollment	Chronic Absenteeism Eligible Enrollment	Chronic Absenteeism Count	Chronic Absenteeism Rate
All Students	662	642	145	22.6%
Female	309	301	71	23.6%
Male	349	338	74	21.9%
Non-Binary	--	--	--	--
American Indian or Alaska Native	--	--	--	--
Asian	122	119	12	10.1%
Black or African American	130	123	40	32.5%
Filipino	39	39	8	20.5%
Hispanic or Latino	141	135	37	27.4%
Native Hawaiian or Pacific Islander	--	--	--	--
Two or More Races	86	86	13	15.1%
White	111	108	21	19.4%
English Learners	89	86	21	24.4%
Foster Youth	--	--	--	--
Homeless	--	--	--	--
Socioeconomically Disadvantaged	397	382	112	29.3%
Students Receiving Migrant Education Services	--	--	--	--
Students with Disabilities	93	93	31	33.3%

Note: To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

State Priority: School Climate

The SARC provides the following information relevant to the State priority: School Climate (Priority 6):

- Pupil suspension rates;
- Pupil expulsion rates; and
- Other local measures on the sense of safety

Suspensions and Expulsions

Rate	School 2021– 22	School 2022– 23	School 2023– 24	District 2021– 22	District 2022– 23	District 2023– 24	State 2021– 22	State 2022– 23	State 2023– 24
Suspensions	2.11%	3.06%	3.78%	1.76%	2.71%	2.42%	3.17%	3.60%	3.28%
Expulsions	0.00%	0.00%	0.00%	0.00%	0.01%	0.00%	0.07%	0.08%	0.07%

Note: To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

Suspensions and Expulsions by Student Group (School Year 2023-24)

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Student Group	Suspensions Rate	Expulsions Rate
All Students	3.78%	0%
Female	2.59%	0%
Male	4.87%	0%
Non-Binary	0%	0%
American Indian or Alaska Native	0%	0%
Asian	0.82%	0%
Black or African American	10%	0%
Filipino	0%	0%
Hispanic or Latino	2.13%	0%
Native Hawaiian or Pacific Islander	0%	0%
Two or More Races	3.49%	0%
White	2.7%	0%
English Learners	3.37%	0%
Foster Youth	0%	0%
Homeless	0%	0%
Socioeconomically Disadvantaged	5.04%	0%
Students Receiving Migrant Education Services	0%	0%
Students with Disabilities	7.53%	0%

Note: To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

Key elements of the school safety plan include a description of the site organization during a declared emergency, an emergency disaster plan, a description of the incident command post assignments and duties, an emergency actions guide, and details for the emergency response for a wide variety of situations including, but not limited to, earthquake, fire, intruder on campus, and bomb threat.

D. Other SARC information

The information in this section is required to be in the SARC but is not included in the state priorities for LCFF.

Average Class Size and Class Size Distribution (Elementary) (School Year 2021–22)

Grade Level	Average Class Size	Number of Classes* 1-20	Number of Classes* 21-32	Number of Classes* 33+
K				
1				
2				
3				
4				
5				
6	19.00	20	25	
Other**				

* Number of classes indicates how many classes fall into each size category (a range of total students per class).

** "Other" category is for multi-grade level classes.

Average Class Size and Class Size Distribution (Elementary) (School Year 2022-23)

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Grade Level	Average Class Size	Number of Classes* 1-20	Number of Classes* 21-32	Number of Classes* 33+
K	23.00	0	2	0
1	24.00	0	2	0
2	23.00	0	2	0
3	49.00	0	0	2
4	53.00	0	0	2
5	53.00	0	0	2
6	15.00	35	5	0
Other**	0.00	0	0	0

* Number of classes indicates how many classes fall into each size category (a range of total students per class).

** "Other" category is for multi-grade level classes.

Average Class Size and Class Size Distribution (Elementary) (School Year 2023-24)

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Grade Level	Average Class Size	Number of Classes* 1-20	Number of Classes* 21-32	Number of Classes* 33+
K	26.00		2	
1	25.00		2	
2	26.00		2	
3	48.00			2
4	52.00			2
5	51.00			2
6	19.00	25	15	
Other**				

* Number of classes indicates how many classes fall into each size category (a range of total students per class).

** "Other" category is for multi-grade level classes.

Average Class Size and Class Size Distribution (Secondary) (School Year 2021–22)

Subject	Average Class Size	Number of Classes*		
		1-22	23-32	33+
English Language Arts	25.00	2	8	
Mathematics	25.00	2	8	
Science	25.00	2	8	
Social Science	25.00	3	7	

* Number of classes indicates how many classrooms fall into each size category (a range of total students per classroom). At the secondary school level, this information is reported by subject area rather than grade level.

Average Class Size and Class Size Distribution (Secondary) (School Year 2022–23)

Subject	Average Class Size	Number of Classes*		
		1-22	23-32	33+
English Language Arts	24.00	4	6	0
Mathematics	22.00	4	7	0
Science	24.00	3	7	0
Social Science	24.00	5	5	0

* Number of classes indicates how many classrooms fall into each size category (a range of total students per classroom). At the secondary school level, this information is reported by subject area rather than grade level.

Average Class Size and Class Size Distribution (Secondary) (School Year 2023–24)

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Subject	Average Class Size	Number of Classes*		
		1-22	23-32	33+
English Language Arts	21.00	6	4	
Mathematics	21.00	6	4	
Science	21.00	7	3	
Social Science	21.00	5	5	

* Number of classes indicates how many classrooms fall into each size category (a range of total students per classroom). At the secondary school level, this information is reported by subject area rather than grade level.

Ratio of Pupils to Academic Counselor (School Year 2023–24)

Title	Ratio
Pupils to Academic Counselor*	310

* One full-time equivalent (FTE) equals one staff member working full-time; one FTE could also represent two staff members who each work 50 percent of full-time.

Student Support Services Staff (School Year 2023-24)

Title	Number of FTE* Assigned to School
Counselor (Academic, Social/Behavioral or Career Development)	2.00
Library Media Teacher (Librarian)	
Library Media Services Staff (Paraprofessional)	
Psychologist	
Social Worker	
Nurse	
Speech/Language/Hearing Specialist	
Resource Specialist (non-teaching)	
Other**	0.00

* One full-time equivalent (FTE) equals one staff member working full-time; one FTE could also represent two staff members who each work 50 percent of full-time.

** "Other" category is for all other student support services staff positions not listed.

Expenditures Per Pupil and School Site Teacher Salaries (Fiscal Year 2022–23)

Level	Total Expenditures Per Pupil	Expenditures Per Pupil (Restricted)	Expenditures Per Pupil (Unrestricted)	Average Teacher Salary
School Site	\$17949.00	\$3602.00	\$14347.00	\$71222.00
District	N/A	N/A	--	\$93934.00
Percent Difference – School Site and District	N/A	N/A	--	--
State	N/A	N/A	\$10770.62	\$94694.00
Percent Difference – School Site and State	N/A	N/A	--	--

Note: Cells with N/A values do not require data.

Types of Services Funded (Fiscal Year 2023–24)

The school receives additional funds for a number of special services and programs. Among these special programs offered at the school are the following:

- School-wide Title I Programs
- EL Programs
- After School Programs
- Summer School Programs
- Special Education & Early Intervention Programs

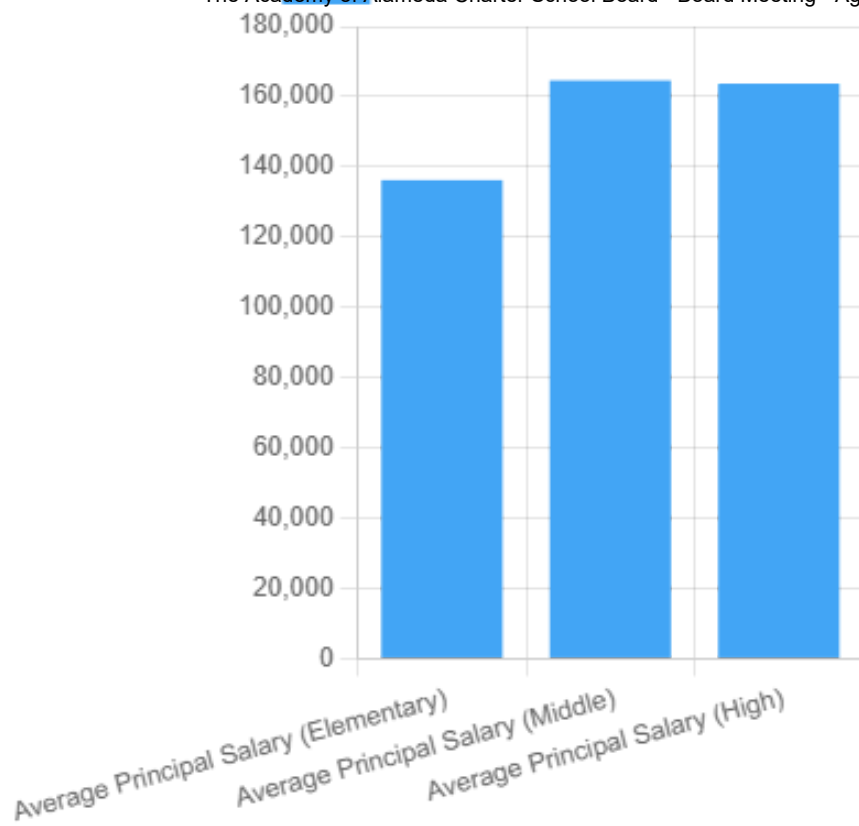
Teacher and Administrative Salaries (Fiscal Year 2022-23)

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Category	District Amount	State Average For Districts In Same Category
Beginning Teacher Salary	\$63770.00	\$58855.38
Mid-Range Teacher Salary	\$89417.00	\$92518.89
Highest Teacher Salary	\$116748.00	\$114664.52
Average Principal Salary (Elementary)	\$136238.00	\$142791.42
Average Principal Salary (Middle)	\$164600.00	\$151077.73
Average Principal Salary (High)	\$163726.00	\$167094.12
Superintendent Salary	\$293891.00	\$281085.68
Percent of Budget for Teacher Salaries	31.08%	30.99%
Percent of Budget for Administrative Salaries	6.39%	5.37%

For detailed information on salaries, see the CDE Certificated Salaries & Benefits web page at <https://www.cde.ca.gov/ds/fd/cs/>.





Professional Development

Measure	2022–23	2023–24	2024–25
Number of school days dedicated to Staff Development and Continuous Improvement	14	14	13

Coversheet

Vote on the Independent Study Policy

Section: IV. Board Communication
Item: B. Vote on the Independent Study Policy
Purpose: Vote
Submitted by:
Related Material: DRAFT Independent Study Board Policy.pdf

Adopted/Ratified: August 16, 2021
Revision Date: November 21, 2024



INDEPENDENT STUDY POLICY

The Academy of Alameda (“AoA” or “Charter School”) may offer independent study to meet the short or long-term educational needs of pupils enrolled in the Charter School as follows: to accommodate quarantine, extended illness, essential travel plans, or other extenuating circumstances that prohibit the student from accessing on-campus instruction. Independent study is an optional educational alternative in which no pupil may be required to participate and is designed to teach the knowledge and skills of the core curriculum. The Charter School shall provide appropriate existing services and resources to enable pupils to complete their independent study successfully. The Academy of Alameda most commonly offers short-term independent study for students who must miss school for unavoidable reasons. **The number of cumulative days in a school year that a student can use short-term independent study cannot exceed 15 days in the school year.**

The following written policies have been adopted by The Academy of Alameda Board of Directors for implementation at Charter School:

1. For pupils in all grade levels and programs offered by the Charter School, the maximum length of time that may elapse between the time an assignment is made and the date by which the pupil must complete the assigned work shall be **fourteen (14)** school days.
2. The Executive Director or designee shall conduct an evaluation to determine whether it is in the best interests of the pupil to remain in independent study upon either of the following triggers:
 - a. When any pupil fails to complete **fifty percent (50%)** of the assignments during any period of **seven (7)** school days.
 - b. In the event a student’s educational progress falls below satisfactory levels as determined by ALL of the following indicators:
 - i. The pupil’s achievement and engagement in the independent study program, as indicated by the pupil’s performance on applicable pupil-level

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measures of pupil achievement and pupil engagement set forth in Education Code Section 52060(d) paragraphs (4) and (5).

- ii. The completion of assignments, assessments, or other indicators that evidence that the pupil is working on assignments.
- iii. Learning required concepts, as determined by the supervising teacher.
- iv. Progressing toward successful completion of the course of study or individual course, as determined by the supervising teacher.

A written record of the findings of any evaluation conducted pursuant to this policy shall be treated as a mandatory interim pupil record. The record shall be maintained for a period of three years from the date of the evaluation and, if the pupil transfers to another California public school, the record shall be forwarded to that school.

3. The Charter School shall provide content aligned to grade level standards that is substantially equivalent to in-person instruction.
4. The Charter School has adopted tiered reengagement strategies* for the following pupils:
 - a. All pupils who are not generating attendance for more than 10 percent of required minimum instructional time over four continuous weeks of the Charter School's approved instructional calendar;
 - b. Pupils found not participatory in synchronous instructional offerings pursuant to Education Code Section 51747.5 for more than 50 percent of the scheduled times of synchronous instruction in a school month as applicable by grade span; or
 - c. Pupils who are in violation of the written agreement pursuant to Education Code Section 51747(g).

These procedures shall include local programs intended to address chronic absenteeism, as applicable, with at least all of the following:

- a. Verification of current contact information for each enrolled pupil.
 - b. Notification to parents or guardians of lack of participation within one (1) school day of the recording of a nonattendance day or lack of participation.
 - c. A plan for outreach from the school to determine pupil needs, including connection with health and social services as necessary.
 - d. A clear standard for requiring a pupil-parent-educator conference to review a pupil's written agreement, and reconsider the independent study program's impact on the pupil's achievement and well-being, consistent with the policies adopted pursuant to paragraph (4) of subdivision (g) of Education Code Section 51747.
5. The following plan shall be in place in accordance with Education Code Section 51747(e) for synchronous instruction and live interaction*:
 - a. For pupils in transitional kindergarten through grade 3, inclusive, the Charter School shall provide opportunities for daily synchronous instruction for all pupils throughout the school year by each pupil's teacher or teachers of record.

Adopted/Ratified: August 16, 2021

Revision Date:

- b. For pupils in grades 4-8, inclusive, the Charter School shall provide opportunities for daily live interaction between the pupil and a certificated or non-certificated employee of the Charter School and at least weekly synchronous instruction for all pupils throughout the school year by each pupil's teacher or teachers of record.
6. The Charter School shall transition pupils whose families wish to return to in-person instruction from independent study expeditiously, and, in no case, later than five instructional days.*

* The tiered re engagement strategies, plan for synchronous instruction and live interaction, and plan to transition pupils whose families wish to return to in-person instruction (paragraphs 4, 5, and 6 above) shall not apply to:

- a. pupils who participate in an independent study program for fewer than 16 schooldays in a school year;
- b. pupils enrolled in a comprehensive school for classroom-based instruction who, under the care of appropriately licensed professionals, participate in independent study due to necessary medical treatments or inpatient treatment for mental health care or substance abuse. Local educational agencies shall obtain evidence from appropriately licensed professionals of the need for pupils to participate in independent study pursuant to this subdivision; or
- c. independent study offered due to school closure or material decrease in attendance for 15 school days or less for affected pupils under one or more of the circumstances described in Education Code Sections 41422 and/or 46392, and 46393 for which the Charter School files an affidavit seeking an allowance of attendance due to emergency conditions.

7. A current written agreement shall be maintained on file for each independent study pupil, including but not limited to, all of the following:
 - a. The manner, time, frequency, and place for submitting a pupil's assignments, for reporting the pupil's academic progress, and for communicating with a pupil's parent or guardian regarding a pupil's academic progress.
 - b. The objectives and methods of study for the pupil's work, and the methods used to evaluate that work.
 - c. The specific resources, including materials and personnel, that will be made available to the pupil. These resources shall include confirming or providing access to all pupils to the connectivity and devices adequate to participate in the educational program and complete assigned work.
 - d. A statement of the policies adopted pursuant to subdivisions (a) and (b) of Education Code Section 51747 regarding the maximum length of time allowed between the assignment and the completion of a pupil's assigned work, the level of satisfactory educational progress, and the number of missed assignments allowed before an evaluation of whether or not the pupil should be allowed to continue in independent study.
 - e. The duration of the independent study agreement, including the beginning and ending dates for the pupil's participation in independent study under the

Adopted/Ratified: August 16, 2021

Revision Date:

agreement. No independent study agreement shall be valid for any period longer than one school year.

- f. A statement of the number of course credits or, for the elementary grades, other measures of academic accomplishment appropriate to the agreement, to be earned by the pupil upon completion.
- g. A statement detailing the academic and other supports that will be provided to address the needs of pupils who are not performing at grade level, or need support in other areas, such as English learners, individuals with exceptional needs in order to be consistent with the pupil's individualized education program or plan pursuant to Section 504 of the federal Rehabilitation Act of 1973 (29 U.S.C. Sec. 794), pupils in foster care or experiencing homelessness, and pupils requiring mental health supports.
- h. The inclusion of a statement in each independent study agreement that independent study is an optional educational alternative in which no pupil may be required to participate. In the case of a pupil who is referred or assigned to any school, class, or program pursuant to Section 48915 or 48917, the agreement also shall include the statement that instruction may be provided to the pupil through independent study only if the pupil is offered the alternative of classroom instruction.
- i. For a pupil participating in a long-term independent study program that is scheduled for more than 15 school days, each written agreement shall be signed, before the commencement of independent study, by the pupil, the pupil's parent, legal guardian, or caregiver, if the pupil is less than 18 years of age, the certificated employee who has been designated as having responsibility for the general supervision of independent study, and the certificated employee designated as having responsibility for the special education programming of the pupil, as applicable. Long-term independent study programs exceeding 15 days are solely at the Executive Director's discretion. For a pupil participating in a short-term independent study program that is scheduled for 15 school days or fewer, each written agreement shall be signed, during the school year in which the independent study program takes place, by the pupil, the pupil's parent, legal guardian, or caregiver, if the pupil is less than 18 years of age, the certificated employee who has been designated as having responsibility for the general supervision of independent study, and the certificated employee designated as having responsibility for the special education programming of the pupil, as applicable. The written agreement may be signed at any time during the school year, but it is the intent of the Legislature that parents or guardians of pupils be provided the agreement at or before the beginning of the school year. For purposes of this paragraph "caregiver" means a person who has met the requirements of Part 1.5 (commencing with Section 6550) of Division 11 of the Family Code.
 - Written agreements may be signed using an electronic signature that complies with state and federal standards, as determined by the California Department of Education, that may be a marking that is either computer generated or produced by electronic means and is intended by the signatory to have the same effect as a handwritten signature. The use of an

Adopted/Ratified: August 16, 2021

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electronic signature shall have the same force and effect as the use of a manual signature if the requirements for digital signatures and their acceptable technology, as provided in Section 16.5 of the Government Code and in Chapter 10 (commencing with Section 22000) of Division 7 of Title 2 of the California Code of Regulations, are satisfied.

8. The Charter School shall comply with the Education Code sections 51745 through 51749.3 and the provisions of the Charter Schools Act of 1992 and the State Board of Education regulations adopted there under.
9. The Executive Director may establish regulations to implement these policies in accordance with the law.

Coversheet

Vote on the Harassment, Intimidation, Discrimination, and Bullying Policy

Section: IV. Board Communication
Item: C. Vote on the Harassment, Intimidation, Discrimination, and Bullying Policy
Purpose: Vote
Submitted by:
Related Material:
2024 DRAFT - Harassment, Intimidation, Discrimination and Bullying Policy.pdf

Adopted/Ratified: June 13, 2024
Revised: November 22, 2024



HARASSMENT, INTIMIDATION, DISCRIMINATION, AND BULLYING POLICY

Discrimination, 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" or "Charter School") prohibits any acts of discrimination, harassment, intimidation, and bullying altogether.

As used in this policy, discrimination, 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, locs, and twists), 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 reasonable 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 in a manner that is safe for all parties.

This policy applies to incidents occurring on the school campus, at school-sponsored events and activities regardless of the location, through school-owned technology, and through other electronic means, whether perpetrated by a student, employee, parent/guardian, volunteer,

Adopted/Ratified: June 13, 2024

independent contractor or other person with whom AoA does business, and all acts of AoA's Board of Directors ("Board") in enacting policies and procedures that govern AoA.¹

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.

Definitions

Harassment means conduct based upon one or more of the protected characteristics listed above that is severe or pervasive, which unreasonably disrupts an individual's educational or work environment or that creates a hostile educational or work environment. Harassment includes, but is not limited to:

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

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 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:

- Placing a reasonable student ² or students in fear of harm to that student's or those students' person or property.
- Causing a reasonable student to experience a substantially detrimental effect on the student's physical or mental health.
- Causing a reasonable student to experience substantial interference with the student's academic performance.
- Causing a reasonable student to experience 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, video or images on the Internet, social media, or other technologies using a telephone, computer, or any wireless communication device.

¹ This policy becomes effective on August 1, 2024. Conduct occurring before August 1, 2024 will be addressed in accordance with the former version of this policy, which was entitled "Title IX, Harassment, Intimidation, Discrimination and Bullying Policy."

² "Reasonable student" is defined as a student, including, but not limited to, a student with exceptional needs, who exercises average care, skill and judgment in conduct for a person of the student's age, or for a person of the student's age with the student's exceptional needs.

Adopted/Ratified: June 13, 2024

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 school site, 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:

- A message, text, sound, video, or image.
- A post on a social network Internet Web site including, but not limited to:
 - 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.
 - 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.
 - 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.
- An act of "Cyber sexual bullying" including, but not limited to:
 - 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.
 - "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.
- 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.

Bullying and Cyberbullying Prevention Procedures

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

Cyberbullying Prevention Procedures

AoA advises students:

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- To never share passwords, personal data, or private photos online.
- To think about what they are doing carefully before posting and by emphasizing that comments cannot be retracted once they are posted.
- 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.
- To consider how it would feel receiving such comments before making comments about others online.

AoA informs its employees, 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.

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. AoA 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.

AoA educates students to accept all student peers regardless of protected characteristics (including but not limited to actual or perceived sexual orientation, gender identification, physical or cognitive disabilities, race, ethnicity, religion, and immigration status) 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.

AoA informs AoA 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.

Professional Development

AoA annually makes 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.

AoA 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

Adopted/Ratified: June 13, 2024

- Anxious/sick/nervous behavior or distracted appearance
- Self-destructiveness or displays of odd behavior
- Decreased self-esteem

AoA also informs certificated employees about the groups of students determined by AoA and available research to be at elevated risk for bullying and provides its certificated employees with information on existing school and community resources related to the support of these groups. These groups include but are not limited to:

- Students who are lesbian, gay, bisexual, transgender, or questioning youth (“LGBTQ”) and those youth perceived as LGBTQ; and
- Students with physical or learning disabilities.

AoA encourages its employees to demonstrate effective problem-solving, anger management, and self-confidence skills for AoA’s students.

Complaint Procedures

Scope of the Complaint 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:

- Are written and signed (If the complainant is unable to put the complaint in writing, due to conditions such as a disability or illiteracy, the School must assist the complainant in the filing of the complaint.);
- Filed by an individual who alleges that they have 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 based on a protected characteristic, or by a duly authorized representative who alleges that an individual student has been subjected to discrimination, harassment, intimidation, or bullying; and
- 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.

AoA will comply with its Title IX Policy when investigating and responding to complaints alleging sex discrimination, including sex-based harassment, in its education program or activity, as applicable.

The following procedures shall be utilized for complaints of misconduct prohibited by this Policy that do not fall within the scope of AoA’s Title IX Policy or comply with the writing, timeline, or other formal filing requirements of the UCP. A copy of AoA’s Title IX Policy and UCP is available on the school’s website under Board Policies.

Submitting a Report or Complaint

Adopted/Ratified: June 13, 2024

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 when safe to do so, 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.

Reports and complaints of misconduct prohibited by this Policy shall be submitted to the Executive Director as soon as possible after the incidents giving rise to the report or complaint.

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, and AoA will investigate and respond to all oral and written reports of misconduct prohibited by this Policy, the reporting party is encouraged to submit a written report. 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 and 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, 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.

AoA acknowledges and respects every individual's right to privacy. All reports and complaints 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 and/or complainant confidential, as appropriate, except to the extent necessary to comply with applicable law, carry out the investigation and/or to resolve the issue, as determined by AoA on a case-by-case basis.

AoA 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.

Investigation and Response

Upon receipt of a report or complaint of misconduct prohibited by this Policy, the Executive Director or designee will promptly initiate an investigation. In most cases, a thorough investigation will take no more than thirty (30) days.

At the conclusion of the investigation, the Executive Director or designee will, to the extent possible with respect to confidentiality laws, provide the complainant with information about the investigation and resolution of the incident/situation. However, the Executive Director or designee will not reveal confidential information related to other students or employees.

Adopted/Ratified: June 13, 2024

If the complaint is against the Executive Director, Board member who is not the Board Chair or a parent/guardian of a student at AoA will conduct a fact-finding investigation and provide the complainant with information about the investigation and resolution of the incident/situation.

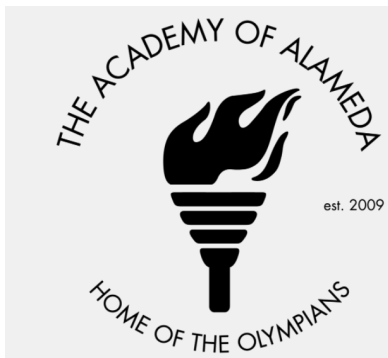
Consequences

Students or employees who engage in misconduct prohibited by this Policy may be subject to disciplinary action up to and including expulsion from AoA or termination of employment.

Right of Appeal

Should a complainant find AoA's resolution unsatisfactory, for complaints within the scope of this Policy, the complainant may, within five (5) business days of notice of AoA's decision or resolution, submit a written appeal to the Chair of the AoA Board, who will serve as the decision maker for the appeal or designate a decision maker for the appeal. The decision maker for the appeal will notify the complainant of the final decision.

Adopted/Ratified: June 13, 2024



HARASSMENT, INTIMIDATION, DISCRIMINATION & BULLYING COMPLAINT FORM

Your Name: _____ Date: _____

Email Address: _____

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 and conduct; what, if any, physical contact was involved; any verbal statements etc.) (Attach additional pages, if needed):

I hereby authorize AoA to disclose the information I have provided as it finds 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.

Signature of Complainant

Date: _____

Print Name

Adopted/Ratified: June 13, 2024

To be completed by AoA:

Received by: _____ Date: _____

Follow up Meeting with Complainant held on: _____

4865-0092-2159, v. 4

Coversheet

Vote on the Technology Policy

Section: IV. Board Communication
Item: D. Vote on the Technology Policy
Purpose: Vote
Submitted by:
Related Material: DRAFT Academy of Alameda Technology Use Agreement.pdf

Academy of Alameda Technology Use Agreement

The Academy of Alameda provides technology, network and internet access, and devices for the specific and limited purpose of pursuing educational goals. Student use of the internet is therefore limited to only those activities that further or enhance the delivery of education. All other activities are prohibited. Students and staff have a duty to use AoA resources only in a manner specified to this agreement.

Students and staff recognize that access to information is the foundation of education. AoA's network, which is contracted through AUSD, is designed to provide and protect stable access to this vital resource for all the members of our school community, which includes students, staff, parents, and volunteers. Users of this network have an obligation to treat the network with respect and good judgment.

Students must accept personal responsibility for appropriate use of technology and report misuse to a staff member.

Appropriate Use

Students are expected to abide by generally accepted rules of user etiquette including but not limited to the following:

- Students may only access their own user email, accounts, and files.
- Students must use appropriate language during online interactions, including chat and email.
- Students must use the network and devices in a way that is not disruptive to others.
- Students may only use allowed devices and resources.
- Students must adhere to all copyright and plagiarism laws.
- Students must not intentionally damage a device and must handle devices in a safe manner that minimizes accidental damage.

Inappropriate Use

The following are prohibited:

- Anything prohibited by law or The Academy of Alameda School Policies.
- Using or distributing another person's email and/or password.
- Harassing, insulting, or attacking others.
- Sending or displaying intimidating, offensive, sexually explicit, or hate-related material.
- Accessing another person's folders, files, or work without their permission.
- Possession or use of tools designed to bypass filtering, conduct system monitoring or surveillance, or breach a network.
- Using the network for unauthorized purposes, such as gaming, downloading, or serving as a host.
- Using the network or devices for commercial purposes.
- Participating in non-AOA chat rooms or forums.
- Activities that would subject the school or the individual to criminal, civil, or administrative liability.

Safety and Privacy

Use of Academy of Alameda technology, devices, and networks does not create any expectation of privacy. The school reserves the right to search and/or monitor any information created, accessed, sent, received, and/or stored in any format or on any equipment connected to the school. Email is not guaranteed to be private, and has the potential to be viewed.

In order for students to enhance their own online safety, they should:

- Always protect and never share a password. Students are expected to notify an administrator immediately if they believe their student account has been compromised.
- Do not disclose personal information including home address, phone numbers, or other private data to individuals or through the network or internet.
- Never open, forward, or download any attachments or files that are unknown to you, or that are suspected of containing a virus.

Theft and Vandalism

Theft is defined as accessing, removing, or copying school or another person's personal property. This includes both electronic data and physical property. Vandalism is defined as the attempt to harm or destroy technology equipment or the data of another user or the school. This includes the uploading of computer viruses. Theft or vandalism will result in loss of computer privileges, disciplinary action, parent conferences and/or a police or legal referral.

Consequences of Breaking this Agreement

Students who intentionally damage equipment, alter or destroy other user's intellectual property, or use the Internet inappropriately, are subject to disciplinary actions by the administration - including but not limited to the revocation of student use privileges and a parent conference. If a student willfully damages or loses AoA equipment or property, the student's Parent/Guardian could be responsible for all the damages/costs caused by such misconduct. For serious infractions, AoA will act in accordance with the law and an administrator may also send a bill to the student's parents/guardians to pay for the damages.

Before a student is authorized to use the Charter School's technological resources, the student shall sign and return this agreement, specifying user obligations and responsibilities. In that agreement, the student and his/her parent/guardian shall agree not to hold the Charter School or any Charter School staff responsible for the failure of any technology protection measures, violations of copyright restrictions, or user mistakes or negligence. They shall also agree to indemnify and hold harmless the Charter School and Charter School personnel for any damages or costs incurred.

As a user of The Academy of Alameda technologies, I have read the Technology Use Agreement and hereby agree to comply with it.

I understand that computer use is a privilege and not a right. I understand that students who violate this policy in any way will be subject to a referral and possible suspension. I understand that that if a student willfully damages AoA's property, including but not limited AoA's technology, equipment and networks, or fails to return AoA's property that has been loaned to the student, the student's parents/guardians are liable for all damages caused by the student's misconduct. A student over the age of majority shall be liable for the same. (Ed. Code 48904).

Student Name (please print): _____ Grade: _____

Student Signature: _____ Date: _____

Coversheet

Vote on the Enrollment and Admissions Policy

Section: IV. Board Communication
Item: E. Vote on the Enrollment and Admissions Policy
Purpose: Vote
Submitted by:
Related Material: DRAFT Enrollment and Admissions Policy.pdf

Adopted/Ratified:



ENROLLMENT AND ADMISSIONS POLICY

The Academy of Alameda (“AoA” or the “Charter School”) admits all grade-level eligible pupils who wish to attend, subject to the Charter Schools’ capacity. AoA is a school of choice, and pursuant to Education Code Section 47605(g), no student is required to attend AoA. Admission is not determined based on the place of residence of the pupil or of his/her parent or guardian within the State of California. However, in the event of a public random drawing, admission preference shall be granted to residents of the Alameda Unified School District as further specified below.

In accordance with Education Code Section 48000(a), students must meet minimum age requirements for enrollment. The Academy of Alameda will abide by any future amendments to the Education Code regarding minimum age for public schools. Proof of the child’s age must be presented at the time of enrollment as described in Education Code Section 48002. In accordance with Education Code Sections 49011 and 47605(e)(2)(B)(iv), admission preferences shall not require mandatory parental volunteer hours as a criterion for admission or continued enrollment.

Open Enrollment and Admission Process

The open enrollment period will be published annually on The Academy of Alameda’s website. It typically opens in the fall and closes in the winter. All students who wish to attend AoA are required to complete and timely submit an application form. Application forms are available on the Charter School’s website throughout the open enrollment period. Submitted application forms are date and time stamped and student names added to an application roster to track receipt. If, by the close of open enrollment, the number of forms received is less than the number of spaces available, all applicants are accepted and enrolled in the Charter School, upon submission of an enrollment packet.

Public Random Drawing

Adopted/Ratified:

The Academy of Alameda shall admit all students who wish to attend. No test or assessment shall be administered to students prior to acceptance and enrollment into the Charter School. However, if at the end of the open enrollment period, the number of pupils who wish to attend AoA exceeds the Charter School's capacity, admission, except for existing pupils of AoA, who are guaranteed enrollment for the following year, shall be determined by a public random drawing ("lottery"). Families who submitted completed application forms prior to the open enrollment deadline will be notified in writing regarding the date, time, and location of the lottery, and rules for the lottery process. The lottery will be held at the Charter School. Parents and guardians do not have to be present at the lottery. The Academy of Alameda maintains auditable records of the above activities.

In accordance with Education Code Section 47605(e)(2)(B), admission preferences in the case of a lottery shall be given to the following students in the following order below:

1. Children of AoA staff and Board members (not to exceed 10% of The Academy's Enrollment)
2. Residents of the the City of Alameda who are siblings of students admitted to or currently attending The Academy of Alameda
3. Other residents of the the City of Alameda
4. Other siblings of students admitted to or currently attending The Academy of Alameda
5. All other students in the State of California

Lottery Procedure

The Board will take all necessary efforts to ensure lottery procedures are fairly executed. Lottery spaces are pulled in order of grade level by the designated lottery official (appointed by the Executive Director or designee). Separate lotteries shall be conducted for each grade in which there are fewer vacancies than pupils interested in attending. All lotteries shall take place on the same day in a single location. Lotteries will be conducted in ascending order beginning with the lowest applicable grade level. There is no weighted priority assigned to the preference categories; rather, within each grade level, students will be drawn from pools beginning with all applicants who qualify for the first preference category, and shall continue with that preference category until all vacancies within that grade level have been filled. If there are more students in a preference category than there are spaces available, a random drawing will be held from within that preference category until all available spaces are filled. If all students from the preference category have been selected and there are remaining spaces available in that grade level, students from the second preference category will be drawn in the lottery, and the drawing shall continue until all spaces are filled and preference categories are exhausted in the order provided above.

Adopted/Ratified:

Enrollment Process

Families of students who are offered admission will be provided a specified time frame via email to confirm, in writing, their intent to enroll.

After admission, students will be required to submit an enrollment packet, which currently includes but may not be limited to, the following:

1. Student enrollment form
2. Proof of Immunization
3. Home Language Survey
4. Completion of Emergency Medical Information Form
5. Proof of minimum age requirements
6. Release of records¹

Wait List

At the conclusion of the public random drawing, all students who were not granted admission due to capacity shall be given the option to put their name on a wait list according to their draw in the lottery. Students applying after the open enrollment time frame will also be placed on the wait list.

The wait list allows students the option of enrollment in the case of an opening before or during the school year for which the student applied for admission. In no circumstance will a wait list carry over to the following school year.

Students on the wait list will be notified immediately if space becomes available and must confirm, in writing, their intent to enroll within the specified time frame (currently within a week of being notified). Please note that with the lottery, admission from the waitlist is not guaranteed. The Academy of Alameda's waitlist expires every year and you would need to submit a new application each school year if you are interested in attending in future years.

¹ In accordance with Education Code Section 47605(e)(4)(B), the Charter School shall not request a pupil's records or require a parent, guardian, or pupil to submit the pupil's records to the Charter School before enrollment.

Coversheet

Vote on the updated AoA Salary Scales

Section: IV. Board Communication
Item: F. Vote on the updated AoA Salary Scales
Purpose: Vote
Submitted by:
Related Material: Updated Salary Scales January 2025.pdf

CURRENT (T2) Certificated Staff						RECOMMENDATION (T2) Certificated Staff					
Step	Column 1	Column 2	Column 3	Column 4	Only	Step	Column 1	Column 2	Column 3	Column 4	Only
	0-3 AoA Yrs	4-6 AoA Yrs	7-9 AoA Yrs	10+ AoA Yrs			0-3 AoA Yrs	4-6 AoA Yrs	7-9 AoA Yrs	10+ AoA Yrs	
		\$250	\$500	\$750				\$1,000	\$1,000	\$1,000	
1	\$63,678.42	\$63,922.48	\$64,422.48	\$65,172.48		1	\$66,560.00	\$67,560.00	\$68,560.00	\$69,560.00	2%
2	\$64,150.02	\$64,400.02	\$64,900.02	\$65,650.02	0.75%	2	\$67,891.20	\$68,911.20	\$69,931.20	\$70,951.20	2%
3	\$66,074.52	\$66,324.52	\$66,824.52	\$67,574.52	3.00%	3	\$69,249.02	\$70,289.42	\$71,329.82	\$72,370.22	2%
4	\$68,056.76	\$68,306.76	\$68,806.76	\$69,556.76	3.00%	4	\$70,634.00	\$71,695.21	\$72,756.42	\$73,817.63	2%
5	\$70,098.46	\$70,348.46	\$70,848.46	\$71,598.46	3.00%	5	\$72,046.68	\$73,129.12	\$74,211.55	\$75,293.98	2%
6	\$72,201.42	\$72,451.42	\$72,951.42	\$73,701.42	3.00%	6	\$73,487.62	\$74,591.70	\$75,695.78	\$76,799.86	2%
7	\$74,367.46	\$74,617.46	\$75,117.46	\$75,867.46	3.00%	7	\$74,957.37	\$76,083.53	\$77,209.70	\$78,335.86	2%
8	\$76,598.48	\$76,848.48	\$77,348.48	\$78,098.48	3.00%	8	\$76,456.52	\$77,605.20	\$78,753.89	\$79,902.58	2%
9	\$78,130.45	\$78,380.45	\$78,880.45	\$79,630.45	2.00%	9	\$77,985.65	\$79,157.31	\$80,328.97	\$81,500.63	2%
10	\$79,693.06	\$79,943.06	\$80,443.06	\$81,193.06	2.00%	10	\$79,545.36	\$80,740.45	\$81,935.55	\$83,130.64	2%
11	\$81,286.92	\$81,536.92	\$82,036.92	\$82,786.92	2.00%	11	\$81,136.27	\$82,355.26	\$83,574.26	\$84,793.25	2%
12	\$82,506.23	\$82,756.23	\$83,256.23	\$84,006.23	1.50%	12	\$82,758.99	\$84,002.37	\$85,245.74	\$86,489.12	2%
13	\$83,743.82	\$83,993.82	\$84,493.82	\$85,243.82	1.50%	13	\$84,414.17	\$85,682.42	\$86,950.66	\$88,218.90	2%
14	\$84,999.98	\$85,249.98	\$85,749.98	\$86,499.98	1.50%	14	\$86,102.46	\$87,396.06	\$88,689.67	\$89,983.28	2%
15	\$86,274.98	\$86,524.98	\$87,024.98	\$87,774.98	1.50%	15	\$87,824.51	\$89,143.99	\$90,463.46	\$91,782.94	2%
16	\$87,569.10	\$87,819.10	\$88,319.10	\$89,069.10	1.50%	16	\$89,581.00	\$90,926.86	\$92,272.73	\$93,618.60	2%
17	\$88,882.64	\$89,132.64	\$89,632.64	\$90,382.64	1.50%	17	\$91,372.62	\$92,745.40	\$94,118.19	\$95,490.97	2%
18	\$90,215.88	\$90,465.88	\$90,965.88	\$91,715.88	1.50%	18	\$93,200.07	\$94,600.31	\$96,000.55	\$97,400.79	2%
19	\$91,569.12	\$91,819.12	\$92,319.12	\$93,069.12	1.50%	19	\$95,064.07	\$96,492.32	\$97,920.56	\$99,348.81	2%
20	\$92,942.65	\$93,192.65	\$93,692.65	\$94,442.65	1.50%	20	\$96,965.35	\$98,422.16	\$99,878.97	\$101,335.79	2%
21	\$94,336.79	\$94,586.79	\$95,086.79	\$95,836.79	1.50%	21	\$98,904.66	\$100,390.61	\$101,876.55	\$103,362.50	2%
22	\$95,751.84	\$96,001.84	\$96,501.84	\$97,251.84	1.50%	22	\$100,882.75	\$102,398.42	\$103,914.08	\$105,429.75	2%
23	\$97,188.12	\$97,438.12	\$97,938.12	\$98,688.12	1.50%	23	\$102,900.41	\$104,446.39	\$105,992.37	\$107,538.35	2%
24	\$98,645.94	\$98,895.94	\$99,395.94	\$100,145.94	1.50%	24	\$104,958.42	\$106,535.31	\$108,112.21	\$109,689.11	2%
25	\$100,125.63	\$100,375.63	\$100,875.63	\$101,625.63	1.50%	25	\$107,057.58	\$108,666.02	\$110,274.46	\$111,882.90	2%
						26	\$109,198.73	\$110,839.34	\$112,479.95	\$114,120.55	2%
						27	\$111,382.71	\$113,056.13	\$114,729.55	\$116,402.96	2%
Current (T3) Certificated Teacher + Masters						RECOMMENDATION (T3) Certificated Teacher + Masters					
Step	Column 1	Column 2	Column 3	Column 4		Step	Column 1	Column 2	Column 3	Column 4	+ MA
	0-3 AoA Yrs	4-6 AoA Yrs	7-9 AoA Yrs	10+ AoA Yrs			0-3 AoA Yrs	4-6 AoA Yrs	7-9 AoA Yrs	10+ AoA Yrs	
1	\$64,672.48	\$64,922.48	\$65,422.48	\$66,172.48	\$1k + T2 step	1	\$67,560.00	\$68,560.00	\$69,560.00	\$70,560.00	\$1k + T2 step
2	\$65,150.02	\$65,400.02	\$65,900.02	\$66,650.02	\$1k + T2 step	2	\$68,911.20	\$69,931.20	\$70,951.20	\$71,971.20	2.00%
3	\$67,074.52	\$67,324.52	\$67,824.52	\$68,574.52	\$1k + T2 step	3	\$70,289.42	\$71,329.82	\$72,370.22	\$73,410.62	2.00%
4	\$69,056.76	\$69,306.76	\$69,806.76	\$70,556.76	\$1k + T2 step	4	\$71,695.21	\$72,756.42	\$73,817.63	\$74,878.84	2.00%
5	\$71,098.46	\$71,348.46	\$71,848.46	\$72,598.46	\$1k + T2 step	5	\$73,129.12	\$74,211.55	\$75,293.98	\$76,376.41	2.00%
6	\$73,201.42	\$73,451.42	\$73,951.42	\$74,701.42	\$1k + T2 step	6	\$74,591.70	\$75,695.78	\$76,799.86	\$77,903.94	2.00%
7	\$75,367.46	\$75,617.46	\$76,117.46	\$76,867.46	\$1k + T2 step	7	\$76,083.53	\$77,209.70	\$78,335.86	\$79,462.02	2.00%
8	\$77,598.48	\$77,848.48	\$78,348.48	\$79,098.48	\$1k + T2 step	8	\$77,605.20	\$78,753.89	\$79,902.58	\$81,051.26	2.00%
9	\$79,130.45	\$79,380.45	\$79,880.45	\$80,630.45	\$1k + T2 step	9	\$79,157.31	\$80,328.97	\$81,500.63	\$82,672.29	2.00%
10	\$80,693.06	\$80,943.06	\$81,443.06	\$82,193.06	\$1k + T2 step	10	\$80,740.45	\$81,935.55	\$83,130.64	\$84,325.73	2.00%
11	\$82,286.92	\$82,536.92	\$83,036.92	\$83,786.92	\$1k + T2 step	11	\$82,355.26	\$83,574.26	\$84,793.25	\$86,012.25	2.00%
12	\$83,506.23	\$83,756.23	\$84,256.23	\$85,006.23	\$1k + T2 step	12	\$84,002.37	\$85,245.74	\$86,489.12	\$87,732.49	2.00%
13	\$84,743.82	\$84,993.82	\$85,493.82	\$86,243.82	\$1k + T2 step	13	\$85,682.42	\$86,950.66	\$88,218.90	\$89,487.14	2.00%
14	\$85,999.98	\$86,249.98	\$86,749.98	\$87,499.98	\$1k + T2 step	14	\$87,396.06	\$88,689.67	\$89,983.28	\$91,276.88	2.00%
15	\$87,274.98	\$87,524.98	\$88,024.98	\$88,774.98	\$1k + T2 step	15	\$89,143.99	\$90,463.46	\$91,782.94	\$93,102.42	2.00%
16	\$88,569.10	\$88,819.10	\$89,319.10	\$90,069.10	\$1k + T2 step	16	\$90,926.86	\$92,272.73	\$93,618.60	\$94,964.47	2.00%
17	\$89,882.64	\$90,132.64	\$90,632.64	\$91,382.64	\$1k + T2 step	17	\$92,745.40	\$94,118.19	\$95,490.97	\$96,863.76	2.00%
18	\$91,215.88	\$91,465.88	\$91,965.88	\$92,715.88	\$1k + T2 step	18	\$94,600.31	\$96,000.55	\$97,400.79	\$98,801.03	2.00%
19	\$92,569.12	\$92,819.12	\$93,319.12	\$94,069.12	\$1k + T2 step	19	\$96,492.32	\$97,920.56	\$99,348.81	\$100,777.06	2.00%
20	\$93,942.65	\$94,192.65	\$94,692.65	\$95,442.65	\$1k + T2 step	20	\$98,422.16	\$99,878.97	\$101,335.79	\$102,792.60	2.00%
21	\$95,336.79	\$95,586.79	\$96,086.79	\$96,836.79	\$1k + T2 step	21	\$100,390.61	\$101,876.55	\$103,362.50	\$104,848.45	2.00%
22	\$96,751.84	\$97,001.84	\$97,501.84	\$98,251.84	\$1k + T2 step	22	\$102,398.42	\$103,914.08	\$105,429.75	\$106,945.42	2.00%
23	\$98,188.12	\$98,438.12	\$98,938.12	\$99,688.12	\$1k + T2 step	23	\$104,446.39	\$105,992.37	\$107,538.35	\$109,084.33	2.00%
24	\$99,645.94	\$99,895.94	\$100,395.94	\$101,145.94	\$1k + T2 step	24	\$106,535.31	\$108,112.21	\$109,689.11	\$111,266.01	2.00%
25	\$101,125.63	\$101,375.63	\$101,875.63	\$102,625.63	\$1k + T2 step	25	\$108,666.02	\$110,274.46	\$111,882.90	\$113,491.33	2.00%
						26	\$110,839.34	\$112,479.95	\$114,120.55	\$115,761.16	2.00%
						27	\$113,056.13	\$114,729.55	\$116,402.96	\$118,076.38	2.00%
CURRENT (O1) Classified Office Staff I						RECOMMENDATION (O1) Classified Office Staff I					
Step	Column 1	Column 2	Column 3			Step	Column 1	Column 2	Column 3		
	HS / GED	AA	BA				HS / GED	AA	BA		

		\$1.00	\$1.00				\$1.00	\$1.00		
1	\$ 19.11	\$ 20.11	\$ 21.11			1	\$ 24.00	\$ 25.00	\$ 25.00	
2	\$ 20.07	\$ 21.12	\$ 22.17	5.00%		2	\$ 24.72	\$ 25.75	\$ 25.75	3.00%
3	\$ 21.07	\$ 22.17	\$ 23.27	5.00%		3	\$ 25.46	\$ 26.52	\$ 26.52	3.00%
4	\$ 22.12	\$ 23.28	\$ 24.44	5.00%		4	\$ 26.23	\$ 27.32	\$ 27.32	3.00%
5	\$ 23.23	\$ 24.44	\$ 25.66	5.00%		5	\$ 27.01	\$ 28.14	\$ 28.14	3.00%
6	\$ 24.39	\$ 25.67	\$ 26.94	5.00%		6	\$ 27.82	\$ 28.98	\$ 28.98	3.00%
7	\$ 25.61	\$ 26.95	\$ 28.29	5.00%		7	\$ 28.66	\$ 29.85	\$ 29.85	3.00%
8	\$ 26.89	\$ 28.30	\$ 29.70	5.00%		8	\$ 29.52	\$ 30.75	\$ 30.75	3.00%
9	\$ 28.23	\$ 29.71	\$ 31.19	5.00%		9	\$ 30.40	\$ 31.67	\$ 31.67	3.00%
10	\$ 29.65	\$ 31.20	\$ 32.75	5.00%		10	\$ 31.31	\$ 32.62	\$ 32.62	3.00%
						11	\$ 32.25	\$ 33.60	\$ 33.60	3.00%
						12	\$ 33.22	\$ 34.61	\$ 34.61	3.00%
						13	\$ 34.22	\$ 35.64	\$ 35.64	3.00%
						14	\$ 35.24	\$ 36.71	\$ 36.71	3.00%

CURRENT (O3) 12 Month Office Manager						RECOMMENDATION (O3) 12 Month Office Manager					
Step	Column 1	Column 2	Column 3	Column 4		Step	Column 1	Column 2	Column 3	Column 4	
	0-3 AoA Yrs	4-6 AoA Yrs	7-9 AoA Yrs	10+ AoA Yrs			0-3 AoA Yrs	4-6 AoA Yrs	7-9 AoA Yrs	10+ AoA Yrs	
1	\$48,576.00	\$49,456.00	\$51,216.00	\$53,856.00		1	\$68,722.55	\$69,722.55	\$70,722.55	\$71,722.55	
2	\$49,790.40	\$51,550.40	\$54,190.40	\$56,830.40	2.50%	2	\$70,440.61	\$71,465.61	\$72,490.61	\$73,515.61	2.50%
3	\$51,035.16	\$52,795.16	\$55,435.16	\$58,075.16	2.50%	3	\$72,201.63	\$73,252.25	\$74,302.88	\$75,353.50	2.50%
4	\$52,311.04	\$54,071.04	\$56,711.04	\$59,351.04	2.50%	4	\$74,006.67	\$75,083.56	\$76,160.45	\$77,237.34	2.50%
5	\$53,618.81	\$55,378.81	\$58,018.81	\$60,658.81	2.50%	5	\$75,856.84	\$76,960.65	\$78,064.46	\$79,168.28	2.50%
6	\$54,959.29	\$56,719.29	\$59,359.29	\$61,999.29	2.50%	6	\$77,753.26	\$78,884.67	\$80,016.07	\$81,147.48	2.50%
7	\$56,333.27	\$58,093.27	\$60,733.27	\$63,373.27	2.50%	7	\$79,697.09	\$80,856.78	\$82,016.48	\$83,176.17	2.50%
8	\$57,741.60	\$59,501.60	\$62,141.60	\$64,781.60	2.50%	8	\$81,689.52	\$82,878.20	\$84,066.89	\$85,255.57	2.50%
9	\$59,185.14	\$60,945.14	\$63,585.14	\$66,225.14	2.50%	9	\$83,731.75	\$84,950.16	\$86,168.56	\$87,386.96	2.50%
10	\$60,664.77	\$62,424.77	\$65,064.77	\$67,704.77	2.50%	10	\$85,825.05	\$87,073.91	\$88,322.77	\$89,571.64	2.50%
11	\$62,181.39	\$63,941.39	\$66,581.39	\$69,221.39	2.50%	11	\$87,970.67	\$89,250.76	\$90,530.84	\$91,810.93	2.50%
12	\$63,735.92	\$65,495.92	\$68,135.92	\$70,775.92	2.50%	12	\$90,169.94	\$91,482.03	\$92,794.11	\$94,106.20	2.50%
13	\$65,329.32	\$67,089.32	\$69,729.32	\$72,369.32	2.50%	13	\$92,424.19	\$93,769.08	\$95,113.97	\$96,458.86	2.50%
14	\$66,962.55	\$68,722.55	\$71,362.55	\$74,002.55	2.50%	14	\$94,734.79	\$96,113.31	\$97,491.82	\$98,870.33	2.50%
15	\$68,636.62	\$70,396.62	\$73,036.62	\$75,676.62	2.50%	15	\$97,103.16	\$98,516.14	\$99,929.11	\$101,342.09	2.50%
16	\$70,352.53	\$72,112.53	\$74,752.53	\$77,392.53	2.50%	16	\$99,530.74	\$100,979.04	\$102,427.34	\$103,875.64	2.50%
17	\$72,111.35	\$73,871.35	\$76,511.35	\$79,151.35	2.50%	17	\$102,019.01	\$103,503.52	\$104,988.02	\$106,472.53	2.50%
18	\$73,914.13	\$75,674.13	\$78,314.13	\$80,954.13	2.50%	18	\$104,569.49	\$106,091.11	\$107,612.72	\$109,134.34	2.50%
19	\$75,761.98	\$77,521.98	\$80,161.98	\$82,801.98	2.50%	19	\$107,183.72	\$108,743.38	\$110,303.04	\$111,862.70	2.50%
20	\$77,656.03	\$79,416.03	\$82,056.03	\$84,696.03	2.50%	20	\$109,863.32	\$111,461.97	\$113,060.62	\$114,659.27	2.50%

CURRENT (I1) - Classified Instructional Support Staff I						RECOMMENDATION (I1) - Classified Instructional Support Staff I				
Step	Column 1	Column 2				Step	Column 1	Column 2		
	HS / GED/AA	BA					HS / GED/AA	BA		
		\$1.00				1	\$ 24.00	\$ 26.00		
1	\$ 20.17	\$ 21.17				2	\$ 24.72	\$ 26.78	3.00%	
2	\$ 21.18	\$ 22.23	5.00%			3	\$ 25.46	\$ 27.58	3.00%	
3	\$ 22.24	\$ 23.34	5.00%			4	\$ 26.23	\$ 28.41	3.00%	
4	\$ 23.35	\$ 24.51	5.00%			5	\$ 27.01	\$ 29.26	3.00%	
5	\$ 24.52	\$ 25.73	5.00%			6	\$ 27.82	\$ 30.14	3.00%	
6	\$ 25.74	\$ 27.02	5.00%			7	\$ 28.66	\$ 31.05	3.00%	
7	\$ 27.03	\$ 28.37	5.00%			8	\$ 29.52	\$ 31.98	3.00%	
8	\$ 28.38	\$ 29.79	5.00%			9	\$ 30.40	\$ 32.94	3.00%	
9	\$ 29.80	\$ 31.28	5.00%			10	\$ 31.31	\$ 33.92	3.00%	
10	\$ 31.29	\$ 32.84	5.00%			11	\$ 32.25	\$ 34.94	3.00%	
						12	\$ 33.22	\$ 35.99	3.00%	
						13	\$ 34.22	\$ 37.07	3.00%	
						14	\$ 35.24	\$ 38.18		

CURRENT (I2) - Classified Instructional Support Staff II						RECOMMENDATION (I2) - Classified Instructional Support Staff II				
Step	Column 1	Column 2				Step	Column 1	Column 2		
	HS / GED/AA	BA					HS / GED/AA	BA		
		\$1.00						\$2.00		
1	\$ 21.21	\$ 22.21				1	\$ 25.00	\$ 27.00	3%	

2	\$ 22.27	\$ 23.32	5.00%			2	\$ 25.75	\$ 27.81	3%		
3	\$ 23.38	\$ 24.49	5.00%			3	\$ 26.52	\$ 29.20	3%		
4	\$ 24.55	\$ 25.71	5.00%			4	\$ 27.32	\$ 30.66	3%		
5	\$ 25.78	\$ 27.00	5.00%			5	\$ 28.14	\$ 32.19	3%		
6	\$ 27.07	\$ 28.35	5.00%			6	\$ 28.98	\$ 33.80	3%		
7	\$ 28.42	\$ 29.76	5.00%			7	\$ 29.85	\$ 35.49	3%		
8	\$ 29.84	\$ 31.25	5.00%			8	\$ 30.75	\$ 37.27	3%		
9	\$ 31.34	\$ 32.81	5.00%			9	\$ 31.67	\$ 39.13	3%		
10	\$ 32.90	\$ 34.45	5.00%			10	\$ 32.62	\$ 41.09	3%		
						11	\$ 33.60	\$ 41.09	3%		
						12	\$ 34.61	\$ 41.09	3%		
						13	\$ 35.64	\$ 41.09	3%		
CURRENT (I3) Classified Instructional Support Staff III						RECOMMENDATION (I3) Classified Instructional Support Staff III					
Step	Column 1	Column 2	Column 3	Column 4		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>			<i>0-3 AoA Yrs</i>	<i>4-6 AoA Yrs</i>	<i>7-9 AoA Yrs</i>	<i>10+ AoA Yrs</i>	
		\$0.50	\$1.00	\$1.50				\$0.50	\$1.00	\$1.50	
1	\$ 22.81	\$ 23.31	\$ 24.31	\$ 25.81		1	\$ 26.00	\$ 26.50	\$ 27.50	\$ 29.00	
2	\$ 23.38	\$ 23.88	\$ 24.88	\$ 26.38	2.50%	2	\$ 26.65	\$ 27.16	\$ 28.19	\$ 29.73	2.50%
3	\$ 23.96	\$ 24.46	\$ 25.46	\$ 26.96	2.50%	3	\$ 27.32	\$ 27.84	\$ 28.89	\$ 30.47	2.50%
4	\$ 24.56	\$ 25.06	\$ 26.06	\$ 27.56	2.50%	4	\$ 28.00	\$ 28.54	\$ 29.61	\$ 31.23	2.50%
5	\$ 25.18	\$ 25.68	\$ 26.68	\$ 28.18	2.50%	5	\$ 28.70	\$ 29.25	\$ 30.35	\$ 32.01	2.50%
6	\$ 25.81	\$ 26.31	\$ 27.31	\$ 28.81	2.50%	6	\$ 29.42	\$ 29.98	\$ 31.11	\$ 32.81	2.50%
7	\$ 26.45	\$ 26.95	\$ 27.95	\$ 29.45	2.50%	7	\$ 30.15	\$ 30.73	\$ 31.89	\$ 33.63	2.50%
8	\$ 27.11	\$ 27.61	\$ 28.61	\$ 30.11	2.50%	8	\$ 30.91	\$ 31.50	\$ 32.69	\$ 34.47	2.50%
9	\$ 27.79	\$ 28.29	\$ 29.29	\$ 30.79	2.50%	9	\$ 31.68	\$ 32.29	\$ 33.51	\$ 35.33	2.50%
10	\$ 28.49	\$ 28.99	\$ 29.99	\$ 31.49	2.50%	10	\$ 32.47	\$ 33.09	\$ 34.34	\$ 36.22	2.50%
						11	\$ 33.28	\$ 33.92	\$ 35.20	\$ 37.12	2.50%
						12	\$ 34.11	\$ 34.77	\$ 36.08	\$ 38.05	2.50%
						13	\$ 34.97	\$ 35.64	\$ 36.98	\$ 39.00	2.50%