Excel Academy (CA)

Regular Meeting of the Board of Directors

Published on May 8, 2026 at 3:30 PM PDT

Date and Time

Thursday May 14, 2026 at 10:05 AM PDT

Location

Excel Academy Charter Schoo
l
1 Technology Drive, Ste I-811
Irvine, CA 92618

Regus- Gateway Chula Vista
333 H Street, Suite 5000
Chula Vista, CA 91910

Zoom Meeting Information:
Meeting ID: 996 1940 6308
One tap mobile: +13462487799,,99619406308# US
URL:https://zoom.us/j/99619406308

MISSION STATEMENT

At Excel Academy, we invest in each student by providing a personalized and engaging learning experience centered on a collaborative partnership between school and home that creates unmatched opportunities for excellence and future success.

THE ORDER OF BUSINESS MAY BE CHANGED WITHOUT NOTICE

Notice is hereby given that the order of consideration of matters on this agenda may be changed without prior notice.

REASONABLE LIMITATIONS MAY BE PLACED ON PUBLIC TESTIMONY

The Governing Board's presiding officer reserves the right to impose reasonable time limits on public testimony to ensure that the agenda is completed.

REASONABLE ACCOMMODATION WILL BE PROVIDED FOR ANY INDIVIDUAL WITH A DISABILITY

Pursuant to the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, any individual with a disability who requires reasonable accommodation to attend or participate in this meeting of the Governing Board may request assistance by contacting Excel Academy Charter Schools.

Agenda

		Purpose	Presenter	Time
I.	**Opening Items**			**10:05 AM**
A.	Call the Meeting to Order		William Hall	1 m
B.	Record Attendance		William Hall	1 m

Roll Call:
William Hall, President
Michael Humphrey, Vice President
Steve Fraire, Clerk
Susan Houle, Member
Larry Alvarado, Member

II.	**Pledge of Allegiance**			**10:07 AM**
A.	Led by Board President or designee.		William Hall	1 m
III.	**Approve/Adopt Agenda**			**10:08 AM**
A.	Agenda	Vote	William Hall	1 m

It is recommended the Board of Directors adopt as presented, the agenda for the Regular Board meeting of May 14, 2026.

Roll Call Vote:

		Purpose	Presenter	Time

William Hall
Michael Humphrey
Steve Fraire
Susan Houle
Larry Alvarado
Moved by _____ Seconded by _____ Ayes _____ Nays _____ Absent _____

IV. Approve Minutes — 10:09 AM

		Purpose	Presenter	Time
A.	Minutes of the Regular Board Meeting held on March 12, 2026	Approve Minutes	William Hall	1 m

Roll Call Vote:
William Hall
Michael Humphrey
Steve Fraire
Susan Houle
Larry Alvarado
Moved by _____ Seconded by _____ Ayes _____ Nays _____ Absent _____

		Purpose	Presenter	Time
B.	Minutes of the Board Study Session held on April 9, 2026	Approve Minutes	William Hall	1 m

Roll Call Vote:
William Hall
Michael Humphrey
Steve Fraire
Susan Houle
Larry Alvarado
Moved by _____ Seconded by _____ Ayes _____ Nays _____ Absent _____

V. Public Comments/Recognition/Reports

Please submit a Request to Speak to the Board of Directors using the chat feature on the right hand side of the Zoom platform. Please state the agenda item number that you wish to address prior to the agenda item being called by the Board President. Not more than three (3) minutes are to be allotted to any one (1) speaker, and no more than twenty (20) minutes on the same subject. This portion of the agenda is for comments, recognitions and

		Purpose	Presenter	Time
	reports to the Board and is not intended to be a question and answer period. If you have questions for the Board, please provide the Board President with a written statement and an administrator will provide answers at a later date.			
VI.	**Adjourn to Closed Session**			**10:11 AM**
A.	The Board will consider and may act on any of the Closed Session matters. Roll Call Vote: William Hall Michael Humphrey Steve Fraire Susan Houle Larry Alvarado Moved by _____ Seconded by _____ Ayes _____ Nays _____ Absent _____	Vote	William Hall	1 m
VII.	**Closed Session**			**10:12 AM**
A.	Closed Session Agenda **1. Public Employee Performance Evaluation** Pursuant to Gov. Code 54957 a. Annual Performance Evaluation, Superintendent/CEO	Discuss	William Hall	10 m
VIII.	**Reconvene Regular Meeting**			**10:22 AM**
A.	Report out any action taken in closed session.	Discuss	William Hall	1 m
IX.	**Correspondence/Proposals/Reports**			**10:23 AM**
A.	Introduction of New Chief Business Officer - Joe Mills	Discuss	Heidi Gasca	4 m
B.	Principals: Year in Review - Presented by April Saade, Elementary Principal, Jenn Sheehey, Virtual Education Principal and Lorrie Wood, Secondary Principal	Discuss	April Saade, Jenn Sheehey & Lorrie Wood	12 m
C.	Staff Appreciation **10 Year Recognition:** *Amy Hitzler*	Discuss	Heidi Gasca	5 m

		Purpose	Presenter	Time
	April Saade *Caitlin Reardon* *Diane Geier* *Elise Rodriguez* *Erica Flores* *Erin Hansen* *Erin Rynders* *Hannah Cho* *Lauren Hansen* *Lorrie Wood* *Nikki O'Neill* *Sarah Loeffler* *Suzanne Rosales* *Theresa Alderson* *Tisha Richardson* *Wendy Macadam*			
D.	Superintendent/CEO 2026-2027 Contract Review & Compensation Study	Discuss	Chastin Pierman	7 m

X. Consent — 10:51 AM

Items listed under Consent are considered routine and will be approved/adopted by a single motion. There will be no separate discussion of these items; however, any item may be removed from the Consent upon the request of any member of the Board, discussed, and acted upon separately.

A. Consent - Business/Financial Services

1. Check Register **-** March 2026
2. Check Register **-** April 2026
3. Cash Payment Reports- March 2026
4. Cash Payment Reports- April 2026
5. Approval of Excel Academy Charter Schools Content & Community Provider (CCP) Renewal Documents 2026-26
    1. Content & Community Provider Application
    2. Content & Community Provider Renewal Application
    3. Ordering Guidelines
6. Ratification of The Association of Personalized Learning Schools & Services (APLUS+) Membership Renewal for 2026-27

		Purpose	Presenter	Time

B. Consent - Education Student/Services

1. Approval of Excel Academy Parent & Student Handbook for 2026-2027
2. Approval of Lexia Core 5/Power UP Literacy Subscription
3. Approval of PresenceLearning Inc. (Renewal)
4. Approval of Subject Technologies Inc. Subscription (Renewal)

C. Consent - Personnel Services

1. Approval of Certificated Personnel Report
2. Approval of Classified Personnel Report
3. Approval of the 2026-2027 Certificated Work Year Calendars
4. Approval of the 2026-2027 Classified Work Year Calendars
5. Approval of Effective School Solutions Contract
6. Job Descriptions

D. Consent Items - Policy Development | Vote | William Hall | 1 m

Approval of existing board policies revised, reviewed, and eliminated by staff for the 2026-2027 school year.

Board Policies: Revised (Revised with Changes)
The following are current policies that have been revised to provide clarity or alignment with changes in law or procedures.

3000 Series - Business/Non-Instructional
3115 - EA Terms & Conditions of the PO

5000 Series - Student Services
5070 - EA Transgender and Gender Non-Conforming Student Nondiscrimination Policy

6000 Series - Instruction
6116 - EA Discipline and Involuntary Withdrawal Policy

Items in the consent agenda are considered routine and will be approved/adopted by a single motion.

Roll Call Vote:

		Purpose	Presenter	Time

William Hall
Michael Humphrey
Steve Fraire
Susan Houle
Larry Alvarado
Moved by _____ Seconded by _____ Ayes _____ Nays _____ Absent _____

XI. Board Governance — 10:52 AM

A.	Approval of Excel Academy Charter Schools Board of Directors Manual Revisions	Vote	Heidi Gasca	2 m

It is recommended the Board approve the revisions to the Board of Directors Manual as presented for Excel Academy Charter Schools, Helendale (#2073) and Warner (#2053).

Roll Call Vote:
William Hall
Michael Humphrey
Steve Fraire
Susan Houle
Larry Alvarado
Moved by _____ Seconded by _____ Ayes _____ Nays _____ Absent _____

B.	Approval of Resolution No. 2026-001, Increasing Excel Academy Charter Schools Board of Directors' Stipend, Effective January 1, 2026	Vote	Heidi Gasca	3 m

It is recommended the Board approve Resolution No. 2026-001, increasing the monthly stipend for each voting member of the Board of Directors from $650 to $800, a $150 increase, effective January 1, 2026.

Fiscal Impact: $4,500.00 (for the remainder of the 2025/26 school year)
Warner: $2,790.00
Helendale: $1,710.00

Roll Call Vote:
William Hall
Michael Humphrey
Steve Fraire
Susan Houle

		Purpose	Presenter	Time

Larry Alvarado
Moved by _____ Seconds by _____ Ayes _____ Nays _____ Absent _____

XII. Business/Financial Services — 10:57 AM

		Purpose	Presenter	Time
A.	Approval of Excel Academy Charter Schools Tax Form 990 Return and California Tax Form 199 Return (Draft) - Year Ended June 30, 2025, as prepared by CliftonLarsonAllen (CLA)	Vote	Joe Sorrera	3 m

It is recommended the Board approve the Federal Tax Form 990 Return and California Tax Form 199 Return (Draft) - Year Ended June 30, 2025, as prepared by CliftonLarsonAllen (CLA) for Excel Academy Charter Schools, Helendale (#2073) and Warner (#2053).

Fiscal Impact: None

Roll Call Vote:
William Hall
Michael Humphrey
Steve Fraire
Susan Houle
Larry Alvarado
Moved by _____ Seconded by _____ Ayes _____ Nays _____ Absent _____

		Purpose	Presenter	Time
B.	Approval of Additional Chromebooks Purchase	Vote	Heidi Gasca	2 m

It is recommended the Board approve the additional Chromebooks purchase for 2026-2027 for Excel Academy Charter Schools, Helendale (#2073) and Warner (#2053).

Fiscal Impact: $213,319.78
Warner (#2053): $132,258.26
Helendale (#2073): $81,061.52

Roll Call Vote:
William Hall
Michael Humphrey
Steve Fraire
Susan Houle
Larry Alvarado
Moved by _____ Seconded by _____ Ayes _____ Nays _____ Absent _____

		Purpose	Presenter	Time
C.	Approval of Irvine Office Lease with the Irvine Company LLC (Renewal)	Vote	Joe Sorrera	3 m

It is recommended the Board approve the Irvine Office Lease Renewal with the Irvine Company LLC for Excel Academy Charter Schools, Helendale (#2073) and Warner (#2053).

Fiscal Impact: $48,576.96
Warner (#2053): $30,117.72
Helendale (#2073): $18,459.24

Roll Call Vote:
William Hall
Michael Humphrey
Steve Fraire
Susan Houle
Larry Alvarado
Moved by _____ Seconded by _____ Ayes _____ Nays _____ Absent _____

		Purpose	Presenter	Time
D.	Approval of the Ordering Purchase System (OPS) (Renewal)	Vote	Heidi Gasca	3 m

It is recommended the Board approve the Ordering Purchase System (OPS) Renewal for Excel Academy Charter Schools, Helendale (#2073) and Warner (#2053).

Fiscal Impact: $30,567.28
Warner (#2053): $18,951.71
Helendale (#2073): $11,615.57

Roll Call Vote:
William Hall
Michael Humphrey
Steve Fraire
Susan Houle
Larry Alvarado
Moved by _____ Seconded by _____ Ayes _____ Nays _____ Absent _____

XIII. Education Services **11:08 AM**

		Purpose	Presenter	Time
A.	Approval of 1st Day School Supplies Boxes for 2026-2027	Vote	Heidi Gasca	2 m

It is recommended the Board approve the 1st Day School Supplies Boxes for the 2026-27 School Year for Excel Academy Charter Schools, Helendale (#2073) and Warner (#2053).

Fiscal Impact: $78,490.35
Warner (#2053): $48,664.02
Helendale (#2073): $29,826.33

Roll Call Vote:
William Hall
Michael Humphrey
Steve Fraire
Susan Houle
Larry Alvarado
Moved by _____ Seconded by _____ Ayes _____ Nays _____ Absent _____

		Purpose	Presenter	Time
B.	Approval of Bright Thinker Service Licenses (Renewal)	Vote	Heidi Gasca	2 m

It is recommended the Board approve the Bright Thinker Service Licenses Renewal for 2026-27 for Excel Academy Charter Schools, Helendale (#2073) and Warner (#2053).

Fiscal Impact: $87,500.00
Warner (#2053): $54,250.00
Helendale (#2073): $33,250.00

Roll Call Vote:
William Hall
Michael Humphrey
Steve Fraire
Susan Houle
Larry Alvarado
Moved by _____ Seconded by _____ Ayes _____ Nays _____ Absent _____

		Purpose	Presenter	Time
C.	Approval of FlexPoint Education Cloud (Renewal)	Vote	Heidi Gasca	2 m

		Purpose	Presenter	Time

It is recommended the Board approve the FlexPoint Education Cloud Renewal for the 2025-26 School Year for Excel Academy Charter Schools, Helendale (#2073) and Warner (#2053).

Fiscal Impact: $60,532.50
Warner (#2053): $37,530.15
Helendale (#2073): $23,002.35

Roll Call Vote:
William Hall
Michael Humphrey
Steve Fraire
Susan Houle
Larry Alvarado
Moved by _____ Seconded by _____ Ayes _____ Nays _____ Absent _____

D. Approval of GoGuardian (Renewal) — Vote — Heidi Gasca — 2 m

It is recommended the Board approve the GoGuardian Renewal for the 2026-27 School Year for Excel Academy Charter Schools, Helendale (#2073) and Warner (#2053).

Fiscal Impact: $20,280.30
Warner (#2053): $12,573.79
Helendale (#2073): $7,706.51

Roll Call Vote:
William Hall
Michael Humphrey
Steve Fraire
Susan Houle
Larry Alvarado
Moved by _____ Seconded by _____ Ayes _____ Nays _____ Absent _____

E. Approval of the Tutor.com (Renewal) — Vote — Heidi Gasca — 2 m

It is recommended the Board approve the Tutor.com Renewal for the 2025-26 School Year for Excel Academy Charter Schools, Helendale (#2073) and Warner (#2053).

Fiscal Impact: $29,085.00
Warner (#2053): $18,032.70

	Purpose	Presenter	Time

Helendale (#2073): $11,052.30

Roll Call Vote:
William Hall
Michael Humphrey
Steve Fraire
Susan Houle
Larry Alvarado
Moved by _____ Seconded by _____ Ayes _____ Nays _____ Absent _____

XIV. Operations — 11:18 AM

A. Approval of the Amended Articles of Incorporation — Vote — Heidi Gasca — 3 m

It is recommended the Board approve the amended Articles of Incorporation for Excel Academy Charter Schools, Helendale (#2073) and Warner (#2053).

Fiscal Impact: N/A

Roll Call Vote:
William Hall
Michael Humphrey
Steve Fraire
Susan Houle
Larry Alvarado
Moved by _____ Seconded by _____ Ayes _____ Nays _____ Absent _____

XV. Personnel Services — 11:21 AM

A. Approval of the Declaration of Need (DON) for Fully Qualified Educators — Vote — Megan Anderson — 2 m

It is recommended the Declaration of Need (DON) for Fully Qualified Educators for Excel Academy Charter Schools, Helendale (#2073) and Warner (#2053).

Fiscal Impact: None

Roll Call Vote:
William Hall
Michael Humphrey

		Purpose	Presenter	Time

Steve Fraire
Susan Houle
Larry Alvarado
Moved by _____ Seconded by _____ Ayes _____ Nays _____ Absent _____

B. Approval of 2026-2027 Strategic Staffing Plan & Salary Schedules — Vote — Megan Anderson — 12 m

It is recommended the Board approve the 2026-2027 Strategic Staffing Plan & Salary Schedules for Excel Academy Charter Schools, Helendale (#2073) and Warner (#2053).

Fiscal Impact: As delineated on the attached plan.

Roll Call Vote:
William Hall
Michael Humphrey
Steve Fraire
Susan Houle
Larry Alvarado
Moved by _____ Seconded by _____ Ayes _____ Nays _____ Absent _____

C. Approval of Learning & the Brain Proposal — Vote — Heidi Gasca — 2 m

It is recommended the Board approve the Tutor.com Renewal for the 2026-27 School Year for Excel Academy Charter Schools, Helendale (#2073) and Warner (#2053).

Fiscal Impact: $21,600.00
Warner (#2053): $13,392.00
Helendale (#2073): $8,208.00

Roll Call Vote:
William Hall
Michael Humphrey
Steve Fraire
Susan Houle
Larry Alvarado
Moved by _____ Seconded by _____ Ayes _____ Nays _____ Absent _____

XVI. Calendar

	Purpose	Presenter	Time

The next scheduled Regular Board Meeting will be held on June 11, 2026.

XVII. Comments — 11:37 AM

A. Board Comments — 5 m

B. CEO Comments — 5 m

XVIII. Closing Items — 11:47 AM

A. Adjourn Meeting — Vote

Roll Call Vote:
William Hall
Michael Humphrey
Steve Fraire
Susan Houle
Larry Alvarado
Moved by _____ Seconded by _____ Ayes _____ Nays _____ Absent _____

FOR MORE INFORMATION
For more information concerning this agenda, contact
Excel Academy Charter School.

Coversheet

Minutes of the Regular Board Meeting held on March 12, 2026

Section:	IV. Approve Minutes
Item:	A. Minutes of the Regular Board Meeting held on March 12, 2026
Purpose:	Approve Minutes
Submitted by:	
Related Material:	Minutes for Regular Meeting of the Board of Directors on March 12, 2026

DRAFT

Excel Academy (CA)

Minutes

Regular Meeting of the Board of Directors

Date and Time
Thursday March 12, 2026 at 9:40 AM

Location

Excel Academy Charter School
1 Technology Drive, Ste I-811
Irvine, CA 92618

Regus- Gateway Chula Vista
333 H Street, Suite 5000
Chula Vista, CA 91910

Zoom Meeting Information:
Meeting ID: 844 1709 7524
One tap mobile: +12532050468,,84417097524# US
URL: https://us06web.zoom.us/j/84417097524

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Directors Present
L. Alvarado, S. Fraire, S. Houle, W. Hall

Directors Absent
M. Humphrey

Guests Present
L. Hansen

I. Opening Items

A. Call the Meeting to Order

W. Hall called a meeting of the board of directors of Excel Academy (CA) to order on Thursday Mar 12, 2026 at 9:46 AM.

B. Record Attendance

II. Approve/Adopt Agenda

A. Agenda

S. Houle made a motion to Bill Hall.
S. Fraire seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

M. Humphrey	Absent
S. Fraire	Aye
S. Houle	Aye
L. Alvarado	Aye
W. Hall	Aye

III. Approve Minutes

A.

Minutes of the Regular Board Meeting held on February 12, 2026

S. Houle made a motion to approve the minutes from Regular Meeting of the Board of Directors on 02-12-26.
L. Alvarado seconded the motion.
The board **VOTED** to approve the motion.

Roll Call	
W. Hall	Aye
M. Humphrey	Absent
S. Fraire	Aye
L. Alvarado	Aye
S. Houle	Aye

IV. Correspondence/Proposals/Reports

A. School Highlights - Presented by Heidi Gasca, Superintendent/CEO

Heidi shared several exciting updates regarding the school's growth and recent extracurricular successes. Here are the key highlights:

Enrollment & Growth

- **Strong Demand:** Applications for the **2026–2027 school year** are "flying in," serving as a testament to the school's reputation and the admissions team's proactive follow-up.
- **Counter-Trend Success:** While surrounding districts are experiencing declining enrollment, Heidi noted that their school continues to grow and expand.

The Inaugural Talent Show

- **A First for the School:** Heidi celebrated the success of the school's first-ever in-person talent show, describing the event as "inspiring" and "filled with joy."
- **Leadership Credits:** She extended special thanks to Elementary Principal April Saade and Music Teacher Casey Lipka for their roles in organizing the event.

Staff Spotlight: Casey Lipka

- **Impactful Teaching:** Casey Lipka was recognized for her immense energy and passion. Heidi emphasized that finding a teacher of her caliber is "priceless."
- **Creative Programming:** Casey leads a weekly choir class and organized a high-energy opening performance for the talent show.
- **Student Engagement:** Heidi highlighted Casey's ability to work with and mentor "fantastic students," some of whom were present at the meeting to share their experiences.

B. Student Choir & Music Club Member Testimonials

Melody (6th Grade, Choir)

- **Experience:** Melody shared that she has learned a significant amount about vocal technique and choir performance in Ms. Casey's class.
- **Performance:** Despite recovering from a cold, she performed a live rendition of **"Into the Unknown"** from *Frozen II*.
- **Outcome:** The board and staff praised her performance as "absolutely beautiful" and recognized her bravery for singing live.

Raelene (6th Grade, Choir)

- **Growth in Confidence:** Raylene spoke about her long history in theater arts and how the choir program has significantly reduced her performance anxiety.
- **Technical Skill:** She emphasized that Ms. Casey's focus on enunciation and vocal technique has made her performances "10 levels better."
- **Broader Impact:** She noted that the confidence she gained in choir now translates to public speaking and leading group activities in other areas of her life.
- **Showcase:** She shared a video clip of her performance in a production of *Annie Junior*.

Preston (High School, Music Club)

- **Creative Philosophy:** Preston highlighted a key takeaway from Ms. Casey: that music is a form of "personal preference" and individual expression.
- **Collaboration:** He showcased a digital music track he co-produced with another student, Vince. He demonstrated his ability to use production software to layer audio files and collaborate remotely with peers.
- **Response:** The board was particularly impressed by the sophistication of the composition, noting the "talent beyond anything" they could wrap their heads around.

Lucas (Music Student)

- **Skill Development:** Though he did not give a formal presentation, Lucas expressed his gratitude for the class, noting that the curriculum is "fluent" and has significantly "upped his skills."

The Board of Directors expressed deep appreciation for the students' talent. President Hall, a self-professed fan of musicals, encouraged the vocalists to keep pursuing their dreams, while also specifically praising the balanced composition of Preston's digital music project.

V. Consent

A. Consent - Business/Financial Services

1. Approval of Check Register - February 2026
2. Approval of Cash Payments - February 2026

B. Consent - Operations

1. Approval of the Excel Academy 2026 Conflict of Interest Code

C. Consent - Personnel Services

1. Approval of Certificated Personnel Report
2. Approval of Classified Personnel Report

D. Consent Items - Policy Development

L. Alvarado made a motion to Bill Hall.
S. Houle seconded the motion.
Approval of existing board policies revised, reviewed, and eliminated by staff for the 2025-2026 school year.

Board Policies: Revised (With Changes)
The following are current policies that have been revised to provide clarity or alignment with changes in law or procedures.

6000 Series - Instruction (Revised with Changes)
6010 - EA Independent Study Policy
6030 - EA Education for Foster and Mobile Youth Policy
6080 - EA Alternative Diploma Policy
6116 - EA Discipline & Involuntary Withdrawal Policy
6210 - EA Graduation Policy
The board **VOTED** to approve the motion.

Roll Call	
S. Houle	Aye
L. Alvarado	Aye
M. Humphrey	Absent
S. Fraire	Aye
W. Hall	Aye

VI. Board Governance

A. Approval of the Fourth Amended Bylaws of Excel Academy Charter Schools

S. Fraire made a motion to Bill Hall.
S. Houle seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

S. Houle	Aye
W. Hall	Aye
S. Fraire	Aye
M. Humphrey	Absent
L. Alvarado	Aye

VII. Business/Financial Services

A. Approval of the Second Interim Financial Report

S. Houle made a motion to Bill Hall.
S. Fraire seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

S. Houle	Aye
L. Alvarado	Aye
M. Humphrey	Absent
W. Hall	Aye
S. Fraire	Aye

B. Approval of Additional Chromebooks Purchase

S. Fraire made a motion to Bill Hall.
S. Houle seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

S. Houle	Aye
W. Hall	Aye
M. Humphrey	Absent
S. Fraire	Aye
L. Alvarado	Aye

C. Approval of CliftonLarsonAllen (CLA) Annual Audit Engagement Services between and Tax Enity Compliance Statement of Work

S. Fraire made a motion to Bill Hall.
S. Houle seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

S. Houle	Aye
W. Hall	Aye
M. Humphrey	Absent
S. Fraire	Aye
L. Alvarado	Aye

D.

Approval of the Sage Intacct Ageement (Renewal)

S. Fraire made a motion to Bill Hall.
L. Alvarado seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

S. Houle	Aye
S. Fraire	Aye
W. Hall	Aye
L. Alvarado	Aye
M. Humphrey	Absent

E. Approval of the School Pathways LLC Agreement for 2026-27 (Renewal)

S. Fraire made a motion to Bill Hall.
S. Houle seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

M. Humphrey	Absent
W. Hall	Aye
L. Alvarado	Aye
S. Houle	Aye
S. Fraire	Aye

VIII. Education Services

A. Approval of the Curriculum Associates (iReady Assessment) Agreement (Renewal)

S. Houle made a motion to Bill Hall.
S. Fraire seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

L. Alvarado	Aye
M. Humphrey	Absent
W. Hall	Aye
S. Fraire	Aye
S. Houle	Aye

IX. Operations

A. Approval of the Amended Articles of Incorporation

S. Houle made a motion to Bill Hall.
S. Fraire seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

M. Humphrey	Absent
S. Houle	Aye
W. Hall	Aye
S. Fraire	Aye
L. Alvarado	Aye

X. Personnel Services

A. Approval of Educational Leadership Services (ELS) Agreement

S. Houle made a motion to Bill Hall.
L. Alvarado seconded the motion.
This item was approved but was discussed that it will no longer be needed.
The board **VOTED** to approve the motion.

Roll Call

M. Humphrey	Absent
S. Houle	Aye
W. Hall	Aye
S. Fraire	Aye
L. Alvarado	Aye

B. Approval of the Professional Services Agreement with Robert Half

S. Fraire made a motion to Bill Hall.
S. Houle seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

W. Hall	Aye
M. Humphrey	Absent
S. Houle	Aye
S. Fraire	Aye
L. Alvarado	Aye

C. Approval of the Zoom Phones Purchase for Excel Academy Staff

S. Fraire made a motion to Bill Hall.
S. Houle seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

S. Fraire	Aye
S. Houle	Aye
M. Humphrey	Absent
W. Hall	Aye
L. Alvarado	Aye

XI. Calendar

A. Calendar

The next meeting will be a Study Session held on April 9, 2026.

XII. Comments

A. Board Comments

The board members closed the presentation with a heartfelt narrative of gratitude, emphasizing that the students are the heart of the school's mission. They collectively agreed that having children attend the meetings to share their personal stories and "fantastic" talents is the highlight of their work, bringing joy to the administrative process and serving as a direct showcase of the school's success.

- **Holistic Education:** The board reaffirmed their strong belief that music is an essential pillar of a well-rounded education. They specifically lauded Casey Lipka's leadership and April Saade's foundational support, noting that the "wholesome," intelligent, and well-developed character of the students is a direct result of their mentorship.
- **Organizational Strength:** Members took a moment to recognize the "phenomenal" staff, including the finance and tech teams, for their behind-the-scenes hard work. One member noted that the transparency and excellence of the current leadership has provided them with a deeper understanding of school operations than ever before.
- **Community Presence:** The board expressed excitement for future growth and upcoming site visits to Irvine, where they look forward to interacting directly with the "whole gang"—parents, staff, and students alike.

Ultimately, the board described the school as a place where leadership and talent "work together" seamlessly. They left the students with a final word of encouragement, noting that their confidence and intelligence are what truly make the institution stand out.

B. CEO Comments

Heidi concluded the meeting with a narrative of resilience and pride regarding the school's recent charter petition presentation to the Irvine Unified Board. She described the evening as a powerful display of community solidarity, noting that Excel Academy utilized every second of their allotted 30-minute public comment period. The turnout was so significant that parents, staff, and students spoke up until the final minute, a feat Heidi cited as a moving "testimony to the work we do."

Despite the overwhelming support from the school community, Heidi offered a candid assessment of the reception from the Irvine Unified Board:

- Heidi noted that the district board was not particularly welcoming, which she attributed to the "competition" for students. She highlighted the irony that while Irvine Unified is facing enrollment declines for the first time in its history, Xcel Academy continues to grow and already serves students across every grade level within that district.
- She provided context for the board's demeanor, explaining that the meeting was highly "intense" and "high-emotion." The district was simultaneously dealing with heated negotiations with their own classified staff, who were present with signs regarding pay and pensions.
- Although only two of the five board members provided positive feedback, Heidi remained undeterred. She praised her team's performance as "stellar" and expressed a firm commitment to the school's longevity. She signaled that while they hope for a partnership, the school is prepared to appeal to the county level if necessary.

Ultimately, Heidi left the experience filled with pride, viewing the petition process not just as a legal requirement, but as a "learning experience" that solidified the strength and unity of the Excel Academy team.

XIII. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 10:32 AM.

Respectfully Submitted,
W. Hall

FOR MORE INFORMATION
For more information concerning this agenda, contact
Excel Academy Charter School.

Coversheet

Minutes of the Board Study Session held on April 9, 2026

Section: IV. Approve Minutes
Item: B. Minutes of the Board Study Session held on April 9, 2026
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Board of Directors Study Session on April 9, 2026

DRAFT

Excel Academy (CA)

Minutes

Board of Directors Study Session

Date and Time
Thursday April 9, 2026 at 9:35 AM

Location

Excel Academy Charter School
1 Technology Drive, Ste I-811
Irvine, CA 92618

Regus- Gateway Chula Vista
333 H Street, Suite 5000
Chula Vista, CA 91910

Zoom Meeting Information:
Meeting ID: 923 7769 2415
One tap mobile: +17193594580,,92377692415# US
URL: https://zoom.us/j/92377692415

MISSION STATEMENT

At Excel Academy, we invest in each student by providing a personalized and engaging learning experience centered on a collaborative partnership between school and home that creates unmatched opportunities for excellence and future success.

THE ORDER OF BUSINESS MAY BE CHANGED WITHOUT NOTICE

Notice is hereby given that the order of consideration of matters on this agenda may be changed without prior notice.

REASONABLE LIMITATIONS MAY BE PLACED ON PUBLIC TESTIMONY

The Governing Board's presiding officer reserves the right to impose reasonable time limits on public testimony to ensure that the agenda is completed.

REASONABLE ACCOMMODATION WILL BE PROVIDED FOR ANY INDIVIDUAL WITH A DISABILITY

Pursuant to the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, any individual with a disability who requires reasonable accommodation to attend or participate in this meeting of the Governing Board may request assistance by contacting Excel Academy Charter Schools.

Directors Present
L. Alvarado, M. Humphrey (remote), S. Fraire, S. Houle, W. Hall

Directors Absent
None

Guests Present
L. Hansen

I. Opening Items

A. Call the Meeting to Order

W. Hall called a meeting of the board of directors of Excel Academy (CA) to order on Thursday Apr 9, 2026 at 9:39 AM.

B. Record Attendance

II. Approve/Adopt Agenda

A. Agenda

S. Houle made a motion to Bill Hall.
S. Fraire seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

L. Alvarado	Aye
W. Hall	Aye
M. Humphrey	Aye
S. Fraire	Aye
S. Houle	Aye

III. Calendar

A.

Calendar

The next Board Meeting will be held on May 14, 2026. This is a revision to the typo on the agenda, which incorrectly states May 4.

IV. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 10:12 AM.

Respectfully Submitted,
W. Hall

FOR MORE INFORMATION
For more information concerning this agenda, contact
Excel Academy Charter School.

Coversheet

Principals: Year in Review - Presented by April Saade, Elementary Principal, Jenn Sheehey, Virtual Education Principal and Lorrie Wood, Secondary Principal

Section: IX. Correspondence/Proposals/Reports
Item: B. Principals: Year in Review - Presented by April Saade, Elementary Principal, Jenn Sheehey, Virtual Education Principal and Lorrie Wood, Secondary Principal
Purpose: Discuss
Submitted by:
Related Material: Principals - Year in Review 25_26.pdf



Principals' Year in Review

Excel Academy 2025-2026

Agenda

EXCEL ACADEMY
A TK-12 Public Charter School

01 **Elementary Highlights**
Year in Review

02 **Secondary Highlights**
Year in Review

03 **Virtual Path Highlights**
Year in Review





April Saade
Elementary Principal



Lorrie Wood
Secondary Principal



Jenn Sheehey
Virtual Education Principal

01

Elementary Highlights





Our goal is to educate, support, and empower home educators to provide effective instruction across multiple subjects for multiple student grades, and oftentimes multiple curricula.

-Fall 2025

Elementary Year in Review

The Plan



Curriculum Quest

Year-long plan of empowering our parent educators with curriculum specific instructional support

Curriculum Communities

Home educator instructional support groups lead by Elementary EACS staff

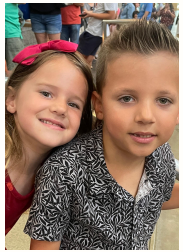
Elementary Parent Power-up

Culminating half-day parent education conference in March

Powered by BoardOnTrack

Elementary Year in Review

The Outcome









Curriculum Quest

- ★ Growing Leaders: 9 ToR presenters
- ★ All 42 ToRs actively participated
- ★ ToR Survey:
  - 100% grew professionally
  - 100% feel resources they created are useful to parents
  - 95% feel resources they created are useful to them professionally

Curriculum Communities

- ★ 4 groups for four separate curricula
- ★ Attendance declined by January. They were cancelled.
- ★ Parent Feedback: Enjoyed, valued the collaboration and support
- ★ Challenge: Carving out the time was hard
- ★ Parents suggested a facebook group format so they can engage asynchronously.

Elementary Parent Power-Up

- ★ Parent Education: 11 sessions
- ★ Curriculum Walk: Parents engage with curricula
- ★ KidZone: Students enjoy highly engaging hands-on learning experiences
- ★ Details on the next slide...

Elementary Parent Power Up

"It Takes a Hive for Students to Thrive!"








Curriculum Walk

- ★ Hard copies of curricula on tables for parents to review
- ★ ToR curriculum experts for each of the 12 curricula
- ★ Parents provided with note pages and punch cards to maximize participation
- ★ Highly engaged parents "swarming" the "hive"

Parent Education

Empower and equip home educators

Sessions:

- ★ Dedicated Direct Instruction
- ★ TK-3 Learning Progressions
- ★ 9 curricula specific sessions:
- ★ All About Reading, Saxon Math, Essentials in Writing, Logic of English, Dimensions Math, IEW, Moving Beyond the Page, McRuffy Press, JacKris Publishing

KidZone Joy

- ★ Reptile Zoo assembly
- ★ Coding Lesson
- ★ Art Lesson
- ★ Karate Lesson
- ★ Robotics Lesson
- ★ Laughter, joy, connection, and friendship

March 6 2026

02

Secondary Highlights



Secondary Team - Data Driving Decisions



"Data is more than just numbers; it is the story of each individual student that shapes our decisions and drives future growth."

Secondary Year in Review

Data Informed PLCs

CSTP 5

Curricular Choice requires ALL students have equitable Access, Accessibility, AND Accountability

Analyzing Data Trends

Math Lagging by 30%

- Reviewed individual and collective student math and ELA data across three years.
- Analyzed data of Secondary and Teacher of Records
- Identified trends and developed recommendations for developing change

Curricular Choice Challenge

- Curricular choice makes pinpointing holes harder
- Curricular choice provides pedagogical flexibility
- Curricular choice means students need to demonstrate proficiency

PLC: Call to Action

Utilize reliable resources to develop parent-friendly math frameworks

Each team led by a single-subject math ToR

- Power Standards
- Coherence Maps
- I Can Statements

PLC Outcomes

- 1 Summer bridge supplemental math packet
- 4 Quarterly Power Packets for 7th & 8th grade families
- 8 Formative assessments created for ToRs to provide quarterly math check ins during LP 2, 4, & 6.
- 2 Parent PP slides with video

Secondary Year in Review

Student-Centered Program Updates

Writing with Integrity

- Deep dive to review the impact of AI on student writing
- Updated academic integrity policy
- Collaborating across departments



Academics for College & Career

- Developed Tier 1 goal-setting worksheets to support both junior high students and A.C.E. goals
- Regular check-ins at LP meetings
- Counselors integrated into 4-year planning process

Growth & Development

- Co-Presented "Going for Gold: Mission-Driven Goal Setting at CSDC
- SEL survey - even greater success!
  - Over 50%
  - HS - 195 responses
  - JH - 124 responses

Math to Mastery Vision

- Provide math accessibility for all learners.
- Parent supplemental support to ensure equitable math access for all students
- Support math teams
- Track data to analyze curricular choices

Secondary Year in Review

Community Connections







Creating Opportunities for Junior High

- ★ Launched Junior High Homerooms
- ★ Developing student leader voices - character building projects

Expanding Opportunities for High School

- ★ Camp Pali - Added a fall weekend science camp for high school students
- ★ Integrated Secondary activities alongside community events - Letters to the Soldiers, Red Ribbon week, and Kindness month

Looking Ahead

- ★ Introducing High School Homeroom
- ★ New Counselor
- ★ College & Career Grad Paths

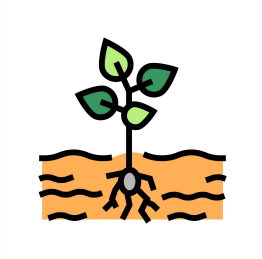
03

Virtual Path Highlights



Virtual Path Year in Review

Investing in Our Little Learners



GROWTH!

2025-26: 340 students
2024-25: 230 students
2023-24: 180 students

2026-27 Goal= 400+



Virtual Kinder Launch

- ➔ Small class sizes
- ➔ Early Eagle & Later Gator schedule options
- ➔ Early intervention
- ➔ Modeling best practices for families

Virtual Path Year in Review

Investing in Teacher Growth



PLCs

- Initiated grade level band Professional Learning Communities for K-2, 3-5, 6-8
- Data analysis and reflection, calibrated policies for consistency, and supported fellow teachers.
- Pathway-wide goal setting



Virtual Teaching Open House

- First annual Virtual Teaching Open House!
- 20 classrooms opened to colleagues & admin
- Over 40 educators participated



Virtual Teaching Toolbox

- Emphasis on providing a unique learning experience that cannot be replicated outside of their virtual classroom!
- Virtual Field Trips
- NearPod digital learning enhancement
- Mini PD series (monthly)

Virtual Path Year in Review

Investing in Community



Class Meet Ups

- ★ Hosted by the teacher in a central location
- ★ Opportunity for families to meet and students to play together face to face!

Fun Fridays

- ★ 6x per year
- ★ Each teacher hosts a session with different fun topics, themes and activities!
- ★ Students in their grade level band attend their chosen session.

We are excited for 26-27!

Investing in the Future

Virtual TK

Canvas

3 New Teachers!

Virtual Education Coordinator




Thank you!

Coversheet

Staff Appreciation

Section: IX. Correspondence/Proposals/Reports
Item: C. Staff Appreciation
Purpose: Discuss
Submitted by:
Related Material: 10 Year Staff.pdf

10 YEAR ANNIVERSARY



Coversheet

Superintendent/CEO 2026-2027 Contract Review & Compensation Study

Section: IX. Correspondence/Proposals/Reports
Item: D. Superintendent/CEO 2026-2027 Contract Review & Compensation Study
Purpose: Discuss
Submitted by:
Related Material:
Executive Compensation Comparability Study (Excel Academy) (4902-8882-6781.v2).docx.pdf
2026-2027 H.Gasca - Redline.pdf

Governing Board of Excel Academy Charter Schools
Summary of Compensation and Benefits Survey Data for Superintendent/CEO

May 2026

IRS rules require fair and reasonable compensation for nonprofit executives. In reviewing the reasonableness of compensation for nonprofit executives, the IRS considers “compensation” broadly and will look at the value of salary, as well as non-fixed compensation (incentive compensation/bonuses), and benefits.

Below is a summary of findings following review and comparison of a sampling of total compensation levels received by educational leaders in Southern California. Compensation figures are from the State Controller’s Office or from the Internal Revenue Service (Form 990) for the 2024 calendar or fiscal year (the most recent available). Student enrollment figures are from the California School Dashboard for the 2025 calendar year. The Superintendent/CEO of Excel Academy Charter Schools oversees two charter schools in San Diego and San Bernardino Counties with a total population of approximately 1,729 students. The 10 charter schools included in this study have an average student population of 1,985 students.

Of the positions sampled, the average total compensation package (base salary plus other compensation) is approximately $300,401. The average base salary is approximately $243,935. The range of base salary is $191,033 to $337,448. Salaries can range based on many factors such as experience, tenure at the school, student populations, staff size, and location of the charter school.

The compensation information below is from the 2024 calendar or fiscal year. As a result, conservatively adding 3% for each year to reach updated figures for 2026 would provide an average total compensation of $318,425, and an average base salary of $258,571.

Learning Choice Academy (San Diego County)	**1,080 Students**
Executive Director	
Total Compensation Package	**$250,171**
Base Salary	$202,709
Other Compensation (Benefits and Retirement)	$47,462
Julian Charter School (San Diego and Riverside Counties)	**1,742 Students**
Executive Director	
Total Compensation Package	**$243,405**
Base Salary	$191,033
Other Compensation (Benefits and Retirement)	$52,372
Albert Einstein Academies (San Diego County)	**1,448 Students**
Executive Director	

Total Compensation Package	**$426,769**
Base Salary	$323,730
Other Compensation (Benefits and Retirement)	$103,039
The Classical Academy (San Diego County)	**2,917 Students**
CEO	
Total Compensation Package	**$338,625**
Base Salary	$299,062
Other Compensation (Benefits and Retirement)	$39,563
SIATech (Los Angeles and San Diego Counties)	**1,368 Students**
Interim Superintendent/CEO	
Total Compensation Package	**$272,959**
Base Salary	$216,834
Other Compensation (Benefits and Retirement)	$56,125
Antelope Valley Learning Academy (Los Angeles County)	**1,059 Students**
Superintendent	
Total Compensation Package	**$283,410**
Base Salary	$210,465
Other Compensation (Benefits and Retirement)	$72,945
Compass Charter Schools (San Diego, Los Angeles, and Yolo Counties)	**2,265 Students**
Executive Director	
Total Compensation Package	**$244,463**
Base Salary	$196,915
Other Compensation (Benefits and Retirement)	$47,548
Sage Oak Charter School (Los Angeles, San Diego, and San Bernardino Counties)	**4,903 Students**
CEO/Superintendent	
Total Compensation Package	**$307,506**
Base Salary	$243,924
Other Compensation (Benefits and Retirement)	$63,582
Elite Academic Academy – Lucerne (San Bernardino County)	**2,049 Students**
CEO	
Total Compensation Package	**$394,967**
Base Salary	$337,448
Other Compensation (Benefits and Retirement)	$57,519
Epic California Academy (Orange County)	**1,022 Students**
Executive Director	
Total Compensation Package	**$241,734**
Base Salary	$217,225
Other Compensation (Benefits and Retirement)	$24,509

EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement") is made and entered into effective as of July 1, 2026 by and between the Excel Academy (Charter School) , a public school of the State of California ("Charter School") and Heidi Gasca, an individual referred to herein as “Superintendent .”

WHEREAS, the Board of Directors ("Board") desires to employ the Superintendent as the Superintendent of the Charter School, and the Superintendent desires to accept employment as the Superintendent of Charter School upon the terms and conditions hereinafter set forth in this Agreement;

NOW, THEREFORE, in consideration of the foregoing, and of the terms and conditions set forth herein, the parties hereto agree as follows:

1. TERM

The term of this Agreement shall commence on July 1, 2026 and terminate on June 30, 2029~~8~~, unless terminated earlier pursuant to the provisions of this Agreement, or unless extended as provided herein or as provided by law.

The Charter School shall provide the Superintendent with at least 120 days written notice prior to the expiration of this Agreement of the intention of the Charter School not to renew the Agreement. Failure to give such notification shall result in the renewal of this Agreement as if notice had not been provided.

2. EMPLOYMENT DUTIES AND RESPONSIBILITIES

The Board hereby employs the Superintendent as the Superintendent of the Charter School, and the Superintendent accepts employment as the Superintendent of the Charter School. In said capacity, the Superintendent shall do and perform all services, acts, or tasks, necessary or advisable, to manage and conduct the business of the Charter School. Without limiting the foregoing, the Superintendent (or Superintendent ’s designee) shall perform the job duties as outlined in the board approved job description.

2.1 Responsible for Personnel

Subject to approval by the Board of the Superintendent's recommendations, the Superintendent shall have the authority of organizing, reorganizing, and arranging the administrative and supervisory staff that in her judgment would best serve the Charter School, and determine all personnel matters, including, without limitation, selection, assignment, and transfer of employees.

The Superintendent shall review all policies under consideration by the Board and make appropriate recommendations to the Board.

2.2 Professional Growth

Endeavor to maintain and improve the Superintendent ’s professional competence by a variety of means, including, without limitation, subscription to and reading of appropriate periodicals, and joining and participating in appropriate professional associations and their activities.

2.3 Credentials/Licenses
Obtain and maintain all licenses, credentials, certificates, permits and approvals of whatever nature that are legally required to fulfill the Superintendent 's obligations as the Superintendent of the Charter School.

2.4 Board Liaison
Serve as liaison between the Board and the Board's representatives with respect to all employer-employee matters, and make recommendations to the Board concerning those matters.

2.5 Attend All Board Meetings
The Superintendent shall be entitled to attend all regular, special and closed session meetings of the Board, and shall serve as an ex officio member on any and all Charter School committees and subcommittees, and shall be entitled to submit recommendations on any items of business considered by the Board or any committee or subcommittee of the Charter School.

2.6 Board Refer Complaints
The Board, individually and collectively, shall promptly refer all criticisms, complaints and suggestions called to its/their attention to the Superintendent for study and recommendation, and shall refrain from individual interference with the administration of school policies, except through Board action.

2.7 Board/Superintendent Facilitator
In addition to directing all complaints/criticisms/suggestions concerning the Charter School or any of its personnel directly to the Superintendent as set forth above, the Board agrees that it shall work with the Superintendent in a spirit of cooperation and teamwork, and shall provide her with periodic opportunities to discuss Board/Superintendent relationships. Whenever it is deemed desirable by either a majority of the Board of Directors, or by the Superintendent , an outside advisor will be mutually selected by the Board and the Superintendent , and shall be paid for by Charter School, to facilitate discussion of the relationships of the Board and the Superintendent , in advancement of the best interests of the Charter School.

2.8 Board/Superintendent Relations
The Board recognizes that it is a collective body and each Board member recognizes that their authority as a Board member is derived from collective deliberation and action of the Board as a whole in a duly constituted meeting. It is understood that the Superintendent takes direction from the Board as a whole and not from individual Board members. Individual Board members will not give directions to the Superintendent or any staff member regarding the management of the Charter School or the solutions for specific problems. Pursuant to Board protocols and Bylaws, the Board will refer criticisms, complaints and suggestions brought to the attention of the Board, or any member thereof, to the Superintendent . It is the Superintendent ’s responsibility to share with the President of the Board any significant item brought to her by an individual Board member.

2.9 Assigned Other Duties
This is an agreement for the performance of professional services as Superintendent of the Charter

School. In recognition of the purposes of this Agreement, the Superintendent shall not be assigned to any other position or have her duties assigned to others without the Superintendent 's consent. No policy or bylaw of the Charter School shall diminish the Superintendent 's statutory or contractual authority. All duties assigned to the Superintendent by the Board shall be appropriate to and consistent with the professional role and responsibility of the Superintendent . The Superintendent shall be provided with such facilities, equipment, supplies, and clerical assistance as appropriate to the Superintendent 's position and necessary for the adequate performance of her duties.

OBLIGATIONS OF THE CHARTER SCHOOL

The Charter School shall provide the Superintendent with the compensation, incentives, benefits, technology and business expense reimbursements specified in this Agreement.

3. SALARY

3.1 Base Salary and Board Adopted Salary Schedule
Having the goal of providing the Superintendent with consistent salary increases in accordance with CalSTRS Creditable Compensation Guidelines adopted January 1, 2015, and in an effort to maintain equity with other certificated personnel, the Superintendent shall be placed on the appropriate step of a Board adopted Salary Schedule. Based on this information, the Charter School shall pay the Superintendent an annual salary of $229,492.00. The percentage step increases on the salary schedule shall be aligned with other Administrative Salary Schedules adopted by the Charter School. The Superintendent shall receive a step increase beginning on July 1 each year of the Agreement. The Superintendent shall also receive any COLA increases approved by the Board and applied to the administrative salary schedule during the term of the contract.

3.2 Additional Adopted Salary Increases
The Superintendent shall receive such annual increases in salary as may be agreed to by the Superintendent and the Board and also included in this agreement, subject to Section 13.6 of this Agreement. In addition, the Board may agree to provide the Superintendent with additional increases in the Board's sole discretion in accordance with Government Code Section 3511.2(a), any additional pay or step increase resulting from the extension of this Agreement following a satisfactory evaluation as provided under Section 1 of this Agreement shall require the express approval of the Board at a regularly scheduled board meeting.

Actual salary placement during the term of the contract, may be adjusted in response to Charter School's funding level or fiscal health. Any salary adjustment will be discussed between the Superintendent and the Board. Final determination of salary placement will be at the sole discretion of the Board of Directors to most closely align with any changes determined for all staff.

3.3 Masters and Doctoral Remuneration in Addition to Salary
In recognition of his/her Masters Degree and earned Doctorate from an accredited university, the Superintendent shall also receive annual increments of $2,000 for the Masters Degree. These increments shall be considered salary for tax purposes and will be paid on a prorated monthly basis. Compensation for advanced degrees shall serve as part of the base salary for any future salary increases approved by the Board.

It is also agreed and understood between the parties that the Charter School's contribution of the

amounts provided in this Section (or any subsequent modification of these amounts per said purpose) shall be reported to STRS as "creditable compensation" for purposes of Education Code Sections 22119.2(a) and (a)(5).

4. EXPENSE ALLOWANCES

4.1 Expense Reimbursement
The Superintendent shall be reimbursed for actual and necessary expenses that are naturally incurred as the Superintendent conducts the Charter School's Business. The Superintendent shall submit all expense claims with documentation on a monthly basis.

4.2 Travel Expenses
The Superintendent shall be reimbursed for travel expenses in accordance with Charter School policies and procedures.

4.3 Cell Phone Allowance
The Superintendent shall receive a monthly cell phone /internet allowance of $50.00. This allowance shall not be reported as STRS creditable compensation.

5. CHARTER SCHOOL PROVIDED TECHNOLOGY DEVICES

The Charter School shall provide the Superintendent with appropriate technology including a laptop, tablet, smartphone and other technology devices that might be needed that assist the Superintendent in his/her duties. The Charter School shall pay all costs associated with the use and maintenance of all technology devices. The Superintendent shall use all technology in accordance with the Charter School's policies and legal requirements. The Superintendent agrees to sign all technology use agreements or other forms that are required of other Charter School employees. All Charter School business conducted on these technology devices shall be made available at the Charter School's request.

6. WORK DAYS/PAID VACATION DAYS/HOLIDAYS

6.1 Work Days
The Superintendent 's work year shall be 225 days exclusive of holidays provided to the other certificated employees of the Charter School. To determine the Superintendent's daily rate, the Superintendent 's annual base salary shall be divided by her work days. The Superintendent may choose to work five (5) additional days each year of this agreement and be paid at her current daily rate with all necessary contributions being deducted. Any work days beyond these five (5) shall be with the approval of the board.

6.2 Sick Leave

The Superintendent shall be entitled one (1) sick day per month for a total of twelve (12) days per year. Earned, unused, sick leave may be accumulated without limitation. Upon separation from the Charter School, the Superintendent may transfer her accumulated sick leave to another public school

employer (if accepted).

7. HEALTH BENEFITS

The Superintendent-, her spouse, and dependents shall be eligible to participate in the Charter School's health, vision and dental insurance plans. The Charter School shall provide the Superintendent the same contribution towards benefit premium as all staff.

8. LIFE INSURANCE

The Charter School shall provide the Superintendent with a basic life insurance policy equivalent to the coverage provided to all staff.

9. PROFESSIONAL ASSOCIATION DUES/SERVICE CLUB EXPENSES

Charter School shall pay the Superintendent 's expenses and dues for membership in professional organizations including the Association of California School Administrators (ACSA) and such other professional associations as the Superintendent may participate in. Charter School shall reimburse the Superintendent for all reasonable expenses incurred by her in connection with Charter School business. Such reimbursement shall include dues and other expenses associated with membership in a service club to be selected by the Superintendent . The Charter School shall also pay on behalf of the Superintendent expenses incurred in attendance for regional, state or national conferences, seminars, hearings or meetings which are devoted to matters that in the Superintendent 's judgment relate to the benefit and welfare of the Charter School.

10. INTERNAL REVENUE CODE (IRC) BENEFITS

The Charter School shall throughout the Term of this Agreement provide a plan qualifying under the provisions of Internal Revenue Code Section 125 allowing the Superintendent to choose among various benefit programs made available by the Charter School. The Superintendent shall be entitled immediately to participate in such a plan upon commencing employment with the Charter School. The Superintendent may elect under the plan to have a portion of his/her wages applied by the Charter School toward the cost of one or more of the benefits made available by the Charter School which include the following benefits: *Health Savings and Dependent Care accounts*

The Superintendent shall submit an election form to the Charter School specifying which benefits she shall participate in under the plan, in identifying the amount of her salary which will be reduced as a result of such participation. The Superintendent may revoke a benefit election at any time and file a new election form if both the revocation and the new election are on account of, and consistent with, a change in family status. A change in family status for this purpose includes marriage, divorce, death of a spouse or child, birth or adoption of a child, termination of employment or new employment of a spouse, and such other events as are specified in the Charter School's Section 125 Plan. The Charter School will at all times cause the plan to be administered consistent with requirements of Section 125 of the Internal Revenue Code.

11. TAX DEFERRED BENEFIT PLAN

The Superintendent may participate in the tax deferred compensation plans of the Charter School. The Superintendent will not be eligible for any employer matching contribution.

12. PROFESSIONAL GROWTH OF THE SUPERINTENDENT

The Board supports the concept of lifelong learning and encourages the continuing professional growth of the Superintendent . The Board is willing to support the Superintendent 's professional growth and will be responsible for the expenses involved in such activities as part of the mutually agreed upon annual goals of the Superintendent .

13. EVALUATION OF THE SUPERINTENDENT

13.1 Goals and Objectives

The Board and Superintendent shall annually develop and agree upon performance goals and objectives that shall serve as the basis for an annual evaluation. The evaluation process shall follow a timeline mutually agreed to by the Board and the Superintendent . By September 30 of each school year, the Board and the Superintendent shall meet and agree upon objectives for evaluation. The evaluation will be completed no later than May 31 of each year of the Agreement.

13.2 Schedule Board Meeting

The Board shall devote a portion of at least one meeting annually for discussion and evaluation of the performance and working relationship between the Superintendent and the Board. Every effort will be made to conduct this meeting by a date to be determined by the Board and the Superintendent . Such a meeting shall be conducted in closed session unless mutually agreed otherwise. Evaluations shall be based upon the mutually developed and agreed upon performance goals and objectives for that year's evaluation. After reviewing the performance of the Superintendent based upon the agreed upon goals and objectives established for the school year, the Board shall notify the Superintendent in writing whether the Superintendent has performed, in the Board's judgment, satisfactorily or unsatisfactorily.

13.3 Majority of Board

An evaluation shall be deemed to be "satisfactory" if a majority of Board members have rated the Superintendent 's performance as satisfactory in individual evaluations prepared by such Board members. The minority opinion will not be included in the final evaluation.

13.4 Deadline

The Board will provide a formal evaluation of the Superintendent 's performance at least once annually, at the regular board meeting held in May of each year, unless an alternate schedule is agreed upon between the Board and the Superintendent . If the Board's evaluation of the Superintendent is not completed by July 1 of any year under this Agreement, the performance will be deemed satisfactory, and the Superintendent shall be entitled to retroactive application of any additional salary increase and contract extension to which the Superintendent is entitled to under, Sections 1 Term and 3.2 Salary, of this Agreement.

13.5 Mutually Agreed Format

The Board and the Superintendent shall agree upon a written evaluation format which shall be used during the Term.

13.6 Impact of Satisfactory Evaluation

If the Superintendent receives a satisfactory evaluation, she shall be eligible for an additional annual increase in salary. She shall also be eligible for a one-year ~~eligible one-year~~ extension to the term of the Agreement. Both the salary increase and the one year extension of the Term shall be approved at a regularly scheduled board meeting with the results of the salary increase and extension being reported in open session so that the public remains informed about the Superintendent 's current salary and term

of the Agreement.

13.7 Unsatisfactory Evaluation
If the Board concludes that the Superintendent 's performance is unsatisfactory in any respect, the Board shall identify in writing specific areas where improvement is required, provide written recommendations for improvement, and notify the Superintendent that another evaluation will be conducted within six (6) months. Such written recommendations and the specifications for improvement shall be provided within thirty (30) days of the date of the evaluation.

13.8 Confidentiality
The Board, unless otherwise agreed to in writing with the Superintendent , shall maintain confidentiality concerning the contents of any evaluation. A copy of each final evaluation will be provided to the Superintendent .

14. OUTSIDE PROFESSIONAL ACTIVITIES

The Superintendent may serve as a consultant to other districts or educational agencies, lecture, engage in professional activities and speaking engagements, and engage in other activities which are of a short-term duration at the Superintendent 's discretion. Any such activities which require the Superintendent to be absent from the Charter School for more than three (3) consecutive full working days, the Superintendent shall notify the Board President. Any compensation received by the Superintendent for these outside professional activities shall be remitted to the District unless such activities are completed on the Superintendent ’s non-work days or time.

15. TERMINATION

15.1 The Superintendent may terminate her obligations under this Agreement by giving the Charter School at least sixty (60) days written notice.

15.2 This Agreement shall terminate upon the occurrence of any of the following events:

15.2.1 Whenever the Superintendent and the Charter School shall mutually agree to termination in writing

15.2.2 The Superintendent has been unable to perform all or substantially all of the Superintendent 's duties due to illness or other disability for a period of six (6) consecutive months, and it is medically determined that the Superintendent is permanently disabled from performing all or substantially all of the duties of the Superintendent . Following the leave of absence, the Board may require that the Superintendent undergo a comprehensive medical examination in accordance with the provisions of Section 7 of this Agreement. Such examination shall occur within two weeks of the date written notice is given to the Superintendent that the Board is exercising its right to an examination as provided in this Section. If the Superintendent wishes to do so, she may, within one week of said examination, submit a separate report made by a physician chosen by the Superintendent and concerning all or part of the matters covered in said comprehensive medical examination.

15.2.3 Upon the death of the Superintendent

15.3 Termination for Cause

The Board may terminate the Superintendent for just cause for one or more of the following reasons:

1. Breach of this agreement
2. Conviction of a felony or any crime involving "abuse of office" as defined in GC § 53243.4.
3. Acts of fraud, misappropriation of funds, or documented financial dishonesty.
4. Suspension or revocation of any credential required for the position.

5. Egregious misconduct as defined in Education Code § 44932.

~~1. Substantial failure, refusal or incapable of performing contractual duties~~
~~2. Gross incompetence or unprofessional conduct~~
~~3. Severe error in actions or judgment that caused financial or reputational harm to the organization~~
~~4. Theft or intentional dishonesty~~
~~5. Knowingly committed an unequivocally illegal act~~
~~6. Unsatisfactory performance evaluation of mutually agreed to performance standards of the majority of the Board~~
~~7. Suspension or revocation of any credential held by the Superintendent .~~

Termination for just cause means the employer has proven the allegation(s) to the satisfaction of the Board, the allegation(s) goes to the heart of the employment contract, and the employer asserts the allegation(s) is severe enough that the employment relationship cannot be repaired.

If the Board believes that cause to terminate the Agreement exists, it shall meet with the Superintendent .Before terminating for Cause, the Board shall provide the Superintendent with a written statement of the charges, at least five business days prior to the board meeting. ~~and an opportunity to respond in a closed session "Skelly-style" conference~~ If the Superintendent disputes the cause, the Superintendent shall then be entitled to an opportunity to respond ~~a conference before the Board in~~ closed session and an opportunity to respond in a closed session "Skelly-style" conference. ~~The Superintendent shall have a reasonable opportunity to respond to all matters raised.~~ The conference with the Board shall not be an evidentiary hearing and neither party shall have the opportunity to call witnesses. The Superintendent ~~-~~shall have the right to have counsel attend at ~~his/~~her own expense.

15.4 Termination Without Cause/Buyout

Notwithstanding any other provision of this Agreement, the Board, without cause, in its sole discretion, shall have the option to unilaterally terminate this Agreement upon the provision of written notice of such termination to the Superintendent . If the Board elects the option to terminate this Agreement without cause, then the Superintendent shall receive the lesser of the Superintendent 's regular salary for twelve (12) months, or the remainder of her contract, and shall additionally be

entitled to continue to have access to the Charter School's medical, dental, vision and life plans and be entitled to the employer health insurance benefits premium contribution that the Superintendent has elected for the same period of time unless both parties have agreed to another format for compensating the Superintendent 's twelve month salary and benefits (up to the maximum cap under law).

16. ABUSE OF OFFICE

Pursuant to Government Code 53243.2, any funds received by the Superintendent from the Charter School as a buyout, resulting from the Board's decision to terminate the Superintendent ~~CEO/Executive Director~~ without cause, shall be fully reimbursed to the Charter School if the Superintendent is convicted of a crime involving the abuse of her powers of office. If the Charter School funds the criminal defense of the Superintendent against charges involving the abuse of her office or position, and the Superintendent is then convicted of those charges, the Superintendent shall fully reimburse the Charter School for all Charter School funds paid for the Superintendent 's criminal defense.

17. DELIVERY OF NOTICES

All notices permitted or required under this Agreement shall be given to the respective parties at the following address, or at such other address as the respective parties may provide in writing for this purpose:

Superintendent :
3 Taffeta Lane
Ladera Ranch, CA 92694

CHARTER SCHOOL:
1 Technology Drive, I-811
Irvine, CA 92618

Such notice shall be deemed received when personally delivered or when mailed, forty-eight (48) hours after deposit in the U.S. Mail, first class postage prepared and addressed to the party at its applicable address. Actual notice shall be deemed adequate notice on the date actual notice occurred, regardless of the method of service.

18. CONFLICT OF LAWS

This Agreement shall be governed by the laws of the State of California.

19. INTEGRATION

This Agreement contains the entire agreement of the parties with respect to the subject matter hereof, and supersedes all prior negotiations, understandings or agreements. Neither of the parties has relied upon any oral or written representation or written information given to the party by any representative of the other party.

20. SEVERABILITY

If one or more of the provisions of this Agreement are hereafter declared invalid or unenforceable by judicial, legislative or administrative authority of competent jurisdiction, then the parties hereto agree that the invalidity or unenforceability of any of the provisions shall not in any way affect the validity or enforceability of any other provisions of this Agreement.

21. MODIFICATION
No change or modification of the terms or provisions of this Agreement shall be deemed valid unless set forth in writing and signed by both parties.

22. CONSTRUCTION OF AGREEMENT
This Agreement will be liberally construed to effectuate the intention of the parties with respect to the transaction described herein. In determining the meaning of, or resolving any ambiguity with respect to, any word, phrase or provision of this Agreement, neither this Agreement nor any uncertainty or ambiguity herein will be construed or resolved against either party (including the party primarily responsible for drafting and preparation of this Agreement), under any rule of construction or otherwise, it being expressly understood and agreed that the parties have participated equally or have had equal opportunity to participate in the drafting hereof.

23. WAIVER
No waiver of any default shall constitute a waiver of any other default or breach, whether of the same or other covenant or condition. No waiver, benefit, privilege, or service voluntarily given or performed by a party shall give the other party any contractual rights by custom, estoppel, or otherwise.

24. HEADINGS
The headings of sections of this Agreement have been inserted for convenience of reference only and shall not affect the interpretation of any of the provisions of this Agreement.

25. ATTORNEY FEES
In the event of any action or proceeding to enforce or construe any of the provisions of this Agreement, the prevailing party in any such action or proceeding shall be entitled to attorneys' fees and costs.

26. FURTHER ASSURANCES
Each of the parties hereto shall execute and deliver any and all additional papers, documents and other assurances, and shall do any and all acts and things reasonably necessary in connection with the performance of their obligations hereunder and to carry out the intent and agreements of the parties hereto.

27. ASSIGNMENT
Since this Agreement is for the employment of the Superintendent and the Superintendent 's specific knowledge and talents, both parties acknowledge that neither party shall assign this Agreement or any interest therein. Any such attempt to assign this Agreement is null, void and of no effect.

28. COUNTERPARTS
This Agreement may be executed in any number of counterparts, each of which shall be an original, but all of which shall constitute one and the same instrument.

29. INDEMNITY
In accordance with the provisions of Government Codes §825 and §995, the Charter School shall defend the Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against the Superintendent in Superintendent 's individual capacity, or

official capacity as an agent and employee of the Charter School, provided that the incident giving rise to any such demand, claim, suit, action, or legal proceeding arose while the Superintendent was acting within the scope of employment.

Upon retirement or separation from the Charter School, the Superintendent will continue to be indemnified for any actions taken against her related to her role as the Superintendent .

30. ARBITRATION

The parties to this Agreement reserve the right to seek equitable relief from any court authorized to issue an injunction or extraordinary writ with respect to any breach or threatened breach of this agreement. Except as so reserved, the parties shall submit any disputes arising under the terms of this Agreement to arbitration as set forth in this paragraph.

Except as otherwise provided in this Agreement, all disputes concerning this Agreement shall be decided by arbitration in accordance with the commercial rules and regulations of Judicial Arbitration and Mediation Services ("JAMS"), except to the extent such rules and regulations are inconsistent with the provisions of Section 20 of this document. All arbitration proceedings hereunder shall be conducted in Orange County California. The substantive law of the State of California shall be applied by the arbitrator to the resolution of the dispute provided that the decision of the arbitrator shall be based upon the express terms, covenants and conditions of this Agreement. If the parties to the dispute agree on one arbitrator, the arbitration shall be conducted by such arbitrator. If the parties to the dispute do not so agree, they shall request JAMS to provide a list of three (3) potential arbitrators, each party shall notify JAMS of one (1) of the potential arbitrators on the list who is not acceptable to such party, and the potential arbitrator on the list who is not identified by the parties as unacceptable shall be the arbitrator who will conduct the arbitration.

Each party to the dispute reserves the right to object to any individual arbitrator who is employed by or affiliated with another party.

The parties to the dispute shall have the right to conduct discovery as specified for up to one month. Such discovery shall include the right to take depositions and subpoena witnesses.

At the request of the Superintendent , arbitration proceedings shall be conducted in the utmost confidentiality. In such case, all documents, testimony and records shall be received, heard and maintained by the arbitrator in confidentiality under seal, available for the inspection only of the parties to the dispute and their respective attorneys and experts who have agreed in advance in writing to receive and maintain all such information in confidence until such information becomes generally known. The arbitrator shall issue a written opinion of the arbitrator's findings of fact and conclusions of law.

The arbitrator shall be able to decree any and all relief of an equitable nature, including, without limitation, such relief as a temporary restraining order and a preliminary or permanent injunction, and shall also be able to award damages, with or without an accounting, and costs, except that the prevailing party shall be entitled to its reasonable attorneys' fees. The decrees or judgment of an award rendered by the arbitrators shall be binding upon the parties and may be entered in any court having jurisdiction thereof.

Reasonable notice of the time and place of arbitration shall be given to all persons as required by law. Such persons and their authorized representative shall have the right to attend or participate in all the

arbitration hearings in such manner as the law requires.

Costs and expenses of arbitration shall be borne by the Charter School.

31. SAFETY
In the event of public controversy or threats, if the Board or the Superintendent deems it necessary, the Board will at the Charter School expense provide appropriate security measures for the safety of the Superintendent and Superintendent 's family.

IN WITNESS WHEREOF, this Agreement has been executed this day 20 of June 2023. EXCEL ACADEMY CHARTER SCHOOLS

William Hall, President By: _____ Dated: _____

Michael Humphrey, Vice President By: _____ Dated: _____

Steve Fraire, Clerk By: _____ Dated: _____

Susan Houle, Member By: _____ Dated: _____

Larry Alvarado, Member By: _____ Dated: _____

Heidi Gasca, Superintendent

Signature: _____ Dated: _____

APPENDIX A: SALARY SCHEDULE

(See attached Certificated Management 225 Salary Schedule)

APPENDIX B: JOB DESCRIPTION

(See attached Superintendent Job Description)

4932-5079-0051, v. 1

Coversheet

Consent - Business/Financial Services

Section: X. Consent
Item: A. Consent - Business/Financial Services
Purpose:
Submitted by:
Related Material: APLUS+ Invoice Excel Academy 2627.docx.pdf
APLUS+ Standard Contract Excel Academy 2627.docx (1).pdf
March Semi Monthly & Monthly CHECK REGISTER TOTALS.docx.pdf
April Semi-Monthly & Monthly CHECK REGISTER TOTALS.docx.pdf
03.26.26 Semi Monthly Cash Requirement Report - No EIN.pdf
03.10.26 Semi Monthly Cash Requirement Report without EIN.pdf
04.24.26 Semi Monthly Cash Requirement Report - No EIN.pdf
03.26.26 Monthly Cash Requirement Report - No EIN.pdf
04.10.26 Semi Monthly Cash Requirement Report - No EIN.pdf
04.24.26 Monthly Cash Requirement Report - No EIN.pdf
EACS 26-27 CCP Application.pdf
EACS 26-27 CCP Renewal.pdf
Ordering Guidelines- BSD.pdf

BACKGROUND:

Item: APLUS+ Membership Renewal for 2025/26

Background: This agreement proposes a renewal of membership with Excel Academy and APLUS +. APLUS+ member charter schools stand out as distinguished in their commitment to the personalized learning model and to high standards of education excellence and fiscal and operational accountability. Membership includes regional and statewide meetings, legislative advocacy and networking with charter leaders and vendors. This cost includes standard membership services provided through the 2025-2026 school year. Total cost based on current student enrollment of 1,922, and includes the $250 early payment discount.

Fiscal Impact: $14,750.00

Warner: $7,410.00

Helendale: $9,145.00

the Association of Personalized Learning Schools & Services

Every Child's Learning is Personal

Jeff Rice, Founder/Director
18820 Lodestone Court, Penn Valley, CA. 95946
Voice: 530.432.3609; Fax: 530.432.3610
Email: jeffrice@jps.net; Tax ID #567-84-5112

INVOICE #04062604

Date: April 6, 2026

To:
Heidi Gasca/Lauren Hansen
Excel Academy
1 Technology Drive, Ste. I-811
Irvine, CA. 92618

Amount Due: $14,750.00 *
(The sum fourteen thousand seven hundred fifty dollars)

*Membership fee reflects a $250 early payment discount from the standard membership Azure level fee of $15,000 based on the current student enrollment of 1922 students if paid in full no later than May 29, 2026.

Terms:
Payment is due no later than May 29th, 2026 in order to qualify for the $250 early payment discount.

Summary of services provided:
Jeff Rice, doing business as APLUS+ shall provide an array of standard membership community awareness, consulting, networking, communications information, promotion, and public relations services to Excel Academy charter schools for the duration of the 2026-2027 school year as described in APLUS+ contract agreement and supplements.

Please make checks payable to APLUS+

the Association of Personalized Learning Schools & Services

Every Child's Learning is Personal

CONTRACT SERVICES AGREEMENT

SERVICES OF CONTRACTOR

Jeff Rice, Director, and doing business as *APLUS+,* the Association of Personalized Learning Schools & Services ("Contractor"), hereby enters into an Independent Contractor Services Agreement with

Excel Academy ("Client") and agrees to perform the services described in Exhibit "A" (the "Services") attached to this Agreement.

Contractor will determine the method, details, and means of performing the Services.

Contractor may, at Contractor's own expense, use employees or other subcontractors to perform the Services under this Agreement.

COMPENSATION

Client agrees to pay Contractor $_14,750.00 * _____ for the Services, as set forth below. See APLUS+ Menu of Services and *APLUS+* Fee Schedule and Terms attached as Exhibit "A" and incorporated by reference into this Agreement.

Contractor shall be responsible for all expenses incurred in association with the performance of the Services.

TERM OF AGREEMENT

This Agreement will become effective on (date)_____July 1, 2026_____.

This Agreement is in effect for the duration of the 2026-2027 school year, scheduled to end on June 30, 2027, and will terminate on the completion of the Services or until terminated as set forth below. See APLUS+ Menu of Services. (Exhibit "A.").

Either party may terminate this Agreement at any time by giving thirty (30) days written notice to the other party.

Should either party default in the performance of this Agreement or materially breach any of its provisions, the non-breaching party may terminate this Agreement by giving written notification to the breaching party. Termination shall be effective immediately on receipt of the notice, or

Docusign Envelope ID: 6E5E72D1-2451-8CA3-8EB1-A1285B756A7 Excel Academy (CA) - Regular Meeting of the Board of Directors - Agenda - Thursday May 14, 2026 at 10:05 AM

five (5) days from mailing of the notice, whichever occurs first. For the purposes of this section, material breach of this Agreement shall include but not be limited to the following:

1. Nonpayment of compensation by Client after twenty (20) days written demand for payment.

This Agreement terminates automatically on the occurrence of any of the following events: (a) bankruptcy or insolvency of either party; (b) sale of the business of either party; or (c) death of either party.

RELATIONSHIP OF THE PARTIES

Contractor enters into this agreement as, and shall continue to be, an independent contractor. Under no circumstances shall Contractor look to Client as his/her employer, or as a partner, agent, or principal. Contractor shall not be entitled to any benefits accorded to Client's employees including worker's compensation, disability insurance, vacation or sick pay. Contractor shall be responsible for providing, at Contractor's expense, and in Contractor's name, worker's compensation for any Contractor employee engaged during the term of this agreement, or other insurance as well as licenses and permits usual or necessary for performing the Services.

Contractor shall pay, when and as due, any and all taxes incurred as a result of Contractor's compensation pursuant to this agreement. Contractor indemnifies Client for any claims, losses, costs, fees, liabilities, damages or injuries suffered by Client arising out of Contractor's failure to pay this specific tax obligation.

Consistent with this requirement, Contractor may represent, perform services for, or be employed by any additional persons, or companies as Contractor sees fit.

REPRESENTATIONS AND INDEMNITIES

Contractor represents that Contractor has the qualifications and ability to perform the Services in a professional manner, without the advice, control, or supervision of Client. Contractor shall be solely responsible for the professional performance of the Services, and shall receive no assistance, direction, or control from Client. Contractor shall have sole discretion and control of Contractor's services and the manner in which performed.

Contractor and Client shall and do hereby indemnify, defend and hold harmless each other, and their officers, directors, and shareholders from and against any and all claims, demands, losses, costs, expenses, obligations, liabilities, damages, recoveries, and deficiencies, including interest, penalties, and reasonable attorney fees and costs, that either party may incur or suffer that result from, or are related to any breach or failure of either party to perform any of the representations, warranties and agreements contained in this Agreement.

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Contractor further agrees to maintain a general liability insurance policy in the minimum amount of $1,000,000 to cover any negligent acts committed by Contractor or Contractor's authorized employees or authorized agents, if any, during the performance of the Services.

OWNERSHIP OF INTELLECTUAL PROPERTY

Contractor agrees that all designs, plans, reports, specifications, drawings, schematics, prototypes, models, inventions, and all other information and items provided to Contractor by Client during the course of this Agreement and arising from the Services ("New Developments") shall be and are assigned to Client as its sole and exclusive property. On Client's request, Contractor agrees to assist Client, at Client's expense, to obtain patents or copyrights for such New Developments provided by Client to Contractor, including the disclosure of all pertinent information and data, the execution of all applications, specifications, oaths, and assignments, and all other instruments and papers which Client shall deem necessary to apply for and to assign or convey to Client, its successors and assigns or nominees, the sole and exclusive right, title and interest in such New Developments. Contractor is not obligated to provide legal services to assist Client to obtain patents or copyrights. Contractor agrees to obtain or has obtained written assurances from its employees and contract personnel of their agreement to these terms with regard to Proprietary Information and New Developments.

The written, printed, graphic, or electronically recorded materials furnished by Client for use by Contractor are Proprietary Information and the property of Client. Proprietary Information also includes, but is not limited to, specific customer requirements, customer and potential customer lists, including information concerning Client's employees, agents or divisions, and pricing information.

Contractor will maintain in confidence and will not, directly or indirectly, disclose or use, either during or after the term of this Agreement, any Proprietary Information or confidential information or know-how belonging to Client, whether or not it is in written or permanent form, except to the extent necessary to perform the Services. On termination of Contractor's services to the Client, or at the request of Client before termination, Contractor shall deliver to Client all material in Contractor's possession relating to Client's business. The obligations concerning Proprietary Information extend to information belonging to customers and suppliers of Client about whom Contractor may have gained knowledge as a result of performing the Services.

Contractor shall not, during the term of this Agreement and for a period of two (2) years immediately following the termination of this Agreement, or any extension of it, for any reason, either directly or indirectly call on, solicit, or take away any of Client's customers or potential customers about whom Contractor became aware as a result of Contractor's Services to the Client, either for Contractor or for any other person or entity.

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MISCELLANEOUS PROVISIONS

The attached APLUS+ Menu of Services and Fee Schedule and Terms (Exhibit A) is incorporated by reference and a part of this Agreement. Miscellaneous adjustments and/or provisions to this Agreement are as follows:

*Membership fee reflects a $250 early payment discount from the standard membership Azure level fee of $15,000 based on the current student enrollment of 1922 students if paid in full no later than May 29, 2026.

Notices and or demand shall be sent to each party at the following addresses until further notified in writing.

Contractor Contact Information:

Jeff Rice, Director
APLUS+
18820 Lodestone Court
Penn Valley, CA. 95946

Client Contact Information:

Heidi Gasca
1 Technology Drive, Ste I-811
Irvine, CA 92618

The foregoing is agreed to by:

Dated: 04/06/26

Contractor

Dated: 4/7/2026 | 12:13 PM PDT

Signed by:
3110C68C22BD4E9...

Client

03/10/26 SM Payroll

EXCEL ACADEMY CHARTER SCHOOLS
Client: 10056

Check Register Report

Sorted on Department Code
Period Ending: 02/28/2026
Check Date: 03/10/2026
Transaction: B4CC86240

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	☐
	EXCEL Sick		11.33	347.96	Social Security	1,206.99	457B $ FBC	537.00	NET PAY	21,791.39
	EXCEL: Vacation MSM		8.00	226.56	California State W/H	661.01	457B $ FBC Memo 7%	486.40		
	Cash In Lieu			309.09	CaliforniaSDI Tax	351.34	Basic Life Insurance ER Memo	36.00		
	Education Stipend			265.15			CAL STRS 10.205%	66.47		
	Holiday		56.00	1,714.48			CAL STRS 10.25%	412.68		
	Meal Penalty Premium			89.80			CAL STRS Match	893.40		
	Phone/Internet Stipend			450.00			Dental PPO High - EE Cost	59.18		
	Supply Stipend			50.00			Dental PPO Low	96.74		
	GROSS		772.28	26,971.04			Flexible Spending Account	200.00		
							Kaiser HMO - EE Cost	31.90		
							Kaiser HMO - ER Cost	419.25		
							Medical HMO - ER Cost	2,033.55		
							Medical Low PPO - ER Cost	564.32		
							Pet Insurance	18.70		
							Vision - EE Cost	42.97		
									Total Net Pay	21,791.39

03/26/26 SM Payroll

Total Company

Company Totals	Regular	763.11	25,662.16	Federal W/H	1,221.05	403B $ FBC	100.00	14 DD Vouchers	21,884.61
	Overtime	5.67	258.14	Medicare	416.13	403B Match	100.00	1 DD Distributions	1,596.16
	EXCEL Sick	23.00	704.01	Social Security	1,289.31	457B $ FBC	537.00	NET PAY	23,480.77
	EXCEL: Vacation MSM	32.00	933.92	California State W/H	751.93	457B $ FBC Memo	486.51		
				CaliforniaSDI Tax	379.41	7%			
	Jury Duty	8.00	226.56			Accident Plan	2.66		
	Cash In Lieu		309.09			Basic Life Insurance ER Memo	39.56		
	Education Stipend		265.15			CAL STRS 10.205%	62.94		
	Meal Penalty Premium		324.88			CAL STRS 10.25%	467.91		
						CAL STRS Match	989.70		
	Phone/Internet Stipend		450.00			Critical Illness EE - 20k	3.87		
	Supply Stipend		50.00			Dental PPO High - EE Cost	87.08		
	GROSS	831.78	29,183.91			Dental PPO Low	91.28		
						Expense Reimbursement (-)	-50.03		
						Flexible Spending Account	200.00		
						Hospital Indemnity	5.83		
						Kaiser HMO - EE Cost	31.90		

Employee	Earnings	Rate	Hours/Units	Amount	Taxes	Deductions		Net Pay
						Kaiser HMO - ER Cost	419.25	
						Long Term Disability - EE Cost	0.98	
						Medical HMO - ER Cost	2,033.55	
						Medical High PPO - EE Cost	33.82	
						Medical High PPO - ER Cost	650.00	
						Medical Low PPO - ER Cost	564.32	
						Pet Insurance	27.95	
						Vision - EE Cost	41.67	
						Voluntary Life & AD&D	0.45	

Total Net Pay 23,480.77

03/26/26 MO Payroll

Total Company									
Company Totals	Regular	17,602.39	942,199.59	Federal W/H	77,960.58	403B $	1,640.00	130 DD Vouchers	746,074.54
	EXCEL: Bereavement Out-o-State	40.00	3,868.89	Medicare	15,230.44	403B $ FBC	4,396.17	21 DD Distributions	44,355.75
				Social Security	7,162.81	403B Match	1,609.68	NET PAY	790,430.29
	EXCEL Sick	644.25	35,377.54	California State W/H	39,887.60	403b $ Roth	650.00		
	EXCEL: Vacation MSM	60.00	2,553.11	Hawaii State W/H	749.21	457B $ FBC	10,231.00		
	Additional Regular		487.56	Oregon State W/H	565.72	457B $ FBC Memo	2,908.93		
	Cash In Lieu		9,090.85	Oregon EE W/C Assessment	1.57	7%			
	Education Stipend		13,588.02	Oregon EE PFML	42.83	Accident Plan	301.09		
	Phone/Internet Stipend		12,800.00	Oregon Transit Tax	7.14	Basic Life Insurance ER Memo	1,518.03		
	Stipend Tier 2 Extra Curricula		3,500.00	CaliforniaSDI Tax	13,413.89	CAL STRS 10.205%	31,867.48		
	Stipend Tier 3 Tech Oversight		4,800.00			CAL STRS 10.25%	63,074.69		
	Stipend Tier 4-1 Cert OVS I		8,720.00			CAL STRS Match	177,178.35		
	Stipend Tier 5 CE II		10,785.00			CalSTR 8.0% DBS	305.48		
	Stipend Tier 5		1,200.00			CalSTR 8.25% DBS Match	315.00		
						Critical Illness EE - 10k	169.18		
						Critical Illness EE - 20k	292.66		
						Dental HMO - EE Cost	256.14		
						Dental PPO High - EE Cost	2,639.05		

Employee	Earnings	Rate	Hours/Units	Amount	Taxes	Deductions		Net Pay ☐	
	Certificated Supply Stipend			5,350.00		Dental PPO Low	2,493.87		
	Universe PreK Stipend			5,931.87		Expense Reimbursement (-)	-10,355.71		
	Virtual Class 1 Stipend			3,900.00		FSA Dependent	500.00		
	Virtual Class 2 Stipend			7,150.00		Flexible Spending Account	2,434.96		
	Virtual Class 3 Stipend					Health Savings Account	1,617.52		
	Virtual Essentials ETL			3,000.00		Hospital Indemnity	356.09		
	Virtual Intervention ETL			7,500.00		Kaiser HMO - EE Cost	8,209.08		
	GROSS		18,346.64	1,083,752.43		Kaiser HMO - ER Cost	36,599.38		
						Long Term Disability - EE Cost	656.75		
						Medical HMO - EE Cost	2,656.18		
						Medical HMO - ER Cost	38,541.73		
						Medical High PPO - EE Cost	1,367.34		
						Medical High PPO - ER Cost	5,197.33		
						Medical Low PPO	7,680.27		
						Medical Low PPO - ER Cost	18,165.57		
						Medical PPO w/ HSA - EE Cost	2,327.65		
						Medical PPO w/ HSA - ER Cost	6,026.53		
						Pet Insurance	159.89		
						TAX LEVY % 2	335.00		
						Vision - EE Cost	1,187.05		
						Voluntary Life & AD&D	763.46		
						Voluntary Life Child	18.96		
						Voluntary Life Spouse	69.05		
3rd Party Payees									
VEHICLE REGISTRATION COLLECTIONS EE Code: A0YG Dept Code: 1100 Payee Code: QLPQ						TAX LEVY % 2	-335.00	3rd Party Payee Check Check #126637309 ☐ NET PAY	335.00 335.00
3rd Party Payee TOTALS								1 Check NET PAY	335.00 335.00

Jonathan Santiago (jsantiago@excelacademy.education) is signed in

Employee	Earnings	Rate	Hours/Units	Amount	Taxes	Deductions	Net Pay	☐
						Total Net Pay	790,765.29	

04/10/26 SM Payroll

						AD&D		
Total Company								
Company Totals	Regular	862.36	28,524.49	Federal W/H	1,609.57	403B $ FBC	100.00	14 DD Vouchers	23,945.99
	Overtime	2.78	129.73	Medicare	462.03	403B Match	100.00	1 DD Distributions	1,905.13
	EXCEL Sick	21.80	683.62	Social Security	1,516.12	457B $ FBC	537.00	NET PAY	25,851.12
	EXCEL: Vacation MSM	61.45	1,862.94	California State W/H	985.18	457B $ FBC Memo 7%	536.23		
	Cash In Lieu		309.09	CaliforniaSDI Tax	421.21	Accident Plan	2.66		
	Education Stipend		265.15			Basic Life Insurance ER Memo	39.56		
	Meal Penalty Premium		31.78			CAL STRS 10.205%	50.96		
	Phone/Internet Stipend		450.00			CAL STRS 10.25%	466.51		
	Supply Stipend		50.00			CAL STRS Match	964.67		
	GROSS	948.39	32,306.80			Critical Illness EE - 20k	3.87		
						Dental PPO High - EE	87.08		

04/24/26 SM Payroll

Total Company

Company Totals	Regular	782.73	25,654.42	Federal W/H	1,255.12	403B $ FBC	100.00	14 DD Vouchers	21,540.99
	Overtime	3.55	158.78	Medicare	412.65	403B Match	100.00	1 DD Distributions	1,753.16
	EXCEL Sick	40.00	1,249.36	Social Security	1,387.11	457B $ FBC	537.00	NET PAY	23,294.15
	EXCEL: Vacation MSM	25.50	782.85	California State W/H	767.00	457B $ FBC Memo 7%	520.17		
				CaliforniaSDI Tax	376.68				
	Cash In Lieu		309.09			Accident Plan	2.66		
	Education Stipend		265.15			Basic Life Insurance ER Memo	39.56		
	Phone/Internet Stipend		450.00			CAL STRS 10.205%	58.71		
						CAL STRS 10.25%	379.25		
	Supply Stipend		50.00			CAL STRS Match	816.60		
	GROSS	851.78	28,919.65			Critical Illness EE - 20k	3.87		
						Dental PPO High - EE Cost	87.08		
						Dental PPO Low	69.13		
						Expense Reimbursement (-)	-153.36		
						Flexible Spending Account	200.00		
						Hospital Indemnity	5.83		
						Kaiser HMO - EE Cost	31.90		

EXCEL ACADEMY CHARTER SCHOOLS
Client: 10056

Check Register Report

Sorted on Department Code
Period Ending: 04/15/2026
Check Date: 04/24/2026
Transaction: CF0B7AAC5

Employee	Earnings	Rate	Hours/Units	Amount	Taxes	Deductions		Net Pay
						Kaiser HMO - ER Cost	419.25	
						Long Term Disability - EE Cost	0.98	
						Medical HMO - ER Cost	2,033.55	
						Medical High PPO - EE Cost	33.82	
						Medical High PPO - ER Cost	650.00	
						Medical Low PPO - ER Cost	564.32	
						Pet Insurance	27.95	
						Vision - EE Cost	41.67	
						Voluntary Life & AD&D	0.45	
							Total Net Pay	23,294.15

04/24/26 MO Payroll

EXCEL ACADEMY CHARTER SCHOOLS
Client: 10056

Check Register Report

Sorted on Department Code
Period Ending: 04/30/2026
Check Date: 04/24/2026
Transaction: E1494730A

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
Total Company										
Company Totals	Regular		17,370.51	955,947.76	Federal W/H	84,402.19	403B $	1,640.00	131 DD Vouchers	769,986.34
	EXCEL: Bereavement		24.00	1,102.10	Medicare	15,864.20	403B $ FBC	4,396.17	21 DD Distributions	46,895.00
					Social Security	7,998.90	403B Match	1,609.68	NET PAY	816,881.34
	EXCEL: Bereavement Out-o-State		24.00	1,260.52	California State W/H	43,279.60	403b $ Roth	650.00		
					Hawaii State W/H	749.21	457B $ FBC	10,431.00		
	EXCEL Sick		396.00	36,426.45	Oregon State W/H	565.72	457B $ FBC Memo	2,908.93		
	EXCEL: Vacation MSM		126.00	5,904.03	Oregon EE W/C Assessment	1.45	7% Accident Plan	301.09		
					Oregon EE PFML	42.83	Basic Life Insurance	1,518.03		
	Cash In Lieu			9,199.93	Oregon Transit Tax	7.14	ER Memo			
	Education Stipend			13,725.28	CaliforniaSDI Tax	13,981.94	CAL STRS 10.205%	32,216.22		
							CAL STRS 10.25%	64,932.66		
	Phone/Internet Stipend			12,882.35			CAL STRS Match	181,293.17		
							CalSTR 8.0% DBS	305.48		
	Stipend Tier 2 Extra Curricula			3,500.00			CalSTR 8.25% DBS Match	315.00		
	Stipend Tier 3 Tech Oversight			4,800.00			Critical Illness EE - 10k	169.18		
	Stipend Tier 4-1 Cert OVS I			8,720.00			Critical Illness EE - 20k	292.66		
	Stipend Tier 5 CE II			11,325.00			Dental HMO - EE Cost	256.14		
							Dental PPO High - EE Cost	2,639.05		
	Stipend Tier 5 Certificated			1,200.00			Dental PPO Low	2,493.87		
	Substitute Daily Rate Stipend			17,830.00			Expense Reimbursement (-)	-8,705.79		
	Sub Daily Rate Stipend No STRS			8,880.00			FSA Dependent	500.00		
							Flexible Spending Account	2,434.96		
	Supply Stipend			5,391.18			Health Savings Account	1,617.52		
	Universe PreK Stipend			6,931.87			Hospital Indemnity	356.09		
	Virtual Class 1 Stipend			3,900.00			Kaiser HMO - EE Cost	9,289.13		
							Kaiser HMO - ER Cost	36,609.37		
	Virtual Class 2 Stipend			7,150.00			Long Term Disability - EE Cost	656.75		
	Virtual Class 3 Stipend			1,950.00			Medical HMO - EE Cost	2,656.18		
	Virtual Essentials ETL			3,000.00			Medical HMO - ER Cost	38,541.73		
	Virtual Intervention ETL			7,500.00			Medical High PPO - EE Cost	1,367.34		
	GROSS		17,940.51	1,128,526.47			Medical High PPO - ER Cost	5,197.33		
							Medical Low PPO	7,680.27		

EXCEL ACADEMY CHARTER SCHOOLS
Client: 10056

Check Register Report

Sorted on Department Code
Period Ending: 04/30/2026
Check Date: 04/24/2026
Transaction: E1494730A

Employee	Earnings	Rate	Hours/Units	Amount	Taxes	Deductions		Net Pay	☐
						Medical Low PPO - ER Cost	19,294.21		
						Medical PPO w/ HSA - EE Cost	2,327.65		
						Medical PPO w/ HSA - ER Cost	6,026.53		
						Pet Insurance	148.14		
						TAX LEVY % 1	1,661.67		
						Vision - EE Cost	1,187.05		
						Voluntary Life & AD&D	763.46		
						Voluntary Life Child	18.96		
						Voluntary Life Spouse	69.05		
3rd Party Payees									
FRANCHISE TAX BOARD EE Code: A03V Dept Code: 1100 Payee Code: QWAT						TAX LEVY % 1	-1,661.67	3rd Party Payee Check Check #126726303 NET PAY	1,661.67 ☐ 1,661.67
3rd Party Payee TOTALS								1 Check NET PAY	1,661.67 1,661.67
								Total Net Pay	818,543.01

paycom®

Cash Requirements Statement

EXCEL ACADEMY CHARTER SCHOOLS

Transaction #: 6CE62B416
Period Ending: 03/15/2026
Check Date: 03/26/2026
PAYCOM Impound Date: 03/25/2026

Client: 10056 EIN:

A wire request for $30,067.31 will be sent to your bank on 03/24/2026

Items

Checks / Vouchers	14
Additional Direct Deposit Accounts	1

Billing

Check Processing/Tax Service		594.01
Direct Deposit		7.25
Jurisdiction Filing		30.00
Garnishment Fee this Payroll	No Charge	
Additional Services		38.00
Total Billing		669.26

Tax Deposits

	Employee Deductions	Employer Liability	Total Deposit
FICA/Social Security	1,289.31	1,289.31	2,578.62
Medicare	416.13	416.13	832.26
Federal W/H Tax	1,221.05		1,221.05
California W/H Next Day	751.93		751.93
California SDI Next Day	379.41		379.41
California ETT Qtrly		5.14	5.14
California SUTA		148.87	148.87
Total Tax Deposits	4,057.83	1,859.45	5,917.28

Paycom Cash Requirements

Net Direct Deposits - Paycom Pay	21,884.61
Direct Deposit Distribution - Paycom Pay	1,596.16
Taxes - PAYCOM Resp.	5,917.28
Payroll Fee	669.26
Total Paycom Cash Requirements	30,067.31

Total Cash Requirements

30,067.31

Cash Requirements Statement

EXCEL ACADEMY CHARTER SCHOOLS

Transaction #: B4CC86240
Period Ending: 02/28/2026
Check Date: 03/10/2026
PAYCOM Impound Date: 03/09/2026

Client: 10056 EIN:

A wire request for $28,876.97 will be sent to your bank on 03/06/2026

Items

Checks / Vouchers	14
Additional Direct Deposit Accounts	1

Billing

Check Processing/Tax Service		594.01
Direct Deposit		7.25
Jurisdiction Filing		30.00
Garnishment Fee this Payroll	No Charge	
Additional Services		1,133.10
Total Billing		1,764.36

Tax Deposits

	Employee Deductions	Employer Liability	Total Deposit
FICA/Social Security	1,206.99	1,206.99	2,413.98
Medicare	384.85	384.85	769.70
Federal W/H Tax	1,009.82		1,009.82
California W/H Next Day	661.01		661.01
California SDI Next Day	351.34		351.34
California ETT Qtrly		3.84	3.84
California SUTA		111.53	111.53
Total Tax Deposits	3,614.01	1,707.21	5,321.22

Paycom Cash Requirements

Net Direct Deposits - Paycom Pay	20,194.96
Direct Deposit Distribution - Paycom Pay	1,596.43
Taxes - PAYCOM Resp.	5,321.22
Payroll Fee	1,764.36
Total Paycom Cash Requirements	28,876.97

Total Cash Requirements

28,876.97

Cash Requirements Statement

EXCEL ACADEMY CHARTER SCHOOLS

Transaction #: CF0B7AAC5
Period Ending: 04/15/2026
Check Date: 04/24/2026
PAYCOM Impound Date: 04/23/2026

Client: 10056 EIN:

A wire request for $29,991.59 will be sent to your bank on 04/22/2026

Items

Checks / Vouchers	14
Additional Direct Deposit Accounts	1

Billing

Check Processing/Tax Service		594.01
Direct Deposit		7.25
Jurisdiction Filing		30.00
Garnishment Fee this Payroll	No Charge	
Total Billing		631.26

Tax Deposits

	Employee Deductions	Employer Liability	Total Deposit
FICA/Social Security	1,387.11	1,387.11	2,774.22
Medicare	412.65	412.65	825.30
Federal W/H Tax	1,255.12		1,255.12
California W/H Next Day	767.00		767.00
California SDI Next Day	376.68		376.68
California ETT Qtrly		2.26	2.26
California SUTA		65.60	65.60
Total Tax Deposits	4,198.56	1,867.62	6,066.18

Paycom Cash Requirements

Net Direct Deposits - Paycom Pay	21,540.99
Direct Deposit Distribution - Paycom Pay	1,753.16
Taxes - PAYCOM Resp.	6,066.18
Payroll Fee	631.26
Total Paycom Cash Requirements	29,991.59

Total Cash Requirements

29,991.59

Cash Requirements Statement

EXCEL ACADEMY CHARTER SCHOOLS

Transaction #: 6F49A712E
Period Ending: 03/31/2026
Check Date: 03/26/2026
PAYCOM Impound Date: 03/25/2026

Client: 10056 EIN:

A wire request for $971,128.06 will be sent to your bank on 03/24/2026

Items

Checks / Vouchers	131
Additional Direct Deposit Accounts	21

Billing

Check Processing/Tax Service	2,419.20
Direct Deposit	12.25
Jurisdiction Filing	30.00
Garnishment Fee this Payroll	10.00
Total Billing	2,471.45

Tax Deposits

	Employee Deductions	Employer Liability	Total Deposit
FICA/Social Security	7,162.81	7,162.81	14,325.62
Medicare	15,230.44	15,230.44	30,460.88
Federal W/H Tax	77,960.58		77,960.58
California W/H Next Day	39,887.60		39,887.60
California SDI Next Day	13,413.89		13,413.89
Hawaii W/H Semiweekly	749.21		749.21
Hawaii SUTA		174.88	174.88
Oregon W/C Tax EE	1.57		1.57
Oregon W/C Tax ER		1.57	1.57
Oregon W/H Next Day	565.72		565.72
Oregon EE PFML	42.83		42.83
Oregon SUTA		271.27	271.27
Oregon Transit Tax	7.14		7.14
Oregon ER PFML		28.56	28.56
Total Tax Deposits	155,021.79	22,869.53	177,891.32

Paycom Cash Requirements

Net Direct Deposits - Paycom Pay	746,074.54
Direct Deposit Distribution - Paycom Pay	44,355.75
Taxes - PAYCOM Resp.	177,891.32
Payroll Fee	2,471.45

Cash Requirements Statement

EXCEL ACADEMY CHARTER SCHOOLS

Transaction #: 6F49A712E
Period Ending: 03/31/2026
Check Date: 03/26/2026
PAYCOM Impound Date: 03/25/2026

Client: 10056 EIN: 47-4121751

A wire request for $971,128.06 will be sent to your bank on 03/24/2026

Garnishment Checks - Paycom Pay	335.00
Total Paycom Cash Requirements	971,128.06
Total Cash Requirements	971,128.06

Cash Requirements Statement

EXCEL ACADEMY CHARTER SCHOOLS

Transaction #: 715C4CEFD
Period Ending: 03/31/2026
Check Date: 04/10/2026
PAYCOM Impound Date: 04/09/2026

Client: 10056 EIN:

A wire request for $33,587.13 will be sent to your bank on 04/08/2026

Items

Checks / Vouchers	14
Additional Direct Deposit Accounts	1

Billing

Check Processing/Tax Service		594.01
Direct Deposit		7.25
Jurisdiction Filing		30.00
Garnishment Fee this Payroll	No Charge	
Additional Services		11.85
Total Billing		643.11

Tax Deposits

	Employee Deductions	Employer Liability	Total Deposit
FICA/Social Security	1,516.12	1,516.12	3,032.24
Medicare	462.03	462.03	924.06
Federal W/H Tax	1,609.57		1,609.57
California W/H Next Day	985.18		985.18
California SDI Next Day	421.21		421.21
California ETT Qtrly		4.03	4.03
California SUTA		116.61	116.61
Total Tax Deposits	4,994.11	2,098.79	7,092.90

Paycom Cash Requirements

Net Direct Deposits - Paycom Pay	23,945.99
Direct Deposit Distribution - Paycom Pay	1,905.13
Taxes - PAYCOM Resp.	7,092.90
Payroll Fee	643.11
Total Paycom Cash Requirements	33,587.13

Total Cash Requirements

33,587.13

Cash Requirements Statement

EXCEL ACADEMY CHARTER SCHOOLS

Transaction #: E1494730A
Period Ending: 04/30/2026
Check Date: 04/24/2026
PAYCOM Impound Date: 04/23/2026

Client: 10056 EIN:

A wire request for $1,012,510.48 will be sent to your bank on 04/22/2026

Items

Checks / Vouchers	132
Additional Direct Deposit Accounts	21

Billing

Check Processing/Tax Service	2,434.77
Direct Deposit	12.25
Jurisdiction Filing	30.00
Garnishment Fee this Payroll	10.00
Additional Services	38.00
Total Billing	2,525.02

Tax Deposits

	Employee Deductions	Employer Liability	Total Deposit
FICA/Social Security	7,998.90	7,998.90	15,997.80
Medicare	15,864.20	15,864.20	31,728.40
Federal W/H Tax	84,402.19		84,402.19
California W/H Next Day	43,279.60		43,279.60
California SDI Next Day	13,981.94		13,981.94
California ETT Qtrly		7.00	7.00
California SUTA		203.00	203.00
Hawaii W/H Semiweekly	749.21		749.21
Hawaii SUTA		174.89	174.89
Oregon W/C Tax EE	1.45		1.45
Oregon W/C Tax ER		1.45	1.45
Oregon W/H Next Day	565.72		565.72
Oregon EE PFML	42.83		42.83
Oregon SUTA		271.27	271.27
Oregon Transit Tax	7.14		7.14
Oregon ER PFML		28.56	28.56
Total Tax Deposits	166,893.18	24,549.27	191,442.45

Paycom Cash Requirements

Net Direct Deposits - Paycom Pay	769,986.34

Cash Requirements Statement

EXCEL ACADEMY CHARTER SCHOOLS

Transaction #: E1494730A
Period Ending: 04/30/2026
Check Date: 04/24/2026
PAYCOM Impound Date: 04/23/2026

Client: 10056 EIN:

A wire request for $1,012,510.48 will be sent to your bank on 04/22/2026

Direct Deposit Distribution - Paycom Pay	46,895.00
Taxes - PAYCOM Resp.	191,442.45
Payroll Fee	2,525.02
Garnishment Checks - Paycom Pay	1,661.67
Total Paycom Cash Requirements	1,012,510.48
Total Cash Requirements	1,012,510.48

Footnotes

Draft in the amount of 0.01 for Hawaii SUTA needed for missing deposits by tax payment due date. General Ledger and Cash Requirement will not match.

Thank you for your interest in serving as a Content and Community Provider (CCP) for our school. CCPs play an important role in delivering high-quality materials and/or instruction and tutoring that go beyond educational standards while promoting both accountability and flexible learning.
Please complete each section of the application thoroughly, continuing through each page until you reach the final section. Once the application is fully completed, click "Submit" to finalize.

Excel Academy's Vision

After reviewing our Vision, please click Next.

Content and Community Provider Informational Sheet

Please complete the section below with general information about your business.

* 1. **Content and Community Provider Name**

DBA, W-9 Form (Box 2) – exactly as you'd like it to appear and be searchable on our website/OPS

* 2. **Legal Payee Name**
W-9 Form (Box 1)

* 3. Primary Contact Person

* 4. Physical address where services are provided.

Street address

Street address line 2

City

State

Zip code

* 5. **Billing Address**
Where you want payments to be mailed. Include complete address.

Street address

Street address line 2

City

State

Zip code

* 6. Primary Phone Number

Country code

Phone number +1

7. Secondary Phone Number

Country code

Phone number +1

* 8. Email Address

Email address

* 9. Website Address

CCP Information of Services

Please complete the section below with detailed information about your business.

* 1. **Description of Services/Products Offered**

Please note that the information you provide here will be used exactly as written on our website and in our purchasing system to describe your offerings. Ensure your description is clear, detailed, and no more than 3–4 sentences.

Excel Academy Charter School CCP Terms and Conditions

Please indicate that you have reviewed the Terms and Conditions

Excel Academy Charter School Terms and Conditions

* 1. I acknowledge that I have read and understood the above Terms and Conditions.

First name

Last name

* 2. I hereby agree to comply with all Terms and Conditions associated with Excel Academy's CCP program.

First name

Last name

* 3. I confirm that I am not in violation of any part of Excel Academy's CCP Terms and Conditions.

First name

Last name

Application Terms

Approval Terms
1. Application Purpose Only:
This application and pre-approval process are solely for consideration as an approved Content and Community Provider (CCP). Approval does not constitute a contract or agreement for the school to purchase any goods or services. Approval as a CCP does not guarantee any purchase orders or commitments from the school. Submission of this application does not represent an offer, nor does approval represent acceptance of any offer made by the CCP.

2. Right to Decline or Revoke Approval:
The school reserves the right to reject or revoke any CCP approval at any time and for any reason, including previously granted approvals.

3. Independent Personnel Decisions:
The school does not manage or influence the CCP's employment decisions, including hiring or termination of personnel. However, the school retains the right to approve or reject specific individuals proposed to work with our students.

4. No Employment Relationship:
Regardless of any wording in this application, the pre-approval process, or the Terms and Conditions of any future Purchase Order, both parties agree that their relationship will be defined solely by the terms of each individual Purchase Order. Neither party, nor any of their employees, agents, officers, or independent contractors, shall be considered employees or agents of the other party. Accordingly, no party will be entitled to employment-related benefits (e.g., participation in retirement systems like CalSTRS) from the other. Each party is solely responsible for handling all federal, state, and local tax obligations related to its operations and personnel and agrees to indemnify the other for any failure to file or pay such obligations.

5.Instructional Funds Use
Instructional funds are public funds allocated to support a student's educational program and remain the property of Excel Academy Charter School.
CCPs acknowledge that:
Instructional funds may only be used for approved educational services or materials
Purchase Orders must be issued and approved by th
e school prior to services being provided
The school retains final approval authority over all purchases and services

6. USE OF SCHOOL NAME AND LOGO:
CCPs may not use Excel Academy's name (in whole or in part) or logo without prior written consent from the school. Permission is granted at the sole discretion of the school and may be withheld for any reason. All requests must be submitted to: CCPRelations@excelacademy.education.
Logo Policy: Name and Logo Policy

* 1. I acknowledge that I have read and understood the terms of the application stated above.

First name

Last name

* 2. I hereby agree to comply with all Application Terms associated with Excel Academy's CCP program.

First name

Last name

CCP FAQs

* 1. Please read the below CCP frequently asked questions to familiarize yourself with our program.

Frequently Asked Questions

I have reviewed the CCP FAQs.

First name	
Last name	

Excel Academy Policies Agreement

1. Educational Standards:
Excel Academy is a public TK–12 school that adheres to the California Common Core State Standards. As such, student instructional funds may only be used for educational activities and services that align with these standards.

2. Non-Sectarian Requirement:
CCPs agree not to provide services or products that are sectarian, religious, or denominational in nature, in accordance with public school policy.

3. Conflict of Interest Policy:
CCPs agree that instructional funds may not be used, directly or indirectly, to pay for services provided to their own family members, as this constitutes a conflict of interest. For the purposes of this policy, “family” includes: spouses, domestic partners, children (including stepchildren and foster children), parents, stepparents, grandparents, grandchildren, and siblings (including step- and half-siblings).
CCPs must conduct business in a manner that avoids actual or perceived conflicts of interest. A conflict arises when a CCP is in a position to influence the use of instructional funds in a way that could result in personal or familial financial gain. CCPs are required to disclose any such relationships to Excel Academy Charter School in compliance with applicable laws, including but not limited to California Education Code Section 56042.
Under this code, a parent, representative, CCP, or service provider may not recommend placement at a facility if they are employed by, contracted with, or stand to benefit from that CCP, or otherwise have a conflict of interest.

4. Use of School Name and Logo:
CCPs may not use Excel Academy’s name (in whole or in part) or logo without prior written consent from the school. Permission is granted at the sole discretion of the school and may be withheld for any reason. All requests must be submitted to: CCPRelations@excelacademy.education.

5. ACH Payments
Beginning with the 2026–2027 school year, we will transition to ACH as our primary and standard method of payment. This change is intended to improve payment security, efficiency, and timeliness, particularly in light of the documented rise in check theft and check fraud nationwide.

Checks will be issued only in special circumstances. If you believe a check will be required for your organization, please contact us in advance to discuss your request prior to invoicing or payment processing.

If you have not yet submitted your ACH information, or if your banking details have changed, please reach out as soon as possible to ensure there is no disruption to payment once this change takes effect.

Excel Academy ACH Form
We appreciate your cooperation and continued partnership.

* 1. I acknowledge that I have read and reviewed the Excel Academy Policies Agreement.

First name

Last name

* 2. Do you have any family members currently enrolled as students at Excel Academy Charter School? Family members include children, nieces, nephews, grandchildren, stepchildren, and siblings.

- ◯ Yes
- ◯ No
- ◯ If yes, please indicate name of student and relation

* 3. I agree to follow the Excel Academy Policies Agreement as outlined above.

First name

Last name

W-9 Collection

You may download a copy of the W-9 here: W9 Form

PAYMENT WILL BE REMITTED TO NAME LISTED IN LINE 1 OF THE W9. TIN MUST MATCH LEGAL NAME EXACTLY.

* 1. W-9 Upload

Choose File | Choose File | No file chosen

* 2. Indicate applicant type:

- ◯ Services
- ◯ Materials

Commercial Liability Insurance Requirements

Insurance Requirements for Service CCPs

Excel Academy defines Service CCPs as those who interact with students either in person or virtually. All Service CCPs are required to provide proof of commercial general liability insurance in the form of a Certificate of Insurance (COI) and must meet the requirements outlined in Section 16 of our (Terms and Conditions of the PO).
General Liability Insurance Requirement for All CCPs

All CCPs, regardless of service type, must carry general business liability insurance. Most major insurance providers offer this type of coverage. To maintain your approved status with Excel Academy, a valid and current COI must be on file at all times.

COI Requirements
Your Certificate of Insurance must:

Name Excel Academy Charter School as an Additional Insured
List our business address as follows:
Excel Academy Charter School
1 Technology Dr.
Bldg I-811
Irvine, CA 92618

Upload: Via application below

Important Note:

It is your responsibility to keep your insurance policy active and ensure Excel Academy has an up-to-date COI on file. If your COI expires and a new one is not submitted, your account will be automatically placed on hold until a valid certificate is received.

Please refer to the Sample COI for guidance on the required format and details.

* 1. I agree to comply with the above insurance requirements.

☐ I agree

* 2. Please Upload your current COI here

Choose File Choose File No file chosen

Business License Requirement

All Content and Community Providers (CCPs) are required to submit a valid and current business license for the city in which they are providing services and conducting business. Please verify with your local city or municipality to ensure you are in compliance with their specific licensing requirements.

* 1. Business License Upload

Choose File | Choose File | No file chosen

Child Abuse Mandated Reporter Training (SB 848) Safe Learning Environments Act

All providers and any employees or volunteers who interact with students are required to complete Mandated Reporter Training in accordance with California law. Certification must be current.
Proof of completion must be uploaded with this renewal application and must be completed within six (6) weeks of the start of the school year or within six (6) weeks of the start of services, whichever occurs first.
Mandated Reporter Training

* 1. Certificate of Child Abuse Mandated Reporter Training Completion Upload

Choose File Choose File No file chosen

Catalog of Services and Pricing (Required):

Upload a current catalog or list of classes/services offered, along with a detailed price list. Pricing must be clearly outlined for each class or service, including any applicable fees.

* 1. Upload Catalog of Services and Pricing

Choose File Choose File No file chosen

Unlawful Harassment Discrimination Retaliation Policy

Discrimination, harassment, intimidation, and bullying are strictly prohibited based on actual or perceived characteristics as outlined in Penal Code §422.5 and Education Code §220, within any CCP program or activity operated or significantly supported by the School.

The School ensures equal access to educational programs, activities, and facilities, and prohibits discrimination or harassment on the basis of the following protected categories:

- Race (including traits historically associated with race, such as hair texture and protective hairstyles like braids, locks, and twists)
- Color
- Religion or religious creed (including religious dress and grooming practices)
- Ethnicity
- National origin
- Ancestry (including language use restrictions)
- Citizenship
- Physical or mental disability (including HIV/AIDS)
- Medical condition (including cancer, a record or history of cancer, and genetic characteristics)
- Genetic information
- Marital status
- Registered domestic partner status
- Sex (including pregnancy, childbirth, breastfeeding, and related medical conditions)
- Actual or perceived gender, gender identity, or gender expression
- Age (40 years and older)
- Sexual orientation
- Veteran or military status
- Protected medical leaves
- Status as a victim of domestic violence, sexual assault, or stalking
- Political affiliation

Any other status protected by state or federal law
Additionally, the School prohibits retaliation against any individual who engages in activities protected under this policy, including reporting or assisting in the reporting of suspected violations, and cooperating in investigations or related proceedings.
Following an investigation, if it is determined that a CCP has engaged in prohibited or unprofessional conduct as described above, the CCP will be removed from providing services to students at Excel Academy Charter Schools.

* 1. I acknowledge and agree to comply with the Unlawful Harassment, Discrimination, and Retaliation Policy

◯ I agree

Code of Conduct

Please review the CCP Code of Conduct below:

Excel Academy Charter School Code of Conduct

* 1. I have read, acknowledged, and agree to comply with the CCP Code of Conduct.

◯ I agree

* 1. Please Select One

- ◯ I do NOT have an ORI Number
- ◯ I DO have an ORI Number

Employer Fingerprinting Clearance Form

All employees, Community Providers (CCPs), and CCP employees in California who interact with or engage with students of Excel Academy Charter Schools—whether in person or virtually—are required to undergo a criminal background check. This process involves submitting fingerprints via Live Scan to the California Department of Justice (DOJ), in compliance with our Background Check Policy.

Key Requirements:

Live Scan Form: Live Scan fingerprint submissions from other organizations are not acceptable, as the results are not transferable. To comply with our Background Check Policy, please ensure that both the Department of Justice (DOJ) and Federal Bureau of Investigation (FBI) levels of service are selected on the Live Scan form.
Level of Service: Ensure that both DOJ and FBI background checks are requested by checking the appropriate boxes on the form.
Additional Information:
Non-Instructor Employees: If any employee who is not an instructor has contact with students, please provide a detailed explanation of the nature of their interactions.

Excel Academy Livescan Form

* 1. I certify that no employee or contractor of the CCP who is working with students of Excel Academy Charter School has been convicted of, nor currently has pending charges for, the commission of a violent or serious felony.

◯ I agree

* 2. I certify that Excel Academy Charter School will be notified within 24 hours of any felony charges or convictions involving any employee or contractor of the CCP, regardless of whether they are currently assigned to serve Excel Academy Charter School students.

◯ I agree

* 3. I will maintain an up-to-date list of all employees and contractors (hereinafter referred to as the “Live Scan Roster”) who are working with students, and I will notify Excel Academy Charter School within 30 days of any new employee or contractor beginning work with the CCP.

◯ I agree

LiveScan Fingerprinting Information Sheet/Agreement

NOTE: The cost of Live Scan Fingerprinting is the responsibility of the CCP

1. The live scan form has been included in this CCP packet. You will need to fill out the "Applicant Information" section of the form and then take it to a fingerprinting service location. Once completed, please include a copy of each person(s) live scanned in your application submission.

2. The Live Scan Fingerprint Form (DOJ) is attached. We have filled out all the appropriate sections prior to sending the form to the CCP. Please ensure both DOJ and FBI level of service is completed by the operator.
3. CCP is responsible for properly filling out the applicant information section ONLY and scheduling a Live Scan appointment with an approved Live Scan Operator**

**For a list of Live Scan Operators go to: Live Scan Operator Locations.

4. CCP is responsible for ensuring that the Live Scan Operator completely fills out the last section on the form.

5. Each CCP needs to ensure that the Live Scan Operator takes one copy for their records, returns one copy of the completed Live Scan form to the program with the completed CCP packet, and keeps one copy for his/her records.

6. CCP is responsible for any and all fees owed to the Live Scan Operator at the time of services.

7. CCP is responsible for keeping the Live Scan Roster of all staff serving Excel Academy Charter School students current. All new employees, instructors, teachers, staff, agents, or independent contractors must complete the Live Scan process and be approved by Excel Academy Charter School prior to servicing students. Excel Academy Charter School may audit CCPs Live Scan Roster at any time to insure compliance. Audit compliance must be within 24 hours of request by the School.

8. Once the CCP's fingerprints are processed by the DOJ/FBI, we will review the entire application and make a determination as to whether or not the applicant should be added to the Approved CCP List.

1. Please type your name below to indicate your agreement and acknowledgment.

2. **Upload completed LiveScan forms below.**

Choose File Choose File No file chosen

ORI (Originating Agency Identifier) Definition

An ORI is a unique identifier assigned by the California Department of Justice (DOJ) to authorized agencies, confirming their status as Custodians of Records. This designation authorizes the agency to manage the security, storage, dissemination, and destruction of criminal records. As a Custodian of Records, the agency serves as the primary contact for the DOJ regarding these matters.

The below named individual or organization has an ORI Number issued by the DOJ (please provide a copy of the Custodian of Records letter listing the ORI number) and has conducted a criminal background check of all employees/contractors who will have contact with students of Excel Academy Charter School, through the DOJ, in accordance with Education Code Section 45125.1 and I certify to Excel Academy Charter School, that no employee/contractor of the CCP working with students of Excel Academy Charter School has been convicted of a violent or serious felony as defined by Penal Code 667.5(c) and 1192.7(c), or any other applicable statute, nor has a criminal action pending upon charges of commission of a violent or serious felony as defined therein. The CCP also agrees that they will continually monitor the status of all their employees/contractors to ensure that any certification provided to Excel Academy Charter School pursuant to Employer Fingerprinting Clearance Form remains valid and accurate.

* 1. Please type your name below indicating your agreement with the above statement.

* 2. Please upload your ORI Letter

Choose File Choose File No file chosen

Thank you for your continued interest in serving as a Content and Community Provider (CCP) for our school. CCPs play an important role in delivering high-quality materials and/or instruction and tutoring that go beyond educational standards while promoting both accountability and flexible learning.

Please complete each section of the renewal thoroughly, continuing through each page until you reach the final section. Once the application is fully completed, click "Submit" to finalize.

Content and Community Provider Informational Sheet

Please complete the section below with general information about your business.

* 1. **Content and Community Provider Name**

DBA, W-9 Form (Box 2) – exactly as you'd like it to appear and be searchable on our website/OPS

* 2. **Legal Payee Name**
W-9 Form (Box 1)

* 3. Primary Contact Person

* 4. Physical address where services are provided.

Street address

Street address line 2

City

State

Zip code

* 5. **Billing Address**
Where you want payments to be mailed. Include complete address.

Street address

Street address line 2

City

State

Zip code

* 6. Primary Phone Number

Country code

Phone number +1

* 7. Secondary Phone Number

Country code

Phone number +1

* 8. Email Address

Email address

* 9. Website Address (website required)

CCP Information of Services

Please complete the section below with detailed information about your business.

* 1. **CCP Information of Services - Please list any updates to current description of services**

Please note that the information you provide here will be used exactly as written on our website and in our purchasing system to describe your offerings. Ensure your description is clear, detailed, and no more than 3–4 sentences.

Excel Academy Charter School CCP Terms and Conditions

Please indicate that you have reviewed the Terms and Conditions

Excel Academy Charter School Terms and Conditions

* 1. I acknowledge that I have read and understood the above Terms and Conditions.

First name

Last name

* 2. I hereby agree to comply with all Terms and Conditions associated with Excel Academy's CCP program.

First name

Last name

* 3. I confirm that I am not in violation of any part of Excel Academy's CCP Terms and Conditions.

First name

Last name

Approval Terms

1. Renewal Purpose Only:
This renewal is solely for consideration as an approved Content and Community Provider (CCP). Approval does not constitute a contract or agreement for the school to purchase any goods or services. Approval as a CCP does not guarantee any purchase orders or commitments from the school. Submission of this renewal does not represent an offer, nor does approval represent acceptance of any offer made by the CCP.

2. Right to Decline or Revoke Approval:
The school reserves the right to reject or revoke any CCP approval at any time and for any reason, including previously granted approvals.

3. Independent Personnel Decisions:
The school does not manage or influence the CCP's employment decisions, including hiring or termination of personnel. However, the school retains the right to approve or reject specific individuals proposed to work with our students.

4. No Employment Relationship:
Regardless of any wording in this application, the pre-approval process, or the Terms and Conditions of any future Purchase Order, both parties agree that their relationship will be defined solely by the terms of each individual Purchase Order. Neither party, nor any of their employees, agents, officers, or independent contractors, shall be considered employees or agents of the other party. Accordingly, no party will be entitled to employment-related benefits (e.g., participation in retirement systems like CalSTRS) from the other. Each party is solely responsible for handling all federal, state, and local tax obligations related to its operations and personnel and agrees to indemnify the other for any failure to file or pay such obligations.

5.Instructional Funds Use
Instructional funds are public funds allocated to support a student's educational program and remain the property of Excel Academy Charter School.
CCPs acknowledge that:
Instructional funds may only be used for approved educational services or materials
Purchase Orders must be issued and approved by the school prior to services being provided
The school retains final approval authority over all purchases and services

6. USE OF SCHOOL NAME AND LOGO:
CCPs may not use Excel Academy's name (in whole or in part) or logo without prior written consent from the school. Permission is granted at the sole discretion of the school and may be withheld for any reason. All requests must be submitted to: CCPRelations@excelacademy.education.
Logo Policy: Name and Logo Policy

* 1. I acknowledge that I have read and understood the terms of the renewal as stated above.

First name

Last name

* 2. I hereby agree to comply with all Renewal Terms associated with Excel Academy's CCP program.

First name

Last name

CCP FAQs

* 1. Please read the below CCP frequently asked questions to familiarize yourself with our program.

Frequently Asked Questions

I have reviewed the CCP FAQs.

First name	
Last name	

Excel Academy Policies Agreement

1. Educational Standards:
Excel Academy is a public TK–12 school that adheres to the California Common Core State Standards. As such, student instructional funds may only be used for educational activities and services that align with these standards.

2. Non-Sectarian Requirement:
CCPs agree not to provide services or products that are sectarian, religious, or denominational in nature, in accordance with public school policy.

3. Conflict of Interest Policy:
CCPs agree that instructional funds may not be used, directly or indirectly, to pay for services provided to their own family members, as this constitutes a conflict of interest. For the purposes of this policy, “family” includes: spouses, domestic partners, children (including stepchildren and foster children), parents, stepparents, grandparents, grandchildren, and siblings (including step- and half-siblings).
CCPs must conduct business in a manner that avoids actual or perceived conflicts of interest. A conflict arises when a CCP is in a position to influence the use of instructional funds in a way that could result in personal or familial financial gain. CCPs are required to disclose any such relationships to Excel Academy Charter School in compliance with applicable laws, including but not limited to California Education Code Section 56042.
Under this code, a parent, representative, CCP, or service provider may not recommend placement at a facility if they are employed by, contracted with, or stand to benefit from that CCP, or otherwise have a conflict of interest.

4. Services on Non-School Days:
CCPs may provide services only on official Excel Academy Charter School instructional days when school is in session. Services may not be provided on weekends, school holidays, school breaks, or other non-school days unless expressly approved in writing by Excel Academy Charter School in advance. Services provided outside the approved instructional calendar without prior written authorization will not be eligible for payment and may result in suspension or termination of CCP approval.

5. ACH Payments
Beginning with the 2026–2027 school year, we will transition to ACH as our primary and standard method of payment. This change is intended to improve payment security, efficiency, and timeliness, particularly in light of the documented rise in check theft and check fraud nationwide.

Checks will be issued only in special circumstances. If you believe a check will be required for your organization, please contact us in advance to discuss your request prior to invoicing or payment processing.

If you have not yet submitted your ACH information, or if your banking details have changed, please reach out as soon as possible to ensure there is no disruption to payment once this change takes effect.

Excel Academy ACH Form

* 1. I acknowledge that I have read and reviewed the Excel Academy Policies Agreement.

First name

Last name

W-9 Collection

You may download a copy of the W-9 here: W9 Form

PAYMENT WILL BE REMITTED TO NAME LISTED IN LINE 1 OF THE W9. TIN MUST MATCH LEGAL NAME EXACTLY.

* 1. W-9 Upload

Choose File Choose File No file chosen

* 2. Indicate applicant type:

- ◯ Services
- ◯ Materials

Commercial Liability Insurance Requirements

Insurance Requirements for Service CCPs

Excel Academy defines Service CCPs as those who interact with students either in person or virtually. All Service CCPs are required to provide proof of commercial general liability insurance in the form of a Certificate of Insurance (COI) and must meet the requirements outlined in Section 16 of our (Terms and Conditions of the PO).
General Liability Insurance Requirement for All CCPs

All CCPs, regardless of service type, must carry general business liability insurance. Most major insurance providers offer this type of coverage. To maintain your approved status with Excel Academy, a valid and current COI must be on file at all times.

COI Requirements
Your Certificate of Insurance must:

Name Excel Academy Charter School as an Additional Insured
List our business address as follows:
Excel Academy Charter School
1 Technology Dr.
Bldg I-811
Irvine, CA 92618

How to Submit Your COI
You may submit your COI through one of the following methods:

Upload: Via application below

Important Note:

It is your responsibility to keep your insurance policy active and ensure Excel Academy has an up-to-date COI on file. If your COI expires and a new one is not submitted, your account will be automatically placed on hold until a valid certificate is received.

Please refer to the Sample COI for guidance on the required format and details.

* 1. I agree to comply with the above insurance requirements.

☐ I agree

* 2. Please Upload your current COI here

Choose File | Choose File | No file chosen

Business License Requirement

All Content and Community Providers (CCPs) are required to submit a valid and current business license for the city in which they are providing services and conducting business. Please verify with your local city or municipality to ensure you are in compliance with their specific licensing requirements.

* 1. Business License Upload

Choose File | Choose File | No file chosen

Child Abuse Mandated Reporter Training (SB 848) Safe Learning Environments Act

All providers and any employees or volunteers who interact with students are required to complete Mandated Reporter Training in accordance with California law. Certification must be current.
Proof of completion must be uploaded with this renewal application and must be completed within six (6) weeks of the start of the school year or within six (6) weeks of the start of services, whichever occurs first.
Mandated Reporter Training

* 1. Certificate of Child Abuse Mandated Reporter Training Completion Upload

Choose File | Choose File | No file chosen

Catalog of Services and Pricing (Required):

Upload a current catalog or list of classes/services offered, along with a detailed price list. Pricing must be clearly outlined for each class or service, including any applicable fees.

1. Upload Catalog of Services and Pricing (Required):

Choose File Choose File No file chosen

Unlawful Harassment Discrimination Retaliation Policy

Discrimination, harassment, intimidation, and bullying are strictly prohibited based on actual or perceived characteristics as outlined in Penal Code §422.5 and Education Code §220, within any CCP program or activity operated or significantly supported by the School.

The School ensures equal access to educational programs, activities, and facilities, and prohibits discrimination or harassment on the basis of the following protected categories:

- Race (including traits historically associated with race, such as hair texture and protective hairstyles like braids, locks, and twists)
- Color
- Religion or religious creed (including religious dress and grooming practices)
- Ethnicity
- National origin
- Ancestry (including language use restrictions)
- Citizenship
- Physical or mental disability (including HIV/AIDS)
- Medical condition (including cancer, a record or history of cancer, and genetic characteristics)
- Genetic information
- Marital status
- Registered domestic partner status
- Sex (including pregnancy, childbirth, breastfeeding, and related medical conditions)
- Actual or perceived gender, gender identity, or gender expression
- Age (40 years and older)
- Sexual orientation
- Veteran or military status
- Protected medical leaves
- Status as a victim of domestic violence, sexual assault, or stalking
- Political affiliation

Any other status protected by state or federal law
Additionally, the School prohibits retaliation against any individual who engages in activities protected under this policy, including reporting or assisting in the reporting of suspected violations, and cooperating in investigations or related proceedings.
Following an investigation, if it is determined that a CCP has engaged in prohibited or unprofessional conduct as described above, the CCP will be removed from providing services to students at Excel Academy Charter Schools.

* 1. I acknowledge and agree to comply with the Unlawful Harassment, Discrimination, and Retaliation Policy

◯ I agree

Code of Conduct

Please review the CCP Code of Conduct below:

Excel Academy Charter School Code of Conduct

* 1. I have read, acknowledged, and agree to comply with the CCP Code of Conduct.

◯ I agree

* 1. Please Select One

- ◯ I do NOT have an ORI Number
- ◯ I DO have an ORI Number

Employer Fingerprinting Clearance Form

All employees, Community Providers (CCPs), and CCP employees in California who interact with or engage with students of Excel Academy Charter Schools—whether in person or virtually—are required to undergo a criminal background check. This process involves submitting fingerprints via Live Scan to the California Department of Justice (DOJ), in compliance with our Background Check Policy.

*Previous and active live scan clearances completed for Excel Academy Charter School will be honored and will not be required to live scan again.

Key Requirements:

Live Scan Form: Live Scan fingerprint submissions from other organizations are not acceptable, as the results are not transferable. To comply with our Background Check Policy, please ensure that both the Department of Justice (DOJ) and Federal Bureau of Investigation (FBI) levels of service are selected on the Live Scan form.
Level of Service: Ensure that both DOJ and FBI background checks are requested by checking the appropriate boxes on the form.
Additional Information:
Non-Instructor Employees: If any employee who is not an instructor has contact with students, please provide a detailed explanation of the nature of their interactions.

Excel Academy Livescan Form

* 1. I certify that no employee or contractor of the CCP who is working with students of Excel Academy Charter School has been convicted of, nor currently has pending charges for, the commission of a violent or serious felony.

◯ I agree

* 2. I certify that Excel Academy Charter School will be notified within 24 hours of any felony charges or convictions involving any employee or contractor of the CCP, regardless of whether they are currently assigned to serve Excel Academy Charter School students.

◯ I agree

* 3. I will maintain an up-to-date list of all employees and contractors (hereinafter referred to as the “Live Scan Roster”) who are working with students, and I will notify Excel Academy Charter School within 30 days of any new employee or contractor beginning work with the CCP.

◯ I agree

LiveScan Fingerprinting Information Sheet/Agreement

NOTE: The cost of Live Scan Fingerprinting is the responsibility of the CCP

1. The live scan form has been included in this CCP packet. You will need to fill out the "Applicant Information" section of the form and then take it to a fingerprinting service location. Once completed, please include a copy of each person(s) live scanned in your application submission.

2. The Live Scan Fingerprint Form (DOJ) is attached. We have filled out all the appropriate sections prior to sending the form to the CCP. Please ensure both DOJ and FBI level of service is completed by the operator.
3. CCP is responsible for properly filling out the applicant information section ONLY and scheduling a Live Scan appointment with an approved Live Scan Operator**

**For a list of Live Scan Operators go to: Live Scan Operator Locations.

4. CCP is responsible for ensuring that the Live Scan Operator completely fills out the last section on the form.

5. Each CCP needs to ensure that the Live Scan Operator takes one copy for their records, returns one copy of the completed Live Scan form to the program with the completed CCP packet, and keeps one copy for his/her records.

6. CCP is responsible for any and all fees owed to the Live Scan Operator at the time of services.

7. CCP is responsible for keeping the Live Scan Roster of all staff serving Excel Academy Charter School students current. All new employees, instructors, teachers, staff, agents, or independent contractors must complete the Live Scan process and be approved by Excel Academy Charter School prior to servicing students. Excel Academy Charter School may audit CCPs Live Scan Roster at any time to insure compliance. Audit compliance must be within 24 hours of request by the School.

8. Once the CCP's fingerprints are processed by the DOJ/FBI, we will review the entire application and make a determination as to whether or not the applicant should be added to the Approved CCP List.

4. **Please type your name below to indicate your agreement and acknowledgment.**

5. **Upload completed LiveScan forms below.**

Choose File Choose File No file chosen

ORI (Originating Agency Identifier) Definition

An ORI is a unique identifier assigned by the California Department of Justice (DOJ) to authorized agencies, confirming their status as Custodians of Records. This designation authorizes the agency to manage the security, storage, dissemination, and destruction of criminal records. As a Custodian of Records, the agency serves as the primary contact for the DOJ regarding these matters.

The below named individual or organization has an ORI Number issued by the DOJ (please provide a copy of the Custodian of Records letter listing the ORI number) and has conducted a criminal background check of all employees/contractors who will have contact with students of Excel Academy Charter School, through the DOJ, in accordance with Education Code Section 45125.1 and I certify to Excel Academy Charter School, that no employee/contractor of the CCP working with students of Excel Academy Charter School has been convicted of a violent or serious felony as defined by Penal Code 667.5(c) and 1192.7(c), or any other applicable statute, nor has a criminal action pending upon charges of commission of a violent or serious felony as defined therein. The CCP also agrees that they will continually monitor the status of all their employees/contractors to ensure that any certification provided to Excel Academy Charter School pursuant to Employer Fingerprinting Clearance Form remains valid and accurate.

* 1. Please type your name below indicating your agreement with the above statement.

* 2. Please upload your ORI Letter

Choose File Choose File No file chosen

Ordering Guidelines- BSD

Instructional Funds, Materials, and Content & Community Providers (CCPs)

Instructional Funds Information and Guidelines

Excel Academy students generate state funding through Average Daily Attendance (ADA). These funds are budgeted according to the school's Local Control Accountability Plan (LCAP) and are subject to the following guidelines:

- **Use of Funds**:
  Excel Academy may not provide funds, goods, or services to students, parents, or guardians that a traditional public school district would be prohibited from providing under the law. Instructional Funds (IFs) must be used solely for educational purposes in direct support of the enrolled student's learning plan.
- **Residency Requirement**:
  Excel Academy is only authorized to receive funding for students who are residents of the counties served by the school.
- **Appropriate Spending**:
  IFs must be used exclusively for educational materials and services that directly support the student's individualized educational plan. Funds may not be used for materials or admissions for siblings, parents, or anyone other than the enrolled student. Additionally, purchases must be directly tied to the student's coursework and learning objectives.
- **Approval of Materials**:
  All expenditures must be pre-approved by the student's Teacher of Record (ToR). Purchases must align with Excel Academy's Ordering Policies.
- **Prohibited Expenditures**:
  IFs may not be used for any transportation-related costs, including field trips, travel expenses, or mileage reimbursement. Excel Academy receives no funding for transportation; therefore, families are responsible for all transportation arrangements at their discretion.
- **Fund Allocation**:
  The amount of IFs available is based on the student's enrollment date and the ADA calendar used by the state. Students enrolled on the first day of the school year will have access to the maximum appropriated funding, while students enrolling later will receive a prorated amount.
- **Funding Amounts for the 2026-2027 School Year**:
  - TK–8 Personalized Path: $3,400
  - Grades 9–12 Personalized Path: $3,900
  - Grades 1–8 Virtual Path: $2,000
    (Funding amounts assume full-year enrollment of 175 school days.)

  Funds are deposited into IF accounts in multiple disbursements throughout the school year. No funding is distributed directly to students or parents under any circumstances.

Updated: 05/14/2026

- **School Discretion**:
  Excel Academy reserves the right to determine which services and materials are deemed educationally appropriate and beneficial for a student's academic success. All IF expenditures are ultimately subject to administrative review and approval.
- **Special Education Services**:
  IFs may not be used to purchase special education items. Any special education needs must be addressed through the IEP (Individualized Education Program) process.
- **Ordering Deadlines**:
  The final deadline to submit and receive approval for IF orders in OPS is **April 9, 2027**.
  Families are strongly encouraged to submit orders well in advance of this deadline to avoid any processing issues. No orders will be accepted after this date.
  Unused IFs will **not roll over into the next academic year, and any remaining balance will expire after the ordering deadline.**
- **Spending Expectations**:
  Funds must be spent thoughtfully and evenly throughout the school year to ensure continuous access to educational resources. Orders containing excessive quantities or items unlikely to be used by the last day of school will be subject to administrative review. Parents may be asked to modify or cancel orders if necessary to ensure responsible use of public funds.

Management of Instructional Funds (IFs)

The management and allocation of Instructional Funds (IFs) is a collaborative process between the parent/guardian and the Teacher of Record (ToR), with the primary objective of supporting optimal student learning outcomes.

The ToR is responsible for guiding families in the appropriate and effective use of IFs, ensuring that all expenditures align with the guidelines established by Excel Academy. While IFs are designated to support the individual educational needs of each student, all funds remain part of Excel Academy's overall budget, and all items purchased with IFs are the property of Excel Academy.

The ToR must monitor all IFs account activity to ensure families do not exceed their allocated budgets. Parents are encouraged to actively participate in planning the use of their student's funds and may request an updated balance at any time by contacting their ToR or accessing the account through OPS.

While parents have the right—and are strongly encouraged—to propose how IFs are allocated in support of their student's educational plan, the ethical and professional stewardship of these public funds ultimately rests with the ToR and Excel Academy.

The ToR is responsible for ensuring that all required core curriculum materials are purchased before any purchase orders for extracurricular activities are submitted.

In the event of a dispute between a parent and a ToR regarding the use of IFs, Excel Academy administration will review and mediate the matter, and the decision of the administration will be final.

Criteria for Materials That Can Be Purchased with Instructional Funds

Excel Academy Charter School receives funding from the State of California to support student learning and academic progress toward state standards. As such, Instructional Funds (IFs) must be used exclusively for educational purposes and must align with the criteria outlined below.

Updated: 05/14/2026

Teachers of Record (ToRs) will collaborate with the Business Services Manager for clarification on acceptable purchases as needed.

Please note: This list is not exhaustive. Excel Academy reserves the right to interpret these guidelines and to make final decisions regarding the appropriate use of IFs.

Here are some examples of things that can be purchased with IFs:

- Educational classes
- Materials and curriculum
- Tutoring
- Elective educational classes
- Elective educational materials/supplies
- School supplies
- Music lessons
- Physical education classes
- School-sponsored field trips

General Criteria:

- Educational curriculum must be appropriate for the student's assigned courses and documented learning plan.
- All purchased materials must support the student's progress toward meeting **state standards** and **school academic requirements**.
- All instructional materials must be **non-sectarian** (non-religious).
- Families must select **basic and economical models** of items when available.
  **If a higher-priced, specialized item is necessary, a justification statement from the ToR may be required to approve the purchase.*
- School and office supplies necessary for learning basic academic skills (e.g., paper, pencils, binders) are allowable.
- Materials purchased for a **documented educational project** are permitted (e.g., fabric, wool, yarn).Quantities must be reasonable and directly aligned with the student's educational plan and coursework
  **Exception: Food purchases are not allowed.*
- Educational software may be purchased if it is used to instruct or enhance learning in a specific subject area.
- Materials must not create a risk of **danger or serious injury** for students or staff.
- Certain items may require the submission of **tracking forms** and/or **educational plans** for approval.
- Participation in **school-sponsored field trips** may be covered by IFs.

Specific Item Limits:

- No more than **three (3) black printer ink cartridges** and **two (2) color ink cartridges** may be purchased per semester.
- A maximum of **4 reams of paper per semester** per student may be ordered.

Updated: 05/14/2026

- **VCI (CCP Services): $500 per month, Including any additional fees such as** tuition, registration and membership'

****Important:** All purchases must comply with these guidelines. Non-compliant purchases will be denied, and IFs will not be reimbursed for unauthorized spending.

Approved Materials

Please refer to our Excel Academy Ordering Guide for Acceptable and unacceptable purchases.

Disallowed Educational Activities

The following activities are examples of services that **cannot** be funded with Instructional Funds (IFs) due to the significant liability risk they pose to the school. Community and Content Providers (CCPs) offering these activities or services will not be approved by Excel Academy.

Prohibited activities include, but are not limited to:

- Religious, sectarian, or denominational services or materials
- Scuba diving
- Skydiving
- Water sports involving motorized equipment, such as jet skiing
- Skiing and snowboarding
- Aircraft-related activities of any kind
- Behind-the-wheel driver's education
- Operation of any motorized vehicle
- Indoor trampoline parks
- Extreme sports that expose students to undue risk, including but not limited to:
    - Outdoor rock climbing
    - White water rafting
    - Paragliding

Excel Academy reserves the right to expand or adjust this list as needed to protect the health, safety, and educational focus of all enrolled students.

Sectarian Materials

School materials cannot have sectarian/religious content. The ToR will ensure sectarian/religious materials are not ordered with school funds.

Technology Options

At Excel Academy, we recognize technology as a vital educational resource. As part of our commitment to supporting student learning, we offer a variety of technology options available for purchase using Instructional Funds (IFs). Please note that, as with all school-purchased materials, any computers ordered with IFs remain the property of Excel Academy and must be returned upon the student's withdrawal or completion of enrollment.

Technology Policy

Device Issuance:

Updated: 05/14/2026

    - **Personalized Learning Pathway (Grades K–12):** A Chromebook will be issued to all enrolled students for instructional use during the school year.
    - **Virtual Pathway (Grades TK–8):** A Chromebook will be issued to all enrolled students as part of their curriculum and school supplies package.
    - **Personalized Learning Pathway (Grade TK):** Chromebooks are available for optional rental at a rate of $250 (3-year rental period).
- All accessories and software purchased with Instructional Funds must be used exclusively with devices issued by Excel Academy. Excel Academy assumes no liability for accessories or software installed on or used with non-Excel Academy issued devices.
- All Chromebooks provided by Excel Academy are equipped with GoGuardian, a monitoring and filtering system designed to block inappropriate or non-educational internet activity. GoGuardian tracks all student searches and websites visited. As a result, Excel Academy is notified if a student engages in inappropriate or harmful searches. In such cases, the parent or guardian will be contacted and informed of the student's Chromebook activity, as reviewed and determined by the school Principals.
- Please be aware that computers issued by Excel Academy do not come pre-installed with additional software, such as Microsoft Word.
- Chromebooks will be replaced every 4th year.

Financial Responsibility: Students and families are financially responsible for the specific repair or replacement costs associated with lost or damaged devices. Unresolved balances will continue to be documented in the student's cumulative (CUME) file. The
fee structure is as follows:

- **Lost, Stolen, or Destroyed (Asus):** $425
- **Lost, Stolen, or Destroyed (HP):** $380
- **Keyboard, Trackpad Repair:** $40
- **Screen, LCD Repair:** $30
- **Power Adapter (Charger) Replacement:** $25

Service CCPs

An Approved Service Community and Content Provider (CCP) is a provider authorized by Excel Academy to deliver educational services or activities funded through Instructional Funds (IFs). Approved services may include, but are not limited to: class fees, materials (if the CCP is also approved as a Materials CCP), enrichment activities, community-based learning opportunities, core subject academic support, and other educational services listed in Excel Academy's current Approved CCP Directory.

To become an Approved Service CCP, providers must successfully complete Excel Academy's onboarding and approval process, which includes, but is not limited to:

- Department of Justice Live Scan fingerprint clearance;

- Proof of current business liability insurance;
- A valid business license;
- Proof of completed Mandated Reporter Training for all individuals interacting with students (must be current and maintained in accordance with California law)
- Full compliance with all other application and onboarding requirements.

The examples listed above are not exhaustive. Excel Academy reserves the right to interpret these guidelines and to make all final determinations regarding the use of IFs.

****Please note All service orders must be submitted by the 26th of the month prior to the month of service. Late orders will not be processed. ****

Service CCPs Policy

When using Instructional Funds (IFs) for approved services provided by Community and Content Providers (CCPs), the following policies and procedures must be strictly followed:

- **Compliance with Policies:**
  All school policies and procedures must be adhered to when utilizing IFs for any approved service.
- **Core Curriculum Requirement:**
  Before a student may place an order for services related to non-core, elective activities, the Teacher of Record (ToR) must verify that core curriculum materials are in place and that the student is demonstrating adequate progress toward grade-level academic standards.
- **Approval and Purchase Order (PO) Requirements:**
  Services must be pre-approved by the ToR, and a fully processed purchase order must be submitted and received by the CCP prior to the scheduled event or activity.
  Excel Academy will not, under any circumstances, reimburse parents for services paid out-of-pocket.
- **Restrictions on Services:**
  - No sectarian or denominational instruction is permitted in any course or activity funded with IFs.
  - CCPs must be fully approved prior to any payment being made for services.
  - IFs may only be used for services rendered to currently enrolled students and must occur on instructional days.
  - Excel Academy does not fund season passes, recital fees, or similar charges.
  - Excel Academy cannot pay for uniforms, belts, costumes, makeup, or ticket costs associated with any event or activity.
  - Unless otherwise required by law, IFs cannot be used to pay for transportation costs, including gas, mileage, parking, meals, or any similar expenses.
- **Service Requests:**
  - Service requests must remain within the monthly **spending cap of $500**, inclusive of all fees.
  - Only one Purchase Order (PO) per month per CCP is permitted.
  - Services must be provided by approved instructors only.
  - Learning center services are limited to a maximum of two (2) Full days per week.
  - Students may participate in either basic group lessons or a limited number of private lessons, provided they are reasonably priced; both may not be combined within the same month.

Updated: 05/14/2026

- **Late Service Orders:**
  Orders placed after the first day of the month will not be approved or processed until the following month As outlined in the Family CCP Agreement, Excel Academy will not pay for services rendered prior to a PO being approved and created,

Field Trips

Field trips are organized group activities facilitated by the Community Engagement Coordinator and supported by designated school representatives. They provide a valuable opportunity for students and their families to engage with the broader school community while supporting each student's individual learning plan in an enriching, hands-on environment.

Participation in field trips is voluntary. Parents may choose whether their student(s) and family members will attend each scheduled trip. Students' attendance fees for field trips may be paid using their Instructional Funds (IFs), subject to school approval processes.

All expenses for parents, siblings, and any non-enrolled participants must be paid out of pocket by the family and are not eligible for payment or reimbursement through the school.

Field Trip Purchase Order Guidelines:

- The parent must place the Purchase Order (PO) at the time of registration.
- POs cannot be canceled or refunded after the registration deadline.
- Each student requires an individual PO; sibling funds cannot be used (sibling funds cannot be used).

Participation in field trips is contingent upon availability of funds, space, and compliance with all school policies.

Subscriptions

Excel Academy permits students to utilize Instructional Funds (IFs) to purchase educational subscriptions through approved Community and Content Providers (CCPs), such as Kiwi Crate and History Unboxed. The following guidelines apply:

12-Month Subscriptions:

- Orders for 12-month subscriptions must be placed between **August 24** and **October 31**

6-Month Subscriptions:

- Orders for 6-month subscriptions may be placed through **February 1**.

3-Month or Shorter Subscriptions:

- After **February 1**, all subscription orders must be limited to three months or fewer until the last ordering day, **April 9**.
-

All subscription purchases must comply with the school's policies regarding the appropriate use of Instructional Funds.

Full-Year Curriculum Ordering

Core curriculum packages and bundles designed for a full academic year (e.g., printed curriculum or digital full-year licenses) must adhere to the following ordering deadlines:

- **First Semester:** Full-year curriculum may be ordered at any time during the first semester.

Updated: 05/14/2026

- **Second Semester:** Orders must be placed no later than the second-semester drop date (**January 15, 2027**).

Books

Excel Academy permits the use of Instructional Funds (IFs) to purchase books that support the student's educational program and meet the following guidelines:

Approved Items

- Books must be educational in nature, aligned with the student's coursework, and appropriate for the student's grade level
- Paperback books are preferred when available
- Paperback book sets are permitted, depending on the student's age and grade level, and must be ordered with sufficient time for completion within the school year

Hardback Books

- Hardback books may only be approved if a paperback version is not available or if the hardback version is less expensive
- Hardback books are **considered non-consumable** and **will be collected** upon student withdrawal or graduation.
- **Hardback book sets** are not permitted

Restrictions

- Used books are not permitted
- Textbooks older than ten (10) years will not be approved
- Duplicate copies (educator copies) are only permitted for core curriculum
- Quantities must be reasonable and reflect the student's ability to complete the materials within the semester

Spending Limits

- Maximum of **$300 per semester**

Additional Requirements

- Books should be ordered in a manner that **allows for completion within the current semester**
- The Teacher of Record (ToR) is responsible for approving orders that align with these guidelines

STEM Materials (Building Kits, Puzzles, Games)

Excel Academy permits the use of Instructional Funds (IFs) to purchase basic educational STEM materials, including Building kits, LEGO, puzzles, and board games under the following guidelines:

Educational Use Requirement

- All Materials must demonstrate clear educational value and serve a direct instructional purpose
- Items must contribute meaningfully to the student's educational plan
- All kits and material must be able to be reasonably used within the current school year

General Building Kits, Puzzles, Games (Non-LEGO)

Approved Items

- Must support hands-on learning, problem-solving, and STEM development
- Must be **basic in nature**, standard, and appropriate for the student's grade level

Updated: 05/14/2026

- Games and puzzles must support **educational skill development** and be **age appropriate**.
- Must be aligned with the student's educational plan, and suitable for use within the current school year

Restrictions

- Items that are primarily recreational, novelty-based, or not educational in nature will not be approved
- One-time activity kits or single-build kits, not tied to core subjects.
- Games or puzzles that are primarily based on chance, decorative, novelty-based, or that do not demonstrate clear educational value or skill development will not be approved.
- Entertainment-focused or trend-based items will not be approved
- Quantities must be reasonable; excessive or duplicate items will not be approved

LEGO Sets

Approved Items

- Purchases are limited to **classic, assorted LEGO sets** are permitted Maximum of **$75 per student, per school year.**
- Sets must support open-ended building, creativity, and STEM-based learning.
- All items must be **basic in nature** and appropriate for the student's grade level.

Restrictions

- Single-build LEGO sets are not allowed
- Minifigure kits are not permitted
- Themed or branded sets are not permitted, including but not limited to:
    - Marvel
    - Star Wars
    - Harry Potter
    - Disney
    - Barbie
    - Any entertainment-based or collectible sets
- Sets that are primarily recreational or do not demonstrate educational value.

Excel Academy reserves the right to determine whether a kit aligns with educational standards and meets all purchasing guidelines

Cancellation Policy

Once an EMR order has been processed and submitted to the Content and Community Provider (CCP), it cannot be canceled. Once materials are requested, the Business Services Department will proceed with ordering, and cancellations are no longer permitted.

If an order remains in "Pending Status," the Teacher of Record (ToR) may cancel or edit the purchase order in OPS. **However, for VCI orders, the CCP must first be notified and must approve the cancellation before the order can be canceled in OPS.**

Updated: 05/14/2026

To cancel a purchase order that is still pending:

- Locate the purchase order by conducting a search.
- In the status dropdown menu, change the status from "Pending" to "Canceled."
- Click "Update Order" to complete the cancellation.
  Important: If you do not click "Update Order," the cancellation will not be finalized.

The VCI Cancellation Policy requires that classes be canceled with at least two weeks' notice provided directly to the content and community provider. Any cancellation policies specific to individual content and community providers are solely the parent's responsibility to manage and honor.

Updated: 05/14/2026

Coversheet

Consent - Education Student/Services

Section: X. Consent
Item: B. Consent - Education Student/Services
Purpose:
Submitted by:
Related Material: EACS Parent_Student Handbook-26_27.pdf
Handbook Revisions 26_27.pdf
Lexia_quote_2627.pdf
Presence 2627_Quote_Q-28618_2026-04-07.pdf
Subject.com 2026-2027 (1).pdf

BACKGROUND:

Item: Presence Learning Agreement Renewal

Background: Presence Learning is a virtual organization that offers assessments and designated instructional services for Special Education students in a unique and effective platform. By using a number of cameras and tools, Presence Learning is able to accurately assess students in order to create reports to inform the student's IEP. Presence Learning has worked directly with assessment publishers to obtain usage rights and copyright permission to use standardized assessments within their independently developed virtual platform and have had independent research studies conducted to ensure the reliability and validity of the assessment administration and results.

Fiscal Impact: $19,500.00

Warner: $12,090.00

Helendale: $7,410.00

Item: Subject.com

Background: Subject.com will be implemented at Excel Academy beginning in fall 2026 following a successful spring pilot. The platform provides standards-aligned, A-G–approved courses delivered through an asynchronous model, allowing students to engage with content flexibly while progressing at their own pace. The high-quality, engaging video instruction—created in-house and paired with AI-assisted grading of comprehension checks—supports student understanding in real time. The platform also includes integrated assessments and progress monitoring tools, enabling teachers to track performance and support mastery of course standards. The addition of Subject.com expands Excel Academy's course offerings while providing a differentiated instructional model that enhances student engagement and supports a wide range of learning needs.

Fiscal Impact: $17,400.00

Warner (#2053): $10,788.00

Helendale (#2073): $6,612.00

Item: Lexia Core 5/Power UP Literacy Subscription

Background: Excel Virtual Path teachers (K–2) and the Intervention team can use Lexia PowerUp Literacy to help students who need additional reading support. The program delivers adaptive, personalized instruction in word study, grammar, and comprehension, enabling students to strengthen foundational literacy skills through age-appropriate content. By identifying and addressing individual skill gaps, teachers can monitor progress and provide targeted support that helps students build confidence, improve reading proficiency, and achieve accelerated growth within one school year.

Fiscal Impact: $10,350.00

Warner: $6,417.00
Helendale: $3,933.00

Excel Academy Charter School Handbook

2026-2027

Dear Parents and Students,

Welcome to the 2026-2027 school year at Excel Academy Charter School. We are honored to have you as part of our flex based personalized learning community and excited to embark on a year filled with growth, collaboration, and achievement.

At Excel Academy, we recognize that every student's learning journey is unique. Whether learning takes place at home, in the community, through hands-on projects, or in collaborative group settings, our personalized and virtual learning models ensure that each student is supported in a way that maximizes their potential. Diversity in learning environments, skills, and experiences strengthens our school community, and by working together, we create an inclusive atmosphere where every student can thrive.

This handbook is designed to provide clarity on policies, expectations, and procedures. We are passionately dedicated to providing a personalized and engaging learning experience centered on a collaborative partnership between school and home that creates unmatched opportunities for excellence and future success.

Should you have any questions, please don't hesitate to reach out to your teacher of record or our administration. We are here to support you every step of the way.

Together, let's make this school year one of teamwork, perseverance, and celebration—because at Excel Academy, we don't just learn, we SOAR!

Sincerely,

Heidi Gasca

Superintendent

Table of Contents

Excel Academy Charter School Handbook **1**
Who We Are ***5***
Mission Statement *5*
Schoolwide Learning Outcomes *7*
WASC Accreditation *8*
Contacts ***10***
Parent Support *10*
Contact Information *10*
Enrollment ***12***
Enrollment Documents Required *12*
Private School Affidavit (PSA) *13*
Grade-Level Assignment *13*
Transitional Kindergarten (TK) Policy *13*
Kindergarten Placement *13*
High School Grade-Level Placement *13*
Adult Student Enrollment *14*
Dual Enrollment Policy – Public and Private Schools *14*
Acceleration & Retention: Policies & Processes *14*
Master Agreement *16*
Methods of Operation and Glossary of Terms ***16***
Learning Options *16*
General Terms *17*
Business Services Department Terms *19*
Methods of Operation *20*
Meeting Types ***23***
Attendance Intervention Meeting (AIM) *23*
Initial Contact Meeting *23*
Learning Period (LP) Meetings *23*
Parent-Teacher Conferences *23*
School Policies, Procedures & Regulations ***25***
School Safety Plan *25*
School Communication Responsibilities *25*
Internet/Computer System Acceptable Use Policy (AUP) *26*
Zoom Disclaimer *29*
Student Freedom of Speech / Expression *30*
Civility Policy *30*

Progress Improvement Notification Procedures 32
Bullying *32*
Academic Integrity Policy *33*
Process for Addressing Incidents of Academic Dishonesty *36*
Grievance Procedure *37*
Excel Academy's Parent Proctoring Policy *41*
Substance Abuse *42*
Child Abuse Reporting *43*
Independent Study Policy *44*
Travel Plan *48*
Required Courses for TK-8 *49*
Curriculum and Education Resources *49*
California Content Standards *50*
Observation of Student Educational Activities *50*
PE Requirements *50*
CHYA-California Healthy Youth Act *51*
Student Athletes *51*
Personalized Junior High - 7-8 **52**
Virtual Pathway *52*
High School - 9-12 ***55***
Graduation Track Options *57*
Honors and Awards *58*
NCAA - National Collegiate Athletic Association *67*
Grading *68*
Required Samples: *72*
Driver's Education *72*
Diploma *72*
Instructional Funds and Content and Community Provider (CCP) Policies ***75***
Types of Community Providers *76*
Purchasing and Payment Policies *76*
Find a CCP Near Your Home *76*
Instructional Funds (IFs) *76*
Criteria for Materials That Can Be Purchased with IFs *78*
Technology Usage Policy *80*
Return Policy for Materials Content & Community Providers (CCPs) *81*
Cancellation Policy *81*
Backordered Items *82*
Ordering Deadline *82*
Intervention ***83***

WIN Interventions: *83*
Student Success Team (SST) *83*
504 Plans *83*
Special Education ***84***
Assessments ***85***
Report Cards *85*
Grading Scales *85*
State and Local Assessments *87*
Testing Resources ***91***
i-Ready Benchmark Assessments – Computer-Based Tests *92*
TK Assessments *93*
Reading Difficulties Screener *93*
Field Trips ***94***
Clubs, Programs, Student, & Parent Opportunities ***95***
Work Permits ***97***
Outline of Violations that May Result in Involuntary Removal ***98***
Attendance *98*
Suspension/Expulsion Procedures *103*
Family Educational Rights and Privacy Act (FERPA) *103*
Title IX Notice of Nondiscrimination ***107***
Parent Liability for Student Conduct ***110***
Student Behavioral Health ***111***
Suicide Prevention Policy *111*
Title I & Title III ***113***
School Site Council *113*
McKinney-Vento Information *114*
English Learners (ELs) 115
English Learner Advisory Committee *116*
School Calendar ***117***

To view the Excel Academy Charter School handbook on our website, please click here

Who We Are

Excel Academy is a tuition free, public charter school offering a personalized learning environment, offering three paths, for independent study and distance learning students in grades TK-12. Our unique educational program allows parents to select from a wide variety of educational resources and materials from approved content and community providers using instructional funds provided by the charter school. Our Virtual Pathway option allows students to learn directly from an Excel Academy Teacher in a distance learning model. Using these educational resources, families have the freedom to build a customized learning experience for their children, benefiting from flexibility of choice and the partnership of a highly qualified California-credentialed teacher.

Mission Statement

At Excel Academy, we invest in each student by providing a personalized and engaging learning experience centered on a collaborative partnership between school and home that creates unmatched opportunities for excellence and future success.


EXCEL ACADEMY
A TK-12 Public Charter School
What we are all about:
Our Vision
C
Compassion, Creativity , Collaboration, Challenge, & Confidence.
H
Helpful, Hands-On , Humility, & Happiness.
O
Optimism, Options, Opportunities, Ownership, & Others
I
Independence, Individualization, Inspiration, & Investigation
C
Child-focused , Curiosity, Critical Thinking, Consideration, & Community
E
Education, Equity, Enjoyment. Exploration & Empowerment

Schoolwide Learning Outcomes

Schoolwide Learning Outcomes (SLOs) are statements about what all students should know, understand, and be able to do by the time they graduate. To meet the demands of the 21st century, Excel Academy graduates will be:

Self-Directed, Critical Thinkers who

1. Produce quality work through multiple modalities
2. Organize and manage time efficiently
3. Demonstrate competency in active listening, reading, speaking and writing
4. Devise solutions in academic and real-world situations using higher-order thinking skills
5. Exhibit in-depth knowledge across disciplines
6. Reflect on and analyze learning experiences

Resourceful, Lifelong Learners who

1. Communicate effectively
2. Utilize personalization and a growth mindset to pursue individual passions and interests
3. Solve problems independently and collaboratively
4. Create and pursue personal, academic, and professional goals
5. Express ideas and information confidently and creatively
6. Employ technology to complement their knowledge

Respectful, Responsible Citizens who

1. Demonstrate college and career readiness upon high school graduation
2. Possess personal integrity and take responsibility for decisions and actions
3. Model respect for diverse cultures
4. Contribute as leaders within their community
5. Display a commitment to service
6. Develop a sense of personal accountability and dedication

Charter Authorization

Excel Academy Charter School is chartered by Warner Unified School District for the Orange, Riverside, and San Diego Counties, and Helendale School District for the Los Angeles and San Bernardino Counties: Counties Served

The strong connections and communication amongst the authorizers and the community foster a strong foundation for which our school is built.

WASC Accreditation

Excel Academy CharterSchools are accredited by the *Accrediting Commission for Schools, Western Association of Schools and Colleges*.

The *Western Association of Schools and Colleges (WASC)* is one of six regional associations, which accredit public and private schools, colleges, and universities in the United States. Accreditation certifies to other educational institutions and to the general public that an institution meets established criteria or standards and is achieving its own stated objectives. This means that all diploma or degree programs and educational activities offered by the institution are covered by the institution's accreditation.

What does Accreditation mean?

Accreditation certifies to other educational institutions and to the general public that an institution meets established criteria or standards and is achieving its own stated objectives. WASC and the other five regional associations in the United States grant "institutional accreditation" after a comprehensive self-study followed by an on-site evaluation of the programs and services of the total institution. This means that all diploma or degree programs and educational activities offered by the institution are covered by the institution's accreditation. The evaluation determines whether or not the institution qualifies for regional recognition. More importantly, periodic self-study and review promote improvement in educational quality and institutional effectiveness.

Why Consider Accreditation?

Having WASC accreditation has many benefits. When a school participates in WASC, it:

- Assures a school community that the school's purposes are appropriate and being accomplished through a viable education program. In other words, it is a trustworthy institution for student learning
- Validates the integrity of the school's program and transcripts
- Facilitates transfer of credits to other English-speaking schools — critical for college/university acceptance worldwide
- Provides a process for regularly examining programs, processes, and data around school goals and student learning through data analysis, reflection, inquiry, and dialogue
- Builds a professional culture to support the schoolwide action plan
- Fosters the continuous improvement of the school's programs and operations to support student learning
- Provides valuable insight from fellow educators visiting the school
- Benefits schools that choose joint accreditation or other collaborative processes

To remain accredited, a school must report annually on the progress of its submitted improvement plan as well as its ability to continue to meet accreditation standards. Once every five years, the school will need to engage in a thorough self-study process and will host a visiting accreditation team during the sixth year in the cycle. For more information, go to http://www.acswasc.org/.

Contacts

Parent Support

Parent support is available Monday through Friday from 8 A.M.–4:30 P.M. Please see the school directory below for department emails and contact numbers.

Contact Information

Administrative Office:
1 Technology Drive, Ste I-811
Irvine, CA 92618

Office Phone Number: (949) 387-7822

If you wish to reach a specific department by email, please use one of the following:

Admissions - admissions@excelacademy.education

Registrar - registrar@excelacademy.education

Community & Field Trips - mharvilla@excelacademy.education

Events - nibrahimi@excelacademy.education

Business Services -

Purchasing **-** purchasing@excelacademy.education

CCP Relations - ccprelations@excelacademy.education

Accounts Payable - accountspayable@excelacademy.education

Intervention - tmurphy@excelacademy.education

Support Counseling TK-12- lallenjefferson@excelacademy.education

Elementary Education- epetersen@excelacademy.education

Academic Counseling 7-12 - ldillard@excelacademy.education & dfavela@excelacademy.education

Secondary Education - vfiretag@excelacademy.education

Testing & Assessments - jcraig@excelacademy.education

Once enrolled, you will be provided with the contact information of your ToR Teacher of Record (ToR). If you are attempting to reach a member of our administrative staff, please call our Parent Support line and ask for the person with whom you wish to speak. We will be happy to connect you.

Special Education:

If your student has a current IEP, please contact their assigned Case Manager ("CM") for support. You will receive contact information for your student's CM prior to the first day of school.

If you have general questions about the Special Education Referral Process, please contact:

Assistant Director of Special Programs- Tamara Murphy PH: 951-290-2949
Or
School Psychologist - Noell Scott PH: 949-382-1198

Enrollment

Recruitment and admissions policies, procedures, and activities are in compliance with state and federal law and are outlined in the individual charter petitions for each school. Students will be considered for admission without regard to ethnicity, national origin, gender, disability or achievement level. Admission will not be determined according to the place of residence of the student or parents, except as required by law. Prior to admission, all parents must agree to and sign the Master Agreement. All students' continued enrollment shall depend upon them fulfilling the terms of the Master Agreement, Acknowledgement of Responsibilities (AoR), and Independent Study Policy. Enrollment space will be based on need in the community and availability of qualified, credentialed teachers to serve as the ToR.

Excel Academy will be non-sectarian in its programs, admissions policies, employment practices, and all other operations, shall not charge tuition, and shall not discriminate on the basis of race, ethnicity, national origin, gender, disability, or any other characteristic listed in Education Code Section 220 (or association with an individual who has any of those characteristics).

The application process begins on the Excel Academy website, where the parent or guardian will create a RegOnline account and will complete all steps of the application. The enrollment team will verify your application once **all documents have been uploaded and all electronic documents have been signed**. Our enrollment department will send you an acceptance letter once your application has completed and verified. Upon receiving that letter, families are encouraged to attend one of the All About Excel webinars or watch the recording. Once the family has decided what academic path they'd like their student to be on for the school year, they will email Admissions indicating their path preference.

Enrollment Documents Required

- Proof of Residency
- Legal I.D.
- Birth Certificate
- Immunization Records
- Transcripts (high school only)
- Progress Report*
- Oral Health Report Form or waiver (TK, KN and 1st Grade only)
- Health Exam Form/Waiver (TK, KN and 1st Grade only)

**Please note: If a secondary student enrolls after 10 school days of start date, a progress report will be required.*

Private School Affidavit (PSA)

Students enrolling from a private homeschool setting will be required to submit all documents listed above. Additionally, placement tests will be required and administered by the Teacher of Record (ToR) for enrollment in certain secondary school courses.

Privately home-schooled students in 9th-12th grade enrolling in Excel Academy for semester two, please use the following: PSA Transcript Summary.

Junior High students: Use the PSA Transcript Summary form for any math course (Algebra 1 or higher math) or world language course taken for high school credit.

Regardless of the number of transfer credits awarded, the student must successfully complete the required number of courses at Excel Academy in order to earn a high school diploma. (see Graduation Track Options

Grade-Level Assignment

At Excel Academy, students are enrolled in the grade that most closely corresponds to their age, in accordance with California State Law. Please see link below for Excel Academy's Grade Placement Chart: Excel Grade Placement Chart 2026/2027

Transitional Kindergarten (TK) Policy

TK is an option for the following students:

- A student is eligible for TK if he or she turns four by September 1st
- Optional TK for Kinder Eligible Students
    - Students who turn 5 between June 1st-September 1st;
        - In this case, a Kindergarten Continuance Form must be signed, verifying that the parent/guardian agrees to have his/her child continue in kindergarten for one additional year.
        - Students may not be promoted from TK to 1st grade.

Kindergarten Placement

Students must turn 5 on or before September 1.

High School Grade-Level Placement

High school students are assigned a grade level based on the year of entry into 9th grade. Regardless of credit deficiency, students will be promoted to the next grade and given an opportunity to remediate credits in hopes that the student will graduate with his or her cohort.

In the event that a student does not graduate with their cohort, Excel Academy will provide the student an opportunity to continue their education, provided they are making adequate progress towards a diploma.

Adult Student Enrollment

Effective July 1, 2004 California State Law prohibits the enrollment of any student age 19 years or older who has not been continuously enrolled since their 18th birthday and making regular progress towards a high school diploma.

Dual Enrollment Policy – Public and Private Schools

In accordance with California Education Code Section 47602(b) and Title 5, California Code of Regulations Section 11965(a), no student may be enrolled in Excel Academy and simultaneously be enrolled in another public or private school. Private schools function outside the jurisdiction of the California Department of Education (CDE) and most state education regulations.

Acceleration & Retention: Policies & Processes

Acceleration

Students at Excel Academy will be promoted to the next grade level each year. Our general philosophy is that because Excel Academy offers personalized learning, acceleration is rarely necessary. For those rare exceptions, it must be agreed upon in writing, by both the parent and school administration, in order to skip a grade. Acceleration will only be considered prior to the beginning of the school year. Decisions regarding acceleration will be made on a case-by-case basis by the Acceleration Team. Typically, this is reserved for high school students who would like to graduate early. Students may graduate early, only if they have met all of the criteria for graduation, including credit requirements.

*In order to ensure sufficient time to observe the student in our academic setting, requests for grade acceleration will not be considered prior to enrollment with Excel Academy Charter School.

Acceleration Requests

1. Parents will send a letter to the Principal stating reasons why they are requesting acceleration.
    a. Parents will provide any additional relevant information (i.e. report cards, transcripts, or assessment results received outside of EACS)
2. The Acceleration Team reviews information to determine if an acceleration meeting is warranted or if a decision can be made based on the letter.
    a. If a meeting is warranted, it will be scheduled with the Parent and Acceleration Team.
3. A decision is made by the Acceleration Team and a decision letter is sent to the parent via email.

Retention

Students at Excel Academy will be promoted to the next grade level each year. Our general philosophy is that because Excel offers personalized learning, retention is rarely necessary. For those rare exceptions, it must be agreed upon in writing, by both the parent and school administration, in order to repeat a grade. Retention will only be considered prior to the beginning of the school year. Decisions regarding retention will be made on a case-by-case basis by the Retention Team. Students may not be retained more than once. Students will only repeat a grade in the case that there is substantial evidence the student lacks academic and/or emotional maturity.

*In order to ensure sufficient time to observe the student in our academic setting, requests for grade retention will not be considered prior to enrollment with Excel Academy Charter School.

Retention Requests

1. Parents will send a letter to the Principal stating reasons why they are requesting grade retention.
    a. Parents will provide any additional relevant information (i.e. report cards, transcripts, or assessment results received outside of EACS)
2. The Retention Team reviews information to determine if a retention meeting is warranted or if a decision can be made based on the letter.
    a. If a meeting is warranted, it will be scheduled with the Parent and Retention Team.
3. A decision is made by the Retention Team and a decision letter is sent to the parent via email.

Student with an Expulsion History

For students who seek admission at Excel Academy with expulsion history, please refer to the expulsion policies for our authorizing districts (Helendale Elementary and Warner Unified School District). A panel will meet to determine whether the pupil does not pose a threat to others or will be disruptive to the school environment. The Superintendent or designee shall make a recommendation to the governing board following the meeting regarding his or her determination.

Master Agreement

The Master Agreement is a binding agreement between Excel Academy, the student, the parent/guardian, the supervising ToR, and other team members responsible for the student's educational progress. The agreement documents assigned courses as well as the time, manner, and frequency of the student's meetings with the faculty. In addition, the Master Agreement addresses specific resources including materials and personnel that will be made available to all students, academic and other supports, missed assignments, satisfactory progress and required parent communication to address pupils not generating attendance. Each agreement can be signed prior or up to the first day of the student's attendance start date.

Understand that if a student's Master Agreement requires a Master Agreement Addendum (MAA) to amend the agreement, the MAA must be signed and returned within five days of the MAA being sent to the parent/guardian. If the MAA is not signed within 5 days by the student, parent/guardian, and teacher of record, the student may be disenrolled from Excel Academy.

Methods of Operation and Glossary of Terms

Learning Options

Excel Academy Charter School strives to meet the educational needs of the whole child. Our Academic Paths allow families to choose the model of education that best works for the needs of the student and parent. Our Academic Path options include:

- Personalized Elementary
- Personalized Secondary
- Virtual Pathway

Personalized Elementary (TK-6)

In this path, students are educated through flex-based instruction, where the parent/guardian is the primary instructor, and the Excel Teacher of Record (ToR) oversees the student's education. Parents are able to choose from a selection of standards-aligned curriculum options based on the specific needs of their student (Curriculum can include textbook and online options). Each student's curriculum is paced out by the ToR for the school year, with clear expectations for what the student is to complete each learning period. The ToR, parent/guardian and student will meet together to review the student's body of work and academic progress at the end of each Learning Period (LP). TK-6th grade students meet with their ToR each LP varying between in-person and virtual meetings.

Personalized Secondary (7-12)
In this path, students are educated through flex-based instruction, where the parent/guardian is the primary instructor, and the Excel Teacher of Record (ToR) oversees the student's education. Parents are able to choose from a selection of standards-aligned curriculum options based on the specific needs of their student. Curriculum can include textbook and online options. Additionally, Excel Teacher-Led courses provide the option for students to enroll in hybrid courses which consist of an asynchronous, online curriculum which is supported with live, online teaching. Each student's curriculum is paced out by the ToR for the school year, with clear expectations for what the student is to complete each Learning Period (LP). The ToR, parent/guardian, and student will meet together to review the student's body of work and academic progress at the end of each LP. 7th-12th grade students meet with their ToR monthly for their LP meeting. These meetings will be a combination of both in person and online meetings. Students and families will meet with their ToR at least three times in person by the end of LP 6.

Virtual Pathway (TK-8)
In this path, students learn in a virtual classroom setting with a group of their peers five days a week, receiving instruction in all core subjects and working independently for the remainder of the day.

- Direct instruction provided by a credentialed Virtual Teacher
- 100% Virtual Learning and Meetings
- Classrooms split by grade level for TK-5th, and by subject for 6th-8th
- Regular connection with peers in an online platform
- Quality, standards-aligned curriculum, assigned by the teacher

Note: Fast, reliable internet service is required for the Virtual Pathway.

General Terms

Acknowledgment of Responsibilities (AoR) - A document that lists the responsibilities of Excel Academy parents/guardians and their students. The AoR is sent via email link, along with the Master Agreement (MA), for parents to sign upon enrollment.

Behavior Improvement Plan (BIP) - A BIP serves as a follow-up to address any areas where your student may need a restorative plan of action and/or support to redirect current behavior.

Attendance Grid Log -Students participate in educational activities each day according to the pacing guide provided by the ToR. Attendance is determined by the time-value assigned to the work completed. Attendance is recorded on the grid log. Parents and the ToR sign the attendance grid log at the end of each LP.

Eagle's Nest - Weekly updates sent out every Friday afternoon via Beehively for all families regarding opportunities, programs, classes, activities, etc., that are coming up.

ETL (Excel Teacher Led) Courses- Excel Academy's courses that are offered to students in junior high and high school (or in Eagle Secondary). The courses are virtual in nature and intended to offer students the opportunity to participate in a class setting with a credentialed teacher.

Department Chair- The Chair's ultimate responsibility is to ensure the success of each high school student at Excel Academy. The Chair works closely with the ToR providing single-subject expertise in CORE subject areas. They monitor, review, and oversee high school samples.

Instructional Funds (IFs) - State funds are allotted to each student to purchase core curriculum, and supplements that enrich their academic progress. Families may request the purchase of approved educational materials and services through Excel Academy.

Learning Period (LP) -Each school year is divided into learning periods spanning 13 - 25school days.

Master Agreement (MA) - An enrollment agreement between the parent/guardian, school, and ToR which specifies the policies and procedures that must be followed to participate in Excel Academy. A MA signed by all parties, in conjunction with the AoR, is necessary for enrollment in the school.

Progress Improvement Notification (PIN) - A PIN informs the family that they are out of compliance with school policies and expectations..

Teacher of Record (ToR) - The ToR is a credentialed teacher who collaborates with his or her assigned family to identify, support, and implement a personalized learning plan for the student.

Virtual Pathway - An academic pathway option for students in K-8th grade. In this path, students learn in an online classroom with a group of their peers five days a week, receiving live instruction for all core subjects by their assigned teacher.

Virtual Teacher - The Virtual Teacher is a single or multiple subject credential-holding teacher who services students in the Virtual Pathway. They serve as the classroom teacher for students and provide daily, direct instruction to students in an online environment.

Business Services Department Terms

CCP - Content and Community Provider
EMR- Educational Materials Request
VCI- Educational Services
OPS- Online Purchasing System. The system used at Excel Academy for ordering educational materials and services with instructional funds .
Red Notes- Individual guidelines for placing orders.
Internal Notes- Notes added within an order after submission, used by Teachers of Record (ToRs) and the Purchasing Team to communicate regarding that specific order.(These notes are not visible to families) .**Consumable Items**- Items that (A) are under $50 and/or (B) cannot be reused by another student. Examples include: workbooks, pens, paper, pencils, printer ink, etc.
Non-Consumable items- Items that (A) are over $50 and/or (B) can be reused by another student. Examples include: Textbooks, CD/DVDs, electronics (laptop,, printer).
Purchase Order Status Terms: Purchase order status refers to the stages of a purchase order from first placement by the family through to the payment of the purchase order.
Prepending: Order has been placed by the parent and is *pending review by the ToR*.
Pending: ToR has carefully reviewed the order to ensure that the items or services being ordered correspond to Excel Academy guidelines, OR the ToR has placed the order on behalf of the parent *(orders placed by ToR are assumed to have been carefully reviewed)*.
Processed: Order has been sent to the CCP for fulfillment.
Received Partial (EMR ONLY): ToR has indicated that some, but not all, of the items on the order have been received.
Received Full (EMR ONLY): ToR has indicated that all items on the order have been received.
Invoice Matched: Excel Academy has received the invoice from the CCP and matched the order in OPS to match what the CCP is charging.
Paid (VCI ONLY): Invoice has been submitted to our back office for NET 30 payment. *This does not mean that payment has been sent to the CCP.*

Methods of Operation

Body of Work

For Personalized Path Students only: Each Learning Period, a pacing guide is provided by the ToR for each subject area for grades TK-8, and for each course in grades 9-12. This pacing guide clearly communicates the work that is required to be completed by the end of each LP. The home educator is responsible for day-to-day work completion. Each LP, the ToR collects and reviews multiple assignments from each subject/course. The ToR will file these samples as proof of student daily attendance and progress.

Student Pacing and the Assessment of Learning

For Personalized Path Students only: The ToR will provide a pacing guide for all curriculum and subject areas/courses before each LP begins. The ToR will review the body of work completed by the student throughout the LP and engage in academic conversation which may include a formative assessment process to confirm content mastery. Progression through the assigned curriculum content will be verified by the ToR on a weekly basis. If a student fails to complete at least 70% of the pacing guide per subject/course assigned by the ToR, a PIN may be issued. Grades are discussed on a monthly basis during the LP. Final grades assigned at the end of the semester are based on the student's progress towards meeting grade-level standards.

Final grades for high school students taking any course for which a transcript is required will be at the discretion of the course teacher and are considered final. Final grades for high school students taking any concurrent college course will be at the discretion of the college instruction. Families are responsible for requesting the official transcript, and grades in college courses are not posted to the student's high school transcript until the Registrar receives the official transcript. If a family does not submit this transcript, and the course is needed for graduation credit, the student will be responsible for working with the ToR and the Counselor to determine an alternative class to complete for credit.

Attendance Grid Log

Along with the assessment and pacing of student work, another responsibility of the ToR is to verify and claim attendance for each LP. Daily attendance is recorded for each school day a student participates in an educational activity. The ToR will verify that ample work was completed by the student after reviewing the daily attendance claimed, participation in educational activities, and the student's work. Following this confirmation of work completed, the ToR and parent/guardian will sign and date the electronic Attendance Grid Log for each LP.

Progress Improvement Notification (PIN) and Identified Assignments

In order to remain enrolled at Excel Academy, the responsibilities outlined in the Master Agreement, Independent Study Policy, Acknowledgement of Responsibilities, Involuntary Withdrawal Policy, and Civility Policy must be followed. Within these policies, the process for which a student may be involuntarily withdrawn from Excel Academy is outlined. Part of that process includes the issuance of Progress Improvement Notifications (PINs) when a student fails to complete identified assignments key to a student's success in the independent study environment or any other responsibilities outlined in the EACS Handbook, Acknowledgement of Responsibilities, and Master Agreement. These identified assignments include, but are not limited to, completion of assigned work (CORE, ELD, WIN), internal assessments, attendance at mandatory meetings, and other key responsibilities outlined within the Excel Academy Board Policies and EACS Handbook.

Behavior Improvement Plan Process

Excel Academy will issue a Behavioral Improvement Plan for a student if they violate Excel Academy's behavioral standards. The consequence of violating these behavioral standards as outlined in the BIP, may lead to suspension or expulsion from Excel Academy.

Violations that may result in suspension or immediate involuntary withdrawal are included in the school's charter petition.

Excel Academy has reviewed Education Code Section 48900 et seq., which describes the list of offenses and procedures for suspensions and expulsions. The language that follows closely mirrors the language of Education Code Section 48900 et seq. The Charter School is committed to annual review of policies and procedures surrounding suspensions and expulsions, and as necessary, modification of the lists of offenses for which students are subject to suspension or expulsion.

When the policy is violated, it may be necessary to suspend or expel a student from regular instruction. This policy shall serve as EACS's policy and procedures for student suspension and expulsion and it may be amended from time to time without the need to amend the charter so long as the amendments comport with legal requirements. EACS staff shall enforce disciplinary rules and procedures fairly and consistently among all students.

Eagle's Nest

One of the main avenues of communication to our parents is through our weekly Eagle's Nest, an update of all of the coming opportunities, classes, clubs, and deadlines, sent via the Excel Academy communication platform, Beehively. Parents receive time-sensitive communication, information about community events, deadline reminders, parent education, scholarship

opportunities and resources through the weekly Eagle's Nest newsletters. ***Please let your ToR know if you are not receiving one of these critical forms of communication: the weekly Eagle's Nest Newsletters and/or updates through Beehively.***

Meeting Types

Attendance Intervention Meeting (AIM)

A meeting that occurs after a student receives their second PIN. The purpose of the AIM is to review requirements of independent study and the responsibilities of the student, the home educator, and the ToR/Teacher During this meeting, the team evaluates the student's progress and well-being in our independent study model, in alignment with the evaluation for satisfactory progress as defined by the board policy. The team will develop a plan to support the student and home educator to make satisfactory educational progress.

Initial Contact Meeting

For Personalized Path Students only:, Once a ToR has been assigned to a family, they will reach out to schedule an introductory meeting. During this meeting, the ToR will explain the school requirements and go over curriculum options. Parents/Guardians must provide their ToR with their curricular choices that cover grade-level content standards within 10 days of a student's start date with Excel Academy. If the parent/guardian fails to do so, the ToR will order the student curricula from Excel Academy's grade-level recommendations.

Learning Period (LP) Meetings

For Personalized Path Students only:Students and parents meet with their Teacher of Record each Learning Period. LP meetings will vary between in-person and virtual meetings. TK-6 students will meet in-person for at least half of the LP meetings. For grades 7-12, LP meetings will vary between in-person and virtual meetings, with at least three of the LP meetings being in-person. In-person meetings take place at a mutually agreed upon public location. LP meetings are held approximately every 20-25 school days. During the meeting, the ToR communicates with the student to gather information and knowledge learned throughout the LP. Due to the importance of these meetings, and out of respect for our ToRs, we ask that families keep the agreed upon location and time of their LP meeting, with the exception of unforeseen emergencies. Additionally, parents who do not attend LP meetings as scheduled may be subject to Progress Improvement Notifications (PINs) (See our Outline of Violations that May Result in Involuntary Withdrawal).

Parent-Teacher Conferences

For Personalized Path Students only: Each fall the parent, student, and ToR will meet to review the overall academic, social, and emotional well-being of the student. They will collaborate to

create goals that set a positive course of growth for the student. Parents/guardians who cancel or miss a parent-teacher conference will be subject to a Progress Improvement Notification (PIN), which may lead to Involuntary Withdrawal. (See our Outline of Violations that May Result in Involuntary Withdrawal).

For Virtual Path Students only: Families enrolled in the Virtual Pathway do not attend Learning Period (LP) meetings. Instead, parents/guardians are updated weekly on class assignments and expectations, as well as student work completion. Additionally, parent-teacher conferences are scheduled in grades TK-5 to discuss academic progress and set a positive course for learning. If parents would like a conference outside of a scheduled conference time, they may request one by emailing the classroom teacher. Parents/guardians who cancel or miss a parent-teacher conference will be subject to a Progress Improvement Notification (PIN), which may lead to Involuntary Withdrawal. (See our Outline of Violations that May Result in Involuntary Withdrawal).

School Policies, Procedures & Regulations

School Safety Plan

Excel Academy seeks to provide a safe environment for its students, parents, staff, ToRs, and administration. For more information on Excel's emergency procedures and policies, please review our comprehensive safety plan here.

School Communication Responsibilities

It is pertinent that we are able to communicate effectively with our families due to the remote nature of our school. The school requires that all parents reply to communication from Excel Academy staff and Teachers of Records within 48 hours (2 business days). We also require 24 hours notice in the event a parent must cancel an Excel Academy appointment, including but not limited to: LP meetings, IEPs, SPED provider appointments, and Student Success Team (SST) meetings. Please note: Students are allowed two changes to appointments per school year before being subject to a PIN. Additionally, if a student/parent cannot be reached by Excel Academy staff for 10 business days or more, an evaluation will take place to determine whether it is in the best interest of the pupil to remain in independent study. If the evaluation finds that it is not in the student's best interest to remain in independent study, the student may be involuntarily withdrawn. (Please refer to Outline of Responsibilities that May Result in Involuntary Withdrawal section for further details).

Email or voicemail sent to administrative personnel Monday through Thursday between 8:00 am and 5:00 pm Pacific Time (PT) will be addressed within twenty-four (24) to forty-eight (48) business hours of the time it was sent. Email or voicemail sent between 8:00 am and 5:00 pm PT the day before a weekend or holiday will be addressed on the next business day. Email or voicemail sent during non-office hours will be addressed within twenty-four (24) to forty-eight (48) hours of the beginning of the following business day. Instructors who are scheduled to be away during regularly scheduled office hours (for professional meetings or vacation) will post the dates and times of those interruptions at least forty-eight (48) hours in advance and will offer alternative contact information for assistance. Unanticipated absences due to illness or other emergencies will be reported to the Principal/Director who will find suitable alternatives for assistance.

Email Accounts

A valid, working email account is required for all Teachers of Record and parents, and school email accounts are provided to students. Parents and students must provide contact

information, which can include email, phone number, and mailing address. If a Teacher of Record, student, or parent/guardian's email address, mail address, IM address, or phone number changes, it must be updated with Excel Academy Admissions at admissions@excelacademy.education within five (5) business days. In case of an emergency, it is important that this information is kept current.

Excel Academy disperses student email accounts to every Excel Academy student. This email account will be available to the student as long as they are enrolled at Excel Academy. Please contact your Teacher of Record if you have not received your student email account login info to request an email account and he/she will contact the Help Desk to get it set up.

Phone and Text Communication

Communication by phone or text/instant messaging to Teachers should be only for urgent matters and only during the hours of operation (Monday-Friday 8:00 am-4:30 pm.) All informational communication by the school will be through Beehively, email, the Excel Academy website, and/or EACS social media accounts

Tone of Contact

Students and parents/guardians must use school appropriate language in communication with Excel Academy employees and peers. Students and parents/guardians will not partake in cyber-bullying or any form of harassment. Students should strive to use appropriate grammar and capitalization in their written communications.

Authorized Contacts

At the time of enrollment, a student's parent/guardian is asked to approve any contacts that have authorization to receive performance information about the student. Individuals with authorization are responsible for maintaining current contact information with the school. In accordance with FERPA law, school officials are only authorized to speak to parents/guardians that are listed at the time of enrollment and who possess educational rights. The Registrar should be notified of any changes in custody or educational rights immediately.

Internet/Computer System Acceptable Use Policy (AUP)

Excel Academy provides technology resources to its students solely for educational purposes. Through technology, the schools provide access for students and staff to unlimited resources. Expanding technologies provide tremendous opportunities for enhancing, extending, and rethinking the learning process. The goal in providing these resources is to promote educational excellence by facilitating resource sharing, innovation, and communication with the support and supervision of the parent and credentialed teacher.

With this access brings the potential exposure to material that may not hold educational value or may be harmful or disruptive to the student's learning experience.

The purpose of this policy is to ensure that student internet access on school-owned computers will be appropriate and used only for educational purposes, consistent with the acceptable standards of the school.

All computer equipment, programs, supporting materials, and peripherals of any nature which the student receives from the school are loaned to the student for educational purposes only and belong to the school. As a condition of receiving and using any such equipment, the student and parent/guardian acknowledge that there is no right or expectation of privacy whatsoever related to the student's use of such equipment. The school retains the right to monitor, at all times, internet/computer activity accessed by this equipment, review any material stored in files on such equipment, and edit or remove any material which the school staff, in its sole discretion, believes violates the above standards, and terminate the Internet/Computer Agreement of any persons violating the conditions set forth in this policy.

Information services, such as online educational resources provided by the school, may occasionally require new registration and account information to continue the service. This will require the school to give out certain portions of a student's personal information to one or more 3rd party content and community provider(s) required for this requested service, such as login information, etc. Student and parent/guardian signatures of this policy and the use of aforesaid computer equipment or school-provided online resources indicate specific consent to such release of personal information.

Students using the internet shall be closely supervised by the parent. Students and their parents/guardians are ultimately responsible for the materials accessed through the use of student internet accounts. Parents/guardians will be responsible for the supervision of students using the internet.

The California Computer Crime Bill (1979) added section 502 to the Penal Code making it a felony to intentionally access any computer or system or network for certain purposes, including:

- Devising or executing any scheme or artifice to defraud or extort
- Wrongfully control or obtain money, property, or data
- Knowingly accesses and without permission adds, alters, damages, deletes, or destroys any data, computer software, or computer programs which reside or exist internal or external to a computer, computer system, or computer network

- Knowingly and without permission accesses or causes to be accessed any computer, computer system, or computer network
- Knowingly introduces any computer contaminant into any computer, computer system, or computer network

*Anyone committing acts of this kind, or any other actions prohibited by law with school owned computers and/or equipment will face legal action and disciplinary procedures.

It is the intent of this policy to protect students from inappropriate information. However, the staff cannot screen all of the materials available on the internet. Willful access to inappropriate material in any form by students as well as the importation of any material from "outside sources" on school owned computers and/or equipment is a violation of this policy and may result in disciplinary action including, but not limited to, the revocation of school-provided computer and/or equipment and/or discipline, up to and including, expulsion of the student. Students, staff and parents/guardians hold a joint responsibility to ensure that inappropriate material is not displayed or available on any computer.
Parents/guardians will teach the student about internet safety, including how to protect online privacy and how to avoid online predators using resources such as materials available at: http://www.digitalcitizenship.net.

Excel Academy has also adopted internet safety policies in accordance with applicable law, including the Children's Internet Protection Act, which will be provided to parents/guardians.

This policy does not attempt to articulate all required or proscribed behavior by users. Misuse may come in many forms; it is commonly viewed as any transmission(s) sent or received that suggest or indicate pornography, unethical or illegal solicitation, racism, sexism and inappropriate language.

Unacceptable behaviors may include, but are not limited to, the following:

- Using the school funded internet/computer system for illegal, inappropriate, or obscene purposes or in support of such activities.
- Utilizing the school funded internet/computer system for any illegal activity including violation of copyrights or other contracts relating to licensed uses.
- Intentionally disrupting equipment of system performance.
- Downgrading the equipment or system performance.
- Damaging or misusing any hardware or software.
- Utilizing the school's computing resources for commercial/financial gain or fraud.
- Pirating and/or theft of data, equipment, or intellectual property.
- Gaining or seeking to gain unauthorized access to resources or entities.

- Utilizing the system to encourage the use of drugs, alcohol or tobacco or any promotion or attempt to promote any unethical behavior.
- Using harassing, abusive or obscene language.
- Annoying, harassing or intentionally offending another person.
- Introducing computer viruses into the system.
- Forging electronic mail messages or using an access owned by, or used by another.
- Wasting of resources.
- Invading the privacy of others.
- Possessing data in any form (including hard copy or disk) which might be considered a violation of these rules.

Zoom Disclaimer

The purpose of the Zoom Disclaimer is to build trust, respect and have safeguards in place for students to abide and adhere to the guidelines set forth by the school. The goal is to prevent Zoom violations from occurring in our school organization by:

- Protecting data, student privacy and IT Security.
- Protecting students and staff from Cyberbullying, Abuse, Threats and Sensitive Content.
- Protecting unauthorized access data loss protection against security breaches and impersonating.
- Protecting unauthorized disclosure and dissemination of data from cybersecurity attacks.

When taking part in online Zoom meetings, the following considerations must be observed and adhered to:

- By accepting the Zoom meeting ID and joining the meeting you agree to the terms set out in this document and Zoom Acceptable Use Guidelines.
- Participants should be dressed appropriately.
- The meeting ID is to remain confidential and not to be shared to anyone that it was not designated to.
- Recording, photos or screenshots of the Zoom meeting are not allowed by participants.
- For participants some Zoom facilities will be disabled by the host teacher. This includes but is not limited to the screen record function, chat and screen share.
- Zoom Acceptable Use Guidelines apply to Zoom meetings, and the teacher retains the right to terminate a meeting or a specific student's attendance in the event a violation of the above has occurred.

● Students must adhere to the Internet/Computer System Acceptable Use Policy as outlined above.

Student Freedom of Speech / Expression

Excel Academy believes that free inquiry and exchange of ideas are essential parts of a democratic education. We respect students' rights to express ideas and opinions, take stands on issues, and support causes, even when such speech is controversial or unpopular.

Students shall have the right to exercise freedom of speech and of the press including, but not limited to: (1) use of bulletin boards; (2) distribution of printed materials or petitions; (3) wearing of buttons, badges, and other insignia; and (4) right of expression in official school publications. "Official school publications" refers to material produced by pupils in the journalism, newspaper, yearbook, or writing classes and distributed to the student body either free or for a fee. The school lead/director or designee will supervise the material produced by pupils to ensure it meets professional standards of English and journalism.

Students' freedom of expression shall be limited as allowed by Education Code Section 48907, and other applicable state and federal laws. Students are prohibited from making any expressions or distributing or posting any materials that are obscene, libelous, or slanderous. Students also are prohibited from making any expressions that so incite students as to create a clear and present danger of the commission of unlawful acts at school-sponsored activities or events, the violation of school rules, or substantial disruption of the school's orderly operation. The use of "fighting words" or epithets is prohibited in those instances where the speech is abusive and insulting, rather than a communication of ideas, and the speech is used in an aggressive or abusive manner in a situation that presents an actual danger that it will cause a breach of the peace. A student shall be subject to discipline for out-of-school expression, including expression on internet websites, when such expression poses a threat to the safety of other students, staff, or school property, or substantially disrupts the educational program.

Civility Policy

School personnel, parents, guardians, and students are required to be civil in all of their interpersonal school-related interactions. Civility does not require unqualified agreement or conformity of opinion. An expression of disagreement or a discussion of a controversial viewpoint is not uncivil if such expression or discussion is appropriately and respectfully presented and does not disrupt a school-related activity.

For purposes of this policy, to be civil means to act with self-discipline in a courteous, respectful, and orderly way in every interpersonal communication and behavior, either in person, electronically, or online with the goal of providing a safe and harassment free

environment for our students and staff while maintaining individual rights to freedom of expression.

Examples of uncivil conduct include, but are not limited to:

a. Using an inappropriately loud voice;
b. Using profane, vulgar, or obscene words, gestures and/or online language/images;
c. Belittling, jeering, or taunting;
d. Using personal epithets;
e. Using violent or aggressive gestures or body-language;
f. Repeatedly and inappropriately interrupting another speaker;
g. Repeatedly demanding personal attention at inappropriate times;
h. Purposefully and inappropriately invading personal space;
i. Purposefully ignoring appropriate communications;
j. Wrongfully interfering with another person's freedom of movement;
k. Wrongfully invading another person's private possessions; or;
l. Any other behavior that inappropriately disrupts school-related activities.

In the event that any party is uncivil during a school-related activity, the following steps will occur:

1. **Communicate** - The party experiencing the uncivil behavior will communicate that the behavior is not civil and that the uncivil behavior must cease immediately.
2. **End Activity/Meeting** - If the uncivil party fails to correct the uncivil behavior as directed, the affected party shall end the activity/meeting.
3. **Referral** - The reporting party shall refer the situation to school administration with a written summary of the uncivil behavior and how he/she responded.
4. **Determination** - If it is determined that uncivil behavior occurred, proper disciplinary action will be taken, which may include suspension, expulsion and/or involvement with law enforcement or county and community services as needed.

SB 19: Threats

Excel Academy Charter Schools is dedicated to maintaining an educational environment free from violence, harassment, and threats.

The Charter School strictly prohibits any person from making a credible threat of violence against another person or persons at any EACS location or school-sponsored activity.

A credible threat is defined as any communication, including, but not limited to, verbal statements, written messages, images, or digital postings (e.g., on social media or an internet webpage), that conveys an intent to commit a crime resulting in death or great bodily injury.

This prohibition applies when the communication is made with the specific intent that it be taken as a threat, even if there is no intent of actually carrying it out, provided that the threat:

1. Is so unequivocal, unconditional, immediate, and specific that it conveys a gravity of purpose.

2. Causes a person to be in reasonable and sustained fear for their own safety or the safety of others at these locations.

Violation of this policy will result in immediate and severe disciplinary action, up to and including expulsion, and may lead to notification and referral to appropriate law enforcement agencies for criminal investigation

Progress Improvement Notification Procedures

Excel Academy has procedures in place to address violation(s) of school policies and student discipline when it comes to academic progress and behavior issues. These processes are categorized as Progress Improvement Notification (PIN) or a Behavior Improvement Plan (BIP) and detail how Excel Academy addresses a variety of respective infractions. You can read more about these procedures here.

Bullying

Excel Academy recognizes the harmful effects of bullying, hazing, or other behavior that infringes on the safety and well-being of students or interferes with learning or teaching. We desire to provide a safe school culture that protects all students from physical and emotional harm. Student safety is a top priority, and the school will not tolerate discrimination, harassment, intimidation, or bullying of any kind of any student.

“Bullying” means any severe or pervasive physical or verbal act or conduct, including communications made in writing or by means of an electronic act, and including one or more acts committed by a pupil or group of pupils directed toward one or more pupils that has or can be reasonably predicted to have the effect of one or more of the following:

- Placing a reasonable pupil or pupils in fear of harm to that pupil’s or those pupils’ person or property.
- Causing a reasonable pupil to experience a substantially detrimental effect on his or her physical or behavioral health.
- Causing a reasonable pupil to experience substantial interference with his or her academic performance.
- Causing a reasonable pupil to experience substantial interference with his or her ability to participate in or benefit from the services, activities, or privileges provided by a school.

"Electronic act" means the creation or transmission of a message (*e.g.*, a text message, sound recording, video, image, social media post, etc.) by means of an electronic device, including, but not limited to, a telephone, computer, tablet, pager, or other communication device.
Bullying that occurs outside of school but negatively impacts the school environment or ability of a student to perform in school is considered bullying. Violations of our zero tolerance policy on bullying will result in a BIP and may lead to discipline up to and including suspension and/or expulsion.

Academic Integrity Policy

Excel Academy Charter School and its programs ("EACS" or the "Charter School") adopt this Academic Integrity Policy to apply to all students at EACS.

Excel Academy considers academic honesty to be one of its highest values. Students are expected to be the sole authors of their work and to exhibit honest behavior and academic integrity. Students must neither give nor receive any unauthorized aid on any test, paper, or assignment. Use of another person's work or ideas must be accompanied by specific citations and references. The purpose of this policy is to create and maintain ethics and integrity in all academic endeavors and to provide our students with the tools to write with integrity.

Upon enrollment and at the beginning of each school year, students and parents/guardians will be given a back-to-school packet which includes an overview of Excel Academy's plagiarism policy. With the help of the Teacher of Record, parents/guardians and students will discuss the Academic Integrity Code and sign an Academic Honesty Pledge. Teachers may run student writing through an approved plagiarism checker. Students may be asked to submit periodic writing samples through an approved plagiarism checker.

Definition of Plagiarism

The unauthorized use or close imitation of the language and thoughts of another author and the representation of them as one's own original work.

- All high school students will sign the Plagiarism Academic Honesty Pact.
- All high school students will submit at least two papers each semester to Google Classroom.

Examples of plagiarism and academic dishonesty include, but are not limited to:

- Quoting someone else's words, sentences, paragraphs, or an entire paper without acknowledging the source within the paper or written assignment
- Utilizing forms of AI to generate student assignments and projects
- Simply listing your sources in the Works Cited page but not citing them in your writing

- Paraphrasing someone else's ideas, opinions, or thoughts without acknowledging the source
- Only citing a portion of the source; even if only one source is used all references need to be cited
- Copying another student's work, paper, and/or essays and turning it in as your own
- Copying another student's computer file or work and submitting the work as your own
- Buying any completed or partial work written by someone else and using it as your own work
- Copying answers from a teacher’s manual rather than using the manual to check answers
- Turning in work that you have done for other classes or writing assignments—this is considered academic dishonesty. You need to turn in original writing for each class and assignment
- Any other form of cheating

The above examples represent examples of plagiarism and/or academic dishonesty. Whether a student copies something word-for-word or rephrases the ideas of another student and/or writer without properly acknowledging the source, both constitute examples of plagiarism. Excel Academy recognizes the accessibility of information and online sources. It is therefore imperative for students to review the Academic Integrity policy with their Teacher of Record and ensure steps to avoid plagiarism.

Excel Academy may issue a Behavioral Improvement Plan for a student if they violate Excel Academy’s behavioral standards. The consequence of violating these behavioral standards as outlined in the BIP, may lead to suspension or expulsion from Excel Academy.

For students who commit violations such as academic dishonesty, inclusive of forms of AI usage, cheating, disruption, and inappropriate language, a BIP will be issued with consequences individually designed to help restore the individual student back into good standing with the school. These include but are not limited to a family meeting with the Teacher of Record and Administration, writing a letter of apology, rewriting an assignment in question, removal from extra-curricular opportunities, removal from the National Honor Society, and/or an in-school suspension.

Academic BIP
Excel Academy strives to provide restorative opportunities to help support students back into appropriate behavioral standing. There are multiple opportunities to correct the behavior.

For students who engage in plagiarism, academic dishonesty, or other concerning academic behaviors, the following progressive interventions will apply:

- **First Offense:** The student will receive a warning, the opportunity to redo the assignment (if applicable), and access to educational resources or interventions designed to address the behavior.
- **Second Offense:** The student will receive a zero on the assignment with the opportunity to redo the assignment within ten (10) days, complete a restorative assignment, and be placed on a Behavior Improvement Plan (BIP).
- **Third Offense:** The student will receive an F/zero on the assignment with the opportunity to redo the assignment within ten (10) days, with a maximum grade of 70%. The student will remain on or be placed on a BIP and will be required to attend a scheduled meeting with school administration.
- **Fourth Offense:** The student will receive an F/zero on the assignment without the opportunity to redo. The student will be placed on or continue on a BIP, will attend a meeting with school administration, and may be subject to additional disciplinary action in accordance with applicable due process provisions outlined in the relevant charter petition, which is available upon request.
- **Subsequent Offenses:** Any additional offenses will be addressed on a case-by-case basis.

For academic BIPs, there is an opportunity to redo the assignment, along with educational resources. For the second offense, the student will receive a zero on the assignment with the opportunity to redo the assignment within ten days, complete a restorative assignment, and receive a BIP. For the third offense, the student will receive an F/zero on the assignment with the opportunity to redo the assignment within ten days with a grade cap of 70%. They will receive a BIP along with a scheduled meeting with administration.For the fourth offense, in addition to receiving an F/zero on the assignment without the opportunity to redo. The student will receive a BIP along with a meeting with administration and may be subject to discipline in accordance with applicable due process provisions in accordance with the relevant charter petition, which is available upon request. Any subsequent offenses will be dealt with on a case-by-case manner - refer to the EACS - 6116 Discipline and Involuntary Withdrawal Policy.

Non-Academic BIP

BIPs resulting from non-academic inappropriate behavior will be handled on a case-by-case basis using restorative practices as the baseline for supporting the student into appropriate behavioral standing. A BIP will be issued with consequences individually designed to help restore the individual student back into good standing with the school. These include but are not limited to one or more of the following:

- a family meeting with the Teacher of Record and Administration
- writing a letter of apology
- rewriting an assignment in question
- removal from extra-curricular opportunities
- removal from the National Honor Society
- completing a restorative assignment or project

- an in-school suspension.

Process for Addressing Incidents of Academic Dishonesty

Process for Addressing Incidents of Academic Dishonesty including Inappropriate AI Usage
Note: *TurnItIn.com is the official plagiarism and AI checker for Excel Academy Charter School. Please see more information here.*

First incident:
If a student is suspected of plagiarism or academic dishonesty in any course:

- The ToR will work with the respective Department Chair to confirm the student plagiarized or has been academically dishonest using the approved schoolwide AI checker.
- The student will receive a warning and will redo the assignment.
- The family will be notified of the warning. No BIP will be issued.
- Student must review materials on academic integrity as assigned by the ToR. The student and family may receive educational tools for appropriate AI usage.

Second incident:
If a student is suspected of plagiarism or academic dishonesty in any course:

- The ToR will work with the respective Department Chair to confirm the student plagiarized or has been academically dishonest using the approved schoolwide AI checker.
- If confirmed,
    a. Student will be issued a BIP.
    b. Student will receive an initial F/zero on the assignment in question.
    c. The student will be required to redo the assignment within 10 days of the BIP for a new grade which will be at the teacher's discretion.
    d. Student will complete a **video workshop** before the new grade will be updated in the gradebook.

Third incident:
If a student is suspected of plagiarism or academic dishonesty in any course for a third time:

- The ToR will work with the respective Department Chair to confirm the student plagiarized or has been academically dishonest using the approved schoolwide AI checker.

- If confirmed, the ToR will consult with school administration. A plan will be created to help the student learn about plagiarism and/or academic dishonesty and how to avoid it in the future. If confirmed,
- If confirmed,
    - Student will be issued BIP #2.
    - The student will receive an F/zero on the assignment. The student will correct the mistake with a grade cap of 70%.
    - The student will be required to redo the assignment within 10 days of the BIP for a new grade which will be at the teacher's discretion.
    - A meeting with the ToR, parent, and school administration will be scheduled to explain the severity of the issue, to provide additional support.

Fourth incident:
If a student is suspected of plagiarism or academic dishonesty in any course for a fourth time:

- The ToR will work with the respective Department Chair to confirm the student plagiarized or has been academically dishonest using the approved schoolwide AI checker.
- If confirmed,
    - Student will be issued BIP #3.
    - The student will receive an F/zero on the assignment with no re-do
    - A meeting with the ToR, parent, and school administration will be scheduled to explain the severity of the issue, to provide additional support.

Any subsequent offenses will be dealt with on a case-by-case manner.

Grievance Procedure

The following procedure is established to ensure that students' grievances are addressed fairly by the appropriate persons in a timely manner. The school prohibits discrimination against students/families on the basis of disability, race, creed, color, gender, national origin, or religion.

If a student is accused of plagiarism, cheating, or other forms of academic dishonesty and the parent/student disagrees:

- The student and parent/guardian will address the school administrator in writing with the reason for the grievance, including why they believe the accusation is not accurate/appropriate.
- The school administrator will investigate and respond with a written determination within ten (10) working days.

- If the concern or grievance is not resolved, the student and parent/guardian may, within ten (10) working days, request a review with the Superintendent.
- The Superintendent shall investigate and respond to the student and parent/guardian within ten (10) school days after the review. The decision of the Superintendent will be accomplished by the vote of a simple majority and the decision is final.

Consequences for incidents of academic dishonesty are cumulative and are not specific to one course.

Involuntary Withdrawal Policy

In accordance with Education Code Section 51747 and the Charter School's Board policy on independent study, after three (3) missed identified assignments, an internal evaluation is held by the Principal to determine whether it is in the best interest of the student to remain in independent study. If it is determined that it is not in the student's best interest to remain in independent study, the Charter School may involuntarily withdraw the student after the Charter School follows the requirements outlined in the Progress Improvement Notification Policy and only after providing notice and an opportunity for a parent, guardian, educational rights holder to request a hearing prior to any involuntary withdrawal as forth herein.

Procedures

Grounds for Involuntary Withdrawal of Students

As used herein, "involuntarily withdrawn" includes disenrolled, removed, dismissed, transferred, or terminated, but does not include removals for misconduct which may be grounds for suspension or expulsion as outlined in the petition. Students may be involuntarily withdrawn for reasons including, but not limited to, failure to comply with the terms of the student's independent study Master Agreement, Acknowledgement of Responsibilities (AoR), and the Independent Study Policy, pursuant to Education Code Section 51747(c)(4).

Withdrawal Procedures

No student shall be involuntarily withdrawn by the Charter School for any reason unless the parent/guardian of the student has been provided written notice of intent to withdraw the student no less than five (5) school days before the effective date of the action. The written notice shall be in the native language of the student or the student's parent/guardian or, if the student is a foster child or youth or a homeless child or youth, the student's educational rights holder, and shall inform the student, the student's parent/guardian, or educational rights holder of the basis for which the student is being involuntarily withdrawn and the student's parent, guardian, or educational rights holder's right to request a hearing to challenge the involuntary removal. If the student's parent, guardian, or educational rights holder requests a hearing, the

student shall remain enrolled and shall not be withdrawn until the Charter School issues a final decision.

Written notice of the hearing shall be forwarded to the student and the student's parent/guardian at least ten (10) calendar days before the date of the hearing.

Unless postponed for good cause, the hearing shall be held within thirty (30) school days after the student has accrued three (3) missed identified assignments, per the Master Agreement and
independent study policy.
Written notice of the hearing shall be forwarded to the student and the student's parent/guardian
at least ten (10) calendar days before the date of the hearing. Upon mailing the notice, it shall be deemed served upon the student. The notice shall include:

1. The date and place of the hearing.
2. A statement of the specific facts, charges and violations upon which the proposed withdrawal is based.
3. A copy of the Charter School's policies relate to the alleged violation.
4. Notification of the student's or parent/guardian's obligation to provide information about the student's status at the Charter School to any other school district or school to which the student seeks enrollment.
5. The opportunity for the student and/or the student's parent/guardian to appear in person or to employ and be represented by counsel or a non-attorney advisor.
6. The right to inspect and obtain copies of all documents to be used at the hearing.
7. The opportunity to confront and question all witnesses who testify at the hearing.
8. The opportunity to question all evidence presented and to present oral and documentary evidence on the student's behalf including witnesses.

Written Notice to Withdraw

The Superintendent or designees shall send written notice of the decision to withdraw, including findings of fact, to the student and student's parent/guardian. This notice will also include: (a) notice of the specific violation committed by the student;

Special Procedures for the Consideration of Involuntary Withdrawal of Students with Disabilities

1. Procedural Safeguards/Manifestation Determination

Within ten (10) school days of any decision to change the placement of a child with a disability due to violation of the Master Agreement or independent study policy, the

Charter School, the parent, and relevant members of the IEP team or 504 team shall review all relevant information in the student's file, including the child's IEP or 504 Plan, any teacher observations, and any relevant information provided by the parents to determine:

a. If the missed assignments/school avoidance in question was caused by, or had a direct and substantial relationship to, the child's disability; or

b. If the missed assignments/school avoidance was the direct result of the local educational agency's failure to implement the IEP or 504 Plan.

If the Charter School, the parent, and relevant members of the IEP team or 504 Team determine that either of the above is applicable for the child, the conduct shall be determined to be a manifestation of the child's disability.

If the Charter School, the parent, and relevant members of the IEP team or 504 Team make the determination that the conduct was a manifestation of the child's disability, the IEP/504 Team shall:

a. Review the student's IEP and determine if the student requires any additional supports, goals, or services to address the behavior(s) in question; and
b. Return the child to the placement from which the child was withdrawn, unless the parent/guardian and the Charter School agree to a change of placement as part of the modification of the IEP.

The IEP team may also:

a. Conduct a functional behavioral assessment and implement a behavioral intervention plan for such child, provided that the Charter School had not conducted such assessment prior to such determination before the behavior that resulted in a change in placement;

b. If a behavioral intervention plan has been developed, review the behavioral intervention plan if the child already has such a behavioral intervention plan, and modify it, as necessary, to address the behavior.

If the Charter School, the parent/guardian, and relevant members of the IEP team or 504 Team determine that the behavior was not a manifestation of the student's disability and that the conduct in question was not a direct result of the failure to implement the IEP or 504 Plan, then the Charter School may apply the relevant involuntary withdrawal policy and procedures to children with disabilities in the same manner and for the same duration as the procedures would be applied to students without disabilities.

Special Education Students

If the at-risk student is an identified Special Education student, including a student with an IEP, the teacher will contact the Special Education Department and comply with all provisions of applicable law in addressing any student conduct concerns, including plagiarism. If the student has a 504 plan, the teacher will notify the 504 Coordinator.

Excel Academy's Parent Proctoring Policy

Excel Academy considers academic honesty and integrity to be one of its highest values. Assessments are an integral part of the individualized learning plan for all students. It is critical that all assessments are completed ***independently*** in order to identify areas of strength and any potential learning gaps. The purpose of this policy is to create and maintain ethics and integrity in all academic endeavors. Our intent is to provide our students and parents/guardians with guidelines to understand what is and is not acceptable when proctoring at-home assessments.

Cheating (Definitions of Cheating)

- To act dishonestly; practice fraud
- To violate rules deliberately

Testing Dishonesty in Grades TK - 6

- Searching the internet to find answers
- Use of Artificial Intelligence (AI) to create responses/answers
- Use of teacher manuals or answer keys
- Anyone other than the student reading test questions or passages
  - If a read-aloud option is provided through the online system, this is permitted
- Hinting at correct answers or elimination of answers
- Discussing the content of the test with the student within the testing window
- Use of a dictionary
- Use of a calculator
- Use of a multiplication chart, hundreds chart, or math cheat sheet of any kind

*If Excel Academy has reason to believe that testing results are not an accurate reflection of the student's abilities, the student may be *required* to take additional assessments proctored by the ToR.

Testing Dishonesty in Grades 7- 12 (i.e. closed-book quizzes, end of unit tests, mid-term exams, and final exams)

- Use of a calculator when not allowed
- Use of "open-book" testing when not allowed

- Using the internet to find answers
- Use of a dictionary or thesaurus
- Use of teacher manuals or answer keys - if a student's entire test is identical to the answer key, and zero work is shown, the student may be asked to retake the test.
- Providing hints or clues to the correct answer
- Copying, recording, or taking screenshots of any part of an assessment for future reference
- Sharing or making any part of the assessment public

Accommodations for Students with IEPs or 504 Plans

If the student has an IEP or 504 Plan, the Teacher of Record will contact the SPED Case Manager or 504 Coordinator to receive clear directions on accommodations that should be provided. Similarly, Excel Academy will comply with all provisions of applicable law in addressing any student conduct concerns, including cheating.

Consequences of Non-compliance

As with any other violation of school rules and regulations, consequences of violations may include, but are not limited to, the following:

- Suspension of school funded internet access if provided by school
- Revocation of school funded internet access if provided by school
- Limitations of school funded computer access
- Revocation of school funded computer access
- Disciplinary processes up to expulsion or involuntary withdrawal
- Legal action and prosecution
- Financial liability for loss of internet/computer system

The parent/guardian is responsible to abide by and to ensure the student abides by the provisions and conditions of this policy and that any violations of the above provisions may result in disciplinary action, the revoking of the user account, and appropriate legal action.

The parent/guardian is also responsible to report any misuse of the information system to school administration. All the rules of conduct described in the publication entitled "Internet/Computer Acceptable Use Regulations" apply when on the internet or using the school-owned computer.

Substance Abuse

Excel Academy does not tolerate the illegal use, possession, or sale of drugs, alcohol, tobacco, or related paraphernalia by students while engaged in school-sponsored educational activities or events. School staff are required to take immediate action to prevent, discourage, and eliminate the illegal use, possession, or sale of drugs, alcohol, tobacco, or related paraphernalia while engaged in school-sponsored educational activities or events. Students found in violation will receive a BIP and are subject to discipline, up to and including suspension and/or expulsion.

Smoking and the use of all tobacco products, including the use of electronic nicotine delivery systems such as e-cigarettes is prohibited on all Excel Academy property, including any owned or leased buildings and in school vehicles, at all times by all persons, including employees, students, and visitors.

Child Abuse Reporting

Teachers, instructional aides, classified staff, and other school employees are required by law to report all known or suspected cases of child abuse or neglect to the appropriate law enforcement or child welfare agency. (Pen. Code, § 11166.)

Homicide Threat Reporting

The new statutes require any school district employee interacting with students in grades 6 through 12, inclusive, who observes a threat or perceived threat that a student is going to "commit a homicidal act related to school or school activity" to immediately report such threat to local law enforcement. (Ed. Code, § 49393.) Any report of a homicidal threat must include any evidence associated with the threat or perceived threat. If two or more school employees observe the same concerning conduct, a report by one of the employees is sufficient to meet the obligation of all of the employees.

A "threat or perceived threat" is defined by the law as: "any writing or action of a pupil that creates a reasonable suspicion that the pupil is preparing to commit a homicidal act related to school or a school activity." (Ed. Code, § 49390(e).) A threat or perceived threat may be based on a student's "possession, use, or depictions of firearms, ammunition, shootings, or targets in association with infliction of physical harm, destruction, or death in a social media post, journal, class note, or other media associated with the pupil." A threat or perceived threat may also be based on "a warning by a parent, pupil, or other individual."

If local law enforcement is notified of any threat or perceived threat, SB 906 requires the law enforcement agency or school site police—with LEA support—to immediately conduct an

investigation and assessment of the reported threat. The investigation must include "a review of the firearm registry of the Department of Justice" and if justified by reasonable suspicion, a search of the school site. (Ed. Code, § 49394.)

SB 906 mandates each LEA provide parents "information related to the safe storage of firearms" in the required annual notification, which means an LEA's first disclosure would be required in the upcoming 2023-2024 school year. We recommend the notice be included in a district's Parent/Student Handbook. (Ed. Code § 49392.)

Independent Study Policy

Excel Academy Charter Schools, which operates Excel Academy Charter School – Helendale and Excel Academy Charter School – Warner (collectively, "EACS" or "Charter School") offers independent study to meet the educational needs of all students enrolled in the Charter School. 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. EACS shall provide appropriate existing services and resources to enable students to complete their independent study successfully.

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

1. For students in all grade levels 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 student must complete the assigned work shall be a maximum of twenty-five (25) school days.

2. An evaluation shall be completed to determine whether it is in the best interest of the student to remain in the independent study under the following circumstances:

    a. When any student fails to complete 3 missed assignments during any period of a 25 day learning period
    b. In the event the students educational progress falls below satisfactory levels as determined by the Charter School Satisfactory Educational Progress Policy and procedure which considers All of the following indicators:
        i. The pupils' achievement and engagement in the independent study program, as indicated by the pupils' performance on applicable pupil-level measures of pupil achievement and pupil engagement set forth in Education Code 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. Progress toward successful completion of the course of study or the individual course, as determined by the supervising teacher.

The evaluation will be documented in the attendance record and learning record documents and will be maintained as a mandatory interim student record which shall be maintained for a period of three years from the date of evaluation and, if the pupil transfers to another California public school, the record shall be forwarded to the school.

3. The Charter School shall provide content aligned to grade level standards that is substantially equivalent to in-person instruction. For high school grade levels this shall include access to all courses offered by the Charter School for graduation requirements.

a. For college-bound students, all 15 required courses as determined by the UC or CSU as creditable under the A-G admissions criteria are accessible.
b. For career-bound students, all core courses provide access to A-G approved content in addition to meeting graduation requirements.

4. The Charter School has adopted tiered reengagement strategies for the following:

a. Pupils not generating attendance for more than 10 percent of required minimum instructional time over four continuous weeks of a local educational agency's approved instructional calendar;
b. Pupils found not participatory in synchronous instructional offerings for more than 50 percent of the scheduled times of synchronous instruction in a school month as applicable by grade span;
c. Pupils who are in violation of the written agreement pursuant to Education Code 51747(g).

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

Verification of current contact information for each enrolled pupil;

A. Notification to parents or guardians lack of participation within one school day of the recording of a non-attendance day or lack of participation;
B. A plan for outreach from the school to determine pupil needs including connection with health and social services as necessary;
C. 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.
D. An Attendance Intervention Meeting (AIM) will be held once a student receives a second Progress Improvement Notification (PIN) to determine if it is in the best interest of the student to remain in independent study. The meeting shall include a review of

the pupil's written master agreement, and reconsideration of the independent study program's impact on the pupil's achievement and well-being. If the student and parent/guardian elect to stay enrolled, the team will develop an agreement to help support the student to make satisfactory educational progress, including additional resources and support.

E. If the student continues to make unsatisfactory educational progress, then a third Progress Improvement Notification (PIN) will be given and an internal evaluation will be conducted to determine whether it is in the best interest of the student to remain in independent study. If the evaluation finds that it is not in the student's best interest to remain in independent study, the student may be removed in accordance with the process outlined in Board Policy 6115 on Attendance, Progress Notification (PIN) and Involuntary Withdrawal.

5. The following plan shall be in place in accordance with Education Code Section 51747 (e) to provide opportunities for both synchronous interaction and live interaction:

a. Pupils in all grades TK-12 will have access to their teacher or teachers of record (as designated by Education Code Section 51747.5) for synchronous instruction opportunities as outlined in Education Code Section 51747(e) between the pupil and a Charter School employee or employees for the purpose of maintaining school connectedness. This interaction may take place in person, or in the form of internet or telephonic communication.
b. For pupils in Transitional Kindergarten through grade 3, inclusive, opportunities for daily synchronous instruction will be provided for all pupils throughout the school year by school staff.
c. For pupils in grades 4 to 8, inclusive, opportunities for both daily live interaction (by a Charter School employee) and at least weekly synchronous instruction (by their teacher or teachers of record) will be provided for all pupils throughout the school year.
d. For pupils in grades 9-12, inclusive, opportunities for at least weekly synchronous instruction will be provided for all pupils throughout the school year by school staff.

6. The following plan shall be utilized to 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 Charter School will assist the student and family with enrollment in the school district of residence.

7. A current written agreement shall be maintained on file for each independent study student, including but not limited to, all of the following:

a. The manner, time, frequency, and place for submitting a student's assignments, for reporting the student'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 student's work, and the methods utilized to evaluate that work.
c. The specific resources, including materials and personnel, which will be made available to the student. 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 herein regarding the maximum length of time allowed between the assignment and the completion of a student's assigned work, the level of satisfactory educational progress, and the number of missed assignments allowed prior to an evaluation of whether or not the student should be allowed to continue in independent study.
e. The duration of the independent study agreement, including beginning and ending dates for the student's participation in independent study under the 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 and junior high grades, other measures of academic accomplishment appropriate to the agreement, to be earned by the student 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 behavioral health supports.
h. The inclusion of a statement in each independent study agreement that independent study is an optional educational alternative in which no student may be required to participate. The student will always be eligible to return to his/her school district. The Charter School will assist with the transition of pupils whose families wish to return to in person instruction from independent study expeditiously, and, in no case, later than five instructional days.
i. In the case of a student who is referred or assigned to any school, class or program pursuant to Education Code Section 48915 or 48917, the agreement also shall include the statement that instruction may be provided to the student through independent study only if the student is offered the alternative of classroom instruction.
j. For a pupil participating in an independent study program that is scheduled for more than 14 school days, each written agreement shall be signed, prior to the commencement of independent study, by the student, the student's parent/guardian if the student 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. Beginning in the 2022–23 school year, for a pupil participating in an independent study program that is scheduled for less than 15 school days, each written agreement shall be signed within 10 school days of the commencement of the first day of the pupil's enrollment in 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. 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.

i. 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 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.

The Charter School shall comply with the Education Code Sections 51745 through 51749.3 and the provisions of the Charter School's Act and the State Board of Education regulations adopted thereunder.

The Superintendent may establish regulations to implement these policies in accordance with the law.

Travel Plan

A Travel Plan is needed for any travel longer than 2 weeks (10 school days) outside of the counties we serve. EACS serves students who reside in the following counties: Los Angeles, Kern, San Bernardino, Riverside, Orange, and San Diego counties.

- Make your request to your Teacher of Record 2 weeks (10 school days) prior to the travel period
- Your ToR or Teacher will seek approval from the Principal
- During travel time, a student must be attending school and the parent/guardian must be available by phone and/or internet for communication during Excel Academy's operating hours.
- Students cannot be on extended travel longer than four consecutive weeks per

semester (30 consecutive days).

Required Courses for TK-8

- Language Arts
- Mathematics
- Social Studies
- Science
- Physical Education (PE)

Optional Opportunities for 7-8 Courses

- Honors JH Language Arts
- Honors JH Math
- Honors JH Social Studies
- Honors JH Science
- Advanced HS Math
- Elective JH options
- HS World Language
- Optional courses may be added to the student's Master Agreement with pre-approval from the Secondary Department. All optional course requests begin with the ToR.

Curriculum and Education Resources

Excel Academy offers quality curricular options and an extensive list of Content and Community Providers to assist students in attaining excellence in their educational goals. The ToR and family work together to complete a Course of Study for the student: identify curricular options that will meet the student's needs, and make sure school guidelines and state standards are met. For more information, please visit our Content & Community Provider Resources page.

Other enrichment courses and activities can be found using our Content & Community Provider search tool. Parents are encouraged to pursue educational choices that best reflect the academic and social needs of their individual student. Students can take supplemental courses offered through approved Content and Community Providers. Please consult with your ToR to determine a course of study that balances the student's academic and extracurricular interests.

For Personalized Path Students only: Vetted and approved materials are listed in the Curriculum Handbooks for both Elementary and Secondary. Additionally, the Education Departments provides abbreviated Curriculum Menus for all grade levels to help parents make informed choices about quality curriculum. ToRs will provide these resources to all families.

California Content Standards

Excel Academy students must show progression towards and mastery of California Content Standards in order to remain in the school. With the help of an assigned ToR, students will be guided towards the completion of these standards. ToRs will regularly monitor and adjust student progress through the curriculum to ensure completion of the grade-level standards.

ToRs will provide a copy of the grade-level content standards for all students enrolled. Additionally, parents can obtain the subject and course standards directly from the California Department of Education website.

Observation of Student Educational Activities

EACS staff may observe any enrolled student while engaged in educational activities, with or without prior notice. While this is permitted to occur for any reason deemed appropriate and necessary by EACS administration, the primary functions of observation are to ensure that EACS is providing adequate support to students learning in our non-classroom based model, as well as to provide support and evaluative feedback to staff. Observations may occur during any Excel Academy sponsored, funded, or supervised activity including but not limited to virtual meetings, online courses, in-person meetings, enrichment activities, extracurricular activities, and field trips.

PE Requirements

The physical education requirements are:

- 200 minutes per week for 9th-12th grades
- 200 minutes per week for 7th-8th grades
- 100 minutes per week for TK-6th grades

Students in grades TK-12 may log their physical activities for each LP on a PE log.

7-12 Grade PE Grading
200-160 minutes - A
159-120 minutes - B
119-80 minutes - C
99-40 minutes - D
39-0 minutes - F

CHYA-California Healthy Youth Act

The California Healthy Youth Act, commonly known as CHYA, is a mandate that requires public schools in the state of California to offer medically accurate, comprehensive sexual health education, and HIV prevention to students once in junior high and once again in high school. For more information on CHYA, please go to: https://www.cde.ca.gov/ls/he/se/index.asp. Materials are available for review upon request.

If any parent wishes to opt their student out of the CHYA requirement, they must do so with a signed, dated note to their assigned ToR upon enrollment or upon receipt of the annual parent notification letter.

Student Athletes

Student athletes who are interested in using Instructional Funds (IFs) toward their sport must maintain their attendance, grades, and comply with the policy set forth.

- All student athletes must have approved grade appropriate curriculum and all necessary materials for each registered course.
- Junior high students must be registered for at least 4 academic courses
- High school students must be registered for at least 5-6 academic courses depending on graduation credits needed and subject requirements fulfilled. For students interested in pursuing an NCAA pathway, please see below for requirements.

All students must:

- Maintain a minimum GPA of a 2.0
- Attend all LP meetings as scheduled
- Be up-to-date on assigned work

If a student athlete finds themselves in academic distress, they will be required to attend an SST meeting. Also, depending on the severity of the situation **IFs may be revoked from being used towards their sport.**

Personalized Junior High - 7-8

- **New ToR:** Students will be assigned to a teacher with training in our secondary education model. This ToR will be able to offer curriculum advice, academic support, graduation guidance, and answer college and career related questions.
- **School Counselor:** Our secondary school counselors are a wealth of knowledge about junior high and high school planning and are available for social-emotional support.. Check out the Excel Academy Counseling website for more information.
- **Advanced options:** High school-level math and world language courses are available for qualified students, which gives your student high school credit, a competitive advantage for college applications, and the opportunity to earn the State Seal of Biliteracy in high school. Details below under High School Advanced courses.
- **JH Honors courses:** All core subjects including Math, Language Arts, Science, and Social Studies may be taken at the honors level with additional, rigorous course projects required.
- **Math Intervention classes:** Students in WIN program have specialized, live math classes dedicated to bringing students to grade-level before entering high school math classes.
- **Excel Teacher-Led Classes:** 7th-12th grade students can enroll in our hybrid, twice-weekly teacher-taught classes to support their independent study education.
- **Electives:** Students can add an additional class to their schedule: Student Leadership or Visuals Arts.
- **Junior National Honor Society:** After the first semester, students who are actively involved in their community through volunteer service and who maintain a GPA of 3.5 or higher can be recommended by their teacher for the Junior National Honor Society.
- **⅞ Homeroom Class:** 7th-8th grade students can enroll in a weekly homeroom class to connect with other junior high students. Class will focus on connection and belonging and how to best navigate junior high.
- **Academic Integrity Training:** All students will learn how to research and use online resources with integrity. Students will sign a Plagiarism Academic Honesty Pact.

Virtual Pathway

All students participating in the Virtual Path need a strong, reliable internet connection in order to participate in class each day. Students who do not have a strong, reliable internet connection may wish to enroll in Excel Academy's Personalized Path, which does not require daily streaming.

All students enrolled in the Virtual Pathway will be issued a school Chromebook. The Chromebook must be accessed using the student's school gmail account. Students are not

permitted to use a personal computer or tablet to join a class session. Should the Chromebook stop working, please notify the school immediately, so that a replacement can be issued as soon as possible. Students are responsible for treating all school-issued technology with care and may be required to pay for any technology that is damaged.

The **Virtual Pathway Class Schedule** provides families with the schedule for each grade level classroom. Students are required to attend class, on time and on camera for the entirety of the class session, as listed on the schedule. While students are welcome to participate in school sponsored field trips, they must have prior approval from their classroom teacher and be in good academic standing should the field trip fall during a scheduled class time. Enrichment classes, whether offered through a CCP or the school, can be attended by Virtual Pathway students only if they fall outside of regular class hours.

While class is in session, students must have their web cameras on and focused on their face. All other electronics including cell phones, computers and gaming equipment should be out of sight of the student. It is the responsibility of the parent/guardian to make sure students are engaged in class, with no other browsers or screens open. Headphones are highly recommended for all students in the Virtual Pathway, in order to provide a quiet learning environment. (Student instructional funds can be used, if needed.) Additionally, a student's learning area should be free from other family members or individuals that might be a distraction to the student and/or their classmates.

Communication and teamwork between the classroom teacher and the parent/guardian is key to ensuring student success in the Virtual Pathway. Because of its virtual nature, teachers depend on the parent/guardian to ensure students can login to class sessions and the online learning platforms. Parents/guardians also must be sure students complete and submit all assigned work by its due date each week. The assigned learning, as well as any other important updates or announcements will be sent to parents/guardians in a weekly email from the classroom teacher. If there are concerns regarding a student's learning or progress, it will be communicated as well. Parents/guardians are expected to read all school communication thoroughly to make sure students are adequately prepared for the upcoming week. Worksheets and printables must be printed and within student reach by the first class session each week.

The parent/guardian is expected to prepare students for the school week by:

1. Gathering all materials, manipulatives, and/or components necessary for class lessons, as outlined by the classroom teacher. (This may include printing and organizing student worksheets, gathering science materials, pencils, glue, erasers, rulers, etc.)
2. Ensuring student completion and submission of all assignments, including any outstanding work for which they have been given an extension.

Additionally, parents/guardians should:

1. Be available during class to immediately address any emergencies or behavioral issues that arise. (Be sure all updated telephone numbers and emails are on file with the school.)
2. Review student grades and progress in the learning system regularly

Questions/Concerns: If a parent/guardian has a concern regarding a classroom teacher, or something that occurs during class, it must be addressed in a private setting *after* class is over. Parents/guardians are not to interrupt a class session in order to voice a concern.

Curriculum Access Using Canvas
Much of the student learning in the Virtual Pathway is accessible through the Canvas LMS. Canvas is easy to use and offers a parent and student app in addition to the website. As a parent/observer, you will help to ensure your student is completing their assignments at home, so it is critical that you know how to login and access everything.

Virtual Classroom Access
Live Google Meet classroom links wil be available on the student's Canvas course home page on the first day of school, after the Master Agreement is signed and students are completely onboarded. The link is not to be shared and should only be used by the student while participating in the virtual classroom

High School - 9-12

Excel Academy offers a personalized approach to learning where parents are encouraged and supported in choosing pre-vetted curricula from the high school menus or catalog that matches their students' needs, expectations, and rigor in each subject area. With guidance and support from the ToR and the High School Department, students will access college preparatory coursework. Every high school student will have the opportunity to choose an A.C.E. pathway for college and career readiness. Click on **HS Curriculum Catalog** to view curriculum classes and choices.

High School Students Admitted 10 days After the School Year Started

All high school students who enroll 10 days after the semester begins will be required to submit in-progress grades from their previous school.

Minimum & Maximum Course Policy

The minimum & maximum course policy is in place to ensure academic success.

- The minimum number of courses that high school students can register for is 5-6 courses per semester depending on the student's respective grade level (see graduation track options below for details).
-
- If a high school student is enrolled in an approved college course for dual enrollment, then a minimum of 4-5 Excel Academy high school-level courses must be taken each semester they are registered for a college course.
- The maximum number of courses high school students can register for is 8 courses per semester including dual enrollment courses.
- 12th graders who have earned 180 credits and on track to graduate prior to the start of their senior year, can register for 4 courses per semester, equaling 40 credits for the school year.

Adding/Changing/Dropping Courses

Students adding or dropping a course can do so within 10 school days of the start of the semester or within 10 school days of enrollment without penalty.

10-day ADD/DROP deadline:

Fall Semester - August 24, 2026 - September 4, 2026
Spring Semester - January 19, 2027 - February 1, 2027

Last day earn a W for dropped classes

October 30, 2026
March 26, 2026

See below for further clarification:

- Courses dropped on or before the 10th school day will not show on the transcript.
- Courses dropped after the 10th school day in the first and/or second semester will receive a “W”on the report card/transcript.
- Courses dropped after October 30, 2026 for fall semester or March 26, 2027 for spring semester will receive an “F” on the report card/transcript.

Withdrawals may only be issued to students who hold a minimum of six courses prior to the withdrawal and wherein the drop will not impact graduation requirements. Seniors carrying five courses may drop to a minimum of four courses as long as they carry sufficient credits to graduate.

Individual CCPs have their own refund policies. Please work with your ToR if you have any questions on this.

Transcripts

Official transcripts should be requested from the Registrar’s office via the Transcript Request Link at least two weeks prior to deadlines.

Transcript Revision Requests

Excel Academy will revise a transcript due to either a clerical error and/or an approved official grade change request. No other transcript revisions will be made, as a transcript is an official document reflecting an individual student’s credits earned and courses completed. Parents requesting a transcript review will need to complete the Student Transcript Revision Request form.

Repeated Courses

Only courses in which grades of a D/F are earned may be repeated. The highest grade will be used in the GPA calculation. The *UC only allows a course to be repeated one time for grade replacement.*

Graduation Requirements

Students are eligible for a diploma when all requirements have been met:

English - 40 credits
Math - 20 credits
Science - 20 credits (1 life/1 physical)
History - 30 credits (1 US/1 world/1 gov/1 econ)
VAPA - 10 credits

World Language/CTE/College* - 20 credits
PE - 20 credits
Electives - 60 credits
Total to graduate: 220 credits
1 semester class = 5 credits
2 semesters/1 year = 10 credits
* requires validation, 2 years or 2 semesters

Graduation Track Options

College and Career Graduation Requirements

College Prep Track (UC, CSU, Private) CSU Admissions UC Admissions		Customized Career Track (Career, Community College, Military, Trade School)	
Freshman Year		**Freshman Year**	
English 9	10 credits	English 9	10 credits
Algebra 1 or Geometry	10 credits	Pre-Algebra or Algebra 1	10 credits
Biology	10 credits	Life Science	10 credits
World Language year 1	10 credits	Elective	10 credits
Physical Education	10 credits	Physical Education	10 credits
Minimum 50 Credits		**Minimum 50 Credits**	
Sophomore Year		**Sophomore Year**	
English 10	10 credits	English 10	10 credits
Geometry or Algebra II	10 credits	Algebra I or Geometry	10 credits
World History	10 credits	Physical Science	10 credits
World Language year 2	10 credits	Physical Education	10 credits
Chemistry	10 credits	World History	10 credits
Physical Education	10 credits	Elective	10 credits
Minimum 60 Credits		**Minimum 60 Credits**	
Junior Year		**Junior Year**	
English 11	10 credits	English 11	10 credits
Algebra II or Pre-Calculus/Trig	10 credits	VAPA	10 credits
World Language year 3	10 credits	U.S. History	10 credits
VAPA	10 credits	CTE/World Language/College	10 credits
US History	10 credits	Elective	10 credits
Physics or Env. Science	10 credits	Elective	10 credits
Minimum 60 Credits		**Minimum 60 Credits**	
Senior Year		**Senior Year**	

English 12	10 credits		English 12	10 credits
			Government	5 credits
Pre-Calculus or Calculus	10 credits		Economics	5 credits
Government	5 credits			
Economics	5 credits		CTE/World Language/College	10
Elective	10 credits		credits	
Elective	10 credits		Elective	10 credits
			Elective	10 credits
Minimum 50 Credits				
			Minimum 50 Credits	

Total to graduate is 220 credits - All high school core courses will utilize college-prep curriculum for both the College Prep and Customized Career Track. Additionally, the customized career track prepares students for meeting the minimum graduation requirements and receiving access to A-G curriculum options with a focus on future careers. Families have the ability to work alongside their ToR to build a personalized learning experience and choose from a range of curricular options for their students.

Honors and Awards

Students may receive one of the following GPA-based Awards:

Valedictorian: Student(s) with the highest weighted GPA in their class (after 7 semesters) is eligible to receive the honor of becoming Valedictorian of their graduating class.

Salutatorian: Student(s) with the second highest weighted GPA in their class (after 7 semesters) is eligible to receive the honor of becoming Salutatorian of their graduating class.

Excel Academy recognizes graduates in the following ways:

National Honor Society:
The National Honor Society requires high academic scholarship, service to the community, demonstrated leadership, and high character. Students inducted into the NHS will be recognized during the graduation ceremony.

Golden State Seal Merit:
Per the CDE: The Golden State Seal Merit Diploma (GSSMD) insignia is awarded jointly by the State Board of Education and the State Superintendent of Public Instruction to recognize students who have demonstrated mastery of the high school curriculum in at least six subject

areas. Students who meet these minimum state requirements will be recognized during the graduation ceremony.

Presidential Awards:
The Presidential Awards honor both high educational excellence through the gold award, and high educational achievement through the silver award. Graduates will be recognized in both the gold and silver categories.

State Seal of Biliteracy:
Per the CDE: The State Seal of Biliteracy (SSB), marked by a gold seal on the diploma or transcript, recognizes high school graduates who have attained a high level of proficiency in speaking, reading, and writing one or more languages in addition to English. Students who meet this requirement will be recognized during the graduation ceremony.

College Prep/A-G Explained

For admission to the University of California (UC) or California State University (CSU) systems, a college-preparatory program that prepares students for higher-education is followed. The college-prep track prepares students for college and follows the A-G requirements as put forth by the UC/CSU systems. Students must complete a total of 15 year-long, A-G high-school courses with a grade of C or better—at least 11 of them prior to their senior year. See link: UC A-G Subject Requirements.

Graduating Early: If a student wishes to graduate early, the student's 4-year plan must be reviewed and approved by a School Counselor so that students fully understand the implications of this decision. Students graduating early may require additional credit completion per semester. Any course load above the maximum 8 courses, would require students to complete the remaining courses during summer school. Excel Academy currently does not offer summer school. Students will need to submit summer school transcripts for review and credit completion purposes.

Advanced Course Designation

Below are the eligibility requirements for all advanced course options:

- Student must have a minimum 3.0 GPA for core college courses, 2.7 GPA for college elective courses, and an 85% earned in prior math courses.

- Student must show advanced course readiness in their respective core courses and assessments (such as CAASPP, iReady, Excel Academy assessments, GPA, and report-card grade in respective subject)
- ToR recommendation with guided rubric (community provider & online provider recommendations may also be submitted for consideration).

Honors Courses

Honors courses are designed to be more in-depth, challenging, and rigorous. High school students may take honors courses with prior Secondary Department approval. Junior high students may take a high school, honors-level math and/or world language course with prior Secondary Department approval. Junior high students do not receive a GPA bump for honors courses. The student may submit the course for approval, by following these steps:

- Student requests to register for an honors course
- ToR completes Survey for Advanced Courses
- The Secondary Department will review each request to verify eligibility
- If approved, all honors courses require a quarterly project
- ToR will assist students in meeting additional honors requirements
- Honors credit will not be issued retroactively post the 10-day add/drop window
- Up to 8 year-long high school courses will be eligible for a full-grade percentage bump per course that earns a passing score. GPA bumps will not be issued for honors courses beyond 8 classes, but students may enroll in additional honors courses for the academic challenge.
- Per the a-g guidelines, the only current math courses that are eligible for honors credit are Precalculus and Calculus
- Transcripts from the online provider may be required to receive credit.

Advanced Placement (AP) Courses

Students may take AP courses through one of our approved online content and community providers with prior Secondary Department approval:

- Student requests to register for an Advanced Placement course
- ToR completes Survey for Advanced Courses
- High School Department will review each request to verify eligibility
- **Excel Academy is not an AP exam testing site.** Excel Academy high school students who wish to take an AP exam must go through their local public high school or visit **collegeboard.org** for more information on in-person AP test options. Students and parents are responsible for making this arrangement in early fall and meeting the

registration deadlines and fee payments for the testing site. Instructional funds cannot be used to pay for AP exams.
- Up to 8 year-long advanced courses will be eligible for a full-grade percentage bump per course that earns a passing score. GPA bumps will not be issued for advanced courses beyond 8 classes, but students may enroll in additional AP courses for the academic challenge.
- Transcripts from the online provider may be required to receive credit.

Although many providers advertise AP courses, similar to A-G, Excel Academy must approve and offer any AP course to designate this distinction on the transcript. Courses listed on our College Board AP Ledger are preapproved. Please refer to the High School Catalog for current curricular requirements and offerings. Courses taken through providers may require the submission of transcripts to receive credit.

Additional Advanced Course Options

For students wishing to complete a year-long course in one semester (i.e. English 9 A/B), they must choose a curriculum from the High School Course Curriculum Catalog with the exception of in-person provider courses or enroll in a concurrent enrollment course.

- Student requests to register for an accelerated course with their ToR
- ToR completes Survey for Advanced Courses
- HS Department will review each request to verify eligibility
- ToR will aid the student in choosing curriculum that would work for this designation or follow process for concurrent enrollment (see *College Readiness* section below)
- ToR will pace out the first semester into the first quarter to ensure student understands the workload requirement. If a student is not close to the 50% completion mark by the quarter, the approval to complete the year-long course in one semester will be revoked, and the student will need to finish the second half of the class in a subsequent session such as summer or the following semester. Excel Academy does not provide summer sessions but will accept transcripts for courses completed at accredited institutions.

For students who are credit deficient, they may request to complete two courses in the same subject simultaneously (i.e. English 9 A/B and English 10 A/B) if summer school is not an option. They must choose a curriculum from the High School Course Curriculum Catalog with the exception of in-person provider courses.

Junior High Students Taking High School Courses

Qualified junior high students may take up to two, high school-level courses in either math (Algebra 1 or higher math) and/or world language.
The expectation is that students complete math 6, 7, and 8 coursework and demonstrate mastery of all covered standards before enrolling in Algebra 1. All incoming junior high students requesting to enroll in Algebra 1 will need to have a thorough framework and foundation for introductory Algebraic skills.

To ensure all students have access to these foundational skills, each student will receive a supplemental packet with additional coursework. Students are encouraged to complete this coursework as preparation for the required placement exam.

Here is the Math 8 Spring/Summer Packet for the students taking Algebra as 8th Graders in the Fall.
Here is the answer key that we might want to add to the shared drive.

Junior high students requesting to take a high school-level math course must meet the following eligibility requirements:

- Take a proctored and approved Algebra 1 or Integrated Math I readiness assessment with a score of 85 or higher.

And at least one of the following:

- Earn an 85% in a pre algebra course using approved pre algebra curriculum
- Earn ‘exceeds standards’ in math CAASPP/SBAC for the respective year requested
- Score ‘At or above grade level’ for 8th grade on ‘end-of-year’ view of local assessment (i.e. iReady)

Junior High students requesting to take a high school-level world language course must meet two of the following eligibility requirements:

- Student earns a "meets standards" on their CAASPP ELA for the respective year requested.
- Student earns an 85% or higher in English on their report card.
- Student completes a junior high LOTE course with an 85% or higher.
- Student demonstrates fluency in reading or writing in a LOTE.
- Student receives a recommendation which utilizes a combination of a cognitive and soft skills evaluation from their Teacher of Record or former teacher.

All junior high students may enroll in a junior high level language course using instructional funds without the need for approval from the high school department.

Junior high students may submit the course/s for approval, by following these steps:

- Student requests to take high school math and/or world language course/s with their ToR
- ToR completes the Survey for Advanced Courses
- High School Department will review each request to verify eligibility
- If approved, the high school course(s) will be overseen by the High School Department
- The course(s) will be indicated on the Master Agreement for credits, not weeks
- If a student wishes to take an honors-level math and/or world language course, in addition to requesting approval for the core course, they must also request for the honors designation. Please refer to the above honors request process. Upon approval for an honors-level math and/or world language course, students must follow Excel Academy honors requirements for this designation. The GPA will not be weighted because these courses do not count toward graduation credits
- Course/s must be approved by the High School Administration. Junior high school students will have to follow the same add/drop policies as high school students (see above policies).
- Transfer junior high students must show proof of current course enrollment from their previous school via their transcript in order to maintain a high school-level course approval.
- *Per the CA Dept. of Education, junior high students who take Algebra 1 or higher math are still required to complete courses for the CA graduation requirement of high school math while in grades 9th-12th. Thus, high school-level courses taken in junior high will give students additional graduation credit (5 per semester) but will not help clear a graduation requirement in math. Every high school student is required to complete at least two years of high school math. Grades earned will not count towards the high school GPA. World Language courses taken in 7th and/or 8th grade will help clear the LOTE/VAPA/CTE graduation requirement. These grades earned will not count towards the high school GPA.*

College Readiness

Community College Courses - Concurrent Enrollment Policy

Students may request concurrent enrollment courses by following these steps:

1. Students and parents/guardians discuss concurrent enrollment options with their ToR.

2. ToR will discuss eligibility requirements which include the following: Students must have a minimum 3.0 GPA for academic courses or a 2.7 GPA for elective/vocational courses. Students must show college readiness in their respective core courses (ie. each community college sets their own prerequisites for determining high-school eligibility). Students must be enrolled with Excel Academy at least one full semester prior to receiving approval to enroll in a concurrent enrollment course. For any incoming student who demonstrates prior success in a college course, approval to enroll in a concurrent enrollment course will be reviewed.
3. School Counselors will only approve college-level courses which are defined as courses that will earn college credit and are either UC/CSU transferable or applicable to earning an Associate's degree or higher. Courses not receiving credit will not be approved.
4. Classes typically taken by underclassmen (freshman and sophomores) may not be substituted with a college course. These courses include, but are not limited to: Biology, Chemistry, English 9, English 10, Algebra 1, Algebra 2 and Geometry. These classes are foundational to college-level courses of the same names.
5. ToR completes Concurrent Enrollment Course Survey.
6. The High School Department either grants or denies approval for a student to take the requested community college course.
7. High School (9th-12th) students must be enrolled in at least 4-5 Excel classes (20 credits) per semester at Excel Academy to be considered eligible for concurrent enrollment at a community college. Students may take a maximum of 2 community college classes per semester while concurrently enrolled in Excel Academy. This may include one semester-length course and one interim session or two semester-length courses per semester.
8. Junior high (7th-8th) students interested in taking community college courses are limited to world language. Please see the Community College Handbook for grade-level policy per community college.
9. Students must complete and sign the concurrent enrollment form obtained from the community college Admissions office and submit it to the Excel Registrar's office (registrar@excelacademy.education). Please note: The turn-around time for concurrent enrollment approval is generally 3-7 days depending on wet signature requirements.
10. It is the responsibility of each student to take this signed form back to their respective community college to submit and finalize registration.
11. It is also the responsibility of the student to know the community college's fees, registration, and deadline dates (information can be found on the college's website). Instructional funds may be used to pay for college textbooks and other required course materials as long as the respective course is on the student's Master Agreement. For courses not on the Master Agreement, it is the family's responsibility to pay for college textbooks and other required course materials if enrolled in a college course.

Instructional Funds may not be used to pay for college classes, textbooks, or other course materials unless the bookstore is an approved Excel Academy provider.

12. If a student's first choice is unavailable and/or if they are unable to register for courses, the student is responsible for informing their ToR and High School Counselor. In this circumstance, students **must** work with their ToR in either finding another course to add to their Master Agreement or removing the course from their schedule depending upon the credits needed to remain scheduled to graduate in four years. Students need to be aware that if they are unable to register for a late-start college course, then they will be required to enroll in a late-start accelerated high school course with Excel Academy depending on their minimum course count. If an additional community college course is requested, students must complete and submit an additional concurrent enrollment form to reinitiate the process.
13. Students must be aware and adhere to all college rules and regulations.
14. In order to confirm the course will transfer to the university of the student's choice, please consult with a Community College Counselor.
15. Per the Community College regulations, only 5% of Excel Academy students can attend a community college during the summer. Priority approval will be given to those needing courses to graduate.
16. For any college course (ie. year one language) which relies on the initial course to move forward in the course progression, a one-time retake will be allowed with the following conditions: student has subsequently passed a different college course, and the student is in good academic standing and meets all other minimum college-course requirements.
17. If a student is found to enroll in a college course that has not been approved by the School Counselor and does not meet Excel Academy's prerequisites for college courses, even if the student completes the course, they will not earn dual credit. The student will earn college credit but not high school credit. The student will be required to complete the respective high school course for graduation purposes. Students will only receive dual college credit in courses that have prior approval from the School Counselor. This MUST be pre-approved via the concurrent enrollment form.
18. Grades from any pre-approved concurrent enrollment course will not be reflected on the Excel Academy transcript until the official college transcript has been received and verified. Official transcripts need to be requested at least once a year to ensure student transcripts remain up to date. Upon completion of the pre-approved college course, students are required to send an **official transcript** to the Excel Academy Registrar's office. Upon receipt, the high school transcript will be updated to reflect grades/credits earned. Please send all transcript requests to:

Excel Academy Charter School
ATTN: Registrar
1 Technology Drive, Ste. I-811
Irvine, CA 92618

College Unit Conversion Policy

Excel Academy uses the following formula for converting college units to high school credits:

- 3-5 unit degree applicable (UC/CSU transferable) college courses = 10 high school credits
- Some college policies state that their world language course content is equivalent to two years of high school world language; so, a maximum of 20 high school credits will be given per community college course - one year equivalency = 10 credits and two years equivalency = 20 credits. These additional credits only apply to world language courses.
- College-level courses will receive a corresponding GPA bump up to eight respective courses on their transcript.
- College courses taken in excess of the minimum Excel Academy graduation credit requirements of 220 credits may not be issued dual enrollment credit. They will receive college credit but may not receive the additional high school credit.
- For a list of community colleges, see our Community College Handbook.

Career Readiness

CTE - Career and Technical Education

Excel Academy offers Career Technical Education (CTE) which provides college preparation and career training for high school students. Career and Technical Education (CTE) is a series of high-school elective courses that provide students with opportunities to explore career pathways and experience hands-on training and education in career fields/sectors that interest them. Students learn workplace competencies that help make academic content more accessible. Each pathway is a two-year program that consists of a concentrator and a capstone course. Students who complete both courses in order with a C or higher in all four semesters will receive “CTE Completer” recognition on their transcript and at graduation.

- **See the High School Curriculum Catalog for the current list of CTE pathways and curriculum options.**

College Entrance Exam Information

PSAT/NMSQT

The Preliminary SAT®/National Merit Scholarship Qualifying Test is a co-sponsored program by the College Board and National Merit Scholarship Corporation (NMSC). PSAT/NMSQT stands for Preliminary SAT/National Merit Scholarship Qualifying Test. The PSAT is a standardized test that provides first-hand practice for the SAT Reasoning Test™. The NMSQT gives students a chance to enter the National Merit Scholarship Corporation (NMSC) scholarship programs. The PSAT/NMSQT measures critical reading skills, math problem-solving skills, and writing skills. Administrators and teachers are cognizant of testing schedules, so they can assist students by providing appropriate information. Students register for and attend these tests independent of Excel Academy. Please visit collegeboard.org for more information.

SAT/ACT

The SAT Reasoning Test (formerly Scholastic Aptitude Test and Scholastic Assessment Test) and the American College Testing Program (ACT) are standardized tests for college admissions. Most colleges accept either the SAT or ACT exam as part of their admissions process, however many California universities are test optional at this time.. Students register for and attend these tests independent of Excel Academy. Test dates, registration dates, fees, subject areas tested, practice questions, and scores can be accessed by visiting collegeboard.org for the SAT and actstudent.org for the ACT.

NCAA - National Collegiate Athletic Association

In order to graduate as a designated NCAA student athlete, students must confirm with their School Counselor that they are enrolled in all currently approved coursework beginning in 9th grade. For students who transfer post 9th grade or request to participate post 9th grade, no assurances can be made to guarantee that a student will be eligible to apply as an NCAA student athlete. Below is the list of requirements for Division 1 athletes:
11th-grade student-athletes who are considering playing sports at the college level - If you have aspirations of competing in NCAA-affiliated sports, it's crucial that you **register with the NCAA Eligibility Center portal**. This is a mandatory step to determine your academic and amateur eligibility.

Division 1 Course requirements:
Complete 16 core courses with NCAA approved curriculum
English - 4 years
Math - 3 years
Science - 2 years

Choose English, math, or science - 1 year
History - 2 years
Choose additional classes from our cleared courses in the categories of 1. *English*, 2. *Mathematics*, 3. *Natural/Physical Science*, 4. *Social Science*, and 5. *World Language, Comparative Religion and Philosophy* - 4 year-long classes

Students must complete 10 of the core courses by the end of their junior year (before the start of their seventh semester). Seven of the ten core courses need to be in English, math or natural/physical science. The grades in these seven courses will be "locked in," meaning you will not be allowed to retake them to improve your grades. Below is a sample schedule:

9th	10th	11th	12th
English 9	English 10	English 11	English 12
Algebra 1	Algebra 2	Geometry	PreCalculus
Biology w/ lab	Chemistry w/ lab	Physics w/ lab	Gov + Econ
Spanish 1	World History	US History	Elective
PE 9	Spanish 2	Elective	Elective
	PE 10	Elective	

Students should always verify with the NCAA portal that their curriculum/courses are NCAA approved. Per the NCAA instructions, "For any outside traditional/nontraditional coursework completed in addition to the home school program, the college-bound student-athlete should: » Include the high school/program in their education profile. » Check the status of the high school/ program to ensure it is "Cleared," and has an approved core-course list. (Be sure to review the Additional Information section.) » Ask for an official transcript or grade report to be submitted directly to the NCAA Eligibility Center."

Grading

The grade issued to each student is determined by the course learning environment and overseeing teacher/s. All online and Excel Teacher-Led (ETL) courses will be graded by the course teacher. Any parent-led class will involve collaboration among the parent, ToR, and Department Chair. See below for further details:

- Online course - the grade will be issued by the online instructor.

- Excel Teacher Led course - the grade will be issued by the Excel teacher.
- Customized course - the grade will be issued by the ToR with collaboration among parent, ToR, and Department Chair.
- Community College course - the grade will be issued by the college instructor.
- Students taking online classes or classes with an approved CCP need to consult with the online teacher or instructor regarding questions about grades, averages, or course progress. Excel Academy uses a traditional 4.0 scale in determining Grade Point Average (GPA). Credit is only granted for courses that earn a minimum of 60% out of a possible 100%.
- Excel Academy High School Department reserves the right to review final grades with the exception of any non-Excel Academy issued transcript.
- Excel Academy uses a letter-grading system which does not include any Pass/No Pass grades.

In the event that a parent/guardian disagrees with the student's final grade(s), the steps below must be followed

1. Parent/guardian will
    a. Communicate the concern to the ToR in writing and provide the ToR the opportunity to explain the rationale for the final grade
2. Parent/guardian is not satisfied with ToR rationale and will
    a. Submit a formal challenge to the Director of Compliance and Special Programs by submitting the Parent/Guardian - Final Grade Challenge
    b. Director of Compliance and Special Programs will
        i. Review the challenge by ensuring the ToR used due diligence in evaluating the student's academic performance
        ii. Communicate findings in writing to the parent/guardian within two weeks of receiving the formal challenge

High School Prerequisites

Mastery of a certain body of knowledge is necessary if students are to be successful in their courses. Most commonly, such knowledge is measured by successful completion of the prerequisite courses listed in the course description. For graduation purposes, "successful completion" is defined by a grade of "A," "B," "C," or "D" in the prerequisite course. For college preparation and A-G course completion, "successful completion" is defined by a grade of "A," "B," or "C" in the prerequisite course. For advanced course prerequisites, please refer to each advance course policy and the High School Catalog. Grades that are not acceptable are "F," "I," or, "NG." Although Excel Academy will review incoming grades to reflect a "P" or "NP," the school does not grant a "P" or "NP" for students enrolled in Excel Academy for the duration that requires a grade to be given.

How to Clear a Prerequisite

Students enrolling in a course with a prerequisite will be required to do one of the following:

- Complete the required prerequisite course(s) at Excel Academy with a satisfactory grade that is a grade of “A,” “B,” “C,” or “D” respectively. Some prerequisite courses must maintain a grade of a B or higher to qualify for the subsequent course.
- Students must present transcripts from another high school, if applicable, to the School Counselor for a transcript review as soon as possible.
- Transcripts must demonstrate satisfactory completion of the prerequisite course; completion of the course with a grade of “A,” “B,” “C,” “D,” or “P” respectively.
- It is at the school’s discretion to accept or deny the request to waive the prerequisite course requirement.

Transferable Grades and Credits

Transfer grades and credits received from previous schools/programs will be accepted and applied as needed to meet Excel Academy’s graduation requirements. Transfer students who have met EACS graduation requirements prior to the start of the new school year will be referred back to their current school.

Transfer Grades
Excel will accept transfer grades from students who transfer mid term. If a student is given a percentage grade upon exiting their previous school, Excel Academy may award the transfer grade by applying the percentage to the amount of work equivalent to what was completed at the previous school and require the student to complete the remaining course requirements. Students who are provided with letter grades without percentages will be awarded a transfer grade equivalent to the amount of work completed at the previous school in accordance with the following scale:

Any A: 99%
Any B: 89%
Any C: 79%
Any D: 69%
Any F: 59%

<u>Credits</u>

Official transcripts are required in order to award credit. Transcript analysis may require research and contact with previous institutions to determine eligibility of transfer credits. International records may require translation and/or evaluation prior to being considered for transfer credits. Costs for translation and external evaluations are sustained by the student.

Students leaving EACS before the end of the semester will earn a progress report indicating a percentage grade or percentage earned from the time of enrollment to exit but will not earn credit, OR a report card with earned percentage denoted by IP for in progress for any unfinished course.

Physical Education for the High School Student

State law requires 2 years of PE to be completed before a student can graduate.

High school students are required:

1. To complete 400 minutes of PE every 10 school days (approximately 40 minutes per day).

If a student is unable to participate in physical activities, the student can complete an alternative assignment approved by their ToR. If the inability to participate extends beyond 5 school days, a doctor's note will be required. Likewise, for students with serious medical issues, a doctor's note must be provided for proof of inability to do traditional PE. Acceptable options would include a written paper on physical activities/exercises and the benefits to the body or a research paper completed on various forms of exercise such as dance, yoga, or a sport of the student's choice. This may be turned in as the sample at the LP meeting as a replacement to the PE Log.

Please refer to the PE Requirements section for information about physical education grading.

High School Acceptable and Required Sample Requirements:

There are a variety of ways to show academic progress and proper pacing. The ToR will review the body of work and collect a sampling of this work. Final determination on acceptance may be determined by the Department Chair and/or the Teacher of Record.
Here are some suggestions for acceptable samples:

- A unit test - strongly prefer that it comes from the publisher or course. All assessments must demonstrate high school-level rigor.
- A final draft multi-paragraph essay or paper on a related topic. Paper must follow MLA formatting rules. Papers/essays are required twice a semester.
- A rough draft of an in-progress paper - a final draft is always preferred and cannot use final draft for future sample.

- A lab write-up (science courses only) - must include title, intro/purpose, materials list, method, data, results, analysis, conclusion, and graphs or figures, if applicable. Refer to the Lab Report Template. Labs are required twice a semester.
- A project/presentation showing significant learning and application
- A book report with critical analysis - may not be simple summary
- A written copy of a student-written speech or an oral presentation
- Answers to a section of chapter questions or a chapter review
- A timeline or map that clearly reflects HS level work/detail
- Another high school-level sample as agreed upon by ToR/parent/student in advance

Required Samples:

English and science courses require quarterly essays and labs. Honors courses require quarterly projects. Math samples must demonstrate the student's handwritten work to solve the math problems. ToRs will share the quarterly schedule.

Driver's Education

High School students can take a Driver's Education course by choosing one of the approved high school course curricula options found in the High School Catalog for a total of 5 elective credits. This course prepares students for the writing portion of the driver's permit test; although, completion of the course does not result in a driver's permit. Please note, IFs may not be used for behind-the-wheel instruction, as this is the responsibility of the parent/guardian. Driver's License information can be found at the following link: **CA DMV**.

Diploma

Students will have the opportunity to display a legal name or a preferred name on a diploma using the intent to graduate form. The school considers the diploma to be a ceremonial document, and thus you may enter a familiar or preferred name to be used in lieu of your name of record for this purpose. However, please be advised that in some situations your diploma may need to be used as a legal document, and the name appearing on your diploma may need to match other legal documents you possess. For further information on this, contact the school Registrar.

High School Equivalency Exams

Speak with your school Counselor if you have questions about the high school equivalency exams. If a student completes high school via examination, then they will not be eligible to participate in the high-school graduation ceremony, nor will they receive a diploma.

State Seal of Biliteracy:

In order to be eligible for the State Seal of Biliteracy, students must meet the following criteria:

Proficiency in English shall be demonstrated by one of the following requirements:

1. Complete all English language arts requirements for graduation with an overall grade point average of 3.0 or above in those classes.
2. Pass the California standards assessment at the “standards met” or above in English language arts (ELA) set for native English speakers at the 11th grade.
3. Pass an English AP assessment with a 3 or higher (AP English Language and Composition or AP English Literature and Composition, or AP Seminar).
4. Achieve a score of 480 or above on the Evidence-Based Reading and Writing section of the SAT.
5. Pass an English IB examination with a score of 4 or higher

AND Demonstrate proficiency in one or more languages—in addition to English—by accomplishing **one** of the following:

1. Score three or higher on an Advanced Placement (AP) world language examination.
2. Score four or higher on an International Baccalaureate world language examination.
3. Score at the “proficient” level or higher on a school district language examination that, at a minimum, assesses speaking, reading, and writing in a language other than English.
4. Successfully complete a four-year high school course of study in a world language and attain an overall grade point average of 3.0 or above in that course of study, **including oral proficiency**.
    i. Successful completion of high school level courses completed in another country in a language other than English with the equivalent of an overall grade point average of 3.0 or above, as verified through a transcript
    ii. Completion of one or more world language courses at a public higher education institution or an independent institution of higher education with a grade point average of 3.0 or above and oral proficiency in the language

5. Per the CDE: In addition to the requirements mentioned above, if the primary language of a pupil is other than English, they shall demonstrate English proficiency on the English Language Proficiency Assessments for California (ELPAC), or any previous or successor state English language proficiency assessment, in transitional kindergarten, kindergarten, or any of grades 1 to 12, inclusive (California Education Code Section 51461).If students have a primary language other than English, they must meet the criteria in items 1–3 above and also obtain a score of 4 on the English Language Proficiency Assessments for California Development Test (ELPAC).

Excel Academy offers a language exam option for students who have no language course or assessment offered at their school through Language Bird. Instructional funds may be utilized to pay for this language assessment. It is each student's responsibility to review yearly assessment dates. Assessments are typically administered once in the fall and once in the spring. Language Bird provides a variety of language assessment options and families will need to review the list as these are subject to change from year to year.

Instructional Funds and Content and Community Provider (CCP) Policies

Excel Academy Charter School maintains a list of approved Community Content and Providers (CCPs) who offer a variety of educational products and services to our enrolled families. Both currently enrolled parents/guardians and Teachers of Record (ToRs) may request the addition of new community providers for consideration. **Excel Academy does not accept unsolicited provider solicitations.**

All prospective CCPs must complete the required **CCP application process**. Providers offering **direct services to students** must also complete a Live Scan fingerprint background check and provide proof of commercial liability insurance and complete Mandated Reporter Training in accordance with California child safety guidelines (AB 1432/SB 848). Proof of training completion must be submitted within six (6) weeks of the start of the school year or within six (6) weeks of the start of services, whichever occurs first, and must be renewed annually thereafter.. These requirements are mandatory safeguards to ensure the safety and security of our students.

> *If a provider chooses not to complete all parts of the application, including the fingerprint background check and insurance verification and mandated reporter certification their application **cannot** be approved.*

Families enrolled at Excel Academy are granted access to the approved CCP list through their assigned Teacher of Record.

Instructional Funds (IF) Use

Instructional Funds (IFs) are distributed **at the discretion of the Teacher of Record and the Business Services Department** and may only be used with approved CCPs.

Important Notes:

- IFs depreciate daily based on the student's enrollment date.
- IFs must be used **within the same academic year** they are issued.
- All purchases must align with the student's educational needs, age, and grade level.

Types of Community Providers

Educational Material CCPs

These providers offer curriculum, books, educational supplies, and materials. Items must be educational in nature, appropriate to the student's needs, and basic in quality.

Educational Service CCPs

These providers offer direct educational services, such as academic tutoring, supplemental academic classes, art/music lessons, or physical education classes.

> Learning center classes are supplemental to approved, assigned curriculum.

> **Important:** Submitting a service order request does not guarantee placement. Families are responsible for confirming class availability directly with the CCP.

Purchasing and Payment Policies

- **All purchase orders must be created and approved prior to using any services or receiving any materials.**
- **Excel Academy does not reimburse families directly** under any circumstances.
- If a CCP's agreement with Excel Academy has expired or been dissolved, **the school cannot authorize payment** for any services or materials provided after the expiration date.
- Families will be promptly notified by their ToR if an order involves an inactive CCP.

Additional Documents for Parent Use

- Parent Training: How to place an order

Find a CCP Near Your Home

Excel Academy has an interactive map tool that allows you to search for CCPs in a specific area. You are able to search by CCP name, subject, or area of service. To view the CCP map, click here.

To use this map follow the simple steps below:

- Enter your search criteria into the appropriate box.
- The list will be populated based on your entry.

Instructional Funds (IFs)

Excel Academy allocates **Instructional Funds (IFs)** to each enrolled student based on grade level, educational path, and date of enrollment. These funds allow families to select approved educational materials and services to support their students' academic program.

- **Depending on the student's grade level, pathway, and enrollment date, between $2,000 and $3,900 will be allotted per student.**

Instructional Fund Amounts

Personalized Path

- **TK–8th Grade:** $3,400
- **High School (9–12th Grade):** $3,900

Disbursement Schedule:

- TK–8th Grade: $1,700 in August, $1700 in December
- High School: $1,950 in August, $1,950 in December

Virtual Pathway

- **K–8th Grade:** $2,000

Disbursement Schedule:

- K–8th Grade: $1,000 in August, $1,000 in December

****Important Note:** IFs are distributed in multiple allotments to allow for flexibility across the academic year. Families are encouraged to plan carefully to ensure funds are utilized effectively.

Criteria for Materials That Can Be Purchased with IFs

Excel Academy Charter School receives funding from the State of California to support student learning and academic progress toward state standards. As such, **Instructional Funds (IFs) must be used exclusively for educational purposes** and must align with the criteria outlined below.

Teachers of Record (ToRs) will collaborate with the Business Services Manager for clarification on acceptable purchases as needed.

> **Please note:** This list is not exhaustive. Excel Academy reserves the right to interpret these guidelines and to make final decisions regarding the appropriate use of IFs.

General Criteria:

- Educational curriculum must be appropriate for the student's assigned courses and documented learning plan.
- All purchased materials must support the student's progress toward meeting **state standards** and **school academic requirements**.
- All instructional materials must be **non-sectarian** (non-religious).
- Families must select **basic and economical models** of items when available.
  *If a higher-priced, specialized item is necessary, a justification statement from the ToR may be required to approve the purchase.
- School and office supplies necessary for learning basic academic skills (e.g., paper, pencils, binders) are allowable.
- Materials purchased for a **documented educational project** are permitted (e.g., fabric, wool, yarn).Quantities must be reasonable and directly aligned with the student's educational plan and coursework.
  **Exception: Food purchases are not allowed.*
- Educational software may be purchased if it is used to instruct or enhance learning in a specific subject area.
- Materials must not create a risk of **danger or serious injury** for students or staff.
- Certain items may require the submission of **tracking forms** and/or **educational plans** for approval.
- Participation in **school-sponsored field trips** may be covered by IFs.
- **Transfers between sibling instructional funds are not permitted under any circumstances.**

Specific Item Limits:

- No more than **three (3) black printer ink cartridges** and **two (2)color ink cartridges** may be purchased per semester.
- A maximum of **4 reams of paper per semester** per student may be ordered.

****Important:** All purchases must comply with these guidelines. Non-compliant purchases will be denied, and IFs will not be reimbursed for unauthorized spending.

Approved Materials:

- Please refer to our ordering guide here for Acceptable and unacceptable purchases.

Disallowed Educational Activities

The following activities are examples of services that **cannot** be funded with Instructional Funds (IFs) due to the significant liability risk they pose to the school. Community and Content Providers (CCPs) offering these activities or services will not be approved by Excel Academy.

Prohibited activities include, but are not limited to:

- Religious, sectarian, or denominational services or materials
- Scuba diving
- Skydiving
- Water sports involving motorized equipment, such as jet skiing
- Skiing and snowboarding
- Aircraft-related activities of any kind
- Behind-the-wheel driver's education
- Operation of any motorized vehicle
- Indoor trampoline parks
- Extreme sports that expose students to undue risk, including but not limited to:
    - Outdoor rock climbing
    - White water rafting
    - Paragliding

Excel Academy reserves the right to expand or adjust this list as needed to protect the health, safety, and educational focus of all enrolled students.

Additional Guidelines for Specific Items

Excel Academy can only purchase the type of supplies that could be found in a brick and mortar public school. We are unable to cover the cost of high-priced or premium lessons, classes, or materials. We are able to approve either **basic group lessons or a limited number of private lessons**, provided they are reasonably priced; however, we **cannot** approve both in the same month. Please refer to the Ordering Guideline Website for a detailed list of acceptable and unacceptable items.

Sectarian Materials

School materials cannot have sectarian/religious content. The Teacher of Record will ensure sectarian/religious materials are not ordered with IFs.

Technology Usage Policy

Technology Options:

At Excel Academy, we recognize technology as a vital educational resource. As part of our commitment to supporting student learning, we offer a variety of technology options available for purchase using Instructional Funds (IFs). Please note that, as with all school-purchased materials, any computers ordered with IFs remain the property of Excel Academy and must be returned upon the student's withdrawal or completion of enrollment.

Technology Policies

Device Issuance:

- **Personalized Learning Pathway (Grades K–12):** A Chromebook will be issued to all enrolled students for instructional use during the school year.
- **Virtual Pathway (Grades TK–8):** A Chromebook will be issued to all enrolled students as part of their curriculum and school supplies package.
- **Personalized Learning Pathway (Grade TK):** Chromebooks are available for upon request

- All accessories and software purchased with Instructional Funds must be used exclusively with devices issued by Excel Academy. Excel Academy assumes no liability for accessories or software installed on or used with non-Excel Academy issued devices.
- All Chromebooks provided by Excel Academy are equipped with GoGuardian, a monitoring and filtering system designed to block inappropriate or non-educational internet activity. GoGuardian tracks all student searches and websites visited. As a result, Excel Academy is notified if a student engages in inappropriate or harmful searches. In such cases, the parent or guardian will be contacted and informed of the student's Chromebook activity, as reviewed and determined by the school Principals.
- Please be aware that computers issued by Excel Academy do not come pre-installed with additional software, such as Microsoft Word.
- Chromebooks will be replaced every 4th year.

Financial Responsibility: Students and families are financially responsible for the specific repair or replacement costs associated with lost or damaged devices. Unresolved balances will continue to be documented in the student's cumulative (CUME) file. The

fee structure is as follows:

- **Lost, Stolen, or Destroyed (Asus):** up to $425
- **Lost, Stolen, or Destroyed (HP):** up to $380
- **Keyboard, Trackpad Repair:** $40
- **Screen, LCD Repair:** $30
- **Power Adapter (Charger) Replacement:** $25

Return Policy for Materials Content & Community Providers (CCPs)

An Educational Materials Content and Community Provider (CCP) is a business that supplies curriculum, books, and school-related materials. When placing Educational Materials Request (EMR) orders, parents are encouraged to research carefully and select items thoughtfully. Many CCPs do not accept returns from schools, and any funds used for purchases cannot be credited back to individual student accounts. In cases where a return is permitted, any associated shipping costs will be deducted from the student's account balance.

Cancellation Policy

Once an EMR order has been processed and submitted to the Content and Community Provider(CCP), it cannot be canceled. Once materials are requested, the Business Services Department will proceed with ordering, and cancellations are no longer permitted.

If an order remains in "Pending Status," the Teacher of Record (ToR) may cancel or edit the purchase order in OPS. **However, for VCI orders, the CCP must first be notified and must approve the cancellation before the order can be canceled in OPS.**

To cancel a purchase order that is still pending:

- Locate the purchase order by conducting a search.
- In the status dropdown menu, change the status from "Pending" to "Canceled."
- Click "Update Order" to complete the cancellation.
  Important: If you do not click "Update Order," the cancellation will not be finalized.

The VCI Cancellation Policy requires that classes be canceled with at least two weeks' notice provided directly to the content and community provider. Any cancellation policies specific to individual content and community providers are solely the parent's responsibility to manage and honor.

Backordered Items

If the ordering window has closed, the parent cannot request an alternate item for backordered or canceled items. Please complete your orders well in advance of the deadline.

Ordering Deadline

April 9th, 2027 is the deadline for the parents to get PO requests submitted for review. ToRs will submit all approved orders requests no later than **April 16, 2027**. After the deadline, no purchase orders can be submitted or adjusted. Instructional Funds (IFs) do not carry over from year to year. Any unused funds remaining after the deadline will expire, and parents will no longer have access to them.

Intervention

The state of California requires every public school to have a *Multi-Tiered System of Support (MTSS)* in place to help students reach state standards. (Link provided: CDE's Definition of MTSS)

WIN Interventions:

What I Need (WIN) interventions provide quality instruction & progress monitoring for students who are performing below grade-level standards on local or state assessments. Students with qualifying data are required to participate in an intervention and meet weekly WIN requirements (may require priority use of funds for tutoring)per the *Acknowledgement of Responsibilities* signed with the Master Agreement. Failure to meet WIN intervention participation expectations for a period of five school days or more may result in a PIN.

Small Group Instruction:

Students will regularly attend required classes as assigned. Failure to attend classes for a period of five school days or more may result in a PIN.

Student Success Team (SST)

The Student Support Team (SST) is a group that meets to develop strategies and interventions to assist an individual student with academic, and/or behavioral needs. The support provided is personalized for each student. The SST sets goals and closely monitors student progress throughout the year. If you would like an SST meeting for your student, please reach out to your ToR.

504 Plans

504 Plans provide eligible students with accommodations to ensure equitable access to their education and/or their learning environment. Section 504 is a federal law, which prohibits discrimination against individuals with a disability. This law defines an individual with a disability as anyone who exhibits any of the following conditions:

> A mental or physical impairment which substantially limits one or more major life activities. The major life activities include, but are not limited to, caring for one's self, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning, working, eating, sleeping, standing, lifting, bending, reading, concentrating, thinking, speaking, and/or major bodily functions.

To be covered under Section 504, a student must be between 3 and 22 years of age (depending on the program as well as state and federal law), and must have a disability that *substantially* limits the child in one or more major life activities or major bodily functions. [34 C.F.R. §104.3(k)(2)]

If you have questions regarding 504 Plans, please contact your ToR or the *504 Coordinator*, Tamara Murphy tmurphy@excelacademy.education.

If a student enters Excel Academy with an existing 504 Plan, the plan will be reviewed and confirmed with the student, parent/guardian, and our team. In addition, all 504 Plans will be reviewed annually to ensure they are current and properly meeting student needs.

Special Education

At Excel Academy, we are committed to serving all students, including those with identified special needs. Special education and related services are available at no cost to enrolled students with Individualized Education Programs ("IEPs") and include a full continuum of services and supports. We receive guidance regarding special education best practices, policies, and procedures from the Sonoma County Charter SELPA. At any point, if parents/guardians or members of a student's school team suspect that a disability is impacting a student's ability to adequately progress within the general education environment, they should contact their ToR for more information regarding the special education referral process.

For more information regarding the Special Education program, please click here to read the Special Education Handbook.

Assessments

Report Cards

Students in grades TK- 12 will receive report cards to document progress and growth following the end of each semester with Excel Academy. The grades administered on the report card are final as determined by the ToR and the administration.

Grading Scales

TK-5 Students

The 4 – 1 grading scale that Excel Academy implements will give parents a clear understanding of student performance and progress.

4 - Exemplary: Student consistently demonstrates an in-depth understanding of the standards, concepts, and skills taught. Student is *working above grade-level expectations* across *ALL* domains/standards. Student produces outstanding work with little help or reteaching.

3 - Proficient: Student consistently demonstrates an understanding of the standards, concepts, and skills taught. Student is *meeting grade-level expectations* across the vast *majority* of domains/standards, and able to complete assignments with appropriate amount of instruction and assistance.

2 - Approaching Proficiency: Student is approaching an understanding of the standards, concepts, and skills taught. Student is *working towards grade-level expectations*. Student requires several tools, and frequent reteaching to understand concepts being taught. Student is working at a slower pace, and/or works slightly below grade level expectations.

1 - Non-Proficient: Student does not yet demonstrate an understanding of the standards, concepts, and skills taught. Student is *working far below grade-level expectations*. Student has difficulty understanding new concepts. Student is working well below grade level expectations.

***Please understand that a student who earns a "3" is at grade level and is where he/she needs to be working at this time. A student who earns a "4" is working above grade level and consistently provides excellent work in ALL areas of the course.**

6th - 12th Grade Report Cards - Required

Letter grades are based on the student's overall performance.

1. Student's overall academic performance in each area (ELA, math, social studies, science, physical education, and high school specific courses) is evaluated using the following criteria:
    a. Observation
    b. Graded student work
    c. Chapter quizzes/tests
    d. Parent/guardian input
    e. Discussion at Learning Period meetings
    f. Professional judgment

Students in grades 6 through 12 will earn grades using the standard A-F scale (see below). Grades will be specific to the grading scale.

Outstanding performance in mastering of the subject.
Achievement of superior quality.
Credit will be issued for high school courses.

98 - 100 = A+
93 - 97 = A
90 - 92 = A-

Consistent performance in achievement beyond the usual requirement. Achievement of high quality.
Credit will be issued for high school courses.

88 - 89 = B+
83 - 87 = B
80 - 82 = B-

Performance meets grade-level standards and expectations.
Achievement suggests sufficient understanding of the subject/course.
Credit will be issued for high school courses.

78 - 79 = C+
73 - 77 = C

70 - 72 = C-

Minimally acceptable performance of course-level material.
Achievement suggests below average understanding.
Credit will be issued for high school courses, but will not provide a-g designation.

68 - 69 = D+
63 - 67 = D
60 - 62 = D-

Achievement is at a level insufficient to demonstrate understanding of the basic elements of the course, and will not count towards graduation requirements.
Zero credit will be issued for high school courses.

59 and below = F

*****Students taking courses from a community provider issuing a transcript and/or Community College courses will be graded by the instructor teaching the course.**

EACS requires report cards for TK - 12th grade students. Exception to numerical grades:

a. Approved students taking high school courses must earn letter grades for those courses

Grades and GPA

A GPA stands for a student's grade point average. A student's GPA is the total of all high-school course grades earned in high school and is divided by the total number of credits completed. Excel Academy requires students to earn a minimum of a D to pass a class and earn credit toward graduation. A total of 220 credits must be earned in order to graduate high school. Excel Academy reports grades on a 4.0 scale with additional points being given for Honors (grades 10-12), Advanced Placement, and Concurrent Enrollment courses. The academic, Cal Grant, and weighted GPA calculations do not include 9th grade. The Total GPA includes 9th grade.

State and Local Assessments

Standardized Testing

The California Assessment of Student Performance and Progress (CAASPP) is the state-mandated academic testing program. All charter schools are required to administer the

CAASPP as well as other state-mandated assessments such as the ELPAC and PFT (Ed. Code, § 47605(c)(1). CAASPP is a system intended to provide information that can be used to monitor student progress on an annual basis and ensure that all students leave high school ready for college and career. Following the spring of each year, individual student test score reports are provided to parents. Student score reports will include an overall score and a description of the student's achievement level for English Language Arts (ELA) and mathematics.

There is no law permitting a parent to opt out of the school's internal assessments, and therefore, students are required to participate in all internal/alternative assessments offered. Students who do not participate in the required assessments will be issued a Progress Improvement Notification (PIN) for each missed assessment. Upon the third Progress Improvement Notification, the student is subject to involuntary withdrawal.

Effective in 2022, when students do not participate in CAASPP testing our charter school will suffer significant penalties when reporting the school's performance measurement on the California state dashboard. Students who do not participate in testing will ultimately be assigned the lowest scale score possible which will hinder the overall performance score of the school. Charter Schools who are designated as low performing are subject to non-renewal. Charter schools exist in a performance-based accountability system where they are held accountable for student academic performance. In fact, a charter school cannot continue to exist without collecting data on students' performance on a variety of assessments and indicators. When a charter authorizer or county office of education is evaluating whether to approve and/or renew a school's charter petition, "increases in pupil academic achievement" is the most important factor in the decision. (Ed. Code, §§ 47607(c)(2) , 47607(a)(3)(A).) Therefore, it is important during the revocation and renewal processes for a school to gather as much positive academic achievement data as possible to show progress in student performance. Evaluating graduation, attendance, suspension, and English Learner (EL) reclassification rates are also ways to show student progress. However, student participation and performance on state mandated assessments (CAASPP) is the used method, and results are indicated on the California School Dashboard and System of Support. The CA Dashboard is a powerful online tool to help districts and schools identify strengths and weaknesses and pinpoint student groups that may be struggling (https://www.cde.ca.gov/ta/ac/cm/). **Please remember that results and attendance from all state tests are directly tied to school funding per recent LCFF legislation and are an integral part in maintaining partnerships with our chartering school districts. At Excel Academy, our priority is always our students and sustaining longevity in the incredible model we offer to our families.**

If you have any questions, please contact Excel Academy's Director of Compliance and Special Programs , Jenny Craig at jcraig@excelacademy.education.

English Language Proficiency Assessments for California (ELPAC)
The English Language Proficiency Assessments for California (ELPAC) is aligned with the California English Language Development Standards. The ELPAC consists of two separate assessments: one for the initial identification of students as English Learners (ELs) and a second for the annual summative assessment to measure a student's progress in learning English and to identify the student's level of English language proficiency (ELP) (cde.ca.gov).

- Grades K-12
- English Learners only
- Test Administration
    1. Initial Identification - When student enrolls with Excel Academy - Dates and Locations TBD (Assessment will be administered by trained proctors within 30 days of enrollment.)
    2. Annual Summative Assessment - Beginning in the Spring (Assessment will be administered by trained proctors.)
- Results are provided by the California Department of Education and sent to the school. Once received, parents will receive a letter explaining student score reports. Parents may also access test results through the parent portal.
-

***See Title I & Title III section for more information on English Learner Curriculum*

Criteria for Reclassification to Fluent English Proficient (RFEP)
In order to be reclassified to fluent English proficient (RFEP) and exit the EL program, students must meet the following criteria:

- Minimum ELPAC overall score of 4
- Teacher Evaluation
- Parent Approval
- CAASPP - Smarter Balanced and/or Local Assessments can also be used in determining student readiness for redesignation

CAASPP - California Assessment of Student Performance and Progress

California Science Test (CAST) – Computer Based Assessment

- The California Science Test (CAST) is an online test based on the California Next Generation Science Standards (NGSS).

- Participation in the CAST is required for all students in grades five and eight and for the pre-selected high school grades.
- All local educational agencies (LEAs) with eligible students in grades five and eight will administer the CAST. LEAs with eligible students in high school (i.e., students in grades ten, eleven, or twelve) will be pre-selected to participate in the spring assessment. The CAST uses the current California Assessment of Student Performance and Progress test delivery system and will only be administered online (www.caaspp.org).

Smarter Balanced Assessment Consortium (SBAC) – **Computer-Based Test**
Students are working harder, thinking more critically, and applying their learning to the real world. To measure state standards, educators from states using Smarter tests have worked together to develop high-quality tests in English and math for grades 3–8 and 11. Using computer adaptive technology, the tests are customized to every student (smarterbalanced.org).

- Grades 3 - 8 and 11
- ELA and Math – Computer Adaptive Tests (CAT)
- ELA and Math – Performance Tasks (PT)
- CAASPP - SBAC spring testing - Dates and Locations TBD
- Information for the SBAC ELA/MATH/CAST will be emailed to parents in early spring.
- Technology usage by students is prohibited in the designated testing rooms.
- During testing, cellphones are highly discouraged, and *no* electronic devices are allowed at the test sites, including smart watches.
- If testing in person, parents are notified when students have completed testing by a proctor at the site.
- If testing in person, parents are welcome to stay in the waiting area at most sites, but are not allowed in the testing rooms.
- If testing is in person, a Photo ID may be *required* at pick-up.
- If testing in person, siblings picking up students MUST be old enough to have a photo ID and must be identified at the time of check-in.
- If testing in person, students may bring water and lunch to testing in a clear bag. Backpacks are not allowed.
- Students will be encouraged to take breaks during testing (i.e. restroom and snack breaks).
- Parents MUST review this information with their students.

Testing Resources

For additional information regarding assessments, please refer to Excel Academy's website under *Assessments*. For **CAASPP AND ELPAC practice tests**, please refer to the *Assessment* tab.

Smarter Balanced Assessment Consortium (SBAC) and the California Standards Tests (CAST) for Science

There are four major types of questions that students may see: multiple choice, multiple response, short answer, and performance assessments. We encourage you to explore and discuss the practice tests with your students. Please note that some of the practice tests do not provide answers or a score; however, it does provide your students with the experience of navigating through a sample test session, which is important to practice.

Additional Resources:

- Utilize the i-Ready personalized lessons to strengthen skills and close learning gaps.
- EACS test prep packets are provided to students in grades 3-8, and 11 in ELA and math.
- EACS virtual test prep sessions will be offered in the Spring.

Physical Fitness Test (PFT)– California

The PFT provides information that can be used by (1) students to assess and plan personal fitness programs, (2) teachers to design the curriculum for physical education programs, and (3) parents and guardians to understand their children's fitness levels. The program also provides results that are used to monitor changes in the physical fitness of California students. By law (Education Code (EC) Section 60800) public schools are required to administer the PFT annually to all students in grades 5, 7 and 9 (cde.ca.gov).

- Grades 5, 7, and 9
- Testing takes place in February. Your ToR will provide all necessary information and details regarding testing
- The PFT is administered by ToRs who will provide Excel Academy's Director of Compliance and Special Programs with the results for each student tested.
- Students with testing accommodations will have them outlined in their IEPs or 504 Plans.
- If a parent states a student needs additional support, the ToR will need to notify the Director of Compliance and Special Programs to verify accommodations.

Testing Includes:

1. Aerobic Capacity – One Mile Run

2. Abdominal Strength and Endurance – Curl Up
3. Upper Body Strength and Endurance – Push – Up
4. Trunk Extensor Strength and Flexibility – Trunk Lift
5. Flexibility – Shoulder Stretch
6. Recording of Height and Weight

i-Ready Benchmark Assessments – Computer-Based Tests

i-Ready benchmark assessments are adaptive diagnostic tests that will indicate mastery and identify learning gaps for students in grades K-11. This required assessment will be proctored virtually in the fall, winter, and spring by the ToRs to provide staff and parents pertinent knowledge to assist with academic support and guidance, and in the spring, to determine growth and goals prior to state testing.

- Test Administration ***__ToRs will send out specific information regarding the available test sessions and specific testing dates.__**
    - Testing window #1 - Fall - Testing takes place 8/31-9/11 and is **required** for ALL K- 11th grade students
    - Testing window #2 - Winter - Testing takes place 12/7-12/18 - Optional for WIN, Shoreline Students, and students choosing to take a mid-year assessments
    - Testing window #3 - Spring - Testing is 3 /8-3/19 and is **required** for ALL K - 11th grade students

- The benchmark assessments will be administered virtually by the ToR within the set testing window, unless a different method or timing of administration is required per the student's active IEP or 504 Plan. Newly enrolled students will be required to take the i-Ready assessments upon enrollment.
- ToRs must make sure each student on their roster (grades K-11) has completed the assessments within the set testing windows. Individualized follow-up lessons will be automatically created for students once the assessments are completed. These lessons are highly encouraged for additional support to promote growth and progress for students scoring in 8th grade or below. Ask your ToR for specific details.
- Students who test without ToR supervision will need to retake the assessment(s).

*i-Ready requirements for Shoreline and WIN students will be discussed directly with the parent. There will be an optional mid-year i-Ready assessment to check student progress.

TK Assessments

TK students are administered paper pencil benchmark assessments in English language arts and mathematics in the fall and spring.. The assessments are administered by the students' teacher..

Reading Difficulties Screener

The Reading Difficulties Screener is a state required assessment that is administered annually to students in K-2 to assess students for risk of reading difficulties, including possible neurological disorders such as dyslexia. The CDE has created a screening list of evidence-based, culturally, linguistically and developmentally appropriate screening options for schools to choose from. K-2 students will be assessed in the fall using a state approved assessment.

Student Testing Participation Requirement

All students currently enrolled in Excel Academy are required to participate in the aforementioned tests (where applicable). **Failure to participate or satisfy assessment requirements will result in PINs being issued to the student.** Alternative paper pencil assessments are subject to be given virtually by the ToRs only if in-person meetings/testing sites are not in place. Please refer to Excel Academy's PIN Policy.

High School Assessments

Final exams - If a high school course requires a final exam, the ToR will proctor the exam.

Field Trips

Excel Academy offers a wide variety of field trips and community events. Field trips may consist of historical reenactments, plays, musicals, libraries, museum tours, and so much more. Excel Academy's Community Engagement Coordinator will be working throughout each school year to provide engaging, interactive, and educational opportunities for students and parents to participate in and around their community. Participation on the part of students and parents is optional. Excel Academy does not provide transportation to and from these events.

Parents/Guardians must be in attendance with their student(s) on Excel Academy field trips and at events, unless noted otherwise. There is a limit of two adult attendees per family for each field trip, unless otherwise specified. "Non-student sibling" attendees are younger siblings who are not yet in school, and school-aged siblings who are not Excel Academy students are ***not permitted to attend Excel Academy field trips***. The out-of-pocket parent/non student sibling tickets must be paid during registration. If students are using IFs, the amount will be removed at the close of the registration window.

California Education Code Section 35330(d) *All persons making the field trip or excursion shall be deemed to have waived all claims against the district, a charter school, or the State of California for injury, accident, illness, or death occurring during or by reason of the field trip or excursion.* **ARTICLE 13. Excursions and Field Trips [35330 - 35332]**

Instructional Funds for Field Trips

Students may use IFs to register for field trips. The parent must place the Purchase Order ("PO") at the time of registration, and the PO number must be listed on your registration form. Funds may only be used for student admission; parent and non-student sibling admission must be paid out of pocket. A separate PO number is required for each student. Your ToR will be notified to approve the PO(s) at a later time. Please take note of the amount that will be pulled and make sure you have funds to cover the trip. If you do not have enough funds, you will need to pay out of pocket or forfeit your spot.

Students who use IFs for field trips must provide evidence of learning to their ToR for that day. This evidence can be used as a work sample for that learning period.

Refunds

There will be no refunds for purchased tickets once the registration and/or deadline has closed, and no late registrations are honored. Please reach out to your ToR with any questions regarding field trips and registration deadlines. If a field trip or event is canceled, Excel Academy cannot guarantee a refund nor guarantee the same field trip will be rescheduled. Any refund extended to Excel Academy will be given to families.

Clubs, Programs, Student, & Parent Opportunities

GATE - Gifted and Talented Program

The GATE program at Excel Academy provides specialized educational opportunities for 3rd-8th grade students who demonstrate exceptional abilities or potential in academics, creative pursuits, and/or problem-solving. The program is designed to meet the specific learning needs of gifted and talented students, allowing them to develop their abilities to the fullest extent.

The GATE Program hosts in-person enrichment activities including STEM projects, field trips, and competitions. We recognize that gifted students often have unique social and emotional needs. The GATE program encourages the development of healthy peer relationships, supports students in coping with perfectionism and academic pressure, and fosters a sense of belonging with like-minded peers.

GATE testing is provided annually and participation is voluntary.

Parent Advisory Committee

Excel Academy sponsors a Parent Advisory Committee (PAC), comprised of parents from the Excel Academy community, which meets regularly as is dictated by Excel Academy and serves to address and recommend changes to the Excel Academy Administration regarding specific areas of school operations and community. This includes but is not limited to:

- Curriculum/Instruction/Assessment
- Community Connection and Events
- Fundraising and Grants
- School Program Development

The PAC shares information about the school with the parent community, invites feedback and ideas from the parents on the school, and involves students in the school conversation. Dates of future meetings will be posted at least one month in advance. Certificated and classified

staff members are welcome and encouraged to attend if their duties permit. PAC is chaired by the Excel Academy Director or their designee.

Excel Academy believes that active parent, student, and employee participation in school operations will help foster the sustainability of our school. The PAC will play an important role in making Excel Academy even more responsive to staff, student, and parent needs and provide for continual improvement. This ensures that Excel Academy staff members practice open and positive communication with families. To that end, we welcome any inquiries into parent participation in the committee. Please use the following link to provide parent feedback: Click here to complete the PAC feedback form.

Student Council

Excel Academy Student Council is a both a junior high and high school elective class for students from grades 7-12 that develops, strengthens, and encourages students to become everyday school leaders. Students meet virtually twice weekly and are trained on how to develop characteristics of a successful leader and apply these skills to their own life. Student council members help develop quarterly events such as our annual beach clean-up day as a way to give back to the community. These students choose to take the next step forward in maintaining Excel Academy's high standards and dedication to serving our families well.

Leaders are not one-size fits all, and whether you are quiet and more introverted, or enjoy talking with everyone, there are many leadership opportunities for every student.

Work Permits

Students interested in requesting a work permit must comply with Excel Academy's policy.

- Maintain full-time enrollment at Excel Academy (5 or more courses)
- Maintain attendance (attend classes on a regular basis and attend all Learning Period meetings with ToR, etc.)
- Maintain a 2.0 GPA average
- Display acceptable behavior in school and out of school
- Submit all coursework samples on time each Learning Period.

*New students must provide current report cards and/or official transcripts, behavior records, and attendance records from previous school.

General Work Permits:

All students under 18 years of age that would like to obtain a work permit shall follow these directions (not for Entertainment Work Permits, see the directions below for Entertainment Work Permits).

- Parents may print the B1-1 form (Statement of Intent to Employ a Minor & Request for a Work Permit) from their parent portal.
- Parent/student must complete their sections on the document, and then have the employer complete their section, prior to emailing it to Excel Academy for authorization.
- All parent and employer sections must be completed for Excel Administration to review
- Once the document is completed by the above mentioned parties, student will email it to Excel Academy's Registrar office: registrar@excelacademy.education.

*Parents/students must adhere to the state and federal laws that pertain to child labor as well as the school policies mentioned above.

Entertainment Work Permits:

- Application to work in the entertainment industry can be found on the CA Dept. of Industrial Relations website https://www.dir.ca.gov/DLSE/OnlinePermits.htm.
- Parent/student must complete their sections on the document and then email it to Excel Academy's Registrar office registrar@excelacademy.education.

*Parents/students must adhere to the state and federal laws that pertain to child labor as well as the school policies mentioned above.

Outline of Violations that May Result in Involuntary Removal

Attendance

Regular attendance is very important to the success of both your student and our school. Charter schools are funded based on “average daily attendance” or ADA. “Attendance” means when a student is engaged in educational activities required of them by the school, on days when school is actually taught. (5 C.C.R. 11960(a).)

Since our schools are non-classroom-based instructional programs, ADA is calculated based on the work completed by the student on school days and submitted by the due dates established in the independent study Master Agreement. The assigned teacher subsequently assesses the student’s work to determine whether the time value ascribed to the assigned educational activities amount to a full day of attendance. It’s important to stick to a regular work schedule/calendar so your student can clearly identify daily engagement each school day in required educational activities to an extent sufficient to constitute at least one day of time value. When determining the time value of a student’s work, the teacher will consider each student individually and may adjust the assignments accordingly.

In California, each person between 6 and 18 years of age, unless otherwise exempt by law, is required to attend school full-time with regular and punctual attendance, and schools are required to enforce this compulsory attendance law. (See Ed. Code, § 48200 *et seq*.) A student’s failure to complete assignments on-time may subject the student to discipline, removal from the school, and/or being classified as truant and reported to the proper authorities. Please review the detailed Attendance, Progress Improvement Notification (PIN) and Involuntary Withdrawal policy found in the EACS Handbook.

<u>Governing Board Policies</u>
In addition to attendance, the parent and student must abide by all board approved policies. These policies include, but are not limited to:

- The Academic Integrity Policy
- The Civility Policy
- The Acceptable Use Policy

The complete list of all Board-approved policies as well as how to access them may be found at
https://excelacademy.education/our-board/board-policies

Acknowledgement Of Responsibilities

I, the student, agree to:

- The terms as outlined in the Master Agreement.
- Complete coursework as outlined in the Master Agreement and as assigned by the credentialed teacher.
- Participate in a full academic school day, with the following average hours as guidelines: TK-K 4-hours/day , Grades 1st -8th 5-hours/day, Grades 9th-12th 6-hours/day.
- Attend all required meetings as scheduled and on-time.
- Have the camera on and show my face in a virtual setting.
- Come prepared to each Learning Period (LP) meeting with the body of work assigned by my Teacher of Record (ToR). The work should be complete and legible, with clear feedback/grades provided.
- Stay on pace to complete my assignments each week. Should I need additional support, I will request it from my ToR.
- Students registered in ETL courses or the Virtual Pathway agree to:
    - Arrive promptly and come prepared each assigned school day to submit or complete assignments as directed by the classroom teacher. Submit work that is always complete and legible.
    - Attend all scheduled classes, conferences, and meetings, and actively participate and engage with participants.
- Complete intervention assignments and requirements (WIN, ELD, etc). Failure to complete intervention assignments and/or requirements for a period of five school days or more may result in a PIN.
- Regularly attend required intervention classes (WIN Live, ELD Live, &/or Essentials courses) as assigned. Failure to attend intervention classes for a period of five school days or more may result in a PIN.
- Complete all required assessments, including the following: CAASPP (ELA, math, and science), i-Ready Diagnostic Assessments, grade-level paper/pencil benchmark assessments, Physical Fitness Testing (PFT), Initial and Summative ELPAC assessments, Algebra 1 Readiness Assessment (students entering Algebra I only), intervention assessments, and course assessments. Failure to complete required school-wide assessments will result in a PIN.
- Conduct myself in a respectful, responsible, and safe manner at all Excel Academy functions, including virtual forums. I understand that my participation in school functions is a privilege which may be revoked if my behavior is not acceptable.
- Use school-issued technology for school-related learning and assignments only, treating it with care and respect.
- If my behavior does not comply with school expectations, I may receive a Behavior Improvement Plan (BIP).

** Please see the Parent Handbook for a description of the Progress Improvement Notification (PIN) process.*

I, the parent/guardian agree to:

- Prompt, timely, and effective communication with staff within 48 hours, excluding weekends and school holidays.
- Provide necessary documentation or information to the school in order to record attendance in compliance with applicable law.
- Provide the school with all required documentation for continued enrollment, such as proof of residency.
- Provide Excel Academy with in-progress grades if my student enrolls 25 days or more after the start of the semester and understand that in-progress grades will be combined with grades earned at the previous school to award the final semester grade.
  Request support from my student's assigned ToR when needed.
- Provide Excel Academy with a copy of either an unofficial or official transcript during the registration process. Upon enrollment, an official transcript is required in order to include grades and credits on the Excel Academy high school transcript.
- Provide transportation to my student's scheduled meetings and school assessments.
- Monitor my student's behavior in all school-related classes or activities.
- Ensure my student completes mandated school-wide assessments such as: CAASPP (ELA, math, and science), i-Ready Diagnostic Assessments, grade-level paper/pencil benchmark assessments, PFT, Initial and Summative ELPAC assessments, Algebra 1 Readiness Assessment (students entering Algebra I only), intervention assessments, and course assessments. Failure to complete required school-wide assessments will result in a PIN.
- Support my student in the completion of intervention assignments as required (WIN, ELD, etc). Failure to complete intervention assignments for a period of five school days or more may result in a PIN.
- Ensure regular student attendance in required intervention classes (WIN Live, ELD Live, &/or Essentials courses) as assigned. Failure to attend intervention classes for a period of five school days or more may result in a PIN.
- Conduct myself in a respectful, responsible, and safe manner at all Excel Academy functions. I understand that my participation in school functions is a privilege which may be revoked if my behavior is not acceptable.
- Ensure VCI classes paid with instructional funds take place on instructional days during the current school year.
- Return all school-issued materials upon disenrollment, involuntary withdrawal, or the designated due date. All school purchased materials will be returned to Excel Academy. All materials are the property of Excel Academy and are on loan to the student while

enrolled.

Personalized Path:

- Be responsible for the daily teaching, monitoring, verification, and assessment of all subjects/courses outlined in the Master Agreement.
- Be responsible for the adequate academic progress of my student as determined by the ToR. If a tutor is needed, the tutor's instruction does not supersede my responsibility for the day-to-day instruction and progress monitoring of my student.
- Attend Learning Period (LP) meetings at a mutually agreed upon location. If a make-up meeting is scheduled, it needs to take place within 5 school days of the original meeting. If this does not occur, a PIN may be issued. Parents/guardians that reschedule more than twice per school year may be subject to a Progress Improvement Notification (PIN).
- Provide the body of work for each subject/course assigned according to the pacing guide and all necessary paperwork.
- Ensure the student's coursework aligns with grade-level standards, If the ToR finds that the student's course of study is missing key content standards and provides additional assignments/curriculum, the parent is responsible to ensure that content is covered.
- Upon request, provide work samples every 5 school days to designated staff.
- High school students or students taking high school-level coursework must actively attempt and complete a minimum of at least 25-30 credits per semester in order to maintain earning sufficient credits toward graduation (20-25 credits at Excel Academy if the student is participating in concurrent enrollment).
- Official transcripts for college courses must be submitted to the Registrar as soon as possible after completing a course in order to receive a high school grade on the report card and credit on the transcript.
- Junior high students must receive prior approval to enroll in a high school math and/or world language course for high school credit. Credits do not count toward the required credits for graduation.

Virtual Path or ETL Classes

- Provide the needed support for my student to access online learning and actively participate in class. (Ensure students can log into class and curriculum platforms, as well as access needed classroom materials and checklists.)
- Ensure my student has the camera on and their face is in view.
- Ensure my student completes and uploads all assigned work by the due date set by the classroom teacher.
- Any communication in the chat will be on topic, follow school policies, and be appropriate for the school setting.

- Read all school emails and respond to my student's teacher promptly.
- Oversee my student during school hours, ensuring my student is actively engaged during class time and completing all necessary assignments each school day.
- Provide a quiet atmosphere free from distractions such as televisions, cell phones, and gaming devices. Redirect student attention to the class when necessary.

Attend all required school meetings with the student on time and as scheduled. If any school meeting is held virtually, I agree to show my face and my student's face on camera during the meeting.

- Notifying school personnel at least 24 hours prior if cancellation or change is necessary.
- Failure to do so for a period of 5 school days or more, will result in a Progress Improvement Notification (PIN).

The charter school has an obligation to provide a Free Appropriate Public Education (FAPE) to every student with an Individualized Education Program (IEP). If my student has an IEP and does not access the special education and related services as outlined in the IEP, the charter school will contact me to discuss the matter and may be required to schedule an IEP team meeting. The IEP team will discuss the reasons for missed or canceled sessions as they relate to the student's unique needs. Parent participation is expected to address the student's access to necessary support and services.

Special Education Students – PINs

A PIN IEP will be held after a total of five (5) combined PINs. During the PIN IEP meeting, the IEP Team will discuss the reasons for no-shows/missed services and/or AoR violations and will conduct a team review of the student's current IEP in order to consider the following available options

Change of placement for a current special education student, or eligibility determination for a child suspected of being a student with a disability, will be addressed by the IEP team. No student who is known to have a disability condition will recommended for removal from the current placement unless 1) a Manifestation Determination IEP meeting is convened according to law and 2) it is determined at that meeting that the concerns warranting removal are not a manifestation of the student's disability.

For more detailed information, please refer to the EACS Special Education PIN Process Policy.

Suspension/Expulsion Procedures

For Excel Academy students within Helendale School District or Warner Unified School District please refer to the suspension policy outlined in our charter petition. A copy will be made available upon request.
As to students with special education needs, discipline will be taken, where appropriate, in conformance with applicable law.

Family Educational Rights and Privacy Act (FERPA)

The Family Educational Rights and Privacy Act (FERPA) affords parents and students who are 18 years of age or older ("eligible students") certain rights with respect to the student's education records. These rights are:

1. The right to inspect and review the student's education records within 45 days after the day the school receives a request for access.
2. Parents or eligible students should submit to the program lead/director a written request that identifies the records they wish to inspect. The program lead/director will make arrangements for access and notify the parent or eligible student of the time and place where the records may be inspected.
3. The right to request the amendment of the student's education records that the parent or eligible student believes are inaccurate, misleading, or otherwise in violation of the student's privacy rights under FERPA.
4. Parents or eligible students who wish to ask the school to amend a record should write the program lead/director, clearly identify the part of the record they want changed, and specify why it should be changed. If the school decides not to amend the record as requested by the parent or eligible student, the school will notify the parent or eligible student of the decision and of their right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the parent or eligible student when notified of the right to a hearing.
5. The right to provide written consent before the school discloses personally identifiable information (PII) from the student's education records, except to the extent that FERPA authorizes disclosure without consent.
6. One exception, which permits disclosure without consent, is disclosure to school officials with legitimate educational interests. For this purpose, a school official is a person employed by the school as an administrator, supervisor, instructor, or support

staff member (including health or medical staff and law enforcement unit personnel) or a person serving on the school board. A school official also may include a volunteer or contractor outside of the school who performs an institutional service of function for which the school would otherwise use its own employees and who is under the direct control of the school with respect to the use and maintenance of PII from education records, such as an attorney, auditor, medical consultant, or therapist; a parent or student volunteering to serve on an official committee, such as a disciplinary or grievance committee; or a parent, student, or other volunteer assisting another school official in performing his or her tasks. A school official has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibility.

7. The right to file a complaint with the U.S. Department of Education concerning alleged failures by the school to comply with the requirements of FERPA. The name and address of the Office that processes FERPA complaints are:

   Family Policy Compliance Office
   U.S. Department of Education
   400 Maryland Avenue, SW
   Washington, DC 20202

FERPA permits the disclosure of PII from students' education records, without consent of the parent or eligible student, if the disclosure meets certain conditions found in §99.31 of the FERPA regulations. Except for disclosures to school officials, disclosures related to some judicial orders or lawfully issued subpoenas, disclosures of directory information, and disclosures to the parent or eligible student, §99.32 of the FERPA regulations requires the school to record the disclosure. Parents and eligible students have a right to inspect and review the record of disclosures. A school may disclose PII from the education records of a student without obtaining prior written consent of the parents or the eligible student:

- To other school officials, including teachers, within the educational agency or institution whom the school has determined to have legitimate educational interests. This includes contractors, consultants, volunteers, or other parties to whom the school has outsourced institutional services or functions, provided that the conditions listed in §99.31(a)(1)(i)(B)(1) - (a)(1)(i)(B)(2) are met.
- To officials of another school, school system, or institution of postsecondary education where the student seeks or intends to enroll, or where the student is already enrolled if the disclosure is for purposes related to the student's enrollment or transfer, subject to the requirements of §99.34.
- To authorized representatives of the U.S. Comptroller General, the U.S. Attorney General, the U.S. Secretary of Education, or State and local educational authorities, such

as the CDE. Disclosures under this provision may be made, subject to the requirements of §99.35, in connection with an audit or evaluation of Federal- or State-supported education programs, or for the enforcement of or compliance with Federal legal requirements that relate to those programs. These entities may make further disclosures of PII to outside entities that are designated by them as their authorized representatives to conduct any audit, evaluation, or enforcement or compliance activity on their behalf.

- In connection with financial aid for which the student has applied or which the student has received, if the information is necessary to determine eligibility for the aid, determine the amount of the aid, determine the conditions of the aid, or enforce the terms and conditions of the aid.
- To state and local officials or authorities to whom information is specifically allowed to be reported or disclosed by a State statute that concerns the juvenile justice system and the system's ability to effectively serve, prior to adjudication, the student whose records were released, subject to §99.38.
- To organizations conducting studies for, or on behalf of the school, in order to: (a) develop, validate, or administer predictive tests; (b) administer student aid programs; or (c) improve instruction.
- To accrediting organizations to carry out their accrediting functions.
- To parents of an eligible student if the student is a dependent for IRS tax purposes.
- To comply with a judicial order or lawfully issued subpoena.
- To appropriate officials in connection with a health or safety emergency, subject to §99.36.
- Information the school has designated as "directory information" under §99.37.

Directory information, which is information that is generally not considered harmful or an invasion of privacy if released, can also be disclosed to outside organizations without a parent's prior written consent. The primary purpose of directory information is to allow the school to include information from your child's education records in certain school publications. Examples include:

- A playbill, showing your student's role in a drama production
- An annual yearbook
- Honor roll or other recognition lists
- Graduation programs

Outside organizations include, but are not limited to, companies that manufacture class rings or publish yearbooks. If you do not want the school to disclose any or all of the types of information designated below to outside organizations as directory information from your

child's education records without your prior written consent, you must notify the school and "opt out" of the directory.

Any and all of the following items of directory information relating to a student may be released to a designated recipient unless a written request is on file to withhold its release:

- Name
- Address
- Date of birth
- Dates of attendance (*e.g.*, by academic year or semester)
- Current and previous school(s) attended
- Degrees and awards received

In addition, two federal laws require a school receiving assistance under the Elementary and Secondary Education Act of 1965, as amended, to provide military recruiters, upon request, with the following information: names, addresses and telephone listings, unless parents have advised the school that they do not want their student's information disclosed without their prior written consent.

Title IX Notice of Nondiscrimination

Excel Academy is committed to providing an educational and work environment that is free from discrimination and harassment, including discrimination and harassment based on any protected category, and an environment free from retaliation for participation in any protected activity covered by this policy. Excel Academy will ensure equal rights and opportunities in accessing education programs, activities, and facilities and prohibits discrimination or harassment based on the following categories: race, color, religion, religious creed (including religious dress and grooming practices), national origin, ancestry, citizenship, physical or mental disability, medical condition (including cancer and genetic characteristics), genetic information, marital status, sex (including pregnancy, childbirth, breastfeeding, or related medical conditions), gender, gender identity, gender expression, age (40 years and over), sexual orientation, veteran and/or military status, protected medical leaves (requesting or approved for leave under the Family and Medical Leave Act of the California Family Rights Act), domestic violence victim status, political affiliation, and any other status protected by state or federal law. In addition, Excel Academy prohibits retaliation against a person who engages in activities protected under this policy. Reporting, or assisting in reporting, suspected violations of this policy and cooperating in investigations or proceedings arising out of a violation of this policy are protected activities under this policy.

Megan Anderson, Director of Human Resources & Strategic Planning
1 Technology Ste. i-811, Irvine CA 92618
Ph: 949-387-7822
manderson@excelacademy.education

Annual Notice of Uniform Complaint Procedures

Excel Academy has the primary responsibility for compliance with federal and state laws and regulations for students who attend our schools. We have established Uniform Complaint Procedures (UCP) to address allegations of unlawful discrimination, harassment, intimidation, and bullying, and complaints alleging violation of state or federal laws governing educational programs, the charging of unlawful pupil fees and the non-compliance of our Local Control and Accountability Plan (LCAP).

We will investigate all allegations of unlawful discrimination, harassment, intimidation, or bullying against any protected group as identified in Education Code section 200 and 220 and Government Code section 11135, including any actual or perceived characteristics as set forth in Penal Code section 422.55 or on the basis or a person's association with a person or group with one or more of these actual or perceived characteristics in any program or activity

conducted by the school, which is funded directly by, or that receives or benefits from any state financial assistance. The UCP shall also be used when addressing complaints alleging failure to comply with various other state and/or federal laws.

A pupil enrolled in a public school shall not be required to pay a pupil fee for participation in an educational activity.

A pupil fee includes, but is not limited to, all of the following:

- A fee charged to a pupil as a condition for registering for school or classes, or as a condition for participation in a class or extracurricular activity.
- A security deposit, or other payment, that a pupil is required to make to obtain a lock, locker, book, class apparatus, musical instrument, clothes, or other materials or equipment.
- A purchase that a pupil is required to make to obtain materials, supplies, equipment, or clothes associated with an educational activity.

A pupil fees or LCAP complaint may be filed anonymously if the complainant provides evidence or information leading to evidence to support the complaint.

A pupil fee complaint must be filed with the Community Collaborative Family of Schools no later than one year from the date the alleged violation occurred. A complaint of noncompliance should be filed first with the school lead/director under the Uniform Complaint Procedures. A complainant unsatisfied with the decision of the school lead/director may appeal the decision and shall receive a written appeal decision within 60 days of receipt of the complaint.
Complaints other than issues relating to pupil fees must be filed in writing with the following person designated to receive complaints:

Megan Anderson, Director of Human Resources & Strategic Planning
1 Technology
Suite I-811
Irvine, CA 92618
Ph: (714) 336-4220
manderson@excelacademy.education

Complaints alleging discrimination, harassment, intimidation, or bullying, must be filed within six (6) months from the date the alleged 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, unless the time for filing is extended by the school administrator or his or her designee.

Complaints will be investigated and a written decision or report will be sent to the complainant within sixty (60) days from the receipt of the complaint. This time period may be extended by written agreement of the complainant. The person responsible for investigating the complaint shall conduct and complete the investigation in accordance with local procedures adopted under 5 C.C.R. § 4621.

The complainant has a right to appeal our decision of complaints regarding specific programs, pupil fees and the LCAP to the CDE by filing a written appeal within 15 days of receiving our decision. The appeal must be accompanied by a copy of the originally-filed complaint and a copy of our decision.

The complainant is advised of civil law remedies, including, but not limited to, injunctions, restraining orders, or other remedies or orders that may be available under state or federal discrimination, harassment, intimidation or bullying laws, if applicable.

A copy of our UCP compliant policies and procedures is available free of charge.

Parent Liability for Student Conduct

The law states that a parent or guardian of any minor whose willful misconduct results in injury or death to any pupil or any person employed by, or performing volunteer services for a school, or who willfully cuts, defaces, or otherwise injures in any way any property, real or personal, belonging to a school or personal property of any school employee, shall be liable for all damages caused by the minor.

Further, the parent or guardian of a minor shall be liable to a school for all property belonging to the school loaned to the minor and not returned upon demand of an employee of the school authorized to make the demand.

Any school whose real or personal property has been willfully cut, defaced, or otherwise injured, or whose property is loaned to a pupil and willfully not returned upon demand of an employee of the school authorized to make the demand may, after affording the pupil his or her due process rights, withhold grades, diploma, and transcripts of the pupil responsible for the damage until the pupil or the pupil's parent or guardian has paid for the damages thereto. The school will notify the parent or guardian of the pupil's alleged misconduct before withholding the pupil's grades, diploma, or transcript.

If the minor and parent are unable to pay for damages, or to return the property, the school will provide a program of voluntary work for the minor in lieu of the payment of monetary damages. Upon completion of the voluntary work, the grades, diploma, and transcript of the pupil will be released.

Student Behavioral Health

Behavioral Health Support at Excel Academy:

- Encourage your student to participate in our school wide Behavioral Wellness Surveys. This guides our behavioral health support offerings through the school year.
- Attend Social Emotional Learning (S.E.L.) groups provided K-12. Contact your ToR for specific dates/times.
- Contact Care Solace, a free, behavioral health care coordination service that can connect you with behavioral health care or substance abuse treatment centers, covered by your insurance or on a sliding scale.

If you have a child who may be struggling with emotions/behavior please reach out to their assigned counselor for additional support.

School Counselors:

Behavioral Health (Grades K-12)):

Larissa Allen Jefferson, lallenjefferson@excelacademy.education, PH: (657) 689-1276

Secondary (Grades 7-12):

C/O 2027 and C/O 2029
Lauren Dillard, ldillard@excelacademy.education,

C/O 2028 and C/O 2030
Daniel Favela, dfavela@excelacademy.education, PH: (657) 831-6634

Concurrent Enrollment
Lisa Durham, ldurham@excelacademy.education , PH:(949) 774-5799

Suicide Prevention Policy

Please click the link to view:
Suicide Prevention Policy

Charter schools serving students in grades 7-12 are required to adopt a student suicide prevention policy in consultation with school and community stakeholders and others.

Protecting the health and well-being of all students is of utmost importance to our school. The school board has adopted a suicide prevention policy which will help to protect all students through the following steps:

1. Students will learn about recognizing and responding to warning signs of suicide in friends, using coping skills, using support systems, and seeking help for themselves and friends. At the beginning of each school year, an informational pamphlet will be provided to each student's parent or guardian. It is the responsibility of each student's parent or guardian to review this information with him or her. If parents or guardians have any questions about the material, they can contact the school's appointed suicide prevention liaisons, Noell Scott & Larissa Allen-Jefferson.
2. The school has a designated Crisis Team who provides appropriate resources and support to students, & families in crisis.
3. When a student is identified as being at risk, they will be assessed by a school employed behavioral health professional who will work with the student and help connect them to appropriate local resources.
4. Students will have access to county & national resources which they can contact for additional support, such as:
    a. Behavioral Health Resources by County
    b. CalHope
    c. The National Suicide Prevention Lifeline – Dial or Text 9-8-8
    d. The Trevor Project – 1.866.488.7386

5. All students will be expected to help create a school culture of respect and support in which students feel comfortable seeking help for themselves or friends. Students are encouraged to tell any staff member if they, or a friend, are feeling suicidal or in need of help.

Students should also know that because of the life or death nature of these matters, confidentiality or privacy concerns are secondary to seeking help for students in crisis.

Title I & Title III

Excel Academy Charter School currently receives schoolwide assistance grants based on student/family socioeconomic status upon enrollment. This funding is allocated for direct impact on our at-promise students including English Learners, homeless, foster, juvenile, delinquent, migratory, and any student who is working toward grade level proficiency. Title I funding provides students with the appropriate interventions and resources to improve their academic achievement and meet state standards.

School-Parent Compact
Our Parent/School Compact addresses legally required items, as well as other items suggested by parents and family members of Title I, Part A students.

Parents Right to Know Letter
If at any time your child has been taught for four or more consecutive weeks by a teacher who is not highly qualified, the school will notify you.

Parent and Family Engagement Policy
Excel Academy Charter Schools has developed a written Parent and Family Engagement Policy with input from Title I parents and families. Excel Academy has distributed the Policy to parents of Title I students by posting it on the school website and including it in the Parent and Student Handbook. This Policy describes our means for carrying out Title I parent and family engagement requirements.

Additional information may be found on the California Department of Education website.
Title I: Improving Academic Achievement - Specialized Programs (CA Dept of Education)

Tamara Murphy, Assistant Director of Special Programs
tmurphy@excelacademy.education

School Site Council

The School Site Council (SSC) is an advisory board that works together to focus on school goals and student achievement for Excel Academy. This team evaluates progress made toward these goals during a two year term and helps make decisions that benefit all Excel Academy students.

The SSC brings together representatives of Excel Academy's community to:

1. Oversee the School Plan for Student Achievement (SPSA).
2. Act as an advisory board related to various school goals and student learner outcomes.
3. Provide ongoing review and modifications to the SPSA.
4. Review School budget, including the LCAP
5. Evaluate the progress made toward academic goals and student achievement.
6. Promote trust in school decisions that benefit all Excel Academy students.

The SSC consists of:

- Administrators
- Teachers of Record
- Classified staff members
- Parents
- High School Students

McKinney-Vento Information

Excel Academy Charter School adheres to the provisions of the McKinney-Vento Homeless Assistance Act. We ensure that homeless and foster youth have equal access to the same free, appropriate public education as provided to other children and youths in accordance with applicable law.

Definition of Homeless:
The California Department of Education states that the McKinney-Vento Act defines homeless children and youth as individuals who lack a fixed, regular, and adequate nighttime residence. This definition also includes:

- Children and youth who are sharing the housing of other persons due to loss of housing, economic hardship, or a similar reason (doubled up or tripled up)
- Children and youth who may be living in motels, hotels, trailer parks, shelters
- Children and youth who have a primary nighttime residence that is a public or private place not designed for or ordinarily used as a regular sleeping accommodation for human beings
- Children and youth who are living in cars, parks, public spaces, abandoned buildings, substandard housing, bus or train stations, or similar settings (unsheltered)
- Migratory children who qualify as homeless because they are children who are living in similar circumstances listed above

Homeless & Foster Students' Rights

- Be immediately enrolled in school without a permanent address.
- Continue in the school that the student attended before becoming homeless

    - EACS students must reside in one of our authorized counties in order to remain enrolled.
- Enroll and attend classes while the school arranges for the transfer of required school records or documents
- Enroll and attend classes even while the school and parent seek to resolve a dispute over enrollment
- Participate in tutoring, school-related activities, and/or receive other support services
- EACS will accept and issue partial credits upon successful completion of a course, even if the class was not complete
- EACS will place student in equivalent courses to allow the student to complete the course (as available)
- If transferring in or after 11th grade students will be evaluated for graduation with the option for reduced credits or a fifth year of study.

Excel Academy will meet the McKinney-Vento and Foster Youth education rights following our regular enrollment policies. See more information at Homeless Education - Specialized Programs (CA Dept of Education) and Foster Youth Education Rights.

If you would like resource support, please contact your ToR or email our Intervention Coordinator, Tamara Murphy at tmurphy@excelacademy.education.

English Learners (ELs)

ELs are selected for ELPAC testing when the Home Language Survey indicates that their primary home language is a language other than English. Please refer to the EL Master Plan, found on the EACS website, for specific details.

- Excel Academy students are provided structured English immersion including both designated and integrated English Language Development (ELD) Support. Designated and Integrated Instruction are required for all EACS English Learners. Instruction is delivered and progress monitored by CLAD certified teachers. Curricula includes academic language, speaking, listening, writing, and exposure to rigorous texts. Live designated instruction is provided by our certificated teachers and attendance is required for all ELs.
- ELD class attendance and curriculum participation through assigned coursework is required. Attendance, participation, and progress are monitored weekly. The student, home educator, ToR, and ELD teacher are responsible for ensuring adequate progress. A Progress Improvement Notification (PIN) may be issued for any of the following: repeated class absences, repeated class tardies, failure to complete participation

requirements and/or assignments. Please refer to our English Language Developer (ELD) Handbook for Families and/or the Assessments section above for further information.

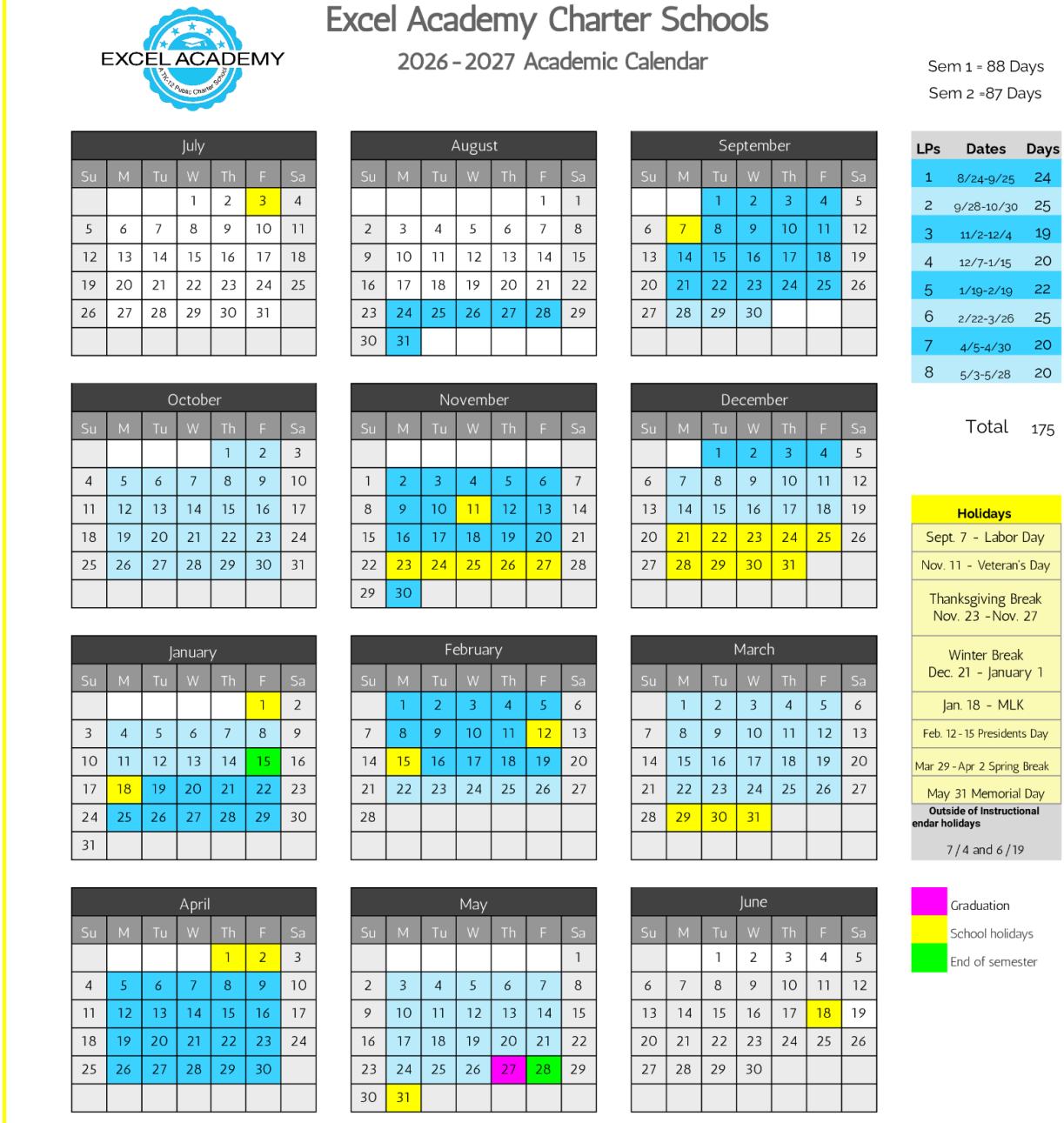
English Learner Advisory Committee

English Learner Advisory Committee (ELAC) is a school-level committee composed of parents, staff, and community members designated to advise school officials on English learner programs and services. An ELAC is required for any California public school with 21 or more English Learners**.** The ELAC shall be responsible for the following tasks:

- Advising the principal and staff in the development of a site plan for English learners and submitting the plan to the SchoolSite Council for consideration of inclusion in the School Plan for Student Achievement.
- Assisting in the development of the schoolwide needs assessment.
- Communicating the importance of regular school attendance.

- California Education Code, sections 35147, 52176(b) and (c), 62002.5, and 64001(a)
- California Code of Regulations, Title 5, Section 11308

School Calendar



Printed & digital copies of the handbook in any language are available to be provided upon request.

Revisions for the 2026-2027 Parent/Student handbook focus heavily on updating policies, contact titles, and incorporating new procedures for academic integrity, particularly concerning the use of Artificial Intelligence (AI).

- **Mission Statement updated**
- **Enrollment**
    - Parent legal ID added to list of registration documentation requirements

Attendance Intervention Meeting (AIM)

- The purpose of the meeting was edited to remove the team's role in evaluating student progress and well-being, and instead emphasize that families are encouraged to consider the independent study program’s impact on the pupil’s achievement and well-being, consistent with the evaluation for satisfactory progress as defined by the board policy.
- The agreement developed to support students who elect to stay enrolled was clarified to explicitly state that it should include additional resources and support.

Initial Contact Meeting

- The deadline requirement for parents/guardians was clarified, changing "fails to do so" to "fails to decide upon curricula that cover grade-level content standards" within the 10-day window.

Learning Period (LP) Meetings

- The time frame for LP meetings was shortened from "every 20-25 school days" to approximately every 15-25 school days.
- For grades 7-12, the in-person meeting requirement was reduced from "at least three of the LP meetings" to "at least once in person each semester".
- There was a minor grammatical cleanup for TK-6 students' meeting requirements, ensuring the text clearly states that LP meetings will vary between in-person and virtual, with at least half of LP meetings being in-person.
- **Academic Integrity and AI Usage:**

    - "Utilizing forms of AI to generate student assignments and projects" was added as an example of plagiarism and academic dishonesty.
    - A new, detailed four-level progressive disciplinary process was introduced specifically for Inappropriate AI Usage.
    - The main Process for Addressing Incidents of Academic Dishonesty was revised to include inappropriate AI usage, mandate the use of TurnItIn.com as the official checker, and feature a resource table for AI and plagiarism ethics/citation.
    - Testing dishonesty in Grades TK-6 now explicitly includes the "Use of Artificial Intelligence (AI) to create responses/answers".
    - A new Academic BIP (Behavior Improvement Plan) section was added, detailing a progressive intervention plan for concerning academic behaviors.

- **Independent Study and Meetings:**

    - **Learning Period (LP) Meetings:** The meeting length was shortened from approximately every 20-25 school days to 15-25 school days.
    - For grades 7-12, the in-person LP meeting requirement was changed from "at least three of the LP meetings" to students meeting with their ToR at least once in person each semester.
    - **Attendance Intervention Meeting (AIM):** The purpose was clarified to "review requirements of independent study and the responsibilities" and encourage families to "consider the independent study program’s impact on the pupil’s achievement and well-being".

- **Safety and Civility:**

    - A new section, **SB 19: Threats**, was included. This section defines a credible threat of violence and outlines policies for immediate disciplinary action and law enforcement referral.

- **Instructional Funds (IFs):** A clarification was added to the Concurrent Enrollment Policy stating that Instructional Funds may not be used to pay for college classes, textbooks, or other course materials unless the bookstore is an approved Excel Academy provider.

Technology Policies

Personalized Learning Pathway (Grades K–12): A Chromebook will be issued to all enrolled students for instructional use during the school year.

Financial Responsibility: Students and families are financially responsible for the specific repair or replacement costs associated with lost or damaged devices.

- **Lost, Stolen, or Destroyed (Asus):** up to $425
- **Lost, Stolen, or Destroyed (HP):** up to $380

Secondary Changes

- Additional Optional Opportunities for 7-8 Courses added
- **Graduation Track:** The "Customized Career Track" was renamed to the "Customized Graduation Track".
- **Graduation Requirements:** The minimum credit requirement for VAPA/World Language/CTE/College was updated to 10 credits.
- **Course Approvals:** Honors and Advanced Placement (AP) course registration requests now explicitly require written approval from the Secondary Department.
- **Prerequisites:** The definition of "successful completion" for graduation purposes now includes a grade of "D" in the prerequisite course.
- **Key Dates:** The 10-day add/drop deadlines were updated for the new school year:
    - Fall Semester: September 4, 2026.
    - Spring Semester: February 1, 2027.

Here is a summary of the additional changes in these areas:Testing and Assessments Edits

- **Testing Dishonesty in Grades TK-6:** The list of activities considered testing dishonesty for students in Transitional Kindergarten through 6th grade was

explicitly updated to include the "Use of Artificial Intelligence (AI) to create responses/answers."
- **Academic Integrity Process:** As noted previously, TurnItIn.com was designated as the official plagiarism and AI checker for Excel Academy Charter School.

The suggested edits from the document sections corresponding to pages 78 through 87 focus on clarifying procedures for involuntary withdrawal related to students with disabilities and updating the academic integrity guidelines for student assessments.

Special Procedures for Involuntary Withdrawal of Students with Disabilities

- **Manifestation Determination:** The policy was clarified to explicitly state that the review team must determine if the missed assignments/school avoidance was caused by the child's disability or was the direct result of the local educational agency's failure to implement the IEP or 504 Plan.
- **Post-Determination Actions:** If the conduct is determined to be a manifestation of the disability, the IEP/504 Team must review the student's plan and determine if additional **supports, goals, or services** are required to address the behavior(s) in question.
- **Withdrawal Application:** If the conduct is found *not* to be a manifestation of the disability, the Charter School may apply the involuntary withdrawal policy and procedures to children with disabilities **in the same manner and for the same duration** as they would be applied to students without disabilities.

Excel Academy's Parent Proctoring Policy

- **Testing Dishonesty (Grades TK-6):**
  - **New Prohibition: Use of Artificial Intelligence (AI) to create responses/answers** was added to the list of dishonest behaviors.
  - **Clarification:** Reading test questions or passages to the student is prohibited, with the exception that **a read-aloud option is permitted if provided through the online system**.
- **Testing Dishonesty (Grades 7-12):**
  - A rule was added that if a student's entire test is identical to the answer key **and zero work is shown**, the student may be asked to retake the test

Field Trip Edits

- **Virtual Pathway Participation:** Students enrolled in the Virtual Pathway who wish to participate in school-sponsored field trips that fall during scheduled class time must obtain **prior approval from their classroom teacher** and **be in good academic standing**.
- **Observation Policy:** The policy on **Observation of Student Educational Activities** explicitly states that observations may occur during any Excel Academy sponsored, funded, or supervised activity, including **field trips**.

General and Contact Information Changes

- **School Year:** The Handbook's title and Grade Placement Chart link were updated to reflect the **2026-2027** school year.
- **Titles:** The title Superintendent was replaced with Executive Director in sections like the Grievance Procedure. The Department Chair title was changed to HQT (Highly Qualified Teacher) Content Area Specialist.
- **PE Requirements:** The 100 minutes per week PE requirement now applies to **TK-6th grades**.
- **Communication:** Added clarification to the Daily Attendance Grid Log that parents will be asked to mark attendance in the parent portal.

QUOTE

Lexia Learning Systems LLC
17855 Dallas Parkway, Suite 400
Dallas, TX 75287 USA
Phone: (978) 405-6200
Fax: (978) 287-0062

Quote #: Q-700899-1
Created Date: 3/23/2026

Prepared By: Jill Bakhsh
Email: jill.bakhsh@lexialearning.com

Quote To:
Tamara Murphy
Excel Academy
1 Technology Dr Bldg I-811
Irvine, CA 92618 US

Bill To:
Nicole Tanner
Excel Academy
1 Technology Dr Bldg I-811
Irvine, CA 92618 US

Start Date	End Date	Quantity	Line Item Description	Sales Price	Total Price
9/1/2026	8/31/2027	175	Lexia Core5 Reading/PowerUp Literacy Student Subscription Renewal	$46.00	$8,050.00
9/1/2026	8/31/2027	50	Lexia Core5 Reading/PowerUp Literacy Student Subscription	$46.00	$2,300.00

Total Price $10,350.00
Est. Tax $0.00
Total Due $10,350.00

If you are Tax-Exempt, please send a copy of your Tax-Exempt Certification with your PO. Please note that if you have previously provided this certificate to Voyager Sopris, we will need a new certificate issued to Lexia Learning Systems.

Email Purchase Orders with quote number Q-700899-1 to the following:
Attn: Jill Bakhsh
Email: jill.bakhsh@lexialearning.com

PLEASE NOTE THE QUOTE NUMBER MUST APPEAR ON PURCHASE ORDER(S) IN ORDER TO PROCESS.

TERMS AND CONDITIONS
**Prices included herein are exclusive of all applicable taxes, including sales tax, VAT or other duties or levies imposed by any federal, state or local authority, which are the responsibility of Customer. Any taxes shown are estimates for informational purposes only. Customer will provide documentation in support of tax exempt status upon request. Pricing is valid 60 days. Lexia will invoice the total price set forth above upon Customer's acceptance. Payment is due net 30 days of invoice.

TERM
This quote serves as an Order Agreement and becomes effective upon its acceptance by both parties. The Product/Services purchased pursuant to this Agreement will begin on or about the start date set forth above and continue in effect for the Product/Service Term set forth above ("Subscription Period"). Unless otherwise set forth herein, all Product licenses shall have the same start and end dates, all Products are deemed delivered upon provisioning of license availability, and all Services must be used within the Subscription Period; unused Product licenses or Services are not eligible for refund or credit. Without prejudice to its other rights, Lexia may suspend delivery of the Product/Services in the event that Customer fails to make any payment when due.

ORDER PROCESS

To submit an order, please send by email to your sales representative's email address listed above or to lexia_orders@lexialearning.com. To pay with credit card, please send your contact information and quote number to lexia_orders@lexialearning.com

NOTE: EACH PURCHASE ORDER MUST INCLUDE THE CORRECT QUOTE NUMBER PROVIDED ON THIS QUOTE, AND THE QUOTE SHOULD BE ATTACHED.

ACCEPTANCE
All Products and Services are offered subject to the Lexia K-12 Education Application License Agreement terms, available at https://lexialearning.com/privacy/eula (the “License”), as supplemented by the terms herein. By placing any order in response to this quote, Customer confirms its acceptance of the License Terms and the terms and fees in this quote, which together, constitute the entire agreement between Customer and Lexia regarding the Products and Services herein (the “Agreement”). Customer and Lexia agree that the terms and conditions of this Agreement supersede any additional or inconsistent terms or provisions in any Customer drafted purchase order, which shall be void and of no effect, or any communications, whether written or oral, between Customer and Lexia relating to the subject matter hereof. In the event of any conflict, the terms of this Agreement shall govern.

Presence

Empowering all who serve students with diverse needs

Presence.com

Comprehensive telepractice for PreK-12 schools

Presence is excited to partner with Excel Academy California to implement comprehensive teletherapy programs that support students across the district. As the leading provider of online special education-related services since 2009, Presence has pioneered teletherapy solutions with schools across the country.

7M+
sessions delivered

10K+
schools supported

2,000+
clinicians in network

From special education services to mental health counseling, we bring customized solutions to your district

We offer a full range of remote services (from observations and assessments to counseling and therapy) that help meet your district's speech-language, occupational, psychoeducational and mental health service needs.

Our clinical network brings a complete scope of practice to support schools with services that include:

- Student screening, observation, identification, and evaluation
- Development and management of Response to Intervention (RTI) programs
- Case management and contribution to writing and updating of IEPs and 504 plans
- Full evaluations or re-evaluations utilizing standardized assessment tools
- Leading, attending, and/or contributing to meetings
- Individual or group therapy services
- Virtual classroom push-in services
- Completing paperwork for IEPs, review of records and Medicaid billing

Solutions customized to meet student needs—backed by school-based experience and innovative technology

Services that help fill assessment and therapy gaps

- Evaluations are delivered remotely using the largest library of digital assessments from trusted publishers like Pearson®, Riverside Insights®, and Pro-Ed®*
- Customized teletherapy plans are based on your district's diverse student and staffing needs

Clinically-led teams, trusted by 10,000+ schools

- Our national network of 2,000+ licensed speech-language pathologists, occupational therapists, school psychologists, and mental health clinicians brings services that support unique needs—including bilingual, deaf, and hard-of-hearing specializations
- Every district and clinician is backed by a dedicated clinical support team with years of experience implementing teletherapy solutions and navigating PreK-12 school systems

Innovative technology, built specifically for students

- An award-winning, interactive teletherapy platform with access to engaging content from Hasbro®, Highlights®, and more*
- Track student attendance to therapy sessions, documentation and progress to ensure compliance with IDEA
- HIPAA and FERPA compliant teletherapy platform technology

**All product names and registered trademarks are the property of their respective owners.*

kanga by Presence

Give your district team tools to conduct their own therapy sessions with Kanga. Built-in tools reduce the time and stress of scheduling, caseload management, data organization, and session planning. Students and clinicians can engage in a collaborative, virtual space with access to thousands of curated articles, games, and digital assessments.

Service Order

PRESENTED TO

Student Services

SPED Admin

Excel Academy California

ISSUE DATE

4/7/2026

BY

Nas Syed

School Partnership Director

nas.syed@presence.com

Service Order # Q-28618

Presence

Service Order Summary

This Service Order (the “Service Order”) is incorporated and made part of the Master Services Agreement (the “MSA”) between PresenceLearning, Inc. (“Presence”) and Excel Academy California. Capitalized terms not defined in this Service Order shall have the meanings set forth in the MSA. In the event of a conflict between this Service Order and the MSA, unless specifically referenced herein, the MSA shall govern.

SERVICE ORDER TERM

7/1/2026 - 6/30/2027

		ANNUAL EST
Kanga		**$19,500.00**
	Program Readiness*	**$0.00**
	Total Estimated Cost	**ANNUAL $19,500.00**

** Program Readiness (formerly Program Implementation) is billed once upon the Service Order Execution Date.*
*** Program Management (formerly Service Coordination) is billed monthly beginning in the first month in which Services are rendered.*

Presence

Service Order Details

SERVICE ORDER TERM

7/1/2026 - 6/30/2027

Kanga

License Type	Cost per License	Number of Licenses	Total
Kanga Elite - School Psychologist	$3,000.00	4	$12,000.00
Kanga Elite - SLP	$2,500.00	3	$7,500.00
		Estimated total	**$19,500.00**

Service Order Signature Page

Except as expressly set forth in this Service Order, the parties agree to be bound by the terms of the MSA.

The parties have executed this Service Order as of the date of the latter signature ("Service Order Effective Date").

PRESENCELEARNING, INC:	CUSTOMER:
By:	By:
Name:	Name:
Title:	Title:
Date:	Date:

Subject

SUBJECT TECHNOLOGIES, INC.
LICENSE AND SERVICES AGREEMENT

District or School Name:	Excel Academy Charter School
Primary Contact Name:	Ameneh Zahedi
Primary Contact Email:	azahedi@excelacademy.education
Invoice Email:	azahedi@excelacademy.education
Contract Term Start:	6/1/2026
Contract Term End:	6/1/2027
Invoice Notes (Special Instructions):	
Usage Period:	
Purchase Order: (If required)	

This License and Services Agreement **("Agreement")** is entered into by and between Subject Technologies, Inc., a Delaware corporation with its principal place of business at 345 N. Maple Drive, Ste 130, Beverly Hills, CA 90210 **("Subject")**, and Excel Academy Charter School, an educational institution with its main campus located at **, CA United States ("School")**. Subject and School are sometimes referred to herein as the "Parties" or each as a "Party."

Subject provides digital content solutions and related services for education institutions, including course content, technology, and instructional and administrative support. School is an educational institution offering secondary programs and instruction to its students. In consideration of the mutual covenants and agreements set forth below and in the standard terms and conditions attached hereto as Exhibit A (which is incorporated herein by reference in its entirety), and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties acknowledge and agree as follows:

Licensed Content; Services	Subject will license to School the "**Licensed Content**", which consists of the Subject Curriculum and related content within the Subject platform. The "**Subject Curriculum**" means the Subject Learning offerings including Courses, Videos, Quizzes, Assignments, and Final Exams administered through the Subject platform. School and Authorized Users also will have access to real-time chat support for academic help (Homework Helper) and general platform assistance to Subject members. Subject will also provide the "Services" set forth in Section 2 of Exhibit A.

Payments

School will pay Subject the subscription fee set forth below (**"Subscription Fee"**") for the License and Services provided under this Agreement during the Term. School shall be obligated to pay the full Subscription Fee even if all Licenses are not activated during the Term (as defined below).

The full Subscription Fee is non-refundable, invoiced upon signature, and is due within 15 calendar days of receipt of the invoice.

Product	Quantity	Term	Price/Seat Annual	Annual Fee
Excel Academy Charter School 2026-2027 Pilot Conversion Courses AI	29.00	12	$600.00	**$17,400.00**
			Subscription Fee (Total)	**$17,400.00**

Payments

School may purchase additional Licenses for Authorized Users ("**Additional Licenses**") during the Term pursuant to the pricing table set forth below by signing a Change Order with Subject reflecting the number of Additional Licenses desired. Subject shall deliver the Additional Licenses upon the execution of a Change Order by the Parties and payment by School to Subject for the Additional Licenses when due. Fees for Additional Licenses shall be invoiced by Subject and payable to Subject by School within 15 calendar days of the date of each such invoice.

Payments

Any amounts not paid when due shall bear interest from the due date at the rate of 2% of the unpaid fee per month, or the highest rate of interest permitted by law, whichever is lower. If School fails to pay any amount when due under this Agreement, Subject reserves the right to (i) remove all discounts offered to School under this Agreement; (ii) stop providing services to School after 60 calendar days of nonpayment; or (iii) recover any reasonable out-of-pocket expenses incurred by Subject to cover (a) the cost of services performed by Subject for any unpaid portion of the Term of this Agreement, or (b) costs in connection to collecting payments due, including, but not limited to, any bank charges for returned checks and attorneys' fees. In the event of any late payment that is not cured within 10 calendar days of the date of notice thereof, Subject may decline to provide further services until all amounts due and late fees are paid in full. No refunds of any kind will be provided under this Agreement.

Subject shall issue the Licenses for activation and provide the Services (as defined in the Terms and Conditions) immediately upon (i) payment in full of the SubscriptionFee or fees for the Additional Licenses (if applicable) when due or (ii) receipt by Subject of a Purchase Order from School.

Term	This Agreement will commence on **the Contracted Term date** ("Initial Term"). Users who have not activated their Licenses, if any, may transfer their License to another Authorized User during the Term (as defined below) upon 15 days' prior written notice to Subject. Upon completion of the initial term, this Agreement shall automatically renew for additional one year terms (each, a "**Renewal Term**"), unless a Party notifies the other Party via written notice of its intent to terminate at least 90 days prior to the then-current Initial Term or Renewal Term, as applicable. The Initial Term, together with any Renewal Term(s), will be referred to as the "**Term**." Additional Licenses shall be subject to the term lengths indicated in such Additional License invoice. Subject will provide a pricing list to School at least 90 calendar days prior to the end of the then-current Initial Term or Renewal Term, as applicable. If School does not send a written notice of termination to Subject during the termination window above, then School will be deemed to have accepted the latest pricing list and the same number of Authorized Users in effect at the end of the prior term for the Renewal Term. Fees for such Renewal Term shall be due within 90 calendar days of the date of renewal.

ACCEPTED AND AGREED TO AS OF THE DATE THIS AGREEMENT IS EXECUTED BY BOTH PARTIES:

Subject Technologies, Inc.	**Excel Academy Charter School**
Name: Dylan Hoffman	**Name:**
Title: VP of Operations	**Title:**
Date:	**Date:**

EXHIBIT A
SUBJECT TECHNOLOGIES, INC.
LICENSE AND SERVICES AGREEMENT
STANDARD TERMS AND CONDITIONS

These Standard Terms and Conditions are hereby fully incorporated into the Subject Technologies, Inc. License and Services Agreement to which this Exhibit A is attached, together, collectively referred to as the "**Agreement**."

1. License.

   a. Subject to the terms and conditions of this Agreement, and solely as permitted in this Agreement, Subject hereby grants School and those individuals enrolled at School during the Term and designated by School and confirmed by Subject as authorized users ("**Authorized Users**") a non-exclusive, non-transferable, non-sublicensable license during the Term to access, display, and use the Licensed Content, as may be amended from time to time in accordance with the provisions set forth herein ("**License**"). School and Authorized Users may access, display, and use the Licensed Content only for their internal business purposes or personal use, and they shall not display the Licensed Content publicly, record the Licensed Content, or share the Licensed Content with any third party. School's and Authorized Users' access to, and display and use of, the Licensed Content also shall be subject to the terms and conditions located at https://subject.com/terms-of-service ("**Website Terms of Service**"). To the extent there is any conflict between the Website Terms of Service and this Agreement, this Agreement shall control. For the avoidance of doubt, the Licenses shall not be activated until School pays Subject in full for such Licenses.

   b. School and Authorized Users shall not: (i) use or display the Licensed Content other than as expressly permitted in this Agreement; (ii) record, reproduce, publicly display, or publicly perform the Licensed Content; (iii) remove or destroy any copyright notices, trademark notices or other proprietary markings included in or on the Licensed Content; (iv) modify or adapt the Licensed Content, merge the Licensed Content into other content, or create derivative works based on the Licensed Content; (v) provide any third party with access to the Licensed Content; (vi) access the Licensed Content except as expressly permitted in this Agreement; or (vii) transmit the Licensed Content through any medium including social media or electronic mail. School shall be responsible for any unauthorized use or display of the Licensed Content or other breach of this Agreement by School or Authorized Users.

   c. School acknowledges and agrees that, as between Subject and School, Subject owns all right, title and interest in the Licensed Content. Nothing in this Agreement shall grant School or anyone else any ownership rights in the Licensed Content. School further acknowledges and agrees that it may be necessary for Subject to make changes to the Licensed Content during the Term. Accordingly, School agrees that Subject, at its discretion, may modify Licensed Content during the Term.

   d. At its discretion, Subject may arrange for the Licensed Content to be made available to School and Authorized Users in a third-party hosted environment. In that instance, School, on behalf of itself and all Authorized Users, acknowledges the Licensed Content will be hosted by a third party using third-party servers and other third-party equipment, hardware and software, and School agrees, on behalf of itself and all Authorized Users, that Subject shall have no liability in the event of any breach, malfunction, or failure of such third party servers, equipment, hardware or software, or in the event the Licensed Content is inaccessible or unavailable to School or Authorized Users, or in the event the Licensed Content or use or display of the Licensed Content is interrupted, untimely, delayed or not error-free. School, on behalf of itself and all Authorized Users, also acknowledges that Subject has no control over the flow of data between School, Authorized Users, and any third-party host and Subject shall have no responsibility or liability with respect thereto. If Subject makes the Licensed Content available in a hosted environment,

School, on behalf of itself and all Authorized Users, acknowledges and agrees School and the Authorized Users are responsible for obtaining and maintaining all hardware, software, and services (e.g., telecommunications services, ISP accounts, etc.) required to access the Internet and the Licensed Content.

2. Services. Subject shall provide to School the following "Services", as may be amended from time to time in accordance with the provisions set forth herein. The specific scope of services shall be detailed below, which is attached to and forms an integral part of this contract. School will provide all necessary and reasonably requested information, direction, and cooperation to enable Subject to provide the Services.

   - Administrative and Academic Support. In an effort to maintain a high level of customer service, Subject shall provide email and live chat support to prospective students, active students, and School instructors serving as the teacher of record for the Subject Curriculum. Such support will include admissions, enrollment, and administrative assistance for students. Students are also able to access our live chat Homework Helper feature for academic assistance. For teachers, it will include technology, process, and general administrative support.

   - Curriculum Development Support and Program Management. For the courses offered as part of the Subject Curriculum, Subject shall provide content, simulations, videos, presentations and other typical online course content developed and owned by Subject that will be reviewed and approved by School faculty and instructors.

   - Technology. Subject will provide, and shall maintain, periodically revise, and host a technology platform for the Subject Curriculum, to serve as an online platform for students, teachers, support coordinators, and other staff and to enable online applications, course delivery, Subject Curriculum communications, and such other functions as are mutually agreed to by the Parties ("**Platform**"). The Platform is (a) designed to enable the effective delivery of Program curriculum and (b) shall be made available to Authorized Users. The Parties agree to negotiate in good faith should School wish to use the Platform for other academic programs offered by School. Subject will be responsible for correction of any errors, bugs, and defects in the Platform within a reasonable period of time.

   - Identity Validation. Subject shall have and maintain processes and mechanisms in place to ensure that each student registering for a course is the same student who participates in the course.

   - Academic and Professional Certification. Upon request by School, Subject shall assist School in providing information to aide in approval of the Subject Curriculum by regulators.

   - Program and Student Evaluation. Subject shall gather ongoing data of Authorized Users to further overall evaluation of the Subject Curriculum, including, but not limited to, student satisfaction with the Subject Curriculum, evaluation of instructors, and such other matters in such form and at such frequency as School may reasonably require.

3. Payments. For the License and Services to be provided hereunder, Subject will be due the payments, as may be amended from time to time in accordance with the provisions set forth herein. Except as otherwise agreed to in writing by the Parties, the Payments are inclusive of and cover the cost of all materials used for the provision of the License and Services. The Payments do not include or otherwise cover any local, state, federal or foreign taxes, levies, or duties of any nature charged to Subject in connection with the provision of the License and Services, excluding only taxes based on Subject's net income ("**Taxes**"). School is responsible for paying all Taxes. If Subject has the legal obligation to pay or collect Taxes based on School's or Authorized Users' use of the License or receipt of the Services, such amount may be invoiced to and will be paid by School to Subject unless School provides Subject with a valid tax exemption certificate authorized by the appropriate taxing authority.

4. Termination.
   a. Either Party may terminate this Agreement, effective on written notice to the other Party, if the other Party:
      i. materially breaches this Agreement, and such material breach: (i) is incapable of cure; or (ii) being capable of cure, remains uncured 30 calendar days after the non-breaching Party

provides the breaching Party with written notice of such breach; or

ii. becomes insolvent or admits its inability to pay its debts generally as they become due; becomes subject, voluntarily or involuntarily, to any proceeding under any domestic or foreign bankruptcy or insolvency law; is dissolved or liquidated or takes any corporate action for such purpose; makes a general assignment for the benefit of creditors; or has a receiver, trustee, custodian or similar agent appointed by order of any court of competent jurisdiction to take charge of or sell any material portion of its property or business.

iii. Subject may terminate this Agreement, effective on written notice to the School, if the School loses any accreditation, state authorization, or other licensure or certification necessary to perform the obligations required by this Agreement.

5. Effect of Expiration or Termination. Upon expiration or termination of this Agreement for any reason, all rights and licenses granted to School under this Agreement shall immediately terminate and School and all Authorized Users shall immediately cease all access, use, or display of the Licensed Content and purge any copies of the Licensed Content. School shall reasonably assist in (i) ensuring Authorized Users purge any copies of the Licensed Content upon termination of this Agreement and (ii) preventing Authorized Users from accessing Licensed Content following termination of this Agreement. Subject shall promptly deliver to School all documents, work product, and other materials, whether or not complete, prepared by or on behalf of Subject in the course of performing the Services. Any payments owed to Subject, up to and including the effective date of such termination, shall be due and payable to Subject within 30 calendar days of expiration or termination of this Agreement for any reason.

6. Academic Integrity.

a. Notwithstanding the terms of this Agreement, School at all times shall retain ultimate authority and power over each and every one of the discretionary functions that are necessary attributes of a duly authorized educational institution offering secondary programs and instruction, as more particularly described and defined as follows: (i) strategic planning and other advisory functions; (ii) approving the curriculum and content of School's educational programs; (iii) setting admission standards and criteria and determining the admissibility of individual students; (iv) developing academic policies and procedures; (v) approving and appointing instructors who hold teaching credentials required by applicable law; (vi) assigning grades of record, awarding and recording academic credit and credentials, and maintaining student transcripts and other permanent records; (vii) obtaining and maintaining all accreditations, approvals, registrations, permits, or licenses required under applicable law or by any educational agency or governmental authority in connection with School's secondary programs and instruction; (viii) establishing and enforcing academic policies and requirements; (ix) performing all other core academic functions; and (x) overseeing and establishing standards for Subject's provision of services to School.

b. Nothing in this Agreement is intended, or should be interpreted to, obligate Subject to provide any services that would result in Subject or any employee of Subject being classified as a "teacher of record" or similar designation. The Parties agree that School and its employees will maintain ultimate responsibility for all functions required of a teacher of record under applicable law, including oversight and approval of course content, assignments, and grades, and that for all purposes, Subject is not a teacher of record.

7. Third Party Providers. To the extent School's or an Authorized User's access, display, or use of Licensed Content interfaces with software applications or other technology and applications provided by third parties (collectively, "**Third Party Applications**"), School, on behalf of itself and all Authorized Users, agrees to maintain appropriate licenses or permissions from the licensors of the Third Party Applications for School and Authorized Users to use the Third Party Applications during the Term. Subject does not provide any warranties, guaranties or indemnification regarding any Third Party Applications or any third parties or any of their products or services, whether or not such products or services are designated by Subject or anyone else as "partner," "certified," "validated" or otherwise. Any exchange of data or other interaction between School, an Authorized User and a third party, and any purchase or license by School or an Authorized User of any product or service offered by a third party, is solely between School or the applicable Authorized User and such third party.

8. Confidentiality. All non-public, confidential or proprietary information of each Party ("**Confidential**

Information"), including, but not limited to, information about its business affairs, products, software, application programming interfaces, user interfaces, predictive models, analytics and analytics reporting, intellectual property and trade secrets, specifications, samples, patterns, designs, plans, drawings, documents, data, business operations, lists, pricing, discounts, or rebates disclosed by one Party to the other, whether disclosed orally or disclosed or accessed in written, electronic, or other form or media, or otherwise learned by the recipient Party in connection with this Agreement, and whether or not marked, designated, or otherwise identified as "confidential," in connection with this Agreement is confidential, solely for use in connection with performing this Agreement and may not be disclosed or copied unless authorized by the disclosing Party in writing. Confidential Information does not include any information that: (a) is or becomes generally available to the public other than as a result of a Party's breach of this Agreement; (b) is obtained by the recipient Party on a non-confidential basis from a third-party that was not legally or contractually restricted from disclosing such information; or (c) is established by documentary evidence to be in the possession of recipient Party prior to the disclosing Party's disclosure hereunder. Upon the disclosing Party's request, the recipient Party shall promptly return all documents and other materials received from the disclosing Party.

9. Data

As part of the services provided under this Agreement, Subject Technologies Inc. shall offer a data consultation service to the School. This service includes a collaborative review of data shared by the School, which may include historical data from previous vendor engagements, for the purpose of benchmarking and strategic planning.

a. Data Anonymization
   All data provided by the School for the purposes of the data consultation service shall be de-identified and shall not contain any personally identifiable information (PII) as defined under applicable federal and state privacy laws, including but not limited to FERPA and COPPA.
b. Onboarding and Service Collaboration
   School agrees to allocate up to five (5) in-person working days per calendar year for meetings between Subject Technologies Inc. and a designated School representative responsible for overseeing data and analytics. These meetings will be scheduled with mutual consent and used to facilitate meaningful consultation and data review.
c. Purpose and Outcome: The purpose of the data consultation service is to assess and enhance the efficacy of the partnership between Subject Technologies Inc. and the School. This includes evaluating the success of the services delivered, informing continuous improvement, and aligning on measurable impact.

10. Independent Contractor. It is understood and acknowledged that in providing the License and Services, Subject acts in the capacity of an independent contractor and not as an employee or agent of School. Subject shall control the conditions, time, details, and means by which Subject provides the License and Services. Subject has no authority to commit, act for or on behalf of School, or to bind School to any obligation or liability. Subject shall not be eligible for and shall not receive any employee benefits from School and shall be solely responsible for the payment of all taxes, FICA, federal and state unemployment insurance contributions, state disability premiums, and all similar taxes and fees relating to the fees earned by Subject hereunder
.

11. Intellectual Property for Marketing and Related Purposes.

a. Notwithstanding any prohibition in any nondisclosure or confidentiality agreement signed by the Parties, each Party hereby grants to the other Party (a) a limited and non-exclusive, royalty-free license to use the granting Party's names, logos, service marks or trademarks (collectively, the "**Marks**"), solely for the performance of each Party's obligations under this Agreement, and (b) a license to use the granting Party's name as a reference in the other Party's marketing and other promotional materials, in each case solely for purposes of performing the other Party's obligations and exercising the other Party's rights under this Agreement; provided, however, that the other Party may not use any Mark(s) or otherwise reference the granting Party in any marketing, promotional or other materials, including on websites owned or operated by the other Party, until such uses and materials in whatever form will have been previously submitted to and approved in writing by the granting Party, which approval may be withheld by the granting Party for any reason in its sole discretion. The licenses granted by each Party in this Section 10 will terminate upon the termination of this Agreement or as otherwise expressly agreed to by the Parties in writing.

b. Upon each Party's reasonable request, the other Party will promptly remove, alter or modify any and all use of the Party's Marks or other references to the Party in any marketing, promotional or other materials, including on websites owned or controlled by the other Party.

c. Except for what is set forth herein, no rights or licenses with respect to any intellectual property are granted under this Agreement. Each Party will own and retain all right, title and interest in and to its names, logos and service marks, proprietary features and proprietary technology, trade secrets, patents, copyrights, trademarks, and other proprietary rights of any type under the laws of any governmental authority, domestic or foreign, and all modifications thereto, and improvements and derivative works thereof, including, without limitation, rights in and to all applications and registrations relating to any of the foregoing and including, without limitation, any such rights in and to any information or content contributed by such Party to the other Party (collectively, its "**Intellectual Property**"). Notwithstanding anything in this Agreement to the contrary, in the event that one Party modifies, improves or creates derivative works of any of the other Party's Intellectual Property, it shall assign, and does hereby assign, all right, title and interest in and to such modifications, improvements and derivative works to the other Party (i.e., the owner of the Intellectual Property).

12. Compliance with Laws. The Parties agree to materially comply with all applicable international, federal, state and local laws, rules, regulations and ordinances. In particular and without limitation, Subject and School also agree to comply with all applicable regulatory, privacy, data protection, anti-bribery, anti-boycott, anti-terrorism, and export control laws and regulations, and not to discriminate against any employee, applicant, or enrolled student because of any basis protected by law. Each Party has and shall maintain in effect all the licenses, permissions, authorizations, consents, and permits that it needs to carry out its obligations under this Agreement.

13. Representations, Warranties, and Indemnification.
    a. Subject and School each represent and warrant they have the power and authority to enter into this Agreement and perform their obligations under this Agreement. School represents and warrants it has the right and authority to provide Subject with the names and email addresses of the Authorized Users, and that the Authorized Users have expressly consented to School providing their names and email addresses to Subject. School represents and warrants it will not provide any information to Subject about Authorized Users without the prior express consent of the applicable Authorized User(s), and that any information School collects from Authorized Users is done on School's behalf.

    b. Subject to the terms and conditions set forth in this Section 12, each Party (as "**Indemnifying Party**") shall indemnify, hold harmless, and defend the other Party and its officers, directors, affiliates, agents, students, and representatives (collectively, "**Indemnified Party**") against any and all losses, damages, liabilities, deficiencies, claims, actions, judgments, settlements, interest, awards, penalties, fines, costs, or expenses of whatever kind, including professional fees and attorneys' fees, that are awarded against Indemnified Party in a final non-appealable judgment or proceeding (collectively, "**Losses**"), arising out of:
        i. material breach or non-fulfillment of any representation, warrant, or covenant contained in this Agreement by Indemnifying Party or its personnel;

        ii. any negligent or more culpable act or omission of Indemnifying Party or its personnel (including any reckless or willful misconduct) in connection with the performance of its obligations under this Agreement; or

        iii. any failure by Indemnifying Party to comply in all material respects with any applicable federal, state, or local laws, regulations, or codes in the performance of its obligations under this Agreement.

14. Warranties. SUBJECT PROVIDES THE LICENSED CONTENT "AS IS." SUBJECT MAKES NO REPRESENTATIONS OR WARRANTIES WITH RESPECT TO THE LICENSED CONTENT OR SERVICES, WHETHER EXPRESS, IMPLIED, STATUTORY OR OTHERWISE, AND SUBJECT SPECIFICALLY DISCLAIMS ANY IMPLIED WARRANTIES OF MERCHANTABILITY, FITNESS,

NON-INFRINGEMENT OR OTHERWISE.

15. Limitation of Liability. IN NO EVENT WILL EITHER PARTY BE LIABLE TO THE OTHER FOR ANY CONSEQUENTIAL, INDIRECT, INCIDENTAL OR SPECIAL DAMAGES WHATSOEVER INCLUDING, WITHOUT LIMITATION, DAMAGES FOR LOSS OF PROFITS, BUSINESS INTERRUPTION, LOSS OF OR UNAUTHORIZED ACCESS TO INFORMATION AND THE LIKE, EVEN IF INFORMED OF THE POSSIBILITY OF SUCH DAMAGES. FURTHER, EACH PARTY'S AGGREGATE MAXIMUM LIABILITY ARISING FROM OR IN ANY WAY RELATED TO THIS AGREEMENT (WHETHER IN CONTRACT, TORT, STRICT LIABILITY OR OTHERWISE) SHALL NOT EXCEED THE PAYMENTS ACTUALLY PAID TO SUBJECT DURING THE SIX (6) MONTHS PRECEDING THE DATE OF THE EVENT THAT IS THE BASIS OF THE CLAIM. THIS SECTION SHALL SURVIVE TERMINATION OF THIS AGREEMENT FOR ANY REASON. The foregoing limitations shall not apply to any damages arising out of or in connection with one Party's infringement of the other Party's intellectual property rights.

16. Insurance. With respect to any activity conducted under this Agreement or any subsequently executed amendment hereto, each Party will maintain, at its own cost and expense, adequate and customary required levels (as appropriate and standard) of cyber liability coverage, general public liability insurance, worker's compensation insurance, and property damage to cover each Party's indemnity obligations under this Agreement. Evidence of such insurance shall be provided to the other Party upon request.

17. Injunctive Relief. School acknowledges and agrees the Licensed Content contains the copyrighted material of Subject, the unauthorized use, display or disclosure of which would irreparably harm Subject. Accordingly, School agrees that in the event of an actual or threatened unauthorized use, display or disclosure of all or a portion of the Licensed Content by School or an Authorized User, Subject shall be entitled to and should receive expedited injunctive relief from a court of competent jurisdiction enjoining such unauthorized use, display or disclosure without Subject having to prove irreparable harm or post a bond. Further, School acknowledges that money damages may not be a sufficient remedy for any breach or threatened breach of Sections 1 or 8 by the School or its representatives. Therefore, in addition to all other remedies available at law (which Subject does not waive by the exercise of any rights hereunder), Subject shall be entitled to seek specific performance and injunctive and other equitable relief as a remedy for any such breach or threatened breach, and School hereby waives any requirement for the securing or posting of any bond or the showing of actual monetary damages in connection with such claim. In the event that Subject institutes any legal suit, action, or proceeding against the other Party arising out of or relating to this Section 16, Subject shall be entitled to receive in addition to all other damages to which it may be entitled, the costs incurred by Subject in conducting the suit, action, or proceeding, including attorneys' fees and expenses and court costs.

18. Non-Solicitation.

    a. Each Party agrees that during the Term and for a period of one year after the expiration or earlier termination of the Term, without obtaining the prior written consent of the other Party, neither such Party nor any of its affiliates or Representatives (each, a "**Restricted Person**") shall directly or indirectly, for itself or on behalf of another person or entity solicit for employment or otherwise induce, influence, or encourage to terminate employment with the other Party or any of its affiliates or subsidiaries, or employ or engage as an independent contractor, any current or former employee of the other Party (each, a "**Covered Employee**"), except (i) pursuant to a general solicitation through the media or by a search firm, in either case, that is not directed specifically to any employees of the other Party, unless such solicitation is undertaken as a means to circumvent the restrictions contained in or conceal a violation of this Section 17.a, or (ii) if the other Party terminated the employment of such Covered Employee before the Restricted Person having solicited or otherwise contacted such Covered Employee or discussed the employment or other engagement of the Covered Employee.

    b. The Parties agree that the duration, scope, and geographical area of the restrictions contained in this Section 17 are reasonable. Upon a determination that any term or provision of this Section 17 is invalid, illegal, or unenforceable, the court may modify this Section 17 to substitute the maximum duration, scope, or geographical area legally permissible under such circumstances to the greatest extent possible

to effect the restrictions originally contemplated by the Parties hereto.

19. General.

a. *Further Assurances*. Each of the Parties hereto shall use commercially reasonable efforts to, from time to time upon request, furnish the other Party such further information or assurances, execute and deliver such additional documents, instruments, and conveyances, and take such other actions and do such other things, as may be reasonably necessary to carry out the provisions of this Agreement and give effect to the transactions contemplated hereby.

b. *Notices*. Each Party shall deliver all communications in writing either in person, by certified or registered mail, return receipt requested and postage prepaid, by facsimile or email (with confirmation of transmission), or by recognized overnight courier service, and addressed to the other Party at the addresses set forth on the signature pages hereto (or to such other address that the receiving Party may designate from time to time in accordance with this section).

c. *Governing Law*. This Agreement is made and shall be construed in accordance with the internal laws of the State of Delaware (irrespective of its choice of law principles). Subject to Section 18.d of this Agreement, each of the Parties submits to the exclusive jurisdiction and venue of the Central District of California and the state courts sitting in Los Angeles County, California, in any action or proceeding arising out of or relating to this Agreement.

d. *Dispute Resolution*. The Parties shall attempt in good faith to resolve any dispute arising out of or relating to this Agreement by negotiations between representatives with authority to settle the dispute. If the dispute has not been resolved within 30 calendar days of a Party's request for negotiation, either Party may submit the dispute to non-binding mediation in Los Angeles County, California, and the Parties shall cooperate in the mediation process and pay their own costs and legal expenses in connection therewith. If the dispute has not been resolved within 60 calendar days of submitting it to mediation, either Party may institute a court action in the Central District of California or the state courts located in Los Angeles County, California, to resolve the dispute. No Party may institute a court action on a dispute without first attempting to resolve the dispute in accordance with the dispute resolution process in this Section 18.d, except that the Parties acknowledge and agree the dispute resolution process in this Section 18.d shall not apply to disputes related to School's alleged breach of Section 1 or 8 of this Agreement, and that Subject may institute court action with respect to such disputes without first undergoing the dispute resolution process in this Section 18.d.

e. *Integration*. This Agreement (including Exhibit A, Terms and Conditions) contains the entire understanding of the Parties with respect to the subject matter hereof, and supersedes all prior and contemporaneous written or oral understandings, agreements, representations, and warranties with respect to such subject matter. The invalidity, illegality, or unenforceability of any provision herein does not affect any other provision herein or the validity, legality, or enforceability of such provision in any other jurisdiction.

f. *Amendment*. The Parties may not amend this Agreement except by written instrument signed by the Parties.

g. *Force Majeure*. Neither Party to this Agreement shall be liable for non-performance of any obligation under this Agreement if such non-performance is caused by a Force Majeure event. "**Force Majeure**" means an unforeseeable cause beyond the control of and without the negligence of the Party claiming Force Majeure, including, but not limited to, fire, flood, severe weather, acts of God, labor strikes, interruption of utility services, war, acts of terrorism, acts of government, pandemics, and other unforeseeable accidents.

h. *Waiver*. No waiver of any right, remedy, power, or privilege under this Agreement ("**Right(s)**") is effective unless contained in a writing signed by the Party charged with such waiver. No failure to exercise, or delay in exercising, any Right operates as a waiver thereof. No single or partial exercise of

any Right precludes any other or further exercise thereof or the exercise of any other Right.

i. *Cumulative Rights*. The Rights under this Agreement are cumulative and are in addition to any other rights and remedies available at law or in equity or otherwise.

j. *Assignment*. School may not assign this Agreement without Subject's prior written consent. Subject may assign this Agreement without School's consent.

k. *Publicity and Trademark License*: Subject may use School's trademarks, service marks and logos in press releases, advertising and promotional materials to indicate that School is a licensee of Subject. School hereby grants Subject a non-exclusive, non-transferable, royalty-free license during the Term to use School's trademarks, service marks and logos in press releases, advertising and promotional materials. All such use of School's trademarks, service marks and logos shall be in accordance with any reasonable trademark use guidelines communicated to Subject by School, and all such use shall inure to School's benefit. School represents and warrants it has the right to grant the trademark licenses granted in this Section 18.k, and School agrees to indemnify, defend and hold Subject harmless from any claims, demands, causes of action, costs and expenses (including reasonable attorneys' fees and expert witness fees) arising out of or relating to any allegation that School's trademarks, service marks or logos infringe or otherwise violate any third party's trademark, copyright, right of publicity or other intellectual property or proprietary right.

l. *Successors and Assigns; Third Party Beneficiaries*. This Agreement is binding upon and inures to the benefit of the Parties and their respective successors and permitted assigns. Except for the Parties, their successors and permitted assigns, there are no third-party beneficiaries under this Agreement.

m. *Survival*. Sections 4, 5, 7, 8, 9, 13 through 18 inclusive of this Agreement, the Services and Payment sections of this Agreement, as well as any other provision that, in order to give proper effect to its intent, should survive the expiration or termination of this Agreement, will survive such expiration or termination for the period specified therein, or if nothing is specified for a period of 12 months after such expiration or termination.

n. *Counterparts*. This Agreement may be executed in counterparts.

o. *Headings*. The Headings in this Agreement are for convenience only and shall not affect its interpretation.

p. *Severability*. If any term or provision of this Agreement is found by a court of competent jurisdiction to be invalid, illegal or unenforceable in any jurisdiction, such invalidity, illegality or unenforceability shall not affect any other term or provision of this Agreement or invalidate or render unenforceable such term or provision in any other jurisdiction. Upon a determination that any term or provision is invalid, illegal or unenforceable, the Parties shall negotiate in good faith to modify this Agreement to effect the original intent of the Parties as closely as possible in order that the transactions contemplated hereby be consummated as originally contemplated to the greatest extent possible.

q. *Public Announcements*. Unless otherwise required by applicable law, no Party to this Agreement shall make any public announcements in respect of this Agreement or the transactions contemplated hereby or otherwise communicate with any news media without the prior written consent of the other Party (which consent shall not be unreasonably withheld, conditioned, or delayed), and the Parties shall cooperate as to the timing and contents of any such announcement.

r. *Entire Agreement*. This Agreement, together with all related exhibits and schedules, constitutes the sole and entire agreement of the Parties to this Agreement with respect to the subject matter contained herein, and supersedes all prior and contemporaneous understandings, agreements, representations, and warranties, both written and oral, with respect to such subject matter.

Coversheet

Consent - Personnel Services

Section: X. Consent
Item: C. Consent - Personnel Services
Purpose:
Submitted by:
Related Material: 2026-27 Certificated Work Year Calendars.xlsx.pdf
2026-27 Classified Work Year Calendar.pdf
Effective School Solutions Quote .pdf
Job Descriptions for 5.14.26 Board Meeting.pdf

BACKGROUND:

Item: Effective School Solutions Contract

Background: Excel Academy is committed to a strategic initiative that strengthens academic outcomes and supports student development. To ensure administrative leadership can effectively oversee these goals, this investment provides:

- **Systemic Reliability:** Strengthening the internal capacity of leadership to ensure that school environments remain secure, reliable, and compatible with instructional requirements.
- **Strategic Oversight:** Equipping administration with the tools needed to close learning gaps and accelerate student performance through data-driven behavioral health strategies.
- **Administrative Training:** High-level professional development focused on trauma-informed leadership and behavioral health integration.

Fiscal Impact: $10,000.00

Warner: $6,200.00

Helendale: $3,800.00

RECOMMENDATION:

It is recommended that the Board of Directors approve the contract with **Effective School Solutions (ESS)** for the 2026-2027 school year to provide specialized professional development for administration at a total cost of **$10,000.**

EXCEL ACADEMY

A TK-12 Public Charter School

102.5-Day Work Year Calendar (2026-2027)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	**Days**
JULY	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F	0.0
																																0.0
																																0.0
AUGUST	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	0.0
																	N	1	1	1	N			1	1	1	1	N			0.5	7.5
																																7.5
SEPTEMBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W		9.0
	N	1	1	N			N	1	1	1	N			N	1	1	1	N			N	1	1	1	N			N	1	1		13.0
																																22.0
OCTOBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F		9.0
	1	N			N	1	1	1	N			N	1	1	1	N			N	1	1	1	N			N	1	1	1	N		13.0
																																22.0
NOVEMBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
	M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M		13.0
	N	1	1	1	N			N	1	N	1	N			N	1	1	0.5	N			N	N	N	N	N			N		7.5
																																20.5
DECEMBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	14.0
	1	1	1	N			N	1	1	1	N			N	0.5	0.5	0.5	N			N	N	N	N	N			N	N	N	N	7.5
																																21.5
JANUARY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			9.0
	N			N	0.5	0.5	0.5	N			N	0.5	0.5	0.5	N			N	1	1	1	N			N	1	1	1	N			9.0
																																18.0
FEBRUARY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28				
	M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F					8.0
	N	1	1	1	N			N	1	1	1	N			N	0.5	0.5	0.5	N			N	1	1	1	N					10.5
																																18.5
MARCH	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	11.0
	N	1	1	1	N			N	1	1	1	N			N	1	1	1	N			N	1	1	1	N			N	N	N	12.0
																																23.0
APRIL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F		10.0
	N	N			N	1	1	1	N			N	1	1	1	N			N	1	1	1	N			N	1	1	1	N		12.0
																																22.0
MAY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	8.0
			N	1	1	1	N			N	1	1	1	N			N	1	1	1	N			N	0.5	0.5	0.5	N				10.5
																																18.5
JUNE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W		0.0
																																0.0
																																0.0

N	Planted non-work day/holiday
S	First day of school
F	Last day of school
L	Late start up to and including this
P	
	Graduation
	End of Semester

Work Days	193.5
Non-Paid: 13 Holidays and 78 Non-Work Days	91.0
Total Paid Days	102.5

HOLIDAYS:	
September 7	*Labor Day (1)*
November 11	*Veterans Day (observed) (1)*
November 23-27	*Thanksgiving Break (5)*
December 21-January 1	*Winter Break (10)*
January 18	*Martin Luther King Jr. (1)*
February 12-15	*Presidents Day Break (2)*
March 29-April 2	*Spring Break (5)*
May 31	*Memorial Day (1)*
July 4 and June 19	*Holidays outside of work year calendar*

Assignment start and end dates are dependent on the program.

75% - last day to start is September to be eligible for step advancement

Board Approved: May 2026



188 -Day Work Year Calendar (2026-2027)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Days
JULY	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F	0.0
																																0.0
																																0.0
AUGUST	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	0.0
			1	1	1	N	N			1	1	1	N	N			1	1	1	1	1			1	1	1	1	1			1	17.0
																																17.0
SEPTEMBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W		1.0
	1	1	1	1			N	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1		21.0
																																22.0
OCTOBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F		0.0
	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1		22.0
																																22.0
NOVEMBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
		M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M		6.0
		1	1	1	1	1			1	1	N	1	1			1	1	1	1	1			N	N	N	N	N			1		15.0
																																21.0
DECEMBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	9.0
	1	1	1	1			1	1	1	1	1			1	1	1	1	1			N	N	N	N	N			N	N	N	N	14.0
																																23.0
JANUARY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			2.0
	N			1	1	1	1	1			1	1	1	1	1			N	1	1	1	1			1	1	1	1	1			19.0
																																21.0
FEBRUARY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28				
	M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F					2.0
	1	1	1	1	1			1	1	1	1	N			N	1	1	1	1			1	1	1	1	1					18.0
																																20.0
MARCH	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	3.0
	1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			N	N	N	20.0
																																23.0
APRIL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F		2.0
	N	N			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			20.0
																																22.0
MAY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	1.0
			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			N	20.0
																																21.0
JUNE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W		2.0
	1	1	N	N																												2.0
																																4.0

N	Planted non-work day/holiday
S	First day of school
F	Last day of school
L	Late start up to and including this
P	
	Graduation
	End of Semester

Work Days	216.0
Non Paid: 13 Holidays and 15 Non-Work Days	28.0
Total Paid Days	**188.0**

HOLIDAYS:	
September 7	*Labor Day (1)*
November 11	*Veterans Day (observed) (1)*
November 23-27	*Thanksgiving Break (5)*
December 21-January 1	*Winter Break (10)*
January 18	*Martin Luther King Jr. (1)*
February 12-15	*Presidents Day Break (2)*
March 29-April 2	*Spring Break (5)*
May 31	*Memorial Day (1)*
July 4 and June 19	*Holidays outside of work year calendar*

Assignment start and end dates are dependent on the program.

75% - last day to start is September to be eligible for step advancement

Board Approved: May 2026



164 Day SPED Work Year Calendar (.80 of 205 Day) (2026 - 2027)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	**Days**
JULY	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F	21.0
	1	1	N			N	N	N	N	N			N	N	N	N	N			N	N	N	N	N			N	N	N	N	N	2.0
																																23.0
AUGUST	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	4.0
			1	1	1	1	N			1	1	1	1	N			1	N	1	1	1			1	N	1	1	1			1	17.0
																																21.0
SEPTEMBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W		6.0
	N	1	1	1			N	N	1	1	1			1	N	1	1	1			1	N	1	1	1			1	N	1		16.0
																																22.0
OCTOBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F		4.0
	1	1			1	N	1	1	1			1	N	1	1	1			1	N	1	1	1			1	N	1	1	1		18.0
																																22.0
NOVEMBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
		M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M		9.0
		1	N	1	1	1			1	N	N	1	1			1	N	1	1	1			N	N	N	N	N			1		12.0
																																21.0
DECEMBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	12.0
	N	1	1	1			1	N	1	1	1			1	N	1	1	1			N	N	N	N	N			N	N	N	N	11.0
																																23.0
JANUARY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			6.0
	N			1	N	1	1	1			1	N	1	1	1			N	N	1	1	1			1	N	1	1	1			15.0
																																21.0
FEBRUARY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28				
	M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F					6.0
	1	N	1	1	1			1	N	1	1	N			N	N	1	1	1			1	N	1	1	1					14.0
																																20.0
MARCH	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	7.0
	1	N	1	1	1			1	N	1	1	1			1	N	1	1	1			1	N	1	1	1			N	N	N	16.0
																																23.0
APRIL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F		6.0
	N	N			1	N	1	1	1			1	N	1	1	1			1	N	1	1	1			1	N	1	1	1		16.0
																																22.0
MAY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	5.0
			1	N	1	1	1			1	N	1	1	1			1	N	1	1	1			1	N	1	1	1			N	16.0
																																21.0
JUNE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W		11.0
	N	1	1	N			1	N	1	1	N			1	N	1	1	N			1	N	1	1	N			N	N	N		11.0
																																22.0

N	Planted non-work day/holiday
S	First day of school
F	Last day of school
L	Late start up to and including this
P	
	Graduation
	End of Semester

Work Days	261.0
Non Paid: 13 Holidays and 84 Non-Work Days	97.0
Total Paid Days	164.0

HOLIDAYS:	
September 7	*Labor Day (1)*
November 11	*Veterans Day (observed) (1)*
November 23-27	*Thanksgiving Break (5)*
December 21-January 1	*Winter Break (10)*
January 18	*Martin Luther King Jr. (1)*
February 12-15	*Presidents Day Break (2)*
March 29-April 2	*Spring Break (5)*
May 31	*Memorial Day (1)*
July 4 and June 19	*Holidays outside of work year calendar*

Assignment start and end dates are dependent on the program.

75% - last day to start is September to be eligible for step advancement

Board Approved: May 2026



190 -Day Work Year Calendar (2026-2027) SPED CM

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Days
JULY	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F	0.0
																																0.0
																																0.0
AUGUST	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	2.0
			1	1	1	1	N			1	1	1	1	N			1	1	1	1	1			1	1	1	1	1			1	19.0
																																21.0
SEPTEMBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W		1.0
	1	1	1	1			N	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1		21.0
																																22.0
OCTOBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F		0.0
	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1		22.0
																																22.0
NOVEMBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
	M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M		6.0
	1	1	1	1	1			1	1	N	1	1			1	1	1	1	1			N	N	N	N	N			1		15.0
																																21.0
DECEMBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	9.0
	1	1	1	1			1	1	1	1	1			1	1	1	1	1			N	N	N	N	N			N	N	N	N	14.0
																																23.0
JANUARY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			2.0
	N			1	1	1	1	1			1	1	1	1	1			N	1	1	1	1			1	1	1	1	1			19.0
																																21.0
FEBRUARY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28				
	M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F						2.0
	1	1	1	1	1			1	1	1	1	N			N	1	1	1	1			1	1	1	1	1						18.0
																																20.0
MARCH	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	3.0
	1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			N	N	N	20.0
																																23.0
APRIL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F		2.0
	N	N			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			20.0
																																22.0
MAY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	2.0
			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	N			N	19.0
																																21.0
JUNE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W		1.0
	1	1	1	N																												3.0
																																4.0

N	Planted non-work day/holiday
S	First day of school
F	Last day of school
L	Late start up to and including this
P	
	Graduation
	End of Semester

Work Days	220.0
Non Paid: 13 Holidays and 18 Non-Work Days	30.0
Total Paid Days	190.0

HOLIDAYS:	
September 7	*Labor Day (1)*
November 11	*Veterans Day (observed) (1)*
November 23-27	*Thanksgiving Break (5)*
December 21-January 1	*Winter Break (10)*
January 18	*Martin Luther King Jr. (1)*
February 12-15	*Presidents Day Break (2)*
March 29-April 2	*Spring Break (5)*
May 31	*Memorial Day (1)*
July 4 and June 19	*Holidays outside of work year calendar*

Assignment start and end dates are dependent on the program.

75% - last day to start is September to be eligible for step advancement

Board Approved: May 2026



195 -Day Work Year Calendar (2026-2027)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Days
JULY	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F	1.0
																											N	1	1	1	1	4.0
																																5.0
AUGUST	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	0.0
			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	21.0
																																21.0
SEPTEMBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W		1.0
	1	1	1	1			N	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1		21.0
																																22.0
OCTOBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F		0.0
	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1		22.0
																																22.0
NOVEMBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
		M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M		6.0
		1	1	1	1	1			1	1	N	1	1			1	1	1	1	1			N	N	N	N	N			1		15.0
																																21.0
DECEMBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	9.0
	1	1	1	1			1	1	1	1	1			1	1	1	1	1			N	N	N	N	N			N	N	N	N	14.0
																																23.0
JANUARY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			2.0
	N			1	1	1	1	1			1	1	1	1	1			N	1	1	1	1			1	1	1	1	1			19.0
																																21.0
FEBRUARY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28				
	M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F					2.0
	1	1	1	1	1			1	1	1	1	N			N	1	1	1	1			1	1	1	1	1					18.0
																																20.0
MARCH	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	3.0
	1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			N	N	N	20.0
																																23.0
APRIL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F		2.0
	N	N			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			20.0
																																22.0
MAY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	1.0
			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			N	20.0
																																21.0
JUNE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W		3.0
	1	N	N	N																												1.0
																																4.0

N	Planted non-work day/holiday
S	First day of school
F	Last day of school
L	Late start up to and including this
P	
	Graduation
	End of Semester

Work Days	225.0
Non Paid: 13 Holidays and 16 Non-Work Days	30.0
Total Paid Days	195.0

HOLIDAYS:	
September 7	*Labor Day (1)*
November 11	*Veterans Day (observed) (1)*
November 23-27	*Thanksgiving Break (5)*
December 21-January 1	*Winter Break (10)*
January 18	*Martin Luther King Jr. (1)*
February 12-15	*Presidents Day Break (2)*
March 29-April 2	*Spring Break (5)*
May 31	*Memorial Day (1)*
July 4 and June 19	*Holidays outside of work year calendar*

Assignment start and end dates are dependent on the program.

75% - last day to start is September to be eligible for step advancement

Board Approved: May 2026



199 -Day Work Year Calendar (2026-2027)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	**Days**
JULY	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F	0.0
																																0.0
																																0.0
AUGUST	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	0.0
			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	21.0
																																21.0
SEPTEMBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W		1.0
	1	1	1	1			N	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1		21.0
																																22.0
OCTOBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F		0.0
	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1		22.0
																																22.0
NOVEMBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
		M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M		6.0
		1	1	1	1	1			1	1	N	1	1			1	1	1	1	1			N	N	N	N	N			1		15.0
																																21.0
DECEMBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	9.0
	1	1	1	1			1	1	1	1	1			1	1	1	1	1			N	N	N	N	N			N	N	N	N	14.0
																																23.0
JANUARY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			2.0
	N			1	1	1	1	1			1	1	1	1	1			N	1	1	1	1			1	1	1	1	1			19.0
																																21.0
FEBRUARY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28				
	M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F					2.0
	1	1	1	1	1			1	1	1	1	N			N	1	1	1	1			1	1	1	1	1					18.0
																																20.0
MARCH	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	3.0
	1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			N	N	N	20.0
																																23.0
APRIL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F		2.0
	N	N			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			20.0
																																22.0
MAY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	1.0
			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			N	20.0
																																21.0
JUNE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W		0.0
	1	1	1	1			1	1	1	1	1																				9.0
																																9.0

N	Planted non-work day/holiday
S	First day of school
F	Last day of school
L	Late start up to and including this
P	
	Graduation
	End of Semester

Work Days	225.0
Non Paid: 13 Holidays and 13 Non-Work Days	26.0
Total Paid Days	199.0

HOLIDAYS:	
September 7	*Labor Day (1)*
November 11	*Veterans Day (observed) (1)*
November 23-27	*Thanksgiving Break (5)*
December 21-January 1	*Winter Break (10)*
January 18	*Martin Luther King Jr. (1)*
February 12-15	*Presidents Day Break (2)*
March 29-April 2	*Spring Break (5)*
May 31	*Memorial Day (1)*
July 4 and June 19	*Holidays outside of work year calendar*

Assignment start and end dates are dependent on the program.

75% - last day to start is September to be eligible for step advancement

Board Approved: May 2026



205 Day Work Year Calendar (2026-2027)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Days
JULY	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F	0.0
																											1	1	1	1	1	5.0
																																5.0
AUGUST	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	0.0
			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	21.0
																																21.0
SEPTEMBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W		1.0
	1	1	1	1			N	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1		21.0
																																22.0
OCTOBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F		0.0
	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1		22.0
																																22.0
NOVEMBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
		M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M		6.0
		1	1	1	1	1			1	1	N	1	1			1	1	1	1	1			N	N	N	N	N			1		15.0
																																21.0
DECEMBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	9.0
	1	1	1	1			1	1	1	1	1			1	1	1	1	1			N	N	N	N	N			N	N	N	N	14.0
																																23.0
JANUARY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			2.0
	N			1	1	1	1	1			1	1	1	1	1			N	1	1	1	1			1	1	1	1	1			19.0
																																21.0
FEBRUARY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28				
	M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F					2.0
	1	1	1	1	1			1	1	1	1	N			N	1	1	1	1			1	1	1	1	1					18.0
																																20.0
MARCH	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	3.0
	1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			N	N	N	20.0
																																23.0
APRIL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F		2.0
	N	N			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			20.0
																																22.0
MAY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	1.0
			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			N	20.0
																																21.0
JUNE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W		4.0
	1	1	1	1			1	1	1	1	1			1	N	N	N	N														10.0
																																14.0

N	Planted non-work day/holiday
S	First day of school
F	Last day of school
L	Late start up to and including this
P	
	Graduation
	End of Semester

Work Days	205
Non Paid: 13 Holidays and 13 Non-Work Days	30
Total Paid Days	205

HOLIDAYS:	
September 7	*Labor Day (1)*
November 11	*Veterans Day (observed) (1)*
November 23-27	*Thanksgiving Break (5)*
December 21-January 1	*Winter Break (10)*
January 18	*Martin Luther King Jr. (1)*
February 12-15	*Presidents Day Break (2)*
March 29-April 2	*Spring Break (5)*
May 31	*Memorial Day (1)*
July 4 and June 19	*Holidays outside of work year calendar*

Assignment start and end dates are dependent on the program.

75% - last day to start is September to be eligible for step advancement

Board Approved: May 2026



205 Day SPED Psych/SLP/OT Work Year Calendar (2026 - 2027)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Days
JULY	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F	21.0
	1	1	N			N	N	N	N	N			N	N	N	N	N			N	N	N	N	N			N	N	N	N	N	2.0
																																23.0
AUGUST	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	2.0
			1	1	1	1	N			1	1	1	1	N			1	1	1	1	1			1	1	1	1	1			1	19.0
																																21.0
SEPTEMBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W		1.0
	1	1	1	1			N	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1		21.0
																																22.0
OCTOBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F		0.0
	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1		22.0
																																22.0
NOVEMBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
		M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M		6.0
		1	1	1	1	1			1	1	N	1	1			1	1	1	1	1			N	N	N	N	N			1		15.0
																																21.0
DECEMBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	9.0
	1	1	1	1			1	1	1	1	1			1	1	1	1	1			N	N	N	N	N			N	N	N	N	14.0
																																23.0
JANUARY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			2.0
	N			1	1	1	1	1			1	1	1	1	1			N	1	1	1	1			1	1	1	1	1			19.0
																																21.0
FEBRUARY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28				
	M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F					2.0
	1	1	1	1	1			1	1	1	1	N			N	1	1	1	1			1	1	1	1	1					18.0
																																20.0
MARCH	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	3.0
	1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			N	N	N	20.0
																																23.0
APRIL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F		2.0
	N	N			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1		20.0
																																22.0
MAY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	1.0
			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			N	20.0
																																21.0
JUNE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W		7.0
	1	1	1	N			1	1	1	1	N			1	1	1	1	N			1	1	1	1	N			N	N	N		15.0
																																22.0

N	Planted non-work day/holiday
S	First day of school
F	Last day of school
L	Late start up to and including this
P	
	Graduation
	End of Semester

Work Days	261
Non Paid: 13 Holidays and 43 Non-Work Days	56
Total Paid Days	205

HOLIDAYS:	
September 7	*Labor Day (1)*
November 11	*Veterans Day (observed) (1)*
November 23-27	*Thanksgiving Break (5)*
December 21-January 1	*Winter Break (10)*
January 18	*Martin Luther King Jr. (1)*
February 12-15	*Presidents Day Break (2)*
March 29-April 2	*Spring Break (5)*
May 31	*Memorial Day (1)*
July 4 and June 19	*Holidays outside of work year calendar*

Assignment start and end dates are dependent on the program.

75% - last day to start is September to be eligible for step advancement

Board Approved: May 2026



205 Day Work Year Calendar (2026 - 2027)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Days
JULY	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F	0.0
																								1			1	1	1	1	1	6.0
																																6.0
AUGUST	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	0.0
			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	21.0
																																21.0
SEPTEMBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W		1.0
	1	1	1	1			N	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1		21.0
																																22.0
OCTOBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F		0.0
	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1		22.0
																																22.0
NOVEMBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
		M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M		6.0
		1	1	1	1	1			1	1	N	1	1			1	1	1	1	1			N	N	N	N	N			1		15.0
																																21.0
DECEMBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	9.0
	1	1	1	1			1	1	1	1	1			1	1	1	1	1			N	N	N	N	N			N	N	N	N	14.0
																																23.0
JANUARY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			2.0
	N			1	1	1	1	1			1	1	1	1	1			N	1	1	1	1			1	1	1	1	1			19.0
																																21.0
FEBRUARY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28				
	M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F					2.0
	1	1	1	1	1			1	1	1	1	N			N	1	1	1	1			1	1	1	1	1					18.0
																																20.0
MARCH	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	3.0
	1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			N	N	N	20.0
																																23.0
APRIL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F		2.0
	N	N			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			20.0
																																22.0
MAY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	1.0
			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			N	20.0
																																21.0
JUNE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W		0.0
	1	1	1	1			1	1	1	1	1																				9.0
																																9.0

N	Planted non-work day/holiday
S	First day of school
F	Last day of school
L	Late start up to and including this
P	
	Graduation
	End of Semester

Work Days	231.0
Non Paid: 13 Holidays and 13 Non-Work Days	26.0
Total Paid Days	205.0

HOLIDAYS:	
September 7	*Labor Day (1)*
November 11	*Veterans Day (observed) (1)*
November 23-27	*Thanksgiving Break (5)*
December 21-January 1	*Winter Break (10)*
January 18	*Martin Luther King Jr. (1)*
February 12-15	*Presidents Day Break (2)*
March 29-April 2	*Spring Break (5)*
May 31	*Memorial Day (1)*
July 4 and June 19	*Holidays outside of work year calendar*

Assignment start and end dates are dependent on the program.

75% - last day to start is September to be eligible for step advancement

Board Approved: May 2026

EXCEL ACADEMY

A TK-12 Public Charter School

210 Day Work Year Calendar (2026 - 2027)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	**Days**
JULY	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F	0.0
																						1	1	1			1	1	1	1	1	8.0
																																8.0
AUGUST	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	0.0
			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	21.0
																																21.0
SEPTEMBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W		1.0
	1	1	1	1			N	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1		21.0
																																22.0
OCTOBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F		0.0
	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1		22.0
																																22.0
NOVEMBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
		M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M		6.0
		1	1	1	1	1			1	1	N	1	1			1	1	1	1	1			N	N	N	N	N			1		15.0
																																21.0
DECEMBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	9.0
	1	1	1	1			1	1	1	1	1			1	1	1	1	1			N	N	N	N	N			N	N	N	N	14.0
																																23.0
JANUARY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			2.0
	N			1	1	1	1	1			1	1	1	1	1			N	1	1	1	1			1	1	1	1	1			19.0
																																21.0
FEBRUARY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28				
	M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F					2.0
	1	1	1	1	1			1	1	1	1	N			N	1	1	1	1			1	1	1	1	1					18.0
																																20.0
MARCH	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	3.0
	1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			N	N	N	20.0
																																23.0
APRIL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F		2.0
	N	N			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			20.0
																																22.0
MAY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	1.0
			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			N	20.0
																																21.0
JUNE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W		2.0
	1	1	1	1			1	1	1	1	1			1	1	1	N	N														12.0
																																14.0

N	Planted non-work day/holiday
S	First day of school
F	Last day of school
L	Late start up to and including this
P	
	Graduation
	End of Semester

Work Days	238.0
Non Paid: 13 Holidays and 13 Non-Work Days	28.0
Total Paid Days	210.0

HOLIDAYS:	
September 7	*Labor Day (1)*
November 11	*Veterans Day (observed) (1)*
November 23-27	*Thanksgiving Break (5)*
December 21-January 1	*Winter Break (10)*
January 18	*Martin Luther King Jr. (1)*
February 12-15	*Presidents Day Break (2)*
March 29-April 2	*Spring Break (5)*
May 31	*Memorial Day (1)*
July 4 and June 19	*Holidays outside of work year calendar*

Assignment start and end dates are dependent on the program.

75% - last day to start is September to be eligible for step advancement

Board Approved: May 2026

EXCEL ACADEMY

A TK-12 Public Charter School

210 Day Work Year Calendar (2026 - 2027)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	**Days**
JULY	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F	0.0
																				1	1	1	1	1			1	1	1	1	1	10.0
																																10.0
AUGUST	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	0.0
			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	21.0
																																21.0
SEPTEMBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W		1.0
	1	1	1	1			N	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1		21.0
																																22.0
OCTOBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F		0.0
	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1		22.0
																																22.0
NOVEMBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
		M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M		6.0
		1	1	1	1	1			1	1	N	1	1			1	1	1	1	1			N	N	N	N	N			1		15.0
																																21.0
DECEMBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	9.0
	1	1	1	1			1	1	1	1	1			1	1	1	1	1			N	N	N	N	N			N	N	N	N	14.0
																																23.0
JANUARY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			2.0
	N			1	1	1	1	1			1	1	1	1	1			N	1	1	1	1			1	1	1	1	1			19.0
																																21.0
FEBRUARY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28				
	M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F					2.0
	1	1	1	1	1			1	1	1	1	N			N	1	1	1	1			1	1	1	1	1					18.0
																																20.0
MARCH	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	3.0
	1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			N	N	N	20.0
																																23.0
APRIL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F		2.0
	N	N			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			20.0
																																22.0
MAY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	1.0
			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			N	20.0
																																21.0
JUNE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W		0.0
	1	1	1	1			1	1	1	1	1			1																		10.0
																																10.0

N	Planted non-work day/holiday
S	First day of school
F	Last day of school
L	Late start up to and including this
P	
	Graduation
	End of Semester

Work Days	236.0
Non Paid: 13 Holidays and 13 Non-Work Days	26.0
Total Paid Days	210.0

HOLIDAYS:	
September 7	*Labor Day (1)*
November 11	*Veterans Day (observed) (1)*
November 23-27	*Thanksgiving Break (5)*
December 21-January 1	*Winter Break (10)*
January 18	*Martin Luther King Jr. (1)*
February 12-15	*Presidents Day Break (2)*
March 29-April 2	*Spring Break (5)*
May 31	*Memorial Day (1)*
July 4 and June 19	*Holidays outside of work year calendar*

Assignment start and end dates are dependent on the program.

75% - last day to start is September to be eligible for step advancement

Board Approved: May 2026

EXCEL ACADEMY

A TK-12 Public Charter School

220 Day ADMIN Work Year Calendar (2026-2027)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Days
JULY	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F	13.0
	N	N	N			N	N	N	N	N			N	N	N	N	N			1	1	1	1	1			1	1	1	1	1	10.0
																																23.0
AUGUST	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	0.0
			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	21.0
																																21.0
SEPTEMBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W		1.0
	1	1	1	1			N	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1		21.0
																																22.0
OCTOBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F		0.0
	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1		22.0
																																22.0
NOVEMBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
		M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M		6.0
		1	1	1	1	1			1	1	N	1	1			1	1	1	1	1			N	N	N	N	N			1		15.0
																																21.0
DECEMBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	9.0
	1	1	1	1			1	1	1	1	1			1	1	1	1	1			N	N	N	N	N			N	N	N	N	14.0
																																23.0
JANUARY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			2.0
	N			1	1	1	1	1			1	1	1	1	1			N	1	1	1	1			1	1	1	1	1			19.0
																																21.0
FEBRUARY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28				
	M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F					2.0
	1	1	1	1	1			1	1	1	1	N			N	1	1	1	1			1	1	1	1	1					18.0
																																20.0
MARCH	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	3.0
	1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			N	N	N	20.0
																																23.0
APRIL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F		2.0
	N	N			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			20.0
																																22.0
MAY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	1.0
			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			N	20.0
																																21.0
JUNE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W		2.0
	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	N	N		20.0
																																22.0

N	Planted non-work day/holiday
S	First day of school
F	Last day of school
L	Late start up to and including this
P	
	Graduation
	End of Semester

Work Days	261.0
Non Paid: 13 Holidays and 15 Non-Work Days	41.0
Total Paid Days	220.0

HOLIDAYS:	
September 7	*Labor Day (1)*
November 11	*Veterans Day (observed) (1)*
November 23-27	*Thanksgiving Break (5)*
December 21-January 1	*Winter Break (10)*
January 18	*Martin Luther King Jr. (1)*
February 12-15	*Presidents Day Break (2)*
March 29-April 2	*Spring Break (5)*
May 31	*Memorial Day (1)*
July 4 and June 19	*Holidays outside of work year calendar*

Assignment start and end dates are dependent on the program.

75% - last day to start is September to be eligible for step advancement

Board Approved: May 2026

EXCEL ACADEMY

A TK-12 Public Charter School

220 Day SPED Leadership Work Year Calendar (2026-27)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Days
JULY	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F	12.0
	1	1	N			N	N	N	N	N			N	N	N	N	N			1	1	1	1	N			1	1	1	1	1	11.0
																																23.0
AUGUST	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	0.0
			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	21.0
																																21.0
SEPTEMBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W		1.0
	1	1	1	1			N	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1		21.0
																																22.0
OCTOBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F		0.0
	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1		22.0
																																22.0
NOVEMBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
	M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M		6.0
	1	1	1	1	1			1	1	N	1	1			1	1	1	1	1			N	N	N	N	N			1		15.0
																																21.0
DECEMBER	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	9.0
	1	1	1	1			1	1	1	1	1			1	1	1	1	1			N	N	N	N	N			N	N	N	N	14.0
																																23.0
JANUARY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			2.0
	N			1	1	1	1	1			1	1	1	1	1			N	1	1	1	1			1	1	1	1	1			19.0
																																21.0
FEBRUARY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28				
	M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F					2.0
	1	1	1	1	1			1	1	1	1	N			N	1	1	1	1			1	1	1	1	1					18.0
																																20.0
MARCH	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
	M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	3.0
	1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			N	N	N	20.0
																																23.0
APRIL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F		2.0
	N	N			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			20.0
																																22.0
MAY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	1.0
			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			1	1	1	1	1			N	20.0
																																21.0
JUNE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W	R	F			M	T	W		3.0
	1	1	1	1			1	1	1	1	N			1	1	1	1	N			1	1	1	1	N			1	1	1		19.0
																																22.0

N	Planted non-work day/holiday
S	First day of school
F	Last day of school
L	Late start up to and including this
P	
	Graduation
	End of Semester

Work Days	261.0
Non Paid: 13 Holidays and 28 Non-Work Days	41.0
Total Paid Days	220.0

HOLIDAYS:	
September 7	*Labor Day (1)*
November 11	*Veterans Day (observed) (1)*
November 23-27	*Thanksgiving Break (5)*
December 21-January 1	*Winter Break (10)*
January 18	*Martin Luther King Jr. (1)*
February 12-15	*Presidents Day Break (2)*
March 29-April 2	*Spring Break (5)*
May 31	*Memorial Day (1)*
July 4 and June 19	*Holidays outside of work year calendar*

Assignment start and end dates are dependent on the program.

75% - last day to start is September to be eligible for step advancement

Board Approved: May 2026

EXCEL ACADEMY
A TK-12 Public Charter School

EXCEL ACADEMY CHARTER SCHOOL | 248 WORK DAYS 2026-2027 CLASSIFIED WORK YEAR CALENDAR

JULY

M	Tu	W	Th	F	23
		1	2	H	3
6	7	8	9	10	5
13	14	15	16	17	5
20	21	22	23	24	5
27	28	29	30	31	5

AUGUST

M	Tu	W	Th	F	21
3	4	5	6	7	5
10	11	12	13	14	5
17	18	19	20	21	5
24	25	26	27	28	5
31					1

SEPTEMBER

M	Tu	W	Th	F	22
	1	2	3	4	4
H	8	9	10	11	5
14	15	16	17	18	5
21	22	23	24	25	5
28	29	30			3

OCTOBER

M	Tu	W	Th	F	22
			1	2	2
5	6	7	8	9	5
12	13	14	15	16	5
19	20	21	22	23	5
26	27	28	29	30	5

NOVEMBER

M	Tu	W	Th	F	21
2	3	4	5	6	5
9	10	H	12	13	5
16	17	18	19	21	5
23	24	25	H	H	5
30					1

DECEMBER

M	Tu	W	Th	F	23
	1	2	3	4	4
7	8	9	10	11	5
14	15	16	17	18	5
21	22	23	H	H	5
28	29	30	H		4

JANUARY

M	Tu	W	Th	F	21
				H	1
4	5	6	7	8	5
11	12	13	14	15	5
H	19	20	21	22	5
25	26	27	28	29	5

FEBRUARY

M	Tu	W	Th	F	20
1	2	3	4	5	5
8	9	10	11	12	5
H	16	17	18	19	5
22	23	24	25	26	5

MARCH

M	Tu	W	Th	F	23
1	2	3	4	5	5
8	9	10	11	12	5
15	16	17	18	19	5
22	23	24	25	26	5
29	30	31			3

APRIL

M	Tu	W	Th	F	22
			1	2	2
5	6	7	8	9	5
12	13	14	15	16	5
19	20	21	22	23	5
26	27	28	29	30	5

MAY

M	Tu	W	Th	F	21
3	4	5	6	7	5
10	11	12	13	14	5
17	18	19	20	21	5
24	25	26	27	28	5
H					1

JUNE

M	Tu	W	Th	F	22
	1	2	3	4	4
7	8	9	10	11	5
14	15	16	17	H	5
21	22	23	24	25	5
28	29	30			3

13 HOLIDAYS:	
July 3	*Independence Day (observed)*
September 7	*Labor Day*
November 11	*Veterans Day (observed)*
November 26-27	*Thanksgiving Break*
December 24-25	*Christmas Day (observed)*
December 31-Jan 1	*New Year's Day (observed)*
January 18	*Martin Luther King Jr.*
Febraury 15	*Presidents Day*
May 31	*Memorial Day*
June 18	*Juneteenth*

Work Days	**248**
Paid Holidays	**13**
Total Paid Days	**261**

12 month calendar assignments are 248 work days plus 13 paid holidays paid over 12 months.
Assignment start and end dates are dependent on the program.
75% - last day to start is September 29th 2026 to be eligible for step advancement

Board Approved: May 2026

EXCEL ACADEMY CHARTER SCHOOL | 220 Work Days | 2026-2027 CLASSIFIED WORK YEAR CALENDAR

JULY					10	11
M	Tu	W	Th	F	Work Days	Comp Days
		N	N	H	0	1
N	N	N	N	N	0	0
N	N	N	N	N	0	0
20	21	22	23	24	5	5
27	28	29	30	31	5	5

AUGUST					21	21
M	Tu	W	Th	F	Work Days	Comp Days
3	4	5	6	7	5	5
10	11	12	13	14	5	5
17	18	19	20	21	5	5
24	25	26	27	28	5	5
31					1	1

SEPTEMBER					21	22
M	Tu	W	Th	F	Work Days	Comp Days
	1	2	3	4	4	4
H	8	9	10	11	4	5
14	15	16	17	18	5	5
21	22	23	24	25	5	5
28	29	30			3	3

OCTOBER					22	22
M	Tu	W	Th	F	Work Days	Comp Days
			1	2	2	2
5	6	7	8	9	5	5
12	13	14	15	16	5	5
19	20	21	22	23	5	5
26	27	28	29	30	5	5

NOVEMBER					15	18
M	Tu	W	Th	F	Work Days	Comp Days
2	3	4	5	6	5	5
9	10	H	12	13	4	5
16	17	18	19	21	5	5
N	N	N	H	H	0	2
30					1	1

DECEMBER					14	17
M	Tu	W	Th	F	Work Days	Comp Days
	1	2	3	4	4	4
7	8	9	10	11	5	5
14	15	16	17	18	5	5
N	N	N	H	H	0	2
N	N	N	H		0	1

JANUARY					19	21
M	Tu	W	Th	F	Work Days	Comp Days
				H	0	1
4	5	6	7	8	5	5
11	12	13	14	15	5	5
H	19	20	21	22	4	5
25	26	27	28	29	5	5

FEBRUARY					18	19
M	Tu	W	Th	F	Work Days	Comp Days
1	2	3	4	5	5	5
8	9	10	11	N	4	4
H	16	17	18	19	4	5
22	23	24	25	26	5	5

MARCH					20	20
M	Tu	W	Th	F	Work Days	Comp Days
1	2	3	4	5	5	5
8	9	10	11	12	5	5
15	16	17	18	19	5	5
22	23	24	25	26	5	5
N	N	N			0	0

APRIL					20	20
M	Tu	W	Th	F	Work Days	Comp Days
			N	N	0	0
5	6	7	8	9	5	5
12	13	14	15	16	5	5
19	20	21	22	23	5	5
26	27	28	29	30	5	5

MAY					20	21
M	Tu	W	Th	F	Work Days	Comp Days
3	4	5	6	7	5	5
10	11	12	13	14	5	5
17	18	19	20	21	5	5
24	25	26	27	28	5	5
H					0	1

JUNE					20	19
M	Tu	W	Th	F	Work Days	Comp Days
	1	2	3	4	4	4
7	8	9	10	11	5	5
14	15	16	17	H	4	5
21	22	23	24	25	5	5
1	1	N			2	0

13 HOLIDAYS:	
July 3	*Independence Day (observed)*
September 7	*Labor Day*
November 11	*Veterans Day (observed)*
November 26-27	*Thanksgiving Break*
December 24-25	*Christmas Day (observed)*
December 31-Jar	*New Year's Day (observed)*
January 18	*Martin Luther King Jr.*
Febraury 15	*Presidents Day*
May 31	*Memorial Day*
June 18	*Juneteenth*

Work Days	**220**
Paid Holidays	**13**
Total Paid Days	**233**

12 month calendar assignments are 220 work days plus 13 paid holidays paid over 12 months.

Assignment start and end dates are dependent on the program.

75% - last day to start is September 29th 2026 to be eligible for step advancement

Board Approved Date: May 2026



EXCEL ACADEMY CHARTER SCHOOL | 205 SPED Work Days | 2026-2027 CLASSIFIED WORK YEAR CALENDAR

JULY					2	3
M	Tu	W	Th	F	Work Days	Comp Days
		1	2	H	2	3
N	N	N	N	N	0	0
N	N	N	N	N	0	0
N	N	N	N	N	0	0
N	N	N	N	N	0	0

AUGUST					21	21
M	Tu	W	Th	F	Work Days	Comp Days
3	4	5	6	7	5	5
10	11	12	13	14	5	5
17	18	19	20	21	5	5
24	25	26	27	28	5	5
31					1	1

SEPTEMBER					21	22
M	Tu	W	Th	F	Work Days	Comp Days
	1	2	3	4	4	4
H	8	9	10	11	4	5
14	15	16	17	18	5	5
21	22	23	24	25	5	5
28	29	30			3	3

OCTOBER					22	22
M	Tu	W	Th	F	Work Days	Comp Days
			1	2	2	2
5	6	7	8	9	5	5
12	13	14	15	16	5	5
19	20	21	22	23	5	5
26	27	28	29	30	5	5

NOVEMBER					15	18
M	Tu	W	Th	F	Work Days	Comp Days
2	3	4	5	6	5	5
9	10	H	12	13	4	5
16	17	18	19	21	5	5
N	N	N	H	H	0	2
30					1	1

DECEMBER					14	17
M	Tu	W	Th	F	Work Days	Comp Days
	1	2	3	4	4	4
7	8	9	10	11	5	5
14	15	16	17	18	5	5
N	N	N	H	H	0	2
N	N	N	H		0	1

JANUARY					19	21
M	Tu	W	Th	F	Work Days	Comp Days
				H	0	1
4	5	6	7	8	5	5
11	12	13	14	15	5	5
H	19	20	21	22	4	5
25	26	27	28	29	5	5

FEBRUARY					18	19
M	Tu	W	Th	F	Work Days	Comp Days
1	2	3	4	5	5	5
8	9	10	11	N	4	4
H	16	17	18	19	4	5
22	23	24	25	26	5	5
					0	0

MARCH					20	23
M	Tu	W	Th	F	Work Days	Comp Days
1	2	3	4	5	5	5
8	9	10	11	12	5	5
15	16	17	18	19	5	5
22	23	24	25	26	5	5
N	N	N			0	0

APRIL					20	20
M	Tu	W	Th	F	Work Days	Comp Days
			N	N	0	0
5	6	7	8	9	5	5
12	13	14	15	16	5	5
19	20	21	22	23	5	5
26	27	28	29	30	5	5

MAY					20	21
M	Tu	W	Th	F	Work Days	Comp Days
3	4	5	6	7	5	5
10	11	12	13	14	5	5
17	18	19	20	21	5	5
24	25	26	27	28	5	5
H					0	1

JUNE					13	20
M	Tu	W	Th	F	Work Days	Comp Days
	1	2	3	N	3	4
7	8	9	10	N	4	4
14	15	16	17	H	4	5
21	22	N	N	N	2	4
N	N	N			0	3

13 HOLIDAYS:	
July 3	*Independence Day (observed)*
September 7	*Labor Day*
November 11	*Veterans Day (observed)*
November 26-27	*Thanksgiving Break*
December 24-25	*Christmas Day (observed)*
December 31-Jan 1	*New Year's Day (observed)*
January 18	*Martin Luther King Jr.*
Febraury 15	*Presidents Day*
May 31	*Memorial Day*
June 18	*Juneteenth*
	First and Last Day of School

Work Days	**205**
Paid Holidays	**13**
Non-Work Days - Non Paid	**43**
Total Paid Days	**218**

12 month calendar assignments are 248 work days plus 13 paid holidays paid over 12 months.

Assignment start and end dates are dependent on the program.

75% - last day to start is September 27th 2026 to be eligible for step advancement

Board Approved Date: May 2026

EXCEL ACADEMY

A TK-12 Public Charter School

EXCEL ACADEMY CHARTER SCHOOL | 190 SPED Work Days | 2026-2027 CLASSIFIED WORK YEAR CALENDAR

JULY					0	0
M	Tu	W	Th	F	Work Days	Comp Days
		N	N	N	0	0
N	N	N	N	N	0	0
N	N	N	N	N	0	0
N	N	N	N	N	0	0
N	N	N	N	N	0	0

AUGUST					18	18
M	Tu	W	Th	F	Work Days	Comp Days
3	4	5	N	N	3	3
10	11	12	13	N	4	4
17	18	19	20	21	5	5
24	25	26	27	28	5	5
31					1	1

SEPTEMBER					21	22
M	Tu	W	Th	F	Work Days	Comp Days
	1	2	3	4	4	4
H	8	9	10	11	4	5
14	15	16	17	18	5	5
21	22	23	24	25	5	5
28	29	30			3	3

OCTOBER					22	22
M	Tu	W	Th	F	Work Days	Comp Days
			1	2	2	2
5	6	7	8	9	5	5
12	13	14	15	16	5	5
19	20	21	22	23	5	5
26	27	28	29	30	5	5

NOVEMBER					15	18
M	Tu	W	Th	F	Work Days	Comp Days
2	3	4	5	6	5	5
9	10	H	12	13	4	5
16	17	18	19	21	5	5
N	N	N	H	H	0	2
30					1	1

DECEMBER					14	17
M	Tu	W	Th	F	Work Days	Comp Days
	1	2	3	4	4	4
7	8	9	10	11	5	5
14	15	16	17	18	5	5
N	N	N	H	H	0	2
N	N	N	H		0	1

JANUARY					19	21
M	Tu	W	Th	F	Work Days	Comp Days
				H	0	1
4	5	6	7	8	5	5
11	12	13	14	15	5	5
H	19	20	21	22	4	5
25	26	27	28	29	5	5

FEBRUARY					18	19
M	Tu	W	Th	F	Work Days	Comp Days
1	2	3	4	5	5	5
8	9	10	11	N	4	4
H	16	17	18	19	4	5
22	23	24	25	26	5	5
					0	0

MARCH					20	20
M	Tu	W	Th	F	Work Days	Comp Days
1	2	3	4	5	5	5
8	9	10	11	12	5	5
15	16	17	18	19	5	5
22	23	24	25	26	5	5
N	N	N			0	0

APRIL					20	20
M	Tu	W	Th	F	Work Days	Comp Days
			N	N	0	0
5	6	7	8	9	5	5
12	13	14	15	16	5	5
19	20	21	22	23	5	5
26	27	28	29	30	5	5

MAY					21	21
M	Tu	W	Th	F	Work Days	Comp Days
3	4	5	6	7	5	5
10	11	12	13	14	5	5
17	18	19	20	21	5	5
24	25	26	27	28	5	5
H					1	1

JUNE					2	11
M	Tu	W	Th	F	Work Days	Comp Days
	1	2	N	N	2	5
N	N	N	N	N	0	5
N	N	N	N	H	0	1
N	N	N	N	N	0	0
N	N	N			0	0

13 HOLIDAYS:	
July 3	*Independence Day outside of work year calendar*
September 7	*Labor Day*
November 11	*Veterans Day (observed)*
November 26-27	*Thanksgiving Break*
December 24-25	*Christmas Day (observed)*
December 31-Jar	*New Year's Day (observed)*
January 18	*Martin Luther King Jr.*
Febraury 15	*Presidents Day*
May 31	*Memorial Day*
June 18	*Juneteenth*
	First and Last Day of School

Work Days	190
Paid Holidays	12
Non-Work Days / Non Paid	59
Total Paid Days	202

12 month calendar assignments are 248 work days plus 12 paid holidays paid over 11 months.

Assignment start and end dates are dependent on the program.

75% - last day to start is September 27th 2026 to be eligible for step advancement

Board Approved Date: May 2026

EXCEL ACADEMY CHARTER SCHOOL | 190 SPED Work Days | 2026-2027 CLASSIFIED WORK YEAR CALENDAR

JULY					0	0
M	Tu	W	Th	F	Work Days	Comp Days
		N	N	N	0	0
N	N	N	N	N	0	0
N	N	N	N	N	0	0
N	N	N	N	N	0	0
N	N	N	N	N	0	0

AUGUST					16	16
M	Tu	W	Th	F	Work Days	Comp Days
3	4	N	N	N	2	2
10	11	12	N	N	3	3
17	18	19	20	21	5	5
24	25	26	27	28	5	5
31					1	1

SEPTEMBER					21	22
M	Tu	W	Th	F	Work Days	Comp Days
	1	2	3	4	4	4
H	8	9	10	11	4	5
14	15	16	17	18	5	5
21	22	23	24	25	5	5
28	29	30			3	3

OCTOBER					22	22
M	Tu	W	Th	F	Work Days	Comp Days
			1	2	2	2
5	6	7	8	9	5	5
12	13	14	15	16	5	5
19	20	21	22	23	5	5
26	27	28	29	30	5	5

NOVEMBER					15	18
M	Tu	W	Th	F	Work Days	Comp Days
2	3	4	5	6	5	5
9	10	H	12	13	4	5
16	17	18	19	21	5	5
N	N	N	H	H	0	2
30					1	1

DECEMBER					14	17
M	Tu	W	Th	F	Work Days	Comp Days
	1	2	3	4	4	4
7	8	9	10	11	5	5
14	15	16	17	18	5	5
N	N	N	H	H	0	2
N	N	N	H		0	1

JANUARY					19	21
M	Tu	W	Th	F	Work Days	Comp Days
				H	0	1
4	5	6	7	8	5	5
11	12	13	14	15	5	5
H	19	20	21	22	4	5
25	26	27	28	29	5	5

FEBRUARY					18	19
M	Tu	W	Th	F	Work Days	Comp Days
1	2	3	4	5	5	5
8	9	10	11	N	4	4
H	16	17	18	19	4	5
22	23	24	25	26	5	5
					0	0

MARCH					20	20
M	Tu	W	Th	F	Work Days	Comp Days
1	2	3	4	5	5	5
8	9	10	11	12	5	5
15	16	17	18	19	5	5
22	23	24	25	26	5	5
N	N	N			0	0

APRIL					20	20
M	Tu	W	Th	F	Work Days	Comp Days
			N	N	0	0
5	6	7	8	9	5	5
12	13	14	15	16	5	5
19	20	21	22	23	5	5
26	27	28	29	30	5	5

MAY					21	21
M	Tu	W	Th	F	Work Days	Comp Days
3	4	5	6	7	5	5
10	11	12	13	14	5	5
17	18	19	20	21	5	5
24	25	26	27	28	5	5
H					1	1

JUNE					2	15
M	Tu	W	Th	F	Work Days	Comp Days
	1	2	N	N	2	5
N	N	N	N	N	0	5
N	N	N	N	H	0	5
N	N	N	N	N	0	0
N	N	N			0	0

13 HOLIDAYS:	
July 3	*Independence Day outside of work year calendar*
September 7	*Labor Day*
November 11	*Veterans Day (observed)*
November 26-27	*Thanksgiving Break*
December 24-25	*Christmas Day (observed)*
December 31-Jar	*New Year's Day (observed)*
January 18	*Martin Luther King Jr.*
Febraury 15	*Presidents Day*
May 31	*Memorial Day*
June 18	*Juneteenth*
	First and Last Day of School

Work Days	**188**
Paid Holidays	**12**
Non-Work Days / Non Paid	**46**
Total Paid Days	**200**

12 month calendar assignments are 248 work days plus 12 paid holidays paid over 11 months.

Assignment start and end dates are dependent on the program.

75% - last day to start is September 27th 2026 to be eligible for step advancement

Board Approved Date: May 2026

Effective School Solutions

Effective School Solutions, LLC
430 Mountain Avenue Suite 304 New Providence NJ 07974
(908) 588-3158
billing@effectiveschoolsolutions.com

Created Date	4/21/2026
Expiration Date	6/26/2026
Quote Number	00000566

Prepared By	Brandy Sick
Phone	(949) 878-6904
Email	bsick@effectiveschoolsolutions.com

CA

Quantity	Product	List Price	Discount	Sales Price	Total Price
1.00	Keynote	$6,250.00	$1,250.00	$5,000.00	$5,000.00
1.00	Psychoeducation Day	$6,250.00	$1,250.00	$5,000.00	$5,000.00

Total Price	$10,000.00

Accepted By: _____

Accepted Date: _____

2026/2027 Job Descriptions

5/14/2026

Coversheet

Consent Items - Policy Development

Section: X. Consent
Item: D. Consent Items - Policy Development
Purpose: Vote
Submitted by:
Related Material: EACS BUS Consent - Board Policies - May 2026.pdf

EXCEL ACADEMY CHARTER SCHOOLS

Agenda Item: **Date:** May 14, 2026

	Business/Financial Services
X	Consent Agenda
	Correspondence/Proposals/Reports
	Curriculum
	Education/Student Services
	Organizational Structure of the Board
	Personnel Services
X	Policy Development
	Public Hearing

Item Requires Board Action: X **Item is for Information Only:** _____

Item: Approval of existing board policies reviewed and revised by staff for the 2026-2027 school year.

Background:
In order to ensure adherence with State and federal laws, it is recommended the Board approve the following policies as presented.

REVISED
The following are current policies that have been revised to provide clarity or alignment with changes in law or procedures.

3000 Series - Business/Non-Instructional

3115 - EA Terms & Conditions of the PO

The policy includes a new block of requirements titled Additional Requirements for Live Services (In-Person or Virtual Instruction), which contains the following new sections:

- **25. FINGERPRINT CLEARANCE:** Requires all Sellers and subcontractors providing live, in-person, or live virtual instruction to obtain DOJ and FBI fingerprint clearance prior to student contact. Seller must ensure no person with a disqualifying record provides services and must transmit DOJ/FBI reports to Buyer when screenings are performed under the Seller's ORI number.

- **26. MANDATED REPORTER REQUIREMENT:** States that all Sellers and subcontractors who interact with students shall be considered mandated reporters per Senate Bill 848 and must comply with applicable California child abuse reporting laws. Seller must ensure all individuals complete Mandated Reporter Training, with proof provided to the Buyer within six weeks of the start of the school year or services. Failure to comply may result in suspension or termination of services.
- **27. USE OF SCHOOL NAME AND LOGO:** States that CCPs may not use Excel Academy's name or logo without prior written consent. Requests must be submitted to CCPRelations@excelacademy.education, and the section includes a link to the Logo Policy.

5000 Series - Student Services

5070 - EA Transgender and Gender Non-Conforming Student Nondiscrimination Policy

On March 2, 2026, the U.S. Supreme Court issued an emergency order with immediate, real-world consequences for every California public and charter school. The ruling in Mirabelli v. Bonta (No. 25A810) partially lifted a stay on a federal district court injunction which changes how they handle student gender identity disclosures with certain parents, effective immediately. These revisions reflect the federal district court injunction.

- **Parental Objection Overrides Student Preference:** The School must use a student's legal name and the pronoun corresponding to their gender assigned at birth—irrespective of the student's request—if the student's parent/guardian objects to the School using a different name or pronoun. This new rule is added to the sections governing:1
    - Communications with parents/guardians.
    - Unofficial records (e.g., identification badges, rosters).
    - General use of names and pronouns by staff.
- **Parental Access to Records:** The School may not prevent a parent/guardian from accessing educational records that may reveal a student's transgender status or gender presentation if the parent/guardian objects to the access limitation.1
- **Non-Disclosure to Parents:** If a parent/guardian objects to the School's policy of not revealing information about their student's gender identity or expression, the School may not take any action that could be "misleading" to the parent/guardian. This includes not "lying," not preventing access to educational records, and not using a different set of preferred names/pronouns with the student than what is used when speaking with the parent/guardian

6000 Series - Instruction

6116 - EA Discipline and Involuntary Withdrawal Policy

A new, detailed, four-tiered disciplinary structure was added to address plagiarism and other forms of academic dishonesty, replacing the previous narrative text.

- **First Offense:** The consequence now includes access to "educational resources or interventions designed to address the behavior"
- **Third Offense:** This is significantly redefined:
  - The student receives an **F/zero** on the assignment.
  - The student has the opportunity to redo the assignment within ten (10) days, but the **maximum grade possible is 70%**.
  - The student must attend a **scheduled meeting with school administration**.
- **Fourth Offense:** A new level of infraction was added, which states the student will receive an **F/zero without the opportunity to redo**. They will also attend a meeting with school administration and may face additional disciplinary action.

Removals

- In the original narrative text describing the plagiarism policy (which is superseded by the new bulleted list), the phrase *until the behavior is corrected* was removed from the description of the second offense.

Final Clean Versions of Revised Policies:	**Redline Versions of Revised Policies:**
3115	3115
5070	5070
6116	6116

Coversheet

Approval of Excel Academy Charter Schools Board of Directors Manual Revisions

Section: XI. Board Governance
Item: A. Approval of Excel Academy Charter Schools Board of Directors Manual Revisions
Purpose: Vote
Submitted by:
Related Material: REDLINE May 2026 EACS Board of Directors Manual.pdf
EACS Board of Directors Manual (2).pdf

BACKGROUND:

Revisions to the Board Manual were made to reflect the updated compensation of the Board of Directors, commencing January 1, 2026.



BOARD OF DIRECTORS

MANUAL

2025-2026

TABLE OF CONTENTS

ROLE OF THE BOARD	1-2
GOVERNANCE STANDARDS	2
PUBLIC STATEMENTS	3
DISCLOSURE OF CONFIDENTIAL-PRIVILEGED INFORMATION	3-4
BOARD MEMBER ELECTRONIC COMMUNICATIONS	4
LIMITS OF BOARD MEMBER AUTHORITY	5
GUIDING PRINCIPALS FOR THE BOARD OF DIRECTORS	5
STEPS FOR FILLING BOARD VACANCY	6
OATH OR AFFIRMATION & EXHIBIT	6
ORIENTATION & ONBOARDING	7-8
BOARD TRAINING	9
REMUNERATION & REIMBURSEMENT	10
BOARD POLICIES	10-11
AGENDA MEETING MATERIALS	11-12
MEETING CONDUCT	12-13
BOARD SELF-EVALUATION	13-14
SUPERINTENDENT/CEO EVALUATION	14
SUPERINTENDENT/CEO SUCCESSION PLANNING	15-17



ROLE OF THE BOARD

The Board of Directors (Board) is elected to provide leadership and oversight of the nonprofit corporation that operates charter school(s). The Board shall ensure that the nonprofit corporation is responsive to the values, beliefs, and priorities of the communities it serves.

The Board shall work with the Superintendent/CEO to fulfill its major responsibilities, which include:

1. Setting the direction for the nonprofit corporation through a process that involves the counties, communities, parents/guardians, students, and staff and is focused on student learning and achievement

1. Establishing an effective and efficient organizational structure for the nonprofit corporation by:
   a. Employing the Superintendent/CEO and setting policy for hiring of other personnel
   b. Overseeing the development and adoption of policies
   c. Establishing academic expectations and adopting the curriculum and instructional materials
   d. Establishing budget priorities and adopting the budget
   e. Providing safe, adequate facilities that support the school's operations

3. Providing support to the Superintendent/CEO and other staff as they carry out the Board's direction by:
   a. Establishing and adhering to standards of responsible governance
   b. Making decisions and providing resources that support the nonprofit corporation priorities and goals
   c. Upholding Board policies
   d. Being knowledgeable about school programs and efforts to serve as effective spokespersons

4. Ensuring accountability to the public for the performance of the school(s) and compliance with the charter(s) by:
   a. Establishing and approving all major educational and operational policies
   b. Approval all major contracts
   c. Approving the charter school's annual budget and overseeing the charter school's fiscal affairs
   d. Hearing expulsion recommendations at scheduled Board of Directors' meetings to meet the required timeframe for expulsions
   e. Evaluating the Superintendent/CEO who oversees the day-to-day operations of the charter school and implementing the policy direction of the Board
   f. Developing annual goals for the charter school and long range plans with input from the Superintendent/CEO, teachers, and parent/guardian advisory council members
   g. Receiving reports from, and providing recommendations to, the Superintendent/CEO relative to long-term strategic planning

h. Assessing the charter school's goals, objectives, academic achievement/student progress, financial status, and any need for redirection
i. Evaluating charter school and student performance

5. Providing leadership and advocacy on behalf of students, the educational program, and public education to build support within the local counties and communities.



GOVERNANCE STANDARDS

The Board believes its primary responsibility is to act in the best interests of every student in the school(s). The Board is also committed to parents/guardians, counties, communities, employees, the State of California, the laws pertaining to public education, and established school policies. To maximize Board effectiveness and public confidence in Board governance, Board members are expected to govern responsibly and hold themselves to the highest standards of ethical conduct.

The Board expects its members to work with each other and the Superintendent/CEO to ensure that a high-quality education is provided to each student. Each Board member shall:

1. Keep learning and achievement for all students as the primary focus
2. Value, support and advocate for public education
3. Recognize and respect differences of perspective and style on the Board and among staff, students, parents, and the counties and communities it serves
4. Act with dignity, and understand the implications of demeanor and behavior
5. Keep confidential matters confidential
6. Participate in professional development and commit the time and energy necessary to be an informed and effective leader
7. Understand the distinctions between Board and staff roles, and refrain from performing management functions that are the responsibility of the Superintendent/CEO and other staff
8. Understand that authority rests with the Board as a whole and not with individuals

Board members shall also assume collective responsibility for building unity and creating a positive organizational culture. To operate effectively, the Board shall have a unity of purpose and:

1. Keep the the nonprofit corporation focused on learning and achievement for all students
2. Communicate a common vision
3. Operate openly, with trust and integrity
4. Govern in a dignified and professional manner, treating everyone with civility and respect
5. Govern within Board-adopted policies and procedures
6. Take collective responsibility for the Board's performance
7. Annually evaluate its own effectiveness
8. Ensure opportunities for diverse views in the students, staff, counties and communities it serves to inform Board deliberations.

PUBLIC STATEMENTS

The Board recognizes its members may participate in public discourse on civic or community interest matters, including those involving the nonprofit corporation, and their right to express their personal views. However, to ensure consistent, unified communication regarding nonprofit corporation issues, Board members are expected to respect the authority of the Board to choose its representatives to communicate its positions and to abide by established protocols.

All public statements authorized to be made on behalf of the Board shall be made by the Board President or, if appropriate, by the Superintendent/CEO or other designated representative.

When speaking for the nonprofit corporation, the Board encourages its spokespersons to exercise restraint and tact and to communicate the message in a manner that promotes public confidence in the Board's leadership.

Board spokespersons shall not disclose confidential information or information received in closed session except when authorized by a majority of the Board, nor shall Board spokespersons express any support for (or opposition to) any candidate(s) for political office. The Board must ensure that any statements or informational materials concerning proposed legislation or political candidates are provided in a neutral, nonpartisan and educational manner consistent with state and federal restrictions for 501(c)(3) nonprofits and public agencies.

When speaking to community groups, members of the public, or the media, individual Board members should recognize that their statements may be perceived as reflecting the views and positions of the Board. Board members have a responsibility to identify personal viewpoints as such and not as the viewpoint of the Board.

In addition, the Board encourages members who participate on social networking sites, blogs, or other discussion or informational sites to conduct themselves in a respectful, courteous, and professional manner and to model good behavior for students and the community. Such electronic communications are subject to the same standards and protocols established for other forms of communication. Furthermore, the Brown Act prohibits Board members from responding directly to any community on an internet-based social media platform regarding a matter that is within the subject-matter jurisdiction of the Board (e.g., charter school matters) that is made, posted, or shared by any other Board member.

DISCLOSURE OF CONFIDENTIAL/PRIVILEGED INFORMATION

The Board recognizes the importance of maintaining the confidentiality of information acquired as part of a Board member's official duties. Confidential/privileged information shall be released only to the extent authorized by law and upon approval from the Board.

Disclosure of Closed Session Information
A Board member shall not disclose confidential information acquired during a closed session to a person not entitled to receive such information, unless a majority of the Board has authorized its disclosure.

Confidential information means a communication made in a closed session that is specifically related to the basis for the Board to meet lawfully in closed session.

Other Disclosures
A Board member shall not disclose, for pecuniary gain, confidential information acquired in the course of his/her official duties. Confidential information includes information that is not a public record subject to disclosure under the Public Records Act, information that by law may not be disclosed, or information that may have a material financial effect on the Board member.

Other Disclosures (continued)
The Board may take action against any person for disclosing confidential information.

Disclosures excepted from this prohibition are those made to law enforcement officials when reporting on improper governmental activities.

BOARD MEMBER ELECTRONIC COMMUNICATIONS

The Board recognizes that electronic communication is an efficient and convenient way for Board members to communicate and expedite the exchange of information within the nonprofit corporation and with members of the public. Board members shall exercise caution to ensure that electronic communications are not used as a means for the Board to deliberate outside of an agendized Board meeting nor to circumvent the public's right to access records regarding the nonprofit corporation.

A quorum of the Board shall not, outside of an authorized Board meeting, use a series of electronic communications of any kind including emails, texts, or communications on an internet-based social media platform, directly or through intermediaries, to discuss, deliberate, or take action on any item that is within the subject-matter jurisdiction of the Board (e.g., charter school matters).

Examples of permissible electronic communications concerning the nonprofit corporation include, but are not limited to, dissemination of Board meeting agendas and agenda packets, reports of activities from the Superintendent/CEO sent to Board members, and reminders regarding meeting times, dates, and places. Board members must not use the “reply all” function via email to respond to these communications.

In addition, Board members may use electronic communications to discuss matters that do not pertain to the nonprofit corporation, regardless of the number of Board members participating in the discussion. However, Board members must be clear that such communications regarding any candidates for political office or proposed legislation are their own personal viewpoints and do not represent the Board, the nonprofit corporation or the school.

Board members shall make every effort to ensure that their electronic communications conform to the same standards and protocols established for other forms of communication. A Board member may respond, as appropriate, to an electronic communication received from a member of the community and should make clear that their response does not necessarily reflect the views of the Board as a whole. Any complaint or request for information should be forwarded to the Superintendent/CEO in accordance with Board policies and procedures so that the issue may receive proper consideration and be handled through the appropriate nonprofit corporation process. As appropriate, communication received from the media shall be forwarded to the Superintendent/CEO .

To the extent possible, electronic communications regarding any nonprofit corporation-related business shall be transmitted through a nonprofit corporation-provided account. Conversely, personal communications shall not be transmitted through a nonprofit corporation-provided device or account, nor shall communications regarding candidates for political office or proposed legislation without prior approval from the Board. Board members should keep in mind that such electronic communications (those transmitted through a provided device or account, or those pertaining to charter school matters) may be subject to public disclosure under the Public Records Act.

LIMITS OF BOARD MEMBER AUTHORITY

The Board recognizes that the Board governs the nonprofit corporation and that a Board member has no individual authority. Board members shall hold the interests of the nonprofit corporation above any partisan principle, group interest, or personal interest.

Unless agreed to by the Board as a whole, individual members of the Board shall not exercise any administrative responsibility with respect to the schools or command the services of any school employee. Individual Board members shall submit requests for information to the Superintendent/CEO . Board members shall refer Board-related correspondence to the Superintendent/CEO for forwarding to the Board or for placement on the Board's agenda, as appropriate.

Individual Board members do not have the authority to resolve complaints. Any Board member approached directly by a person with a complaint should refer the complainant to the Superintendent or designee so that the problem may be properly considered and handled through the appropriate nonprofit corporation process.

A Board member whose child is attending a nonprofit corporation school should be aware of their role as a Board member when interacting with nonprofit corporation employees about their child.

The Superintendent/CEO designee shall provide a copy of the state's open meeting laws (Brown Act) to each Board member and to anyone who is elected to the Board but has not yet assumed office.

Board members and persons elected to the Board who have not yet assumed office are responsible for complying with the requirements of the Brown Act.

GUIDING PRINCIPLES FOR THE BOARD OF DIRECTORS

To preserve the collaborative and mission-driven culture of Excel Academy Charter Schools, the Board of Directors embraces the following guiding principles in its members:

- Mission Alignment: Demonstrates a strong commitment to Excel Academy's mission, vision, and personalized learning model.
- Collaborative Leadership: Engages respectfully with diverse perspectives, contributing to healthy dialogue and team cohesion.
- Ethical and Informed Governance: Acts with integrity and adheres to high ethical and governance standards.
- Community and Organizational Awareness: Understands the charter school landscape and the unique needs of the Excel Academy community.
- Unity of Purpose: Builds trust and shared vision, contributing to a positive, purpose-driven Board culture that supports effective decision-making.



STEPS FOR FILLING BOARD VACANCY



In accordance with the Third Amended Bylaws of Excel Academy Charter Schools (Section 6.04), when a vacancy occurs, the Board has the authority to elect a new member. The following procedural steps provide additional guidance:

- Recognize Vacancy: The Board formally acknowledges the vacant position during a Regular or Special Board meeting.
- Advisory Committee Formation: The Board appoints an advisory committee in accordance with the Third Amended Bylaws of Excel Academy Charter Schools. This action requires a Board vote during a Regular or Special Board meeting and is adopted through a formal resolution.
- Candidate Search: The advisory committee identifies qualified individuals through outreach and discussion and provides the Board with a list of recommended candidates. Because shared vision and Board chemistry are important, the search may be informal and based on existing networks rather than a public recruitment.
- Observation and Engagement: Candidate(s) may be invited to attend a Board meeting for a brief introduction and informal conversation or interview with the Board.
- Candidate Feedback: The advisory committee may engage in follow up conversations with candidates after the Board meeting to learn more about their impressions of the Board's operations and culture.
- Election: Deliberation takes place in an open meeting, followed by a majority vote of the directors.

OATH OR AFFIRMATION



It is a tradition of the Board that, prior to entering office, all Board members take an oath or affirmation.

The following oath may be administered and certified by the Superintendent/CEO and/or the Board President:

"I, _____ do solemnly swear (or affirm) that I will support and defend the Constitution of the State of California against all enemies, foreign and domestic; that I will bear true faith and allegiance to the Constitution of the United States and the Constitution of the State of California; that I take this obligation freely, without any mental reservation or purpose of evasion; and that I will well and faithfully discharge the duties upon which I am about to enter."

ORIENTATION & ONBOARDING

The Board recognizes the importance of providing all newly elected Board members with support and information to assist them in becoming effective members of the Board. Incoming Board members are provided an onboarding checklist designed to build their knowledge of the nonprofit corporation and an understanding of the responsibilities of their position. This onboarding checklist is composed of seven sections:

Section 1: Governance & Legal Foundations
Section 2: Oath & Ethics
Section 3: Orientation Session
Section 4: Key Policy & Document Review
Section 5: Compliance & Operations
Section 6: Training & Continuing Education
Section 7: Engagement & Follow-Up



Section 1: Upon their election, newly elected Board members shall be provided a copy of the Brown Act and informed that, pursuant to Government Code 54952.1, they must conform to the Act's requirements as if they had already assumed office. The Board Member shall review the Brown Act and confirm understanding of open meeting and teleconference rules. Incoming Board members must also complete a Form 700 within 30 days of assuming office in accordance with the Political Reform Act. Additional information for incoming Board members include the review of Board bylaws, meeting procedures, limits of individual Board member authority, the conduct of Board meetings, legal requirements related to conflict of interest and prohibited political activity; protocols for speaking with nonprofit corporation staff, members of the public, and the media; and publications on effective governance practices.



Section 2: The newly elected Board member will take the official Oath of Office administered by the Board President or Superintendent. They will additionally review Ethics & Governance Standards, including confidentiality, dignity, and unity of purpose, as well as complete the AB 2158 Ethics Training.



Section 3: Within 30 days of election, the newly elected Board Member will attend one or more Board Orientation Meetings, which may happen during open meetings. Orientation will be designed to build their knowledge of the nonprofit corporation and an understanding of the responsibilities of their position in accordance with Education code §47604(c). The Board Member will meet with the Superintendent, CBO, and other key staff to review the nonprofit corporation's vision and goals statements, Local Control and Accountability Plan (LCAP), and other comprehensive plans, student demographic data, student achievement data. The Brown Act and Public Records Act will be reviewed to ensure comprehensive understanding of the Board Member.

ORIENTATION & ONBOARDING (CONT.)



Section 4: The newly elected Board Member will receive the Board of Director's Manual, Bylaws, Articles of Incorporation, Charter Petition and current LCAP. Additionally, the Board Member will review the Employee and Fiscal Policies.



Section 5: The Superintendent/CEO and Secretary of the Corporation will meet with the newly elected Board Member to review the annual meeting calendar and organizational meeting schedule. They will ensure the Board Member gains access to their Board Email and Board on Track Portal. During this time, the Superintendent/CEO and Secretary of the Corporation will review Board compensation and reimbursement policies. The Board Member must sign acknowledgement of confidentiality, communication, and training policies.

Section 6: Within 90 days of election, the new Board Member will attend Brown Act and Charter Governance training, and will complete the FPPC Conflict of Interest/Political Reform Act training. At the appointed Board Meeting, the Board Member will participate in the annual Board self-evaluation and goal setting.



Section 7: The Superintendent/CEO or designee may offer the newly elected Board member a tour of the nonprofit corporation's administrative offices and facilities, and may introduce them to the nonprofit corporation and charter school site administrators and other staff. The Superintendent/CEO will review the relationship with the charter authorizers with the new Board Member. Lastly the Superintendent/CEO will schedule a meeting with the Board President and newly elected Board Member to ensure all areas of training and onboarding will be covered.

Upon completion of all seven sections of the Onboarding Checklist, the newly elected Board Member and Board President will sign the Onboarding document to confirm completion, which will be finalized and verified by the Secretary of the Corporation.

Incoming members are encouraged, at the nonprofit corporation's expense and with approval of the Board, to attend charter school organization workshops and conferences relevant to the needs of the individual member, the Board as a whole, or the nonprofit corporation.

BOARD TRAINING







The Board's ability to effectively and responsibly govern the nonprofit corporation is essential to promoting student achievement, building positive community relations, and protecting the public interest in the nonprofit corporation that operates charter school(s). Board members shall be provided sufficient opportunities for professional development that helps them understand their responsibilities, stay abreast of new developments in education, and develop boardsmanship skills.

The Board and/or the Superintendent/CEO or designee shall provide an orientation to newly elected or appointed Board members which includes comprehensive information regarding Board roles, policies, and procedures and the nonprofit corporation's vision and goals, operations, and current challenges. Throughout their first term, Board members shall continue to participate in additional educational opportunities designed to assist them in understanding the principles of effective governance, including, but not limited to, information on school finance and budgets, student achievement and assessment, labor relations, community relations, program evaluation, open meeting laws (the Brown Act), conflict of interest laws, and other topics necessary to govern effectively and in compliance with law.

Board members will be responsible for participating in required training programs, including but not limited to ethics training as set forth in AB 2158 (commencing on January 1, 2025). All Board members are encouraged to continuously participate in advanced training in order to reinforce boardsmanship skills and build knowledge related to key education issues. Such activities may include online courses, webinars, webcasts, and in-person attendance at workshops and conferences. In addition, workshops and consultations may be held within the nonprofit corporation on issues that involve the entire governance team.

Board members may attend a conference or similar public gathering with other Board members and/or with the Superintendent/CEO or designee in order to develop common knowledge and understanding of an issue or engage in team-building exercises. In such cases, a majority of the Board members shall not discuss among themselves, other than as part of the scheduled program, business of a specified nature that is within the nonprofit corporation's jurisdiction, so as not to violate the Brown Act open meeting laws.

Board members shall report to the Board, orally or in writing, on the Board training activities they attend, for the purpose of sharing the acquired knowledge or skills with the full Board and enlarging the benefit of the activity to the Board and nonprofit corporation.

REMUNERATION & REIMBURSEMENT

Compensation
Each member of the Board of Directors (Board) may receive a monthly compensation of $800.00 ~~$650.00~~.

On an annual basis, the Board may adjust the compensation of Board members, in accordance with the Corporation's Bylaws, ~~in an amount that is just and reasonable to the nonprofit corporation~~ based on the services performed by the Board members and in consideration of comparable compensation that is paid to individuals holding similar positions at similarly-sized nonprofit organizations in the same geographic location. The Board shall adopt such compensation based on the comparable analysis, which may include a compensation study.

Board members are not required to accept payment for meetings attended.

A member may be compensated for meetings they missed when the Board finds that they were performing designated services for the nonprofit corporation that operates charter school(s) at the time of the meeting or that they were absent because of illness, jury duty, or a hardship deemed acceptable by the Board.

Reimbursement of Expenses
Board members shall be reimbursed for actual and necessary expenses incurred when performing authorized services for the nonprofit corporation. Expenses for travel, telephone, business meals, or other authorized purposes shall be in accordance with policies established for the nonprofit corporation personnel and at the same reimbursement rate.

Board members shall be reimbursed for travel expenses incurred when performing services directed by the Board.

Authorized purposes may include, but are not limited to, attendance at educational seminars or conferences designed to improve Board members' skills and knowledge; participation in regional, state, or national organizations whose activities affect the nonprofit corporation's interests; attendance at the nonprofit corporation or community events; and meetings with state or federal officials on issues of community concern.

Personal expenses shall be the responsibility of individual Board members. Personal expenses include, but are not limited to, the personal portion of any trip, alcohol, entertainment, laundry, expenses of any family member who is accompanying the Board member on the nonprofit corporation-related business, personal use of an automobile, and personal losses and traffic violation fees incurred while at the nonprofit corporation.

Any questions regarding the propriety of a particular type of expense should be resolved pursuant to the fiscal policy.

BOARD POLICIES

The Board shall adopt written policies to convey its expectations for actions that will be taken in the nonprofit corporation, clarify roles and responsibilities of the Board and Superintendent/CEO , and communicate board philosophy and positions to students, staff, parents/guardians, and the community.

The nonprofit corporation's policy development process may be revised or expanded as needed based on the issue being considered, the need for more information, or the desire to provide greater opportunities for consultation and public input.

Policies shall become effective upon Board adoption or at a future date if so designated by the Board at the time of adoption.

The Board shall prescribe and enforce rules for its own governance consistent with state law and regulations.

Bylaws governing Board operations may be amended in accordance with the process set forth in the Bylaws.

BOARD POLICIES (CONT.)

Monitoring and Evaluation
At any time, the Board and Superintendent/CEO or designee may determine that progress reports to the Board on the implementation and/or effectiveness of the policy should be scheduled. If so, the Board and Superintendent/CEO or designee shall agree upon a timeline and, as applicable, measures for evaluating the effectiveness of the policy in achieving its purpose.

Access to Policies
The Superintendent/CEO or designee shall provide for public access to current Board-adopted policies, such as by posting policies to the website or making them available upon request.

As necessary, the Superintendent/CEO or designee shall notify staff, parents/guardians, students, and other stakeholders whenever a policy that affects them is adopted or revised. They may determine the appropriate communication strategy depending on the issue. Policies shall be posted on the website when required by law.

AGENDA & MEETING MATERIALS

Any board member or member of the public may request that a matter within the jurisdiction of the Board be placed on the agenda of a regular meeting. The request shall be submitted in writing to the Superintendent/CEO or designee with supporting documents and information.

The Board President and Superintendent/CEO shall decide whether a request from a member of the public is within the subject matter jurisdiction of the Board. Items not within the subject matter jurisdiction of the Board may not be placed on the agenda. In addition, before placing the item on the agenda, the Board President and Superintendent/CEO shall determine if the item is merely a request for information or whether the issue is covered by an existing policy.

If the Board President and Superintendent/CEO do not place an item on the agenda, the Board member may request the Board to take action to determine whether the item shall be placed on the agenda.

The Board President and Superintendent/CEO shall also decide, in accordance with the Brown Act, whether an agenda item is appropriate for discussion in open or closed session, and whether the item should be an action item subject to Board vote or an information item that does not require immediate action.

In order to promote efficient meetings, the Board may bundle a number of items and act upon them together by a single vote through the use of a consent agenda. Consent items shall be items of a routine nature and items for which Board discussion is not anticipated and for which the Superintendent/CEO recommends approval. When any Board member requests the removal of an item from the consent agenda, the item shall be removed and given individual consideration for action as a regular agenda item.

At least 72 hours before each regular meeting, each Board member shall be provided a digital copy of the agenda and other available documents pertinent to the meeting.



AGENDA & MEETING MATERIALS (CONT.)

When special meetings are called, board members shall receive, at least 24 hours prior to the meeting, notice of the business to be transacted.

Board members shall review agenda materials before each meeting. Individual members may confer directly with the Superintendent/CEO or designee to ask questions and/or request additional information on agenda items. However, a majority of Board members shall not, outside of a noticed meeting, directly or through intermediaries or electronic means discuss, deliberate, or take action on any matter within the subject matter jurisdiction of the Board.

MEETING CONDUCT

All Board meetings shall begin on time and shall follow an agenda prepared in accordance with board Bylaws and posted and distributed in accordance with the Ralph M. Brown Act (open meeting requirements), the Charter Schools Act and other applicable laws.

The Board shall adopt and enforce a policy for public participation at meetings, which shall include the requirements of the Charter Schools Act for establishing two-way conference locations and posting recordings of the meetings.

The Board believes that late night meetings deter public participation, can affect the Board's decision-making ability, and can be a burden to staff. Regular board meetings shall be held between the hours of 8:00am to 4:00pm; if any Special or Emergency Board Meetings are held, they shall be adjourned by 10:00 p.m. unless extended to a specific time determined by a majority of the Board. The meeting shall be extended no more than once and subsequently may be adjourned to a later date.

Minutes

The Board recognizes that maintaining accurate minutes of Board meetings helps foster public trust in Board governance and provides a record of Board actions for use by nonprofit corporation staff and the public.

The Secretary shall keep minutes and record all official Board actions. The Board's minutes shall be public records and shall be made available to the public upon request.

The minutes of Board meetings shall include, but not be limited to:

MEETING CONDUCT (CONT.)

1. A notation of which Board members are present, in person or by teleconference, and whether a member is not present for part of the meeting due to late arrival and/or early departure

2. A list of the public comments made on agendized items and non-agendized topics

3. The specific language of each motion and the names of the Board members who made and seconded the motion

5. Any action taken by the Board, and the vote or abstention on that action of each Board member present

Upon request by a student's parent/guardian, or by the student if age 18 or older, the minutes shall not include the student's or parent/guardian's address, telephone number, date of birth, or email address, or the student's name or other directory information as defined in Education Code 49061. The request to exclude such information shall be made in writing to the Secretary.

The Superintendent/CEO or designee shall distribute a copy of the "unapproved" minutes of the previous meeting(s) with the agenda at a subsequent regular meeting. The Board shall approve the minutes as circulated or with necessary amendments.

Upon approval by the Board, the minutes shall be signed by the Board President and Board Clerk. Official Board minutes shall be stored in a secure location and shall be retained in accordance with law.

Any minutes kept for Board meetings held in closed session shall be kept separately from the minutes or recordings of regular and special meetings. Minutes of closed sessions are not public records.

BOARD SELF EVALUATION

The Board shall annually conduct a self-evaluation in order to demonstrate accountability to the community and ensure that nonprofit corporation governance effectively supports student achievement and the attainment of the nonprofit corporation's vision and goals.

The evaluation may address any area of Board responsibility, including, but not limited to, Board performance in relation to vision setting, curriculum, personnel, finance, policy development, collective bargaining, community relations, and advocacy. The evaluation may also address objectives related to Board meeting operations, relationships among Board members, relationship with the Superintendent/CEO, understanding of Board and Executive Director roles and responsibilities, communication skills, or other governance or boardsmanship skills.

The Board shall evaluate itself as a whole. Individual Board members are also expected to use the evaluation process as an opportunity to assess and set goals for their own personal performance.

BOARD SELF EVALUATION (CONT.)

Each year, the Board, with assistance from the Superintendent/CEO, shall determine an evaluation method or instrument that measures key components of Board responsibility and previously identified performance objectives. Visual and/or audio recordings of a Board meeting may only be used as an evaluation tool when consent is given by all Board members.

Any discussion involving the Board's self-evaluation shall be conducted in open session.

At the request of the Board, a facilitator may be used to assist with the evaluation process. The Board may invite the Superintendent/CEO or other individual(s) with pertinent information to provide input into the evaluation process.

Following the evaluation, the Board may set goals, define and/or refine protocols, and establish priorities and objectives for the following year's evaluation. The Board may also develop strategies for strengthening Board performance based on identified areas of need, including, but not limited to, additional training or mentorship.

SUPERINTENDENT/CEO EVALUATION

The Board and Superintendent/CEO shall annually develop and agree upon performance goals and objectives that shall serve as the basis for an annual evaluation. The evaluation process shall follow a timeline mutually agreed to by the Board and the Superintendent/CEO.

The Board shall devote a portion of at least one meeting annually for discussion and evaluation of the performance and working relationship between the Superintendent/CEO and the Board. Such meetings shall be conducted in closed session, unless mutually agreed otherwise, and allow the option to deliberate privately without the Superintendent/CEO present when discussing the final conclusions of an evaluation.



SUPERINTENDENT/CEO SUCCESSION PLANNING

Short-Term Absence Procedures

The Board should follow the procedures listed below in the event the Superintendent/CEO is temporarily unable to fulfill their duties due to an emergency or planned short term absence.

1. **Immediate Notification:** The Superintendent/CEO or Assistant Director of Human Resources will inform the Board President as soon as possible about the temporary incapacity or absence and will support the Board with communication, as directed by the Board President
2. **Special Board Meeting:** As needed, convene a Special Board meeting to discuss the situation and potential impact.
3. **Acting Superintendent/CEO:** Consult with Human Resources for the name of the Superintendent/CEO's recommended Acting Superintendent/CEO.
4. **Review and Monitor:** The situation should be reviewed at regular intervals to decide if the Acting Superintendent/CEO should continue in the role or if the regular Superintendent/CEO can resume duties.
5. **Transition Back:** Once the Superintendent/CEO resumes duties, a transition plan should be established to ensure a smooth return.



Emergency Vacancy Procedures

This section provides a guide for the Board of Directors in case the seat of the Superintendent/CEO becomes **permanently vacant through unplanned circumstances.** This ensures the continuity of leadership and minimizes disruption in the organization.

1. **Immediate Notification:** The Assistant Director of Human Resources will inform the Board President as soon as possible about the emergent vacancy and will support the Board with communication, as directed by the Board President
2. **Special Board Meeting:** Convene a Special Board meeting within 48 hours to discuss the situation and potential impact.
3. **Interim Superintendent/CEO:** Consult with Human Resources for the name of the Superintendent/CEO's recommended Interim Superintendent/CEO.
4. **Search Committee:** If needed, appoint an Superintendent/CEO Search Committee consisting of less than a quorum of the Board's Directors with the support of other staff as appropriate, such as the Assistant Director of Human Resources. Define the committee's scope, authority, and limitations in writing. Consider and decide whether the Search Committee will conduct the search itself or employ a recruiter or search firm to help find candidates. If using a recruiter/search firm, the Search Committee will be its primary point of contact and will guide the search outside of full Board meetings.
5. **Interviews and Selections:** Establish unbiased, pre-defined criteria for candidate assessment. Conduct interviews and select a candidate based on these criteria. Keep detailed records for compliance with Equal Employment Opportunity laws.
6. **Contract Development:** Involve legal counsel to draft and review the employment contract. Ensure alignment with state and federal employment laws.
7. **Public Announcement:** In the open session of a Regular Board Meeting, the Board President or Assistant Director of Human Resources will verbally summarize the employment contract's salary and benefits provisions for the Board and the public before the Board votes to approve the contract.
8. **Transition Plan:** Develop a comprehensive transition plan for both the outgoing Interim Superintendent/CEO and incoming Superintendent/CEO

SUPERINTENDENT/CEO SUCCESSION PLANNING (CONT.)

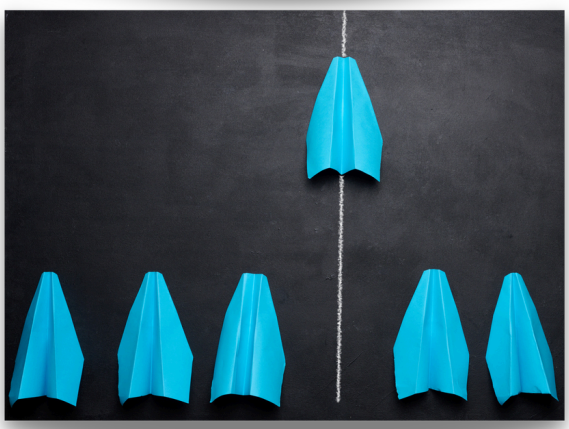
Planned Vacancy Procedures

This section provides a guide for the Board of Directors in case the seat of the Superintendent/CEO becomes vacant through planned circumstances. This ensures the continuity of leadership and minimizes disruption in the organization.

Option 1 :

During the course of the Superintendent/CEO's active employment, the Superintendent/CEO will develop a formal leadership pipeline to identify and nurture talent at all levels of the organization. The Superintendent/CEO will arrange for a transition period where they mentor the successor, in order to ensure a smooth transfer of knowledge and responsibilities.





1. **Initial Notice:** The Superintendent/CEO should provide written notice of departure as stipulated in their contract, including a minimum notice period.
2. **Board Meeting:** Convene a Special Board Meeting to initiate a plan and timeline for the vacancy.
3. **Contract Development:** Involve legal counsel to draft and review the employment contract. Ensure alignment with state and federal employment laws.
4. **Public Announcement:** In the open session of a Regular Board Meeting, the Board President or Assistant Director of Human Resources will verbally summarize the employment contract's salary and benefits provisions for the Board and the public before the Board votes to approve the contract.
5. **Transition Plan:** The Superintendent/CEO will arrange for a transition period where they mentor the successor, in order to ensure a smooth transfer of knowledge and responsibilities.

Option 2:

1. **Initial Notice:** The Superintendent/CEO should provide written notice of departure as stipulated in their contract, including a minimum notice period.
2. **Board Meeting:** Convene a Special Board Meeting to initiate a plan and timeline for the vacancy.
3. **Search Committee:** If needed, appoint an Superintendent/CEO Search Committee consisting of less than a quorum of the Board's Directors with the support of other staff as appropriate, such as the Assistant Director of Human Resources. Define the committee's scope, authority, and limitations in writing. Consider and decide whether the Search Committee will conduct the search itself or employ a recruiter or search firm to help find candidates. If using a recruiter/search firm, the Search Committee will be its primary point of contact and will guide the search outside of full Board meetings.

SUPERINTENDENT/CEO SUCCESSION PLANNING (CONT.)





4. Interviews and Selections: Conduct interviews and select a candidate based on unbiased and predefined criteria. Keep detailed records for compliance with Equal Employment Opportunity laws.

5. Contract Development: Involve legal counsel to draft and review the employment contract. Ensure alignment with state and federal employment laws.

6. Public Announcement: In the open session of a Regular Board Meeting, the Board President or Assistant Director of Human Resources will verbally summarize the employment contract's salary and benefits provisions for the Board and the public before the Board votes to approve the contract.

7. Transition Plan: Develop a comprehensive transition plan for both outgoing and incoming Executive Director/CEO



BOARD OF DIRECTORS

MANUAL

2025-2026

TABLE OF CONTENTS

ROLE OF THE BOARD	1-2
GOVERNANCE STANDARDS	2
PUBLIC STATEMENTS	3
DISCLOSURE OF CONFIDENTIAL-PRIVILEGED INFORMATION	3-4
BOARD MEMBER ELECTRONIC COMMUNICATIONS	4
LIMITS OF BOARD MEMBER AUTHORITY	5
GUIDING PRINCIPALS FOR THE BOARD OF DIRECTORS	5
STEPS FOR FILLING BOARD VACANCY	6
OATH OR AFFIRMATION & EXHIBIT	6
ORIENTATION & ONBOARDING	7-8
BOARD TRAINING	9
REMUNERATION & REIMBURSEMENT	10
BOARD POLICIES	10-11
AGENDA MEETING MATERIALS	11-12
MEETING CONDUCT	12-13
BOARD SELF-EVALUATION	13-14
SUPERINTENDENT/CEO EVALUATION	14
SUPERINTENDENT/CEO SUCCESSION PLANNING	15-17



ROLE OF THE BOARD

The Board of Directors (Board) is elected to provide leadership and oversight of the nonprofit corporation that operates charter school(s). The Board shall ensure that the nonprofit corporation is responsive to the values, beliefs, and priorities of the communities it serves.

The Board shall work with the Superintendent/CEO to fulfill its major responsibilities, which include:

1. Setting the direction for the nonprofit corporation through a process that involves the counties, communities, parents/guardians, students, and staff and is focused on student learning and achievement

1. Establishing an effective and efficient organizational structure for the nonprofit corporation by:
   a. Employing the Superintendent/CEO and setting policy for hiring of other personnel
   b. Overseeing the development and adoption of policies
   c. Establishing academic expectations and adopting the curriculum and instructional materials
   d. Establishing budget priorities and adopting the budget
   e. Providing safe, adequate facilities that support the school's operations

3. Providing support to the Superintendent/CEO and other staff as they carry out the Board's direction by:
   a. Establishing and adhering to standards of responsible governance
   b. Making decisions and providing resources that support the nonprofit corporation priorities and goals
   c. Upholding Board policies
   d. Being knowledgeable about school programs and efforts to serve as effective spokespersons

4. Ensuring accountability to the public for the performance of the school(s) and compliance with the charter(s) by:
   a. Establishing and approving all major educational and operational policies
   b. Approval all major contracts
   c. Approving the charter school's annual budget and overseeing the charter school's fiscal affairs
   d. Hearing expulsion recommendations at scheduled Board of Directors' meetings to meet the required timeframe for expulsions
   e. Evaluating the Superintendent/CEO who oversees the day-to-day operations of the charter school and implementing the policy direction of the Board
   f. Developing annual goals for the charter school and long range plans with input from the Superintendent/CEO, teachers, and parent/guardian advisory council members
   g. Receiving reports from, and providing recommendations to, the Superintendent/CEO relative to long-term strategic planning

h. Assessing the charter school's goals, objectives, academic achievement/student progress, financial status, and any need for redirection
i. Evaluating charter school and student performance

5. Providing leadership and advocacy on behalf of students, the educational program, and public education to build support within the local counties and communities.



GOVERNANCE STANDARDS

The Board believes its primary responsibility is to act in the best interests of every student in the school(s). The Board is also committed to parents/guardians, counties, communities, employees, the State of California, the laws pertaining to public education, and established school policies. To maximize Board effectiveness and public confidence in Board governance, Board members are expected to govern responsibly and hold themselves to the highest standards of ethical conduct.

The Board expects its members to work with each other and the Superintendent/CEO to ensure that a high-quality education is provided to each student. Each Board member shall:

1. Keep learning and achievement for all students as the primary focus
2. Value, support and advocate for public education
3. Recognize and respect differences of perspective and style on the Board and among staff, students, parents, and the counties and communities it serves
4. Act with dignity, and understand the implications of demeanor and behavior
5. Keep confidential matters confidential
6. Participate in professional development and commit the time and energy necessary to be an informed and effective leader
7. Understand the distinctions between Board and staff roles, and refrain from performing management functions that are the responsibility of the Superintendent/CEO and other staff
8. Understand that authority rests with the Board as a whole and not with individuals

Board members shall also assume collective responsibility for building unity and creating a positive organizational culture. To operate effectively, the Board shall have a unity of purpose and:

1. Keep the the nonprofit corporation focused on learning and achievement for all students
2. Communicate a common vision
3. Operate openly, with trust and integrity
4. Govern in a dignified and professional manner, treating everyone with civility and respect
5. Govern within Board-adopted policies and procedures
6. Take collective responsibility for the Board's performance
7. Annually evaluate its own effectiveness
8. Ensure opportunities for diverse views in the students, staff, counties and communities it serves to inform Board deliberations.

PUBLIC STATEMENTS

The Board recognizes its members may participate in public discourse on civic or community interest matters, including those involving the nonprofit corporation, and their right to express their personal views. However, to ensure consistent, unified communication regarding nonprofit corporation issues, Board members are expected to respect the authority of the Board to choose its representatives to communicate its positions and to abide by established protocols.

All public statements authorized to be made on behalf of the Board shall be made by the Board President or, if appropriate, by the Superintendent/CEO or other designated representative.

When speaking for the nonprofit corporation, the Board encourages its spokespersons to exercise restraint and tact and to communicate the message in a manner that promotes public confidence in the Board's leadership.

Board spokespersons shall not disclose confidential information or information received in closed session except when authorized by a majority of the Board, nor shall Board spokespersons express any support for (or opposition to) any candidate(s) for political office. The Board must ensure that any statements or informational materials concerning proposed legislation or political candidates are provided in a neutral, nonpartisan and educational manner consistent with state and federal restrictions for 501(c)(3) nonprofits and public agencies.

When speaking to community groups, members of the public, or the media, individual Board members should recognize that their statements may be perceived as reflecting the views and positions of the Board. Board members have a responsibility to identify personal viewpoints as such and not as the viewpoint of the Board.

In addition, the Board encourages members who participate on social networking sites, blogs, or other discussion or informational sites to conduct themselves in a respectful, courteous, and professional manner and to model good behavior for students and the community. Such electronic communications are subject to the same standards and protocols established for other forms of communication. Furthermore, the Brown Act prohibits Board members from responding directly to any community on an internet-based social media platform regarding a matter that is within the subject-matter jurisdiction of the Board (e.g., charter school matters) that is made, posted, or shared by any other Board member.

DISCLOSURE OF CONFIDENTIAL/PRIVILEGED INFORMATION

The Board recognizes the importance of maintaining the confidentiality of information acquired as part of a Board member's official duties. Confidential/privileged information shall be released only to the extent authorized by law and upon approval from the Board.

Disclosure of Closed Session Information
A Board member shall not disclose confidential information acquired during a closed session to a person not entitled to receive such information, unless a majority of the Board has authorized its disclosure.

Confidential information means a communication made in a closed session that is specifically related to the basis for the Board to meet lawfully in closed session.

Other Disclosures
A Board member shall not disclose, for pecuniary gain, confidential information acquired in the course of his/her official duties. Confidential information includes information that is not a public record subject to disclosure under the Public Records Act, information that by law may not be disclosed, or information that may have a material financial effect on the Board member.

Other Disclosures (continued)
The Board may take action against any person for disclosing confidential information.

Disclosures excepted from this prohibition are those made to law enforcement officials when reporting on improper governmental activities.

BOARD MEMBER ELECTRONIC COMMUNICATIONS

The Board recognizes that electronic communication is an efficient and convenient way for Board members to communicate and expedite the exchange of information within the nonprofit corporation and with members of the public. Board members shall exercise caution to ensure that electronic communications are not used as a means for the Board to deliberate outside of an agendized Board meeting nor to circumvent the public's right to access records regarding the nonprofit corporation.

A quorum of the Board shall not, outside of an authorized Board meeting, use a series of electronic communications of any kind including emails, texts, or communications on an internet-based social media platform, directly or through intermediaries, to discuss, deliberate, or take action on any item that is within the subject-matter jurisdiction of the Board (e.g., charter school matters).

Examples of permissible electronic communications concerning the nonprofit corporation include, but are not limited to, dissemination of Board meeting agendas and agenda packets, reports of activities from the Superintendent/CEO sent to Board members, and reminders regarding meeting times, dates, and places. Board members must not use the “reply all” function via email to respond to these communications.

In addition, Board members may use electronic communications to discuss matters that do not pertain to the nonprofit corporation, regardless of the number of Board members participating in the discussion. However, Board members must be clear that such communications regarding any candidates for political office or proposed legislation are their own personal viewpoints and do not represent the Board, the nonprofit corporation or the school.

Board members shall make every effort to ensure that their electronic communications conform to the same standards and protocols established for other forms of communication. A Board member may respond, as appropriate, to an electronic communication received from a member of the community and should make clear that their response does not necessarily reflect the views of the Board as a whole. Any complaint or request for information should be forwarded to the Superintendent/CEO in accordance with Board policies and procedures so that the issue may receive proper consideration and be handled through the appropriate nonprofit corporation process. As appropriate, communication received from the media shall be forwarded to the Superintendent/CEO .

To the extent possible, electronic communications regarding any nonprofit corporation-related business shall be transmitted through a nonprofit corporation-provided account. Conversely, personal communications shall not be transmitted through a nonprofit corporation-provided device or account, nor shall communications regarding candidates for political office or proposed legislation without prior approval from the Board. Board members should keep in mind that such electronic communications (those transmitted through a provided device or account, or those pertaining to charter school matters) may be subject to public disclosure under the Public Records Act.

LIMITS OF BOARD MEMBER AUTHORITY

The Board recognizes that the Board governs the nonprofit corporation and that a Board member has no individual authority. Board members shall hold the interests of the nonprofit corporation above any partisan principle, group interest, or personal interest.

Unless agreed to by the Board as a whole, individual members of the Board shall not exercise any administrative responsibility with respect to the schools or command the services of any school employee. Individual Board members shall submit requests for information to the Superintendent/CEO . Board members shall refer Board-related correspondence to the Superintendent/CEO for forwarding to the Board or for placement on the Board's agenda, as appropriate.

Individual Board members do not have the authority to resolve complaints. Any Board member approached directly by a person with a complaint should refer the complainant to the Superintendent or designee so that the problem may be properly considered and handled through the appropriate nonprofit corporation process.

A Board member whose child is attending a nonprofit corporation school should be aware of their role as a Board member when interacting with nonprofit corporation employees about their child.

The Superintendent/CEO designee shall provide a copy of the state's open meeting laws (Brown Act) to each Board member and to anyone who is elected to the Board but has not yet assumed office.

Board members and persons elected to the Board who have not yet assumed office are responsible for complying with the requirements of the Brown Act.

GUIDING PRINCIPLES FOR THE BOARD OF DIRECTORS

To preserve the collaborative and mission-driven culture of Excel Academy Charter Schools, the Board of Directors embraces the following guiding principles in its members:

- Mission Alignment: Demonstrates a strong commitment to Excel Academy's mission, vision, and personalized learning model.
- Collaborative Leadership: Engages respectfully with diverse perspectives, contributing to healthy dialogue and team cohesion.
- Ethical and Informed Governance: Acts with integrity and adheres to high ethical and governance standards.
- Community and Organizational Awareness: Understands the charter school landscape and the unique needs of the Excel Academy community.
- Unity of Purpose: Builds trust and shared vision, contributing to a positive, purpose-driven Board culture that supports effective decision-making.



STEPS FOR FILLING BOARD VACANCY



In accordance with the Third Amended Bylaws of Excel Academy Charter Schools (Section 6.04), when a vacancy occurs, the Board has the authority to elect a new member. The following procedural steps provide additional guidance:

- Recognize Vacancy: The Board formally acknowledges the vacant position during a Regular or Special Board meeting.
- Advisory Committee Formation: The Board appoints an advisory committee in accordance with the Third Amended Bylaws of Excel Academy Charter Schools. This action requires a Board vote during a Regular or Special Board meeting and is adopted through a formal resolution.
- Candidate Search: The advisory committee identifies qualified individuals through outreach and discussion and provides the Board with a list of recommended candidates. Because shared vision and Board chemistry are important, the search may be informal and based on existing networks rather than a public recruitment.
- Observation and Engagement: Candidate(s) may be invited to attend a Board meeting for a brief introduction and informal conversation or interview with the Board.
- Candidate Feedback: The advisory committee may engage in follow up conversations with candidates after the Board meeting to learn more about their impressions of the Board's operations and culture.
- Election: Deliberation takes place in an open meeting, followed by a majority vote of the directors.

OATH OR AFFIRMATION



It is a tradition of the Board that, prior to entering office, all Board members take an oath or affirmation.

The following oath may be administered and certified by the Superintendent/CEO and/or the Board President:

"I, _____ do solemnly swear (or affirm) that I will support and defend the Constitution of the State of California against all enemies, foreign and domestic; that I will bear true faith and allegiance to the Constitution of the United States and the Constitution of the State of California; that I take this obligation freely, without any mental reservation or purpose of evasion; and that I will well and faithfully discharge the duties upon which I am about to enter."

ORIENTATION & ONBOARDING

The Board recognizes the importance of providing all newly elected Board members with support and information to assist them in becoming effective members of the Board. Incoming Board members are provided an onboarding checklist designed to build their knowledge of the nonprofit corporation and an understanding of the responsibilities of their position. This onboarding checklist is composed of seven sections:

Section 1: Governance & Legal Foundations
Section 2: Oath & Ethics
Section 3: Orientation Session
Section 4: Key Policy & Document Review
Section 5: Compliance & Operations
Section 6: Training & Continuing Education
Section 7: Engagement & Follow-Up



Section 1: Upon their election, newly elected Board members shall be provided a copy of the Brown Act and informed that, pursuant to Government Code 54952.1, they must conform to the Act's requirements as if they had already assumed office. The Board Member shall review the Brown Act and confirm understanding of open meeting and teleconference rules. Incoming Board members must also complete a Form 700 within 30 days of assuming office in accordance with the Political Reform Act. Additional information for incoming Board members include the review of Board bylaws, meeting procedures, limits of individual Board member authority, the conduct of Board meetings, legal requirements related to conflict of interest and prohibited political activity; protocols for speaking with nonprofit corporation staff, members of the public, and the media; and publications on effective governance practices.



Section 2: The newly elected Board member will take the official Oath of Office administered by the Board President or Superintendent. They will additionally review Ethics & Governance Standards, including confidentiality, dignity, and unity of purpose, as well as complete the AB 2158 Ethics Training.



Section 3: Within 30 days of election, the newly elected Board Member will attend one or more Board Orientation Meetings, which may happen during open meetings. Orientation will be designed to build their knowledge of the nonprofit corporation and an understanding of the responsibilities of their position in accordance with Education code §47604(c). The Board Member will meet with the Superintendent, CBO, and other key staff to review the nonprofit corporation's vision and goals statements, Local Control and Accountability Plan (LCAP), and other comprehensive plans, student demographic data, student achievement data. The Brown Act and Public Records Act will be reviewed to ensure comprehensive understanding of the Board Member.

ORIENTATION & ONBOARDING (CONT.)



Section 4: The newly elected Board Member will receive the Board of Director's Manual, Bylaws, Articles of Incorporation, Charter Petition and current LCAP. Additionally, the Board Member will review the Employee and Fiscal Policies.



Section 5: The Superintendent/CEO and Secretary of the Corporation will meet with the newly elected Board Member to review the annual meeting calendar and organizational meeting schedule. They will ensure the Board Member gains access to their Board Email and Board on Track Portal. During this time, the Superintendent/CEO and Secretary of the Corporation will review Board compensation and reimbursement policies. The Board Member must sign acknowledgement of confidentiality, communication, and training policies.

Section 6: Within 90 days of election, the new Board Member will attend Brown Act and Charter Governance training, and will complete the FPPC Conflict of Interest/Political Reform Act training. At the appointed Board Meeting, the Board Member will participate in the annual Board self-evaluation and goal setting.



Section 7: The Superintendent/CEO or designee may offer the newly elected Board member a tour of the nonprofit corporation's administrative offices and facilities, and may introduce them to the nonprofit corporation and charter school site administrators and other staff. The Superintendent/CEO will review the relationship with the charter authorizers with the new Board Member. Lastly the Superintendent/CEO will schedule a meeting with the Board President and newly elected Board Member to ensure all areas of training and onboarding will be covered.

Upon completion of all seven sections of the Onboarding Checklist, the newly elected Board Member and Board President will sign the Onboarding document to confirm completion, which will be finalized and verified by the Secretary of the Corporation.

Incoming members are encouraged, at the nonprofit corporation's expense and with approval of the Board, to attend charter school organization workshops and conferences relevant to the needs of the individual member, the Board as a whole, or the nonprofit corporation.

BOARD TRAINING







The Board's ability to effectively and responsibly govern the nonprofit corporation is essential to promoting student achievement, building positive community relations, and protecting the public interest in the nonprofit corporation that operates charter school(s). Board members shall be provided sufficient opportunities for professional development that helps them understand their responsibilities, stay abreast of new developments in education, and develop boardsmanship skills.

The Board and/or the Superintendent/CEO or designee shall provide an orientation to newly elected or appointed Board members which includes comprehensive information regarding Board roles, policies, and procedures and the nonprofit corporation's vision and goals, operations, and current challenges. Throughout their first term, Board members shall continue to participate in additional educational opportunities designed to assist them in understanding the principles of effective governance, including, but not limited to, information on school finance and budgets, student achievement and assessment, labor relations, community relations, program evaluation, open meeting laws (the Brown Act), conflict of interest laws, and other topics necessary to govern effectively and in compliance with law.

Board members will be responsible for participating in required training programs, including but not limited to ethics training as set forth in AB 2158 (commencing on January 1, 2025). All Board members are encouraged to continuously participate in advanced training in order to reinforce boardsmanship skills and build knowledge related to key education issues. Such activities may include online courses, webinars, webcasts, and in-person attendance at workshops and conferences. In addition, workshops and consultations may be held within the nonprofit corporation on issues that involve the entire governance team.

Board members may attend a conference or similar public gathering with other Board members and/or with the Superintendent/CEO or designee in order to develop common knowledge and understanding of an issue or engage in team-building exercises. In such cases, a majority of the Board members shall not discuss among themselves, other than as part of the scheduled program, business of a specified nature that is within the nonprofit corporation's jurisdiction, so as not to violate the Brown Act open meeting laws.

Board members shall report to the Board, orally or in writing, on the Board training activities they attend, for the purpose of sharing the acquired knowledge or skills with the full Board and enlarging the benefit of the activity to the Board and nonprofit corporation.

REMUNERATION & REIMBURSEMENT

Compensation
Each member of the Board of Directors (Board) may receive a monthly compensation of $800.00.

On an annual basis, the Board may adjust the compensation of Board members, in accordance with the Corporation's Bylaws, based on the services performed by the Board members and in consideration of comparable compensation that is paid to individuals holding similar positions at similarly-sized nonprofit organizations in the same geographic location. The Board shall adopt such compensation based on the comparable analysis, which may include a compensation study.

Board members are not required to accept payment for meetings attended.

A member may be compensated for meetings they missed when the Board finds that they were performing designated services for the nonprofit corporation that operates charter school(s) at the time of the meeting or that they were absent because of illness, jury duty, or a hardship deemed acceptable by the Board.

Reimbursement of Expenses
Board members shall be reimbursed for actual and necessary expenses incurred when performing authorized services for the nonprofit corporation. Expenses for travel, telephone, business meals, or other authorized purposes shall be in accordance with policies established for the nonprofit corporation personnel and at the same reimbursement rate.

Board members shall be reimbursed for travel expenses incurred when performing services directed by the Board.

Authorized purposes may include, but are not limited to, attendance at educational seminars or conferences designed to improve Board members' skills and knowledge; participation in regional, state, or national organizations whose activities affect the nonprofit corporation's interests; attendance at the nonprofit corporation or community events; and meetings with state or federal officials on issues of community concern.

Personal expenses shall be the responsibility of individual Board members. Personal expenses include, but are not limited to, the personal portion of any trip, alcohol, entertainment, laundry, expenses of any family member who is accompanying the Board member on the nonprofit corporation-related business, personal use of an automobile, and personal losses and traffic violation fees incurred while at the nonprofit corporation.

Any questions regarding the propriety of a particular type of expense should be resolved pursuant to the fiscal policy.

BOARD POLICIES

The Board shall adopt written policies to convey its expectations for actions that will be taken in the nonprofit corporation, clarify roles and responsibilities of the Board and Superintendent/CEO , and communicate board philosophy and positions to students, staff, parents/guardians, and the community.

The nonprofit corporation's policy development process may be revised or expanded as needed based on the issue being considered, the need for more information, or the desire to provide greater opportunities for consultation and public input.

Policies shall become effective upon Board adoption or at a future date if so designated by the Board at the time of adoption.

The Board shall prescribe and enforce rules for its own governance consistent with state law and regulations.

Bylaws governing Board operations may be amended in accordance with the process set forth in the Bylaws.

BOARD POLICIES (CONT.)

Monitoring and Evaluation
At any time, the Board and Superintendent/CEO or designee may determine that progress reports to the Board on the implementation and/or effectiveness of the policy should be scheduled. If so, the Board and Superintendent/CEO or designee shall agree upon a timeline and, as applicable, measures for evaluating the effectiveness of the policy in achieving its purpose.

Access to Policies
The Superintendent/CEO or designee shall provide for public access to current Board-adopted policies, such as by posting policies to the website or making them available upon request.

As necessary, the Superintendent/CEO or designee shall notify staff, parents/guardians, students, and other stakeholders whenever a policy that affects them is adopted or revised. They may determine the appropriate communication strategy depending on the issue. Policies shall be posted on the website when required by law.

AGENDA & MEETING MATERIALS

Any board member or member of the public may request that a matter within the jurisdiction of the Board be placed on the agenda of a regular meeting. The request shall be submitted in writing to the Superintendent/CEO or designee with supporting documents and information.

The Board President and Superintendent/CEO shall decide whether a request from a member of the public is within the subject matter jurisdiction of the Board. Items not within the subject matter jurisdiction of the Board may not be placed on the agenda. In addition, before placing the item on the agenda, the Board President and Superintendent/CEO shall determine if the item is merely a request for information or whether the issue is covered by an existing policy.

If the Board President and Superintendent/CEO do not place an item on the agenda, the Board member may request the Board to take action to determine whether the item shall be placed on the agenda.

The Board President and Superintendent/CEO shall also decide, in accordance with the Brown Act, whether an agenda item is appropriate for discussion in open or closed session, and whether the item should be an action item subject to Board vote or an information item that does not require immediate action.

In order to promote efficient meetings, the Board may bundle a number of items and act upon them together by a single vote through the use of a consent agenda. Consent items shall be items of a routine nature and items for which Board discussion is not anticipated and for which the Superintendent/CEO recommends approval. When any Board member requests the removal of an item from the consent agenda, the item shall be removed and given individual consideration for action as a regular agenda item.

At least 72 hours before each regular meeting, each Board member shall be provided a digital copy of the agenda and other available documents pertinent to the meeting.



AGENDA & MEETING MATERIALS (CONT.)

When special meetings are called, board members shall receive, at least 24 hours prior to the meeting, notice of the business to be transacted.

Board members shall review agenda materials before each meeting. Individual members may confer directly with the Superintendent/CEO or designee to ask questions and/or request additional information on agenda items. However, a majority of Board members shall not, outside of a noticed meeting, directly or through intermediaries or electronic means discuss, deliberate, or take action on any matter within the subject matter jurisdiction of the Board.

MEETING CONDUCT

All Board meetings shall begin on time and shall follow an agenda prepared in accordance with board Bylaws and posted and distributed in accordance with the Ralph M. Brown Act (open meeting requirements), the Charter Schools Act and other applicable laws.

The Board shall adopt and enforce a policy for public participation at meetings, which shall include the requirements of the Charter Schools Act for establishing two-way conference locations and posting recordings of the meetings.

The Board believes that late night meetings deter public participation, can affect the Board's decision-making ability, and can be a burden to staff. Regular board meetings shall be held between the hours of 8:00am to 4:00pm; if any Special or Emergency Board Meetings are held, they shall be adjourned by 10:00 p.m. unless extended to a specific time determined by a majority of the Board. The meeting shall be extended no more than once and subsequently may be adjourned to a later date.

Minutes

The Board recognizes that maintaining accurate minutes of Board meetings helps foster public trust in Board governance and provides a record of Board actions for use by nonprofit corporation staff and the public.

The Secretary shall keep minutes and record all official Board actions. The Board's minutes shall be public records and shall be made available to the public upon request.

The minutes of Board meetings shall include, but not be limited to:

MEETING CONDUCT (CONT.)

1. A notation of which Board members are present, in person or by teleconference, and whether a member is not present for part of the meeting due to late arrival and/or early departure

2. A list of the public comments made on agendized items and non-agendized topics

3. The specific language of each motion and the names of the Board members who made and seconded the motion

5. Any action taken by the Board, and the vote or abstention on that action of each Board member present

Upon request by a student's parent/guardian, or by the student if age 18 or older, the minutes shall not include the student's or parent/guardian's address, telephone number, date of birth, or email address, or the student's name or other directory information as defined in Education Code 49061. The request to exclude such information shall be made in writing to the Secretary.

The Superintendent/CEO or designee shall distribute a copy of the "unapproved" minutes of the previous meeting(s) with the agenda at a subsequent regular meeting. The Board shall approve the minutes as circulated or with necessary amendments.

Upon approval by the Board, the minutes shall be signed by the Board President and Board Clerk. Official Board minutes shall be stored in a secure location and shall be retained in accordance with law.

Any minutes kept for Board meetings held in closed session shall be kept separately from the minutes or recordings of regular and special meetings. Minutes of closed sessions are not public records.

BOARD SELF EVALUATION

The Board shall annually conduct a self-evaluation in order to demonstrate accountability to the community and ensure that nonprofit corporation governance effectively supports student achievement and the attainment of the nonprofit corporation's vision and goals.

The evaluation may address any area of Board responsibility, including, but not limited to, Board performance in relation to vision setting, curriculum, personnel, finance, policy development, collective bargaining, community relations, and advocacy. The evaluation may also address objectives related to Board meeting operations, relationships among Board members, relationship with the Superintendent/CEO, understanding of Board and Executive Director roles and responsibilities, communication skills, or other governance or boardsmanship skills.

The Board shall evaluate itself as a whole. Individual Board members are also expected to use the evaluation process as an opportunity to assess and set goals for their own personal performance.

BOARD SELF EVALUATION (CONT.)

Each year, the Board, with assistance from the Superintendent/CEO, shall determine an evaluation method or instrument that measures key components of Board responsibility and previously identified performance objectives. Visual and/or audio recordings of a Board meeting may only be used as an evaluation tool when consent is given by all Board members.

Any discussion involving the Board's self-evaluation shall be conducted in open session.

At the request of the Board, a facilitator may be used to assist with the evaluation process. The Board may invite the Superintendent/CEO or other individual(s) with pertinent information to provide input into the evaluation process.

Following the evaluation, the Board may set goals, define and/or refine protocols, and establish priorities and objectives for the following year's evaluation. The Board may also develop strategies for strengthening Board performance based on identified areas of need, including, but not limited to, additional training or mentorship.

SUPERINTENDENT/CEO EVALUATION

The Board and Superintendent/CEO shall annually develop and agree upon performance goals and objectives that shall serve as the basis for an annual evaluation. The evaluation process shall follow a timeline mutually agreed to by the Board and the Superintendent/CEO.

The Board shall devote a portion of at least one meeting annually for discussion and evaluation of the performance and working relationship between the Superintendent/CEO and the Board. Such meetings shall be conducted in closed session, unless mutually agreed otherwise, and allow the option to deliberate privately without the Superintendent/CEO present when discussing the final conclusions of an evaluation.



SUPERINTENDENT/CEO SUCCESSION PLANNING

Short-Term Absence Procedures

The Board should follow the procedures listed below in the event the Superintendent/CEO is temporarily unable to fulfill their duties due to an emergency or planned short term absence.

1. **Immediate Notification:** The Superintendent/CEO or Assistant Director of Human Resources will inform the Board President as soon as possible about the temporary incapacity or absence and will support the Board with communication, as directed by the Board President
2. **Special Board Meeting:** As needed, convene a Special Board meeting to discuss the situation and potential impact.
3. **Acting Superintendent/CEO:** Consult with Human Resources for the name of the Superintendent/CEO's recommended Acting Superintendent/CEO.
4. **Review and Monitor:** The situation should be reviewed at regular intervals to decide if the Acting Superintendent/CEO should continue in the role or if the regular Superintendent/CEO can resume duties.
5. **Transition Back:** Once the Superintendent/CEO resumes duties, a transition plan should be established to ensure a smooth return.



Emergency Vacancy Procedures

This section provides a guide for the Board of Directors in case the seat of the Superintendent/CEO becomes **permanently vacant through unplanned circumstances.** This ensures the continuity of leadership and minimizes disruption in the organization.

1. **Immediate Notification:** The Assistant Director of Human Resources will inform the Board President as soon as possible about the emergent vacancy and will support the Board with communication, as directed by the Board President
2. **Special Board Meeting:** Convene a Special Board meeting within 48 hours to discuss the situation and potential impact.
3. **Interim Superintendent/CEO:** Consult with Human Resources for the name of the Superintendent/CEO's recommended Interim Superintendent/CEO.
4. **Search Committee:** If needed, appoint an Superintendent/CEO Search Committee consisting of less than a quorum of the Board's Directors with the support of other staff as appropriate, such as the Assistant Director of Human Resources. Define the committee's scope, authority, and limitations in writing. Consider and decide whether the Search Committee will conduct the search itself or employ a recruiter or search firm to help find candidates. If using a recruiter/search firm, the Search Committee will be its primary point of contact and will guide the search outside of full Board meetings.
5. **Interviews and Selections:** Establish unbiased, pre-defined criteria for candidate assessment. Conduct interviews and select a candidate based on these criteria. Keep detailed records for compliance with Equal Employment Opportunity laws.
6. **Contract Development:** Involve legal counsel to draft and review the employment contract. Ensure alignment with state and federal employment laws.
7. **Public Announcement:** In the open session of a Regular Board Meeting, the Board President or Assistant Director of Human Resources will verbally summarize the employment contract's salary and benefits provisions for the Board and the public before the Board votes to approve the contract.
8. **Transition Plan:** Develop a comprehensive transition plan for both the outgoing Interim Superintendent/CEO and incoming Superintendent/CEO

SUPERINTENDENT/CEO SUCCESSION PLANNING (CONT.)

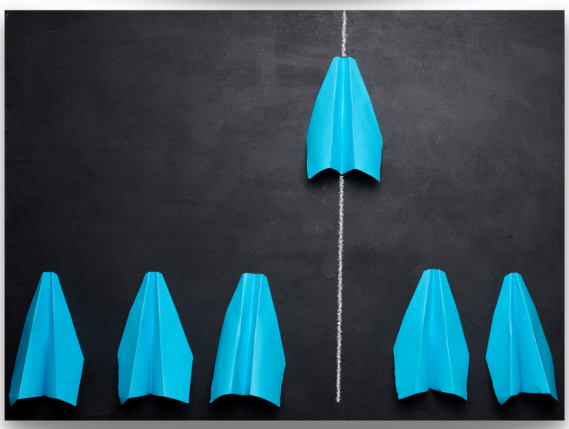
Planned Vacancy Procedures

This section provides a guide for the Board of Directors in case the seat of the Superintendent/CEO becomes vacant through planned circumstances. This ensures the continuity of leadership and minimizes disruption in the organization.

Option 1 :

During the course of the Superintendent/CEO's active employment, the Superintendent/CEO will develop a formal leadership pipeline to identify and nurture talent at all levels of the organization. The Superintendent/CEO will arrange for a transition period where they mentor the successor, in order to ensure a smooth transfer of knowledge and responsibilities.





1. **Initial Notice:** The Superintendent/CEO should provide written notice of departure as stipulated in their contract, including a minimum notice period.
2. **Board Meeting:** Convene a Special Board Meeting to initiate a plan and timeline for the vacancy.
3. **Contract Development:** Involve legal counsel to draft and review the employment contract. Ensure alignment with state and federal employment laws.
4. **Public Announcement:** In the open session of a Regular Board Meeting, the Board President or Assistant Director of Human Resources will verbally summarize the employment contract's salary and benefits provisions for the Board and the public before the Board votes to approve the contract.
5. **Transition Plan:** The Superintendent/CEO will arrange for a transition period where they mentor the successor, in order to ensure a smooth transfer of knowledge and responsibilities.

Option 2:

1. **Initial Notice:** The Superintendent/CEO should provide written notice of departure as stipulated in their contract, including a minimum notice period.
2. **Board Meeting:** Convene a Special Board Meeting to initiate a plan and timeline for the vacancy.
3. **Search Committee:** If needed, appoint an Superintendent/CEO Search Committee consisting of less than a quorum of the Board's Directors with the support of other staff as appropriate, such as the Assistant Director of Human Resources. Define the committee's scope, authority, and limitations in writing. Consider and decide whether the Search Committee will conduct the search itself or employ a recruiter or search firm to help find candidates. If using a recruiter/search firm, the Search Committee will be its primary point of contact and will guide the search outside of full Board meetings.

SUPERINTENDENT/CEO SUCCESSION PLANNING (CONT.)





4. Interviews and Selections: Conduct interviews and select a candidate based on unbiased and predefined criteria. Keep detailed records for compliance with Equal Employment Opportunity laws.

5. Contract Development: Involve legal counsel to draft and review the employment contract. Ensure alignment with state and federal employment laws.

6. Public Announcement: In the open session of a Regular Board Meeting, the Board President or Assistant Director of Human Resources will verbally summarize the employment contract's salary and benefits provisions for the Board and the public before the Board votes to approve the contract.

7. Transition Plan: Develop a comprehensive transition plan for both outgoing and incoming Executive Director/CEO

Coversheet

Approval of Resolution No. 2026-001, Increasing Excel Academy Charter Schools Board of Directors' Stipend, Effective January 1, 2026

Section: XI. Board Governance
Item: B. Approval of Resolution No. 2026-001, Increasing Excel Academy Charter Schools Board of Directors' Stipend, Effective January 1, 2026
Purpose: Vote
Submitted by:
Related Material: Resolution No. 2026-001 (1).pdf

Resolution Number: 2026-001
Date: May 14, 2026

WHEREAS, Excel Academy Charter Schools (the "Corporation") is a California non-profit public benefit corporation;

WHEREAS, Article VI, Section 6.18 of the Bylaws of the Corporation states that “Directors may receive such compensation for their service as Directors and/or officers as the Board may establish by resolution to be just and reasonable compensation as to the Corporation at the time that the resolution is adopted.”

WHEREAS, the Board acknowledges that serving as a director is a demanding role that involves a significant amount of responsibility and commitment to the Corporation over multiple years, including but not limited to, attending regular monthly meetings, reviewing extensive documents to prepare for meetings, making financial decisions for the Corporation, completing trainings, and evaluating and approving policies;

WHEREAS, the Board has not approved an increase to the directors’ monthly stipend since June 22, 2023, and recognizes that the current stipend amount does not account for inflation since that time;

WHEREAS, the Board has reviewed data comparing compensation for similar positions at public school organizations, including school districts of similar size and purpose, and has determined that the proposed increase is reasonable;

WHEREAS, the Board has determined that the proposed increase to the monthly stipend is in the best interests of the Corporation to help retain experienced directors with historical knowledge of the Corporation, as well as to encourage valued members of the community to apply to fill vacant positions who may otherwise be unable to do so due to the significant commitment of time and energy that serving as a member of the Board requires; and,

WHEREAS, the Board has determined that the individuals receiving such compensation are not disqualified from voting on this matter.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors hereby approves an increase in the monthly stipend for each voting member of the Board of Directors from $650 per month to $850 per month, effective January 1, 2026;

RESOLVED FURTHER, that the CEO or other authorized officer is authorized to make these payments to board members in accordance with this resolution, subject to any necessary tax reporting (1099-NEC);

RESOLVED FURTHER, that this resolution shall remain in effect until further action is taken by

the Board.

CERTIFICATION

I, the undersigned, Secretary of the Corporation, do hereby certify that the above is a true and correct copy of the resolution adopted by the Board of Directors on May 14, 2026, at a meeting at which a quorum was present.

Lauren Hansen
Secretary
May 14, 2026

Coversheet

Approval of Excel Academy Charter Schools Tax Form 990 Return and California Tax Form 199 Return (Draft) - Year Ended June 30, 2025, as prepared by CliftonLarsonAllen (CLA)

Section: XII. Business/Financial Services
Item: A. Approval of Excel Academy Charter Schools Tax Form 990 Return and California Tax Form 199 Return (Draft) - Year Ended June 30, 2025, as prepared by CliftonLarsonAllen (CLA)
Purpose: Vote
Submitted by:
Related Material: Excel Academy Charter Schools- 2024 990 Client Draft.pdf

BACKGROUND:

The accountancy firm of CliftonLarsonAllen LLP (CLA) prepared the Form 990 Return for the fiscal year ending June 30, 2025. The purpose of Form 990 for a nonprofit public charter school is to fulfill the annual reporting requirements set forth by the Internal Revenue Service (IRS) for tax-exempt organizations. Form 990 is a comprehensive information return that provides details about the financial and operational activities of the nonprofit organization, including public charter schools, and is filed with the IRS on an annual basis.

RECOMMENDATION:

It is recommended that the Board of Directors receive the Federal Form 990 and California Form 199 as presented.

CliftonLarsonAllen LLP
CLAconnect.com

January 30, 2026

Excel Academy Charter Schools
1 Technology Drive, Bldg I 811
Irvine, CA 92618
Attention: Heidi Gasca

Dear Heidi,

Enclosed is the organization's 2024 Exempt Organization return.

Specific filing instructions are as follows.

FORM 990 RETURN:

This return has qualified for electronic filing. After you have reviewed the return for completeness and accuracy, please sign, date and return Form 8879-TE to our office. We will transmit the return electronically to the IRS and no further action is required. Please return Form 8879-TE to us as soon as possible, but no later than by May 15, 2026 the filing deadline.

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

CALIFORNIA FORM 199 RETURN:

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

No payment is required.

A few final reminders relating to your tax return filings:

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

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

DRAFT

Sincerely,

CliftonLarsonAllen LLP

DRAFT



CliftonLarsonAllen LLP
CLAconnect.com

EXCEL ACADEMY CHARTER SCHOOLS

FORM 990 INCOME TAX RETURN

FOR YEAR ENDED JUNE 30, 2025

DRAFT

***** THIS IS NOT A FILEABLE COPY *****

Form **8879-TE**

Department of the Treasury
Internal Revenue Service

IRS E-file Signature Authorization for a Tax Exempt Entity

For calendar year 2024, or fiscal year beginning JUL 1 , 2024, and ending JUN 30 , 20 25

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

OMB No. 1545-0047

2024

Name of filer
EXCEL ACADEMY CHARTER SCHOOLS

EIN or SSN
47-4121751

Name and title of officer or person subject to tax HEIDI GASCA
SUPERINTENDENT/EXECUTIVE DIRECTOR

Part I Type of Return and Return Information

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

1a	**Form 990** check here	X	**b Total revenue,** if any (Form 990, Part VIII, column (A), line 12)	1b	24,998,444.
2a	**Form 990-EZ** check here		**b Total revenue,** if any (Form 990-EZ, line 9)	2b	
3a	**Form 1120-POL** check here		**b Total tax** (Form 1120-POL, line 22)	3b	
4a	**Form 990-PF** check here		**b Tax based on investment income** (Form 990-PF, Part V, line 5)	4b	
5a	**Form 8868** check here		**b Balance due** (Form 8868, line 3c)	5b	
6a	**Form 990-T** check here		**b Total tax** (Form 990-T, Part III, line 4)	6b	
7a	**Form 4720** check here		**b Total tax** (Form 4720, Part III, line 1)	7b	
8a	**Form 5227** check here		**b FMV of assets at end of tax year** (Form 5227, Item D)	8b	
9a	**Form 5330** check here		**b Tax due** (Form 5330, Part II, line 19)	9b	
10a	**Form 8038-CP** check here		**b Amount of credit payment requested** (Form 8038-CP, Part III, line 22)	10b	

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

Under penalties of perjury, I declare that [X] I am an officer of the above entity or [ ] I am a person subject to tax with respect to (name of entity) _____, (EIN)_____ and that I have examined a copy of the 2024 electronic return and accompanying schedules and statements, and, to the best of my knowledge and belief, they are true, correct, and complete. I further declare that the amount in Part I above is the amount shown on the copy of the electronic return. I consent to allow my intermediate service provider, transmitter, or electronic return originator (ERO) to send the return to the IRS and to receive from the IRS **(a)** an acknowledgement of receipt or reason for rejection of the transmission, **(b)** the reason for any delay in processing the return or refund, and **(c)** the date of any refund. If applicable, I authorize the U.S. Treasury and its designated Financial Agent to initiate an electronic funds withdrawal (direct debit) entry to the financial institution account indicated in the tax preparation software for payment of the federal taxes owed on this return, and the financial institution to debit the entry to this account. To revoke a payment, I must contact the U.S. Treasury Financial Agent at 1-888-353-4537 no later than 2 business days prior to the payment (settlement) date. I also authorize the financial institutions involved in the processing of the electronic payment of taxes to receive confidential information necessary to answer inquiries and resolve issues related to the payment. I have selected a personal identification number (PIN) as my signature for the electronic return and, if applicable, the consent to electronic funds withdrawal.

PIN: check one box only

[X] I authorize CLIFTONLARSONALLEN LLP to enter my PIN 22100
ERO firm name **Enter five numbers, but do not enter all zeros**

as my signature on the tax year 2024 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State program, I also authorize the aforementioned ERO to enter my PIN on the return's disclosure consent screen.

[ ] As an officer or person subject to tax with respect to the entity, I will enter my PIN as my signature on the tax year 2024 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State program, I will enter my PIN on the return's disclosure consent screen.

Signature of officer or person subject to tax **** THIS IS NOT A FILEABLE COPY **** Date

Part III Certification and Authentication

ERO's EFIN/PIN. Enter your six-digit electronic filing identification number (EFIN) followed by your five-digit self-selected PIN. 30742491740
Do not enter all zeros

I certify that the above numeric entry is my PIN, which is my signature on the 2024 electronically filed return indicated above. I confirm that I am submitting this return in accordance with the requirements of **Pub. 4163,** Modernized e-File (MeF) Information for Authorized IRS *e-file* Providers for Business Returns.

ERO's signature MEI-LI HUANG Date 01/30/26

ERO Must Retain This Form - See Instructions
Do Not Submit This Form to the IRS Unless Requested To Do So

For Privacy Act and Paperwork Reduction Act Notice, see instructions. Form **8879-TE** (2024)

LHA 402521 12-26-24

Form **990**

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)
Do not enter social security numbers on this form as it may be made public.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2024

Open to Public Inspection

A For the 2024 calendar year, or tax year beginning JUL 1, 2024 **and ending** JUN 30, 2025

B Check if applicable:
- ☐ Address change
- ☐ Name change
- ☐ Initial return
- ☐ Final return/ termin-ated
- ☐ Amended return
- ☐ Applica-tion pending

C Name of organization
EXCEL ACADEMY CHARTER SCHOOLS

Doing business as

Number and street (or P.O. box if mail is not delivered to street address) 1 TECHNOLOGY DRIVE, BLDG I

Room/suite 811

City or town, state or province, country, and ZIP or foreign postal code IRVINE, CA 92618

F Name and address of principal officer: HEIDI GASCA
SAME AS C ABOVE

D Employer identification number 47-4121751

E Telephone number 949-387-7822

G Gross receipts $ 24,998,444.

H(a) Is this a group return for subordinates? ☐ Yes ☒ No

H(b) Are all subordinates included? ☐ Yes ☐ No
If "No," attach a list. See instructions

H(c) Group exemption number

I Tax-exempt status: ☒ 501(c)(3) ☐ 501(c) ( ) (insert no.) ☐ 4947(a)(1) or ☐ 527

J Website: WWW.EXCELACADEMY.EDUCATION

K Form of organization: ☒ Corporation ☐ Trust ☐ Association ☐ Other

L Year of formation: 2015 **M** State of legal domicile: CA

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities: THE SCHOOL OPERATES FREE CHARTER SCHOOL PROGRAMS WHERE TEACHERS AND PARENTS PARTNER TOGETHER.

2 Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets.

3	Number of voting members of the governing body (Part VI, line 1a)	3	5
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	3
5	Total number of individuals employed in calendar year 2024 (Part V, line 2a)	5	157
6	Total number of volunteers (estimate if necessary)	6	3
7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
b	Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0.

Revenue

		Prior Year	Current Year
8	Contributions and grants (Part VIII, line 1h)	22,546,462.	24,579,743.
9	Program service revenue (Part VIII, line 2g)	0.	0.
10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	277,084.	416,843.
11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	10,129.	1,858.
12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	22,833,675.	24,998,444.

Expenses

13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	0.	0.
14	Benefits paid to or for members (Part IX, column (A), line 4)	0.	0.
15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	13,800,282.	15,123,681.
16a	Professional fundraising fees (Part IX, column (A), line 11e)	0.	0.
b	Total fundraising expenses (Part IX, column (D), line 25) 0.		
17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	6,159,628.	7,890,331.
18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	19,959,910.	23,014,012.
19	Revenue less expenses. Subtract line 18 from line 12	2,873,765.	1,984,432.

Net Assets or Fund Balances

		Beginning of Current Year	End of Year
20	Total assets (Part X, line 16)	12,499,330.	13,606,357.
21	Total liabilities (Part X, line 26)	2,818,267.	1,940,862.
22	Net assets or fund balances. Subtract line 21 from line 20	9,681,063.	11,665,495.

Part II Signature Block

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

Sign Here

Signature of officer Date

HEIDI GASCA, SUPERINTENDENT/EXECUTIVE DIRECTOR
Type or print name and title

Paid Preparer Use Only

Preparer's name	Preparer's signature	Date	Check if self-employed	PTIN
MEI-LI HUANG	MEI-LI HUANG	01/30/26	☐	P02383735

Firm's name CLIFTONLARSONALLEN LLP — Firm's EIN 41-0746749

Firm's address 901 VIA PIEMONTE, SUITE 300 ONTARIO, CA 91764 — Phone no. (909) 985-7286

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

LHA **For Paperwork Reduction Act Notice, see the separate instructions.** 432001 12-10-24 Form **990** (2024)

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Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission:
PROVIDES A FLEXIBLE, PERSONALIZED LEARNING THROUGH A CUSTOMIZED COURSE OF STUDY THAT WILL EDUCATE, MOTIVATE, AND INSTILL A LOVE OF LEARNING IN EACH INDIVIDUAL STUDENT. TEACHERS AND PARENTS WILL JOIN TOGETHER TO MAINTAIN HIGH EXPECTATIONS AND PROMOTE ACADEMIC EXCELLENCE FOR ALL

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? ..... ☐ Yes ☒ No
If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? ..... ☐ Yes ☒ No
If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code: _____) (Expenses $ 20,731,939. including grants of $ 0.) (Revenue $ 0.)
OFFERING AN INDEPENDENT STUDY PERSONALIZED LEARNING MODEL FOR STUDENTS IN GRADES TK-12. ALLOWING PARENTS TO SELECT A WIDE VARIETY OF EDUCATIONAL RESOURCES AND MATERIALS FROM APPROVED CONTENT AND COMMUNITY PROVIDERS USING STATE INSTRUCTIONAL FUND. THE ORGANIZATION SERVED APPROXIMATELY 1,710 STUDENTS.

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

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

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

4e Total program service expenses 20,731,939.

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Part IV Checklist of Required Schedules

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

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Part IV Checklist of Required Schedules *(continued)*

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

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

				Yes	No
1a	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable	1a	277		
b	Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	1b	0		
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c		X	

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

			Yes	No
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return 2a 157			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b	X	
3a	Did the organization have unrelated business gross income of $1,000 or more during the year?	3a		X
b	If "Yes," has it filed a Form 990-T for this year? *If "No" to line 3b, provide an explanation on Schedule O*	3b		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a		X
b	If "Yes," enter the name of the foreign country _____ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).			
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		X
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c		
6a	Does the organization have annual gross receipts that are normally greater than $100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?	6a		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b		
7	**Organizations that may receive deductible contributions under section 170(c).**			
a	Did the organization receive a payment in excess of $75 made partly as a contribution and partly for goods and services provided to the payor?	7a		X
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c		X
d	If "Yes," indicate the number of Forms 8282 filed during the year 7d			
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		X
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h		
8	**Sponsoring organizations maintaining donor advised funds.** Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?	8		
9	**Sponsoring organizations maintaining donor advised funds.**			
a	Did the sponsoring organization make any taxable distributions under section 4966?	9a		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b		
10	**Section 501(c)(7) organizations.** Enter:			
a	Initiation fees and capital contributions included on Part VIII, line 12 10a			
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities 10b			
11	**Section 501(c)(12) organizations.** Enter:			
a	Gross income from members or shareholders 11a			
b	Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.) 11b			
12a	**Section 4947(a)(1) non-exempt charitable trusts.** Is the organization filing Form 990 in lieu of Form 1041?	12a		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year 12b			
13	**Section 501(c)(29) qualified nonprofit health insurance issuers.**			
a	Is the organization licensed to issue qualified health plans in more than one state? **Note:** See the instructions for additional information the organization must report on Schedule O.	13a		
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans 13b			
c	Enter the amount of reserves on hand 13c			
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a		X
b	If "Yes," has it filed a Form 720 to report these payments? *If "No," provide an explanation on Schedule O*	14b		
15	Is the organization subject to the section 4960 tax on payment(s) of more than $1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see the instructions and file Form 4720, Schedule N.	15		X
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.	16		X
17	**Section 501(c)(21) organizations.** Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953? If "Yes," complete Form 6069.	17		

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

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

Section A. Governing Body and Management

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

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

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

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed CA

18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.

☐ Own website ☐ Another's website ☒ Upon request ☐ Other *(explain on Schedule O)*

19 Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.

20 State the name, address, and telephone number of the person who possesses the organization's books and records

JOE SORRERA - (949)387-7822

1 TECHNOLOGY DRIVE I-811, IRVINE, CA 92816

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

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

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

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

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than $100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than $100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than $10,000 of reportable compensation from the organization and any related organizations.

See the instructions for the order in which to list the persons above.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/ 1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/ 1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) HEIDI M GASCA EXECUTIVE DIRECTOR	40.00			X				216,685.	0.	62,183.
(2) CLAUDIO SORRERA DIRECTOR OF BUSINESS SERVICES	40.00			X				177,310.	0.	98,089.
(3) LARA C ULMER ASSISTANT DIR OF SPED	40.00					X		172,108.	0.	68,066.
(4) KERI A SCHNEEWEISS DIRECTOR OF OPERATIONS	40.00					X		169,461.	0.	65,854.
(5) NOELL SCOTT SCHOOL PSYCHOLOGIST	40.00					X		160,857.	0.	59,482.
(6) JENNIFER CRAIG DIRECTOR OF OP/ACCOUNTABILITY	40.00					X		157,019.	0.	44,918.
(7) ANGELA GALAVIZ SPEECH AND LANGUAGE PATHOLOGIST	40.00					X		148,341.	0.	40,371.
(8) WILLIAM HALL PRESIDENT	5.00	X		X				13,590.	0.	0.
(9) MICHAEL HUMPREY VICE PRESIDENT	2.00	X		X				8,220.	0.	0.
(10) STEVE FRAIRE CLERK	2.00	X		X				8,190.	0.	0.
(11) LARRY ALVARADO DIRECTOR	3.00	X						13,723.	0.	0.
(12) SUSAN HOULE DIRECTOR	2.00	X						8,190.	0.	0.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/ 1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/ 1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
1b **Subtotal**								1,253,694.	0.	438,963.
c **Total from continuation sheets to Part VII, Section A**								0.	0.	0.
d **Total (add lines 1b and 1c)**								1,253,694.	0.	438,963.

2 Total number of individuals (including but not limited to those listed above) who received more than $100,000 of reportable compensation from the organization 25

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

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
NONE		

2 Total number of independent contractors (including but not limited to those listed above) who received more than $100,000 of compensation from the organization 0

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Part VIII Statement of Revenue

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

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants and Other Similar Amounts	1a Federated campaigns	1a				
	b Membership dues	1b				
	c Fundraising events	1c				
	d Related organizations	1d				
	e Government grants (contributions)	1e	24,579,743.			
	f All other contributions, gifts, grants, and similar amounts not included above	1f				
	g Noncash contributions included in lines 1a-1f	1g $				
	h **Total.** Add lines 1a-1f		24,579,743.			
Program Service Revenue		**Business Code**				
	2a					
	b					
	c					
	d					
	e					
	f All other program service revenue					
	g **Total.** Add lines 2a-2f					
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		416,843.			416,843.
	4 Income from investment of tax-exempt bond proceeds					
	5 Royalties					
		(i) Real	(ii) Personal			
	6a Gross rents 6a					
	b Less: rental expenses 6b					
	c Rental income or (loss) 6c					
	d Net rental income or (loss)					
		(i) Securities	(ii) Other			
	7a Gross amount from sales of assets other than inventory 7a					
	b Less: cost or other basis and sales expenses 7b					
	c Gain or (loss) 7c					
	d Net gain or (loss)					
	8a Gross income from fundraising events (not including $ _____ of contributions reported on line 1c). See Part IV, line 18 8a					
	b Less: direct expenses 8b					
	c Net income or (loss) from fundraising events					
	9a Gross income from gaming activities. See Part IV, line 19 9a					
	b Less: direct expenses 9b					
	c Net income or (loss) from gaming activities					
	10a Gross sales of inventory, less returns and allowances 10a					
	b Less: cost of goods sold 10b					
	c Net income or (loss) from sales of inventory					
Miscellaneous Revenue		**Business Code**				
	11a OTHER REVENUE	611600	1,858.			1,858.
	b					
	c					
	d All other revenue					
	e **Total.** Add lines 11a-11d		1,858.			
	12 **Total revenue.** See instructions		24,998,444.	0.	0.	418,701.

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Part IX Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21				
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	532,400.	421,685.	110,715.	
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	11,260,644.	10,533,067.	727,577.	
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	1,681,241.	1,681,241.		
9 Other employee benefits	1,378,359.	1,255,585.	122,774.	
10 Payroll taxes	271,037.	211,409.	59,628.	
11 Fees for services (nonemployees):				
a Management	170,017.		170,017.	
b Legal	271,271.		271,271.	
c Accounting	57,645.	54,763.	2,882.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	3,044,460.	3,044,460.		
12 Advertising and promotion	17,994.	13,136.	4,858.	
13 Office expenses	293,465.		293,465.	
14 Information technology	341,501.	253,977.	87,524.	
15 Royalties				
16 Occupancy	275,410.	192,787.	82,623.	
17 Travel	172,080.	147,989.	24,091.	
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings				
20 Interest	415.	415.		
21 Payments to affiliates				
22 Depreciation, depletion, and amortization				
23 Insurance	86,780.	4,339.	82,441.	
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a INSTRUCTIONAL MATERIALS	2,540,992.	2,540,992.		
b SERVICE FEES	168,881.	102,725.	66,156.	
c DUES & MEMBERSHIPS	144,288.	87,766.	56,522.	
d COMMUNITY MARKETING	100,705.	61,256.	39,449.	
e All other expenses	204,427.	124,347.	80,080.	
25 **Total functional expenses.** Add lines 1 through 24e	23,014,012.	20,731,939.	2,282,073.	0.
26 **Joint costs.** Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here ☐ if following SOP 98-2 (ASC 958-720)				

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Part X Balance Sheet

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

			(A) Beginning of year		(B) End of year
Assets	1	Cash - non-interest-bearing	252,159.	1	1,455,990.
	2	Savings and temporary cash investments	7,049,525.	2	5,555,044.
	3	Pledges and grants receivable, net		3	
	4	Accounts receivable, net	1,825,320.	4	2,827,484.
	5	Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7	Notes and loans receivable, net		7	
	8	Inventories for sale or use		8	
	9	Prepaid expenses and deferred charges	173,127.	9	134,523.
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D 10a			
	b	Less: accumulated depreciation 10b		10c	
	11	Investments - publicly traded securities		11	
	12	Investments - other securities. See Part IV, line 11	3,065,232.	12	3,524,863.
	13	Investments - program-related. See Part IV, line 11		13	
	14	Intangible assets		14	
	15	Other assets. See Part IV, line 11	133,967.	15	108,453.
	16	**Total assets.** Add lines 1 through 15 (must equal line 33)	12,499,330.	16	13,606,357.
Liabilities	17	Accounts payable and accrued expenses	535,211.	17	641,224.
	18	Grants payable		18	
	19	Deferred revenue	2,147,988.	19	1,189,683.
	20	Tax-exempt bond liabilities		20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22	Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23	Secured mortgages and notes payable to unrelated third parties		23	
	24	Unsecured notes and loans payable to unrelated third parties		24	
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D	135,068.	25	109,955.
	26	**Total liabilities.** Add lines 17 through 25	2,818,267.	26	1,940,862.
Net Assets or Fund Balances		**Organizations that follow FASB ASC 958, check here** ☒ **and complete lines 27, 28, 32, and 33.**			
	27	Net assets without donor restrictions	9,681,063.	27	11,665,495.
	28	Net assets with donor restrictions		28	
		Organizations that do not follow FASB ASC 958, check here ☐ **and complete lines 29 through 33.**			
	29	Capital stock or trust principal, or current funds		29	
	30	Paid-in or capital surplus, or land, building, or equipment fund		30	
	31	Retained earnings, endowment, accumulated income, or other funds		31	
	32	Total net assets or fund balances	9,681,063.	32	11,665,495.
	33	Total liabilities and net assets/fund balances	12,499,330.	33	13,606,357.

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Part XI Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	24,998,444.
2	Total expenses (must equal Part IX, column (A), line 25)	2	23,014,012.
3	Revenue less expenses. Subtract line 2 from line 1	3	1,984,432.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	9,681,063.
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	11,665,495.

Part XII Financial Statements and Reporting

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

			Yes	No
1	Accounting method used to prepare the Form 990: ☐ Cash ☒ Accrual ☐ Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis	2a		X
b	Were the organization's financial statements audited by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: ☒ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis	2b	X	
c	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.	2c	X	
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?	3a	X	
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits	3b	X	

Form 990 (2024)

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SCHEDULE A
(Form 990)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

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

OMB No. 1545-0047

2024

Open to Public Inspection

Name of the organization
EXCEL ACADEMY CHARTER SCHOOLS

Employer identification number
47-4121751

Part I Reason for Public Charity Status. (All organizations must complete this part.) See instructions.

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

1 ☐ A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**
2 ☒ A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990).)
3 ☐ A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
4 ☐ A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state: _____
5 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)
6 ☐ A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**
7 ☐ An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
8 ☐ A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
9 ☐ An agricultural research organization described in **section 170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university: _____
10 ☐ An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions, subject to certain exceptions; and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)
11 ☐ An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**
12 ☐ An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2)**. See **section 509(a)(3).** Check the box on lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.

a ☐ **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
b ☐ **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
c ☐ **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
d ☐ **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
e ☐ Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
f Enter the number of supported organizations .....
g Provide the following information about the supported organization(s).

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

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 **Total.** Add lines 1 through 3						
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 **Public support.** Subtract line 5 from line 4.						

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
7 Amounts from line 4						
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
11 **Total support.** Add lines 7 through 10						

12 Gross receipts from related activities, etc. (see instructions) 12

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

Section C. Computation of Public Support Percentage

14 Public support percentage for 2024 (line 6, column (f), divided by line 11, column (f)) 14 %

15 Public support percentage from 2023 Schedule A, Part II, line 14 15 %

16a **33 1/3% support test - 2024.** If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ☐

b **33 1/3% support test - 2023.** If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ☐

17a **10% -facts-and-circumstances test - 2024.** If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and **stop here.** Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization ☐

b **10% -facts-and-circumstances test - 2023.** If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and **stop here.** Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization ☐

18 **Private foundation.** If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions ☐

Schedule A (Form 990) 2024

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 **Total.** Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of $5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 **Public support.** (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 **Total support.** (Add lines 9, 10c, 11, and 12.)						

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

Section C. Computation of Public Support Percentage

15 Public support percentage for 2024 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2023 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for **2024** (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from **2023** Schedule A, Part III, line 17	18	%

19a **33 1/3% support tests - 2024.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization ☐

b **33 1/3% support tests - 2023.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization ☐

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

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Part IV Supporting Organizations

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

Section A. All Supporting Organizations

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

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Part IV Supporting Organizations *(continued)*

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

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally Integrated Supporting Organizations

1 *Check the box next to the method that the organization used to satisfy the Integral Part Test during the year* **(see instructions).**

- **a** ☐ The organization satisfied the Activities Test. *Complete* **line 2** *below.*
- **b** ☐ The organization is the parent of each of its supported organizations. *Complete* **line 3** *below.*
- **c** ☐ The organization supported a governmental entity. *Describe in* **Part VI** *how you supported a governmental entity (see instructions).*

			Yes	No
2	Activities Test. **Answer lines 2a and 2b below.**			
a	*Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? If "Yes," then in* **Part VI identify those supported organizations and explain** *how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.*	**2a**		
b	Did the activities described on line 2a, above, constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? *If "Yes," explain in* **Part VI** *the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.*	**2b**		
3	Parent of Supported Organizations. **Answer lines 3a and 3b below.**			
a	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? If "Yes" or "No," provide details in **Part VI**.	**3a**		
b	Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? If "Yes," describe in **Part VI** the role played by the organization in this regard.	**3b**		

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

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

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

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

Section C - Distributable Amount		Current Year
1 Adjusted net income for prior year (from Section A, line 8, column A)	**1**	
2 Enter 0.85 of line 1.	**2**	
3 Minimum asset amount for prior year (from Section B, line 8, column A)	**3**	
4 Enter greater of line 2 or line 3.	**4**	
5 Income tax imposed in prior year	**5**	
6 **Distributable Amount.** Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	**6**	

7 ☐ Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).

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

Section D - Distributions			**Current Year**
1	Amounts paid to supported organizations to accomplish exempt purposes	1	
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2	
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3	
4	Amounts paid to acquire exempt-use assets	4	
5	Qualified set-aside amounts (prior IRS approval required - *provide details in* **Part VI**)	5	
6	Other distributions (describe in **Part VI**). See instructions.	6	
7	**Total annual distributions.** Add lines 1 through 6.	7	
8	Distributions to attentive supported organizations to which the organization is responsive (*provide details in* **Part VI**). See instructions.	8	
9	Distributable amount for 2024 from Section C, line 6	9	
10	Line 8 amount divided by line 9 amount	10	

Section E - Distribution Allocations (see instructions)		(i) **Excess Distributions**	(ii) **Underdistributions Pre-2024**	(iii) **Distributable Amount for 2024**
1	Distributable amount for 2024 from Section C, line 6			
2	Underdistributions, if any, for years prior to 2024 (reasonable cause required - *explain in* **Part VI**). See instructions.			
3	Excess distributions carryover, if any, to 2024			
a	From 2019			
b	From 2020			
c	From 2021			
d	From 2022			
e	From 2023			
f	**Total** of lines 3a through 3e			
g	Applied to under distributions of prior years			
h	Applied to 2024 distributable amount			
i	Carryover from 2019 not applied (see instructions)			
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4	Distributions for 2024 from Section D, line 7: $			
a	Applied to underdistributions of prior years			
b	Applied to 2024 distributable amount			
c	Remainder. Subtract lines 4a and 4b from line 4.			
5	Remaining underdistributions for years prior to 2024, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, *explain in* **Part VI.** See instructions.			
6	Remaining underdistributions for 2024. Subtract lines 3h and 4b from line 1. For result greater than zero, *explain in* **Part VI**. See instructions.			
7	**Excess distributions carryover to 2025.** Add lines 3j and 4c.			
8	Breakdown of line 7:			
a	Excess from 2020			
b	Excess from 2021			
c	Excess from 2022			
d	Excess from 2023			
e	Excess from 2024			

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

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SCHEDULE D (Form 990)
(Rev. December 2024)
Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

Complete if the organization answered "Yes" on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.
Attach to Form 990.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

Open to Public Inspection

Name of the organization
EXCEL ACADEMY CHARTER SCHOOLS

Employer identification number
47-4121751

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.

Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

		(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year		
2	Aggregate value of contributions to (during year)		
3	Aggregate value of grants from (during year)		
4	Aggregate value at end of year		

5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ Yes ☐ No

6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? ☐ Yes ☐ No

Part II Conservation Easements.

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

1 Purpose(s) of conservation easements held by the organization (check all that apply).
- ☐ Preservation of land for public use (for example, recreation or education)
- ☐ Preservation of a historically important land area
- ☐ Protection of natural habitat
- ☐ Preservation of a certified historic structure
- ☐ Preservation of open space

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

			Held at the End of the Tax Year
a	Total number of conservation easements	2a	
b	Total acreage restricted by conservation easements	2b	
c	Number of conservation easements on a certified historic structure included on line 2a	2c	
d	Number of conservation easements included on line 2c acquired after July 25, 2006, and not on a historic structure listed in the National Register	2d	

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year _____

4 Number of states where property subject to conservation easement is located _____

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year _____

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year _____

8 Does each conservation easement reported on line 2d above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? ☐ Yes ☐ No

9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items.

(i) Revenue included on Form 990, Part VIII, line 1 $ _____

(ii) Assets included in Form 990, Part X $ _____

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items:

a Revenue included on Form 990, Part VIII, line 1 $ _____

b Assets included in Form 990, Part X $ _____

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

3 Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply).

a ☐ Public exhibition
b ☐ Scholarly research
c ☐ Preservation for future generations
d ☐ Loan or exchange program
e ☐ Other _____

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? ☐ Yes ☐ No

Part IV Escrow and Custodial Arrangements

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

1a Is the organization an agent, trustee, custodian, or other intermediary for contributions or other assets not included on Form 990, Part X? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIII and complete the following table:

		Amount
c Beginning balance	1c	
d Additions during the year	1d	
e Distributions during the year	1e	
f Ending balance	1f	

2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII ☐

Part V Endowment Funds

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

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

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:

a Board designated or quasi-endowment _____%
b Permanent endowment _____%
c Term endowment _____%

The percentages on lines 2a, 2b, and 2c should equal 100%.

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

		Yes	No
(i) Unrelated organizations?	3a(i)		
(ii) Related organizations?	3a(ii)		
b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R?	3b		

4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements				
d Equipment				
e Other				
Total. Add lines 1a through 1e. *(Column (d) must equal Form 990, Part X, line 10c, column (B))*				0.

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Part VII Investments - Other Securities

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

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely held equity interests		
(3) Other		
(A) CERTIFICATE OF DEPOSIT	3,524,863.	COST
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Col. (b) must equal Form 990, Part X, line 12, col. (B))	3,524,863.	

Part VIII Investments - Program Related.

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

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

Part IX Other Assets

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

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

Part X Other Liabilities

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

1.	(a) Description of liability	(b) Book value
(1)	Federal income taxes	
(2)	LEASE LIABILITY	109,955.
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. *(Column (b) must equal Form 990, Part X, line 25, col. (B))*		109,955.

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

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

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

1	Total revenue, gains, and other support per audited financial statements			1	24,998,444.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:				
a	Net unrealized gains (losses) on investments	2a			
b	Donated services and use of facilities	2b			
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIII.)	2d			
e	Add lines 2a through 2d			2e	0.
3	Subtract line 2e from line 1			3	24,998,444.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIII.)	4b			
c	Add lines 4a and 4b			4c	0.
5	Total revenue. Add lines **3** and **4c.** *(This must equal Form 990, Part I, line 12.)*			5	24,998,444.

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

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

1	Total expenses and losses per audited financial statements			1	23,014,012.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:				
a	Donated services and use of facilities	2a			
b	Prior year adjustments	2b			
c	Other losses	2c			
d	Other (Describe in Part XIII.)	2d			
e	Add lines 2a through 2d			2e	0.
3	Subtract line 2e from line 1			3	23,014,012.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIII.)	4b			
c	Add lines 4a and 4b			4c	0.
5	Total expenses. Add lines **3** and **4c.** *(This must equal Form 990, Part I, line 18.)*			5	23,014,012.

Part XIII Supplemental Information

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

PART X, LINE 2:

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

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Part XIII Supplemental Information *(continued)*

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SCHEDULE E (Form 990)
(Rev. December 2024)
Department of the Treasury
Internal Revenue Service

Schools

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

Attach to Form 990 or Form 990-EZ.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

Open to Public Inspection

Name of the organization
EXCEL ACADEMY CHARTER SCHOOLS

Employer identification number
47-4121751

Part I

			YES	NO
1	Does the organization have a racially nondiscriminatory policy toward students by statement in its charter, bylaws, other governing instrument, or in a resolution of its governing body?	1	X	
2	Does the organization include a statement of its racially nondiscriminatory policy toward students in all its brochures, catalogues, and other written communications with the public dealing with student admissions, programs, and scholarships?	2	X	
3	Has the organization publicized its racially nondiscriminatory policy on its primary publicly accessible Internet homepage at all times during its tax year in a manner reasonably expected to be noticed by visitors to the homepage, or through newspaper or broadcast media during the period of solicitation for students, or during the registration period if it has no solicitation program, in a way that makes the policy known to all parts of the general community it serves? If "Yes," please describe. If "No," please explain. If you need more space, use Part II	3	X	
	THE SCHOOL PUBLICIZES ITS POLICY IN ITS REGISTRATION MATERIALS AND DOCUMENTS USED TO SOLICIT STUDENTS AND ON THE SCHOOL'S WEBSITE AT HTTPS://EXCELACADEMY.EDUCATION/RESOURCES/HANDBOOK.			
4	Does the organization maintain the following:			
a	Records indicating the racial composition of the student body, faculty, and administrative staff?	4a	X	
b	Records documenting that scholarships and other financial assistance are awarded on a racially nondiscriminatory basis?	4b		X
c	Copies of all catalogues, brochures, announcements, and other written communications to the public dealing with student admissions, programs, and scholarships?	4c	X	
d	Copies of all material used by the organization or on its behalf to solicit contributions?	4d		X
	If you answered "No" to any of the above, please explain. If you need more space, use Part II.			
	THE SCHOOL DOES NOT SOLICIT CONTRIBUTIONS. THE SCHOOL DOES NOT GIVE OUT SCHOLARSHIPS.			
5	Does the organization discriminate by race in any way with respect to:			
a	Students' rights or privileges?	5a		X
b	Admissions policies?	5b		X
c	Employment of faculty or administrative staff?	5c		X
d	Scholarships or other financial assistance?	5d		X
e	Educational policies?	5e		X
f	Use of facilities?	5f		X
g	Athletic programs?	5g		X
h	Other extracurricular activities?	5h		X
	If you answered "Yes" to any of the above, please explain. If you need more space, use Part II.			
6a	Does the organization receive any financial aid or assistance from a governmental agency?	6a	X	
b	Has the organization's right to such aid ever been revoked or suspended?	6b		X
	If you answered "Yes" on either line 6a or line 6b, explain in Part II.			
7	Does the organization certify that it has complied with the applicable requirements of sections 4.01 through 4.05 of Rev. Proc. 75-50, 1975-2 C.B. 587, as modified by Rev. Proc. 2019-22, 2019-22 I.R.B. 1260, covering racial nondiscrimination? If "No," explain in Part II	7	X	

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

LINE 6B - EXPLANATION OF GOVERNMENT FINANCIAL AID:
THE SCHOOL IS A PUBLIC CHARTER SCHOOL PRINCIPALLY FUNDED BY CALIFORNIA AND FEDERAL MONIES RECEIVED THROUGH THE CALIFORNIA DEPARTMENT OF EDUCATION.

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SCHEDULE J (Form 990)

(Rev. December 2024)
Department of the Treasury
Internal Revenue Service

Compensation Information

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

OMB No. 1545-0047

Open to Public Inspection

Name of the organization
EXCEL ACADEMY CHARTER SCHOOLS

Employer identification number
47-4121751

Part I Questions Regarding Compensation

			Yes	No
1a	Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.			
	☐ First-class or charter travel	☐ Housing allowance or residence for personal use		
	☐ Travel for companions	☐ Payments for business use of personal residence		
	☐ Tax indemnification and gross-up payments	☐ Health or social club dues or initiation fees		
	☐ Discretionary spending account	☐ Personal services (such as maid, chauffeur, chef)		
b	If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain	**1b**		
2	Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?	**2**		
3	Indicate which, if any, of the following the organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.			
	☐ Compensation committee	☒ Written employment contract		
	☐ Independent compensation consultant	☐ Compensation survey or study		
	☐ Form 990 of other organizations	☒ Approval by the board or compensation committee		
4	During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:			
a	Receive a severance payment or change-of-control payment?	**4a**		X
b	Participate in or receive payment from a supplemental nonqualified retirement plan?	**4b**		X
c	Participate in or receive payment from an equity-based compensation arrangement?	**4c**		X
	If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.			
	Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.			
5	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:			
a	The organization?	**5a**		X
b	Any related organization?	**5b**		X
	If "Yes" on line 5a or 5b, describe in Part III.			
6	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:			
a	The organization?	**6a**		X
b	Any related organization?	**6b**		X
	If "Yes" on line 6a or 6b, describe in Part III.			
7	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III	**7**		X
8	Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III	**8**		X
9	If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?	**9**		

For Paperwork Reduction Act Notice, see the Instructions for Form 990. **Schedule J (Form 990) (Rev. 12-2024)**

LHA 432111 01-15-25

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

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

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

(A) Name and Title		**(B)** Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			**(C)** Retirement and other deferred compensation	**(D)** Nontaxable benefits	**(E)** Total of columns (B)(i)-(D)	**(F)** Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	**(ii)** Bonus & incentive compensation	**(iii)** Other reportable compensation				
(1) HEIDI M GASCA	(i)	216,685.	0.	0.	62,183.	0.	278,868.	0.
EXECUTIVE DIRECTOR	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) CLAUDIO SORRERA	(i)	177,310.	0.	0.	73,055.	25,034.	275,399.	0.
DIRECTOR OF BUSINESS SERVICES	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) LARA C ULMER	(i)	172,108.	0.	0.	49,772.	18,294.	240,174.	0.
ASSISTANT DIR OF SPED	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) KERI A SCHNEEWEISS	(i)	169,461.	0.	0.	49,805.	16,049.	235,315.	0.
DIRECTOR OF OPERATIONS	(ii)	0.	0.	0.	0.	0.	0.	0.
(5) NOELL SCOTT	(i)	160,857.	0.	0.	44,760.	14,722.	220,339.	0.
SCHOOL PSYCHOLOGIST	(ii)	0.	0.	0.	0.	0.	0.	0.
(6) JENNIFER CRAIG	(i)	157,019.	0.	0.	44,918.	0.	201,937.	0.
DIRECTOR OF OP/ACCOUNTABILITY	(ii)	0.	0.	0.	0.	0.	0.	0.
(7) ANGELA GALAVIZ	(i)	148,341.	0.	0.	40,371.	0.	188,712.	0.
SPEECH AND LANGUAGE PATHOLOGIST	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

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Part III Supplemental Information

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

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SCHEDULE O (Form 990)
(Rev. December 2024)
Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information.
Attach to Form 990 or Form 990-EZ.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

Open to Public Inspection

Name of the organization
EXCEL ACADEMY CHARTER SCHOOLS

Employer identification number
47-4121751

FORM 990, PART III, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:
STUDENTS CREATING THE NEXT GENERATION OF LEADERS.

FORM 990, PART VI, SECTION A, LINE 8B:
THERE ARE NO COMMITTEES THAT CAN ACT ON BEHALF OF THE BOARD.

FORM 990, PART VI, SECTION B, LINE 11B:
THE FORM 990 IS PREPARED BY THE ORGANIZATION'S OUTSIDE PUBLIC ACCOUNTING FIRM BASED ON INFORMATION PROVIDED BY MANAGEMENT. ONCE A DRAFT OF THE RETURN IS AVAILABLE, IT IS REVIEWED BY MANAGEMENT WITH ANY CHANGES OR REVISIONS INCORPORATED INTO THE FILING. THE REVISED RETURN IS THEN SUBMITTED TO THE BOARD OF DIRECTORS FOR THEIR REVIEW AND APPROVAL PRIOR TO SUBMITTING TO THE IRS.

FORM 990, PART VI, SECTION B, LINE 12C:
MONITORING IS PERFORMED REGULARLY BY THE OFFICERS TO IDENTIFY POTENTIAL CONFLICTS OF INTEREST. ANY QUESTION OF A CONFLICT IS ADDRESSED WITH THE INTERESTED PERSON, WHO IS REQUIRED TO DISCLOSE THE EXISTENCE OF ANY FINANCIAL INTEREST AND BE AFFORDED THE OPPORTUNITY TO DISCLOSE ALL MATERIAL FACTS TO THE BOARD AND EXECUTIVE DIRECTOR. IF A CONFLICT OF INTEREST IS IDENTIFIED, THE APPROPRIATE ACTION IS TAKEN, INCLUDING LIMITATIONS TO THE INDIVIDUAL'S INFLUENCE ON RELATED BUSINESS MATTERS.

FORM 990, PART VI, SECTION B, LINE 15:
THE EXECUTIVE DIRECTOR'S PAY IS DETERMINED BASED ON DATA PROVIDED BY EXTERNAL CHARTER MANAGEMENT ORGANIZATIONS AND THROUGH COMPARISON STUDIES OF OTHER CHARTER SCHOOLS. THE BOARD MUST VOTE TO APPROVE THE EXECUTIVE DIRECTOR'S COMPENSATION AS A DIRECT ACTION. THE OFFICERS' AND KEY EMPLOYEES' PAY IS DETERMINE BASED ON DATA PROVIDED BY EXTERNAL CHARTER MANAGEMENT ORGANIZATIONS AND THROUGH COMPARISON STUDIES OF OTHER CHARTER SCHOOLS. THE BOARD MUST VOTE TO APPROVE THE OFFICERS' AND KEY EMPLOYEES' COMPENSATION AS A DIRECT ACTION.
THE PROCESS DESCRIBED HERE WAS LAST COMPLETED IN 2025.

FORM 990, PART VI, SECTION C, LINE 19:
THE ORGANIZATION MAKES ITS GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY, AND FINANCIAL STATEMENTS AVAILABLE UPON REQUEST.

FORM 990, PART IX, LINE 11G, OTHER FEES:

SPED CONSULTANTS:	
PROGRAM SERVICE EXPENSES	228,693.
MANAGEMENT AND GENERAL EXPENSES	0.
FUNDRAISING EXPENSES	0.
TOTAL EXPENSES	228,693.

PROFESSIONAL SERVICES - NON-INSTRUCTIONALS:	
PROGRAM SERVICE EXPENSES	102,406.
MANAGEMENT AND GENERAL EXPENSES	0.
FUNDRAISING EXPENSES	0.
TOTAL EXPENSES	102,406.

INSTRUCTIONAL VENDOR AND CONSULTANTS:

Name of the organization: EXCEL ACADEMY CHARTER SCHOOLS

Employer identification number: 47-4121751

PROGRAM SERVICE EXPENSES	2,712,221.
MANAGEMENT AND GENERAL EXPENSES	0.
FUNDRAISING EXPENSES	0.
TOTAL EXPENSES	2,712,221.

MISC. OTHER OUTSIDE SERVICES:

PROGRAM SERVICE EXPENSES	1,140.
MANAGEMENT AND GENERAL EXPENSES	0.
FUNDRAISING EXPENSES	0.
TOTAL EXPENSES	1,140.
TOTAL OTHER FEES ON FORM 990, PART IX, LINE 11G, COL A	3,044,460.

FORM 990, PART XII, LINE 2C:
THE PROCESS FOR OVERSIGHT AND SELECTION OF AN INDEPENDENT ACCOUNTANT HAS NOT CHANGED FROM THE PRIOR YEAR.

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TAXABLE YEAR **2024**

California Exempt Organization Annual Information Return

428941 01-14-25
FORM **199**

Calendar Year 2024 or fiscal year beginning (mm/dd/yyyy) 07/01/2024 , and ending (mm/dd/yyyy) 06/30/2025 .

Corporation/Organization name: EXCEL ACADEMY CHARTER SCHOOLS

California corporation number: 3787590

Additional information. See instructions.

FEIN: 47-4121751

Street address (suite or room): 1 TECHNOLOGY DRIVE, BLDG I, 811

PMB no.:

City: IRVINE

State: CA

ZIP code: 92618

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

A First return ..... ☐ Yes ☒ No

B Amended return ..... ● ☐ Yes ☒ No

C IRC Section 4947(a)(1) trust ..... ☐ Yes ☒ No

D Final information return?
● ☐ Dissolved ☐ Surrendered (Withdrawn) ☐ Merged/Reorganized
Enter date: (mm/dd/yyyy) ●

E Check accounting method: (1) ☐ Cash (2) ☒ Accrual (3) ☐ Other

F Federal return filed? (1) ● ☐ 990T (2) ● ☐ 990PF
(3) ● ☐ Sch H (990) (4) ☒ Other 990 series

G Is this a group filing? See instructions ..... ● ☐ Yes ☒ No

H Is this organization in a group exemption ..... ☐ Yes ☒ No
If "Yes," what is the parent's name?

I Did the organization have any changes to its guidelines not reported to the FTB? See instructions ..... ● ☐ Yes ☒ No

J If exempt under R&TC Section 23701d, has the organization engaged in political activities? See instructions. ..... ● ☐ Yes ☒ No

K Is the organization exempt under R&TC Section 23701g? ● ☐ Yes ☒ No
If "Yes," enter the gross receipts from nonmember sources $

L Is the organization a limited liability company? ..... ● ☐ Yes ☒ No

M Did the organization file Form 100 or Form 109 to report taxable income? ..... ● ☐ Yes ☒ No

N Is the organization under audit by the IRS or has the IRS audited in a prior year? ..... ● ☐ Yes ☒ No

O Is federal Form 1023/1024 pending? ..... ☐ Yes ☒ No
Date filed with IRS

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

Receipts and Revenues	1	Gross sales or receipts from other sources. From Side 2, Part II, line 8 ●		1	418,701 00
	2	Gross dues and assessments from members and affiliates ●		2	00
	3	Gross contributions, gifts, grants, and similar amounts received ●		3	24,579,743 00
	4	Total gross receipts for filing requirement test. Add line 1 through line 3. **This line must be completed.** If the result is less than $50,000, see General Information B ●		4	24,998,444 00
	5	Cost of goods sold ●	5 00		
	6	Cost or other basis, and sales expenses of assets sold ●	6 00		
	7	Total costs. Add line 5 and line 6		7	00
	8	Total gross income. Subtract line 7 from line 4 ●		8	24,998,444 00
Expenses	9	Total expenses and disbursements. From Side 2, Part II, line 18 ●		9	23,014,012 00
	10	Excess of receipts over expenses and disbursements. Subtract line 9 from line 8 ●		10	1,984,432 00
Payments	11	Total payments ●		11	00
	12	Use tax. See General Information K ●		12	00
	13	Payments balance. If line 11 is more than line 12, subtract line 12 from line 11 ●		13	00
	14	Use tax balance. If line 12 is more than line 11, subtract line 11 from line 12 ●		14	00
	15	Penalties and interest. See General Information J		15	00
	16	**Balance due.** Add line 12 and line 15. Then subtract line 11 from the result ◉		16	00

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

Sign Here

Signature of officer ▶ | Title: SUPERINTENDENT | Date | ● Telephone: 760-494-9646

Paid Preparer's Use Only

Preparer's signature ▶ MEI-LI HUANG | Date: 01/30/26 | Check if self-employed ▶ ☐ | ● PTIN: P02383735

Firm's name (or yours, if self-employed) and address ▶ CLIFTONLARSONALLEN LLP
901 VIA PIEMONTE, SUITE 300
ONTARIO, CA 91764

● Firm's FEIN: 41-0746749

● Telephone: (909) 985-7286

May the FTB discuss this return with the preparer shown above? See instructions ..... ● ☒ Yes ☐ No

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EXCEL ACADEMY CHARTER SCHOOLS 47-4121751

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

428951 01-14-25

	1 Gross sales or receipts from all business activities. See instructions	1		00
	2 Interest	2	416,843	00
	3 Dividends	3		00
Receipts	4 Gross rents	4		00
from	5 Gross royalties	5		00
Other	6 Gross amount received from sale of assets (See instructions)	6		00
Sources	7 Other income. Attach schedule SEE STATEMENT 1	7	1,858	00
	8 **Total** gross sales or receipts from other sources. Add line 1 through line 7. Enter here and on Side 1, Part I, line 1	8	418,701	00
	9 Contributions, gifts, grants, and similar amounts paid. Attach schedule	9		00
	10 Disbursements to or for members.	10		00
	11 Compensation of officers, directors, and trustees. Attach schedule SEE STATEMENT 2	11	532,400	00
	12 Other salaries and wages	12	11,260,644	00
Expenses	13 Interest	13	415	00
and	14 Taxes	14	271,037	00
Disburse-	15 Rents	15	275,410	00
ments	16 Depreciation and depletion (See instructions)	16		00
	17 Other expenses and disbursements. Attach schedule SEE STATEMENT 3	17	10,674,106	00
	18 **Total** expenses and disbursements. Add line 9 through line 17. Enter here and on Side 1, Part I, line 9	18	23,014,012	00

Schedule L **Balance Sheet**

Assets	Beginning of taxable year (a)	Beginning of taxable year (b)	End of taxable year (c)	End of taxable year (d)
1 Cash		7,301,684		7,011,034
2 Net accounts receivable		1,825,320		2,827,484
3 Net notes receivable				
4 Inventories				
5 Federal and state government obligations				
6 Investments in other bonds				
7 Investments in stock				
8 Mortgage loans				
9 Other investments. Attach schedule *		3,065,232		3,524,863
10 a Depreciable assets				
b Less accumulated depreciation				
11 Land				
12 Other assets. Attach schedule STMT 5		307,094		242,976
13 **Total assets**		12,499,330		13,606,357
Liabilities and net worth				
14 Accounts payable		535,211		641,224
15 Contributions, gifts, or grants payable				
16 Bonds and notes payable				
17 Mortgages payable				
18 Other liabilities. Attach schedule STMT 6		2,283,056		1,299,638
19 Capital stock or principal fund				
20 Paid-in or capital surplus. Attach reconciliation				
21 Retained earnings or income fund		9,681,063		11,665,495
22 **Total liabilities and net worth**		12,499,330		13,606,357

Schedule M-1 **Reconciliation of income per books with income per return**

Do not complete this schedule if the amount on Schedule L, line 13, column (d), is less than $50,000.

1 Net income per books	1,984,432	7 Income recorded on books this year not included in this return. Attach schedule	
2 Federal income tax		8 Deductions in this return not charged against book income this year. Attach schedule	
3 Excess of capital losses over capital gains		9 Total. Add line 7 and line 8	
4 Income not recorded on books this year. Attach schedule		10 Net income per return. Subtract line 9 from line 6	1,984,432
5 Expenses recorded on books this year not deducted in this return. Attach schedule			
6 Total. Add line 1 through line 5	1,984,432		

* SEE STATEMENT

EXCEL ACADEMY CHARTER SCHOOLS 47-4121751

CA 199 OTHER INCOME STATEMENT 1

DESCRIPTION	AMOUNT
OTHER REVENUE	1,858.
TOTAL TO FORM 199, PART II, LINE 7	1,858.

CA 199 COMPENSATION OF OFFICERS, DIRECTORS AND TRUSTEES STATEMENT 2

NAME AND ADDRESS	TITLE AND AVERAGE HRS WORKED/WK	COMPENSATION
HEIDI M GASCA 1 TECHNOLOGY DRIVE, BLDG I, 811 IRVINE, CA 92618	EXECUTIVE DIRECTOR 40.00	258,972.
CLAUDIO SORRERA 1 TECHNOLOGY DRIVE, BLDG I, 811 IRVINE, CA 92618	DIRECTOR OF BUSINESS SERVI 40.00	221,430.
WILLIAM HALL 1 TECHNOLOGY DRIVE, BLDG I, 811 IRVINE, CA 92618	PRESIDENT 5.00	13,715.
MICHAEL HUMPREY 1 TECHNOLOGY DRIVE, BLDG I, 811 IRVINE, CA 92618	VICE PRESIDENT 2.00	8,231.
STEVE FRAIRE 1 TECHNOLOGY DRIVE, BLDG I, 811 IRVINE, CA 92618	CLERK 2.00	8,190.
LARRY ALVARADO 1 TECHNOLOGY DRIVE, BLDG I, 811 IRVINE, CA 92618	DIRECTOR 3.00	13,672.
SUSAN HOULE 1 TECHNOLOGY DRIVE, BLDG I, 811 IRVINE, CA 92618	DIRECTOR 2.00	8,190.
TOTAL TO FORM 199, PART II, LINE 11		532,400.

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EXCEL ACADEMY CHARTER SCHOOLS 47-4121751

CA 199 OTHER EXPENSES STATEMENT 3

DESCRIPTION	AMOUNT
INSTRUCTIONAL MATERIALS	2,540,992.
SERVICE FEES	168,881.
DUES & MEMBERSHIPS	144,288.
COMMUNITY MARKETING	100,705.
PENSION PLAN CONTRIBUTIONS	1,681,241.
OTHER EMPLOYEE BENEFITS	1,378,359.
MANAGEMENT FEES	170,017.
LEGAL FEES	271,271.
ACCOUNTING FEES	57,645.
OTHER PROFESSIONAL FEES	3,044,460.
ADVERTISING AND PROMOTION	17,994.
OFFICE EXPENSES	293,465.
INFORMATION TECHNOLOGY	341,501.
TRAVEL	172,080.
INSURANCE	86,780.
ALL OTHER EXPENSES	204,427.
TOTAL TO FORM 199, PART II, LINE 17	10,674,106.

CA 199 OTHER INVESTMENTS STATEMENT 4

DESCRIPTION	BEG. OF YEAR	END OF YEAR
CERTIFICATE OF DEPOSIT	3,065,232.	3,524,863.
TOTAL TO FORM 199, SCHEDULE L, LINE 9	3,065,232.	3,524,863.

CA 199 OTHER ASSETS STATEMENT 5

DESCRIPTION	BEG. OF YEAR	END OF YEAR
PREPAID EXPENSES AND DEFERRED CHARGES	173,127.	134,523.
RIGHT OF USE ASSETS	133,781.	107,900.
PARENT PAYPAL ACCOUNT	186.	553.
TOTAL TO FORM 199, SCHEDULE L, LINE 12	307,094.	242,976.

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EXCEL ACADEMY CHARTER SCHOOLS 47-4121751

CA 199 OTHER LIABILITIES STATEMENT 6

DESCRIPTION	BEG. OF YEAR	END OF YEAR
LEASE LIABILITY	135,068.	109,955.
DEFERRED REVENUE	2,147,988.	1,189,683.
TOTAL TO FORM 199, SCHEDULE L, LINE 18	2,283,056.	1,299,638.

CA 199 FUND BALANCES STATEMENT 7

DESCRIPTION	BEG. OF YEAR	END OF YEAR
NET ASSETS WITHOUT DONOR RESTRICTIONS	9,681,063.	11,665,495.
TOTAL TO FORM 199, SCHEDULE L, LINE 21	9,681,063.	11,665,495.

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022

Date Accepted _____

DO NOT MAIL THIS FORM TO THE FTB

TAXABLE YEAR **2024**

California e-file Return Authorization for Exempt Organizations

FORM **8453-EO**

Exempt Organization name	Identifying number
EXCEL ACADEMY CHARTER SCHOOLS	47-4121751

Part I Electronic Return Information (whole dollars only)

1	Total gross receipts or unrelated business taxable income (Form 199, line 4 or Form 109, line 5)	1	24,998,444
2	Total gross income or total tax (Form 199, line 8 or Form 109, line 14)	2	24,998,444
3	Refund (Form 109, line 26)	3	
4	Balance due or Total amount due (Form 199, line 16 or Form 109, line 29)	4	

Part II Settle Your Account Electronically for Taxable Year 2024

5 ☐ Direct deposit of refund (Form 109 only.)

6 ☐ Electronic funds withdrawal **6a** Amount **6b** Withdrawal date (mm/dd/yyyy)

Part III Schedule of Estimated Tax Payments for Taxable Year 2025 (These are **not** installment payments for the current amount the exempt organization owes.)

	First Payment	Second Payment	Third Payment	Fourth Payment
7 Amount				
8 Withdrawal Date				

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

9 Routing number _____

10 Account number **11** Type of account: ☐ Checking ☐ Savings

Part V Declaration of Officer

I authorize the exempt organization's account to be settled as designated in Part II. If I check Part II, box 5, I declare that the bank account specified in Part IV for the direct deposit refund agrees with the authorization stated on my return. If I check Part II, box 6, I authorize an electronic funds withdrawal for the amount listed on line 6a and any estimated payment amounts listed on Part III, line 7 from the bank account specified in Part IV.

Under penalties of perjury, I declare that I am an officer of the above exempt organization and that the information I provided to my electronic return originator (ERO), transmitter, or intermediate service provider and the amounts in Part I above agree with the amounts on the corresponding lines of the exempt organization's 2024 California electronic return. To the best of my knowledge and belief, the exempt organization's return is true, correct, and complete. If the exempt organization is filing a balance due return, I understand that if the Franchise Tax Board (FTB) does not receive full and timely payment of the exempt organization's tax liability, the exempt organization will remain liable for the tax liability and all applicable interest and penalties. I authorize the exempt organization return and accompanying schedules and statements be transmitted to the FTB by the ERO, transmitter, or intermediate service provider. **If the processing of the exempt organization's return or refund is delayed, I authorize the FTB to disclose to the ERO or intermediate service provider the reason(s) for the delay or the date when the refund was sent.**

Sign Here ▶ _____ Signature of officer | Date | ▶ SUPERINTENDENT/EXECUTIVE DIRECTOR Title

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

I declare that I have reviewed the above exempt organization's return and that the entries on form FTB 8453-EO are complete and correct to the best of my knowledge. (If I am only an intermediate service provider, I understand that I am not responsible for reviewing the exempt organization's return. I declare, however, that form FTB 8453-EO accurately reflects the data on the return.) I have obtained the organization officer's signature on form FTB 8453-EO before transmitting this return to the FTB. I have provided the organization officer with a copy of all forms and information that I will file with the FTB, and I have followed all other requirements described in FTB Pub. 1345, 2024 Handbook for Authorized e-file Providers. I will keep form FTB 8453-EO on file for **four** years from the due date of the return or **four** years from the date the exempt organization return is filed, whichever is later, and I will make a copy available to the FTB upon request. If I am also the paid preparer, under penalties of perjury, I declare that I have examined the above exempt organization's return and accompanying schedules and statements, and to the best of my knowledge and belief, they are true, correct, and complete. I make this declaration based on all information of which I have knowledge.

ERO Must Sign

ERO's signature ▶ MEI-LI HUANG | Date | Check if also paid preparer ☒ | Check if self-employed ☐ | ERO's PTIN P02383735

Firm's name (or yours if self-employed) and address ▶ CLIFTONLARSONALLEN LLP
901 VIA PIEMONTE, SUITE 300
ONTARIO, CA

Firm's FEIN 41-0746749

ZIP code 91764

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

Paid Preparer Must Sign

Paid preparer's signature ▶ | Date | Check if self-employed ☐ | Paid preparer's PTIN

Firm's name (or yours if self-employed) and address ▶

Firm's FEIN

ZIP code

FTB 8453-EO 2024

429021 01-02-25

Coversheet

Approval of Additional Chromebooks Purchase

Section: XII. Business/Financial Services
Item: B. Approval of Additional Chromebooks Purchase
Purpose: Vote
Submitted by:
Related Material: Chromebooks Quote.pdf

BACKGROUND:

Excel Academy provides Chromebooks to students in grades K-2 as part of a strategic initiative to strengthen academic outcomes and support language development. This investment ensures consistent access to instructional technology, helps close learning gaps, and accelerates student achievement. The current procurement also includes replacing Chromebooks that are more than three years old, ensuring devices remain reliable, secure, and compatible with instructional and testing requirements. Additional Chromebooks are being purchased to fully meet student demand and to ensure uninterrupted access during state and internal testing periods.

RECOMMENDATION:

It is recommended that the Board of Directors approve the purchase of 430 Chromebooks from Charter Tech Services at a total cost of $213,319.78. This strategic investment is essential to supporting student academic performance and language development by ensuring reliable, up-to-date access to instructional technology. The purchase will replace aging devices and ensure sufficient inventory to meet instructional and testing needs across the organization.

Quote 1973

302 Washington St. #811
San Diego, CA 92103
+18582815001
backoffice@chartertechservices.com
www.CharterTechServices.com

ADDRESS	SHIP TO	DATE	TOTAL
Excel Academy 1 Technology Drive I-811 Irvine, CA 92618	Excel Academy 1 Technology Drive I-811 Irvine, CA 92618	05/06/2026	$213,319.78

ACTIVITY	QTY	RATE	AMOUNT
Lenovo Chromebook ARM CPU, 8GB RAM, 64GB eMMC, 11.6" Touch	430	427.00	183,610.00T
Google Chrome Education Upgrade	430	30.00	12,900.00
Chromebook Google Enrollment Integration Services	430	2.00	860.00
CA Recycle Fee	430	4.00	1,720.00

(ARM - 8GB - Touch)

SUBTOTAL	199,090.00
TAX	14,229.78
TOTAL	$213,319.78

THANK YOU.

Accepted By

Accepted Date

Coversheet

Approval of Irvine Office Lease with the Irvine Company LLC (Renewal)

Section: XII. Business/Financial Services
Item: C. Approval of Irvine Office Lease with the Irvine Company LLC (Renewal)
Purpose: Vote
Submitted by:
Related Material: FY27 Irvine_EACS Office Lease.pdf

BACKGROUND:

This marks the third year of agreement with the Irvine Company for the office at 1 Technology Drive, Suite I-11, under the Irvine Spectrum Portfolio LLC.

Key provisions of the new agreement:

- Lease Term: December 1, 2024, to November 30, 2027.
- Operating Costs: EACS will assume responsibility for operating costs, estimated at $0.93 per square foot.

This agreement yielded an estimated savings of approximately $44,049.24 compared to the previous agreement it replaced, with the breakdown as follows:

- First Year - $20,185.56
- Second Year - $12,804.48
- Third Year - $11,059.20

RECOMMENDATION:

The Board of Directors is recommended to approve the third year of the three-year lease agreement with The Irvine Spectrum Portfolio LLC as presented.

FIRST AMENDMENT TO LEASE

I. PARTIES AND DATE.

This First Amendment to Lease ("**Amendment**") dated May 31, 2024, is by and between **IRVINE SPECTRUM PORTFOLIO LLC**, a Delaware limited liability company ("**Landlord**"), and **EXCEL ACADEMY CHARTER SCHOOLS**, a California non-profit corporation ("**Tenant**").

II. RECITALS.

On September 23, 2019, Landlord and Tenant (formerly known as Community Collaborative Charter School, a California non-profit corporation) entered into a lease ("**Lease**"), for approximately 2,424 rentable square feet of space in a building located at 1 Technology Drive, Bldg. I, Suite I811, Irvine, California ("**Premises**").

Landlord and Tenant each desire to modify the Lease to extend the Term, adjust the Basic Rent, and make such other modifications as are set forth in "III. MODIFICATIONS" next below.

III. MODIFICATIONS.

A. Basic Lease Provisions. The Basic Lease Provisions are hereby amended as follows:

1. Item 5 is hereby deleted in its entirety and the following substituted in lieu thereof:

"5. **Lease Term**: The Term of this Lease will expire on November 30, 2027."

2. Item 6 is hereby amended by adding the following:

Months of Term or Period	Monthly Rate Per Square Foot	Monthly Basic Rent
12/1/24 to 11/30/25	$1.55	$3,757.20
12/1/25 to 11/30/26	$1.61	$3,902.64
12/1/26 to 11/30/27	$1.67	$4,048.08

Notwithstanding the above schedule of Basic Rent to the contrary, as long as Tenant is not in Default (as defined in Section 14.1 of the Lease) under the Lease, Tenant will be entitled to an abatement of Basic Rent in the aggregate amount of $5,635.80 (i.e., $1,878.60 per month) (the "**First Amendment Abated Basic Rent**") for the period commencing December 1, 2024 and ending February 28, 2025 (the "**First Amendment Abatement Period**"). In the event of a Default at any time during the portion of the Term extended herein, all First Amendment Abated Basic Rent will immediately become due and payable. The payment by Tenant of the First Amendment Abated Basic Rent in the event of a Default will not limit or affect any of Landlord's other rights, pursuant to the Lease or at law or in equity. Only Basic Rent will be abated during the First Amendment Abatement Period and all other Rent specified in the Lease will remain as due and payable.

3. Effective as of December 1, 2024, Item 7 will be deleted in its entirety and the following substituted in lieu thereof:

"7. **Expense Recovery Period**: Every twelve-month period during the Term (or portion thereof during the first and last Lease years) ending June 30."

B. Operating Expenses. Effective as of December 1, 2024, **Exhibit B** to the Lease will be deleted in its entirety and **Replacement Exhibit B** attached hereto substituted in lieu thereof.

C. Parking. Notwithstanding anything to the contrary contained in the Lease, Tenant will continue to be entitled to up to 10 parking spaces at no additional charge to Tenant during the Term ending November 30, 2027.

D. Acceptance of Premises. Tenant acknowledges that the lease of the Premises pursuant to this Amendment will be on an "as-is" basis without further obligation on Landlord's part as to improvements whatsoever.

E. Tender. The Lease is hereby amended by adding the following to Section 10.2:

"Tenant will tender any action or proceeding for which it has indemnification obligations under this Lease to its insurer, and request coverage for its indemnity obligations to Landlord. If Tenant is obligated to indemnify Landlord under this Lease, Tenant will accept any tender of defense of any action or proceeding for which it has indemnifications under this Lease in which Landlord is named or made a party, within 14 days of the tender and will, notwithstanding any allegations of sole negligence or

willful misconduct on the part of Landlord, defend Landlord as provided herein until a final determination of Landlord's sole negligence or willful misconduct is made. For purposes of this Section 10.2, "**Landlord**" includes Landlord and Landlord's directors, officers, shareholders, members, agents and employees. Tenant's obligations under this Section 10.2 will survive the termination of this Lease."

F. Tenant's Insurance. The following will be added to the end of **Exhibit D** to the Lease:

4. VENDORS' AND CONTRACTORS' INSURANCE. If Tenant hires any vendor or contractor to complete work on the Premises; Tenant will cause such vendor or contractor to comply with the following insurance requirements:

A. Commercial general liability insurance with coverage limits of not less than $1,000,000 combined single limit for bodily injury, personal injury, death and property damage liability per occurrence or the current limit carried by vendor or contractor, whichever is greater,

B. Worker's compensation coverage as required by law, including employer's liability coverage with a limit of not less than $1,000,000 each employee, each accident and each disease.

C. Vendor or Contractor and its insurer(s) providing the insurance coverages described in this Section 4 Parts A, and B above, will waive any and all rights of recovery against Landlord and all entities controlling, controlled by, or under common control with Landlord, together with their respective owners, shareholders, partners, members, divisions, officers, directors, employees, representatives and agents, and all of their respective successors.

D. The commercial general liability insurance policy required in Section 4 Part A, will name Landlord and all entities controlling, controlled by, or under common control with Landlord, together with their respective owners, shareholders, partners, members, divisions, officers, directors, employees, representatives and agents, and all of their respective successors as additional insured for both operations and product completed operations coverage. Such coverage will be primary and non-contributory to any insurance or self-insurance carried by Landlord and all entities controlling, controlled by, or under common control with Landlord.

IV. GENERAL.

A. Effect of Amendment. The Lease will remain in full force and effect and unmodified except to the extent that it is modified by this Amendment.

B. Entire Agreement. This Amendment embodies the entire understanding between Landlord and Tenant with respect to the modifications set forth in "III. MODIFICATIONS" above and can be changed only by a writing signed by Landlord and Tenant.

C. Defined Terms. All words commencing with initial capital letters in this Amendment and defined in the Lease will have the same meaning in this Amendment as in the Lease, unless they are otherwise defined in this Amendment.

D. Corporate and Partnership Authority. If Tenant is a corporation or partnership, or is comprised of either or both of them, each individual executing this Amendment for the corporation or partnership represents that he or she is duly authorized to execute and deliver this Amendment on behalf of the corporation or partnership and that this Amendment is binding upon the corporation or partnership in accordance with its terms.

E. Counterparts; Digital Signatures. If this Amendment is executed in counterparts, each is hereby declared to be an original; all, however, will constitute but one and the same amendment. This Amendment may be executed in one or more counterparts, each of which will constitute an original and all of which will be one and the same agreement. The parties expressly agree that one or each of the parties may execute and deliver this Amendment electronically using a certificate-based electronic signature and delivery software service approved and initiated by Landlord that provides an audit trail and method for authenticating signers (the "**Approved Service**"). The Approved Service will have the same legal effect as a handwritten signature and will be admissible evidence of the parties' mutual intent to be legally bound by this Amendment. The parties declare that they have received all of the information required to be fully aware of the certificate-based electronic signature software process and each party hereby waives any claim which it may have against the enforceability of this Amendment based on the use of the Approved Service.

F. California Certified Access Specialist Inspection. Pursuant to California Civil Code § 1938, Landlord hereby states that the Premises have not undergone inspection by a Certified Access Specialist (CASp) (defined in California Civil Code § 55.52(a)(3)). Pursuant to Section 1938 of the California Civil Code, Landlord hereby provides the following notification to Tenant: "A Certified Access Specialist (CASp) can inspect the subject premises and determine whether the subject premises comply with all of the applicable construction-related accessibility standards under state law. Although state law does not require a CASp inspection of the subject premises, the commercial property owner or lessor may not prohibit the lessee or tenant from obtaining a CASp inspection of the subject premises for the occupancy or potential occupancy of the lessee or tenant, if requested by the lessee or tenant. The parties shall mutually agree on the arrangements for the time and manner of the CASp inspection, the payment of the fee for the CASp inspection, and the cost of making any repairs necessary to correct violations of construction related accessibility standards within the premises."

G. Brokers. Article 18 of the Lease is amended to provide that the parties recognize the following parties as the brokers who negotiated this Amendment, and agree that Landlord will be responsible for payment of brokerage commissions to such brokers pursuant to its separate agreements with such brokers: Irvine Management Company ("**Landlord's Broker**") is the agent of Landlord exclusively and Lee & Associates / Anaheim, ("**Tenant's Broker**") is the agent of Tenant exclusively. By the execution of this Amendment, each of Landlord and Tenant hereby acknowledge and confirm (a) receipt of a copy of a Disclosure Regarding Real Estate Agency Relationship conforming to the requirements of California Civil Code 2079.16, and (b) the agency relationships specified herein, which acknowledgement and confirmation is expressly made for the benefit of Tenant's Broker. If there is no Tenant's Broker so identified herein, then such acknowledgement and confirmation is expressly made for the benefit of Landlord's Broker. By the execution of this Amendment, Landlord and Tenant are executing the confirmation of the agency relationships set forth herein. The warranty and indemnity provisions of Article 18 of the Lease, as amended hereby, will be binding and enforceable in connection with the negotiation of this Amendment.

V. EXECUTION.

Landlord and Tenant executed this Amendment on the date as set forth in "I. PARTIES AND DATE." above.

LANDLORD:

IRVINE SPECTRUM PORTFOLIO LLC,
a Delaware limited liability company

By: DocuSigned by: Steven M. Case F0A456843C05499...

Steven M. Case
Executive Vice President
Office Properties

By: DocuSigned by: Holly McManus 9120625CE2154B1...

Holly McManus
Regional Vice President, Operations
Office Properties

DS ES

TENANT:

EXCEL ACADEMY CHARTER SCHOOLS,
a California non-profit corporation

By: DocuSigned by: Heidi Gasca 3110C68C22BD4F9...

Heidi Gasca
CEO

By: DocuSigned by: Joe Sorrera BFE68E85EEA546B...

Joe Sorrera
CFO

REPLACEMENT EXHIBIT B

OPERATING EXPENSES
(Net)

(a) From and after the Commencement Date, Tenant will pay to Landlord, as additional rent, Tenant's Share of all Operating Expenses, as defined in Section (f) below, incurred by Landlord in the operation of the Building and the Project. The term "**Tenant's Share**" means that portion of any Operating Expenses determined by multiplying the cost of such item by a fraction, the numerator of which is the Floor Area of Premises and the denominator of which is the total rentable square footage, as determined from time to time by Landlord, of (i) the Building, for expenses determined by Landlord to benefit or relate substantially to the Building rather than the entire Project, and (ii) all or some of the buildings in the Project, for expenses determined by Landlord to benefit or relate substantially to all or some of the buildings in the Project rather than any specific building. Landlord reserves the right to allocate to the entire Project any Operating Expenses which may benefit or substantially relate to a particular building within the Project in order to maintain greater consistency of Operating Expenses among buildings within the Project. In the event that Landlord determines that the Premises or the Building incur a non-proportional benefit from any expense, or is the non-proportional cause of any such expense, Landlord may allocate a greater percentage of such Operating Expense to the Premises or the Building. In the event that any management and/or overhead fee payable or imposed by Landlord for the management of Tenant's Premises is calculated as a percentage of the rent payable by Tenant and other tenants of Landlord, then the full amount of such management and/or overhead fee which is attributable to the rent paid by Tenant will be additional rent payable by Tenant, in full, provided, however, that Landlord may elect to include such full amount as part of Tenant's Share of Operating Expenses.

(b) Commencing prior to the start of the first full "**Expense Recovery Period**" of the Lease (as defined in Item 7 of the Basic Lease Provisions), and prior to the start of each full or partial Expense Recovery Period thereafter, Landlord will give Tenant a written estimate of the amount of Tenant's Share of Operating Expenses for the applicable Expense Recovery Period. Tenant will pay the estimated amounts to Landlord in equal monthly installments, in advance, concurrently with payments of Basic Rent. If Landlord has not furnished its written estimate for any Expense Recovery Period by the time set forth above, Tenant will continue to pay monthly the estimated Tenant's Share of Operating Expenses in effect during the prior Expense Recovery Period; provided that when the new estimate is delivered to Tenant, Tenant will, at the next monthly payment date, pay any accrued estimated Tenant's Share of Operating Expenses based upon the new estimate. Landlord may from time to time change the Expense Recovery Period to reflect a calendar year or a new fiscal year of Landlord, as applicable, in which event Tenant's Share of Operating Expenses will be equitably prorated for any partial year.

(c) Within 180 days after the end of each Expense Recovery Period, Landlord will furnish to Tenant a statement (a "**Reconciliation Statement**") showing in reasonable detail the actual or prorated Tenant's Share of Operating Expenses incurred by Landlord during such Expense Recovery Period, and the parties will within 30 days thereafter make any payment or allowance necessary to adjust Tenant's estimated payments of Tenant's Share of Operating Expenses, if any, to the actual Tenant's Share of Operating Expenses as shown by the Reconciliation Statement. Any delay or failure by Landlord in delivering any Reconciliation Statement will not constitute a waiver of Landlord's right to require Tenant to pay Tenant's Share of Operating Expenses pursuant hereto. Any amount due Tenant will be credited against installments next coming due under this **Exhibit B**, and any deficiency will be paid by Tenant together with the next installment. Should Tenant fail to object in writing to Landlord's determination of Tenant's Share of Operating Expenses within 60 days following delivery of Landlord's Reconciliation Statement, Landlord's determination of Tenant's Share of Operating Expenses for the applicable Expense Recovery Period will be conclusive and binding on Tenant for all purposes and any future claims by Tenant to the contrary will be barred.

(d) Even though this Lease has terminated and the Tenant has vacated the Premises, when the final determination is made of Tenant's Share of Operating Expenses for the Expense Recovery Period in which this Lease terminates, Tenant will within 30 days of written notice pay the entire increase over the estimated Tenant's Share of Operating Expenses already paid. Conversely, any overpayment by Tenant will be rebated by Landlord to Tenant not later than 30 days after such final determination. However, in lieu thereof, Landlord may deliver a reasonable estimate of the anticipated reconciliation amount to Tenant prior to the Expiration Date of the Term, in which event the appropriate party will fund the amount by the Expiration Date.

(e) If, at any time during any Expense Recovery Period, any one or more of the Operating Expenses are increased to a rate(s) or amount(s) in excess of the rate(s) or amount(s) used in calculating the estimated Tenant's Share of Operating Expenses for the year, then the estimate of Tenant's Share of Operating Expenses may be increased by written notice from Landlord for the month in which such rate(s) or amount(s) becomes effective and for all succeeding months by an amount equal to the estimated amount of Tenant's Share of the increase. Landlord will give Tenant written notice of the amount or estimated amount of the increase, the month in which the increase will become effective, Tenant's Share thereof and the months for which the payments are due. Tenant will pay the increase to Landlord as part of the Tenant's monthly payments of estimated expenses as provided in paragraph (b) above, commencing with the month in which effective.

(f) The term "**Operating Expenses**" will mean and include all Project Costs, as defined in Section (g) below, and Property Taxes, as defined in Section (h) below.

(g) The term "**Project Costs**" will mean all expenses of operation, management, repair, replacement and maintenance of the Building and the Project, including without limitation all Common Areas (as defined in Section 6.2 of the Lease), and will include the following charges by way of illustration but not limitation: water and sewer charges; insurance premiums, deductibles, or reasonable premium equivalents or deductible equivalents should Landlord elect to self-insure any risk that Landlord is authorized to insure hereunder; license, permit, and inspection fees; light; power; window washing; trash pickup; janitorial services to any interior Common Areas; heating, ventilating and air conditioning; supplies; materials; equipment; tools; reasonable fees for consulting services; access control/security costs, inclusive of the reasonable cost of improvements made to enhance access control systems and procedures; establishment of reasonable reserves for replacement of the roof of the Building; costs incurred in connection with compliance with any laws or changes in laws applicable to the Building or the Project; the cost of any capital improvements or replacements (other than tenant improvements for specific tenants) to the extent of the amortized amount thereof over the useful life of such capital improvements or replacements (or, if such capital improvements or replacements are anticipated to achieve a cost savings as to the Operating Expenses, any shorter estimated period of time over which the cost of the capital improvements or replacements would be recovered from the estimated cost savings) calculated at a market cost of funds, all as determined by Landlord, for each year of useful life or shorter recovery period of such capital expenditure whether such capital expenditure occurs during or prior to the Term; costs associated with the maintenance of an air conditioning, heating and ventilation service agreement, and maintenance of any communications or networked data transmission equipment, conduit, cabling, wiring and related telecommunications facilitating automation and control systems, remote telecommunication or data transmission infrastructure within the Building and/or the Project, and any other maintenance, repair and replacement costs associated with such infrastructure; capital costs associated with a requirement related to demands on utilities by Project tenants, including without limitation the cost to obtain additional voice, data and modem connections; labor; reasonably allocated wages and salaries, fringe benefits, and payroll taxes for administrative and other personnel directly applicable to the Building and/or Project, including both Landlord's personnel and outside personnel; any expense incurred pursuant to Sections 6.1, 6.2, and 7.2 and **Exhibits C** and **F** of the Lease; and reasonable overhead and/or management fees for the professional operation of the Project. It is understood and agreed that Project Costs may include competitive charges for direct services (including, without limitation, management and/or operations services) provided by any subsidiary, division or affiliate of Landlord.

(h) The term "**Property Taxes**" will include any form of federal, state, county or local government or municipal taxes, fees, charges or other impositions of every kind (whether general, special, ordinary or extraordinary) related to the ownership, leasing or operation of the Premises, Building or Project, including without limitation, the following: (i) all real estate taxes or personal property taxes levied against the Premises, the Building or Project, as such property taxes may be reassessed from time to time; and (ii) other taxes, charges and assessments which are levied with respect to this Lease or to the Building and/or the Project, and any improvements, fixtures and equipment and other property of Landlord located in the Building and/or the Project, (iii) all assessments and fees for public improvements, services, and facilities and impacts thereon, including without limitation arising out of any Community Facilities Districts, "Mello Roos" districts, similar assessment districts, and any traffic impact mitigation assessments or fees; (iv) any tax, surcharge or assessment which will be levied in addition to or in lieu of real estate or personal property taxes, and (v) taxes based on the receipt of rent (including gross receipts or sales taxes applicable to the receipt of rent), and (vi) costs and expenses incurred in contesting the amount or validity of any Property Tax by appropriate proceedings. Notwithstanding the foregoing, general net income or franchise taxes imposed against Landlord will be excluded.

Coversheet

Approval of the Ordering Purchase System (OPS) (Renewal)

Section: XII. Business/Financial Services
Item: D. Approval of the Ordering Purchase System (OPS) (Renewal)
Purpose: Vote
Submitted by:
Related Material: OPS Excel Service Agreement 26-27.pdf

BACKGROUND:

OPS is a purchasing service that allows teachers and parents to place, review, and edit orders for use with instructional funds. Additionally, service vendors have an area where they can log in to see purchase orders requested and approved for their service and submit their invoices after all services have been rendered. This system allows administrative personnel to collect reports on spending, balances, outstanding invoices, and user information.

This Agreement will commence on July 1, 2026, and continue through June 30, 2027. It will automatically renew on a month-to-month term unless either party notifies the other party of its intent not to renew. Upon termination of this Agreement, the School will promptly pay all fees accrued and owing to OPS, and OPS has the right to suspend or terminate the School’s and each student’s access to the Service.

RECOMMENDATION:

It is recommended that the Board of Directors approve the renewal of the OPS purchasing software services not exceeding $30,567.28.

Services Agreement

OPS (Online Purchasing Systems)
PO Box 126
Beaver, WA 98305
Phone: 530 256.3333
Email: guy@opslr.com

Online Purchasing System & Library Resources

Client: Excel Academy
Contact: Nicole Tanner
Address: 1 Technology Dr., Bldg I-811, Irvine, CA 92618
Phone: 949-742-2399
Date: 4/1/2026
Number: EA-OPS2627
Revision: Original
Service: OPS 26 Annual Subscription 2026-2027

Description

Online Purchasing/Student Accounting System for (Client) Excel Academy

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Goals and Scope of Services

Online Purchasing System (OPS 26)

Staff Resources / OPS 26: This application is a sophisticated financial tool that enables school administrators to devolve many purchasing and accounting functions down to the individual student level. The application fosters local empowerment and accountability, while allowing administrators to track and manage the entire purchasing process. Security is of the utmost importance as the application can house sensitive identification and demographic information about students and teachers.

The “Teacher Resources” section allows teachers to request resources and instructional tools on behalf of individual students. It enables administrators to approve requests and oversee the allocation of funds for all students.

System Overview
Password protected login to the system is required. Users of the system have the ability to change their own login password. The Client’s system administrator has total control over all Teacher, VCI Vendor, Parent, and Admin login credentials and account permissions. It is the Client’s responsibility to distribute and manage these.

The System Permits Four Levels of Access:

1. Administrator
2. Teacher
3. Parent (optional custom feature allowing parents to enter requests on behalf of their own children)
4. VCI Vendor (optional custom feature to provide Vendor Course Instructors (VCI) a paperless invoicing process)

Administrator Access:
Administrators with full permissions have the ability to approve and process all orders as well as access, update, or add Teacher, Vendor, and Admin accounts. They also have the ability to create orders for any Student account and manually adjust student budgets. Administrators have control over users’ access.

Teacher Access:
Teachers can access orders, demographic/enrollment information and EU balances only for their own students, both active and inactive. However, they can only make order requests for active students. They can also access vendor demographic information and parent login credentials. Vendor demographic information and online purchasing is available at the Teacher access level, although approval and processing of all orders remains at the Administrator level.

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The Agreement is the intellectual property of OPS. To disseminate otherwise or to republish requires permission from OPS.

Parent Access: (*optional*)
Parent Resources can access demographic and enrollment information and EU allocation and balances for their own Student(s). Vendor demographic information and online purchasing is available at the Parent Access level. Parent requests automatically alert the Teacher, add a note that the order was requested by the Parent, and begin at the Pre-Pending order status. Once Teachers advance these orders from Pre-Pending to Pending, the approval and processing can begin at the Administrator level.

VCI Vendor Login: *(optional)*
The objective of the Vendor Login feature is to eliminate emailing, mailing, or faxing paper or PDF POs and invoices. The whole process becomes electronic. OPS intends to set up Client with the Vendor Login area and provide training, but it will be the Client's responsibility to set and supply their VCI vendors with passwords and communicate directly with their vendors on the Vendor Login process.

Detailed Customized Reporting Available for:

- Students
- Teachers
- Parents
- Vendors
- Requests
- Purchase Orders
- EMR and VCI Catalog Items (optional add-on)
- Forms are developed based on requirements necessary for the following Order Types
    - Educational Materials and Resources (EMR)
    - Vendor Course Instructors (VCI)
    - Computer Information Systems (CIS)
    - College Courses (CC)
    - Activities
    - Catalog Items (CAT) (optional)
    - Bulk
    - Batch

The import process with live data will be handled by OPS. Forms were developed based on needs specified by existing Charter Schools using OPS. The forms are programmed with JavaScript to provide real time validation and relational field modification by user's browser before it is submitted to the OPS server.

Programming:
OPS's proprietary technology drives the secure, password protected web application to access your school's data, perform the necessary queries and calculations, keep students budgets accurate and maintain accountability of all users. OPS often adds new features and improvements based on user input at no charge.

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Punchout Integrations

Set-up Steps:

1. Client will need to set up a business “Pay by Invoice” account with our Punchout Vendors for each of their school districts in OPS. We will put you in touch with an Account Representative who can guide you through the process, if one has not already been established (This process can take on week or more).
2. After Client has received all of the login credentials from the Punchout Vendors, we need to set up the account within OPS. We will add an order dropdown in the Request Form that Teachers, Administrators, and Parents will see. Additionally, we will set it up so that Administrators can send Electronic POs directly to each Punchout Vendor (Three days).

How it Works:

In the OPS Purchasing section, a Teacher (or Admin/Parent ordering on behalf of a Teacher) will select a student, then click the Punchout dropdown menu, select the Vendor, and click the order button. This will take the Teacher/Admin/Parent directly to the Punchout Vendor’s website.

Note: The first time a Teacher uses the punchout feature, they will have to set up their own personalized account and give the selected vendor a few details about themselves, (first and last name, email address, etc.) so the Vendor can provide more personalized service to each Teacher, such as keeping track of previous orders and preferences. This MUST be done BEFORE an Admin or Parent can order on the Teacher’s behalf.

After the Teacher sets up their account with the vendor, they can begin adding items to their cart on the Vendor’s website for the Student they have selected from the OPS order form. When they are ready, they can proceed to checkout and click “Submit Items for Approval.” After this happens, the user is taken back to OPS to the Pending Order Summary page for that request.

When the order request is Approved, then Processed within OPS by an Admin, a “Send Electronic PO” button will appear. When this button is pressed an electronic PO will be sent to the Vendor in an XML format. The OPS Admin should then get an approval message that the PO has been received by the Vendor. OPS keeps track of whether or not the PO has been sent, so that POs cannot be sent more than once.

After the PO is received and processed by the Vendor, the order is shipped to the address selected, then marked Received, Invoice Matched, and Paid just like other orders.

Additionally, through the Vendors’ Business portal, school Admins can check the status of their business account requests/orders and get more detailed information about their purchasing history.

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Project Approach

OPS Deliverables:

- Fully functional Online Purchasing System
- Spreadsheet Templates to be completed by the Client
- Populate databases with Vendor data provided by Client
- Populate databases with current Student data imported from Client SIS
- Annual application rollover on 5/1/2027
- Archival of previous years order data upon rollover to consecutive school year
- Establish nightly SIS bridge (optional)
- Establish accounting expense item export (optional)
- Implement Vendor Login (optional)
- Facilitate Punchout Integrations (optional
- Implement Parent Access (optional)
- Provide the Punchout Vendor contact for getting Pay by Invoice business account set-up
- Once the Punchout business accounts are established and the credentials are established, OPS intends to set up the accounts within OPS
- Provide additional support in using this new feature, and assist in troubleshooting with Punchout Vendors any issues that may occur
- One online Administrator training session
- Ongoing tech support during normal business hours

Client Deliverables:

- All downloadable documents that are to be posted, provided in digital format. Specifically in PDF or non-modifiable Word Documents
- All data needed to populate back end database in completed set up spreadsheet template provided by OPS. This includes school name, address and tax rate, vendor records, subject categories, counties, custom VCI and EMR PO text, school logo and signature image. EMR vendors can be the same across multiple schools, but VCI data is often region-specific and requires individual sets of VCI records
- Student funding calendar for the purpose of determining the allotment of educational units based on enrollment date
- Funding schedule (i.e. Initial EUs = $400.00, 01-12-2021 EU = $300.00)
- Client is responsible for establishing their own “Pay by Invoice” account with Punchout Vendors and to manage and train their staff accordingly

Project Steps

Vendor records, subject categories and counties served are provided directly from the Client using a provided template. Student and Teacher records are imported by means of an automated SIS importer. After all necessary information is received and implemented, the system is presented for final approval prior to going live. It is at this time that online training sessions will be conducted. Student and Teacher records would then update nightly from Client SIS export, inactivating any records with exit dates.

The system should be available for teachers to begin all ordering approximately 1 week after all their student, teacher, and vendor data is provided, or according to a revised schedule.

Travel and related expenses will be billed additionally at cost plus 20% for coordination. Additional customizations beyond the scope of this agreement will be billed at the rate of $125.00 per hour and outlined in Change Orders that will require Client approval prior to execution.

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Project Costs

Application and Database Set-up	$ N/A
OPS 26 Annual Subscription Fee *(Based on enrollment of 1943 students each @ $ 15.68 annually)*	$ 30,466.24
SIS Bridge *(Initial, non-reoccurring implementation fee)*	$ N/A
Accounting Export (Initial, non-reoccurring implementation fee)	$ N/A
Vendor Login (Initial, non-reoccurring implementation fee)	$ N/A
Punchout Integration Package (PIP) *(Initial, non-reoccurring implementation fee)*	$ N/A
PIP Support/Maintenance Fee *(Based on enrollment of 1943 students at $1.44 annually)*	$ 2,797.92
Parent Access (PA) *(Initial, non-reoccurring implementation fee)*	$ N/A
PA Support/Maintenance Fee *(Based on enrollment of 1943 students at $0.36 annually)*	$ 699.48
Total Project Cost:	$ 33,963.64
Discount (Option A: Less 10% for Pre-paid Annual Subscription)	**$ -3,396.36**
Total (Option A, Pre-paid Annual Subscription)	**$ 30,567.28**
Total (Option B, Monthly Payments)	$ 33,963.64

Due on Acceptance (Option A) $ 30,567.28

Due on Acceptance (Option B) $ 2,830.30 *(Set-up and Implementation Fees $ N/A + 1st month subscription $2,830.30)*

Due Monthly (Option B) $ 2830.30

Important Note: This proposal is based on the current number of student and budget IDs in the OPS system totaling 1943 at the combined annual rate of $17.48 ea. This agreement is for the definite term of twelve months as agreed by the parties. At the end of this Annual Service Agreement, unless other arrangements are made, the subscription will automatically renew on a month-to-month basis. The subscription fee will be based on the current number of student IDs in the OPS system in March of 2027.

Contact Information:

OPS
PO Box 126, Beaver, WA 98305
Guy Stokley, 530.265.3333, or send E-mail to guy@opslr.com
Joe Lawrence, 951.259.0716, or send E-mail to joe@opslr.com

Total Annual Subscription Cost for the Period of July 1, 2026 - June 30, 2027: $ 33,963.64

Monthly Subscription Fee: $ 2,830.30

This Services Agreement ("Agreement") is entered into between OPS and Client. This Agreement includes and incorporates this Proposal and the accompanying Standard Terms, as such Terms may be amended from time to time. Each Party's acceptance of this Agreement is expressly conditions upon the other's acceptance of the Terms contained in the Agreement to the exclusion of all other terms.

On Behalf of Client: Name:_____

Title: _____

Date: _____Payment Option_____

Partners on Behalf of OPS: Guy Stokley:_____

Sam Frangiamore:_____

Date:_____4/1/2026_____

Date: 4/1/2026
Number: EA-OPS2627
Revision: Original

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Standard Terms & Conditions

OPS Online Purchasing System & Library Resources

SERVICES, PRICES AND PAYMENT

Upon execution of the Proposal, Client shall pay OPS a non-refundable advance of amount specified on previous page. Monthly subscription fees are due OPS on the first day of every month and/or as of the date listed therefor in the Proposal. Late payments will incur a $20 late fee. If Client halts work or wishes to terminate this Agreement, Client agrees to pay for all work completed or hours spent, and any pre-approved out-of-pocketexpenses incurred. Any prepayment or monthly fees received by OPS shall be non-refundable. For any Services requiring OPS to travel, Client agrees to reimburse OPS for its actual, reasonable travel and other out-of-pocket expenses. Client shall be responsible for any collection expenses, and for all taxes associated with the Services, except those based on OPS's net income. If Client becomes delinquent in its payments, any deliverables due to Client may be withheld until Client is current, and late fees may be charged. Upon payment therefor, any and all deliverables conceived by OPS during this engagement relative to OPS's duties under this Agreement (the "Deliverables") shall be licensed by OPS to the Client on a perpetual basis forthe purpose directly listed in the Proposal and no other purpose. If OPS works on materials or documents provided by Client ("Materials"), the Materials shall belong to the party holding title thereto. Client hereby assigns any and all potential right, title, interest and claims to the Deliverables to OPS. Client shall not transfer or copy the Deliverables for delivery to any party for utilization by said party without OPS's prior consent; provided, however that Client may assign the Deliverables in any merger, acquisition, or other purchase or transfer ofClient's assets. The intent of the preceding sentence is to prevent Client from disseminating templates or the like designed by OPS for Client to other parties with whom OPS may contract in the future, thereby potentially decreasing the market for OPS's services. Client is responsible for using any Deliverables to achieve Client's intended results. Client authorizes OPS to access its account, with "write permission" for the Client's web page directory, cgi-bin directory, and any other directories or programs that need access for OPS to perform the Services. OPS may rely on all decisions and approvals made by employees and agents of Client, oral or written (including extranet or email). Client's request for any changes must be in writing. OPS shall not be obligated to perform tasks described in Client's request until the Parties agree in writing to the proposed change and hourly rate therefor. Upon contract signing, OPS may mention its relationship, show its work, and utilize Client's logo in marketing presentations, and, upon delivery of its work, if desired by OPS, link OPS's web site to the area on Client's site displaying the Deliverables, and, at OPS's request, Client shall include OPS's logo in an appropriate area on its web site, which OPS may revoke at its discretion.

CONFIDENTIALITY

Each Party agrees to maintain the confidentiality of any business, operational or technical informationprovided by the other Party pursuant to this Agreement hereunder that a reasonably prudent person would understand to be revealed under a duty of confidentiality (the "Proprietary Information"), and to only use it incarrying out its rights and obligations under this Agreement. The Services furnished by OPS, its intake process and link/email survey and form questions promulgated to the Client, its creative brief made therefrom, and the terms of and pricing under this Agreement are OPS's Proprietary Information. The confidentiality obligations shall not apply to any material or information that the receiving Party can document (i) is or becomes generally avail- able to the public; (ii) was in its possession or known by it prior to receipt from the other Party; (iii) was rightfully disclosed to it by a third party; (iv) was independently developed without use of the other Party's ProprietaryInformation; or (v) is required to be disclosed by law.

WARRANTIES AND DISCLAIMER

OPS shall indemnify, defend and hold Client harmless from and against any third party claims, suits, demands, actions and proceedings, judgements, penalties, damages, costs and expenses (including reasonable legal fees and costs), losses or liabilities ("Damages") arising out of a claim against Client that the deliverables developed by OPS and provided to Client hereunder constitute an infringement of any copyright held by a third party in the United States, by paying the damages actually awarded against Client in any such suit or proceeding brought by a third party against Client, up to the amount paid by Client hereunder for the offending Deliverable. OPS shallnot be obligated to defend or be liable for costs and/or damages under this Section if the alleged infringement (1) arises out of or is in any manner attributable to any modification of any of its deliverables by any other party,or (2) is due to the operation of any computer hardware or software not listed in OPS's technical specifications or (3) arises out of or is in any manner attributable to the collateral or content provided by Client or any other partyto OPS for use hereunder (for which Client shall indemnify OPS). Client warrants, represents, and unconditionally guarantees that it has sufficient rights in any and all materials it is providing to OPS hereunder, including but not limited to any elements of text, fonts, graphics, photos, designs, trademark, artwork or the like (the "Client Materials") for OPS to complete the Services contemplated by this Agreement, including but not limited to any necessary authorization, release, clearance or license related to any rights of ownership, privacy, publicity, or intellectual property; and it will not provide OPS for use hereunder with any Client Materials that infringe any third party's intellectual property or other proprietary rights. Clienthereby agrees to indemnify, defend, and hold harmless OPS, its employees, subcontractors, and agents, against any third-party damages, losses, liabilities, taxes, tariffs, settlements, or expenses (including, without limitation, costs, and attorneys' fees), in connection with any claim or action that arises from an alleged violation of the fore- going or otherwise from the Client Materials, Client's exercise of Internet electronic commerce, or the Services. OPS and Client will indemnify and hold each other harmless from and against all losses, damages, and/or claims caused by their negligence or failure to act under this Services Agreement. If either party incurs attorneys' fees and court costs due to litigation arising under this Agreement, the prevailing party in such litigation shall be entitled to recover such attorney's fees and court costs from the non-prevailing party. Should any of the Services or Deliverables not comply with OPS's specifications therefor, Client must inform OPS of the deficiency within 30 days of receipt and OPS shall use commercially reasonable efforts to remedy. If compliant Services cannot be provided within a reasonable time, Client's remedy shall be to terminate this Agreement. Client understands that any Internet Service Provider (ISP)'s services require a separate contract with that ISP. Client agrees to select an ISP that allows OPS full access to its Web site and a cgi-bin directory via FTP. Dueto conditions beyond its control, OPS does not warrant that the operation of the Deliverables, including any portion of Client's Web site, will be uninterrupted or error-free. Any warranties, indemnities, guarantees, and representations, express or implied, are specifically disclaimed, including, but not limited to, any warranty ofnon-infringement, merchantability, title, or fitness for a particular purpose and implied warranties arising fromcourse of dealing or performance, except to the extent that such disclaimers are held to be legally invalid. OPS also disclaims any warranty regarding any benefit Client might obtain from the Services, and the operation or appearance or interaction of the Deliverables with Client's web site.

LIMITATION OF LIABILITY

AS ALL DELIVERABLES PROVIDED HEREUNDER SHALL BE BASED ON CLIENT'S CONTENT, SPECIFICATIONSAND MATERIALS, ALL OPS SERVICES AND DELIVERABLES ARE PROVIDED "AS IS". IN NO EVENT SHALL OPS or Client BE LIABLE FOR LOSS OF BUSINESS OR BUSINESS OPPORTUNITIES, LOSS OF USE OR OF DATA, OR FOR ANY EXEMPLARY, PUNITIVE, INDIRECT, SPECIAL, INCIDENTAL, OR CONSEQUENTIAL DAMAGES, INCLUDING BUSINESS INTERRUPTION OR LOSS OF PROFITS (EXCEPT IN THE CASE OF NONPAYMENT), EVEN IF IT HAS BEEN ADVISEDOF THE POSSIBILITY OF SUCH DAMAGES OR LIABILITY, WHETHER UNDER THIS AGREEMENT OR OTHERWISE, IN WHICH ANY LEGAL OR EQUITABLE ACTION MAY BE BROUGHT. OPS SHALL IN NO EVENT BE LIABLE HEREUNDER FOR DAMAGES EXCEEDING THE FEES PAID BY CLIENT FOR THE SERVICES THAT DIRECTLY GAVE RISE TO SUCH DAMAGES.

MISCELLANEOUS

All Sections of this Agreement that by their nature should survive termination or expiration will survive, including, without limitation, accrued rights to payment, confidentiality obligations, warranty disclaimers, andlimitations of liability. Except for payment obligations, neither Party shall be responsible for any failure to perform due to unforeseen, non-commercial circumstances beyond its reasonable control, including but not limited to acts of God, war, embargoes, fire, floods, terrorist attacks, earthquakes, accidents, strikes, sickness, computer viruses, or thelike. In the event of any such delay, any period of time for action by said Party may be deferred for a period sufficient to resume normal business activities. No agency, partnership, joint venture, or employment is created as a result of this Agreement and Client doesnot have any authority to bind OPS in any respect. OPS shall have the right to use third parties in performance of the Services and, for purposes of this Agreement, all references to OPS shall be deemed to include such third parties/subcontractors. This Agreement is the complete and exclusive statement of the mutual understanding of the Parties and supersedes and cancels all previous written and oral agreements, communications, proposals, and other under- standings related to the subject matter of this Agreement. All waivers and modifications must be in writingsigned by both Parties in ink, except as otherwise provided. The Parties expressly agree that any pre-printed or other terms on any purchase order, request for proposal, or other document shall have no force or effect, even if signed by the Parties after the date hereof. If a courtof competent jurisdiction determines as a part of a final non-appealable judgment that any provision of thisAgreement is illegal or otherwise unenforceable, it will be limited to the minimum extent necessary so that thisAgreement will otherwise remain in full force and effect. Any notice under this Agreement will be in writingand will be deemed to have been duly served the day after it is sent, if sent by next day commercial courier delivery (e.g., Federal Express). The Parties have read this Agreement and had the opportunity to consult with their legal advisors. It will be fairly interpreted in accordance with its terms and without any strict construction against either Party. From time to time, governments enact laws and levy taxes and tariffs affecting Internet electronic commerce. Client agrees that it is solely responsible for complying with said laws, taxes, and tariffs, and will hold harmless, protect, and defend OPS and its subcontractors from any claim, suit, penalty, tax or tariff arising therefrom. No failure or delay on the part of a Party in exercising any right, power or remedy shall operate as a waiver thereof; nor shall any single or partial exercise preclude any other or further exercise thereof or the exercise of any other right, power or remedy hereunder. This Agreement and all transactions hereunder shall be governed in all respects by the laws of the State of California, without regard to either its conflicts or choice of laws rules orthe application of the United Nations Convention on Contracts for the International Sale of Goods. In any actionto enforce rights under this Agreement, the prevailing party may recover its reasonable costs and attorneys' fees. This Agreement may be executed in counterparts, each of which will be deemed to be an original, and each of which alone and all of which together, shall constitute one instrument. In making proof of this Agreement, itis only necessary to produce or account for the counterpart signed by the Party against whom this Agreement is to be enforced. A facsimile or photocopy thereof of any autograph is deemed an original signature, and the fax/copy shall be an original counterpart. The signatures on the Proposal evidence that the Parties agree to these Terms.

Date: 4/1/2026
Number: EA-OPS2627
Revision: Original

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Coversheet

Approval of 1st Day School Supplies Boxes for 2026-2027

Section: XIII. Education Services
Item: A. Approval of 1st Day School Supplies Boxes for 2026-2027
Purpose: Vote
Submitted by:
Related Material: 1st Day School Supplies Quote_Estimate.pdf

BACKGROUND:

Excel Academy seeks to optimize the distribution of educational materials for the TK-8 Virtual Pathway. This partnership is essential to:

- **Streamline Operations:** Package curriculum and essential supplies into a single delivery system shipped directly to families.
- **Ensure Instructional Readiness:** Guarantee that all students receive necessary materials without delay to prevent any disruption in learning.
- **Support Personalized Learning:** Utilize classroom boxes specifically curated by TK-8 Virtual Pathway teachers to match grade-level requirements.

This strategic investment ensures reliable access to instructional materials for students in grades TK-8:

- **Customized Grade-Level Kits:** Procurement of 465 personalized kits tailored to the specific curriculum needs of each grade level from Transitional Kindergarten through 8th Grade.
- **Direct-to-Family Logistics:** Comprehensive packaging and shipping services to ensure materials reach virtual students efficiently.
- **Teacher-Curated Resources:** Delivery of specific classroom tools identified by faculty as critical for academic success in a virtual environment.

RECOMMENDATION:

It is recommended that the Board of Directors approve the purchase of curated curriculum and school supply kits from **1st Day School Supplies** for the 2026-2027 school year at a total cost of **$78,490.35**

ESTIMATE

1st Day School Supplies, LLC
2659 Center Road, Hinckley, OH 44233, UNITED STATES
cmeadows@1stDaySchoolSupplies.com

Estimate No# : 0047
Estimate Date : Apr 28, 2026

$78,490.35

ESTIMATED AMOUNT

BILL TO
Excel Academy Charter School - 92618
Jenn Sheehey
jsheehey@excelacademy.education

#	ITEMS & DESCRIPTION	QTY/HRS	PRICE	AMOUNT($)
1	**TRANSITIONAL KINDERGARTEN	25	$102.99	$2,574.75
2	*KINDERGARTEN	45	$175.99	$7,919.55
3	1ST	45	$209.99	$9,449.55
4	2ND	30	$186.99	$5,609.70
5	3RD	50	$161.99	$8,099.50
6	4TH	50	$194.99	$9,749.50
7	5TH	55	$195.99	$10,779.45
8	6TH	55	$106.99	$5,884.45
9	7TH	55	$187.99	$10,339.45
10	8TH	55	$146.99	$8,084.45

Subtotal	$78,490.35
TOTAL	**$78,490.35 USD**

NOTES TO CUSTOMER

Thank you for your business! As a family-owned company, we are grateful!

Coversheet

Approval of Bright Thinker Service Licenses (Renewal)

Section: XIII. Education Services
Item: B. Approval of Bright Thinker Service Licenses (Renewal)
Purpose: Vote
Submitted by:
Related Material: Bright_Thinker_26_27_.pdf

BACKGROUND:

Bright Thinker curriculum has supported the continued expansion of Excel Academy's course offerings over the past six years, enabling the development of a broader catalog of courses for students. The platform delivers standards-aligned, A-G– and NCAA-approved curriculum through an asynchronous model, allowing students to access content flexibly while learning at their own pace. Bright Thinker's courses are structured with consistent pacing and built-in instructional support, making them accessible to a wide range of learners. The curriculum includes integrated assessments and instructional materials that support student progress monitoring and mastery of course standards. Additionally, the platform allows for robust editing by Excel teachers, a unique and valuable feature that offers a level of customization not commonly available in many online curriculum platforms.

ORDER FORM

PO Box 292632
Lewisville, TX 75029
Phone 469-464-5420
EIN #85-1398467

ORDER #: **SQ-1898**
DATE: **03**/16/2026

BILL TO: **Excel Academy**
100 E. San Marcos Blvd.
suite 130
san marcos, ca 92069

QUANTITY	PRODUUCT	UNIT PRICE	LINE TOTAL
1	Premium Professional Development	$1,500.00	$1,500.00
400	Student License - 1 Year	$215.00	$86,000.00
		Subtotal	**$87,500.00**
		Sales Tax	**$0.00**
		Total	**$87,500.00**

Notes

1. This is a proposal for the 26/27 school year for Digital Student Licenses at the rate of $215 per student for 400 students which includes Busy Bee Intelligent Companion and Essay Grader.
2. Print is available for K-2 $150 and 3-12 will be $115 per course, per student plus tax, shipping and handling.
3. Drop Shipping is available for delivery to families' homes.
4. PD will include implementation/ training of admin, training of up to 15 teachers and continued support throughout the year.
5. Student Licenses are not transferable. Once a student is enrolled, the enrollment counts toward your total Student License amount. Bright Thinker conducts True Ups each November and March, and an invoice will be sent for any students enrolled over the contract amount. There is no charge for parent or teacher usage.
7. Student Licenses run yearly with your school calendar and expire after your last day of summer school or 7/30, whichever is earlier.

Signature:

Please Send Invoices to:

Signature _____ Date: _____ Name _____

Title _____ Date: _____ Email _____

Bright Thinker Contact

Name _____ Signature _____ Date: _____

TERMS AND CONDITIONS

Execution of this Order Form shall bind the signatories below (the “Parties”) to the BRIGHTTHINKERTM License Agreement and the BRIGHTTHINKERTM Privacy Policy, the terms and conditions of which are located at https://brightthinker.com/legal-disclosures/, as may be amended, supplemented, or changed from time to time without notice. In the event of a conflict, the provisions of the BRIGHTTHINKERTM License Agreement shall supersede the Order Form or the BRIGHTTHINKERTM Privacy Policy.

Coversheet

Approval of FlexPoint Education Cloud (Renewal)

Section: XIII. Education Services
Item: C. Approval of FlexPoint Education Cloud (Renewal)
Purpose: Vote
Submitted by:
Related Material: Excel Academy (CA) - Remaining 2026-2027 Licenses - Q-04950.pdf

BACKGROUND:

Excel Academy utilizes FlexPoint as the primary digital instructional platform for the TK-8 Virtual Pathway. This strategic investment is necessary to:

- **Centralize Instruction:** Establish FlexPoint as the sole digital curriculum for the Virtual Pathway to ensure academic consistency across all grade levels.
- **Support Comprehensive Learning:** Provide students with a single license that grants full access to all grade-level subjects.
- **Enhance Teacher Efficiency:** Supply Virtual Pathway teachers with a unified digital toolset to streamline lesson delivery and student monitoring.

This procurement provides the essential digital infrastructure for virtual instruction:

- **350 Student Licenses:** Full digital access for students in grades TK-8 for the duration of the 26-27 school year.
- **Comprehensive Subject Access:** Each license includes the complete suite of grade-level curriculum materials required for core academic subjects.
- **Virtual Pathway Integration:** Direct support for teachers and students through a secure, reliable digital learning environment.

RECOMMENDATION:

It is recommended that the Board of Directors approve the purchase of student licenses from FlexPoint for the 2026-2027 school year at a total cost of **$60,532.50**.

FlexPoint

FlexPoint® is a registered trademark of Florida Virtual School.

QUOTE

This is not an invoice

Florida Virtual School
5422 Carrier Drive, Suite 201
Orlando, Florida 32819

Prepared by:
Erin Baldwin
rbaldwin@flexpointeducation.com
(407) 212-2994

Created Date: 04/27/2026
Expiration Date: 06/30/2026
Quote Number: Q-04950

Remit To:
Florida Virtual School
P.O. Box 737413
Dallas, TX 75373-7413

Prepared for:
Jenn Sheehey
jsheehey@excelacademy.education
1

Customer Information:
Excel Academy (CA)
1 Technology Drive Suite i-811
Irvine, California 92618

Product	Quantity	Unit Price	Total Price	Line Description
Client Hosted Per Student License	350	$172.95	$60,532.50	Additional licenses for 2026-2027

Grand Total	$60,532.50

Please make Purchase Order out to Florida Virtual School and send to billing@flexpointeducation.com.

IMPORTANT: Customer agrees to be bound by the terms detailed in this quote and by the Terms and Conditions for Use of Florida Virtual School Licensed Product(s), a copy of which can be found at https://www.flexpointeducation.com/termsandconditions. No additional terms shall apply, including but not limited to any set forth in Customer's purchase order, unless Customer and Florida Virtual School have executed a written agreement.

FlexPoint®

FlexPoint® is a registered trademark of Florida Virtual School.

QUOTE

This is not an invoice

Payment/Pricing Information

Pricing is exclusive of any applicable sales, use or other similar taxes or duties.

Please make Purchase Order out to Florida Virtual School and send to billing@flexpointeducation.com. If paying via another method, please contact your FlexPoint representative for an invoice.

Customer is deemed to have accepted this quote and the Terms and Conditions for Use of Florida Virtual School Licensed Product(s) upon Florida Virtual School's receipt and acceptance of Customer's Purchase Order and/or payment.

License Terms

Type of License:

- **Per Student**: Under the Student license, a student is defined as a unique user ID enrolled in an active status in one or more courses for 14 days or that has completed at least 15% of a course, whichever occurs first. If a student is no longer actively enrolled in FlexPoint courses before the renewable term expires, the license cannot be re-used to provide access to another student.

Terms and Restrictions:

- Course materials are NOT included in the course licensing costs and will need to be purchased separately. Please see *Exhibit: External Course Materials* for a list of applicable materials and associated costs if purchased from Florida Virtual School.
- Instruction provided by customer.
- eTeacher's Guides are included. (*Guides may not be available for all courses)
- Courses may be modified and/or customized by customer.
- Course Customization: Course customization may be defined as, but is not limited in definition to, the combining of course content from two or more FlexPoint or FlexPoint-provided courses. Combination of two or more FlexPoint courses or FlexPoint-provided course content is not allowed in a per enrollment license. Third-party course content provided by FlexPoint, including but not limited to Mawi Learning courses, etc., may not be customized or used in other course customizations. Please contact your FlexPoint representative for more information about possible course customization fees and a list of third-party courses before creating or enrolling students in customized course content.
- **Overages ("Additional Usage")**: Customer is financially responsible for overages. An overage is any enrollment used in excess of the number purchased at the beginning of or during the term of the license. Customer is required to provide all information requested within ten business days of FlexPoint's request for course usage information. If Customer fails to provide the information requested within ten business days, FlexPoint may suspend access to course content until such information is received. Please note that suspension may result in permanent loss of student data.
- Some courses may not be available in this model. Please contact your FlexPoint representative for details.
- Support for the licensed courses is included with annual license fees.
- Customers with a current annual license may be eligible to receive new course versions. Please contact your FlexPoint representative for details.

Length of Term:

IMPORTANT: Customer agrees to be bound by the terms detailed in this quote and by the Terms and Conditions for Use of Florida Virtual School Licensed Product(s), a copy of which can be found at https://www.flexpointeducation.com/termsandconditions. No additional terms shall apply, including but not limited to any set forth in Customer's purchase order, unless Customer and Florida Virtual School have executed a written agreement.

FlexPoint

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QUOTE

This is not an invoice

- Licensed Product(s) are an annual renewable license. Customer will have access to utilize the licensed courseware for 12 months from the date access is granted.

IMPORTANT: Customer agrees to be bound by the terms detailed in this quote and by the Terms and Conditions for Use of Florida Virtual School Licensed Product(s), a copy of which can be found at https://www.flexpointeducation.com/termsandconditions. No additional terms shall apply, including but not limited to any set forth in Customer's purchase order, unless Customer and Florida Virtual School have executed a written agreement.

Coversheet

Approval of GoGuardian (Renewal)

Section: XIII. Education Services
Item: D. Approval of GoGuardian (Renewal)
Purpose: Vote
Submitted by:
Related Material: GoGuardian - Excel Academy Charter School (Irvine, CA)_encrypted_.pdf

BACKGROUND:

GoGuardian keeps Excel Academy students safe online and helps teachers manage live classes effectively, ensuring a productive virtual learning experience. The system filters out inappropriate content on the internet and flags administrators if concerning searches take place. In a virtual class setting, it allows teachers to refocus students by closing irrelevant tabs, annotating on a student's screen, as well as guiding them towards purposeful content. It is an essential tool for the safety and management of student Chromebooks at Excel Academy.

ORDER FORM

Liminex, Inc.
dba GoGuardian and Pear Deck Learning
8605 Santa Monica Blvd #996559
West Hollywood, California 90069-4109
United States

Primary Contact

QUOTE #	**Q-523786**
Created Date	3/31/2026
Contract Start Date	8/1/2026
Contract End Date	7/31/2027
Quote Term	Net 30

Ship To
Excel Academy Charter School (Irvine, CA)
1 Technology Dr Ste I811
Irvine, California 92618-5319
United States

Quote is valid 90 days from the created date above

Bill To
Excel Academy Charter School (Irvine, CA)
1 Technology Dr Ste I811
Irvine, California 92618
United States

Prepared By:
Amanda Gade
agade@goguardian.com

Thank you for your interest in our products! This order form ("**Order Form**") identifies the Liminex products you have selected for subscription ("**Licensed Product(s)**"), the term of your initial subscription(s) to the Licensed Product(s) ("**Initial Term**"), the number of licenses included in your base subscription(s) ("**Licenses**"), as well as the fees associated with your base subscription(s), any Licenses you add to your subscription(s) during the Initial Term, and support and professional services related to the Licensed Product(s).

This Order Form, once executed by authorized representatives of Liminex, Inc. dba GoGuardian ("**GoGuardian**") and Pear Deck Learning ("**Pear Deck Learning**") on behalf of itself and its family of company Affiliates and products including Pear Deck, Inc. ("**Pear Deck**"), Snapwiz, Inc. referred to herein as "**Pear Assessment**", Zorro Holdco LLC referred to herein as "**Pear Deck Tutor**", and Pear Practice ("**Pear Practice**") (together, "**Liminex**", "**we**", "**us**", "**our**"), and the organization listed below ("**School**," "**you**" or "**your**"), and together with the Liminex Product Terms of Service and End User License Agreement available at https://www.goguardian.com/policies/eula and https://www.peardeck.com/policies/product-terms-and-end-user-license-agreement (the "**Terms**" and, together with this Order Form, the "**Agreement**"), forms a binding contract. All capitalized terms not defined in this Order Form have the meaning given to them in the Terms. In the event of any conflict between this Order Form and the Terms, the terms set forth in this Order Form will prevail, but solely with respect to this Order Form. We do not agree to any other terms, including without limitation any terms on your School's purchase order.

QTY	PART #	DESCRIPTION	START DATE	END DATE	UNIT PRICE	EXTENDED
1,445	GG-ADM1Y-000001	GoGuardian Admin with Fleet, DNS, AdDeflect & Beacon Starter	8/1/2026	7/31/2027	$9.90	$14,305.50
452	GG-TCR1Y-000001	GoGuardian Teacher with Video Conferencing	8/1/2026	7/31/2027	$9.90	$4,474.80
3	ProServ-PT1Y-000001	Professional Product Training: One-hour, live virtual overview of product functionality for Admin users or teacher users. Commonly used for train-the-trainer programs.	8/1/2026	7/31/2027	$500.00	$1,500.00
					TOTAL (USD):	$20,280.30

Add-on Licenses. If during the Initial Term or during any Renewal Term, you would like to expand your base subscription(s) to include additional Licenses, please contact Liminex so that we can send you an additional Order Form for those 'add-on' Licenses ("**Add-Ons**"). If we do not hear from you and you deploy additional Licenses, we will send you an Order Form and invoice your Organization for subscriptions to the Add-Ons you use. Add-Ons, once deployed, will be rolled into your base subscription, and, collectively, are referred to as the "**Subscription**."
AZ/HI/SC/WA Customers: Sales tax will be added to the Fees quoted above.

ORDER FORM

Liminex, Inc.
dba GoGuardian and Pear Deck Learning
8605 Santa Monica Blvd #996559
West Hollywood, California 90069-4109
United States

RENEWAL SUBSCRIPTION TERM

Following the Initial Term, your Subscription (including any Add-Ons during the previous term) will automatically renew on an annual basis for successive 12-month periods (each, a "**Renewal Term**," and together with the Initial Term, the "**Term**") at our then-current fees (including an Innovation Increase as defined below) for such Subscription, unless you provide us with written notice of cancellation or written intent not to renew at least sixty (60) days prior to the end of the then-current Term. Your cancellation will take effect as of the last day of your then-current Term and you will not be charged for the upcoming Renewal Term. You will not be entitled to receive a refund or credit of any subscription fees paid for your then-current Term even if you elect not to use the Subscription for the remainder of that Term.

RENEWAL FEES

We are dedicated to improving the Licensed Products on an ongoing basis through continued innovation in research and development. For this reason, following the Initial Term, the Subscription Fee-Per License Price for each Licensed Product will be subject to an automatic fee increase equal to 5% above the Subscription Fee-Per License Price you paid for the Licensed Product in the previous term ("**Innovation Increase**"). Order Forms and invoicing for Renewal Terms will reflect the Innovation Increase and your renewal subscription fees will be calculated using the increased fees for the number of Licenses included in your Subscription. You agree to pay the Subscription Fees, reflecting the Innovation Increase, due for each Renewal Term as described herein, unless you decide not to renew the Subscription with Liminex in accordance with this Order Form.

PAYMENT

Full payment of the Total Base Subscription Fees for Initial Term is required before access to the Subscription is provided for the Initial Term. Your School is responsible for all payment of fees associated with any Add-Ons. Payment for all fees, including any fees for Add-Ons, is due within thirty (30) days of invoice date. Payment of the applicable Total Base Subscription Fees (including fees for any Add-Ons) for each Renewal Term is also due up front in full in advance of each Renewal Term, Your School is responsible for all taxes and duties unless expressly included in this Order Form.

By Organization:	By GoGuardian:
Organization Name:	Company Name:
	Liminex, Inc. dba GoGuardian
Signature:	Signature: Amanda Gade (Mar 31, 2026 08:43:55 PDT)
Name:	Name: Amanda Gade
Title:	Title: Customer Success Manager
Email:	Email: agade@goguardian.com
Scanned Copy of Purchase Order :	Purchase Order Number :

ORDER FORM

Liminex, Inc.
dba GoGuardian and Pear Deck Learning
8605 Santa Monica Blvd #996559
West Hollywood, California 90069-4109
United States

Accounts Payable Contact :

First:

Last:

Email:

Add a Note :

Coversheet

Approval of the Tutor.com (Renewal)

Section: XIII. Education Services
Item: E. Approval of the Tutor.com (Renewal)
Purpose: Vote
Submitted by:
Related Material: tutor.com_quote_lorrie.pdf

BACKGROUND:

Tutor.com offers on-demand tutoring requests 24/7. The service is affiliated with the Princeton Review and provides additional student resources such as test prep including SAT support. Parents and students may schedule tutoring sessions or log in for more immediate support. There are both asynchronous and synchronous support options with live, whiteboards for visual tutoring. Students may submit all writing assignments including resumes for review. All tutors go through a background check and ongoing review. They are unique in that they provide 1:1 tutoring sessions and record all sessions with a transcript; this provides security and allows students to go back and preview the session.

Service Order under Master Services Agreement

This order for the offerings listed below constitutes a Service Order under the Master Services Agreement or other governing agreement ("Agreement") between TPR Education, LLC d/b/a The Princeton Review ("Vendor") and Excel Academy Charter Schools ("Customer"). If any Addendum is attached to this Service Order, the Addendum is hereby incorporated into the Agreement.

Customer Primary Contact Information:	**TPR Education, LLC d/b/a The Princeton Review Primary Contact Information**
Name: Lorrie Wood	Name: Kelsey Lantz
Customer: Excel Academy Charter Schools	TPR Education, LLC d/b/a The Princeton Review
Address: 1 Tech Dr.	Address: 110 E. 42nd St., FL 7
City, State Zip: Irvine, CA 92618	New York, NY 10017
Telephone: (949) 387-7822	Telephone: (917) 744-2372
Email: lwood@excelacademy.education	Email: kelsey.lantz@review.com

Customer Billing Contact Information	**Vendor Billing Contact Information**
Name: Cindy Accounts Payable Excel Charter Academy	Customer Invoicing
Customer: Excel Academy Charter Schools	Telephone: 800-444-0189
Address: Attn: Accounts Payable 1 Technology Drive, Bldg I-811 Irvine, Ca 92618	Email: TPR_AccountsReceivable@review.com
Telephone: (949) 387-7822	Please remit payment to address on invoice.
Email(s): studentservices@excelacademy.education; kvenegas@excelacademy.education	

Ordered Services: TPR Education, LLC d/b/a The Princeton Review agrees to provide Customer the Services listed below.

Opportunity Number: 198407

Service Order Start Date: 08 / 01 / 2026

Service Order End Date: 07 / 31 / 2027

Product Name	**Per Unit Price**	**Quantity**	**Subtotal**
TutorPlus Student Center Tutor.com Student Center includes academic tutoring for learners from kindergarten through grade 12. Hours of availability* are 24/7, excluding holidays**	$29,085.00	1	$29,085.00

	Total	**$29,085.00**

Term: The initial term for the Services in this Service Order will be from the Start Date to the End Date for the Services listed above.

Invoicing and Payment

Vendor may invoice Customer upon execution of the Agreement or this Service Order, as applicable, and upon the start of any renewal term of the Service Order unless otherwise specified below. Customer will pay invoices within 30 days of the invoice date. Vendor may suspend the Services if any amounts remain unpaid 30 days after the due date. All fees are net of taxes, except for taxes on Vendor's income. Taxes, if applicable, will be included in the invoice sent by Vendor to Customer unless Customer provides a state tax exemption certificate.

Taxes, if applicable, will be included in the invoice sent by Vendor to Customer unless Customer provides a state tax exemption certificate.

Special Invoicing Instructions:

If Customer requires a purchase order to order the Services, Customer will specify here:

PO Required:

Accepted and agreed to by:

TPR Education, LLC d/b/a The Princeton Review	**Customer**
By:	By:
Name:	Name:
Title:	Title:
Date:	Date:

On-Demand Tutoring Services Addendum

This Tutoring Services Addendum ("Tutoring Addendum") between TPR Education, LLC d/b/a The Princeton Review ("Vendor") and Excel Academy Charter Schools ("Customer") is part of the Master Services Agreement or other governing document executed by the parties ("Agreement").

1. Tutoring Services. Vendor will provide to Customer and its Users the Tutoring Services purchased under Service Orders. As of the Effective Date of the Agreement, the Tutoring Services are offered 361 days of each standard year, and 362 days of each leap year. The Tutoring Services are unavailable on January 1, July 4, Thanksgiving Day, and December 25. On those holidays the Tutoring Services close beginning at 2:00 a.m. and they reopen at 2:00 a.m. on the following day (all times Eastern). Some subjects may have more limited availability than the hours listed in a Service Order. Vendor may change the availability of Tutoring Services and will notify Customer of any changes. The availability of the Tutoring Services is also subject to reasonable downtime for maintenance and related activities and loss or interruption due to causes beyond Vendor's reasonable control.

2. Implementation. Vendor will set up the Tutoring Services for launch on a date mutually agreeable to the parties. Customer will provide Vendor with all information and other cooperation needed to set up and launch the Tutoring Services. Customer acknowledges and agrees that although Vendor offers a variety of authentication methods through which Users may access the Tutoring Services, Customer is responsible for determining the authentication method to be used.

3. Warranty. Vendor represents and warrants that it will perform the Tutoring Services in a professional manner in accordance with industry standards. Customer's sole remedy for a breach of this warranty is re-performance of the particular Tutoring Services that breached the warranty at no additional charge.

4. Intellectual Property. Vendor, on behalf of itself and its affiliates, hereby grants to Customer and its Users a nonexclusive, non-transferable license to use the Vendor Intellectual Property to which Vendor provides access during the term of the Tutoring Services and subject to the terms and conditions of the Agreement solely in connection with the Services. Customer acknowledges and agrees that Vendor and its affiliates retain all right, title and interest in and to the Vendor Intellectual Property, and the Agreement conveys no rights to the Vendor Intellectual Property other than the limited rights set forth in the Agreement (including this Tutoring Services Addendum). "Vendor Intellectual Property" means Vendor's and its affiliates' copyrights, moral rights, patent rights (including patent applications and disclosures), trademarks, rights of priority, publicity rights, and trade secret rights, documentation, specifications, designs, instructional methods, strategies, techniques and methodologies, and software programs and other technology, including but not limited to the Online Classroom, content available through the Tutoring Services, all transcripts and recordings of Tutoring Services sessions, and survey data and usage information for the Tutoring Services. Vendor grants to Customer a perpetual, worldwide, royalty-free, sub-licensable, non-exclusive license to use, reproduce, display, perform, distribute, and prepare derivative works of any recordings and transcripts generated under the Agreement.

5. COPPA. Vendor uses, collects, and discloses personal information of children under the age 13 as disclosed in its notice at www.princetonreview.com/coppanoticeforschools. If children under the age of 13 will use the Tutoring Services, Customer hereby acknowledges receipt of the foregoing disclosure and consents on behalf of parents of Customer's students to such use, collection, and disclosure.

Coversheet

Approval of the Amended Articles of Incorporation

Section: XIV. Operations
Item: A. Approval of the Amended Articles of Incorporation
Purpose: Vote
Submitted by:
Related Material: REDLINE #2 of EACS Articles of Incorporation (1).pdf
EACS Articles of Incorporation (1) (1).pdf

BACKGROUND:

The proposed revisions to the Articles of Incorporation are in response to CalSTRS Employer Directive 2026-01 and related guidance regarding eligibility for participation in governmental retirement plans under Internal Revenue Code section 414(d). The revision clarifies that, upon dissolution, any remaining assets would be distributed in accordance with IRS Notice 2015-07, using the IRS language directly to avoid ambiguity and align with CalSTRS qualification requirements.

RECOMMENDATION:

It is recommended the Board approve the Amended and Restated Articles of Incorporation of Excel Academy Charter Schools, including revised dissolution language in accordance with CalSTRS Employer Directive 2026-01, as presented.

AMENDED AND RESTATED
ARTICLES OF INCORPORATION OF
EXCEL ACADEMY CHARTER SCHOOLS

The undersigned hereby certify that:

1. They are the president and secretary, respectively, of Excel Academy Charter Schools, a California nonprofit public benefit corporation.

2. The articles of incorporation of the corporation are amended and restated to read as follows:

ARTICLE I.

The name of the corporation is Excel Academy Charter Schools.

ARTICLE II.

A. This corporation is a nonprofit public benefit corporation and is not organized for the private gain of any person. It is organized under the Nonprofit Public Benefit Corporation Law for public and charitable purposes.

B. The specific purposes for which this corporation is organized are to create, manage, operate, guide, direct, and promote one or more public charter schools, and such other educational programs that promote lifelong learning as its Board of Directors may approve from time to time.

ARTICLE III.

A. This corporation is organized and operated exclusively for charitable and educational purposes pursuant to and within the meaning of Section 501(c)(3) of the Internal Revenue Code or the corresponding provision of any future United States Internal Revenue Law.

B. No substantial part of the activities of this corporation shall consist of carrying on propaganda, or otherwise attempting to influence legislation, and this corporation shall not participate or intervene in any political campaign (including publishing or distribution of statements) on behalf of any candidate for public office.

C. Notwithstanding any other provision of these articles, the corporation shall not, except to an insubstantial degree, engage in any other activities or exercise of power that do not further the purposes of the corporation. The corporation shall not carry on any other activities not permitted to be carried on by (a) a corporation exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax

code; or (b) by a corporation, contributions to which are deductible under Section 170(c)(2) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

ARTICLE IV.

A. The assets and property of this corporation are irrevocably dedicated to charitable and educational purposes and no part of the net income or assets of this corporation shall inure to the benefit of any director, officer or member thereof or to the benefit of any private person.

B. Upon the dissolution or final liquidation of the Corporation, its assets remaining after payment of all debts and liabilities of the Corporation shall be distributed to another public school that meets the requirements of Section III.A of IRS Notice 2015-07 for participation in a governmental plan under Section 414(d) of the Internal Revenue Code, or shall be distributed to the State of California, a political subdivision of the State, or an agency or instrumentality of the State or of a political subdivision of the State.

~~Upon the dissolution or winding up of the corporation, its assets remaining after payment of all debts and liabilities of the corporation, shall be distributed to another public school, or to a California nonprofit fund, foundation, or corporation that is organized and operated exclusively for charitable and educational purposes, and which has established its tax exempt status under Section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code, and which maintains or participates in, or is eligible to maintain or participate in, a governmental plan under Section 414(d) of the Internal Revenue Code, or to another entity that maintains or participates in, or is eligible to maintain or participate in, a governmental plan under Section 414(d) of the Internal Revenue Code.~~

3. The foregoing amended and restated articles of incorporation have been duly approved by the corporation's board of directors.

4. The corporation has no members.

We further declare under penalty of perjury under the laws of the State of California that the matters set forth in this certificate are true and correct of their own knowledge.

Dated:

_____

William Hall, President

_____

Lauren Hansen, Secretary

AMENDED AND RESTATED
ARTICLES OF INCORPORATION OF
EXCEL ACADEMY CHARTER SCHOOLS

The undersigned hereby certify that:

1. They are the president and secretary, respectively, of Excel Academy Charter Schools, a California nonprofit public benefit corporation.

2. The articles of incorporation of the corporation are amended and restated to read as follows:

ARTICLE I.

The name of the corporation is Excel Academy Charter Schools.

ARTICLE II.

A. This corporation is a nonprofit public benefit corporation and is not organized for the private gain of any person. It is organized under the Nonprofit Public Benefit Corporation Law for public and charitable purposes.

B. The specific purposes for which this corporation is organized are to create, manage, operate, guide, direct, and promote one or more public charter schools, and such other educational programs that promote lifelong learning as its Board of Directors may approve from time to time.

ARTICLE III.

A. This corporation is organized and operated exclusively for charitable and educational purposes pursuant to and within the meaning of Section 501(c)(3) of the Internal Revenue Code or the corresponding provision of any future United States Internal Revenue Law.

B. No substantial part of the activities of this corporation shall consist of carrying on propaganda, or otherwise attempting to influence legislation, and this corporation shall not participate or intervene in any political campaign (including publishing or distribution of statements) on behalf of any candidate for public office.

C. Notwithstanding any other provision of these articles, the corporation shall not, except to an insubstantial degree, engage in any other activities or exercise of power that do not further the purposes of the corporation. The corporation shall not carry on any other activities not permitted to be carried on by (a) a corporation exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax

code; or (b) by a corporation, contributions to which are deductible under Section 170(c)(2) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

ARTICLE IV.

A. The assets and property of this corporation are irrevocably dedicated to charitable and educational purposes and no part of the net income or assets of this corporation shall inure to the benefit of any director, officer or member thereof or to the benefit of any private person.

B. Upon the dissolution or final liquidation of the Corporation, its assets remaining after payment of all debts and liabilities of the Corporation shall be distributed to another public school that meets the requirements of Section III.A of IRS Notice 2015-07 for participation in a governmental plan under Section 414(d) of the Internal Revenue Code, or shall be distributed to the State of California, a political subdivision of the State, or an agency or instrumentality of the State or of a political subdivision of the State.

3. The foregoing amended and restated articles of incorporation have been duly approved by the corporation's board of directors.

4. The corporation has no members.

We further declare under penalty of perjury under the laws of the State of California that the matters set forth in this certificate are true and correct of their own knowledge.

Dated:

_____

William Hall, President

_____

Lauren Hansen, Secretary

Coversheet

Approval of the Declaration of Need (DON) for Fully Qualified Educators

Section: XV. Personnel Services
Item: A. Approval of the Declaration of Need (DON) for Fully Qualified Educators
Purpose: Vote
Submitted by:
Related Material: CL500 0524 DON San Bernardino.pdf
CL500 0524 DON San Diego.pdf

BACKGROUND:

The Declaration of Need (DON) is the annual form submitted to the California Commission on Teacher Credentialing (CCTC) by county offices of education, public school districts, charter schools, state-wide agencies or non-public schools or agencies. The updates to the language based on the changes with AB 1505 are now complete and all employing agencies, including charter schools, must comply with the regulation to be eligible to apply for any emergency and/or limited assignment permit restricted to their organization. This form contains the employing agency's estimated number (it is acceptable to overestimate with no penalty) of Emergency Permits (such as Emergency CLADS and BCLADS), Limited Assignments, and Internship Credentials that will be requested during the upcoming school year.

RECOMMENDATION:

It is recommended the Board approve the Declaration of Need for the 2026-27 school year as presented.

State of California
Commission on Teacher Credentialing
Certification Division
651 Bannon Street, Suite 601
Sacramento, CA 95811

Email: credentials@ctc.ca.gov
Website: www.ctc.ca.gov

DECLARATION OF NEED FOR FULLY QUALIFIED EDUCATORS

Original Declaration of Need for year: 2026-27

Revised Declaration of Need for year: _____

FOR SERVICE IN A SCHOOL DISTRICT OR DISTRICT/COUNTY AUTHORIZED CHARTER SCHOOL

Name of District or Charter: Excel Academy Charter School District CDS Code: 36677360139576

Name of County: San Bernardino County CDS Code: 3610363000000

By submitting this annual declaration, the district is certifying the following:

- A diligent search, as defined below, to recruit a fully prepared teacher for the assignment(s) was made
- If a suitable fully prepared teacher is not available to the school district, the district will make a reasonable effort to recruit based on the priority stated below

The governing board/body of the school district or charter school specified above adopted a declaration at a regularly scheduled public meeting held on ____/____/26 certifying that there is an insufficient number of certificated persons who meet the district's specified employment criteria for the position(s) listed on the attached form. The attached form was part of the agenda, and the declaration did NOT appear as part of a consent calendar.

▶ ***Enclose a copy of the board agenda item***

With my signature below, I verify that the item was acted upon favorably by the board. The declaration shall remain in force until June 30, 2027.

Submitted by (Superintendent, Board Secretary, or Designee):

Heidi Gasca		Superintendent
Name	*Signature*	*Title*
	949-387-7822	
Fax Number	*Telephone Number*	*Date*

1 Technology Dr. Suite I-811Irvine, CA 92618
Mailing Address

HGasca@excelacademy.education
EMail Address

FOR SERVICE IN A COUNTY OFFICE OF EDUCATION, STATE AGENCY OR NONPUBLIC SCHOOL AGENCY

Name of County N/A County CDS Code _____

Name of State Agency _____

Name of NPS/NPA_____ County of Location _____

The Superintendent of the County Office of Education or the Director of the State Agency or the Director of the NPS/NPA specified above adopted a declaration on ____/____/____, at least 72 hours following his or her public announcement that such a declaration would be made, certifying that there is an insufficient number of certificated persons who meet the county's, agency's or school's specified employment criteria for the position(s) listed on the attached form.

The declaration shall remain in force until June 30, _____.

▶ ***Enclose a copy of the public announcement***

Submitted by Superintendent, Director, or Designee:

N/A

Name	*Signature*	*Title*
Fax Number	*Telephone Number*	*Date*

Mailing Address

EMail Address

▶ *This declaration must be on file with the Commission on Teacher Credentialing before any emergency permits will be issued for service with the employing agency*

AREAS OF ANTICIPATED NEED FOR FULLY QUALIFIED EDUCATORS

Based on the previous year's actual needs and projections of enrollment, please indicate the number of emergency permits the employing agency estimates it will need in each of the identified areas during the valid period of this Declaration of Need for Fully Qualified Educators. This declaration shall be valid only for the type(s) and subjects(s) identified below.

This declaration must be revised by the employing agency when the total number of emergency permits applied for exceeds the estimate by ten percent. Board approval is required for a revision.

Type of Emergency Permit	**Estimated Number Needed**
CLAD/English Learner Authorization (applicant already holds teaching credential)	5
Bilingual Authorization (applicant already holds teaching credential)	2
List target language(s) for bilingual authorization: French, Korean, Spanish	
Resource Specialist	0
Teacher Librarian Services	0
Emergency Transitional Kindergarten (ETK)	10

LIMITED ASSIGNMENT PERMITS

Limited Assignment Permits may only be issued to applicants holding a valid California teaching credential based on a baccalaureate degree and a professional preparation program including student teaching.

Based on the previous year's actual needs and projections of enrollment, please indicate the number of Limited Assignment Permits the employing agency estimates it will need in the following areas. Additionally, for the Single Subject Limited Assignment Permits estimated, please include the authorization(s) which will be requested:

TYPE OF LIMITED ASSIGNMENT PERMIT	ESTIMATED NUMBER NEEDED
Multiple Subject	2
Single Subject	18
Special Education	5
TOTAL	25

Authorizations for Single Subject Limited Assignment Permits

SUBJECT	ESTIMATED NUMBER NEEDED	SUBJECT	ESTIMATED NUMBER NEEDED
Agriculture	0	Mathematics	1
Art	1	Music	1
Business	1	Physical Education	1
Dance	0	Science: Biological Sciences	1
English	1	Science: Chemistry	1
Foundational-Level Math	1	Science: Geoscience	1
Foundational-Level Science	1	Science: Physics	1
Health	1	Social Science	1
Home Economics	1	Theater	0
Industrial & Technology Education		World Languages (specify)	3 (Spanish, French, Latin)

Powered by BoardOnTrack

EFFORTS TO RECRUIT CERTIFIED PERSONNEL

The employing agency declares that it has implemented in policy and practices a process for conducting a diligent search that includes, but is not limited to, distributing job announcements, contacting college and university placement centers, advertising in local newspapers, exploring incentives included in the Teaching as a Priority Block Grant (refer to **www.cde.ca.gov** for details), participating in state and regional recruitment centers and participating in job fairs in California.

If a suitable fully prepared teacher is not available to the school district, the district made reasonable efforts to recruit an individual for the assignment, in the following order:

- A candidate who qualifies and agrees to participate in an approved internship program in the region of the school district
- An individual who is scheduled to complete initial preparation requirements within six months

EFFORTS TO CERTIFY, ASSIGN, AND DEVELOP FULLY QUALIFIED PERSONNEL

Has your agency established a District Intern program? ○ Yes ◉ No

If no, explain. _____

Does your agency participate in a Commission-approved college or university internship program? ◉ Yes ○ No

If yes, how many interns do you expect to have this year? 0-2

If yes, list each college or university with which you participate in an internship program.

This would depend on the school of the desired candidate. We anticipate if the need arises.

_____

_____

_____

If no, explain why you do not participate in an internship program.

_____

_____

_____

State of California
Commission on Teacher Credentialing
Certification Division
651 Bannon Street, Suite 601
Sacramento, CA 95811

Email: credentials@ctc.ca.gov
Website: www.ctc.ca.gov

DECLARATION OF NEED FOR FULLY QUALIFIED EDUCATORS

Original Declaration of Need for year: 2026-27

Revised Declaration of Need for year: _____

FOR SERVICE IN A SCHOOL DISTRICT OR DISTRICT/COUNTY AUTHORIZED CHARTER SCHOOL

Name of District or Charter: Excel Academy Charter School District CDS Code: 37754160139386

Name of County: San Diego County CDS Code: 3710371000000

By submitting this annual declaration, the district is certifying the following:

- A diligent search, as defined below, to recruit a fully prepared teacher for the assignment(s) was made
- If a suitable fully prepared teacher is not available to the school district, the district will make a reasonable effort to recruit based on the priority stated below

The governing board/body of the school district or charter school specified above adopted a declaration at a regularly scheduled public meeting held on ____/____/26 certifying that there is an insufficient number of certificated persons who meet the district's specified employment criteria for the position(s) listed on the attached form. The attached form was part of the agenda, and the declaration did NOT appear as part of a consent calendar.

▶ ***Enclose a copy of the board agenda item***

With my signature below, I verify that the item was acted upon favorably by the board. The declaration shall remain in force until June 30, 2027.

Submitted by (Superintendent, Board Secretary, or Designee):

Heidi Gasca		Superintendent
Name	*Signature*	*Title*
	949-387-7822	
Fax Number	*Telephone Number*	*Date*

1 Technology Dr. Suite I-811Irvine, CA 92618
Mailing Address

HGasca@excelacademy.education
EMail Address

FOR SERVICE IN A COUNTY OFFICE OF EDUCATION, STATE AGENCY OR NONPUBLIC SCHOOL AGENCY

Name of County N/A County CDS Code _____

Name of State Agency _____

Name of NPS/NPA_____ County of Location _____

The Superintendent of the County Office of Education or the Director of the State Agency or the Director of the NPS/NPA specified above adopted a declaration on ____/____/____, at least 72 hours following his or her public announcement that such a declaration would be made, certifying that there is an insufficient number of certificated persons who meet the county's, agency's or school's specified employment criteria for the position(s) listed on the attached form.

The declaration shall remain in force until June 30, _____.

▶ ***Enclose a copy of the public announcement***

Submitted by Superintendent, Director, or Designee:

N/A

Name	*Signature*	*Title*
Fax Number	*Telephone Number*	*Date*

Mailing Address

EMail Address

▶ *This declaration must be on file with the Commission on Teacher Credentialing before any emergency permits will be issued for service with the employing agency*

AREAS OF ANTICIPATED NEED FOR FULLY QUALIFIED EDUCATORS

Based on the previous year's actual needs and projections of enrollment, please indicate the number of emergency permits the employing agency estimates it will need in each of the identified areas during the valid period of this Declaration of Need for Fully Qualified Educators. This declaration shall be valid only for the type(s) and subjects(s) identified below.

This declaration must be revised by the employing agency when the total number of emergency permits applied for exceeds the estimate by ten percent. Board approval is required for a revision.

Type of Emergency Permit	**Estimated Number Needed**
CLAD/English Learner Authorization (applicant already holds teaching credential)	5
Bilingual Authorization (applicant already holds teaching credential)	2
List target language(s) for bilingual authorization: French, Korean, Spanish	
Resource Specialist	0
Teacher Librarian Services	0
Emergency Transitional Kindergarten (ETK)	10

LIMITED ASSIGNMENT PERMITS

Limited Assignment Permits may only be issued to applicants holding a valid California teaching credential based on a baccalaureate degree and a professional preparation program including student teaching.

Based on the previous year's actual needs and projections of enrollment, please indicate the number of Limited Assignment Permits the employing agency estimates it will need in the following areas. Additionally, for the Single Subject Limited Assignment Permits estimated, please include the authorization(s) which will be requested:

TYPE OF LIMITED ASSIGNMENT PERMIT	ESTIMATED NUMBER NEEDED
Multiple Subject	2
Single Subject	18
Special Education	5
TOTAL	25

Authorizations for Single Subject Limited Assignment Permits

SUBJECT	ESTIMATED NUMBER NEEDED	SUBJECT	ESTIMATED NUMBER NEEDED
Agriculture	0	Mathematics	1
Art	1	Music	1
Business	1	Physical Education	1
Dance	0	Science: Biological Sciences	1
English	1	Science: Chemistry	1
Foundational-Level Math	1	Science: Geoscience	1
Foundational-Level Science	1	Science: Physics	1
Health	1	Social Science	1
Home Economics	1	Theater	0
Industrial & Technology Education		World Languages (specify)	3 (Spanish, French, Latin)

Powered by BoardOnTrack

EFFORTS TO RECRUIT CERTIFIED PERSONNEL

The employing agency declares that it has implemented in policy and practices a process for conducting a diligent search that includes, but is not limited to, distributing job announcements, contacting college and university placement centers, advertising in local newspapers, exploring incentives included in the Teaching as a Priority Block Grant (refer to **www.cde.ca.gov** for details), participating in state and regional recruitment centers and participating in job fairs in California.

If a suitable fully prepared teacher is not available to the school district, the district made reasonable efforts to recruit an individual for the assignment, in the following order:

- A candidate who qualifies and agrees to participate in an approved internship program in the region of the school district
- An individual who is scheduled to complete initial preparation requirements within six months

EFFORTS TO CERTIFY, ASSIGN, AND DEVELOP FULLY QUALIFIED PERSONNEL

Has your agency established a District Intern program? ○ Yes ◉ No

If no, explain._____

Does your agency participate in a Commission-approved college or university internship program? ◉ Yes ○ No

If yes, how many interns do you expect to have this year? 0-2

If yes, list each college or university with which you participate in an internship program.

This would depend on the school of the desired candidate. We anticipate if the need arises.

If no, explain why you do not participate in an internship program.

Powered by BoardOnTrack

Coversheet

Approval of 2026-2027 Strategic Staffing Plan & Salary Schedules

Section: XV. Personnel Services
Item: B. Approval of 2026-2027 Strategic Staffing Plan & Salary Schedules
Purpose: Vote
Submitted by:
Related Material: 2026-2027 EACS Salary Schedules.pdf
2026-2027 Strategic Staffing Plan.pdf

EXCEL ACADEMY

"K-12 Public Charter School"

Certificated Administrative Salary Schedule

Effective 07/01/2026 - 06/30/2027

Standard (0-4 Years of Completed Service)							5 YEAR LONGEVITY + 1%							10 YEAR LONGEVITY +2%							15 YEAR LONGEVITY +3%							20 YEAR LONGEVITY +4%						
Step	Range 1	Range 2	Range 3	Range 4	Range 5	Range 6	Step	Range 1	Range 2	Range 3	Range 4	Range 5	Range 6	Step	Range 1	Range 2	Range 3	Range 4	Range 5	Range 6	Step	Range 1	Range 2	Range 3	Range 4	Range 5	Range 6	Step	Range 1	Range 2	Range 3	Range 4	Range 5	Range 6
Step 1	$170,734.00	$136,587.00	$109,270.00	$87,416.00	$74,304.00	$66,874.00	Step 2	$177,615.00	$142,092.00	$113,673.00	$90,938.00	$77,298.00	$69,569.00	Step 2	$181,167.00	$144,934.00	$115,946.00	$92,757.00	$78,844.00	$70,960.00	Step 2	$186,602.00	$149,282.00	$119,424.00	$95,540.00	$81,209.00	$73,089.00	Step 2	$194,066.00	$155,253.00	$124,201.00	$99,362.00	$84,457.00	$76,013.00
Step 2	$175,856.00	$140,685.00	$112,548.00	$90,038.00	$76,533.00	$68,880.00	Step 3	$182,943.00	$146,355.00	$117,083.00	$93,666.00	$79,617.00	$71,655.00	Step 3	$186,602.00	$149,282.00	$119,425.00	$95,539.00	$81,209.00	$73,088.00	Step 3	$192,200.00	$153,760.00	$123,008.00	$98,405.00	$83,645.00	$75,281.00	Step 3	$199,888.00	$159,910.00	$127,928.00	$102,341.00	$86,991.00	$78,292.00
Step 3	$181,132.00	$144,906.00	$115,924.00	$92,739.00	$78,829.00	$70,946.00	Step 4	$188,432.00	$150,746.00	$120,596.00	$96,476.00	$82,006.00	$73,805.00	Step 4	$192,201.00	$153,761.00	$123,008.00	$98,406.00	$83,646.00	$75,281.00	Step 4	$197,967.00	$158,374.00	$126,698.00	$101,358.00	$86,155.00	$77,539.00	Step 4	$205,886.00	$164,709.00	$131,766.00	$105,412.00	$89,601.00	$80,641.00
Step 4	$186,566.00	$149,253.00	$119,402.00	$95,521.00	$81,194.00	$73,074.00	Step 5	$194,085.00	$155,268.00	$124,214.00	$99,371.00	$84,466.00	$76,019.00	Step 5	$197,967.00	$158,373.00	$126,698.00	$101,358.00	$86,155.00	$77,539.00	Step 5	$203,906.00	$163,124.00	$130,499.00	$104,399.00	$88,740.00	$79,865.00	Step 5	$212,062.00	$169,649.00	$135,719.00	$108,575.00	$92,290.00	$83,060.00
Step 5	$192,163.00	$153,731.00	$122,984.00	$98,387.00	$83,630.00	$75,266.00	Step 6	$199,907.00	$159,926.00	$127,941.00	$102,352.00	$87,000.00	$78,299.00	Step 6	$203,905.00	$163,125.00	$130,500.00	$104,399.00	$88,740.00	$79,865.00	Step 6	$210,022.00	$168,019.00	$134,415.00	$107,531.00	$91,402.00	$82,261.00	Step 6	$218,423.00	$174,740.00	$139,792.00	$111,832.00	$95,058.00	$85,551.00
Step 6	$197,928.00	$158,343.00	$126,674.00	$101,339.00	$86,139.00	$77,524.00	Step 7	$205,905.00	$164,724.00	$131,779.00	$105,423.00	$89,610.00	$80,649.00	Step 7	$210,023.00	$168,018.00	$134,415.00	$107,531.00	$91,402.00	$82,262.00	Step 7	$216,324.00	$173,059.00	$138,447.00	$110,757.00	$94,144.00	$84,730.00	Step 7	$224,977.00	$179,981.00	$143,985.00	$115,187.00	$97,910.00	$88,119.00
Step 7	$203,866.00	$163,093.00	$130,474.00	$104,379.00	$88,723.00	$79,850.00	Step 8	$212,082.00	$169,666.00	$135,732.00	$108,585.00	$92,299.00	$83,068.00	Step 8	$216,324.00	$173,059.00	$138,447.00	$110,757.00	$94,145.00	$84,729.00	Step 8	$222,814.00	$178,251.00	$142,600.00	$114,080.00	$96,969.00	$87,271.00	Step 8	$231,727.00	$185,381.00	$148,304.00	$118,643.00	$100,848.00	$90,762.00
Step 8	$209,982.00	$167,986.00	$134,388.00	$107,510.00	$91,385.00	$82,246.00	Step 9	$218,444.00	$174,756.00	$139,804.00	$111,842.00	$95,068.00	$85,560.00	Step 9	$222,813.00	$178,251.00	$142,600.00	$114,079.00	$96,969.00	$87,271.00	Step 9	$229,497.00	$183,599.00	$146,878.00	$117,501.00	$99,878.00	$89,889.00	Step 9	$238,677.00	$190,943.00	$152,753.00	$122,201.00	$103,873.00	$93,485.00
Step 9	$216,281.00	$173,026.00	$138,420.00	$110,735.00	$94,127.00	$84,713.00	Step 10	$224,997.00	$179,999.00	$143,999.00	$115,198.00	$97,921.00	$88,127.00	Step 10	$229,497.00	$183,599.00	$146,879.00	$117,502.00	$99,879.00	$89,890.00	Step 10	$236,382.00	$189,107.00	$151,285.00	$121,027.00	$102,875.00	$92,587.00	Step 10	$245,837.00	$196,671.00	$157,336.00	$125,868.00	$106,990.00	$96,290.00
Step 10	$222,769.00	$178,217.00	$142,573.00	$114,057.00	$96,951.00	$87,254.00	Step 11	$231,747.00	$185,400.00	$148,319.00	$118,654.00	$100,859.00	$90,771.00	Step 11	$236,382.00	$189,108.00	$151,285.00	$121,027.00	$102,876.00	$92,586.00	Step 11	$243,473.00	$194,781.00	$155,824.00	$124,658.00	$105,962.00	$95,364.00	Step 11	$253,212.00	$202,572.00	$162,057.00	$129,644.00	$110,200.00	$99,179.00
Step 11	$229,452.00	$183,564.00	$146,850.00	$117,479.00	$99,860.00	$89,872.00	Step 12	$238,699.00	$190,962.00	$152,769.00	$122,213.00	$103,885.00	$93,494.00	Step 12	$243,473.00	$194,781.00	$155,824.00	$124,657.00	$105,963.00	$95,364.00	Step 12	$250,777.00	$200,624.00	$160,499.00	$128,397.00	$109,142.00	$98,225.00	Step 12	$260,808.00	$208,649.00	$166,919.00	$133,533.00	$113,508.00	$102,154.00
Step 12	$236,336.00	$189,071.00	$151,256.00	$121,003.00	$102,856.00	$92,568.00	Step 13	$245,860.00	$196,690.00	$157,352.00	$125,879.00	$107,001.00	$96,298.00	Step 13	$250,777.00	$200,624.00	$160,499.00	$128,397.00	$109,141.00	$98,224.00	Step 13	$258,300.00	$206,643.00	$165,314.00	$132,249.00	$112,415.00	$101,171.00	Step 13	$268,632.00	$214,909.00	$171,927.00	$137,539.00	$116,912.00	$105,218.00
Step 13	$243,426.00	$194,743.00	$155,794.00	$124,633.00	$105,942.00	$95,345.00	Step 14	$253,236.00	$202,591.00	$162,073.00	$129,656.00	$110,211.00	$99,187.00	Step 14	$258,301.00	$206,643.00	$165,314.00	$132,249.00	$112,415.00	$101,171.00	Step 14	$266,050.00	$212,842.00	$170,273.00	$136,216.00	$115,787.00	$104,206.00	Step 14	$276,692.00	$221,356.00	$177,084.00	$141,665.00	$120,418.00	$108,374.00
Step 14	$250,729.00	$200,585.00	$160,468.00	$128,372.00	$109,120.00	$98,205.00	Step 15	$260,834.00	$208,669.00	$166,935.00	$133,545.00	$113,518.00	$102,163.00	Step 15	$266,051.00	$212,842.00	$170,274.00	$136,216.00	$115,788.00	$104,206.00	Step 15	$274,033.00	$219,227.00	$175,382.00	$140,302.00	$119,262.00	$107,332.00	Step 15	$284,994.00	$227,996.00	$182,397.00	$145,914.00	$124,032.00	$111,625.00
Step 15	$258,251.00	$206,603.00	$165,282.00	$132,223.00	$112,394.00	$101,151.00	Step 16	$268,659.00	$214,929.00	$171,942.00	$137,552.00	$116,924.00	$105,228.00	Step 16	$274,032.00	$219,228.00	$175,381.00	$140,303.00	$119,262.00	$107,333.00	Step 16	$282,253.00	$225,805.00	$180,642.00	$144,512.00	$122,840.00	$110,553.00	Step 16	$293,543.00	$234,837.00	$187,868.00	$150,292.00	$127,754.00	$114,975.00
Step 16	$265,999.00	$212,801.00	$170,240.00	$136,190.00	$115,766.00	$104,186.00	Step 17	$276,719.00	$221,377.00	$177,100.00	$141,679.00	$120,431.00	$108,385.00	Step 17	$282,253.00	$225,805.00	$180,642.00	$144,513.00	$122,840.00	$110,553.00	Step 17	$290,721.00	$232,579.00	$186,061.00	$148,848.00	$126,525.00	$113,870.00	Step 17	$302,350.00	$241,882.00	$193,503.00	$154,802.00	$131,586.00	$118,425.00
Step 17	$273,979.00	$219,185.00	$175,347.00	$140,276.00	$119,239.00	$107,312.00	Step 18	$285,020.00	$228,019.00	$182,413.00	$145,929.00	$124,044.00	$111,636.00	Step 18	$290,720.00	$232,579.00	$186,061.00	$148,848.00	$126,525.00	$113,869.00	Step 18	$299,442.00	$239,556.00	$191,643.00	$153,313.00	$130,321.00	$117,285.00	Step 18	$311,420.00	$249,138.00	$199,309.00	$159,446.00	$135,534.00	$121,976.00
Step 18	$282,198.00	$225,761.00	$180,607.00	$144,484.00	$122,816.00	$110,531.00	Step 19	$293,571.00	$234,859.00	$187,885.00	$150,307.00	$127,765.00	$114,985.00	Step 19	$299,442.00	$239,556.00	$191,643.00	$153,313.00	$130,320.00	$117,285.00	Step 19	$308,425.00	$246,743.00	$197,392.00	$157,912.00	$134,230.00	$120,804.00	Step 19	$320,762.00	$256,613.00	$205,288.00	$164,228.00	$139,599.00	$125,636.00
Step 19	$290,664.00	$232,534.00	$186,025.00	$148,819.00	$126,500.00	$113,847.00	Step 20	$302,378.00	$241,905.00	$193,522.00	$154,817.00	$131,598.00	$118,435.00	Step 20	$308,426.00	$246,743.00	$197,392.00	$157,913.00	$134,230.00	$120,804.00	Step 20	$317,679.00	$254,145.00	$203,314.00	$162,650.00	$138,257.00	$124,428.00	Step 20	$330,386.00	$264,311.00	$211,447.00	$169,156.00	$143,787.00	$129,405.00
Step 20	$299,384.00	$239,510.00	$191,606.00	$153,284.00	$130,295.00	$117,262.00	Step 21	$311,450.00	$249,162.00	$199,328.00	$159,462.00	$135,546.00	$121,988.00	Step 21	$317,679.00	$254,145.00	$203,315.00	$162,651.00	$138,257.00	$124,428.00	Step 21	$327,209.00	$261,769.00	$209,414.00	$167,531.00	$142,405.00	$128,161.00	Step 21	$340,297.00	$272,240.00	$217,791.00	$174,232.00	$148,101.00	$133,287.00
Step 21	$308,366.00	$246,695.00	$197,354.00	$157,883.00	$134,204.00	$120,780.00	Step 22	$320,793.00	$256,637.00	$205,308.00	$164,245.00	$139,612.00	$125,647.00	Step 22	$327,209.00	$261,770.00	$209,414.00	$167,530.00	$142,404.00	$128,160.00	Step 22	$337,025.00	$269,623.00	$215,696.00	$172,556.00	$146,676.00	$132,005.00	Step 22	$350,506.00	$280,408.00	$224,324.00	$179,458.00	$152,543.00	$137,285.00
Step 22	$317,617.00	$254,096.00	$203,275.00	$162,619.00	$138,230.00	$124,403.00	Step 23	$330,417.00	$264,336.00	$211,467.00	$169,173.00	$143,801.00	$129,416.00	Step 23	$337,025.00	$269,623.00	$215,696.00	$172,556.00	$146,677.00	$132,004.00	Step 23	$347,136.00	$277,712.00	$222,167.00	$177,733.00	$151,077.00	$135,964.00	Step 23	$361,021.00	$288,820.00	$231,054.00	$184,842.00	$157,120.00	$141,403.00
Step 23	$327,146.00	$261,719.00	$209,373.00	$167,498.00	$142,377.00	$128,135.00	Step 24	$340,330.00	$272,267.00	$217,811.00	$174,248.00	$148,114.00	$133,299.00	Step 24	$347,137.00	$277,712.00	$222,167.00	$177,733.00	$151,076.00	$135,965.00	Step 24	$357,551.00	$286,043.00	$228,832.00	$183,065.00	$155,608.00	$140,044.00	Step 24	$371,853.00	$297,485.00	$237,985.00	$190,388.00	$161,832.00	$145,646.00
Step 24	$336,960.00	$269,571.00	$215,654.00	$172,523.00	$146,648.00	$131,979.00	Step 25	$350,540.00	$280,435.00	$224,345.00	$179,476.00	$152,557.00	$137,297.00	Step 25	$357,551.00	$286,044.00	$228,832.00	$183,066.00	$155,608.00	$140,043.00	Step 25	$368,278.00	$294,625.00	$235,697.00	$188,558.00	$160,276.00	$144,244.00	Step 25	$383,009.00	$306,410.00	$245,125.00	$196,100.00	$166,687.00	$150,014.00
Step 25	$347,069.00	$277,658.00	$222,124.00	$177,699.00	$151,047.00	$135,938.00																												

Annual salary compensations are based on a 1.0 FTE and will be prorated for part-time assignments, mid-year hires, or early separations based on actual days worked.

Effective 07/01/2026 - 06/30/2027

Longevity: Longevity increments will be applied on July 1st of the academic year of when the years of service will be completed. Longevity shall be based on years of service with the school.

Board Approved 05/14/2026

Please refer to the EACS Employee Handbook for more detailed information.

Revision 1.0



Classified Administrative Salary Schedule

Effective 07/01/2026 - 06/30/2027

Standard (0-4 Years of Completed Service)					
Step	Range 1	Range 2	Range 3	Range 4	Range 5
Step 1	$136,587.00	$109,270.00	$87,416.00	$74,304.00	$66,874.00
Step 2	$140,685.00	$112,548.00	$90,038.00	$76,533.00	$68,880.00
Step 3	$144,906.00	$115,924.00	$92,739.00	$78,829.00	$70,946.00
Step 4	$149,253.00	$119,402.00	$95,521.00	$81,194.00	$73,074.00
Step 5	$153,731.00	$122,984.00	$98,387.00	$83,630.00	$75,266.00
Step 6	$158,343.00	$126,674.00	$101,339.00	$86,139.00	$77,524.00
Step 7	$163,093.00	$130,474.00	$104,379.00	$88,723.00	$79,850.00
Step 8	$167,986.00	$134,388.00	$107,510.00	$91,385.00	$82,246.00
Step 9	$173,026.00	$138,420.00	$110,735.00	$94,127.00	$84,713.00
Step 10	$178,217.00	$142,573.00	$114,057.00	$96,951.00	$87,254.00
Step 11	$183,564.00	$146,850.00	$117,479.00	$99,860.00	$89,872.00
Step 12	$189,071.00	$151,256.00	$121,003.00	$102,856.00	$92,568.00
Step 13	$194,743.00	$155,794.00	$124,633.00	$105,942.00	$95,345.00
Step 14	$200,585.00	$160,468.00	$128,372.00	$109,120.00	$98,205.00
Step 15	$206,603.00	$165,282.00	$132,223.00	$112,394.00	$101,151.00
Step 16	$212,801.00	$170,240.00	$136,190.00	$115,766.00	$104,186.00
Step 17	$219,185.00	$175,347.00	$140,276.00	$119,239.00	$107,312.00
Step 18	$225,761.00	$180,607.00	$144,484.00	$122,816.00	$110,531.00
Step 19	$232,534.00	$186,025.00	$148,819.00	$126,500.00	$113,847.00
Step 20	$239,510.00	$191,606.00	$153,284.00	$130,295.00	$117,262.00
Step 21	$246,695.00	$197,354.00	$157,883.00	$134,204.00	$120,780.00
Step 22	$254,096.00	$203,275.00	$162,619.00	$138,230.00	$124,403.00
Step 23	$261,719.00	$209,373.00	$167,498.00	$142,377.00	$128,135.00
Step 24	$269,571.00	$215,654.00	$172,523.00	$146,648.00	$131,979.00
Step 25	$277,658.00	$222,124.00	$177,699.00	$151,047.00	$135,938.00

5 YEAR LONGEVITY + 1%					
Step	Range 1	Range 2	Range 3	Range 4	Range 5
Step 5	$155,268.00	$124,214.00	$99,371.00	$84,466.00	$76,019.00
Step 6	$159,926.00	$127,941.00	$102,352.00	$87,000.00	$78,299.00
Step 7	$164,724.00	$131,779.00	$105,423.00	$89,610.00	$80,649.00
Step 8	$169,666.00	$135,732.00	$108,585.00	$92,299.00	$83,068.00
Step 9	$174,756.00	$139,804.00	$111,842.00	$95,068.00	$85,560.00
Step 10	$179,999.00	$143,999.00	$115,198.00	$97,921.00	$88,127.00
Step 11	$185,400.00	$148,319.00	$118,654.00	$100,859.00	$90,771.00
Step 12	$190,962.00	$152,769.00	$122,213.00	$103,885.00	$93,494.00
Step 13	$196,690.00	$157,352.00	$125,879.00	$107,001.00	$96,298.00
Step 14	$202,591.00	$162,073.00	$129,656.00	$110,211.00	$99,187.00
Step 15	$208,669.00	$166,935.00	$133,545.00	$113,518.00	$102,163.00
Step 16	$214,929.00	$171,942.00	$137,552.00	$116,924.00	$105,228.00
Step 17	$221,377.00	$177,100.00	$141,679.00	$120,431.00	$108,385.00
Step 18	$228,019.00	$182,413.00	$145,929.00	$124,044.00	$111,636.00
Step 19	$234,859.00	$187,885.00	$150,307.00	$127,765.00	$114,985.00
Step 20	$241,905.00	$193,522.00	$154,817.00	$131,598.00	$118,435.00
Step 21	$249,162.00	$199,328.00	$159,462.00	$135,546.00	$121,988.00
Step 22	$256,637.00	$205,308.00	$164,245.00	$139,612.00	$125,647.00
Step 23	$264,336.00	$211,467.00	$169,173.00	$143,801.00	$129,416.00
Step 24	$272,267.00	$217,811.00	$174,248.00	$148,114.00	$133,299.00
Step 25	$280,435.00	$224,345.00	$179,476.00	$152,557.00	$137,297.00

10 YEAR LONGEVITY +2%					
Step	Range 1	Range 2	Range 3	Range 4	Range 5
Step 10	$183,599.00	$146,879.00	$117,502.00	$99,879.00	$89,890.00
Step 11	$189,108.00	$151,285.00	$121,027.00	$102,876.00	$92,586.00
Step 12	$194,781.00	$155,824.00	$124,657.00	$105,963.00	$95,364.00
Step 13	$200,624.00	$160,499.00	$128,397.00	$109,141.00	$98,224.00
Step 14	$206,643.00	$165,314.00	$132,249.00	$112,415.00	$101,171.00
Step 15	$212,842.00	$170,274.00	$136,216.00	$115,788.00	$104,206.00
Step 16	$219,228.00	$175,381.00	$140,303.00	$119,262.00	$107,333.00
Step 17	$225,805.00	$180,642.00	$144,513.00	$122,840.00	$110,553.00
Step 18	$232,579.00	$186,061.00	$148,848.00	$126,525.00	$113,869.00
Step 19	$239,556.00	$191,643.00	$153,313.00	$130,320.00	$117,285.00
Step 20	$246,743.00	$197,392.00	$157,913.00	$134,230.00	$120,804.00
Step 21	$254,145.00	$203,315.00	$162,651.00	$138,257.00	$124,428.00
Step 22	$261,770.00	$209,414.00	$167,530.00	$142,404.00	$128,160.00
Step 23	$269,623.00	$215,696.00	$172,556.00	$146,677.00	$132,004.00
Step 24	$277,712.00	$222,167.00	$177,733.00	$151,076.00	$135,965.00
Step 25	$286,044.00	$228,832.00	$183,066.00	$155,608.00	$140,043.00

15 YEAR LONGEVITY +3%					
Step	Range 1	Range 2	Range 3	Range 4	Range 5
Step 15	$219,227.00	$175,382.00	$140,302.00	$119,262.00	$107,332.00
Step 16	$225,805.00	$180,642.00	$144,512.00	$122,840.00	$110,553.00
Step 17	$232,579.00	$186,061.00	$148,848.00	$126,525.00	$113,870.00
Step 18	$239,556.00	$191,643.00	$153,313.00	$130,321.00	$117,285.00
Step 19	$246,743.00	$197,392.00	$157,912.00	$134,230.00	$120,804.00
Step 20	$254,145.00	$203,314.00	$162,650.00	$138,257.00	$124,428.00
Step 21	$261,769.00	$209,414.00	$167,531.00	$142,405.00	$128,161.00
Step 22	$269,623.00	$215,696.00	$172,556.00	$146,676.00	$132,005.00
Step 23	$277,712.00	$222,167.00	$177,733.00	$151,077.00	$135,964.00
Step 24	$286,043.00	$228,832.00	$183,065.00	$155,608.00	$140,044.00
Step 25	$294,625.00	$235,697.00	$188,558.00	$160,276.00	$144,244.00

20 YEAR LONGEVITY +4%					
Step	Range 1	Range 2	Range 3	Range 4	Range 5
Step 20	$264,311.00	$211,447.00	$169,156.00	$143,787.00	$129,405.00
Step 21	$272,240.00	$217,791.00	$174,232.00	$148,101.00	$133,287.00
Step 22	$280,408.00	$224,324.00	$179,458.00	$152,543.00	$137,285.00
Step 23	$288,820.00	$231,054.00	$184,842.00	$157,120.00	$141,403.00
Step 24	$297,485.00	$237,985.00	$190,388.00	$161,832.00	$145,646.00
Step 25	$306,410.00	$245,125.00	$196,100.00	$166,687.00	$150,014.00

Annual salary compensations are based on a 1.0 FTE and will be prorated for part-time assignments, mid-year hires, or early separations based on actual days worked.

Longevity: Longevity increments will be applied on July 1st of the academic year of when the years of service will be completed. Longevity shall be based on years of service with the school.

Please refer to the EACS Employee Handbook for more detailed information.

Effective 07/01/2026 - 06/30/2027

Board Approved 05/14/2026

Revision 1.0



Certificated Teacher of Record Salary Schedule - 188 Work Days

Effective 07/01/2026 - 06/30/2027

Standard (0-4 Years of Completed Service)									5 YEAR LONGEVITY + 1%					10 YEAR LONGEVITY +2%					15 YEAR LOGEVITY +3%					20 YEAR LOGEVITY +4%				
Step	Hourly Rate	Range 1 ToR	Hourly Rate	Range 2 FLEX	Hourly Rate	Range 3 FLEX +	Hourly Rate	Range 4 MAToR	Step	Range 1 ToR	Range 2 FLEX	Range 3 FLEX +	Range 4 MAToR	Step	Range 1 ToR	Range 2 FLEX	Range 3 FLEX +	Range 4 MAToR	Step	Range 1 ToR	Range 2 FLEX	Range 3 FLEX +	Range 4 MAToR	Step	Range 1 ToR	Range 2 FLEX	Range 3 FLEX +	Range 4 MAToR
Step 1	$38.84	$58,421.00	$45.24	$68,046.00	$51.63	$77,658.00	$51.63	$77,658.00	*Step 1*	$59,005.00	$68,726.00	$78,435.00	$78,435.00	*Step 1*	$60,185.00	$70,101.00	$80,004.00	$80,004.00	*Step 1*	$61,991.00	$72,204.00	$82,404.00	$82,404.00	*Step 1*	$64,471.00	$75,092.00	$85,700.00	$85,700.00
Step 2	$40.01	$60,174.00	$46.41	$69,799.00	$52.80	$79,411.00	$52.80	$79,411.00	*Step 2*	$60,776.00	$70,497.00	$80,205.00	$80,205.00	*Step 2*	$61,992.00	$71,907.00	$81,809.00	$81,809.00	*Step 2*	$63,852.00	$74,064.00	$84,263.00	$84,263.00	*Step 2*	$66,406.00	$77,027.00	$87,634.00	$87,634.00
Step 3	$41.21	$61,979.00	$47.61	$71,604.00	$54.00	$81,216.00	$54.00	$81,216.00	*Step 3*	$62,599.00	$72,320.00	$82,028.00	$82,028.00	*Step 3*	$63,851.00	$73,766.00	$83,669.00	$83,669.00	*Step 3*	$65,767.00	$75,979.00	$86,179.00	$86,179.00	*Step 3*	$68,398.00	$79,018.00	$89,626.00	$89,626.00
Step 4	$42.45	$63,838.00	$48.85	$73,463.00	$55.24	$83,075.00	$55.24	$83,075.00	*Step 4*	$64,476.00	$74,198.00	$83,906.00	$83,906.00	*Step 4*	$65,766.00	$75,682.00	$85,584.00	$85,584.00	*Step 4*	$67,739.00	$77,952.00	$88,152.00	$88,152.00	*Step 4*	$70,449.00	$81,070.00	$91,678.00	$91,678.00
Step 5	$43.72	$65,753.00	$50.12	$75,378.00	$56.51	$84,990.00	$56.51	$84,990.00	*Step 5*	$66,411.00	$76,132.00	$85,840.00	$85,840.00	*Step 5*	$67,739.00	$77,655.00	$87,557.00	$87,557.00	*Step 5*	$69,771.00	$79,985.00	$90,184.00	$90,184.00	*Step 5*	$72,562.00	$83,184.00	$93,791.00	$93,791.00
Step 6	$45.03	$67,726.00	$51.43	$77,351.00	$57.82	$86,963.00	$57.82	$86,963.00	*Step 6*	$68,403.00	$78,125.00	$87,833.00	$87,833.00	*Step 6*	$69,771.00	$79,688.00	$89,590.00	$89,590.00	*Step 6*	$71,864.00	$82,079.00	$92,278.00	$92,278.00	*Step 6*	$74,739.00	$85,362.00	$95,969.00	$95,969.00
Step 7	$46.38	$69,758.00	$52.78	$79,383.00	$59.17	$88,995.00	$59.17	$88,995.00	*Step 7*	$70,456.00	$80,177.00	$89,885.00	$89,885.00	*Step 7*	$71,865.00	$81,781.00	$91,683.00	$91,683.00	*Step 7*	$74,021.00	$84,234.00	$94,433.00	$94,433.00	*Step 7*	$76,982.00	$87,603.00	$98,210.00	$98,210.00
Step 8	$47.77	$71,851.00	$54.17	$81,476.00	$60.56	$91,088.00	$60.56	$91,088.00	*Step 8*	$72,570.00	$82,291.00	$91,999.00	$91,999.00	*Step 8*	$74,021.00	$83,937.00	$93,839.00	$93,839.00	*Step 8*	$76,242.00	$86,455.00	$96,654.00	$96,654.00	*Step 8*	$79,292.00	$89,913.00	$100,520.00	$100,520.00
Step 9	$49.21	$74,007.00	$55.61	$83,632.00	$62.00	$93,244.00	$62.00	$93,244.00	*Step 9*	$74,747.00	$84,468.00	$94,176.00	$94,176.00	*Step 9*	$76,242.00	$86,157.00	$96,060.00	$96,060.00	*Step 9*	$78,529.00	$88,742.00	$98,942.00	$98,942.00	*Step 9*	$81,670.00	$92,292.00	$102,900.00	$102,900.00
Step 10	$50.68	$76,227.00	$57.08	$85,852.00	$63.47	$95,464.00	$63.47	$95,464.00	*Step 10*	$76,989.00	$86,711.00	$96,419.00	$96,419.00	*Step 10*	$78,529.00	$88,445.00	$98,347.00	$98,347.00	*Step 10*	$80,885.00	$91,098.00	$101,297.00	$101,297.00	*Step 10*	$84,120.00	$94,742.00	$105,349.00	$105,349.00
Step 11	$52.20	$78,514.00	$58.60	$88,139.00	$64.99	$97,751.00	$64.99	$97,751.00	*Step 11*	$79,299.00	$89,020.00	$98,729.00	$98,729.00	*Step 11*	$80,885.00	$90,800.00	$100,704.00	$100,704.00	*Step 11*	$83,312.00	$93,524.00	$103,725.00	$103,725.00	*Step 11*	$86,644.00	$97,265.00	$107,874.00	$107,874.00
Step 12	$53.77	$80,869.00	$60.17	$90,494.00	$66.56	$100,106.00	$66.56	$100,106.00	*Step 12*	$81,678.00	$91,399.00	$101,107.00	$101,107.00	*Step 12*	$83,312.00	$93,227.00	$103,129.00	$103,129.00	*Step 12*	$85,811.00	$96,024.00	$106,223.00	$106,223.00	*Step 12*	$89,243.00	$99,865.00	$110,472.00	$110,472.00
Step 13	$55.38	$83,295.00	$61.78	$92,920.00	$68.17	$102,532.00	$68.17	$102,532.00	*Step 13*	$84,128.00	$93,849.00	$103,557.00	$103,557.00	*Step 13*	$85,811.00	$95,726.00	$105,628.00	$105,628.00	*Step 13*	$88,385.00	$98,598.00	$108,797.00	$108,797.00	*Step 13*	$91,920.00	$102,542.00	$113,149.00	$113,149.00
Step 14	$57.04	$85,794.00	$63.44	$95,419.00	$69.83	$105,031.00	$69.83	$105,031.00	*Step 14*	$86,652.00	$96,373.00	$106,081.00	$106,081.00	*Step 14*	$88,385.00	$98,300.00	$108,203.00	$108,203.00	*Step 14*	$91,037.00	$101,249.00	$111,449.00	$111,449.00	*Step 14*	$94,678.00	$105,299.00	$115,907.00	$115,907.00
Step 15	$58.76	$88,368.00	$65.15	$97,993.00	$71.55	$107,605.00	$71.55	$107,605.00	*Step 15*	$89,252.00	$98,973.00	$108,681.00	$108,681.00	*Step 15*	$91,037.00	$100,952.00	$110,855.00	$110,855.00	*Step 15*	$93,768.00	$103,981.00	$114,181.00	$114,181.00	*Step 15*	$97,519.00	$108,140.00	$118,748.00	$118,748.00
Step 16	$60.52	$91,019.00	$66.92	$100,644.00	$73.31	$110,256.00	$73.31	$110,256.00	*Step 16*	$91,929.00	$101,650.00	$111,359.00	$111,359.00	*Step 16*	$93,768.00	$103,683.00	$113,586.00	$113,586.00	*Step 16*	$96,581.00	$106,793.00	$116,994.00	$116,994.00	*Step 16*	$100,444.00	$111,065.00	$121,674.00	$121,674.00
Step 17	$62.33	$93,750.00	$68.73	$103,375.00	$75.12	$112,987.00	$75.12	$112,987.00	*Step 17*	$94,688.00	$104,409.00	$114,117.00	$114,117.00	*Step 17*	$96,582.00	$106,497.00	$116,399.00	$116,399.00	*Step 17*	$99,479.00	$109,692.00	$119,891.00	$119,891.00	*Step 17*	$103,458.00	$114,080.00	$124,687.00	$124,687.00
Step 18	$64.20	$96,563.00	$70.60	$106,188.00	$76.99	$115,800.00	$76.99	$115,800.00	*Step 18*	$97,529.00	$107,250.00	$116,958.00	$116,958.00	*Step 18*	$99,480.00	$109,395.00	$119,297.00	$119,297.00	*Step 18*	$102,464.00	$112,677.00	$122,876.00	$122,876.00	*Step 18*	$106,563.00	$117,184.00	$127,791.00	$127,791.00
Step 19	$66.13	$99,460.00	$72.53	$109,085.00	$78.92	$118,697.00	$78.92	$118,697.00	*Step 19*	$100,455.00	$110,176.00	$119,884.00	$119,884.00	*Step 19*	$102,464.00	$112,380.00	$122,282.00	$122,282.00	*Step 19*	$105,538.00	$115,751.00	$125,950.00	$125,950.00	*Step 19*	$109,760.00	$120,381.00	$130,988.00	$130,988.00
Step 20	$68.11	$102,444.00	$74.51	$112,069.00	$80.90	$121,681.00	$80.90	$121,681.00	*Step 20*	$103,468.00	$113,190.00	$122,898.00	$122,898.00	*Step 20*	$105,537.00	$115,454.00	$125,356.00	$125,356.00	*Step 20*	$108,703.00	$118,918.00	$129,117.00	$129,117.00	*Step 20*	$113,051.00	$123,675.00	$134,282.00	$134,282.00
Step 21	$70.16	$105,517.00	$76.56	$115,142.00	$82.95	$124,754.00	$82.95	$124,754.00	*Step 21*	$106,572.00	$116,293.00	$126,002.00	$126,002.00	*Step 21*	$108,703.00	$118,619.00	$128,522.00	$128,522.00	*Step 21*	$111,964.00	$122,178.00	$132,378.00	$132,378.00	*Step 21*	$116,443.00	$127,065.00	$137,673.00	$137,673.00
Step 22	$72.26	$108,683.00	$78.66	$118,308.00	$85.05	$127,920.00	$85.05	$127,920.00	*Step 22*	$109,770.00	$119,491.00	$129,199.00	$129,199.00	*Step 22*	$111,965.00	$121,881.00	$131,783.00	$131,783.00	*Step 22*	$115,324.00	$125,537.00	$135,736.00	$135,736.00	*Step 22*	$119,937.00	$130,558.00	$141,165.00	$141,165.00
Step 23	$74.43	$111,943.00	$80.83	$121,568.00	$87.22	$131,180.00	$87.22	$131,180.00	*Step 23*	$113,062.00	$122,784.00	$132,492.00	$132,492.00	*Step 23*	$115,323.00	$125,240.00	$135,142.00	$135,142.00	*Step 23*	$118,783.00	$128,997.00	$139,196.00	$139,196.00	*Step 23*	$123,534.00	$134,157.00	$144,764.00	$144,764.00
Step 24	$76.66	$115,301.00	$83.06	$124,926.00	$89.45	$134,538.00	$89.45	$134,538.00	*Step 24*	$116,454.00	$126,175.00	$135,883.00	$135,883.00	*Step 24*	$118,783.00	$128,699.00	$138,601.00	$138,601.00	*Step 24*	$122,346.00	$132,560.00	$142,759.00	$142,759.00	*Step 24*	$127,240.00	$137,862.00	$148,469.00	$148,469.00
Step 25	$78.96	$118,760.00	$85.36	$128,385.00	$91.75	$137,997.00	$91.75	$137,997.00	*Step 25*	$119,948.00	$129,669.00	$139,377.00	$139,377.00	*Step 25*	$122,347.00	$132,262.00	$142,165.00	$142,165.00	*Step 25*	$126,017.00	$136,230.00	$146,430.00	$146,430.00	*Step 25*	$131,058.00	$141,679.00	$152,287.00	$152,287.00

Annual salary compensations are based on a 1.0 FTE and will be prorated for part-time assignments, mid-year hires, or early separations based on actual days worked.

Effective 07/01/2026 - 06/30/2027

Longevity: Longevity increments will be applied on July 1st of the academic year of when the years of service will be completed. Longevity shall be based on years of service with the school.

Board Approved 05/14/2026

Please refer to the EACS Employee Handbook for more detailed information.

Revision 1.0

EXCEL ACADEMY

A TK-12 Public Charter School

Certificated Teacher on Special Assignment - Salary Schedule

Effective 07/01/2026 - 06/30/2027

Standard (0-4 Years of Completed Service)					
Step	Range 1	Range 2	Range 3	Range 4	Range 5
Step 1	$64,063.00	$65,985.00	$67,965.00	$70,004.00	$72,104.00
Step 2	$65,985.00	$67,965.00	$70,004.00	$72,104.00	$74,267.00
Step 3	$67,965.00	$70,004.00	$72,104.00	$74,267.00	$76,495.00
Step 4	$70,004.00	$72,104.00	$74,267.00	$76,495.00	$78,790.00
Step 5	$72,104.00	$74,267.00	$76,495.00	$78,790.00	$81,154.00
Step 6	$74,267.00	$76,495.00	$78,790.00	$81,154.00	$83,589.00
Step 7	$76,495.00	$78,790.00	$81,154.00	$83,589.00	$86,097.00
Step 8	$78,790.00	$81,154.00	$83,589.00	$86,097.00	$88,680.00
Step 9	$81,154.00	$83,589.00	$86,097.00	$88,680.00	$91,340.00
Step 10	$83,589.00	$86,097.00	$88,680.00	$91,340.00	$94,080.00
Step 11	$86,097.00	$88,680.00	$91,340.00	$94,080.00	$96,902.00
Step 12	$88,680.00	$91,340.00	$94,080.00	$96,902.00	$99,809.00
Step 13	$91,340.00	$94,080.00	$96,902.00	$99,809.00	$102,803.00
Step 14	$94,080.00	$96,902.00	$99,809.00	$102,803.00	$105,887.00
Step 15	$96,902.00	$99,809.00	$102,803.00	$105,887.00	$109,064.00
Step 16	$99,809.00	$102,803.00	$105,887.00	$109,064.00	$112,336.00
Step 17	$102,803.00	$105,887.00	$109,064.00	$112,336.00	$115,706.00
Step 18	$105,887.00	$109,064.00	$112,336.00	$115,706.00	$119,177.00
Step 19	$109,064.00	$112,336.00	$115,706.00	$119,177.00	$122,752.00
Step 20	$112,336.00	$115,706.00	$119,177.00	$122,752.00	$126,435.00
Step 21	$115,706.00	$119,177.00	$122,752.00	$126,435.00	$130,228.00
Step 22	$119,177.00	$122,752.00	$126,435.00	$130,228.00	$134,135.00
Step 23	$122,752.00	$126,435.00	$130,228.00	$134,135.00	$138,159.00
Step 24	$126,435.00	$130,228.00	$134,135.00	$138,159.00	$142,304.00
Step 25	$130,228.00	$134,135.00	$138,159.00	$142,304.00	$146,573.00

5 YEAR LONGEVITY + 1%					
Step	Range 1	Range 2	Range 3	Range 4	Range 5
Step 6	$75,010.00	$77,260.00	$79,578.00	$81,966.00	$84,425.00
Step 7	$77,260.00	$79,578.00	$81,966.00	$84,425.00	$86,958.00
Step 8	$79,578.00	$81,966.00	$84,425.00	$86,958.00	$89,567.00
Step 9	$81,966.00	$84,425.00	$86,958.00	$89,567.00	$92,253.00
Step 10	$84,425.00	$86,958.00	$89,567.00	$92,253.00	$95,021.00
Step 11	$86,958.00	$89,567.00	$92,253.00	$95,021.00	$97,871.00
Step 12	$89,567.00	$92,253.00	$95,021.00	$97,871.00	$100,807.00
Step 13	$92,253.00	$95,021.00	$97,871.00	$100,807.00	$103,831.00
Step 14	$95,021.00	$97,871.00	$100,807.00	$103,831.00	$106,946.00
Step 15	$97,871.00	$100,807.00	$103,831.00	$106,946.00	$110,155.00
Step 16	$100,807.00	$103,831.00	$106,946.00	$110,155.00	$113,459.00
Step 17	$103,831.00	$106,946.00	$110,155.00	$113,459.00	$116,863.00
Step 18	$106,946.00	$110,155.00	$113,459.00	$116,863.00	$120,369.00
Step 19	$110,155.00	$113,459.00	$116,863.00	$120,369.00	$123,980.00
Step 20	$113,459.00	$116,863.00	$120,369.00	$123,980.00	$127,699.00
Step 21	$116,863.00	$120,369.00	$123,980.00	$127,699.00	$131,530.00
Step 22	$120,369.00	$123,980.00	$127,699.00	$131,530.00	$135,476.00
Step 23	$123,980.00	$127,699.00	$131,530.00	$135,476.00	$139,541.00
Step 24	$127,699.00	$131,530.00	$135,476.00	$139,541.00	$143,727.00
Step 25	$131,530.00	$135,476.00	$139,541.00	$143,727.00	$148,039.00

10 YEAR LONGEVITY + 2%					
Step	Range 1	Range 2	Range 3	Range 4	Range 5
Step 11	$88,697.00	$91,358.00	$94,098.00	$96,921.00	$99,828.00
Step 12	$91,358.00	$94,098.00	$96,921.00	$99,828.00	$102,823.00
Step 13	$94,098.00	$96,921.00	$99,828.00	$102,823.00	$105,908.00
Step 14	$96,921.00	$99,828.00	$102,823.00	$105,908.00	$109,085.00
Step 15	$99,828.00	$102,823.00	$105,908.00	$109,085.00	$112,358.00
Step 16	$102,823.00	$105,908.00	$109,085.00	$112,358.00	$115,728.00
Step 17	$105,908.00	$109,085.00	$112,358.00	$115,728.00	$119,200.00
Step 18	$109,085.00	$112,358.00	$115,728.00	$119,200.00	$122,776.00
Step 19	$112,358.00	$115,728.00	$119,200.00	$122,776.00	$126,460.00
Step 20	$115,728.00	$119,200.00	$122,776.00	$126,460.00	$130,253.00
Step 21	$119,200.00	$122,776.00	$126,460.00	$130,253.00	$134,161.00
Step 22	$122,776.00	$126,460.00	$130,253.00	$134,161.00	$138,186.00
Step 23	$126,460.00	$130,253.00	$134,161.00	$138,186.00	$142,332.00
Step 24	$130,253.00	$134,161.00	$138,186.00	$142,332.00	$146,602.00
Step 25	$134,161.00	$138,186.00	$142,332.00	$146,602.00	$151,000.00

15 YEAR LONGEVITY + 3%					
Step	Range 1	Range 2	Range 3	Range 4	Range 5
Step 16	$105,908.00	$109,085.00	$112,358.00	$115,729.00	$119,200.00
Step 17	$109,085.00	$112,358.00	$115,729.00	$119,200.00	$122,776.00
Step 18	$112,358.00	$115,729.00	$119,200.00	$122,776.00	$126,459.00
Step 19	$115,729.00	$119,200.00	$122,776.00	$126,459.00	$130,254.00
Step 20	$119,200.00	$122,776.00	$126,459.00	$130,254.00	$134,161.00
Step 21	$122,776.00	$126,459.00	$130,254.00	$134,161.00	$138,186.00
Step 22	$126,459.00	$130,254.00	$134,161.00	$138,186.00	$142,332.00
Step 23	$130,254.00	$134,161.00	$138,186.00	$142,332.00	$146,602.00
Step 24	$134,161.00	$138,186.00	$142,332.00	$146,602.00	$151,000.00
Step 25	$138,186.00	$142,332.00	$146,602.00	$151,000.00	$155,530.00

20 YEAR LONGEVITY + 4%					
Step	Range 1	Range 2	Range 3	Range 4	Range 5
Step 21	$127,687.00	$131,517.00	$135,464.00	$139,527.00	$143,713.00
Step 22	$131,517.00	$135,464.00	$139,527.00	$143,713.00	$148,025.00
Step 23	$135,464.00	$139,527.00	$143,713.00	$148,025.00	$152,466.00
Step 24	$139,527.00	$143,713.00	$148,025.00	$152,466.00	$157,040.00
Step 25	$143,713.00	$148,025.00	$152,466.00	$157,040.00	$161,751.00

Annual salary compensations are based on a 1.0 FTE and will be prorated for part-time assignments, mid-year hires, or early separations based on actual days worked.

Longevity: Longevity increments will be applied on July 1st of the academic year of when the years of service will be completed. Longevity shall be based on years of service with the school.

Please refer to the EACS Employee Handbook for more detailed information.

Effective 07/01/2026 - 06/30/2027

Board Approved 05/14/2026

Revision 1.0



Certificated Virtual Teacher Salary Schedule - 188 Work Days
Effective 07/01/2026 - 06/30/2027

Standard (0-4 Years of Completed Service)		
Step	**Hourly Rate**	**Range 1**
Step 1	$41.17	$60,936.00
Step 2	$41.73	$62,764.00
Step 3	$42.98	$64,647.00
Step 4	$44.27	$66,586.00
Step 5	$45.60	$68,584.00
Step 6	$46.97	$70,642.00
Step 7	$48.38	$72,761.00
Step 8	$49.83	$74,944.00
Step 9	$51.32	$77,192.00
Step 10	$52.86	$79,508.00
Step 11	$54.45	$81,893.00
Step 12	$56.08	$84,350.00
Step 13	$57.77	$86,881.00
Step 14	$59.50	$89,487.00
Step 15	$61.28	$92,172.00
Step 16	$63.12	$94,937.00
Step 17	$65.02	$97,785.00
Step 18	$66.97	$100,719.00
Step 19	$68.98	$103,741.00
Step 20	$71.05	$106,853.00
Step 21	$73.18	$110,059.00
Step 22	$75.37	$113,361.00
Step 23	$77.63	$116,762.00
Step 24	$79.96	$120,265.00
Step 25	$82.36	$123,873.00

5 YEAR LONGEVITY + 1%		
Step	**Hourly Rate**	**Range 1**
Step 6	$47.44	$71,348.00
Step 7	$48.86	$73,489.00
Step 8	$50.33	$75,693.00
Step 9	$51.84	$77,964.00
Step 10	$53.39	$80,303.00
Step 11	$54.99	$82,712.00
Step 12	$56.64	$85,194.00
Step 13	$58.34	$87,750.00
Step 14	$60.09	$90,382.00
Step 15	$61.90	$93,094.00
Step 16	$63.75	$95,886.00
Step 17	$65.67	$98,763.00
Step 18	$67.64	$101,726.00
Step 19	$69.67	$104,778.00
Step 20	$71.76	$107,922.00
Step 21	$73.91	$111,160.00
Step 22	$76.13	$114,495.00
Step 23	$78.41	$117,930.00
Step 24	$80.76	$121,468.00
Step 25	$83.19	$125,112.00

10 YEAR LONGEVITY + 2%		
Step	**Hourly Rate**	**Range 1**
Step 11	$56.09	$84,366.00
Step 12	$57.78	$86,898.00
Step 13	$59.51	$89,505.00
Step 14	$61.30	$92,190.00
Step 15	$63.14	$94,956.00
Step 16	$65.03	$97,804.00
Step 17	$66.98	$100,738.00
Step 18	$68.99	$103,761.00
Step 19	$71.06	$106,874.00
Step 20	$73.19	$110,080.00
Step 21	$75.39	$113,383.00
Step 22	$77.65	$116,785.00
Step 23	$79.98	$120,289.00
Step 24	$82.38	$123,897.00
Step 25	$84.85	$127,614.00

15 YEAR LONGEVITY + 3%		
Step	**Hourly Rate**	**Range 1**
Step 16	$66.98	$100,738.00
Step 17	$68.99	$103,760.00
Step 18	$71.06	$106,874.00
Step 19	$73.19	$110,080.00
Step 20	$75.39	$113,382.00
Step 21	$77.65	$116,784.00
Step 22	$79.98	$120,289.00
Step 23	$82.38	$123,898.00
Step 24	$84.85	$127,614.00
Step 25	$87.39	$131,442.00

20 YEAR LONGEVITY + 4%		
Step	**Hourly Rate**	**Range 1**
Step 21	$80.75	$121,455.00
Step 22	$83.18	$125,101.00
Step 23	$85.67	$128,854.00
Step 24	$88.24	$132,719.00
Step 25	$90.89	$136,700.00

Annual salary compensations are based on a 1.0 FTE and will be prorated for part-time assignments, mid-year hires, or early separations based on actual days worked.

Effective 07/01/2026 - 06/30/2027

Longevity: Longevity increments will be applied on July 1st of the academic year of when the years of service will be completed. Longevity shall be based on years of service with the school.

Board Approved 05/14/2026

Please refer to the EACS Employee Handbook for more detailed information.										Revision 1.0



Certificated Special Education Teacher Salary Schedule
Effective 07/01/2026 - 06/30/2027

Standard (0-4 Years of Completed Service)				
Step	**Range 1**	**Range 2**	**Range 3**	**Range 4**
Step 1	$ 65,650.00	$ 67,424.00	$75,231.00	$77,488.00
Step 2	$ 67,620.00	$ 69,447.00	$77,488.00	$79,813.00
Step 3	$ 69,649.00	$ 71,530.00	$79,813.00	$82,207.00
Step 4	$ 71,738.00	$ 73,676.00	$82,207.00	$84,673.00
Step 5	$ 73,890.00	$ 75,886.00	$84,673.00	$87,213.00
Step 6	$ 76,107.00	$ 78,163.00	$87,213.00	$89,829.00
Step 7	$ 78,390.00	$ 80,508.00	$89,829.00	$92,524.00
Step 8	$ 80,742.00	$ 82,923.00	$92,524.00	$95,300.00
Step 9	$ 83,164.00	$ 85,411.00	$95,300.00	$98,159.00
Step 10	$ 85,659.00	$ 87,973.00	$98,159.00	$101,104.00
Step 11	$ 88,229.00	$ 90,612.00	$101,104.00	$104,137.00
Step 12	$ 90,876.00	$ 93,330.00	$104,137.00	$107,261.00
Step 13	$ 93,602.00	$ 96,130.00	$107,261.00	$110,479.00
Step 14	$ 96,410.00	$ 99,014.00	$110,479.00	$113,793.00
Step 15	$ 99,302.00	$101,984.00	$113,793.00	$117,207.00
Step 16	$102,281.00	$105,044.00	$117,207.00	$120,723.00
Step 17	$105,349.00	$108,195.00	$120,723.00	$124,345.00
Step 18	$108,509.00	$111,441.00	$124,345.00	$128,075.00
Step 19	$111,764.00	$114,784.00	$128,075.00	$131,917.00
Step 20	$115,117.00	$118,228.00	$131,917.00	$135,875.00
Step 21	$118,571.00	$121,775.00	$135,875.00	$139,951.00
Step 22	$122,128.00	$125,428.00	$139,951.00	$144,150.00
Step 23	$125,792.00	$129,191.00	$144,150.00	$148,475.00
Step 24	$129,566.00	$133,067.00	$148,475.00	$152,929.00
Step 25	$133,453.00	$137,059.00	$152,929.00	$157,517.00

5 YEAR LONGEVITY +1%				
Step	**Range 1**	**Range 2**	**Range 3**	**Range 4**
Step 6	$76,868.00	$78,945.00	$88,085.00	$90,727.00
Step 7	$79,174.00	$81,313.00	$90,727.00	$93,449.00
Step 8	$81,549.00	$83,752.00	$93,449.00	$96,253.00
Step 9	$83,996.00	$86,265.00	$96,253.00	$99,141.00
Step 10	$86,516.00	$88,853.00	$99,141.00	$102,115.00
Step 11	$89,111.00	$91,518.00	$102,115.00	$105,178.00
Step 12	$91,785.00	$94,263.00	$105,178.00	$108,334.00
Step 13	$94,538.00	$97,091.00	$108,334.00	$111,584.00
Step 14	$97,374.00	$100,004.00	$111,584.00	$114,931.00
Step 15	$100,295.00	$103,004.00	$114,931.00	$118,379.00
Step 16	$103,304.00	$106,094.00	$118,379.00	$121,930.00
Step 17	$106,402.00	$109,277.00	$121,930.00	$125,588.00
Step 18	$109,594.00	$112,555.00	$125,588.00	$129,356.00
Step 19	$112,882.00	$115,932.00	$129,356.00	$133,236.00
Step 20	$116,268.00	$119,410.00	$133,236.00	$137,234.00
Step 21	$119,757.00	$122,993.00	$137,234.00	$141,351.00
Step 22	$123,349.00	$126,682.00	$141,351.00	$145,592.00
Step 23	$127,050.00	$130,483.00	$145,592.00	$149,960.00
Step 24	$130,862.00	$134,398.00	$149,960.00	$154,458.00
Step 25	$134,788.00	$138,430.00	$154,458.00	$159,092.00

10 YEAR LONGEVITY +2%				
Step	**Range 1**	**Range 2**	**Range 3**	**Range 4**
Step 11	$90,893.00	$93,348.00	$104,157.00	$107,282.00
Step 12	$93,621.00	$96,148.00	$107,282.00	$110,501.00
Step 13	$96,429.00	$99,033.00	$110,501.00	$113,816.00
Step 14	$99,321.00	$102,004.00	$113,816.00	$117,230.00
Step 15	$102,301.00	$105,064.00	$117,230.00	$120,747.00
Step 16	$105,370.00	$108,216.00	$120,747.00	$124,369.00
Step 17	$108,530.00	$111,463.00	$124,369.00	$128,100.00
Step 18	$111,786.00	$114,806.00	$128,100.00	$131,943.00
Step 19	$115,140.00	$118,251.00	$131,943.00	$135,901.00
Step 20	$118,593.00	$121,798.00	$135,901.00	$139,979.00
Step 21	$122,152.00	$125,453.00	$139,979.00	$144,178.00
Step 22	$125,816.00	$129,216.00	$144,178.00	$148,504.00
Step 23	$129,591.00	$133,093.00	$148,504.00	$152,959.00
Step 24	$133,479.00	$137,086.00	$152,959.00	$157,547.00
Step 25	$137,484.00	$141,199.00	$157,547.00	$162,274.00

15 YEAR LONGEVITY + 3%				
Step	**Range 1**	**Range 2**	**Range 3**	**Range 4**
Step 16	$108,531.00	$111,462.00	$124,369.00	$128,100.00
Step 17	$111,786.00	$114,807.00	$128,100.00	$131,943.00
Step 18	$115,140.00	$118,250.00	$131,943.00	$135,901.00
Step 19	$118,594.00	$121,799.00	$135,901.00	$139,978.00
Step 20	$122,151.00	$125,452.00	$139,978.00	$144,178.00
Step 21	$125,817.00	$129,217.00	$144,178.00	$148,503.00
Step 22	$129,590.00	$133,092.00	$148,503.00	$152,959.00
Step 23	$133,479.00	$137,086.00	$152,959.00	$157,548.00
Step 24	$137,483.00	$141,199.00	$157,548.00	$162,273.00
Step 25	$141,609.00	$145,435.00	$162,273.00	$167,142.00

20 YEAR LONGEVITY +4%				
Step	**Range 1**	**Range 2**	**Range 3**	**Range 4**
Step 21	$130,850.00	$134,386.00	$149,945.00	$154,443.00
Step 22	$134,774.00	$138,416.00	$154,443.00	$159,077.00
Step 23	$138,818.00	$142,569.00	$159,077.00	$163,850.00
Step 24	$142,982.00	$146,847.00	$163,850.00	$168,764.00
Step 25	$147,273.00	$151,252.00	$168,764.00	$173,828.00

Annual salary compensations are based on a 1.0 FTE and will be prorated for part-time assignments, mid-year hires, or early separations based on actual days worked.

Effective 07/01/2026 - 06/30/2027

Longevity: Longevity increments will be applied on July 1st of the academic year of when the years of service will be completed. Longevity shall be based on years of service with the school.

Board Approved 05/14/2026

Please refer to the EACS Employee Handbook for more detailed information.

Revision 1.0



Certificated Pupil Support Salary Schedule
Effective 07/01/2026 - 06/30/2027

Standard (0-4 Years of Completed Service)

Step	Range 1	Range 2	Range 3	Range 4	Range 5	Range 6	Range 7	Range 8
Step 1	$55,809.00	$57,296.00	$59,728.00	$61,760.00	$63,993.00	$78,131.00	$90,575.00	$102,687.00
Step 2	$57,483.00	$59,015.00	$61,520.00	$63,613.00	$65,913.00	$80,475.00	$93,292.00	$105,768.00
Step 3	$59,207.00	$60,785.00	$63,366.00	$65,521.00	$67,890.00	$82,889.00	$96,091.00	$108,941.00
Step 4	$60,983.00	$62,609.00	$65,267.00	$67,487.00	$69,927.00	$85,376.00	$98,974.00	$112,209.00
Step 5	$62,812.00	$64,487.00	$67,225.00	$69,512.00	$72,025.00	$87,937.00	$101,943.00	$115,575.00
Step 6	$64,696.00	$66,422.00	$69,242.00	$71,597.00	$74,186.00	$90,575.00	$105,001.00	$119,042.00
Step 7	$66,637.00	$68,415.00	$71,319.00	$73,745.00	$76,412.00	$93,292.00	$108,151.00	$122,613.00
Step 8	$68,636.00	$70,467.00	$73,459.00	$75,957.00	$78,704.00	$96,091.00	$111,396.00	$126,291.00
Step 9	$70,695.00	$72,581.00	$75,663.00	$78,236.00	$81,065.00	$98,974.00	$114,738.00	$130,080.00
Step 10	$72,816.00	$74,758.00	$77,933.00	$80,583.00	$83,497.00	$101,943.00	$118,180.00	$133,982.00
Step 11	$75,000.00	$77,001.00	$80,271.00	$83,000.00	$86,002.00	$105,001.00	$121,725.00	$138,001.00
Step 12	$77,250.00	$79,311.00	$82,679.00	$85,490.00	$88,582.00	$108,151.00	$125,377.00	$142,141.00
Step 13	$79,568.00	$81,690.00	$85,159.00	$88,055.00	$91,239.00	$111,396.00	$129,138.00	$146,405.00
Step 14	$81,955.00	$84,141.00	$87,714.00	$90,697.00	$93,976.00	$114,738.00	$133,012.00	$150,797.00
Step 15	$84,414.00	$86,665.00	$90,345.00	$93,418.00	$96,795.00	$118,180.00	$137,002.00	$155,321.00
Step 16	$86,946.00	$89,265.00	$93,055.00	$96,221.00	$99,699.00	$121,725.00	$141,112.00	$159,981.00
Step 17	$89,554.00	$91,943.00	$95,847.00	$99,108.00	$102,690.00	$125,377.00	$145,345.00	$164,780.00
Step 18	$92,241.00	$94,701.00	$98,722.00	$102,081.00	$105,771.00	$129,138.00	$149,705.00	$169,723.00
Step 19	$95,008.00	$97,542.00	$101,684.00	$105,143.00	$108,944.00	$133,012.00	$154,196.00	$174,815.00
Step 20	$97,858.00	$100,468.00	$104,735.00	$108,297.00	$112,212.00	$137,002.00	$158,822.00	$180,059.00
Step 21	$100,794.00	$103,482.00	$107,877.00	$111,546.00	$115,578.00	$141,112.00	$163,587.00	$185,461.00
Step 22	$103,818.00	$106,586.00	$111,113.00	$114,892.00	$119,045.00	$145,345.00	$168,495.00	$191,025.00
Step 23	$106,933.00	$109,784.00	$114,446.00	$118,339.00	$122,616.00	$149,705.00	$173,550.00	$196,756.00
Step 24	$110,141.00	$113,078.00	$117,879.00	$121,889.00	$126,294.00	$154,196.00	$178,757.00	$202,659.00
Step 25	$113,445.00	$116,470.00	$121,415.00	$125,546.00	$130,083.00	$158,822.00	$184,120.00	$208,739.00

5 YEAR LONGEVITY + 1%

Step	Range 1	Range 2	Range 3	Range 4	Range 5	Range 6	Range 7	Range 8
Step 6	$65,343.00	$67,086.00	$69,934.00	$72,313.00	$74,928.00	$91,481.00	$106,051.00	$120,232.00
Step 7	$67,303.00	$69,099.00	$72,032.00	$74,482.00	$77,176.00	$94,225.00	$109,233.00	$123,839.00
Step 8	$69,322.00	$71,172.00	$74,194.00	$76,717.00	$79,491.00	$97,052.00	$112,510.00	$127,554.00
Step 9	$71,402.00	$73,307.00	$76,420.00	$79,018.00	$81,876.00	$99,964.00	$115,885.00	$131,381.00
Step 10	$73,544.00	$75,506.00	$78,712.00	$81,389.00	$84,332.00	$102,962.00	$119,362.00	$135,322.00
Step 11	$75,750.00	$77,771.00	$81,074.00	$83,830.00	$86,862.00	$106,051.00	$122,942.00	$139,381.00
Step 12	$78,023.00	$80,104.00	$83,506.00	$86,345.00	$89,468.00	$109,233.00	$126,631.00	$143,562.00
Step 13	$80,364.00	$82,507.00	$86,011.00	$88,936.00	$92,151.00	$112,510.00	$130,429.00	$147,869.00
Step 14	$82,775.00	$84,982.00	$88,591.00	$91,604.00	$94,916.00	$115,885.00	$134,342.00	$152,305.00
Step 15	$85,258.00	$87,532.00	$91,248.00	$94,352.00	$97,763.00	$119,362.00	$138,372.00	$156,874.00
Step 16	$87,815.00	$90,158.00	$93,986.00	$97,183.00	$100,696.00	$122,942.00	$142,523.00	$161,581.00
Step 17	$90,450.00	$92,862.00	$96,805.00	$100,099.00	$103,717.00	$126,631.00	$146,798.00	$166,428.00
Step 18	$93,163.00	$95,648.00	$99,709.00	$103,102.00	$106,829.00	$130,429.00	$151,202.00	$171,420.00
Step 19	$95,958.00	$98,517.00	$102,701.00	$106,194.00	$110,033.00	$134,342.00	$155,738.00	$176,563.00
Step 20	$98,837.00	$101,473.00	$105,782.00	$109,380.00	$113,334.00	$138,372.00	$160,410.00	$181,860.00
Step 21	$101,802.00	$104,517.00	$108,956.00	$112,661.00	$116,734.00	$142,523.00	$165,223.00	$187,316.00
Step 22	$104,856.00	$107,652.00	$112,224.00	$116,041.00	$120,235.00	$146,798.00	$170,180.00	$192,935.00
Step 23	$108,002.00	$110,882.00	$115,590.00	$119,522.00	$123,842.00	$151,202.00	$175,286.00	$198,724.00
Step 24	$111,242.00	$114,209.00	$119,058.00	$123,108.00	$127,557.00	$155,738.00	$180,545.00	$204,686.00
Step 25	$114,579.00	$117,635.00	$122,629.00	$126,801.00	$131,384.00	$160,410.00	$185,961.00	$210,826.00

10 YEAR LONGEVITY +2%

Step	Range 1	Range 2	Range 3	Range 4	Range 5	Range 6	Range 7	Range 8
Step 11	$77,265.00	$79,326.00	$82,695.00	$85,507.00	$88,599.00	$108,172.00	$125,401.00	$142,169.00
Step 12	$79,583.00	$81,706.00	$85,176.00	$88,072.00	$91,257.00	$111,418.00	$129,164.00	$146,433.00
Step 13	$81,971.00	$84,157.00	$87,731.00	$90,715.00	$93,994.00	$114,760.00	$133,038.00	$150,826.00
Step 14	$84,431.00	$86,682.00	$90,363.00	$93,436.00	$96,814.00	$118,203.00	$137,029.00	$155,351.00
Step 15	$86,963.00	$89,283.00	$93,073.00	$96,239.00	$99,718.00	$121,749.00	$141,139.00	$160,011.00
Step 16	$89,571.00	$91,961.00	$95,866.00	$99,127.00	$102,710.00	$125,401.00	$145,373.00	$164,813.00
Step 17	$92,259.00	$94,719.00	$98,741.00	$102,101.00	$105,791.00	$129,164.00	$149,734.00	$169,757.00
Step 18	$95,026.00	$97,561.00	$101,703.00	$105,164.00	$108,966.00	$133,038.00	$154,226.00	$174,848.00
Step 19	$97,877.00	$100,487.00	$104,755.00	$108,318.00	$112,234.00	$137,029.00	$158,853.00	$180,094.00
Step 20	$100,814.00	$103,502.00	$107,898.00	$111,568.00	$115,601.00	$141,139.00	$163,618.00	$185,497.00
Step 21	$103,838.00	$106,607.00	$111,135.00	$114,914.00	$119,069.00	$145,373.00	$168,527.00	$191,062.00
Step 22	$106,953.00	$109,805.00	$114,468.00	$118,362.00	$122,640.00	$149,734.00	$173,584.00	$196,794.00
Step 23	$110,162.00	$113,100.00	$117,902.00	$121,913.00	$126,319.00	$154,226.00	$178,792.00	$202,698.00
Step 24	$113,467.00	$116,493.00	$121,439.00	$125,570.00	$130,108.00	$158,853.00	$184,156.00	$208,780.00
Step 25	$116,871.00	$119,988.00	$125,082.00	$129,337.00	$134,012.00	$163,618.00	$189,680.00	$215,043.00

15 YEAR LONGEVITY +3%

Step	Range 1	Range 2	Range 3	Range 4	Range 5	Range 6	Range 7	Range 8
Step 16	$92,258.00	$94,720.00	$98,742.00	$102,101.00	$105,791.00	$129,163.00	$149,734.00	$169,757.00
Step 17	$95,027.00	$97,561.00	$101,703.00	$105,164.00	$108,965.00	$133,039.00	$154,226.00	$174,850.00
Step 18	$97,877.00	$100,488.00	$104,754.00	$108,319.00	$112,235.00	$137,029.00	$158,853.00	$180,093.00
Step 19	$100,813.00	$103,502.00	$107,898.00	$111,568.00	$115,601.00	$141,140.00	$163,619.00	$185,497.00
Step 20	$103,838.00	$106,607.00	$111,135.00	$114,915.00	$119,069.00	$145,373.00	$168,527.00	$191,062.00
Step 21	$106,953.00	$109,805.00	$114,469.00	$118,361.00	$122,641.00	$149,734.00	$173,583.00	$196,794.00
Step 22	$110,162.00	$113,099.00	$117,902.00	$121,913.00	$126,319.00	$154,226.00	$178,792.00	$202,698.00
Step 23	$113,467.00	$116,493.00	$121,439.00	$125,569.00	$130,109.00	$158,853.00	$184,156.00	$208,779.00
Step 24	$116,871.00	$119,988.00	$125,082.00	$129,337.00	$134,011.00	$163,619.00	$189,681.00	$215,043.00
Step 25	$120,377.00	$123,588.00	$128,834.00	$133,217.00	$138,032.00	$168,527.00	$195,370.00	$221,494.00

20 YEAR LONGEVITY +4%

Step	Range 1	Range 2	Range 3	Range 4	Range 5	Range 6	Range 7	Range 8
Step 21	$111,231.00	$114,197.00	$119,048.00	$123,095.00	$127,547.00	$155,723.00	$180,526.00	$204,866.00
Step 22	$114,568.00	$117,623.00	$122,618.00	$126,790.00	$131,372.00	$160,395.00	$185,944.00	$210,806.00
Step 23	$118,006.00	$121,153.00	$126,297.00	$130,592.00	$135,313.00	$165,207.00	$191,522.00	$217,130.00
Step 24	$121,546.00	$124,788.00	$130,085.00	$134,510.00	$139,371.00	$170,164.00	$197,268.00	$223,645.00
Step 25	$125,192.00	$128,532.00	$133,987.00	$138,546.00	$143,553.00	$175,268.00	$203,185.00	$230,354.00

Annual salary compensations are based on a 1.0 FTE and will be prorated for part-time assignments, mid-year hires, or early separations based on actual days worked.
Longevity: Longevity increments will be applied on July 1st of the academic year of when the years of service will be completed. Longevity shall be based on years of service with the school.
Please refer to the EACS Employee Handbook for more detailed information.

Effective 07/01/2026 - 06/30/2027
Board Approved 05/14/2026
Revision 1.0



Classified Salary Schedule
Effective 07/01/2026 - 06/30/2027

Standard (0-4 Years of Completed Service)					
Step	Range 1	Range 2	Range 3	Range 4	Range 5
Step 1	$ 19.35	$ 21.28	$ 24.48	$ 29.37	$ 32.03
Step 2	$ 19.93	$ 21.92	$ 25.21	$ 30.25	$ 32.99
Step 3	$ 20.53	$ 22.58	$ 25.97	$ 31.16	$ 33.98
Step 4	$ 21.14	$ 23.26	$ 26.75	$ 32.09	$ 35.00
Step 5	$ 21.78	$ 23.96	$ 27.55	$ 33.06	$ 36.05
Step 6	$ 22.43	$ 24.67	$ 28.37	$ 34.05	$ 37.13
Step 7	$ 23.10	$ 25.41	$ 29.23	$ 35.07	$ 38.24
Step 8	$ 23.80	$ 26.18	$ 30.10	$ 36.12	$ 39.39
Step 9	$ 24.51	$ 26.96	$ 31.01	$ 37.21	$ 40.57
Step 10	$ 25.25	$ 27.77	$ 31.94	$ 38.32	$ 41.79
Step 11	$ 26.00	$ 28.60	$ 32.89	$ 39.47	$ 43.04
Step 12	$ 26.78	$ 29.46	$ 33.88	$ 40.66	$ 44.33
Step 13	$ 27.59	$ 30.35	$ 34.90	$ 41.88	$ 45.66
Step 14	$ 28.41	$ 31.26	$ 35.94	$ 43.13	$ 47.03
Step 15	$ 29.27	$ 32.19	$ 37.02	$ 44.43	$ 48.44
Step 16	$ 30.14	$ 33.16	$ 38.13	$ 45.76	$ 49.90
Step 17	$ 31.05	$ 34.16	$ 39.28	$ 47.13	$ 51.39
Step 18	$ 31.98	$ 35.18	$ 40.45	$ 48.55	$ 52.94
Step 19	$ 32.94	$ 36.24	$ 41.67	$ 50.00	$ 54.52
Step 20	$ 33.93	$ 37.32	$ 42.92	$ 51.50	$ 56.16
Step 21	$ 34.94	$ 38.44	$ 44.21	$ 53.05	$ 57.84
Step 22	$ 35.99	$ 39.60	$ 45.53	$ 54.64	$ 59.58
Step 23	$ 37.07	$ 40.78	$ 46.90	$ 56.28	$ 61.37
Step 24	$ 38.19	$ 42.01	$ 48.31	$ 57.97	$ 63.21
Step 25	$ 39.33	$ 43.27	$ 49.75	$ 59.71	$ 65.10

5 YEAR LONGEVITY + 1%					
Step	Range 1	Range 2	Range 3	Range 4	Range 5
Step 1	$ 19.35	$ 21.28	$ 24.48	$ 29.37	$ 32.03	$ 66,874.00
Step 2	$ 20.13	$ 22.14	$ 25.46	$ 30.58	$ 33.32	$ 69,569.00
Step 3	$ 20.73	$ 22.81	$ 26.23	$ 31.47	$ 34.32	$ 71,655.00
Step 4	$ 21.35	$ 23.49	$ 27.01	$ 32.42	$ 35.35	$ 73,805.00
Step 5	$ 21.99	$ 24.19	$ 27.82	$ 33.39	$ 36.41	$ 76,019.00
Step 6	$ 22.65	$ 24.92	$ 28.66	$ 34.39	$ 37.50	$ 78,299.00
Step 7	$ 23.33	$ 25.67	$ 29.52	$ 35.42	$ 38.63	$ 80,649.00
Step 8	$ 24.03	$ 26.43	$ 30.40	$ 36.48	$ 39.78	$ 83,068.00
Step 9	$ 24.75	$ 27.23	$ 31.32	$ 37.58	$ 40.98	$ 85,560.00
Step 10	$ 25.49	$ 28.05	$ 32.26	$ 38.71	$ 42.21	$ 88,127.00
Step 11	$ 26.26	$ 28.89	$ 33.22	$ 39.87	$ 43.44	$ 90,771.00
Step 12	$ 27.05	$ 29.76	$ 34.22	$ 41.06	$ 44.78	$ 93,494.00
Step 13	$ 27.86	$ 30.65	$ 35.25	$ 42.30	$ 46.12	$ 96,298.00
Step 14	$ 28.70	$ 31.57	$ 36.30	$ 43.57	$ 47.50	$ 99,187.00
Step 15	$ 29.56	$ 32.51	$ 37.39	$ 44.87	$ 48.93	$ 102,163.00
Step 16	$ 30.45	$ 33.49	$ 38.51	$ 46.22	$ 50.40	$ 105,228.00
Step 17	$ 31.36	$ 34.50	$ 39.67	$ 47.60	$ 51.91	$ 108,385.00
Step 18	$ 32.30	$ 35.53	$ 40.86	$ 49.03	$ 53.47	$ 111,636.00
Step 19	$ 33.27	$ 36.60	$ 42.09	$ 50.50	$ 55.07	$ 114,985.00
Step 20	$ 34.27	$ 37.70	$ 43.35	$ 52.02	$ 56.72	$ 118,435.00
Step 21	$ 35.29	$ 38.83	$ 44.65	$ 53.58	$ 58.42	$ 121,988.00
Step 22	$ 36.35	$ 39.99	$ 45.99	$ 55.19	$ 60.18	$ 125,647.00
Step 23	$ 37.44	$ 41.19	$ 47.37	$ 56.84	$ 61.98	$ 129,416.00
Step 24	$ 38.57	$ 42.43	$ 48.79	$ 58.55	$ 63.84	$ 133,299.00
Step 25	$ 39.72	$ 43.70	$ 50.25	$ 60.30	$ 65.76	$ 137,297.00

10 YEAR LONGEVITY +2%					
Step	Range 1	Range 2	Range 3	Range 4	Range 5
Step 1	$ 19.35	$ 21.28	$ 24.48	$ 29.37	$ 32.03	$ 66,874.00
Step 2	$ 20.53	$ 22.58	$ 25.97	$ 31.17	$ 33.98	$ 70,960.00
Step 3	$ 21.15	$ 23.26	$ 26.75	$ 32.10	$ 35.00	$ 73,088.00
Step 4	$ 21.78	$ 23.96	$ 27.55	$ 33.06	$ 36.05	$ 75,281.00
Step 5	$ 22.43	$ 24.68	$ 28.38	$ 34.06	$ 37.14	$ 77,539.00
Step 6	$ 23.11	$ 25.42	$ 29.23	$ 35.08	$ 38.25	$ 79,865.00
Step 7	$ 23.80	$ 26.18	$ 30.11	$ 36.13	$ 39.40	$ 82,262.00
Step 8	$ 24.51	$ 26.97	$ 31.01	$ 37.21	$ 40.58	$ 84,729.00
Step 9	$ 25.25	$ 27.78	$ 31.94	$ 38.33	$ 41.80	$ 87,271.00
Step 10	$ 26.01	$ 28.61	$ 32.90	$ 39.48	$ 43.05	$ 89,890.00
Step 11	$ 26.79	$ 29.47	$ 33.89	$ 40.66	$ 44.34	$ 92,586.00
Step 12	$ 27.59	$ 30.35	$ 34.90	$ 41.89	$ 45.67	$ 95,364.00
Step 13	$ 28.42	$ 31.26	$ 35.95	$ 43.14	$ 47.04	$ 98,224.00
Step 14	$ 29.27	$ 32.20	$ 37.03	$ 44.44	$ 48.45	$ 101,171.00
Step 15	$ 30.15	$ 33.17	$ 38.14	$ 45.77	$ 49.91	$ 104,206.00
Step 16	$ 31.05	$ 34.16	$ 39.28	$ 47.14	$ 51.40	$ 107,333.00
Step 17	$ 31.99	$ 35.19	$ 40.46	$ 48.55	$ 52.95	$ 110,553.00
Step 18	$ 32.95	$ 36.24	$ 41.68	$ 50.01	$ 54.53	$ 113,869.00
Step 19	$ 33.93	$ 37.33	$ 42.93	$ 51.51	$ 56.17	$ 117,285.00
Step 20	$ 34.95	$ 38.45	$ 44.21	$ 53.06	$ 57.86	$ 120,804.00
Step 21	$ 36.00	$ 39.60	$ 45.54	$ 54.65	$ 59.59	$ 124,428.00
Step 22	$ 37.08	$ 40.79	$ 46.91	$ 56.29	$ 61.38	$ 128,160.00
Step 23	$ 38.19	$ 42.01	$ 48.31	$ 57.98	$ 63.22	$ 132,004.00
Step 24	$ 39.34	$ 43.28	$ 49.76	$ 59.72	$ 65.12	$ 135,965.00
Step 25	$ 40.52	$ 44.58	$ 51.26	$ 61.51	$ 67.07	$ 140,043.00

15 YEAR LONGEVITY +3%					
Step	Range 1	Range 2	Range 3	Range 4	Range 5
Step 1	$ 19.35	$ 21.28	$ 24.48	$ 29.37	$ 32.03	$ 66,874.00
Step 2	$ 21.15	$ 23.26	$ 26.75	$ 32.10	$ 35.00	$ 73,089.00
Step 3	$ 21.78	$ 23.96	$ 27.55	$ 33.06	$ 36.05	$ 75,281.00
Step 4	$ 22.43	$ 24.68	$ 28.38	$ 34.06	$ 37.14	$ 77,539.00
Step 5	$ 23.11	$ 25.42	$ 29.23	$ 35.08	$ 38.25	$ 79,865.00
Step 6	$ 23.80	$ 26.18	$ 30.11	$ 36.13	$ 39.40	$ 82,261.00
Step 7	$ 24.51	$ 26.97	$ 31.01	$ 37.21	$ 40.58	$ 84,730.00
Step 8	$ 25.25	$ 27.78	$ 31.94	$ 38.33	$ 41.80	$ 87,271.00
Step 9	$ 26.01	$ 28.61	$ 32.90	$ 39.48	$ 43.05	$ 89,889.00
Step 10	$ 26.79	$ 29.47	$ 33.89	$ 40.66	$ 44.34	$ 92,587.00
Step 11	$ 27.59	$ 30.35	$ 34.90	$ 41.89	$ 45.67	$ 95,364.00
Step 12	$ 28.42	$ 31.26	$ 35.95	$ 43.14	$ 47.04	$ 98,225.00
Step 13	$ 29.27	$ 32.20	$ 37.03	$ 44.44	$ 48.45	$ 101,171.00
Step 14	$ 30.15	$ 33.17	$ 38.14	$ 45.77	$ 49.91	$ 104,206.00
Step 15	$ 31.05	$ 34.16	$ 39.28	$ 47.14	$ 51.40	$ 107,332.00
Step 16	$ 31.99	$ 35.19	$ 40.46	$ 48.55	$ 52.95	$ 110,553.00
Step 17	$ 32.95	$ 36.24	$ 41.68	$ 50.01	$ 54.53	$ 113,870.00
Step 18	$ 33.93	$ 37.33	$ 42.93	$ 51.51	$ 56.17	$ 117,285.00
Step 19	$ 34.95	$ 38.45	$ 44.21	$ 53.06	$ 57.86	$ 120,804.00
Step 20	$ 36.00	$ 39.60	$ 45.54	$ 54.65	$ 59.59	$ 124,428.00
Step 21	$ 37.08	$ 40.79	$ 46.91	$ 56.29	$ 61.38	$ 128,161.00
Step 22	$ 38.19	$ 42.01	$ 48.31	$ 57.98	$ 63.22	$ 132,005.00
Step 23	$ 39.34	$ 43.28	$ 49.76	$ 59.72	$ 65.12	$ 135,964.00
Step 24	$ 40.52	$ 44.58	$ 51.26	$ 61.51	$ 67.07	$ 140,044.00
Step 25	$ 41.73	$ 45.91	$ 52.80	$ 63.35	$ 69.08	$ 144,244.00

20 YEAR LONGEVITY +4%					
Step	Range 1	Range 2	Range 3	Range 4	Range 5
Step 1	$ 19.35	$ 21.28	$ 24.48	$ 29.37	$ 32.03	$ 66,874.00
Step 2	$ 21.99	$ 24.19	$ 27.82	$ 33.39	$ 36.40	$ 76,013.00
Step 3	$ 22.65	$ 24.92	$ 28.66	$ 34.39	$ 37.50	$ 78,292.00
Step 4	$ 23.33	$ 25.67	$ 29.51	$ 35.42	$ 38.62	$ 80,641.00
Step 5	$ 24.03	$ 26.43	$ 30.40	$ 36.48	$ 39.78	$ 83,060.00
Step 6	$ 24.75	$ 27.23	$ 31.31	$ 37.58	$ 40.97	$ 85,551.00
Step 7	$ 25.49	$ 28.05	$ 32.25	$ 38.70	$ 42.20	$ 88,119.00
Step 8	$ 26.26	$ 28.89	$ 33.22	$ 39.86	$ 43.47	$ 90,762.00
Step 9	$ 27.05	$ 29.75	$ 34.22	$ 41.06	$ 44.77	$ 93,485.00
Step 10	$ 27.86	$ 30.65	$ 35.24	$ 42.29	$ 46.12	$ 96,290.00
Step 11	$ 28.69	$ 31.57	$ 36.30	$ 43.56	$ 47.50	$ 99,179.00
Step 12	$ 29.56	$ 32.51	$ 37.39	$ 44.87	$ 48.92	$ 102,154.00
Step 13	$ 30.44	$ 33.49	$ 38.51	$ 46.21	$ 50.39	$ 105,218.00
Step 14	$ 31.36	$ 34.49	$ 39.67	$ 47.60	$ 51.90	$ 108,374.00
Step 15	$ 32.30	$ 35.53	$ 40.86	$ 49.03	$ 53.46	$ 111,625.00
Step 16	$ 33.26	$ 36.59	$ 42.08	$ 50.50	$ 55.06	$ 114,975.00
Step 17	$ 34.26	$ 37.69	$ 43.34	$ 52.01	$ 56.72	$ 118,425.00
Step 18	$ 35.29	$ 38.82	$ 44.64	$ 53.57	$ 58.42	$ 121,976.00
Step 19	$ 36.35	$ 39.99	$ 45.98	$ 55.18	$ 60.17	$ 125,636.00
Step 20	$ 37.44	$ 41.19	$ 47.36	$ 56.84	$ 61.98	$ 129,405.00
Step 21	$ 38.56	$ 42.42	$ 48.79	$ 58.54	$ 63.83	$ 133,287.00
Step 22	$ 39.72	$ 43.70	$ 50.25	$ 60.30	$ 65.75	$ 137,285.00
Step 23	$ 40.91	$ 45.01	$ 51.75	$ 62.11	$ 67.72	$ 141,403.00
Step 24	$ 42.14	$ 46.36	$ 53.31	$ 63.97	$ 69.75	$ 145,646.00
Step 25	$ 43.40	$ 47.75	$ 54.91	$ 65.89	$ 71.85	$ 150,014.00

Annual salary compensations are based on a 1.0 FTE and will be prorated for part-time assignments, mid-year hires, or early separations based on actual days worked.
Longevity: Longevity increments will be applied on July 1st of the academic year of when the years of service will be completed. Longevity shall be based on years of service with the school.
Please refer to the EACS Employee Handbook for more detailed information.

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EXCEL ACADEMY

TK-12 Public Charter School

Classified Pupil Support Salary Schedule
Effective 07/01/2026 - 06/30/2027

Standard (0-4 Years of Completed Service)					
Step	**Range 1**	**Range 2**	**Range 3**	**Range 4**	**Range 5**
Step 1	$55,809.00	$57,296.00	$59,530.00	$61,760.00	$63,993.00
Step 2	$57,483.00	$59,015.00	$61,316.00	$63,613.00	$65,913.00
Step 3	$59,207.00	$60,785.00	$63,155.00	$65,521.00	$67,890.00
Step 4	$60,983.00	$62,609.00	$65,050.00	$67,487.00	$69,927.00
Step 5	$62,812.00	$64,487.00	$67,002.00	$69,512.00	$72,025.00
Step 6	$64,696.00	$66,422.00	$69,012.00	$71,597.00	$74,186.00
Step 7	$66,637.00	$68,415.00	$71,082.00	$73,745.00	$76,412.00
Step 8	$68,636.00	$70,467.00	$73,214.00	$75,957.00	$78,704.00
Step 9	$70,695.00	$72,581.00	$75,410.00	$78,236.00	$81,065.00
Step 10	$72,816.00	$74,758.00	$77,672.00	$80,583.00	$83,497.00
Step 11	$75,000.00	$77,001.00	$80,002.00	$83,000.00	$86,002.00
Step 12	$77,250.00	$79,311.00	$82,402.00	$85,490.00	$88,582.00
Step 13	$79,568.00	$81,690.00	$84,874.00	$88,055.00	$91,239.00
Step 14	$81,955.00	$84,141.00	$87,420.00	$90,697.00	$93,976.00
Step 15	$84,414.00	$86,665.00	$90,043.00	$93,418.00	$96,795.00
Step 16	$86,946.00	$89,265.00	$92,744.00	$96,221.00	$99,699.00
Step 17	$89,554.00	$91,943.00	$95,526.00	$99,108.00	$102,690.00
Step 18	$92,241.00	$94,701.00	$98,392.00	$102,081.00	$105,771.00
Step 19	$95,008.00	$97,542.00	$101,344.00	$105,143.00	$108,944.00
Step 20	$97,858.00	$100,468.00	$104,384.00	$108,297.00	$112,212.00
Step 21	$100,794.00	$103,482.00	$107,516.00	$111,546.00	$115,578.00
Step 22	$103,818.00	$106,586.00	$110,741.00	$114,892.00	$119,045.00
Step 23	$106,933.00	$109,784.00	$114,063.00	$118,339.00	$122,616.00
Step 24	$110,141.00	$113,078.00	$117,485.00	$121,889.00	$126,294.00
Step 25	$113,445.00	$116,470.00	$121,010.00	$125,546.00	$130,083.00

5 YEAR LONGEVITY + 1%					
Step	**Range 1**	**Range 2**	**Range 3**	**Range 4**	**Range 5**
Step 6	$65,343.00	$67,086.00	$69,702.00	$72,313.00	$74,928.00
Step 7	$67,303.00	$69,099.00	$71,793.00	$74,482.00	$77,176.00
Step 8	$69,322.00	$71,172.00	$73,946.00	$76,717.00	$79,491.00
Step 9	$71,402.00	$73,307.00	$76,164.00	$79,018.00	$81,876.00
Step 10	$73,544.00	$75,506.00	$78,449.00	$81,389.00	$84,332.00
Step 11	$75,750.00	$77,771.00	$80,802.00	$83,830.00	$86,862.00
Step 12	$78,023.00	$80,104.00	$83,226.00	$86,345.00	$89,468.00
Step 13	$80,364.00	$82,507.00	$85,723.00	$88,936.00	$92,151.00
Step 14	$82,775.00	$84,982.00	$88,294.00	$91,604.00	$94,916.00
Step 15	$85,258.00	$87,532.00	$90,943.00	$94,352.00	$97,763.00
Step 16	$87,815.00	$90,158.00	$93,671.00	$97,183.00	$100,696.00
Step 17	$90,450.00	$92,862.00	$96,481.00	$100,099.00	$103,717.00
Step 18	$93,163.00	$95,648.00	$99,376.00	$103,102.00	$106,829.00
Step 19	$95,958.00	$98,517.00	$102,357.00	$106,194.00	$110,033.00
Step 20	$98,837.00	$101,473.00	$105,428.00	$109,380.00	$113,334.00
Step 21	$101,802.00	$104,517.00	$108,591.00	$112,661.00	$116,734.00
Step 22	$104,856.00	$107,652.00	$111,848.00	$116,041.00	$120,235.00
Step 23	$108,002.00	$110,882.00	$115,204.00	$119,522.00	$123,842.00
Step 24	$111,242.00	$114,209.00	$118,660.00	$123,108.00	$127,557.00
Step 25	$114,579.00	$117,635.00	$122,220.00	$126,801.00	$131,384.00

10 YEAR LONGEVITY +2%					
Step	**Range 1**	**Range 2**	**Range 3**	**Range 4**	**Range 5**
Step 11	$77,265.00	$79,326.00	$82,418.00	$85,507.00	$88,599.00
Step 12	$79,583.00	$81,706.00	$84,891.00	$88,072.00	$91,257.00
Step 13	$81,971.00	$84,157.00	$87,437.00	$90,715.00	$93,994.00
Step 14	$84,431.00	$86,682.00	$90,060.00	$93,436.00	$96,814.00
Step 15	$86,963.00	$89,283.00	$92,762.00	$96,239.00	$99,718.00
Step 16	$89,571.00	$91,961.00	$95,544.00	$99,127.00	$102,710.00
Step 17	$92,259.00	$94,719.00	$98,411.00	$102,101.00	$105,791.00
Step 18	$95,026.00	$97,561.00	$101,364.00	$105,164.00	$108,966.00
Step 19	$97,877.00	$100,487.00	$104,404.00	$108,318.00	$112,234.00
Step 20	$100,814.00	$103,502.00	$107,537.00	$111,568.00	$115,601.00
Step 21	$103,838.00	$106,607.00	$110,763.00	$114,914.00	$119,069.00
Step 22	$106,953.00	$109,805.00	$114,085.00	$118,362.00	$122,640.00
Step 23	$110,162.00	$113,100.00	$117,508.00	$121,912.00	$126,319.00
Step 24	$113,467.00	$116,493.00	$121,033.00	$125,570.00	$130,108.00
Step 25	$116,871.00	$119,988.00	$124,664.00	$129,337.00	$134,012.00

15 YEAR LONGEVITY +3%					
Step	**Range 1**	**Range 2**	**Range 3**	**Range 4**	**Range 5**
Step 16	$92,258.00	$94,720.00	$98,410.00	$102,101.00	$105,791.00
Step 17	$95,027.00	$97,561.00	$101,363.00	$105,164.00	$108,965.00
Step 18	$97,877.00	$100,488.00	$104,405.00	$108,319.00	$112,235.00
Step 19	$100,813.00	$103,502.00	$107,536.00	$111,568.00	$115,601.00
Step 20	$103,838.00	$106,607.00	$110,763.00	$114,915.00	$119,069.00
Step 21	$106,953.00	$109,805.00	$114,086.00	$118,361.00	$122,641.00
Step 22	$110,162.00	$113,099.00	$117,508.00	$121,913.00	$126,319.00
Step 23	$113,467.00	$116,493.00	$121,033.00	$125,569.00	$130,109.00
Step 24	$116,871.00	$119,988.00	$124,664.00	$129,337.00	$134,011.00
Step 25	$120,377.00	$123,588.00	$128,404.00	$133,217.00	$138,032.00

20 YEAR LONGEVITY +4%					
Step	**Range 1**	**Range 2**	**Range 3**	**Range 4**	**Range 5**
Step 21	$111,231.00	$114,197.00	$118,649.00	$123,095.00	$127,547.00
Step 22	$114,568.00	$117,623.00	$122,208.00	$126,790.00	$131,372.00
Step 23	$118,006.00	$121,153.00	$125,874.00	$130,592.00	$135,313.00
Step 24	$121,546.00	$124,788.00	$129,651.00	$134,510.00	$139,371.00
Step 25	$125,192.00	$128,532.00	$133,540.00	$138,546.00	$143,553.00

Annual salary compensations are based on a 1.0 FTE and will be prorated for part-time assignments, mid-year hires, or early separations based on actual days worked.

Longevity: Longevity increments will be applied on July 1st of the academic year of when the years of service will be completed. Longevity shall be based on years of service with the school.

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Additional Assignments								
	Paycode	Rate By	Rate	Rate By Month	Rate By Year	Assignments Included	Weekly Est. Hours	Est. Annual Hours (STRS)
		hour	$43.72			Assessment Support & Test Prep	As Needed	As Needed
		hour	$43.72	N/A	N/A	Temporary Assignments	As Needed	As Needed
		Included in FLEX ToR, FLEX ToR+ and MAToR positions	N/A	$ 875.00	$ 9,625.00	Excel Teacher Led Class	5	220
				$ 875.00	$ 9,625.00	Community Liaison	5	220
				$ 875.00	$ 9,625.00	Lead - (Elementary, Secondary, SPED)	5	220
		Included in FLEX ToR, FLEX ToR+ and MAToR positions	N/A	$ 875.00	$ 9,625.00	Leadership Advisor - (Elementary, Secondary, SPED)	5	220
				$ 875.00	$ 9,625.00	Compliance Coordinator - (Elementary, Secondary, SPED)	5	220
			N/A	N/A	N/A	Department Chair - (Secondary)	10	440

DRAFT Virtual Excel Teacher Led Class ETL ONLY Teachers									
Class Count	Freq	Hourly Rate	Monthly	Annual	Weekly (EST)	Monthly (EST)	Annual (EST)	Paycode	Object Code
1 CLASS Stipend	per month	$ 43.72	$ 875.00	$ 9,625.00	5	20	220	VC1	OB1150
2 CLASS Stipend	per month	$ 43.72	$ 875.00	$ 9,625.00	5	20	220	VC2	OB1150
3 CLASS Stipend	per month	$ 43.72	$ 875.00	$ 9,625.00	5	20	220	VC1	OB1150
4 CLASS Stipend	per month	$ 43.72	$ 875.00	$ 9,625.00	5	20	220	VC2	OB1150

	Additional Assignment	Additional Assignment Weekly Hour	Classroom Roster
Elementary			
ToR	None	None	Full
FLEX ToR	1	5	Full
FLEX + ToR	2	10	Full
MAToR	3	15	Reduced - up to16
	4	20	Reduced - up to 12
Secondary			
ToR	None	None	Full
FLEX ToR	1	5	Full
FLEX+ ToR	1-2	10	Full
MAToR	3	15	Reduced - up to16
	4	20	Reduced - up to 12



Certificated Overage Stipend

Effective 07/01/2026 - 06/30/2027

Type	Student Minimum	Student Maximum	Overage	Stipend
MAToR		12	NONE	NONE
MAToR		16	NONE	NONE
Personalized (Secondary) ToR FLEX ToR FLEX ToR+	23	25	1-3 up to 28 MAX	$10 per student/ per day
Personalized (Elementary) ToR FLEX ToR FLEX ToR+	25	27	1-3 up to 30 MAX	$10 per student/ per day
Virtual Teacher	15	27	1-3	$10 per student/ per day
ETL	4	28	up to 4	4+ will roll over into an additonal class

Stipend Payment Schedule				
August	September			Paid on October Payroll
October	November	December		Paid on January Payroll
January	February	March		Paid on April Payroll

April	May	June		Paid on June Payroll
				Effective 07/01/2026 - 06/30/2027
				Board Approved 05/14/2026
				Revision 1.0

Name	Title	Term Expires
William Hall	President	October 12, 2028
Michael Humphrey	Vice President	October 12, 2028
Susan Houle	Member	September 10, 2026
Steve Fraire	Clerk	September 10, 2026
Larry Alvarado	Member	October 12, 2028

Board of Directors Terms				
Term 1	***Term 2***	***Term 3***	***Term 4***	***Term 5***
$650/mo	$750/mo	$750/mo	$750/mo	$800/mo

With the exception of the initial Board that served five-year terms, each Director shall hold office for a three-year term, but the Board may designate a particular Director to serve a one-, two- or three-year term in order to maintain staggered terms on the Board. Each incumbent Director shall serve until a successor has been elected and seated by the Board. There shall be no limitation on the number of consecutive terms to which a Director may be re-elected.



Certificated Sick Leave				
Tier	**Hours per Week**	**Hrs Per Pay Period (Non-Exempt)**	**Hrs Per Pay Period (Exempt)**	**Total Hrs Monthly Accrual**
CA SL	19 hours or less	2	-	4
Tier 1	20 - 29 hours	3	6	6
Tier 2	30+ hours	4	8	8

Certificated Personal Necessity				
Tier	**Hours per Week**			**Annual Days**
Tier 1	20 - 29 hours			1
Tier 2	30+ hours			3

Classified Sick Leave				
Tier	**Hours per Week**	**Hrs Per Pay Period (Non-Exempt)**	**Hrs Per Pay Period (Exempt)**	**Total Hrs Monthly Accrual**
CA SL	19 hours or less	2	-	4
Tier 1	20- 29 hours	3	6	6
Tier 2	30+ hours	4	8	8

Classified Vacations

Tier	Hours per Week	Hrs Per Pay Period (Non-Exempt)	Hrs Per Pay Period (Exempt)	Total Hrs Monthly Accrual
Tier 1	20 - 29 hours	3	6	6
Tier 2	30+ hours	4	8	8
			Effective 07/01/2026 - 06/30/2027	
			Board Approved 05/14/2026	
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Employer Benefit Contribution Chart

Effective 07/01/2026 - 06/30/2027

Eligible employees will have the option to choose to enroll in benefits or elect a cash in lieu stipend with proof of alternate coverage.

Tier	Exempt (FTE)	Non-Exempt (Hours per Week)	*Tiered Benefit Contribution (for Health, Dental, and/or Vision) p/month	Annual Benefit Contribution	*Cash In Lieu of Benefits p/month
Not Eligible	.475 or less FTE	19 hours or less	Not eligible	Not eligible	Not eligible
Tier 1	.50 - .74 FTE	20 -29 hours	$780	$9,360	$100
Tier 2	.75 + 1.0 FTE	30 + hours	EE $1,350	$16,200	$200
			EE+ Spouse $1450	$17,400	
			EE+Children $1600	$19,200	
			EE + Family $1600	$19,200	

EXCEL ACADEMY
A TK-12 Public Charter School

Strategic Staffing Plan

2026-2027



Table of Contents



Strategic Staffing Budget

Compensation Study

Salary Schedules

Job Descriptions

Budget



Next Gen EXCEL

2,000+ Students

California Distinguished School

New Petition Adventures

Exponential Growth

Highest Retention Rates

Ever Changing Legislation

Wholistic Support to Students

Expert Support in Areas of Expertise

Increased support is necessary to continue a high level of excellence our families are accustomed to.

Why Re-Name the ToR Roles?

Levels of ToR Roles based on additional assignment options



Assignment Equity

Assignment Adjustments

- *Uniform 5-hour/week additional assignments*
- *All ToRs are freed up to contribute to schoolwide goals*



Maximize Earnings

Incorporating stipends into base salary boosts:

- *STRS higher reportable earnings*
- *Larger increases from step and column movements*



Prevent Burnout

Assignment Thresholds

- *10+ Hours/Week max overage in hours before roster is adjusted*
- *New roles created to support TORs*

Strategic Staffing Budget

EXISTING STAFF			
Accounting Code	Compensation		
1100	Teacher Compensation	$	7,942,419.00
1200	Certificated Pupil Support	$	1,011,714.00
1300	Certificated Administrators	$	2,062,220.00
1900	Certificated Other	$	294,331.00
2100	Instructional Aids	$	278,050.00
2300	Classified Administrators	$	805,557.00
2400	Clerical & Technical Staff	$	949,490.00
	TOTAL	**$**	**13,343,781.00**

Primary Role by Accounting Code

$13,343,781.00

Additional Assignments

Accounting Code	Additional Assignment Stipends	
1150	Teacher Support Stipend/ Extra Duty (STRS)	$ -
	Class Size Overage Stipends	$ 115,373.00
	Education Stipend	$ 100,000.00
1250	Support Stipend/ Extra Duty (STRS)	$ -
	Education Stipend	$ 18,000.00
1350	Certificated Admin/ Extra Duty	$ -
	Education Stipend	$ 20,000.00
1950	Certificated Other Stipend/ Extra Duty (STRS)	$ -
	Education Stipend	$ 2,000.00
2150	Instructional Aids Stipend/ Extra Duty	$ -
	Education Stipend	$ 2,000.00
2350	Classified Administrator Stipends	$ -
	Education Stipend	$ 2,000.00
2450	Classified Other Stipends	$ -
	Education Stipend	$ 2,000.00
	TOTAL	$ 261,373.00

Benefits

- Subject Expertise
- Program Support
- Compounding Salaries
- Community

ToR

1-2 hours of weekly school support duties

Full Classroom Roster

- Back to School Event
- Spring Celebration
- Parent Power Up
- + 5 School Wide events & field trips

FLEX ToR

- One additional assignment
- Full Classroom Roster

- Back to School Event
- Spring Celebration
- Parent Power Up
- + 5 School Wide events & field trips

FLEX+ ToR

- Two additional assignments ***OR*** Department Chair
- Full Classroom Roster

- Back to School Event
- Spring Celebration
- Parent Power Up
- + 5 School Wide events & field trips

MAToR

- Three to four additional assignments OR Department Chair + one to two
- Reduced Classroom Roster

- Back to School Event
- Spring Celebration
- Parent Power Up
- + 5 School Wide events & field trips

NEW

Health & Welfare

Elements

Employer Contribution

Tier	Employ(er) Contribution
Employee	$1350
Employee +Spouse	$1450
Employee + Children	$1600
Employee + Family	$1600

Medical/Dental/Vision

FSA/HSA

Long Term Disability

Life

Pet

July 1, 2026 RENEWAL RATES						EE DIFFERENCE - PAY PERIOD	EE DIFFERENCE - MONTHLY	ER DIFFERENCE - MONTHLY
RATES	EE CONTRIBUTIONS		EE COST PER PAY PERIOD	ER CONTRIBUTIONS				
	$	%		$	%	$	$	$
$144,423 $1,733,077 $1,679.34 +5.0%	$31,564 $378,768 $367.02 +14.1%	21.9%	$15,782 $378,768 $367.02 +14.1%	$112,859 $1,354,309 $1,312.32 +2.7%	78.1%	$1,944 $46,666	$3,889 $46,666 $82,091	$2,952 $35,425

EST. $1.4

Retirement Benefits

Accounting Code		STRS Annual Rate (19.10%)	
3101	Certificated STRS Creditable Compensation	$	2,187,081.00
3101	Certificated STRS Creditable Extra Duty	$	22,036.00
	TOTAL	$	2,209,117.00

3902	457 B Match	$	140,125.16

CALSTRS - 19.10%

457/ 403 B - 7%

Certificated

Classified

Statutory Benefits

	Statutory Benefits		
3356	OSDI - Classified 6.20%	$	127,828.30
3301	Certificated Medicare	$	170,199.83
3302	Classified Medicare	$	29,895.33
3501	TOTAL UI Certificated (2.6%)	$	19,292.00
3502	TOTAL UI Classified (2.6%)	$	4,186.00
3601	TOTAL WC Certificated (0.3765)	$	44,193.00
3602	TOTAL WC Classified (0.3765)	$	7,762.00
	TOTAL	**$**	**403,356.00**

Expenses

Medicare

Disability Insurance

Unemployment

Workers Compensation

Estimated Expense Reimbursement

Expenses

- Professional Growth & Development
- Learning
- Access to education tools
- Access to live instruction
- Virtual Substitutes
- Team/ Culture Building

5000	Expense Reimbursements	$	110,938.00
5800	Scoot (Substitute Teachers Outside Services)	$	20,489.79



Program Growth

Est. 2100 Enrollment

4- Backfill Support
CBO, Payroll Manager, Program Specialist and School Counselor
NEW
Events & Marketing Specialist

4- Secondary Teachers
3- Virtual Teachers
2- Elementary Teachers
1 - SPED CM & 1 SPED TOSA

Salary Schedule & Compensation Study



Methodology Overview

PHASE 1

01
Peer School Selection and Data Collection (25 Entities)

02
External Market Data Sources

PHASE 2

03
Internal Fiscal Data Extraction and Review

04
Job Mapping and Leveling

PHASE 3

05
Compensation Analytics

06
Structure Development and Recommendations



Data Sources

Partnering NCB Charter Schools

California Online Public Schools
California Pacific Charter Schools
Connecting Waters Charter School
CORE Charter
Fremont Unified School District
Golden Eagle Charter School
Innovative Education Management
Julian Charter School
Kairos Public Schools
Mojave River Academy
Olive Grove Charter School
Pacific View
River Springs Charter School
Sage Oak Charter School
Shasta Charter Academy
The Cottonwood School
Visions in Education
Blue Ridge Academy
Cabrillo Point Academy
Elite Academic Academy
Pacific Coast Academy
Sky Mountain Charter School
BEST Academy
Compass Charter School
Epic





FINANCIAL RESOURCES
SACS - FORM J-200
U.S. Bureau of Labor Statistics (BLS)

SALARY AGGREGATION RESOURCES
EDJoin
Glassdoor
Transparent California

RATIO DATA RESOURCES:
EDCODE 51745-51749.6
CCR TITLE 5, DIV 1 CHAPTER 11 ARTICLE 5.5 (11993(B)(1-3)
EDCODE 56362.7
CCR TITLE 5, DIV 1, CHAPTER 3, ARTICLE 3, 3010
AB1667
ACSA

Key Findings

AREAS TO INCREASE

COMPENSATION ADJUSTMENTS

- Educators: 4-7% increase
- - General & Special Ed: 1.5%
- Pupil Support: 1-3%
- Classified: 1-3%

MAINTENANCE & CLEAN-UP

STRUCTURAL ALIGNMENT

- Calendar and workday alignment
- Range alignment
- Rounding up to the nearest dollar

NEW ToR Salary Schedule

3%
Range & Step

+

1%
Compensation Study Salary Adjustment

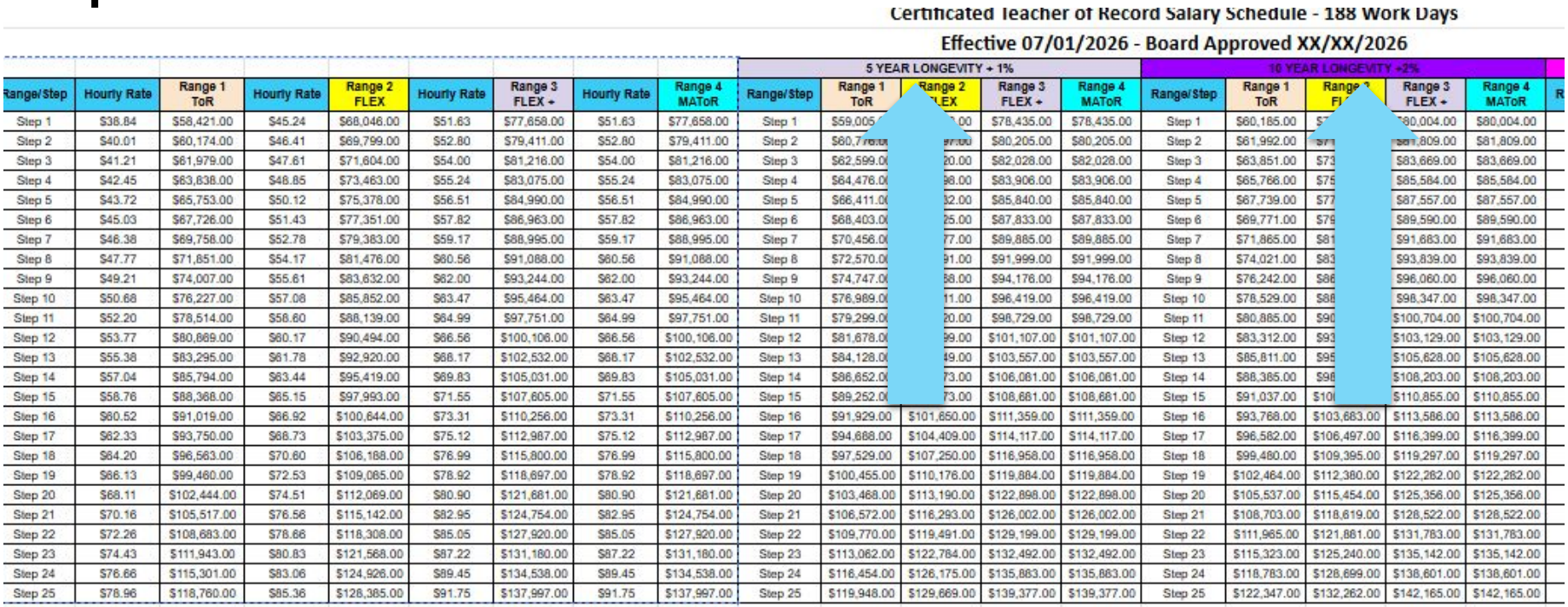
+

NEW Longevity 1-3%

=

ALL Personalized staff receive a 4-7% increase

Longevity
Let's take a look!



Certificated Teacher of Record Salary Schedule - 188 Work Days

Effective 07/01/2026 - Board Approved XX/XX/2026

									5 YEAR LONGEVITY + 1%					10 YEAR LONGEVITY +2%				
Range/Step	Hourly Rate	Range 1 ToR	Hourly Rate	Range 2 FLEX	Hourly Rate	Range 3 FLEX +	Hourly Rate	Range 4 MATOR	Range/Step	Range 1 ToR	Range 2 FLEX	Range 3 FLEX +	Range 4 MATOR	Range/Step	Range 1 ToR	Range 2 FLEX	Range 3 FLEX +	Range 4 MATOR
Step 1	$38.84	$58,421.00	$45.24	$68,046.00	$51.63	$77,658.00	$51.63	$77,658.00	Step 1	$59,005.00	$68,765.00	$78,435.00	$78,435.00	Step 1	$60,185.00	$70,140.00	$80,004.00	$80,004.00
Step 2	$40.01	$60,174.00	$46.41	$69,799.00	$52.80	$79,411.00	$52.80	$79,411.00	Step 2	$60,776.00	$70,837.00	$80,205.00	$80,205.00	Step 2	$61,992.00	$72,254.00	$81,809.00	$81,809.00
Step 3	$41.21	$61,979.00	$47.61	$71,604.00	$54.00	$81,216.00	$54.00	$81,216.00	Step 3	$62,599.00	$72,960.00	$82,028.00	$82,028.00	Step 3	$63,851.00	$74,419.00	$83,669.00	$83,669.00
Step 4	$42.45	$63,838.00	$48.85	$73,463.00	$55.24	$83,075.00	$55.24	$83,075.00	Step 4	$64,476.00	$75,148.00	$83,906.00	$83,906.00	Step 4	$65,766.00	$76,671.00	$85,584.00	$85,584.00
Step 5	$43.72	$65,753.00	$50.12	$75,378.00	$56.51	$84,990.00	$56.51	$84,990.00	Step 5	$66,411.00	$77,402.00	$85,840.00	$85,840.00	Step 5	$67,739.00	$78,974.00	$87,557.00	$87,557.00
Step 6	$45.03	$67,726.00	$51.43	$77,351.00	$57.82	$86,963.00	$57.82	$86,963.00	Step 6	$68,403.00	$79,725.00	$87,833.00	$87,833.00	Step 6	$69,771.00	$81,317.00	$89,590.00	$89,590.00
Step 7	$46.38	$69,758.00	$52.78	$79,383.00	$59.17	$88,995.00	$59.17	$88,995.00	Step 7	$70,456.00	$79,177.00	$89,885.00	$89,885.00	Step 7	$71,865.00	$81,753.00	$91,683.00	$91,683.00
Step 8	$47.77	$71,851.00	$54.17	$81,476.00	$60.56	$91,088.00	$60.56	$91,088.00	Step 8	$72,570.00	$80,791.00	$91,999.00	$91,999.00	Step 8	$74,021.00	$83,207.00	$93,839.00	$93,839.00
Step 9	$49.21	$74,007.00	$55.61	$83,632.00	$62.00	$93,244.00	$62.00	$93,244.00	Step 9	$74,747.00	$82,408.00	$94,176.00	$94,176.00	Step 9	$76,242.00	$84,056.00	$96,060.00	$96,060.00
Step 10	$50.68	$76,227.00	$57.08	$85,852.00	$63.47	$95,464.00	$63.47	$95,464.00	Step 10	$76,989.00	$84,061.00	$96,419.00	$96,419.00	Step 10	$78,529.00	$85,743.00	$98,347.00	$98,347.00
Step 11	$52.20	$78,514.00	$58.60	$88,139.00	$64.99	$97,751.00	$64.99	$97,751.00	Step 11	$79,299.00	$86,580.00	$98,729.00	$98,729.00	Step 11	$80,885.00	$88,312.00	$100,704.00	$100,704.00
Step 12	$53.77	$80,869.00	$60.17	$90,494.00	$66.56	$100,106.00	$66.56	$100,106.00	Step 12	$81,678.00	$89,199.00	$101,107.00	$101,107.00	Step 12	$83,312.00	$90,983.00	$103,129.00	$103,129.00
Step 13	$55.38	$83,295.00	$61.78	$92,920.00	$68.17	$102,532.00	$68.17	$102,532.00	Step 13	$84,128.00	$91,849.00	$103,557.00	$103,557.00	Step 13	$85,811.00	$93,704.00	$105,628.00	$105,628.00
Step 14	$57.04	$85,794.00	$63.44	$95,419.00	$69.83	$105,031.00	$69.83	$105,031.00	Step 14	$86,652.00	$94,603.00	$106,061.00	$106,061.00	Step 14	$88,385.00	$96,495.00	$108,203.00	$108,203.00
Step 15	$58.76	$88,368.00	$65.15	$97,993.00	$71.55	$107,605.00	$71.55	$107,605.00	Step 15	$89,252.00	$97,441.00	$108,681.00	$108,681.00	Step 15	$91,037.00	$99,390.00	$110,855.00	$110,855.00
Step 16	$60.52	$91,019.00	$66.92	$100,644.00	$73.31	$110,256.00	$73.31	$110,256.00	Step 16	$91,929.00	$101,650.00	$111,359.00	$111,359.00	Step 16	$93,768.00	$103,683.00	$113,586.00	$113,586.00
Step 17	$62.33	$93,750.00	$68.73	$103,375.00	$75.12	$112,987.00	$75.12	$112,987.00	Step 17	$94,688.00	$104,409.00	$114,117.00	$114,117.00	Step 17	$96,582.00	$106,497.00	$116,399.00	$116,399.00
Step 18	$64.20	$96,563.00	$70.60	$106,188.00	$76.99	$115,800.00	$76.99	$115,800.00	Step 18	$97,529.00	$107,250.00	$116,958.00	$116,958.00	Step 18	$99,480.00	$109,395.00	$119,297.00	$119,297.00
Step 19	$66.13	$99,460.00	$72.53	$109,065.00	$78.92	$118,697.00	$78.92	$118,697.00	Step 19	$100,455.00	$110,176.00	$119,884.00	$119,884.00	Step 19	$102,464.00	$112,380.00	$122,282.00	$122,282.00
Step 20	$68.11	$102,444.00	$74.51	$112,069.00	$80.90	$121,681.00	$80.90	$121,681.00	Step 20	$103,468.00	$113,190.00	$122,898.00	$122,898.00	Step 20	$105,537.00	$115,454.00	$125,356.00	$125,356.00
Step 21	$70.16	$105,517.00	$76.56	$115,142.00	$82.95	$124,754.00	$82.95	$124,754.00	Step 21	$106,572.00	$116,293.00	$126,002.00	$126,002.00	Step 21	$108,703.00	$118,619.00	$128,522.00	$128,522.00
Step 22	$72.26	$108,683.00	$78.66	$118,308.00	$85.05	$127,920.00	$85.05	$127,920.00	Step 22	$109,770.00	$119,491.00	$129,199.00	$129,199.00	Step 22	$111,965.00	$121,881.00	$131,783.00	$131,783.00
Step 23	$74.43	$111,943.00	$80.83	$121,568.00	$87.22	$131,160.00	$87.22	$131,160.00	Step 23	$113,062.00	$122,784.00	$132,492.00	$132,492.00	Step 23	$115,323.00	$125,240.00	$135,142.00	$135,142.00
Step 24	$76.66	$115,301.00	$83.06	$124,926.00	$89.45	$134,538.00	$89.45	$134,538.00	Step 24	$116,454.00	$126,175.00	$135,883.00	$135,883.00	Step 24	$118,783.00	$128,699.00	$138,601.00	$138,601.00
Step 25	$78.96	$118,760.00	$85.36	$128,385.00	$91.75	$137,997.00	$91.75	$137,997.00	Step 25	$119,948.00	$129,669.00	$139,377.00	$139,377.00	Step 25	$122,347.00	$132,262.00	$142,165.00	$142,165.00

Job Descriptions



NEW ROLES & RESPONSIBILITIES

Curriculum Coordinator

1. Curriculum Vetting and Custom Approvals
2. Strategic Support and Pacing
3. Professional Consultancy for Staff
4. Curriculum Menu Maintenance
5. Parent Education & Engagement
6. Elementary Leadership Collaboration

Virtual Coordinator

1. Instructional Leadership & Staff Development
2. Evaluation, Compliance & Academic Oversight
3. Program Operations & Coordination
4. Collaboration, Events & Strategic Support

Marketing & Events Specialist

1. Event Planning and Management
2. Coordination and Marketing
3. Budget and Resources
4. Community Support
5. Strategic Planning and Alignment
6. Stakeholder Engagement & Culture

Questions?



GO FOR
GOLD

Coversheet

Approval of Learning & the Brain Proposal

Section: XV. Personnel Services
Item: C. Approval of Learning & the Brain Proposal
Purpose: Vote
Submitted by:
Related Material: Learning and the Brain Proposal.pdf

BACKGROUND:

Learning and the Brain provides professional development that translates cognitive science and neuroscience research into practical classroom strategies. This service allows staff to build a shared understanding of student learning while addressing specific instructional needs through targeted follow-up sessions. The program includes a virtual kickoff for all staff followed by specialized department workshops focusing on areas such as executive function, memory, and instructional design. This agreement will commence in September 2026 and continue through Winter 2027.

RECOMMENDATION:

It is recommended that the Board of Directors approve the contract for Learning and the Brain professional development services not exceeding $21,600.00.

WORKSHOP AGREEMENT

This Agreement is made between Educator Resources, Inc. ("ERI") and Excel Academy Charter School ("SCHOOL").

The SCHOOL hereby engages ERI to provide the Services described herein and ERI hereby accepts such engagement on the terms and conditions set forth in this Agreement.

1. Statement of Work. Contractor shall perform the services set forth below. All Services shall be: (a) performed in a timely, diligent, and professional manner and (b) consistent with the best practices of ERI's industry.

Seven online professional development workshops. Talks 2-6 will last two hours each, with 30 additional minutes for administrative conversations. (All times listed as Pacific Time Zone.)

1. **"Translating Research to Practice" with John Almarode, September 14 at 9 am, for ninety minutes.**
2. **"Dyslexia" with Joanna Christodoulou, October 13 at 1 pm, for two and one-half hours.**
3. **"Working Memory" with Andrew Watson, October 19 at 10 am, for two and one-half hours.**
4. **"Autism" with Nicole Tetreault, October 20 at 1 pm, for two and one-half hours.**
5. **"Math" with Sarah Powell, December 7 at 11 am, for two and one-half hours.**
6. **"Attention" with Andrew Watson, January 22, 2027 at 11 am, for two and one-half hours.**
7. **"Literacy" with Kristen Turner, February 22, 2027 from 11-12:30 for Elementary teachers; from 1:30 to 3:00 for Secondary Teachers.**

2. Fees and expenses. In consideration for this service, SCHOOL shall pay to ERI twenty-one thousand six hundred U.S. dollars ($21,600). For six of these workshops, the fee is $3000. The fee for Kristin Turner's workshop is $3600.

3. Payment to ERI. SCHOOL will provide either full payment or a purchase order for USD $21,600 by June 1, 2026. If payment is by purchase order, full payment for each webinar is due within 30 days after

each event.

4. Impossibility. The performance of this Agreement is subject to termination without liability upon the occurrence of any circumstance beyond the control of either party – such as acts of God, war, government regulations, disaster, strikes, civil disorder, or curtailment of transportation facilities – to the extent that such circumstance makes it illegal or impossible to provide the service. The ability to terminate this Agreement without liability pursuant to this paragraph is conditioned upon delivery of written notice to the other party setting forth the basis for such termination as soon as reasonably practical – but in no event longer that ten (10) days – after learning of such basis.

5. Rescheduling. If, for unforeseen reasons, either party needs to reschedule one of these workshops, both parties will work deliberately and flexibly to make arrangements suitable for the speaker(s) and the school.

6. Litigation Expenses. The parties agree that, in the event litigation relating to this Agreement is filed by either party, the non-prevailing party in such litigation will pay the prevailing party's costs resulting from the litigation, including reasonable attorneys' fees.

SIGNATURES

Approved and authorized by Educator Resources, Incorporated.

Name: Andrew Watson

Title: Coordinator of Onsite PD

Signature: Andrew Watson

Date: 4/22/26

Approved and authorized by the Excel Academy Charter School:

Name: (Print) _____

Title: (Print) _____

Signature: _____

Date: _____