Excel Academy (CA)

Regular Meeting of the Board of Directors

Published on October 9, 2026 at 2:01 PM PDT

Date and Time

Tuesday October 13, 2026 at 10:00 AM PDT

Location

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

San Clemente Office Suites
501 N. El Camino Real, Ste 200 (Room 201)
San Clemente, CA 92672

Zoom Meeting Information:
Meeting ID: 962 6060 0597
URL: https://zoom.us/j/96260600597

MISSION STATEMENT

Excel Academy will provide a flexible, personalized learning experience where teachers and parents collaborate to provide academic excellence and social and emotional foundations to instill a love for learning in each individual student.

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**			**10:00 AM**
A.	Call the Meeting to Order		Steve Fraire	1 m
B.	Record Attendance		Steve Fraire	1 m

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

II. Pledge of Allegiance

III.	**Approve/Adopt Agenda**			**10:02 AM**
A.	Agenda	Vote	Steve Fraire	1 m

It is recommended the Board of Directors adopt as presented, the agenda for the Regular Board meeting of October 13, 2026.

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

		Purpose	Presenter	Time

Moved by _____ Seconded by _____ Ayes _____ Nays _____ Absent _____

IV. Approve Minutes — 10:03 AM

		Purpose	Presenter	Time
A.	Approve Minutes	Approve Minutes	Steve Fraire	1 m

Minutes of the Regular Board Meeting that was held on September 8, 2026.

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

Approve minutes for Regular Meeting of the Board of Directors on September 8, 2026

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 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. Correspondence/Proposals/Reports — 10:04 AM

		Purpose	Presenter	Time
A.	School Highlights - Presented by Heidi Gasca, Superintendent/CEO	Discuss	Heidi Gasca	5 m
B.	Principals' Plan for 2026-2027 - Presented by Jenn Sheehey, April Saade and Victoria Firetag	Discuss	Jenn Sheehey, April Saade, Victoria Firetag	12 m

Jenn Sheehey - Virtual Pathway Principal
April Saade - Elementary Principal

		Purpose	Presenter	Time
	Victoria Firetag - Assistant Secondary Principal			
C.	Recognition of Reclassified Fluent English Proficient Students - Presented by Erica Flores, Assessment & Special Programs Coordinator *W. Alrashidi* *I. Burgos* *C. Castellanos* *L. Castellanos* *E. Del Cid* *A. Eshaqzi* *Z. Espinocilla* *J. Grigon Noguera* *A. Khan* *L. Lopez Lopez* *J. Ly* *S. Marwa* *M. Mehfooz* *A. Mollineda* *O. Montoy* *Y. Nwe* *N. Parlog* *K. Tsiselska* *M. Valeriano* *A. Yudina* *M. Zubairi*	Discuss		5 m
D.	School Nursing Solutions - Presented by Heidi Gasca, Superintendent/CEO	Discuss	Heidi Gasca	5 m
E.	HopSkipJump, Inc. - Presented by Heidi Gasca, Superintendent	Discuss	Heidi Gasca	3 m

VII. Consent **10:34 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.

		Purpose	Presenter	Time

A. Consent - Business/Financial Services

1. Check Register - September 2026
2. Cash Payments - September 2026

B. Consent - Education/Student Services

1. Approval of the 2026-2027 EACS SPED Master Plan
2. Ratification of School Nursing Solutions Hearing & Vision Screenings
3. Approval of the Student Voluntary Event Authorization & Release of Liability Revisions

C. Consent - Personnel Services

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

D. Consent - Policy Development — Vote — Steve Fraire — 1 m

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

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

5000 Series - Student Services
5015 - EA Title IX Harassment, Intimidation, Discrimination and Bullying Policy

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

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

		Purpose	Presenter	Time
VIII.	**Personnel Services**			**10:35 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 School - Orange County.

Fiscal Impact: N/A

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

IX.	**Policy Development**			**10:37 AM**
A.	Approval of New Board Policies	Vote	Heidi Gasca	3 m

It is recommended that the Board approve the proposed policy.

Board Policies: New

1000 Series - Community Relations
1045 - EA Overnight Field Trip Chaperone Policy

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

X. Calendar

		Purpose	Presenter	Time

The next scheduled Regular Board Meeting will be held both in person and virtually on November 10, 2026.

XI. Comments — 10:40 AM

A.	Board Comments	Discuss		2 m
B.	CEO Comments	Discuss	Heidi Gasca	2 m

XII. Closing Items — 10:44 AM

A.	Adjourn Meeting	Vote	Steve Fraire	1 m

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

Approve Minutes

Section: IV. Approve Minutes
Item: A. Approve Minutes
Purpose: Approve Minutes
Submitted by:
Related Material:
Minutes for Regular Meeting of the Board of Directors on September 8, 2026

DRAFT

Excel Academy (CA)

Minutes

Regular Meeting of the Board of Directors

Date and Time
Tuesday September 8, 2026 at 10:00 AM

Location

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

San Clemente Office Suites
501 N. El Camino Real, Ste 200 (Room 201)
San Clemente, CA 92672

Zoom Meeting Information:
Meeting ID: 910 0484 7339
One tap mobile: +16694449171,,91004847339# US
URL: https://zoom.us/j/91004847339

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.

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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 Tuesday Sep 8, 2026 at 10:00 AM.

B. Record Attendance

II. Approve/Adopt Agenda

A. Agenda

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

III. Approve Minutes

A. Approve Minutes

L. Alvarado made a motion to approve the minutes from Regular Meeting of the Board of Directors on 08-13-26.
M. Humphrey seconded the motion.

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

B. Approve Minutes

S. Fraire made a motion to approve the minutes from Special Meeting of the Board of Directors on 08-20-26.
M. Humphrey seconded the motion.
The board **VOTED** unanimously to approve the motion.

IV. Consent

A. Consent - Business/Financial Services

B. Consent - Education Student/Services

C. Consent - Personnel Services

D. Consent - Policy Development

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

V. Board Governance

A. Approval of the Annual Board of Directors' Self-Evaluation

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

B. Approval of Board of Directors Reappointment and Terms of Office: S. Fraire

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

C. Approval of Board of Directors Reappointment and Terms of Office: S. Houle

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

D. Administer Oath of Office

Steve Fraire and Susan Houle took the Oath of Office for their reappointment and terms of office.

VI. Business/Financial Services

A. Approval of Unaudited Actuals for the 2025-2026 School Year

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

B. Adoption of the 2026-27 Budget for Excel Academy Charter Schools

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

C. Approval of the 2026-27 Education Protection Account (EPA) Multi-Year Plan for Orange County

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

D. Approval of the Proposition 28 Arts & Music Grant Annual Report

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

E. Approval of Vendor Course Instruction (VCI) Providers

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

F. Approval of the Stampli Contract (Renewal)

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

G. Approval of the Sage Intacct Ageement (Renewal)

L. Alvarado made a motion to Bill Hall.
M. Humphrey seconded the motion.
The board **VOTED** unanimously to approve the motion.

H. Approval of Additional Chromebooks Purchase

S. Houle made a motion to Bill Hall.

S. Fraire seconded the motion.
The board **VOTED** unanimously to approve the motion.

I. Approval of Second Additional Chromebooks Purchase

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

VII. Charter Affairs

A. Approval of the Memorandum of Understanding between Excel Academy-OC and the Orange County Department of Education

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

VIII. Educational Services

A. Approval of Instructure Learning Platform - Canvas

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

B. Approval of 1st Day School Supplies Boxes for 2026-2027

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

C. Approval of Bright Thinker Service Licenses (Renewal)

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

D. Approval of FlexPoint Education Cloud (Renewal)

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

IX. Personnel Services

A. Approval of 2026-2027 Strategic Staffing Plan & Salary Schedules

S. Houle made a motion to Bill Hall.

S. Fraire seconded the motion.
The board **VOTED** unanimously to approve the motion.

B. Approval of Superintendent/CEO Goals for 2026-2027

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

X. Policy Development

A. Approval of New Board Policies

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

XI. 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 11:21 AM.

Respectfully Submitted,
W. Hall

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

Coversheet

School Highlights - Presented by Heidi Gasca, Superintendent/CEO

Section:	VI. Correspondence/Proposals/Reports
Item:	A. School Highlights - Presented by Heidi Gasca, Superintendent/CEO
Purpose:	Discuss
Submitted by:	
Related Material:	EACS September 2026 Board Update.pdf

EXCEL ACADEMY

A TK-12 Public Charter School

SEPTEMBER SCHOOL HIGHLIGHTS

October 13, 2026

Enrollment Data

Academic Path



Personalized



Virtual

- 9.7% Special Education
- 2.1% English Learners
- 1.3% Homeless
- 23.4% Socio-economically Disadvantaged

Student Count: 2,333



TK-6th

1,561 Students



7th-8th

370 Students



9th-12th

402 Students

Warner: 1,131 Students

Helendale: 933 Students

OCDE: 267 Students

Parent Engagement







Hands-on engineering met spooky season in this Pumpkin Catapults lesson, where over 110 students across 9 regions joined in on the fun! Students dove into physics and the Engineering Design Process by building their own catapults out of popsicle sticks, rubber bands, and plastic spoons. After launching candy pumpkins across the lawn, they measured their distances, tweaked their designs for maximum range, and tracked their data like real scientists and engineers!



HIGHLIGHTS

VIRTUAL PATH

- Launched grade-level PLCs!
- Intervention small groups started
- Weekly Lunch Bunch for TK-5 students
- TK-2 Scientist of the Week

ELEMENTARY

- Reading fluency assessments given to all K-6 students
- In-person ToR Team Mtg on 9/2 : valuable PD and training
- Academic Honesty Pact: 1st year required for 4th-6th
- Homerooms began

SECONDARY

- Hosted Suicide Prevention webinar & Managing Emotions webinar
- Hosted New Year, New Me with 3 additional break out rooms for grade-specific info
- Carson Scholar Nominations Opened

STUDENT ENGAGEMENT





Excel students had a blast creating and launching Hot Air Balloons for our first GATE Event of the year! Over 55 students attended across our two events.



LOOKING FORWARD TO:

Aplus+
Personalized Learning For The 21st Century

Network Conference 2026



EXCEL ACADEMY

Parent PowerUp

WORKSHOPS FOR HOME EDUCATORS

Shine Bright in Personalized Learning. Power up your teaching toolkit with high-impact workshops designed to illuminate your home classroom!

WEDNESDAY
NOV. 18

GATE PROGRAM

Lil' 2.0

PUMPKIN CHUNKIN

READY, AIM, CHUNK

Open to all 3rd-8th graders

Materials Provided

OUR FUTURE IS BRIGHT
POWERED BY PURPOSE, GLOWING WITH POTENTIAL

THANK YOU!

EXCEL ACADEMY
A TK-12 Public Charter School

Coversheet

Principals' Plan for 2026-2027 - Presented by Jenn Sheehey, April Saade and Victoria Firetag

Section: VI. Correspondence/Proposals/Reports
Item: B. Principals' Plan for 2026-2027 - Presented by Jenn Sheehey, April Saade and Victoria Firetag
Purpose: Discuss
Submitted by:
Related Material: Principals' Plan for 26_27.pdf



Principals' Plan for 2026-2027

Excel Academy Charter School

October 13, 2026

Introduction



Jenn Sheehey
Virtual Pathway Principal



April Saade
Elementary Principal



Victoria Firetag
Secondary Assistant Principal

01

Virtual Pathway

Pathway Growth



Student Enrollment- 315% growth in 4 years!
- 26-27: 455
- 25-26: 340
- 24-25: 230
- 23-24: 110

Administration: Promoted an experienced teacher to Virtual Education Coordinator

Virtual Classrooms
- Launched TK
- Added another section of 1st and 6th grade

Welcomed 4 new teachers!



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Virtual Pathway 2026-2027 Goals



Asynchronous Learning

Include direct instruction, students make thinking visible, offer meaningful choice & built-in opportunities for feedback

Targeted Intervention

Two dedicated Virtual Intervention Specialists, targeted small group schedule & PLC data-driven analysis

High School Expansion

Exploration with enrollment analysis, schedule prototypes, course map, family surveys & hiring needs

02

Elementary Personalized

Elementary by the Numbers

TK–6 Students

Current: 1,240

Last Year: 1,060

We're Growing!

Staffing

48 ToRs (41 last year)

6 Lead ToRs (5 last year)

1 ToSA

Curriculum Coordinator

Assistant Principal

Principal





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Elementary Personalized 26-27 Goals

1

Fall Conferences

Outside of the LP mtg for greater focus
-Parent -Teacher
-4th-6th Students attend
-Review ALL data points (iReady, CAASPP, Reading Screener, Fluency, Quick Write)
Set goals in ELA & Math

2

Eagle Elevate Math Classes

Direct instruction from credentialed ToRs
-Aligned with two most popular math curricula
-4th-6th
-45 mins/1-day wk
-Provide a boost in skills and confidence
Response to math data

3

Learning & The Brain PLCs

Professional Learning Communities
-What can ToRs utilize?
-How can we best share this information with parents at the Elementary Parent Power-Up in March
Apply the learning to our model for max impact

03

Secondary Personalized

CDE & Excel Academy Policy


OUR FUTURE IS BRIGHT

Welcomed New Counselor



Powered by BoardOnTrack

Secondary by the Numbers

7-12 Students
Current: 671
Last Year: 547

We're Growing!

Staffing
32 ToRs (24 last year)
4 Lead ToRs (3 last year)
5 Dept. Chairs (0 last year)
1 Lead TK-12 Counselor (0 last year
2 School Counselors (2 last year)

Assistant Principal
Principal





Secondary Pathway 2026-2027 Goals

1 Connection & Belonging

Launched a High School Homeroom, Middle School Dance, and the baking, gaming, and sports clubs based on student/family surveys

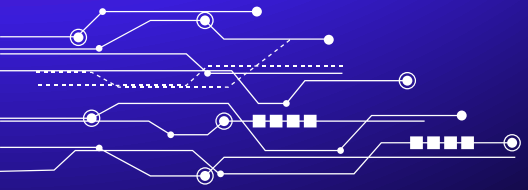
2 Math to Mastery

Created a standards-aligned quarterly benchmark assessment program for all junior high students for high-school readiness

3 High School A.C.E.

In full swing with all freshman choosing a college or career graduation goal and receiving ongoing support to graduate college/career ready

Thank you!




OUR FUTURE IS
BRIGHT
POWERED BY PURPOSE, GLOWING WITH POTENTIAL

Coversheet

School Nursing Solutions - Presented by Heidi Gasca, Superintendent/CEO

Section: VI. Correspondence/Proposals/Reports
Item: D. School Nursing Solutions - Presented by Heidi Gasca, Superintendent/CEO
Purpose: Discuss
Submitted by:
Related Material:
SNS - Who We Are (1).pdf
SNS - SHS - IEP_504_SST Assessment Report and Health Care Plan Process (1).pdf
SNS - Core Values (1).pdf
SNS - Health & Developmental History Questionnaire (1).pdf

SCHOOL NURSING SOLUTIONS

OUR WHY

We exist to bridge the gap in student healthcare. Everything we do is geared towards student health and wellness. With this in mind, we focus on safety and security with Professional Development, making sure kids can see and hear with our Hearing & Vision Screenings, and ensuring schools have medical expertise with Direct Staffing.

We do this by understanding the needs of your school site, identifying how to fill those needs with suitability and sustainability, and executing with professional sincerity. This results in happy, healthy, ED Code compliant schools.

WHO WE ARE

The only School Nursing Company owned and operated by a Nationally Certified School Nurse.

Our founder graduated from Samuel Merritt University, the #2 RN program in the nation and built his career at California's #1 School District (Palo Alto Unified) and the #7 University in the US (Duke University). He's worked in the most affluent communities to the most historically marginalized, from online & virtual to the most rural. This isn't just a business - it's a mission born from real experience in school health.

HOW WE'RE DIFFERENT

Compliance

Ensure compliance with all California Education Codes.

Expert Guidance

Our nurses are supervised by a Credentialed School Nurse, not a recruiter. We have been there, done that in education, understand the culture of academics, and can mold to your institution's needs.

Credentialing Program

Upon completion, we cover the cost of their credential, enhancing the health & safety of our school community at no expense to you or the nurse.

Tailored Fit & Quality Candidates

Our rigorous vetting process ensures qualified candidates match the ethos of School Nursing Solutions and your institution's specific needs. We emphasize both qualifications and character to guarantee suitability & sustainability.

SERVICES

Professional Development Sessions

Hearing & Vision Screening Programs

Direct Staffing

School Health Services

Health Care Plans, Assessment Reports, & Consultation

SCHOOL NURSING SOLUTIONS

IEP/504/SST HEALTH ASSESSMENT SERVICES

IEP/504/SST Assessment Report and Health Care Plan Process

School Nursing Solutions provides comprehensive health assessments and care planning for students, ensuring their medical needs are properly addressed in the school setting. The process involves collaborating with medical providers and guardians, writing emergency action plans and assessment reports, and participating in IEP/504/SST meetings to advocate for appropriate health-related accommodations. This streamlined process helps schools meet regulatory requirements while ensuring student safety and educational success through expert nursing evaluation and documentation.

Our proven process is performed in 8 steps.

1 Connect with IEP/504/SST Case Managers and Office Managers

- Obtain list of students with IEP/504/SST evaluations
- Identify students with current health conditions
- Prioritize work based on student needs and timelines

2 File Review and Parent Communication

- Completed the Health & Developmental Questionnaire with guardians
- Send Release of Information (ROI) forms to guardians
- Collect completed forms from guardians

3 Collaborate with Guardians & Outside Providers

- Contact student's guardians and medical providers
- Obtain past & current medical status information
- Collect doctor's orders, accommodations, restrictions, and recommendations

4 Health Care Plans (Emergency Action Plans)

- Develop emergency action plans if indicated
- Write plans in clear language for lay personnel
- Include step-by-step procedures for health emergencies

SCHOOL NURSING SOLUTIONS

5 Assessment Reports

- Document past medical history
- Detail current health status - includes educational impact of health conditions
- Provide recommendations and service minutes for moving forward

6 Pre-Meeting Communication

- Email and phone call to Case Manager to align on report and recommendations
- Email and phone call to the parent to align on report and recommendations
- Fax and phone call to medical provider to align on report and recommendations

7 IEP/504/SST Meeting Attendance

- Attend scheduled meetings (45 minutes)
- Provide health-related input to team decision-making
- Collaborate with team on accommodation recommendations
  - Request to present findings first in meeting agenda

8 Optional Services

- **Staff Trainings**: Educate school personnel on health procedures and emergency protocols
- **Ongoing Supervision**: Provide continued support and monitoring throughout school year

SCHOOL NURSING SOLUTIONS

OUR CORE VALUES



Trust & Communication

We believe that trust is the cornerstone of every successful team. Open, honest, and transparent communication fosters collaboration and ensures we move forward together, united in purpose.

Integrity & Dependability

Doing the right thing, even when no one is watching, defines who we are. We honor our commitments, hold ourselves accountable, and can always be relied upon to deliver.

Teamwork Makes the Dream Work

We succeed as a team. Ego has no place here. We celebrate collective victories and recognize that our greatest achievements come from working together.

Above the Call of Duty

We go above and beyond in everything we do. We take pride in exceeding expectations, whether it's for our customers, our teammates, or ourselves.

Perseverance & Resilience

Challenges are opportunities in disguise. We embrace setbacks and losses as vital steps in our journey, knowing that every failure is a milestone. When faced with adversity, we adapt, learn, and emerge stronger.



SCHOOL NURSING SOLUTIONS

COMPLETE HEALTH & DEVELOPMENTAL HISTORY

PAGE 1/5

Student: _____ Birthdate: _____ Today's Date: _____
Person completing form: _____ Relationship: _____
Preferred phone number: (___) _____ Email: _____

Current Primary Physician: _____ Phone: (___) _____
Other Physician(s): _____ Phone: (___) _____
Current counselor/therapist (if applicable) _____ Phone: (___) _____
Name of health insurance: _____ ☐ None ☐ I would like assistance obtaining insurance
My child wears glasses or contact lenses for: ☐ Distance ☐ Reading ☐ Constant
Last eye exam (date) _____ Does your child have a history of frequent ear infections, tubes, or other hearing problems? _____
Does your child have any dental problems? _____ Date of last dental exam _____

How many meals does your child eat daily? _____
How many servings of milk daily? _____
Does your child need a special diet? If yes, please specify _____
Does your child eat a variety of foods (fruits, vegetables, meat, etc.)? _____
Do you have any concerns about your child's nutrition? _____

Normal school night bedtime _____ PM Normal weekend bedtime _____
Normally awakens at _____ AM ☐ on own ☐ with alarm clock ☐ by parent/guardian
My child has ☐ no sleep problems ☐ difficulty falling/staying asleep ☐ difficulty waking up ☐ frequent nightmares

Does your child participate in organized sports? _____
Is your child active outside of school? _____ Any activity restrictions? _____
Has your child ever had a concussion or needed to be monitored because of a head injury? ☐ Yes ☐ No
If yes, please explain _____
Do you have concerns about your child's activity level? ☐ Yes _____ ☐ No
Please list your child's extracurricular activities (scouts, music lessons, clubs, etc.) _____
Average # of hours per day spent on computer _____ video games _____ watching TV _____

Did your child repeat or have difficulty with a grade? ☐ Yes - grade(s) _____ ☐ No
Has your child missed a lot of school? ☐ Yes - reason _____ ☐ No

SCHOOL NURSING SOLUTIONS

COMPLETE HEALTH & DEVELOPMENTAL HISTORY

How many schools has your child attended? ☐1 ☐2 ☐3 ☐4 ☐5 ☐6

Please list all people living in the household with student.

Name	Relationship to Student	Age	If this person has any medical, emotional, or learning problems, please specify

Do you have concerns about alcohol, bullying, drugs, sexual activity, or smoking for your child?

_____

My child consistently wears: ☐seatbelt ☐sunscreen ☐helmet ☐protective gear
Did the mother have any medical problems during the pregnancy? ☐Yes _____ ☐No
Mother took medication _____ ☐alcohol; ☐drugs _____ ;☐cigarettes; ☐none
Is it possible that mother consumed alcoholic beverages before she knew she was pregnant? ☐Yes ☐No
Was the pregnancy difficult in any way? ☐Yes _____ ☐No
Was the labor/delivery difficult? ☐Yes _____ ☐No
Delivery: ☐vaginal ☐forceps ☐vacuum ☐C-section ☐scheduled ☐emergency ☐failure to progress
Baby was: ☐full term ☐premature _____ weeks gestation ☐overdue by _____ weeks
☐Single ☐Twin ☐Triplet ☐Other _____ Baby's birth weight _____ lbs _____ oz
Were there any birth defects? ☐Yes _____ ☐No
☐ Meconium ☐Apnea ☐Breathing problems ☐Needed oxygen ☐Jaundice ☐Needed incubator
☐ Feeding problems Was child breast-fed ☐Yes (how long _____) ☐No
Did the baby go home from the hospital with the mother? ☐Yes ☐No, because _____

DEVELOPMENTAL HISTORY

(average age in parenthesis)	Early	Average	Late	(average age in parenthesis)	Early	Average	Late
Sat alone (6-11 months)	☐	☐	☐	Crawling (6-10 months)	☐	☐	☐
Spoke first word (9-13 months)	☐	☐	☐	Walked alone (11-15 months)	☐	☐	☐
Put words together (15-28 months)	☐	☐	☐	Toilet trained (24-36 months)	☐	☐	☐

SCHOOL NURSING SOLUTIONS

COMPLETE HEALTH & DEVELOPMENTAL HISTORY

MEDICAL HISTORY

Concern or Diagnosis	Never had	Used to have	Currently has	Details
Accidents				
ADHD				
Anemia				Type:
Anxiety				
Arthritis				
Asthma				
Behavior				
Bladder/kidney				
Bleeding disorder				
Bowel/bladder control				
Broken bones				
Cancer				
Depression				
Diabetes				
Drug/Alcohol/Tobacco use				
Emotional				
Eyes/Vision				
Fainting episodes				
Gastrointestinal				
Headaches/Migraines				
Hearing				
Heart/Cardiac				
High Fevers				
Menstruation				
Muscular				
Neurological				
Orthopedic				
Respiratory/Frequent colds				
Seizures				
Self-injury (i.e., cutting)				
Serious head injury				
Skin problems/rashes				
Snoring				
Speech				
Suicidal thoughts or attempts				
Thyroid (hypo / hyper)				
Other				

Is your child known to any community agencies (CCS, Regional Center, etc.)? ☐ Yes_____ ☐ No

SCHOOL NURSING SOLUTIONS

COMPLETE HEALTH & DEVELOPMENTAL HISTORY

Please list current medical & psychiatric diagnoses below, or check ☐NONE

	Date of Diagnosis	Name of Treating Doctor / Clinic

Please list current medications below, or check ☐ NONE

Diagnosis	Prescribed for (e.g., asthma, allergies, ADHD, seizures)	Dose (mg, puffs)	When taken (morning, as needed, twice a day, bedtime)

Please list known allergies (environment, food, insect, medication, etc.) below, or check ☐NONE

Allergic to:	Reaction (runny nose, itchy, hives, rash, trouble breathing, vomiting, etc.)

Additional Comments or Concerns
Please list any other information you believe is important for us to know about your child to best serve his/her needs and any other concerns you have about your child's health, nutrition, vision, hearing, dental, etc.

SCHOOL NURSING SOLUTIONS

COMPLETE HEALTH & DEVELOPMENTAL HISTORY

PAGE 5/5

Coversheet

HopSkipJump, Inc. - Presented by Heidi Gasca, Superintendent

Section:	VI. Correspondence/Proposals/Reports
Item:	E. HopSkipJump, Inc. - Presented by Heidi Gasca, Superintendent
Purpose:	Discuss
Submitted by:	
Related Material:	Order Form (Excel Academy and HopSkipDrive, Inc.).pdf

HopSkipDrive

MARKETPLACE ORDER FORM

Customer Name:	Excel Academy	**Created Date:**	October 8, 2026
Customer Address:	1 Technology Drive suite i 811, Irvine, California 92618, United States	**Expiration Date:**	November 22, 2026
Contact Name:	Jennifer Craig	**Effective Date:**	October 9, 2026
Contact Email:	jcraig@excelacademy.education	**Term End Date:**	October 9, 2027
		Auto Renew:	Yes
Prepared By Name:	Jason Johnson	**Billing Frequency:**	Monthly
Prepared By Email:	jjohnson@hopskipdrive.com	**Payment Terms:**	Net 30

ITEM	PRICING	DESCRIPTION
Base Fare	$48.00	A fixed cost per trip mobilization fee.
Per Mile Fee	$2.75	The amount payable per mile, which will be multiplied by the total Mileage for all riders in the vehicle. Mileage charges are based on estimated miles, and the total is rounded up to the next whole mile.
Minimum Trip Fee	$70.00	The minimum amount payable for a ride.
Consistent CareDriver Program	$11.00 per ride	For Riders requiring a consistent driver, Contractor offers the option of requesting a primary CareDriver for a Ride Series.
Urgent Rides	$10.00 per ride	Fee for booking a ride less than six (6) hours before the ride is to begin
Hard-to-Service Trips	*Pricing is determined at a per ride basis in consideration of the individual needs of the requested Ride/Rider*	Additional fee for a "***hard-to-service***" trip. A trip may be hard to service due to location, Rider needs or specialized equipment.
Toll Fee	Billed at the market rate	Highway or road tolls.
No Show **or** **Late Cancel**	Full Estimated Ride	Rider has not shown up to pick-up location within ten (10) minutes of scheduled pick-up time); or, Cancellation of Services fewer than two (2) hours' notice before scheduled Service.
Wait Time Fees	$10.00	Billed after ten (10) minutes for rides ultimately completed.

Last Updated May 1, 2026

ITEM	PRICING	DESCRIPTION
Gas Price Adjustment	The gasoline price index to be used shall be found on the following website: https://www.eia.gov	When the average monthly gasoline price in the state or region (as applicable) where the Services are provided exceeds $5.00 per gallon, the per mile rate will be increased by calculating 30% of the price of gasoline that exceeds $5.00 and adding it to the base mileage rate.
Large Capacity Vehicle	$30.00 per ride	Facilitation of transportation for Riders provided by Drivers whose vehicles are designed to transport up to five passengers in two or three rows ("***Mini-Vans***").
Wheelchair Accessible Vehicle	$55.00 per rider	Facilitation of transportation for Riders provided by Drivers whose vehicles are capable of transporting motorized wheelchairs ("***Wheelchair Accessible Vehicles***" or "***WAV***").* *WAV, Rider Assistant and Para- Professional Services may be provided by partner organizations ("CarePartners") for Riders with highly specialized requirements.
Rider Assistant	$35.00 per hour (minimum requirement of two (2) hours)	Facilitation of transportation for Riders provided by Drivers who are accompanied by another adult in the vehicle (a "***Rider Assistant***").*
Para-Professional	$45.00 per hour (minimum requirement of two (2) hours)	Facilitation of transportation for Riders provided by Drivers who are accompanied by a trained para-professional ("***Para-Professional***").*
Ride Recording: Dashcam	$5.00 per ride	Facilitation of transportation for Riders provided by Drivers whose vehicles are equipped with a dedicated dashcam that records interior and exterior audiovisual ride footage.
Ride Recording: In-App	No charge for 2026/27 school year	Facilitation of transportation for Riders provided by Drivers whose phone records interior audiovisual ride footage via the HopSkipDrive CareDriver app.
Forward-Facing Carseat**	$5.00 per ride	Facilitation of transportation for Riders provided by Drivers whose vehicles are equipped with a forward-facing carseat. **Forward-Facing Carseat, Safety Vest and/or Car Harness are collectively referred to as ("Equipment"). Organization is responsible for ensuring that each such request is consistent with applicable state, local, or federal guidelines; including, but not limited to, restrictions on height, weight, and/or age for the usage of any Equipment.
Safety Vest and/or Car Harness**	$20.00 per ride	Facilitation of transportation for Riders provided by Drivers whose vehicles are equipped with a safety vest.
RouteWise AI® (Strategic Routing Services)	As negotiated in the Order Form for RouteWise AI™ (Strategic Routing Services)	RouteWise AI™ Order Forms are subject to and incorporate by reference the SaaS Subscription Agreement (available at https://www.hopskipdrive.com/saas-subscription-agreement).

Terms & Conditions

1. This Order Form is governed by the Transportation Coordination Terms (the "***Terms***"), available at https://www.hopskipdrive.com/transportation-coordination-terms/.
2. Fees invoiced are exclusive of any taxes and Customer is responsible for paying all Taxes imposed on the Services.
3. Customer is responsible for any Taxes, Fees, surcharges or other charges are required by applicable local, state or federal regulations or are otherwise imposed by any governmental entity. A current list of regulatory fees can be found at http://bit.ly/regulatory-fees.
4. The Order Form may be signed in two counterparts, each of which shall be deemed an original, with the same force and effectiveness as though executed in a single document.

Signatures

HopSkipDrive, Inc.			
By:	Signed by: Tyler Baldwin A8440C1AC86649E...	**By:**	Signed by: 3110C68C22BD4F9...
Name:	Tyler Baldwin	**Name:**	Heidi Gasca
Title:	Chief Revenue Officer	**Title:**	Superintendent
Date:	10/9/2026	**Date:**	10/9/2026
Address:	360 E. 2nd Street Suite 200, Los Angeles, CA 90012	**Address:**	1 Technology Drive suite i 811, Irvine, California 92618, United States
Email:	legal@hopskipdrive.com	**Email:**	hgasca@excelacademy.education

Coversheet

Consent - Business/Financial Services

Section: VII. Consent
Item: A. Consent - Business/Financial Services
Purpose:
Submitted by:
Related Material: 09.25.26 Semi Monthly Check Register.pdf
09.10.26 Semi Monthly Check Register.pdf
09.25.26 Monthly Check Register.pdf
Check register 090126.pdf

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
1100 - Teachers										
GALEAZZI, AIRENA E	Regular	43.72	24.94	1,090.38	Federal W/H (S)	30.78	Pet Insurance	6.41	Direct Deposit Net Check	911.45
Code: A0RF	GROSS			1,090.38	Medicare	15.81	CAL STRS Match	208.26	NET PAY	911.45
Tax Profile: 1 - CA/CA/CA					CaliforniaSDI Tax	14.17	Basic Life Insurance ER Memo	0.94		
							CAL STRS 10.25%	111.76		
KAYLOR, VICTORIA L	Regular	49.22	39.50	1,944.19	Federal W/H (M)	527.84	Basic Life Insurance ER Memo	8.88	Direct Deposit Net Check	2,638.38
Code: A03R	EXCEL Sick	49.22	26.00	1,279.72	Medicare	49.15	Kaiser HMO - ER Cost	896.21	NET PAY	2,638.38
Tax Profile: 1 - CA/CA/CA	Cell Non-Exempt Empl			25.00	CA State W/H (M/0)	130.38				
	Education Stipend			90.91	CaliforniaSDI Tax	44.07				
	Internet Non-Exempt Empl			25.00						
	Supply Stipend Non Exempt			25.00						
	GROSS			3,389.82						
KIM, ESTHER C	Regular	59.35	63.98	3,797.21	Federal W/H (M)	33.29	Expense Reimbursement (-)	-129.96	Direct Deposit Net Check	2,928.70
Code: A0B9	Cash In Lieu			109.09	Medicare	59.05			NET PAY	2,928.70
Tax Profile: 1 - CA/CA/CA	Cell Non-Exempt Empl			25.00	CA State W/H (S/0)	129.66	457B $	600.00		
	Education Stipend			90.91	CaliforniaSDI Tax	52.94	CAL STRS Match	742.63		
	Internet Non-Exempt Empl			25.00			Basic Life Insurance ER Memo	4.10		
	Supply Stipend Non Exempt			25.00			CAL STRS 10.25%	398.53		
	GROSS			4,072.21						
LIM, SAMANTHA	Regular	50.33	29.46	1,482.72	Medicare	21.86	Expense Reimbursement (-)	-79.00	Direct Deposit Net Check	1,380.89
Code: A13F	Internet Non-Exempt Empl			12.50	CA State W/H (S/1)	13.06			NET PAY	1,380.89
Tax Profile: 1 - CA/CA/CA	Supply Stipend Non Exempt			12.50	CaliforniaSDI Tax	19.60	CAL STRS Match	283.20		
	GROSS			1,507.72			CAL STRS 10.205%	151.31		
OTTOSON, KAREN M	Regular	42.87	20.99	899.84	Federal W/H (M)	27.90	Basic Life Insurance ER Memo	2.38	Direct Deposit Net Check	885.23
Code: A0J8	Cell Non-Exempt Empl			25.00	Medicare	13.77			NET PAY	885.23
Tax Profile: 1 - CA/CA/CA	Internet Non-Exempt Empl			25.00	CA State W/H (S/0)	10.59				
	GROSS			949.84	CaliforniaSDI Tax	12.35				
Subtotals for Dept: 1100	Regular		178.87	9,214.34	Federal W/H	619.81	457B $	600.00	5 DD Vouchers	8,744.65
	EXCEL Sick		26.00	1,279.72	Medicare	159.64	Basic Life Insurance ER Memo	16.30	NET PAY	8,744.65
	Cash In Lieu			109.09	California State W/H	283.69				
	Cell Non-			75.00	CaliforniaSDI Tax	143.13	CAL STRS 10.205%	151.31		

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
	Exempt Empl						CAL STRS 10.25%	510.29		
	Education			181.82			CAL STRS Match	1,234.09		
	Stipend						Expense	-208.96		
	Internet Non-			87.50			Reimbursement (-)			
	Exempt Empl						Kaiser HMO - ER Cost	896.21		
	Supply Stipend			62.50			Pet Insurance	6.41		
	Non Exempt									
	GROSS		204.87	11,009.97						
1200 - Certificated Pupil										
DURHAM, LISA	Regular	72.88	55.45	4,041.20	Federal W/H (M)	317.49	Flexible Spending	13.64	Direct Deposit Net Check	3,257.93
Code: A0TC	Overtime	109.32	0.11	12.03	Medicare	60.62	Account		NET PAY	3,257.93
Tax Profile: 1 - CA/CA/CA	Education			90.91	CA State W/H (S/0)	490.11	Basic Life Insurance	1.30		
	Stipend				CaliforniaSDI Tax	54.35	ER Memo			
	Internet Non-			25.00			Kaiser HMO - ER Cost	448.11		
	Exempt Empl									
	Supply Stipend			25.00						
	Non Exempt									
	GROSS			4,194.14						
Subtotals for Dept: 1200	Regular		55.45	4,041.20	Federal W/H	317.49	Basic Life Insurance	1.30	1 DD Vouchers	3,257.93
	Overtime		0.11	12.03	Medicare	60.62	ER Memo		NET PAY	3,257.93
	Education			90.91	California State W/H	490.11	Flexible Spending	13.64		
	Stipend				CaliforniaSDI Tax	54.35	Account			
	Internet Non-			25.00			Kaiser HMO - ER Cost	448.11		
	Exempt Empl									
	Supply Stipend			25.00						
	Non Exempt									
	GROSS		55.56	4,194.14						
2100 - Non Certificated Instruction										
D'ELIA-LIEBERMAN, GINA LIN	Regular	43.70	19.42	848.65	Medicare	12.31	Basic Life Insurance	1.89	Direct Deposit Net Check	772.68
Code: A0XZ	GROSS			848.65	Social Security	52.62	ER Memo		NET PAY	772.68
Tax Profile: 1 - CA/CA/CA					CaliforniaSDI Tax	11.04				
Subtotals for Dept: 2100	Regular		19.42	848.65	Medicare	12.31	Basic Life Insurance	1.89	1 DD Vouchers	772.68
	GROSS		19.42	848.65	Social Security	52.62	ER Memo		NET PAY	772.68
					CaliforniaSDI Tax	11.04				
2400 - Clerical and Office Admin										
CESARIO, MIA PATRICIA	Regular	28.60	79.92	2,285.71	Federal W/H (S)	199.39	Accident Plan	2.66	Direct Deposit Net Check	1,890.24
Code: A0ZR	Overtime	42.90	1.26	54.05	Medicare	37.97	Critical Illness EE -	2.23	NET PAY	1,890.24
Tax Profile: 1 - CA/CA/CA	Cell Non-Exempt			25.00	Social Security	162.36	10k			
	Empl				CA State W/H (S/0)	76.78	Expense	-6.01		
	Holiday	28.60	8.00	228.80	CaliforniaSDI Tax	36.43	Reimbursement (-)			
	Internet Non-			25.00			457B $	200.00		

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
	Exempt Empl						Hospital Indemnity	5.83		
	GROSS			2,618.56			Long Term Disability - EE Cost	0.98		
							Pet Insurance	9.25		
							Voluntary Life & AD&D	0.45		
							457B Match %	183.30		
							Basic Life Insurance ER Memo	3.56		
							Medical HMO - ER Cost	410.10		
LAWSON, CHRISTIAN	Regular	25.25	26.92	679.73	Medicare	10.58			Direct Deposit Net Check	664.42
Code: A10O	Cell Non-Exempt Empl			25.00	Social Security	45.24			NET PAY	664.42
Tax Profile: 1 - CA/CA/CA	Internet Non-Exempt Empl			25.00	CaliforniaSDI Tax	9.49				
	GROSS			729.73						
MCCARTHY, TINA E	Regular	33.39	80.00	2,671.20	Federal W/H (M)	203.47	457B $	175.00	Direct Deposit Net Check	236.72
Code: A0VL	Overtime	50.09	3.25	162.78	Medicare	45.69	457B Match %	175.00	Direct Dep. Distribution 1	2,130.53
Tax Profile: 1 - CA/CA/CA	Cell Non-Exempt Empl			25.00	Social Security	195.37	Basic Life Insurance ER Memo	3.65	NET PAY	2,367.25
	Holiday	33.39	8.00	267.12	CA State W/H (S/0)	121.08				
	Internet Non-Exempt Empl			25.00	CaliforniaSDI Tax	43.24	Medical Low PPO - ER Cost	614.55		
	GROSS			3,151.10						
MENDEZ, ALYSSA GRACE	Regular	25.25	80.00	2,020.00	Federal W/H (S)	153.16	Basic Life Insurance ER Memo	3.18	Direct Deposit Net Check	1,646.77
Code: A10G	Overtime	37.88	0.35	13.26	Medicare	29.48			NET PAY	1,646.77
Tax Profile: 1 - CA/CA/CA	GROSS			2,033.26	Social Security	126.06				
					CA State W/H (S/0)	51.35				
					CaliforniaSDI Tax	26.44				
MENDEZ, CINDY GRACE	Regular	32.19	80.00	2,575.20	Federal W/H (M)	313.23	Flexible Spending Account	100.00	Direct Deposit Net Check	2,374.13
Code: A0Y2	Overtime	48.29	5.96	287.78	Medicare	44.89			NET PAY	2,374.13
Tax Profile: 1 - CA/CA/CA	Cell Non-Exempt Empl			25.00	Social Security	191.96	Kaiser HMO - EE Cost	6.59		
	Holiday	32.19	8.00	257.52	CA State W/H (S/0)	131.64	Basic Life Insurance ER Memo	3.80		
	Internet Non-Exempt Empl			25.00	CaliforniaSDI Tax	40.25	Kaiser HMO - ER Cost	800.00		
	Meal Premium	32.19	1.00	32.19						
	GROSS			3,202.69						
TORRES, MIGUEL ANGEL	Regular	31.98	72.00	2,302.56	Federal W/H (M)	102.27	403B $	100.00	Direct Deposit Net Check	2,472.85
Code: A0ZP	Overtime	47.97	4.30	206.27	Medicare	44.52	403bMatch %	100.00	NET PAY	2,472.85
Tax Profile: 1 - CA/CA/CA	EXCEL: Vacation MSM	31.98	8.00	255.84	Social Security	190.37	Basic Life Insurance ER Memo	3.87		
	Cell Non-Exempt			25.00	CA State W/H (S/0)	120.59				
					CaliforniaSDI Tax	39.91				

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
	Empl Holiday	31.98	8.00	255.84						
	Internet Non-Exempt Empl			25.00						
	GROSS			3,070.51						
Subtotals for Dept: 2400	Regular		418.84	12,534.40	Federal W/H	971.52	403B $	100.00	6 DD Vouchers	9,285.13
	Overtime		15.12	724.14	Medicare	213.13	403bMatch %	100.00	1 DD Distributions	2,130.53
	EXCEL: Vacation MSM		8.00	255.84	Social Security	911.36	457B $	375.00	NET PAY	11,415.66
	Cell Non-Exempt Empl			125.00	California State W/H	501.44	457B Match %	358.30		
	Holiday		32.00	1,009.28	CaliforniaSDI Tax	195.76	Accident Plan	2.66		
	Internet Non-Exempt Empl			125.00			Basic Life Insurance ER Memo	18.06		
	Meal Premium		1.00	32.19			Critical Illness EE - 10k	2.23		
	GROSS		474.96	14,805.85			Expense Reimbursement (-)	-6.01		
							Flexible Spending Account	100.00		
							Hospital Indemnity	5.83		
							Kaiser HMO - EE Cost	6.59		
							Kaiser HMO - ER Cost	800.00		
							Long Term Disability - EE Cost	0.98		
							Medical HMO - ER Cost	410.10		
							Medical Low PPO - ER Cost	614.55		
							Pet Insurance	9.25		
							Voluntary Life & AD&D	0.45		

Total Company

Company Totals	Regular		672.58	26,638.59	Federal W/H	1,908.82	403B $	100.00	13 DD Vouchers	22,060.39
	Overtime		15.23	736.17	Medicare	445.70	403bMatch %	100.00	1 DD Distributions	2,130.53
	EXCEL Sick		26.00	1,279.72	Social Security	963.98	457B $	975.00	NET PAY	24,190.92
	EXCEL: Vacation MSM		8.00	255.84	California State W/H	1,275.24	457B Match %	358.30		
	Cash In Lieu			109.09	CaliforniaSDI Tax	404.28	Accident Plan	2.66		
	Cell Non-Exempt Empl			200.00			Basic Life Insurance ER Memo	37.55		
	Education Stipend			272.73			CAL STRS 10.205%	151.31		
	Holiday		32.00	1,009.28			CAL STRS 10.25%	510.29		
	Internet Non-Exempt Empl			237.50			CAL STRS Match	1,234.09		
	Meal Premium		1.00	32.19			Critical Illness EE - 10k	2.23		
							Expense Reimbursement (-)	-214.97		

Employee	Earnings	Rate	Hours/Units	Amount	Taxes	Deductions		Net Pay
	Supply Stipend			87.50		Flexible Spending Account	113.64	
	Non Exempt GROSS		754.81	30,858.61		Hospital Indemnity	5.83	
						Kaiser HMO - EE Cost	6.59	
						Kaiser HMO - ER Cost	2,144.32	
						Long Term Disability - EE Cost	0.98	
						Medical HMO - ER Cost	410.10	
						Medical Low PPO - ER Cost	614.55	
						Pet Insurance	15.66	
						Voluntary Life & AD&D	0.45	

Total Net Pay 24,190.92

Check

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
1100 - Teachers										
GALEAZZI, AIRENA E	Regular	43.72	18.05	789.15	Federal W/H (S)	3.74	Pet Insurance	6.41	Direct Deposit Net Check	676.41
Code: A0RF	GROSS			789.15	Medicare	11.44	CAL STRS Match	150.73	NET PAY	676.41
Tax Profile: 1 - CA/CA/CA					CaliforniaSDI Tax	10.26	Basic Life Insurance ER Memo	0.94		
							CAL STRS 10.25%	80.89		
KAYLOR, VICTORIA L	Regular	49.22	39.14	1,926.47	Federal W/H (M)	594.33	Basic Life Insurance ER Memo	8.88	Direct Deposit Net Check	2,852.50
Code: A03R	EXCEL Sick	49.22	13.00	639.86	Medicare	53.53			NET PAY	2,852.50
Tax Profile: 1 - CA/CA/CA	Personal Necessity Leave	49.22	19.50	959.79	CA State W/H (M/0)	143.68	Kaiser HMO - ER Cost	896.21		
	Cell Non-Exempt Empl			25.00	CaliforniaSDI Tax	47.99				
	Education Stipend			90.91						
	Internet Non-Exempt Empl			25.00						
	Supply Stipend			25.00						
	GROSS			3,692.03						
KIM, ESTHER C	Regular	59.35	70.52	4,185.36	Federal W/H (M)	241.93	CAL STRS Match	816.77	Direct Deposit Net Check	3,433.55
Code: A0B9	Cash In Lieu			109.09	Medicare	64.68	Basic Life Insurance ER Memo	4.10	NET PAY	3,433.55
Tax Profile: 1 - CA/CA/CA	Cell Non-Exempt Empl			25.00	CA State W/H (S/0)	223.90				
					CaliforniaSDI Tax	57.98	CAL STRS 10.25%	438.32		
	Education Stipend			90.91						
	Internet Non-Exempt Empl			25.00						
	Supply Stipend			25.00						
	GROSS			4,460.36						
LIM, SAMANTHA	Regular	50.33	18.18	915.00	Medicare	14.36	CAL STRS Match	184.38	Direct Deposit Net Check	862.29
Code: A13F	Internet Non-Exempt Empl			12.50	CA State W/H (S/1)	2.30	CAL STRS 10.205%	98.51	NET PAY	862.29
Tax Profile: 1 - CA/CA/CA					CaliforniaSDI Tax	12.87				
	Meal Penalty Premium			50.33						
	Supply Stipend Non Exempt			12.50						
	GROSS			990.33						
OTTOSON, KAREN M	Regular	42.87	29.28	1,255.23	Federal W/H (M)	65.79	Basic Life Insurance ER Memo	2.38	Direct Deposit Net Check	1,185.14
Code: A0J8	Cell Non-Exempt Empl			25.00	Medicare	18.93			NET PAY	1,185.14
Tax Profile: 1 - CA/CA/CA					CA State W/H (S/0)	18.41				
	Internet Non-Exempt Empl			25.00	CaliforniaSDI Tax	16.96				
	GROSS			1,305.23						
Subtotals for Dept: 1100	Regular		175.17	9,071.21	Federal W/H	905.79	Basic Life Insurance ER Memo	16.30	5 DD Vouchers	9,009.89
	EXCEL Sick		13.00	639.86	Medicare	162.94			NET PAY	9,009.89

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
	Personal Necessity Leave		19.50	959.79	California State W/H	388.29	CAL STRS 10.205%	98.51		
					CaliforniaSDI Tax	146.06	CAL STRS 10.25%	519.21		
							CAL STRS Match	1,151.88		
	Cash In Lieu			109.09			Kaiser HMO - ER Cost	896.21		
	Cell Non-Exempt Empl			75.00			Pet Insurance	6.41		
	Education Stipend			181.82						
	Internet Non-Exempt Empl			87.50						
	Meal Penalty Premium			50.33						
	Supply Stipend Non Exempt			12.50						
	Supply Stipend			50.00						
	GROSS		207.67	11,237.10						
1200 - Certificated Pupil										
DURHAM, LISA	Regular	72.88	59.42	4,330.53	Federal W/H (M)	353.13	Flexible Spending Account	13.64	Direct Deposit Net Check	3,480.72
Code: A0TC	Overtime	109.32	0.18	19.68	Medicare	64.92			NET PAY	3,480.72
Tax Profile: 1 - CA/CA/CA	Education Stipend			90.91	CA State W/H (S/0)	520.50	Basic Life Insurance ER Memo	1.30		
					CaliforniaSDI Tax	58.21				
	Internet Non-Exempt Empl			25.00			Kaiser HMO - ER Cost	448.11		
	Supply Stipend Non Exempt			25.00						
	GROSS			4,491.12						
Subtotals for Dept: 1200	Regular		59.42	4,330.53	Federal W/H	353.13	Basic Life Insurance ER Memo	1.30	1 DD Vouchers	3,480.72
	Overtime		0.18	19.68	Medicare	64.92			NET PAY	3,480.72
	Education Stipend			90.91	California State W/H	520.50	Flexible Spending Account	13.64		
					CaliforniaSDI Tax	58.21				
	Internet Non-Exempt Empl			25.00			Kaiser HMO - ER Cost	448.11		
	Supply Stipend Non Exempt			25.00						
	GROSS		59.60	4,491.12						
2100 - Non Certificated Instruction										
D'ELIA-LIEBERMAN, GINA LIN	Regular	43.70	11.91	520.47	Medicare	7.55	Basic Life Insurance ER Memo	1.89	Direct Deposit Net Check	473.90
Code: A0XZ	GROSS			520.47	Social Security	32.26			NET PAY	473.90
Tax Profile: 1 - CA/CA/CA					CaliforniaSDI Tax	6.76				
Subtotals for Dept: 2100	Regular		11.91	520.47	Medicare	7.55	Basic Life Insurance ER Memo	1.89	1 DD Vouchers	473.90
	GROSS		11.91	520.47	Social Security	32.26			NET PAY	473.90
					CaliforniaSDI Tax	6.76				

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
2400 - Clerical and Office Admin										
CESARIO, MIA PATRICIA Code: A0ZR Tax Profile: 1 - CA/CA/CA	Regular Overtime Cell Non-Exempt Empl Internet Non-Exempt Empl GROSS	28.60 42.90	88.00 6.08	2,516.80 260.83 25.00 25.00 2,827.63	Federal W/H (S) Medicare Social Security CA State W/H (S/0) CaliforniaSDI Tax	224.48 41.00 175.31 90.58 39.33	Accident Plan Critical Illness EE - 10k Expense Reimbursement (-) 457B $ Hospital Indemnity Long Term Disability - EE Cost Pet Insurance Voluntary Life & AD&D 457B Match % Basic Life Insurance ER Memo Medical HMO - ER Cost	2.66 2.23 -29.63 200.00 5.83 0.98 9.25 0.45 197.93 3.56 410.10	Direct Deposit Net Check NET PAY	2,065.16 2,065.16
LAWSON, CHRISTIAN Code: A10O Tax Profile: 1 - CA/CA/CA	Regular Overtime Cell Non-Exempt Empl Internet Non-Exempt Empl Meal Penalty Premium GROSS	25.25 37.88	78.06 0.22	1,971.02 8.33 25.00 25.00 25.25 2,054.60	Medicare Social Security CA State W/H (S/0) CaliforniaSDI Tax	29.79 127.39 52.76 26.71	Expense Reimbursement (-)	-107.00	Direct Deposit Net Check NET PAY	1,924.95 1,924.95
MCCARTHY, TINA E Code: A0VL Tax Profile: 1 - CA/CA/CA	Regular Overtime EXCEL Sick Cell Non-Exempt Empl Internet Non-Exempt Empl GROSS	33.39 50.09 33.39	80.00 2.65 8.00	2,671.20 132.73 267.12 25.00 25.00 3,121.05	Federal W/H (M) Medicare Social Security CA State W/H (S/0) CaliforniaSDI Tax	199.86 45.26 193.50 118.43 42.85	Expense Reimbursement (-) 457B $ 457B Match % Basic Life Insurance ER Memo Medical Low PPO - ER Cost	-48.79 175.00 175.00 3.65 614.55	Direct Deposit Net Check Direct Dep. Distribution 1 NET PAY	239.49 2,155.45 2,394.94
MENDEZ, ALYSSA GRACE Code: A10G Tax Profile: 1 - CA/CA/CA	Regular Overtime GROSS	25.25 37.88	87.45 2.59	2,208.11 98.10 2,306.21	Federal W/H (S) Medicare Social Security CA State W/H (S/0) CaliforniaSDI Tax	185.91 33.44 142.99 69.37 29.98	Expense Reimbursement (-) Basic Life Insurance ER Memo	-181.00 3.18	Direct Deposit Net Check NET PAY	2,025.52 2,025.52
MENDEZ, CINDY GRACE Code: A0Y2 Tax Profile: 1 - CA/CA/CA	Regular Overtime Cell Non-Exempt Empl	32.19 48.29	88.00 14.59	2,832.72 704.48 25.00	Federal W/H (M) Medicare Social Security CA State W/H (S/0)	404.90 50.94 217.79 171.81	Expense Reimbursement (-) Flexible Spending Account	-32.22 100.00	Direct Deposit Net Check NET PAY	2,653.91 2,653.91

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
	Internet Non-Exempt Empl			25.00	CaliforniaSDI Tax	45.67	Kaiser HMO - EE Cost	6.59		
	Meal Penalty Premium			32.19			Basic Life Insurance ER Memo	3.80		
	GROSS			3,619.39			Kaiser HMO - ER Cost	800.00		
TORRES, MIGUEL ANGEL	Regular	31.98	87.96	2,812.96	Federal W/H (M)	200.76	403B $	100.00	Direct Deposit Net Check	2,755.65
Code: A0ZP	Overtime	47.97	11.66	559.33	Medicare	51.02	Expense Reimbursement (-)	-15.20	NET PAY	2,755.65
Tax Profile: 1 - CA/CA/CA	Cell Non-Exempt Empl			25.00	Social Security	218.13	403bMatch %	100.00		
	Internet Non-Exempt Empl			25.00	CA State W/H (S/0)	162.13	Basic Life Insurance ER Memo	3.87		
	Meal Penalty Premium			95.94	CaliforniaSDI Tax	45.74				
	GROSS			3,518.23						
Subtotals for Dept: 2400	Regular		509.47	15,012.81	Federal W/H	1,215.91	403B $	100.00	6 DD Vouchers	11,664.68
	Overtime		37.79	1,763.80	Medicare	251.45	403bMatch %	100.00	1 DD Distributions	2,155.45
	EXCEL Sick		8.00	267.12	Social Security	1,075.11	457B $	375.00	NET PAY	13,820.13
	Cell Non-Exempt Empl			125.00	California State W/H	665.08	457B Match %	372.93		
	Internet Non-Exempt Empl			125.00	CaliforniaSDI Tax	230.28	Accident Plan	2.66		
	Meal Penalty Premium			153.38			Basic Life Insurance ER Memo	18.06		
	GROSS		555.26	17,447.11			Critical Illness EE - 10k	2.23		
							Expense Reimbursement (-)	-413.84		
							Flexible Spending Account	100.00		
							Hospital Indemnity	5.83		
							Kaiser HMO - EE Cost	6.59		
							Kaiser HMO - ER Cost	800.00		
							Long Term Disability - EE Cost	0.98		
							Medical HMO - ER Cost	410.10		
							Medical Low PPO - ER Cost	614.55		
							Pet Insurance	9.25		
							Voluntary Life & AD&D	0.45		
Total Company										
Company Totals	Regular		755.97	28,935.02	Federal W/H	2,474.83	403B $	100.00	13 DD Vouchers	24,629.19
	Overtime		37.97	1,783.48	Medicare	486.86	403bMatch %	100.00	1 DD Distributions	2,155.45
	EXCEL Sick		21.00	906.98	Social Security	1,107.37	457B $	375.00	NET PAY	26,784.64
	Personal Necessity		19.50	959.79	California State W/H	1,573.87	457B Match %	372.93		

Check

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay
	Leave				CaliforniaSDI Tax	441.31	Accident Plan	2.66	
	Cash In Lieu			109.09			Basic Life Insurance ER Memo	37.55	
	Cell Non-Exempt Empl			200.00			CAL STRS 10.205%	98.51	
	Education Stipend			272.73			CAL STRS 10.25%	519.21	
	Internet Non-Exempt Empl			237.50			CAL STRS Match	1,151.88	
	Meal Penalty Premium			203.71			Critical Illness EE - 10k	2.23	
	Supply Stipend Non Exempt			37.50			Expense Reimbursement (-)	-413.84	
	Supply Stipend			50.00			Flexible Spending Account	113.64	
	GROSS		834.44	33,695.80			Hospital Indemnity	5.83	
							Kaiser HMO - EE Cost	6.59	
							Kaiser HMO - ER Cost	2,144.32	
							Long Term Disability - EE Cost	0.98	
							Medical HMO - ER Cost	410.10	
							Medical Low PPO - ER Cost	614.55	
							Pet Insurance	15.66	
							Voluntary Life & AD&D	0.45	

Total Net Pay 26,784.64

Check

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
1100 - Teachers										
ABARCA, ESMERALDA Code: A10C Tax Profile: 1 - CA/CA/CA	Regular Cell- Exempt Empl Education Stipend Internet- Exempt Empl Supply Stipend GROSS	47.77	136.73	6,531.91 50.00 181.82 50.00 50.00 6,863.73	Federal W/H (M) Medicare CA State W/H (S/0) CaliforniaSDI Tax	225.82 81.12 158.35 72.73	Accident Plan Critical Illness EE - 20k Dental PPO High - EE Cost Expense Reimbursement (-) Flexible Spending Account Hospital Indemnity Long Term Disability - EE Cost Medical HMO - EE Cost Pet Insurance Voluntary Life & AD&D Voluntary Life Child Voluntary Life Spouse Vision - EE Cost CAL STRS Match Basic Life Insurance ER Memo Medical HMO - ER Cost CAL STRS 10.205%	14.91 18.57 195.51 -204.63 10.00 33.49 6.41 1,028.29 20.18 16.36 1.96 5.45 35.17 1,282.32 10.35 1,514.31 685.14	Direct Deposit Net Check NET PAY	4,458.90 4,458.90
ALDERSON, THERESA D Code: A07Q Tax Profile: 1 - CA/CA/CA	Regular Cell- Exempt Empl Education Stipend Internet- Exempt Empl Supply Stipend GROSS	62.34	136.73	8,524.36 50.00 181.82 50.00 50.00 8,856.18	Federal W/H (M) Medicare CA State W/H (S/0) CaliforniaSDI Tax	344.73 114.85 297.86 102.97	403B $ Dental PPO Low Medical Priority Select HMO Vision - EE Cost CAL STRS Match Basic Life Insurance ER Memo Medical Priority Slct ER Memo CAL STRS 10.25%	450.00 153.86 746.44 35.17 1,662.88 10.44 1,537.80 892.38	Direct Deposit Net Check NET PAY	5,717.92 5,717.92
ALLEN, AIMEE Code: A10A Tax Profile: 1 - CA/CA/CA	Regular EXCEL: Bereavement Personal Necessity Leave Cell- Exempt Empl	46.38 46.38 46.38	104.73 24.00 8.00	4,857.45 1,113.14 371.05 50.00	Federal W/H (S) Medicare CA State W/H (S/0) CaliforniaSDI Tax	585.23 96.77 246.78 86.75	Accident Plan Critical Illness EE - 20k Expense Reimbursement (-) Hospital Indemnity Long Term Disability -	5.79 35.79 -51.38 12.72 29.75	Direct Deposit Net Check NET PAY	4,956.61 4,956.61

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
	Education Stipend			181.82			EE Cost			
	Internet- Exempt Empl			50.00			CAL STRS Match	1,245.98		
	Supply Stipend			50.00			Basic Life Insurance ER Memo	10.05		
	GROSS			6,673.46			Dental Low - ER Cost	50.28		
							Medical Low PPO - ER Cost	1,229.09		
							Vison - ER Cost	10.87		
							CAL STRS 10.25%	668.65		
ARMSTRONG, STACEY LYNN	Regular	54.71	132.73	7,262.15	Federal W/H (M)	77.96	Expense Reimbursement (-)	-202.84	Direct Deposit Net Check	6,598.47
Code: A0XG	EXCEL Sick	54.71	4.00	218.85	Medicare	113.09			NET PAY	6,598.47
Tax Profile: 1 - CA/CA/CA	Cash In Lieu			218.18	CA State W/H (S/0)	344.31	CAL STRS Match	1,428.87		
	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	101.39	Basic Life Insurance ER Memo	10.09		
	Supply Stipend			50.00			CAL STRS 10.25%	766.80		
	GROSS			7,799.18						
BAILEY, COLLEEN	Regular	52.78	136.73	7,216.64	Federal W/H (S)	736.73	Accident Plan	9.45	Direct Deposit Net Check	5,563.27
Code: A10L	Cell- Exempt Empl			50.00	Medicare	108.00	Expense Reimbursement (-)	-163.25	NET PAY	5,563.27
Tax Profile: 1 - CA/CA/CA	Education Stipend			181.82	CA State W/H (S/0)	309.64				
	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	96.83	Flexible Spending Account	100.00		
	Supply Stipend			50.00			Long Term Disability - EE Cost	12.60		
	GROSS			7,548.46			Pet Insurance	20.18		
							CAL STRS Match	1,413.11		
							Basic Life Insurance ER Memo	11.43		
							Dental DHMO - ER Cost	40.51		
							Medical HMO - ER Cost	1,476.35		
							CAL STRS 10.205%	755.01		
BECK, ALYSSA LAUREN SMITH	Regular	65.14	138.18	9,001.27	Federal W/H (M)	644.77	Expense Reimbursement (-)	-42.56	Direct Deposit Net Check	7,036.28
Code: A0Z5	Cash In Lieu			218.18	Medicare	135.14			NET PAY	7,036.28
Tax Profile: 1 - CA/CA/CA	Internet- Exempt Empl			50.00	CA State W/H (S/0)	484.31	Long Term Disability - EE Cost	8.96		
	Supply Stipend			50.00	CaliforniaSDI Tax	121.15	Pet Insurance	12.82		
	GROSS			9,319.45			CAL STRS Match	1,719.24		
							Basic Life Insurance ER Memo	13.25		
							CAL STRS 10.205%	918.58		
BECKHAM, BRITTANY LYNN	Regular	49.83	136.73	6,813.09	Federal W/H (S)	776.46	Dental PPO Low	93.62	Direct Deposit Net Check	5,611.16
Code: A0Z6	Internet- Exempt Empl			50.00	Medicare	111.05	Expense Reimbursement (-)	-52.29	NET PAY	5,611.16
Tax Profile: 1 - CA/CA/CA	Supply Stipend			50.00	CA State W/H (S/0)	328.11				
					CaliforniaSDI Tax	99.56	Kaiser HMO - EE Cost	14.38		

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
	Virtual Class 1 Stipend			875.00			Vision - EE Cost	21.47		
	GROSS			7,788.09			CAL STRS Match	1,468.43		
							Basic Life Insurance ER Memo	10.48		
							Kaiser HMO - ER Cost	1,598.80		
							CAL STRS 10.205%	784.57		
BERRY, REBECCA A	Regular	61.17	136.73	8,363.55	Federal W/H (S)	977.89	Dental PPO Low	18.97	Direct Deposit Net Check	6,339.49
Code: A0QI	Cell- Exempt Empl			50.00	Medicare	125.65	Expense Reimbursement (-)	-187.83	NET PAY	6,339.49
Tax Profile: 1 - CA/CA/CA					CA State W/H (S/0)	421.78				
	Education Stipend			181.82	CaliforniaSDI Tax	112.65	Vision - EE Cost	10.87		
							CAL STRS Match	1,632.17		
	Internet- Exempt Empl			50.00			Basic Life Insurance ER Memo	11.66		
	Supply Stipend			50.00			Medical HMO - ER Cost	1,476.35		
	GROSS			8,695.37			CAL STRS 10.25%	875.90		
BOBAR, SARAH M	Regular	77.39	136.73	10,581.73	Federal W/H (M)	890.36	Critical Illness EE - 10k	23.75	Direct Deposit Net Check	8,310.25
Code: A03E	Education Stipend			181.82	Medicare	156.14			NET PAY	8,310.25
Tax Profile: 1 - CA/CA/CA					CA State W/H (M/3)	264.41	Dental PPO High - EE Cost	60.62		
	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	139.98				
							Expense Reimbursement (-)	-120.39		
	Supply Stipend			50.00						
	GROSS			10,863.55			Vision - EE Cost	35.17		
							CAL STRS Match	2,055.84		
							Basic Life Insurance ER Memo	13.30		
							Medical HMO - ER Cost	1,476.35		
							CAL STRS 10.25%	1,103.26		
BOSWELL, JULIE C	Regular	66.14	136.73	9,043.64	Federal W/H (M)	743.43	403B $	500.00	Direct Deposit Net Check	6,777.19
Code: A03G	Cell- Exempt Empl			50.00	Medicare	139.11	Expense Reimbursement (-)	-94.86	NET PAY	6,777.19
Tax Profile: 1 - CA/CA/CA					CA State W/H (S/0)	458.44				
	Cash In Lieu			218.18	CaliforniaSDI Tax	124.72	CAL STRS Match	1,762.06		
	Education Stipend			181.82			Basic Life Insurance ER Memo	11.06		
	Internet- Exempt Empl			50.00			CAL STRS 10.25%	945.61		
	Supply Stipend			50.00						
	GROSS			9,593.64						
CASSARO, KELLY L	Regular	77.39	124.73	9,653.03	Federal W/H (M)	836.53	Expense Reimbursement (-)	-32.22	Direct Deposit Net Check	7,949.89
Code: A03F	Personal Necessity Leave	77.39	12.00	928.70	Medicare	155.61			NET PAY	7,949.89
Tax Profile: 1 - CA/CA/CA					CA State W/H (S/1)	597.77	CAL STRS Match	2,021.11		
	Cell- Exempt Empl			50.00	CaliforniaSDI Tax	139.52	Basic Life Insurance ER Memo	13.54		
	Internet- Exempt			50.00			Medical HMO - ER	1,476.35		

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
	Empl						Cost			
	Supply Stipend			50.00			CAL STRS 10.25%	1,084.63		
	GROSS			10,731.73						
CHEEVER, JESSICA D	Regular	64.11	123.73	7,931.97	Federal W/H (M)	542.02	Expense Reimbursement (-)	-88.01	Direct Deposit Net Check	7,066.11
Code: A0YV	Personal	64.11	13.00	833.39	Medicare	132.44			NET PAY	7,066.11
Tax Profile: 1 - CA/CA/CA	Necessity Leave				CA State W/H (S/0)	467.75	CAL STRS Match	1,674.18		
	Cell- Exempt Empl			50.00	CaliforniaSDI Tax	118.73	Basic Life Insurance ER Memo	11.58		
	Cash In Lieu			218.18			CAL STRS 10.205%	894.50		
	Internet- Exempt Empl			50.00						
	Supply Stipend			50.00						
	GROSS			9,133.54						
CHO, HANNAH	Regular	75.52	136.73	10,326.00	Federal W/H (M)	638.21	Expense Reimbursement (-)	-41.04	Direct Deposit Net Check	7,906.03
Code: A05C	Cell- Exempt Empl			50.00	Medicare	151.27			NET PAY	7,906.03
Tax Profile: 1 - CA/CA/CA					CA State W/H (S/0)	583.85	Flexible Spending Account	43.64		
	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	135.62				
							CAL STRS Match	1,972.27		
	Supply Stipend			50.00			Basic Life Insurance ER Memo	11.07		
	GROSS			10,476.00						
							Medical Priority Slct ER Memo	1,326.33		
							CAL STRS 10.25%	1,058.42		
CHRISOPOULOS, LIZ	Regular	51.19	136.73	6,999.00	Federal W/H (M)	200.06	Expense Reimbursement (-)	-47.27	Direct Deposit Net Check	4,888.35
Code: A0ZJ	Cell- Exempt Empl			50.00	Medicare	88.75			NET PAY	4,888.35
Tax Profile: 1 - CA/CA/CA					CA State W/H (S/0)	193.85	Medical HMO - EE Cost	1,028.29		
	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	79.57				
							CAL STRS Match	1,336.81		
	Supply Stipend			50.00			Basic Life Insurance ER Memo	9.81		
	GROSS			7,149.00						
							Medical HMO - ER Cost	1,514.31		
							CAL STRS 10.25%	717.40		
CLARY, ALEXANDRA A	Regular	72.26	120.73	8,723.93	Federal W/H (M)	739.47	Expense Reimbursement (-)	-125.56	Direct Deposit Net Check	7,730.61
	EXCEL Sick	72.26	16.00	1,156.16	Medicare	147.87			NET PAY	7,730.61
Code: A0QA	Cash In Lieu			218.18	CA State W/H (S/0)	565.04	CAL STRS Match	1,887.10		
Tax Profile: 1 - CA/CA/CA	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	132.58	Basic Life Insurance ER Memo	10.81		
	Supply Stipend			50.00			CAL STRS 10.205%	1,008.26		
	GROSS			10,198.27						
COOPER, AMANDA M	Regular	50.33	136.73	6,881.18	Federal W/H (M)	614.87	Accident Plan	9.45	Direct Deposit Net Check	5,172.85
Code: A0QL	Cell- Exempt Empl			50.00	Medicare	101.95	Critical Illness EE - 10k	15.68	NET PAY	5,172.85
Tax Profile: 1 - CA/CA/CA					CA State W/H (S/0)	275.31				
	Internet- Exempt			50.00	CaliforniaSDI Tax	91.40	Hospital Indemnity	19.09		

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
	Empl						Voluntary Life & AD&D	28.36		
	Supply Stipend			50.00			CAL STRS Match	1,314.31		
	GROSS			7,031.18			Basic Life Insurance ER Memo	9.54		
							Medical HMO - ER Cost	1,476.35		
							CAL STRS 10.205%	702.22		
COPPOLA, STEPHANIE M	Regular	49.21	132.23	6,506.48	Federal W/H (M)	662.59	CAL STRS Match	1,285.03	Direct Deposit Net Check	5,222.39
Code: A0YP	EXCEL Sick	49.21	4.50	221.43	Medicare	102.17	Basic Life Insurance ER Memo	9.92	NET PAY	5,222.39
Tax Profile: 1 - CA/CA/CA	Cash In Lieu			218.18	CA State W/H (S/0)	277.73	CAL STRS 10.25%	689.61		
	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	91.60				
	Supply Stipend			50.00						
	GROSS			7,046.09						
CORRADINI, ALLISON L	Regular	78.56	138.18	10,855.45	Federal W/H (M)	2,092.93	Accident Plan	14.91	Direct Deposit Net Check	8,057.56
Code: A0Y3	Education Stipend			181.82	Medicare	185.56	Critical Illness EE - 20k	58.89	NET PAY	8,057.56
Tax Profile: 1 - CA/CA/CA	Internet- Exempt Empl			50.00	CA State W/H (S/0)	799.97	Dental HMO - EE Cost	40.51		
	Supply Stipend			50.00	CaliforniaSDI Tax	166.36	Expense Reimbursement (-)	-41.80		
	Virtual Class 2 Stipend			1,750.00			Kaiser HMO - EE Cost	14.38		
	GROSS			12,887.27			Long Term Disability - EE Cost	45.02		
							Voluntary Life & AD&D	80.33		
							Voluntary Life Spouse	26.78		
							Vision - EE Cost	35.17		
							CAL STRS Match	2,442.37		
							Basic Life Insurance ER Memo	13.94		
							Kaiser HMO - ER Cost	1,598.80		
							CAL STRS 10.25%	1,310.70		
CORREOSO, KAYNEE	Regular	49.83	120.73	6,015.83	Federal W/H (M)	129.00	Expense Reimbursement (-)	-181.18	Direct Deposit Net Check	6,162.29
Code: A0Z1	Personal Necessity Leave	49.83	16.00	797.26	Medicare	103.60	CAL STRS Match	1,336.03	NET PAY	6,162.29
Tax Profile: 1 - CA/CA/CA					CA State W/H (H/0)	124.49	Basic Life Insurance ER Memo	9.81		
	Cell- Exempt Empl			50.00	CaliforniaSDI Tax	92.88	Medical HMO - ER Cost	820.19		
	Education Stipend			181.82			CAL STRS 10.205%	713.83		
	Internet- Exempt Empl			50.00						
	Supply Stipend			50.00						
	GROSS			7,144.91						
COWAN, KATIE	Regular	49.83	136.73	6,813.09	Federal W/H (M)	34.53	Accident Plan	5.79	Direct Deposit Net Check	6,160.04

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
Code: A101 Tax Profile: 1 - CA/CA/CA	Education Stipend Internet- Exempt Empl Supply Stipend GROSS			181.82 50.00 50.00 7,094.91	Medicare CA State W/H (S/0) CaliforniaSDI Tax	102.73 279.02 92.10	Expense Reimbursement (-) Flexible Spending Account Long Term Disability - EE Cost CAL STRS Match Basic Life Insurance ER Memo Medical Low PPO - ER Cost CAL STRS 10.205%	-315.02 10.00 11.89 1,336.03 10.79 1,229.09 713.83	NET PAY	6,160.04
CROW, HANNAH G Code: A0UB Tax Profile: 1 - CA/CA/CA	Regular Cell- Exempt Empl Education Stipend Internet- Exempt Empl Supply Stipend GROSS	64.11	136.73	8,765.36 50.00 181.82 50.00 50.00 9,097.18	Federal W/H (M) Medicare CA State W/H (S/9) CaliforniaSDI Tax	337.41 127.54 304.63 114.35	Dental PPO Low Expense Reimbursement (-) Medical Priority Select HMO Vision - EE Cost CAL STRS Match Basic Life Insurance ER Memo Medical Priority Slct ER Memo CAL STRS 10.25%	93.62 -89.38 186.62 21.47 1,708.91 11.49 1,434.45 917.09	Direct Deposit Net Check NET PAY	7,083.83 7,083.83
DAHLEN, EMILY N Code: A0YH Tax Profile: 1 - CA/CA/CA	Regular Personal Necessity Leave Additional Duties-STRS Internet- Exempt Empl Supply Stipend GROSS	65.14 65.14	134.18 4.00	8,740.70 260.57 437.20 50.00 50.00 9,538.47	Federal W/H (H) Medicare CA State W/H (H/0) CaliforniaSDI Tax	668.90 138.31 276.52 124.00	Expense Reimbursement (-) Long Term Disability - EE Cost Voluntary Life & AD&D CAL STRS Match Basic Life Insurance ER Memo Medical HMO - ER Cost CAL STRS 10.205%	-36.48 8.36 16.36 1,802.75 12.37 1,476.35 963.20	Direct Deposit Net Check NET PAY	7,379.30 7,379.30
DEL REAL, CHRISTINA L Code: A0BA Tax Profile: 1 - CA/CA/CA	Regular Cell- Exempt Empl Cash In Lieu Education Stipend Internet- Exempt Empl Supply Stipend	72.26	136.73	9,880.09 50.00 218.18 181.82 50.00 50.00	Federal W/H (M) Medicare CA State W/H (S/0) CaliforniaSDI Tax	965.22 151.24 586.39 135.59	Expense Reimbursement (-) CAL STRS Match Basic Life Insurance ER Memo CAL STRS 10.25%	-67.34 1,921.82 11.97 1,031.35	Direct Deposit Net Check NET PAY	7,627.64 7,627.64

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
	GROSS			10,430.09						
DENNY, KASSIE M	Regular	72.73	136.73	9,945.00	Federal W/H (M)	1,077.48	Accident Plan	9.05	Direct Deposit Net Check	7,436.03
Code: A03J	Cell- Exempt Empl			50.00	Medicare	146.38	Expense Reimbursement (-)	-269.35	NET PAY	7,436.03
Tax Profile: 1 - CA/CA/CA	Internet- Exempt Empl			50.00	CA State W/H (S/0)	544.81	CAL STRS Match	1,899.50		
	Supply Stipend			50.00	CaliforniaSDI Tax	131.24	Basic Life Insurance ER Memo	10.65		
	GROSS			10,095.00			Medical Priority Slct ER Memo	1,326.33		
							CAL STRS 10.25%	1,019.36		
DENNY, MARY	Regular	49.83	136.73	6,813.09	Medicare	79.51	Accident Plan	14.91	Direct Deposit Net Check	4,733.71
Code: A0ZF	Education Stipend			181.82	CA State W/H (S/1)	129.38	Dental PPO High - EE Cost	195.51	NET PAY	4,733.71
Tax Profile: 1 - CA/CA/CA	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	71.29	Expense Reimbursement (-)	-314.94		
	Supply Stipend			50.00			Flexible Spending Account	109.09		
	GROSS			7,094.91			Hospital Indemnity	33.49		
							Kaiser HMO - EE Cost	1,285.36		
							Long Term Disability - EE Cost	12.60		
							Voluntary Life Spouse	6.55		
							Vision - EE Cost	21.47		
							CAL STRS Match	1,336.03		
							Basic Life Insurance ER Memo	10.48		
							Kaiser HMO - ER Cost	1,492.89		
							CAL STRS 10.25%	716.98		
DUNN, HAYLEY	Regular	46.38	136.73	6,341.64	Federal W/H (M)	174.27	Expense Reimbursement (-)	-141.82	Direct Deposit Net Check	5,544.73
Code: A10J	Cell- Exempt Empl			50.00	Medicare	96.77			NET PAY	5,544.73
Tax Profile: 1 - CA/CA/CA					CA State W/H (S/0)	247.04	CAL STRS Match	1,245.98		
	Education Stipend			181.82	CaliforniaSDI Tax	86.75	Basic Life Insurance ER Memo	10.05		
	Internet- Exempt Empl			50.00			Medical HMO - ER Cost	1,476.35		
	Supply Stipend			50.00			CAL STRS 10.205%	665.72		
	GROSS			6,673.46						
EL ALAMI SABEH, YASSEMINE	Regular	71.89	138.18	9,934.27	Federal W/H (M)	749.61	Dental PPO High - EE Cost	118.36	Direct Deposit Net Check	9,721.25
Code: A0XI	Additional Duties-STRS			437.20	Medicare	182.98			NET PAY	9,721.25
Tax Profile: 1 - CA/CA/CA	Cell- Exempt Empl			50.00	CA State W/H (M/0)	470.72	Expense Reimbursement (-)	-57.91		
	Education Stipend			181.82	CaliforniaSDI Tax	164.06	Kaiser HMO - EE Cost	569.08		
	Internet- Exempt			50.00			Long Term Disability - EE Cost	43.83		
							Vision - EE Cost	21.47		

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
	Empl						CAL STRS Match	2,517.05		
	Supply Stipend			50.00			Basic Life Insurance ER Memo	13.89		
	Virtual Class 3 Stipend			2,625.00			Kaiser HMO - ER Cost	1,402.58		
	GROSS			13,328.29			CAL STRS 10.205%	1,344.84		
ERICKSON, MONIQUE D	Regular	64.22	136.73	8,780.18	Federal W/H (M)	646.06	Expense Reimbursement (-)	-176.01	Direct Deposit Net Check	7,199.54
Code: A055	Cell- Exempt Empl			50.00	Medicare	135.29			NET PAY	7,199.54
Tax Profile: 1 - CA/CA/CA	Cash In Lieu			218.18	CA State W/H (S/0)	485.40	CAL STRS Match	1,711.74		
	Education Stipend			181.82	CaliforniaSDI Tax	121.29	Basic Life Insurance ER Memo	10.76		
	Internet- Exempt Empl			50.00			CAL STRS 10.25%	918.61		
	Supply Stipend			50.00						
	GROSS			9,330.18						
EUBANKS, BRIANA	Regular	45.03	136.73	6,156.91	Federal W/H (S)	221.79	Expense Reimbursement (-)	-135.60	Direct Deposit Net Check	5,264.97
Code: A0ZN	Cell- Exempt Empl			50.00	Medicare	91.45			NET PAY	5,264.97
Tax Profile: 1 - CA/CA/CA	Internet- Exempt Empl			50.00	CA State W/H (S/3)	154.00	CAL STRS Match	1,175.97		
	Supply Stipend			50.00	CaliforniaSDI Tax	81.99	Basic Life Insurance ER Memo	9.37		
	GROSS			6,306.91			Medical Low PPO - ER Cost	1,229.09		
							CAL STRS 10.205%	628.31		
GEIER, DIANE E	Regular	62.34	136.73	8,524.36	Federal W/H (M)	366.41	Flexible Spending Account	309.09	Direct Deposit Net Check	4,761.36
Code: A07T	Cell- Exempt Empl			50.00	Medicare	127.10			Direct Dep. Distribution 1	2,200.00
Tax Profile: 1 - CA/CA/CA	Cash In Lieu			218.18	CA State W/H (S/9)	304.07	CAL STRS Match	1,662.88	NET PAY	6,961.36
	Education Stipend			181.82	CaliforniaSDI Tax	113.95	Basic Life Insurance ER Memo	10.15		
	Internet- Exempt Empl			50.00			CAL STRS 10.25%	892.38		
	Supply Stipend			50.00						
	GROSS			9,074.36						
GRUMET COHN, JESSICA	Regular	49.83	120.73	6,015.83	Federal W/H (S)	653.41	Accident Plan	5.79	Direct Deposit Net Check	5,292.80
Code: A0Z8	EXCEL Sick	49.83	16.00	797.26	Medicare	101.69	Critical Illness EE - 10k	13.59	NET PAY	5,292.80
Tax Profile: 1 - CA/CA/CA	Cell- Exempt Empl			100.00	CA State W/H (S/1)	260.03				
	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	91.17	Expense Reimbursement (-)	-142.42		
	Supply Stipend			50.00			Hospital Indemnity	12.72		
	GROSS			7,013.09			Long Term Disability - EE Cost	25.97		
							CAL STRS Match	1,301.30		
							Basic Life Insurance ER Memo	10.48		
							Medical HMO - ER	820.19		

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
							Cost			
							CAL STRS 10.25%	698.34		
GUZMAN, VICTORIA	Regular	61.40	138.18	8,484.55	Federal W/H (S)	705.82	Dental HMO - EE Cost	40.51	Direct Deposit Net Check	3,924.84
Code: A0YA	Additional			437.20	Medicare	132.65	Expense	-120.99	Direct Dep. Distribution 1	1,141.77
Tax Profile: 1 - CA/CA/CA	Duties-STRS				CA State W/H (H/0)	245.22	Reimbursement (-)		Direct Dep. Distribution 2	2,069.46
	Education			181.82	CaliforniaSDI Tax	118.93	Kaiser HMO - EE Cost	14.38	NET PAY	7,136.07
	Stipend						Voluntary Life Child	1.96		
	Internet- Exempt			50.00			CAL STRS Match	1,738.78		
	Empl						Basic Life Insurance	11.76		
	Supply Stipend			50.00			ER Memo			
	GROSS			9,203.57			Kaiser HMO - ER Cost	1,598.80		
							CAL STRS 10.205%	929.02		
HAAS, AMANDA L	Regular	72.26	136.73	9,880.09	Federal W/H (S)	1,236.99	Expense	-204.75	Direct Deposit Net Check	7,118.43
Code: A0A9	Cash In Lieu			218.18	Medicare	144.71	Reimbursement (-)		NET PAY	7,118.43
Tax Profile: 1 - CA/CA/CA	Internet- Exempt			50.00	CA State W/H (S/0)	542.26	Flexible Spending	218.18		
	Empl				CaliforniaSDI Tax	129.74	Account			
	Supply Stipend			50.00			CAL STRS Match	1,887.10		
	GROSS			10,198.27			Basic Life Insurance	12.24		
							ER Memo			
							CAL STRS 10.25%	1,012.71		
HANSEN, ERIN E	Regular	68.94	128.73	8,874.24	Federal W/H (M)	1,196.00	Expense	-124.94	Direct Deposit Net Check	7,015.50
Code: A06U	Personal	68.94	8.00	551.49	Medicare	142.01	Reimbursement (-)		NET PAY	7,015.50
Tax Profile: 1 - CA/CA/CA	Necessity Leave				CA State W/H (S/4)	471.88	CAL STRS Match	1,800.31		
	Cell- Exempt			50.00	CaliforniaSDI Tax	127.32	Basic Life Insurance	10.21		
	Empl						ER Memo			
	Cash In Lieu			218.18			CAL STRS 10.25%	966.14		
	Internet- Exempt			50.00						
	Empl									
	Supply Stipend			50.00						
	GROSS			9,793.91						
HASTINGS, KERRY	Regular	46.38	133.73	6,202.50	Federal W/H (M)	209.28	Expense	-64.52	Direct Deposit Net Check	5,361.46
Code: A0YS	Personal	46.38	3.00	139.14	Medicare	95.84	Reimbursement (-)		NET PAY	5,361.46
Tax Profile: 1 - CA/CA/CA	Necessity Leave				CA State W/H (S/0)	243.07	Long Term Disability -	31.60		
	Cash In Lieu			218.18	CaliforniaSDI Tax	85.93	EE Cost			
	Supply Stipend			50.00			CAL STRS Match	1,211.25		
	GROSS			6,609.82			Basic Life Insurance	9.78		
							ER Memo			
							CAL STRS 10.205%	647.16		
HATCHER, ELIZABETH	Regular	65.79	138.18	9,091.27	Federal W/H (H)	217.44	403B $	1,300.00	Direct Deposit Net Check	6,590.27
Code: A0X8	Education			181.82	Medicare	135.91	Expense	-131.65	NET PAY	6,590.27
Tax Profile: 1 - CA/CA/CA	Stipend				CA State W/H (H/0)	166.82	Reimbursement (-)			
	Internet- Exempt			50.00	CaliforniaSDI Tax	121.85	Pet Insurance	20.18		
	Empl						Voluntary Life &	5.95		
	Supply Stipend			50.00			AD&D			

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
	GROSS			9,373.09			CAL STRS Match	1,771.16		
							Basic Life Insurance ER Memo	12.63		
							Kaiser HMO - ER Cost	896.21		
							CAL STRS 10.205%	946.32		
HAWLEY, CHIARA D	Regular	65.81	136.73	8,997.55	Federal W/H (M)	1,504.30	Expense Reimbursement (-)	-93.02	Direct Deposit Net Check	6,376.40
Code: A0A3	Cell- Exempt Empl			50.00	Medicare	137.12			NET PAY	6,376.40
Tax Profile: 1 - CA/CA/CA					CA State W/H (S/2)	468.01	Flexible Spending Account	90.91		
	Cash In Lieu			218.18	CaliforniaSDI Tax	122.94				
	Education Stipend			181.82			CAL STRS Match	1,753.26		
							Basic Life Insurance ER Memo	11.51		
	Internet- Exempt Empl			50.00			CAL STRS 10.25%	940.89		
	Supply Stipend			50.00						
	GROSS			9,547.55						
HITZLER, AMY	Regular	62.34	124.73	7,776.23	Medicare	88.08	Dental PPO Low	153.86	Direct Deposit Net Check	4,967.76
Code: A077	EXCEL Sick	62.34	12.00	748.13	CA State W/H (S/0)	177.55	Expense Reimbursement (-)	-111.87	NET PAY	4,967.76
Tax Profile: 1 - CA/CA/CA	Cell- Exempt Empl			50.00	CaliforniaSDI Tax	78.97				
							Medical Low PPO	2,411.09		
	Internet- Exempt Empl			50.00			Vision - EE Cost	35.17		
							CAL STRS Match	1,628.15		
	Supply Stipend			50.00			Basic Life Insurance ER Memo	10.46		
	GROSS			8,674.36						
							Medical Low PPO - ER Cost	1,399.08		
							CAL STRS 10.25%	873.75		
HYDES, LISA M	Regular	49.83	116.73	5,816.51	Medicare	119.45	Expense Reimbursement (-)	-214.62	Direct Deposit Net Check	7,423.05
Code: A0Z0	EXCEL Sick	49.83	8.00	398.63	CaliforniaSDI Tax	107.09			NET PAY	7,423.05
Tax Profile: 1 - CA/CA/CA	Personal Necessity Leave	49.83	12.00	597.95			CAL STRS Match	1,503.15		
							Basic Life Insurance ER Memo	9.81		
	Cell- Exempt Empl			50.00			CAL STRS 10.205%	803.12		
	Cash In Lieu			218.18						
	Education Stipend			181.82						
	Internet- Exempt Empl			50.00						
	Supply Stipend			50.00						
	Virtual Class 1 Stipend			875.00						
	GROSS			8,238.09						
ITO, KATE	Regular	46.38	136.73	6,341.64	Federal W/H (M)	357.24	Expense Reimbursement (-)	-98.20	Direct Deposit Net Check	5,315.47
Code: A0ZQ	Cell- Exempt Empl			50.00	Medicare	96.77			NET PAY	5,315.47
Tax Profile: 1 - CA/CA/CA					CA State W/H (S/0)	246.78	CAL STRS Match	1,245.98		
	Education			181.82	CaliforniaSDI Tax	86.75	Basic Life Insurance	9.66		

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
	Stipend						ER Memo			
	Internet- Exempt Empl			50.00			Kaiser HMO - ER Cost	896.21		
	Supply Stipend			50.00			CAL STRS 10.25%	668.65		
	GROSS			6,673.46						
JASSO-RODRIGUEZ, ELISE MARIE	Regular	68.94	128.73	8,874.24	Federal W/H (H)	680.27	Accident Plan	14.91	Direct Deposit Net Check	5,671.64
Code: A071	Personal	68.94	8.00	551.49	Medicare	139.37	Critical Illness EE - 20k	53.17	Direct Dep. Distribution 1	1,600.00
Tax Profile: 1 - CA/CA/CA	Necessity Leave				CA State W/H (H/1)	267.04			NET PAY	7,271.64
	Education Stipend			181.82	CaliforniaSDI Tax	124.96	Dental PPO High - EE Cost	60.62		
	Internet- Exempt Empl			50.00			Hospital Indemnity	19.09		
	Supply Stipend			50.00			Long Term Disability - EE Cost	46.07		
	GROSS			9,707.55			Voluntary Life & AD&D	8.33		
							Voluntary Life Child	2.14		
							Vision - EE Cost	35.17		
							CAL STRS Match	1,835.04		
							Basic Life Insurance ER Memo	12.78		
							Medical HMO - ER Cost	1,476.35		
							CAL STRS 10.25%	984.77		
KAPUSTA, TOMAS	Regular	62.34	132.73	8,274.98	Federal W/H (M)	833.98	Accident Plan	9.05	Direct Deposit Net Check	5,753.71
Code: A08K	Personal	62.34	4.00	249.38	Medicare	116.14	Critical Illness EE - 20k	77.50	NET PAY	5,753.71
Tax Profile: 1 - CA/CA/CA	Necessity Leave				CA State W/H (S/10)	214.61				
	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	104.12	Dental HMO - EE Cost	24.55		
	Supply Stipend			50.00			Expense Reimbursement (-)	-73.88		
	GROSS			8,624.36			Hospital Indemnity	26.31		
							Kaiser HMO - EE Cost	569.08		
							Long Term Disability - EE Cost	35.79		
							Voluntary Life & AD&D	38.18		
							Vision - EE Cost	21.47		
							CAL STRS Match	1,628.15		
							Basic Life Insurance ER Memo	9.92		
							Kaiser HMO - ER Cost	1,402.58		
							CAL STRS 10.25%	873.75		
KHAKI, KAYLEE M	Regular	49.83	136.73	6,813.09	Federal W/H (S)	499.05	Dental HMO - EE Cost	24.55	Direct Deposit Net Check	5,673.57
Code: A0Y0	Cell- Exempt Empl			50.00	Medicare	102.73	Expense Reimbursement (-)	-104.58	NET PAY	5,673.57
Tax Profile: 1 - CA/CA/CA	Education			181.82	CA State W/H (H/1)	107.81				
					CaliforniaSDI Tax	92.10	Kaiser HMO - EE Cost	14.38		

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
	Stipend						Vision - EE Cost	21.47		
	Internet- Exempt Empl			50.00			CAL STRS Match	1,336.03		
	Supply Stipend			50.00			Basic Life Insurance ER Memo	9.93		
	GROSS			7,144.91			Kaiser HMO - ER Cost	1,598.80		
							CAL STRS 10.205%	713.83		
KIM, JIHOO	Regular	49.70	136.73	6,795.18	Federal W/H (M)	184.20	Expense Reimbursement (-)	-14.58	Direct Deposit Net Check	5,369.76
Code: A0UH	Cell- Exempt Empl			50.00	Medicare	94.91			NET PAY	5,369.76
Tax Profile: 1 - CA/CA/CA					CA State W/H (H/0)	116.47	Health Savings Account	400.00		
	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	85.09	Pet Insurance	12.82		
	Supply Stipend			50.00			CAL STRS Match	1,297.88		
	GROSS			6,945.18			Basic Life Insurance ER Memo	9.61		
							Medical PPO w/ HSA - ER Cost	1,045.71		
							CAL STRS 10.25%	696.51		
KREPSZ, RYLEE	Regular	46.38	128.73	5,970.59	Medicare	95.46	Dental HMO - EE Cost	40.51	Direct Deposit Net Check	5,612.73
Code: A106	Personal Necessity Leave	46.38	8.00	371.05	CA State W/H (S/0)	239.12	Expense Reimbursement (-)	-121.90	NET PAY	5,612.73
Tax Profile: 1 - CA/CA/CA					CaliforniaSDI Tax	85.58	Kaiser HMO - EE Cost	14.38		
	Cell- Exempt Empl			50.00			Long Term Disability - EE Cost	2.77		
	Education Stipend			181.82			Voluntary Life & AD&D	0.98		
	Internet- Exempt Empl			50.00			Voluntary Life Child	1.96		
	Supply Stipend			50.00			Voluntary Life Spouse	0.98		
	GROSS			6,673.46			Vision - EE Cost	35.17		
							CAL STRS Match	1,245.98		
							Basic Life Insurance ER Memo	10.05		
							Kaiser HMO - ER Cost	1,598.80		
							CAL STRS 10.205%	665.72		
KURTOVIC, ANA	Regular	64.11	136.73	8,765.36	Federal W/H (H)	633.80	Dental PPO High - EE Cost	195.51	Direct Deposit Net Check	6,814.79
Code: A0ZL	Cell- Exempt Empl			50.00	Medicare	125.72			NET PAY	6,814.79
Tax Profile: 1 - CA/CA/CA					CA State W/H (H/2)	181.35	Expense Reimbursement (-)	-96.52		
	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	112.71	Kaiser HMO - EE Cost	14.38		
	Supply Stipend			50.00			Vision - EE Cost	35.17		
	GROSS			8,915.36			CAL STRS Match	1,674.18		
							Basic Life Insurance ER Memo	11.05		
							Kaiser HMO - ER Cost	1,598.80		
							CAL STRS 10.25%	898.45		
LABUS, MELANIE	Regular	46.38	128.73	5,970.59	Federal W/H (M)	10.01	Critical Illness EE -	11.21	Direct Deposit Net Check	4,702.89

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
Code: A10M	EXCEL Sick	46.38	8.00	371.05	Medicare	76.60	10k		NET PAY	4,702.89
Tax Profile: 1 - CA/CA/CA	Cell- Exempt Empl			50.00	CA State W/H (M/0)	70.80	Dental HMO - EE Cost	40.51		
	Education Stipend			181.82	CaliforniaSDI Tax	68.67	Expense Reimbursement (-)	-329.71		
	Internet- Exempt Empl			50.00			FSA Dependent	30.00		
	Supply Stipend			50.00			Kaiser HMO - EE Cost	1,285.36		
	GROSS			6,673.46			Long Term Disability - EE Cost	6.23		
							Vision - EE Cost	35.17		
							CAL STRS Match	1,245.98		
							Basic Life Insurance ER Memo	10.05		
							Kaiser HMO - ER Cost	1,492.89		
							CAL STRS 10.205%	665.72		
LATORRE, SARA	Regular	46.38	136.73	6,341.64	Federal W/H (M)	622.87	Expense Reimbursement (-)	-179.96	Direct Deposit Net Check	5,271.95
Code: A10E	Cash In Lieu			218.18	Medicare	99.21			NET PAY	5,271.95
Tax Profile: 1 - CA/CA/CA	Education Stipend			181.82	CA State W/H (S/0)	261.84	Long Term Disability - EE Cost	11.07		
	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	88.94	CAL STRS Match	1,245.98		
	Supply Stipend			50.00			Basic Life Insurance ER Memo	10.05		
	GROSS			6,841.64			CAL STRS 10.205%	665.72		
LESSARD, OLIVIA	Regular	48.38	136.73	6,614.64	Federal W/H (M)	529.42	Dental PPO Low	93.62	Direct Deposit Net Check	3,528.20
Code: A100	Cell- Exempt Empl			50.00	Medicare	93.45	Expense Reimbursement (-)	-223.14	Direct Dep. Distribution 1	1,512.09
Tax Profile: 1 - CA/CA/CA	Education Stipend			181.82	CA State W/H (S/0)	224.46			NET PAY	5,040.29
	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	83.78	Long Term Disability - EE Cost	2.89		
	Supply Stipend			50.00			Medical HMO - EE Cost	386.64		
	GROSS			6,946.46			Vision - EE Cost	21.47		
							CAL STRS Match	1,298.12		
							Basic Life Insurance ER Memo	10.48		
							Medical HMO - ER Cost	1,417.78		
							CAL STRS 10.205%	693.58		
LEVINE, LORI A	Regular	50.33	136.73	6,881.18	Federal W/H (M)	467.20	Expense Reimbursement (-)	-49.40	Direct Deposit Net Check	4,590.87
Code: A0XR	Cell- Exempt Empl			50.00	Medicare	107.75			NET PAY	4,590.87
Tax Profile: 1 - CA/CA/CA	Cash In Lieu			218.18	CA State W/H (S/0)	194.20	457B $	1,300.00		
	Education Stipend			181.82	CaliforniaSDI Tax	96.60	CAL STRS Match	1,349.03		
	Internet- Exempt Empl			50.00			Basic Life Insurance ER Memo	10.40		
	Supply Stipend			50.00			CAL STRS 10.25%	723.96		

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
	GROSS			7,431.18						
LEVITIN, KIRSTEN S	Regular	47.77	136.73	6,531.91	Federal W/H (S)	211.90	Critical Illness EE - 20k	53.17	Direct Deposit Net Check	4,290.28
Code: A0YL	Cell- Exempt Empl			50.00	Medicare	79.69	Dental PPO Low	153.86	NET PAY	4,290.28
Tax Profile: 1 - CA/CA/CA	Education Stipend			181.82	CA State W/H (S/1)	137.58	Expense Reimbursement (-)	-36.63		
	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	71.44	Medical High PPO - EE Cost	1,179.11		
	Supply Stipend			50.00			Vision - EE Cost	35.17		
	GROSS			6,863.73			CAL STRS Match	1,282.32		
							Basic Life Insurance ER Memo	9.60		
							Medical High PPO - ER Cost	1,501.74		
							CAL STRS 10.25%	688.16		
LEWIS, JOY	Regular	8,057.11	1.00	8,057.11	Federal W/H (S)	1,331.06	Accident Plan	5.79	Direct Deposit Net Check	5,466.13
Code: A10S	Cell- Exempt Empl			52.63	Medicare	120.98	Flexible Spending Account	60.00	NET PAY	5,466.13
Tax Profile: 1 - CA/CA/CA	Education Stipend			191.39	CA State W/H (S/0)	392.35	Hospital Indemnity	12.72		
	Internet- Exempt Empl			52.63	CaliforniaSDI Tax	108.47	Long Term Disability - EE Cost	44.04		
	Supply Stipend			50.00			Pet Insurance	12.82		
	GROSS			8,403.76			Voluntary Life & AD&D	7.64		
							CAL STRS Match	1,575.46		
							Basic Life Insurance ER Memo	13.32		
							Dental High - ER Cost	60.87		
							Kaiser HMO - ER Cost	896.21		
							Vison - ER Cost	10.87		
							CAL STRS 10.205%	841.76		
LIMA, KELSEY C	Regular	60.17	128.73	7,745.39	Federal W/H (S)	958.27	Accident Plan	9.45	Direct Deposit Net Check	62.21
Code: A15Y	EXCEL Sick	60.17	8.00	481.34	Medicare	124.10	Critical Illness EE - 10k	7.55	Direct Dep. Distribution 1	6,159.01
Tax Profile: 1 - CA/CA/CA	Cell- Exempt Empl			50.00	CA State W/H (S/0)	412.66			NET PAY	6,221.22
	Education Stipend			181.82	CaliforniaSDI Tax	111.26	Expense Reimbursement (-)	-169.82		
	Internet- Exempt Empl			50.00			Hospital Indemnity	19.09		
	Supply Stipend			50.00			Long Term Disability - EE Cost	6.68		
	GROSS			8,558.55			CAL STRS Match	1,606.03		
							Basic Life Insurance ER Memo	9.87		
							Medical Low PPO - ER Cost	1,229.09		
							CAL STRS 10.205%	858.09		

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
LIPKA, CASEY L	Regular	46.97	136.73	6,422.00	Federal W/H (S)	701.75	Accident Plan	5.79	Direct Deposit Net Check	3,214.20
Code: A0YZ	Cell- Exempt Empl			50.00	Medicare	97.93	Critical Illness EE - 20k	12.43	Direct Dep. Distribution 1	742.84
Tax Profile: 1 - CA/CA/CA	Education Stipend			181.82	CA State W/H (S/0)	253.39	Expense Reimbursement (-)	-57.30	Direct Dep. Distribution 2	495.23
	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	87.80	Long Term Disability - EE Cost	4.41	Direct Dep. Distribution 3	500.00
	Supply Stipend			50.00			Voluntary Life & AD&D	21.43	NET PAY	4,952.27
	GROSS			6,753.82			CAL STRS Match	1,261.33		
							Basic Life Insurance ER Memo	3.67		
							Kaiser HMO - ER Cost	896.21		
							CAL STRS 10.205%	673.92		
LOEFFLER, SARAH C	Regular	75.52	133.73	10,099.44	Federal W/H (M)	1,242.73	Expense Reimbursement (-)	-86.03	Direct Deposit Net Check	7,415.27
Code: A07E	EXCEL Sick	75.52	3.00	226.56	Medicare	151.18	CAL STRS Match	1,972.27	NET PAY	7,415.27
Tax Profile: 1 - CA/CA/CA	Internet- Exempt Empl			50.00	CA State W/H (S/5)	513.55	Basic Life Insurance ER Memo	12.09		
	Supply Stipend			50.00	CaliforniaSDI Tax	135.53	Medical HMO - ER Cost	820.19		
	GROSS			10,426.00			CAL STRS 10.205%	1,053.77		
LOWE, ANDREA	Regular	76.76	136.73	10,495.82	Federal W/H (M)	1,320.97	Accident Plan	14.91	Direct Deposit Net Check	7,430.59
Code: A03U	Education Stipend			181.82	Medicare	152.93	Dental PPO High - EE Cost	195.51	NET PAY	7,430.59
Tax Profile: 1 - CA/CA/CA	Internet- Exempt Empl			50.00	CA State W/H (M/0)	323.88	Hospital Indemnity	33.49		
	Supply Stipend			50.00	CaliforniaSDI Tax	137.11	Long Term Disability - EE Cost	38.62		
	GROSS			10,777.64			Vision - EE Cost	35.17		
							CAL STRS Match	2,039.43		
							Basic Life Insurance ER Memo	12.24		
							Medical High PPO - ER Cost	1,337.33		
							CAL STRS 10.25%	1,094.46		
MACADAM, WENDY J	Regular	62.34	132.73	8,274.98	Federal W/H (M)	1,028.30	Accident Plan	5.79	Direct Deposit Net Check	4,393.60
Code: A07D	Personal Necessity Leave	62.34	4.00	249.38	Medicare	128.94	Expense Reimbursement (-)	-42.56	Direct Dep. Distribution 1	2,000.00
Tax Profile: 1 - CA/CA/CA	Cell- Exempt Empl			50.00	CA State W/H (S/4)	389.12	CAL STRS Match	1,628.15	NET PAY	6,393.60
	Cash In Lieu			218.18	CaliforniaSDI Tax	115.60	Basic Life Insurance ER Memo	10.21		
	Internet- Exempt Empl			50.00			CAL STRS 10.25%	873.75		
	Supply Stipend			50.00						
	GROSS			8,892.54						

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
MADDOCK, ALYSSA	Regular	47.77	136.73	6,531.91	Federal W/H (M)	623.46	Expense Reimbursement (-)	-34.20	Direct Deposit Net Check	5,138.50
Code: A10F	Cell- Exempt Empl			50.00	Medicare	99.52			NET PAY	5,138.50
Tax Profile: 1 - CA/CA/CA	Education Stipend			181.82	CA State W/H (S/0)	262.08	CAL STRS Match	1,282.32		
	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	89.23	Basic Life Insurance ER Memo	10.35		
	Supply Stipend			50.00			Dental DHMO - ER Cost	24.55		
	GROSS			6,863.73			Medical HMO - ER Cost	1,476.35		
							Vison - ER Cost	21.47		
							CAL STRS 10.205%	685.14		
MARSHALL, MERIDETH A	Regular	64.22	136.73	8,780.18	Federal W/H (M)	1,019.04	Expense Reimbursement (-)	-72.04	Direct Deposit Net Check	6,524.23
Code: A03V	Cell- Exempt Empl			50.00	Medicare	131.73			NET PAY	6,524.23
Tax Profile: 1 - CA/CA/CA	Education Stipend			181.82	CA State W/H (S/2)	432.24	Flexible Spending Account	27.27		
	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	118.10	Pet Insurance	12.82		
	Supply Stipend			50.00			CAL STRS Match	1,711.74		
	GROSS			9,112.00			Basic Life Insurance ER Memo	10.74		
							Medical HMO - ER Cost	1,476.35		
							CAL STRS 10.25%	918.61		
MCALISTER, ASHLEY	Regular	49.21	136.73	6,727.91	Federal W/H (M)	518.93	403B $	100.00	Direct Deposit Net Check	5,183.99
Code: A0ZI	Cell- Exempt Empl			50.00	Medicare	102.90	Expense Reimbursement (-)	-213.10	Direct Dep. Distribution 1	150.00
Tax Profile: 1 - CA/CA/CA	Cash In Lieu			218.18	CA State W/H (S/0)	273.60			NET PAY	5,333.99
	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	92.25	403b $ Roth	175.00		
	Supply Stipend			50.00			Voluntary Life & AD&D	17.85		
	GROSS			7,096.09			Voluntary Life Child	2.14		
							Voluntary Life Spouse	5.95		
							CAL STRS Match	1,285.03		
							Basic Life Insurance ER Memo	9.95		
							CAL STRS 10.205%	686.58		
MCATEE, COLIN S	Regular	49.83	128.73	6,414.46	Federal W/H (S)	682.29	Critical Illness EE - 10k	5.47	Direct Deposit Net Check	5,593.43
Code: A0YE	Regular	198.45	1.00	198.45	Medicare	103.84			NET PAY	5,593.43
Tax Profile: 1 - CA/CA/CA	EXCEL Sick	49.83	8.00	398.63	CA State W/H (S/1)	271.58	Expense Reimbursement (-)	-303.70		
	Cell- Exempt Empl			50.00	CaliforniaSDI Tax	93.10	CAL STRS Match	1,339.20		
	Internet- Exempt Empl			50.00			Basic Life Insurance ER Memo	9.07		
	Supply Stipend			50.00			Medical Low PPO - ER Cost	1,229.09		
	GROSS			7,161.54			CAL STRS 10.205%	715.53		
MERRILL-CUSTER,	Regular	49.83	128.73	6,414.46	Federal W/H (M)	294.22	Dental PPO Low	153.86	Direct Deposit Net Check	4,869.97

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
ERIN	EXCEL Sick	49.83	8.00	398.63	Medicare	89.58	Expense Reimbursement (-)	-73.95	NET PAY	4,869.97
Code: A0Z9	Internet- Exempt Empl			50.00	CA State W/H (S/0)	200.56	FSA Dependent	545.45		
Tax Profile: 1 - CA/CA/CA	Supply Stipend			50.00	CaliforniaSDI Tax	80.32	Kaiser HMO - EE Cost	14.38		
	GROSS			6,913.09			Long Term Disability - EE Cost	18.89		
							Vision - EE Cost	21.47		
							CAL STRS Match	1,301.30		
							Basic Life Insurance ER Memo	10.48		
							Kaiser HMO - ER Cost	1,598.80		
							CAL STRS 10.25%	698.34		
MIKASA, MATTHEW N	Regular	46.38	128.73	5,970.59	Federal W/H (S)	549.95	Expense Reimbursement (-)	-75.85	Direct Deposit Net Check	5,107.20
Code: A0YT	EXCEL Sick	46.38	8.00	371.05	Medicare	94.13			NET PAY	5,107.20
Tax Profile: 1 - CA/CA/CA	Cell- Exempt Empl			50.00	CA State W/H (H/1)	84.66	CAL STRS Match	1,211.25		
	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	84.39	Basic Life Insurance ER Memo	9.07		
	Supply Stipend			50.00			Kaiser HMO - ER Cost	896.21		
	GROSS			6,491.64			CAL STRS 10.205%	647.16		
MIRANDA, MONJA E	Regular	71.89	138.18	9,934.27	Federal W/H (M)	699.89	403B $	300.00	Direct Deposit Net Check	7,403.15
Code: A0XC	Education Stipend			181.82	Medicare	147.86	Dental PPO Low	18.97	NET PAY	7,403.15
Tax Profile: 1 - CA/CA/CA					CA State W/H (S/0)	531.30	Expense Reimbursement (-)	-99.41		
	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	132.56	Long Term Disability - EE Cost	44.87		
	Supply Stipend			50.00			CAL STRS Match	1,932.17		
	GROSS			10,216.09			Basic Life Insurance ER Memo	13.89		
							Medical HMO - ER Cost	1,476.35		
							CAL STRS 10.25%	1,036.90		
MOONEY, ANGELA BAKER	Regular	58.60	136.73	8,012.64	Federal W/H (M)	1,057.84	Accident Plan	9.45	Direct Deposit Net Check	5,962.89
Code: A0ZB	Cash In Lieu			218.18	Medicare	123.44	Critical Illness EE - 10k	25.95	NET PAY	5,962.89
Tax Profile: 1 - CA/CA/CA	Education Stipend			181.82	CA State W/H (S/0)	410.19				
					CaliforniaSDI Tax	110.67	Expense Reimbursement (-)	-63.23		
	Internet- Exempt Empl			50.00			Long Term Disability - EE Cost	39.20		
	Supply Stipend			50.00			CAL STRS Match	1,565.14		
	GROSS			8,512.64			Basic Life Insurance ER Memo	10.87		
							CAL STRS 10.205%	836.24		
MORAN, MICHELLE F	Regular	66.14	136.73	9,043.64	Federal W/H (M)	560.75	Dental PPO Low	18.97	Direct Deposit Net Check	7,293.38
Code: A03Z	Cell- Exempt			50.00	Medicare	135.36	Expense	-212.95	NET PAY	7,293.38

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
Tax Profile: 1 - CA/CA/CA	Empl Education Stipend			181.82	CA State W/H (S/2)	455.51	Reimbursement (-) Long Term Disability - EE Cost	14.24		
	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	121.36	Pet Insurance	12.82		
	Supply Stipend			50.00			Voluntary Life & AD&D	13.09		
	GROSS			9,375.46			Vision - EE Cost	21.47		
							CAL STRS Match	1,762.06		
							Basic Life Insurance ER Memo	11.84		
							Medical HMO - ER Cost	1,476.35		
							CAL STRS 10.205%	941.46		
MUN, ANNIE E	Regular	55.94	136.73	7,648.00	Federal W/H (M)	724.49	Expense Reimbursement (-)	-102.61	Direct Deposit Net Check	6,194.71
Code: A0SU	Cell- Exempt Empl			50.00	Medicare	118.87			NET PAY	6,194.71
Tax Profile: 1 - CA/CA/CA					CA State W/H (S/2)	353.40	CAL STRS Match	1,495.50		
	Cash In Lieu			218.18	CaliforniaSDI Tax	106.58	Basic Life Insurance ER Memo	11.41		
	Education Stipend			181.82			CAL STRS 10.25%	802.56		
	Internet- Exempt Empl			50.00						
	Supply Stipend			50.00						
	GROSS			8,198.00						
MUNGUIA, SAUL	Regular	46.38	136.73	6,341.64	Federal W/H (M)	264.19	Dental HMO - EE Cost	24.55	Direct Deposit Net Check	4,868.34
Code: A10I	Cell- Exempt Empl			50.00	Medicare	85.21	Expense Reimbursement (-)	-110.51	NET PAY	4,868.34
Tax Profile: 1 - CA/CA/CA					CA State W/H (M/2)	45.76				
	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	76.39	Kaiser HMO - EE Cost	569.08		
	Supply Stipend			50.00			Vision - EE Cost	21.47		
	GROSS			6,491.64			CAL STRS Match	1,211.25		
							Basic Life Insurance ER Memo	10.05		
							Kaiser HMO - ER Cost	1,402.58		
							CAL STRS 10.205%	647.16		
MUTHER, FOREST N	Regular	62.00	136.73	8,476.73	Federal W/H (M)	304.25	Dental PPO High - EE Cost	195.51	Direct Deposit Net Check	6,626.11
Code: A0XJ	Cell- Exempt Empl			50.00	Medicare	121.68			NET PAY	6,626.11
Tax Profile: 1 - CA/CA/CA					CA State W/H (S/2)	347.83	Expense Reimbursement (-)	-34.81		
	Education Stipend			181.82	CaliforniaSDI Tax	109.09	Hospital Indemnity	33.49		
	Internet- Exempt Empl			50.00			Medical Priority Select HMO	186.62		
	Supply Stipend			50.00			Vision - EE Cost	35.17		
	GROSS			8,808.55			CAL STRS Match	1,653.78		
							Basic Life Insurance ER Memo	13.60		
							Medical Priority Slct	1,434.45		

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
							ER Memo			
							CAL STRS 10.205%	883.61		
NEGRETE, BERNARD J	Regular	59.17	136.73	8,090.45	Federal W/H (M)	638.83	Dental HMO - EE Cost	40.51	Direct Deposit Net Check	5,237.94
Code: A0YW	Cell- Exempt Empl			50.00	Medicare	102.90	Expense Reimbursement (-)	-62.40	NET PAY	5,237.94
Tax Profile: 1 - CA/CA/CA					CA State W/H (S/3)	226.15				
	Education Stipend			181.82	CaliforniaSDI Tax	92.25	Kaiser HMO - EE Cost	1,285.36		
							Pet Insurance	12.82		
	Internet- Exempt Empl			50.00			CAL STRS Match	1,580.00		
							Basic Life Insurance ER Memo	11.49		
	Supply Stipend			50.00						
	GROSS			8,422.27			Kaiser HMO - ER Cost	1,492.89		
							CAL STRS 10.25%	847.91		
NGUYEN, CINDY	Regular	60.56	136.23	8,250.45	Federal W/H (M)	186.32	Expense Reimbursement (-)	-84.36	Direct Deposit Net Check	6,894.17
Code: A0YD	Personal Necessity Leave	60.56	0.50	30.28	Medicare	123.30			NET PAY	6,894.17
Tax Profile: 1 - CA/CA/CA					CA State W/H (S/0)	406.07	Flexible Spending Account	109.09		
	Cell- Exempt Empl			50.00	CaliforniaSDI Tax	110.55				
							CAL STRS Match	1,616.35		
	Education Stipend			181.82			Basic Life Insurance ER Memo	10.86		
	Internet- Exempt Empl			50.00			Medical Low PPO - ER Cost	1,229.09		
	Supply Stipend			50.00			CAL STRS 10.25%	867.41		
	GROSS			8,612.55						
NSOFOR, JESSICA	Regular	46.38	117.73	5,460.41	Federal W/H (M)	450.54	Expense Reimbursement (-)	-154.58	Direct Deposit Net Check	5,489.42
Code: A103	Personal Necessity Leave	46.38	19.00	881.23	Medicare	99.93			NET PAY	5,489.42
Tax Profile: 1 - CA/CA/CA					CA State W/H (S/2)	238.19	Pet Insurance	12.82		
	Cell- Exempt Empl			50.00	CaliforniaSDI Tax	89.60	CAL STRS Match	1,245.98		
							Basic Life Insurance ER Memo	10.05		
	Cash In Lieu			218.18						
	Education Stipend			181.82			CAL STRS 10.205%	665.72		
	Internet- Exempt Empl			50.00						
	Supply Stipend			50.00						
	GROSS			6,891.64						
ONEILL, NIKKI J	Regular	62.34	136.73	8,524.36	Federal W/H (H)	1,079.80	CAL STRS Match	1,628.15	Direct Deposit Net Check	5,749.23
Code: A01V	Cell- Exempt Empl			50.00	Medicare	128.94	Basic Life Insurance ER Memo	10.89	Direct Dep. Distribution 1	350.00
Tax Profile: 1 - CA/CA/CA					CA State W/H (S/0)	595.22			NET PAY	6,099.23
	Cash In Lieu			218.18	CaliforniaSDI Tax	115.60	CAL STRS 10.25%	873.75		
	Internet- Exempt Empl			50.00						
	Supply Stipend			50.00						
	GROSS			8,892.54						
OSTERMAN, LINDSEY	Regular	49.21	136.73	6,727.91	Medicare	95.16	Dental PPO Low	153.86	Direct Deposit Net Check	5,628.19

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
Code: A0ZO Tax Profile: 1 - CA/CA/CA	Cell- Exempt Empl Education Stipend Internet- Exempt Empl Supply Stipend GROSS			50.00 181.82 50.00 50.00 7,059.73	CA State W/H (S/0) CaliforniaSDI Tax	233.83 85.32	Expense Reimbursement (-) Long Term Disability - EE Cost Medical PPO w/ HSA - EE Cost Pet Insurance Vision - EE Cost CAL STRS Match Basic Life Insurance ER Memo Medical PPO w/ HSA - ER Cost CAL STRS 10.205%	-211.59 6.53 307.94 20.18 35.17 1,319.76 9.66 1,574.34 705.14	NET PAY	5,628.19
OSTROVSKI, EMIL DAVID Code: A0Z7 Tax Profile: 1 - CA/CA/CA	Regular Personal Necessity Leave Cell- Exempt Empl Education Stipend Internet- Exempt Empl Supply Stipend GROSS	49.83 49.83	128.73 8.00	6,414.46 398.63 50.00 181.82 50.00 50.00 7,144.91	Federal W/H (S) Medicare CA State W/H (S/2) CaliforniaSDI Tax	665.61 102.72 250.89 92.09	Critical Illness EE - 10k Dental PPO High - EE Cost Expense Reimbursement (-) Long Term Disability - EE Cost CAL STRS Match Basic Life Insurance ER Memo Kaiser HMO - ER Cost CAL STRS 10.205%	6.91 60.87 -324.36 12.60 1,336.03 10.48 896.21 713.83	Direct Deposit Net Check NET PAY	5,563.75 5,563.75
OVIEDO, PRISCILLA Code: A10N Tax Profile: 1 - CA/CA/CA	Regular Cell- Exempt Empl Internet- Exempt Empl Supply Stipend GROSS	59.17	136.73	8,090.45 50.00 50.00 50.00 8,240.45	Federal W/H (H) Medicare CA State W/H (H/0) CaliforniaSDI Tax	240.86 118.18 179.65 105.95	Accident Plan Dental HMO - EE Cost Kaiser HMO - EE Cost Voluntary Life & AD&D Vision - EE Cost CAL STRS Match Basic Life Insurance ER Memo Kaiser HMO - ER Cost CAL STRS 10.25%	9.45 40.51 14.38 1.85 35.17 1,545.28 12.82 1,598.80 829.27	Direct Deposit Net Check NET PAY	6,665.18 6,665.18
OWENS, JAMES Code: A0YB Tax Profile: 1 - CA/CA/CA	Regular Education Stipend Internet- Exempt Empl Supply Stipend GROSS	51.32	136.73	7,017.45 181.82 50.00 50.00 7,299.27	Federal W/H (M) Medicare CA State W/H (M/2) CaliforniaSDI Tax	360.25 103.12 94.09 92.45	Dental HMO - EE Cost Expense Reimbursement (-) Hospital Indemnity Medical High PPO - EE Cost Pet Insurance	24.55 -277.55 26.31 152.03 12.82	Direct Deposit Net Check NET PAY	5,965.64 5,965.64

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
							Vision - EE Cost	10.87		
							CAL STRS Match	1,375.06		
							Basic Life Insurance ER Memo	10.37		
							Medical High PPO - ER Cost	1,337.33		
							CAL STRS 10.205%	734.69		
PARK, ASHLEE	Regular	46.38	136.73	6,341.64	Federal W/H (H)	478.20	Expense Reimbursement (-)	-176.49	Direct Deposit Net Check	5,748.07
Code: A10B	Additional Duties-STRS			262.32	Medicare	100.57			NET PAY	5,748.07
Tax Profile: 1 - CA/CA/CA					CaliforniaSDI Tax	90.17	Long Term Disability - EE Cost	2.77		
	Cell- Exempt Empl			50.00			CAL STRS Match	1,296.08		
	Education Stipend			181.82			Basic Life Insurance ER Memo	10.05		
	Internet- Exempt Empl			50.00			Dental DHMO - ER Cost	12.27		
	Supply Stipend			50.00			Medical Low PPO - ER Cost	1,229.09		
	GROSS			6,935.78			Vison - ER Cost	10.87		
							CAL STRS 10.205%	692.49		
PAULSEN, CARLY E	Regular	74.04	136.73	10,123.55	Federal W/H (M)	1,744.06	Expense Reimbursement (-)	-190.15	Direct Deposit Net Check	6,564.68
Code: A0XQ	Cell- Exempt Empl			50.00	Medicare	152.13			NET PAY	6,564.68
Tax Profile: 1 - CA/CA/CA					CA State W/H (S/2)	546.95	403b $ Roth	500.00		
	Cash In Lieu			218.18	CaliforniaSDI Tax	136.40	CAL STRS Match	1,933.60		
	Internet- Exempt Empl			50.00			Basic Life Insurance ER Memo	13.26		
	Supply Stipend			50.00			CAL STRS 10.25%	1,037.66		
	GROSS			10,491.73						
PENDERGRAFT, WENDY R	Regular	79.32	104.73	8,306.99	Federal W/H (M)	302.69	Expense Reimbursement (-)	-96.66	Direct Deposit Net Check	6,546.02
	EXCEL Sick	79.32	8.00	634.55	Medicare	124.06			NET PAY	6,546.02
Code: A040	Personal Necessity Leave	79.32	24.00	1,903.64	CA State W/H (S/2)	437.82	Health Savings Account	795.45		
Tax Profile: 1 - CA/CA/CA					CaliforniaSDI Tax	111.22				
	Cell- Exempt Empl			50.00			Medical PPO w/ HSA - EE Cost	1,790.96		
	Education Stipend			181.82			Vision - EE Cost	35.17		
							CAL STRS Match	2,106.16		
	Internet- Exempt Empl			50.00			Basic Life Insurance ER Memo	11.38		
	Supply Stipend			50.00			Medical PPO w/ HSA - ER Cost	1,450.75		
	GROSS			11,177.00			CAL STRS 10.25%	1,130.27		
PEREZ, BLANCA CRISTINA	Regular	45.03	136.73	6,156.91	Federal W/H (M)	351.87	Expense Reimbursement (-)	-189.93	Direct Deposit Net Check	5,373.57
	Cash In Lieu			218.18	Medicare	95.80			NET PAY	5,373.57
Code: A0ZK	Education Stipend			181.82	CA State W/H (S/0)	242.84	CAL STRS Match	1,210.70		
Tax Profile: 1 - CA/CA/CA					CaliforniaSDI Tax	85.89	Basic Life Insurance	9.37		

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
	Supply Stipend			50.00			ER Memo			
	GROSS			6,606.91			CAL STRS 10.205%	646.87		
PLATLER, KIMBERLY M Code: A042 Tax Profile: 1 - CA/CA/CA	Regular	77.39	136.73	10,581.73	Federal W/H (M)	807.21	Dental PPO Low	153.86	Direct Deposit Net Check	7,520.40
	Cell- Exempt Empl			50.00	Medicare	141.87	Expense Reimbursement (-)	-73.56	NET PAY	7,520.40
	Education Stipend			181.82	CA State W/H (M/6)	157.39	Flexible Spending Account	272.73		
	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	127.19	Medical Low PPO	668.03		
	Supply Stipend			50.00			Vision - EE Cost	35.17		
	GROSS			10,913.55			CAL STRS Match	2,055.84		
							Basic Life Insurance ER Memo	12.08		
							Medical Low PPO - ER Cost	1,544.33		
							CAL STRS 10.25%	1,103.26		
REARDON, CAITLIN A Code: A07R Tax Profile: 1 - CA/CA/CA	Regular	62.34	136.73	8,524.36	Medicare	127.48	Expense Reimbursement (-)	-177.84	Direct Deposit Net Check	4,210.80
	Education Stipend			181.82	CA State W/H (S/0)	124.68			NET PAY	4,210.80
					CaliforniaSDI Tax	114.30	457B $	3,500.00		
	Internet- Exempt Empl			50.00			Kaiser HMO - EE Cost	14.38		
	Supply Stipend			50.00			CAL STRS Match	1,662.88		
	GROSS			8,806.18			Basic Life Insurance ER Memo	10.59		
							Kaiser HMO - ER Cost	1,598.80		
							CAL STRS 10.25%	892.38		
RICHARDSON, TISHA J Code: A07A Tax Profile: 1 - CA/CA/CA	Regular	75.52	128.73	9,721.83	Federal W/H (M)	949.55	Accident Plan	14.91	Direct Deposit Net Check	7,480.50
	Personal Necessity Leave	75.52	8.00	604.17	Medicare	150.60	Critical Illness EE - 20k	58.89	NET PAY	7,480.50
					CA State W/H (S/1)	565.08				
	Cell- Exempt Empl			50.00	CaliforniaSDI Tax	135.02	Dental HMO - EE Cost	40.51		
							Expense Reimbursement (-)	-147.73		
	Internet- Exempt Empl			50.00			Kaiser HMO - EE Cost	14.38		
	Supply Stipend			50.00			Long Term Disability - EE Cost	38.23		
	GROSS			10,476.00			Voluntary Life & AD&D	53.55		
							Voluntary Life Child	2.14		
							Voluntary Life Spouse	26.78		
							Vision - EE Cost	35.17		
							CAL STRS Match	1,972.27		
							Basic Life Insurance ER Memo	11.83		
							Kaiser HMO - ER Cost	1,598.80		
							CAL STRS 10.25%	1,058.42		
ROGERS, SHONDRA Code: A0YG	Regular	56.08	130.73	7,331.68	Federal W/H (M)	284.82	Accident Plan	14.91	Direct Deposit Net Check	4,712.21
	EXCEL Sick	56.08	6.00	336.50	Medicare	89.66	Critical Illness EE -	17.02	NET PAY	4,712.21

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
Tax Profile: 1 - CA/CA/CA	Internet- Exempt Empl			50.00	CA State W/H (S/0)	193.67	10k			
	Supply Stipend			50.00	CaliforniaSDI Tax	80.39	Dental PPO Low	153.86		
	GROSS			7,768.18			Expense Reimbursement (-)	-82.54		
							Flexible Spending Account	110.00		
							Hospital Indemnity	33.49		
							Kaiser HMO - EE Cost	1,285.36		
							Long Term Disability - EE Cost	17.20		
							Pet Insurance	20.18		
							Voluntary Life & AD&D	20.24		
							Vision - EE Cost	35.17		
							CAL STRS Match	1,464.62		
							Basic Life Insurance ER Memo	9.54		
							Kaiser HMO - ER Cost	1,492.89		
							CAL STRS 10.205%	782.54		
ROSALES, SUZANNE M	Regular	68.94	136.73	9,425.73	Federal W/H (M)	564.46	Dental PPO Low	153.86	Direct Deposit Net Check	7,179.33
Code: A07B	Cell- Exempt Empl			50.00	Medicare	135.90	Expense Reimbursement (-)	-62.47	NET PAY	7,179.33
Tax Profile: 1 - CA/CA/CA	Internet- Exempt Empl			50.00	CA State W/H (S/0)	451.18	Kaiser HMO - EE Cost	14.38		
	Supply Stipend			50.00	CaliforniaSDI Tax	121.84	Pet Insurance	20.18		
	GROSS			9,575.73			Vision - EE Cost	35.17		
							CAL STRS Match	1,800.31		
							Basic Life Insurance ER Memo	9.89		
							Kaiser HMO - ER Cost	1,598.80		
							CAL STRS 10.205%	961.90		
SANCHEZ, EVELYN-DORIS	Regular	63.24	138.18	8,739.09	Federal W/H (M)	417.60	Accident Plan	9.45	Direct Deposit Net Check	6,915.85
Code: A204	Education Stipend			181.82	Medicare	129.72	Expense Reimbursement (-)	-15.66	NET PAY	6,915.85
Tax Profile: 1 - CA/CA/CA	Internet- Exempt Empl			50.00	CA State W/H (S/0)	446.93	Flexible Spending Account	75.00		
	Supply Stipend			50.00	CaliforniaSDI Tax	116.30	Hospital Indemnity	12.72		
	GROSS			9,020.91			Voluntary Life & AD&D	2.62		
							CAL STRS Match	1,703.89		
							Basic Life Insurance ER Memo	13.84		
							Dental DHMO - ER Cost	12.27		
							Medical HMO - ER Cost	820.19		

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	☐
							Vison - ER Cost	10.87		
							CAL STRS 10.205%	910.38		
SHAFFERMAN, BRITTANY	Regular	55.61	136.73	7,602.91	Federal W/H (M)	846.36	Expense Reimbursement (-)	-112.02	Direct Deposit Net Check	5,864.81
Code: A0ZH	Cell- Exempt Empl			50.00	Medicare	115.58			NET PAY	5,864.81
Tax Profile: 1 - CA/CA/CA	Cash In Lieu			218.18	CA State W/H (S/0)	360.62	Pet Insurance	12.82		
	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	103.62	CAL STRS Match	1,452.16		
	Supply Stipend			50.00			Basic Life Insurance ER Memo	10.24		
	GROSS			7,971.09			CAL STRS 10.25%	779.30		
SHERWOOD, ERIN	Regular	48.38	136.73	6,614.64	Federal W/H (M)	424.19	Dental PPO High - EE Cost	60.87	Direct Deposit Net Check	5,276.82
Code: A108	Education Stipend			181.82	Medicare	98.60			NET PAY	5,276.82
Tax Profile: 1 - CA/CA/CA	Internet- Exempt Empl			50.00	CA State W/H (S/0)	255.70	Expense Reimbursement (-)	-37.54		
	Supply Stipend			50.00	CaliforniaSDI Tax	88.39	Kaiser HMO - EE Cost	14.38		
	GROSS			6,896.46			Vision - EE Cost	21.47		
							CAL STRS Match	1,298.12		
							Basic Life Insurance ER Memo	10.48		
							Kaiser HMO - ER Cost	1,598.80		
							CAL STRS 10.205%	693.58		
SIERRA, COURTNEY	Regular	49.83	128.73	6,414.46	Federal W/H (M)	668.00	Expense Reimbursement (-)	-94.24	Direct Deposit Net Check	5,332.31
Code: A0ZA	EXCEL Sick	49.83	8.00	398.63	Medicare	102.88			NET PAY	5,332.31
Tax Profile: 1 - CA/CA/CA	Education Stipend			181.82	CA State W/H (S/0)	279.90	CAL STRS Match	1,336.03		
	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	92.23	Basic Life Insurance ER Memo	10.48		
	Supply Stipend			50.00			Medical HMO - ER Cost	1,476.35		
	GROSS			7,094.91			CAL STRS 10.205%	713.83		
SKALSKY, ASHLEY O	Regular	46.38	136.73	6,341.64	Federal W/H (M)	350.00	Critical Illness EE - 10k	11.33	Direct Deposit Net Check	5,053.09
Code: A0YC	Cell- Exempt Empl			50.00	Medicare	92.74			NET PAY	5,053.09
Tax Profile: 1 - CA/CA/CA	Internet- Exempt Empl			50.00	CA State W/H (S/0)	223.99	Dental PPO High - EE Cost	60.62		
	Supply Stipend			50.00	CaliforniaSDI Tax	83.15	Expense Reimbursement (-)	-84.82		
	GROSS			6,491.64			Long Term Disability - EE Cost	16.35		
							Vision - EE Cost	35.17		
							CAL STRS Match	1,211.25		
							Basic Life Insurance ER Memo	9.07		
							Medical HMO - ER Cost	1,476.35		
							CAL STRS 10.25%	650.02		

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
STAWNICZY, KRISTEN M	Regular	67.64	136.73	9,247.82	Federal W/H (H)	647.89	Voluntary Life & AD&D	30.55	Direct Deposit Net Check	7,221.14
Code: A0YQ	Internet- Exempt Empl			50.00	Medicare	135.55			NET PAY	7,221.14
Tax Profile: 1 - CA/CA/CA	Supply Stipend			50.00	CA State W/H (H/1)	247.43	CAL STRS Match	1,766.33		
	GROSS			9,347.82	CaliforniaSDI Tax	121.52	Basic Life Insurance ER Memo	12.72		
							Medical HMO - ER Cost	1,476.35		
							CAL STRS 10.205%	943.74		
STOWE, JILL LOUISA	Regular	72.26	136.73	9,880.09	Federal W/H (S)	1,868.77	Expense Reimbursement (-)	-265.31	Direct Deposit Net Check	6,632.19
Code: A0XS	Cell- Exempt Empl			50.00	Medicare	148.08			NET PAY	6,632.19
Tax Profile: 1 - CA/CA/CA	Education Stipend			181.82	CA State W/H (S/0)	664.07	CAL STRS Match	1,921.82		
	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	132.76	Basic Life Insurance ER Memo	14.45		
	Supply Stipend			50.00			Medical HMO - ER Cost	1,476.35		
	GROSS			10,211.91			CAL STRS 10.25%	1,031.35		
SURMAN, JACQUIE	Regular	64.11	136.73	8,765.36	Federal W/H (M)	641.66	Expense Reimbursement (-)	-107.16	Direct Deposit Net Check	7,116.23
Code: A0QZ	Additional Duties-STRS			568.36	Medicare	135.31			NET PAY	7,116.23
Tax Profile: 1 - CA/CA/CA	Cell- Exempt Empl			50.00	CA State W/H (S/1)	467.63	Medical High PPO - EE Cost	152.03		
	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	121.31	CAL STRS Match	1,782.74		
	Supply Stipend			50.00			Basic Life Insurance ER Memo	12.25		
	GROSS			9,483.72			Medical High PPO - ER Cost	1,337.33		
							CAL STRS 10.25%	956.71		
TAYLOR, LORIE A	Regular	65.81	136.73	8,997.55	Federal W/H (M)	1,357.63	Expense Reimbursement (-)	-39.98	Direct Deposit Net Check	6,577.19
Code: A0A6	Cell- Exempt Empl			50.00	Medicare	138.44			NET PAY	6,577.19
Tax Profile: 1 - CA/CA/CA	Cash In Lieu			218.18	CA State W/H (S/4)	449.26	CAL STRS Match	1,753.26		
	Education Stipend			181.82	CaliforniaSDI Tax	124.12	Basic Life Insurance ER Memo	11.63		
	Internet- Exempt Empl			50.00			CAL STRS 10.25%	940.89		
	Supply Stipend			50.00						
	GROSS			9,547.55						
THOMPSON, EMILY	Regular	46.38	136.73	6,341.64	Federal W/H (M)	391.54	Accident Plan	9.45	Direct Deposit Net Check	3,209.52
Code: A105	Education Stipend			181.82	Medicare	96.04	Expense Reimbursement (-)	-67.34	Direct Dep. Distribution 1	2,000.00
Tax Profile: 1 - CA/CA/CA	Internet- Exempt Empl			50.00	CA State W/H (S/3)	200.57	Hospital Indemnity	19.09	NET PAY	5,209.52
	Supply Stipend			50.00	CaliforniaSDI Tax	86.10	Long Term Disability - EE Cost	6.23		
	GROSS			6,623.46			Voluntary Life & AD&D	3.27		

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
							Voluntary Life Spouse	3.27		
							CAL STRS Match	1,245.98		
							Basic Life Insurance ER Memo	10.05		
							Dental DHMO - ER Cost	40.51		
							Medical HMO - ER Cost	1,476.35		
							CAL STRS 10.205%	665.72		
THORNE, CHERYL	Regular	46.38	136.73	6,341.64	Federal W/H (M)	563.84	Expense Reimbursement (-)	-348.44	Direct Deposit Net Check	5,358.27
Code: A10K	Cell- Exempt Empl			50.00	Medicare	97.29			NET PAY	5,358.27
Tax Profile: 1 - CA/CA/CA					CA State W/H (S/0)	301.62	CAL STRS Match	1,211.25		
	Cash In Lieu			218.18	CaliforniaSDI Tax	87.22	Basic Life Insurance ER Memo	10.05		
	Internet- Exempt Empl			50.00			CAL STRS 10.25%	650.02		
	Supply Stipend			50.00						
	GROSS			6,709.82						
THORNE, PATRICIA	Regular	46.38	136.73	6,341.64	Federal W/H (M)	329.68	Dental HMO - EE Cost	24.55	Direct Deposit Net Check	5,298.01
Code: A10H	Cell- Exempt Empl			50.00	Medicare	93.39	Expense Reimbursement (-)	-256.28	NET PAY	5,298.01
Tax Profile: 1 - CA/CA/CA					CA State W/H (S/0)	226.57				
	Education Stipend			181.82	CaliforniaSDI Tax	83.73	Medical Priority Select HMO	186.62		
	Internet- Exempt Empl			50.00			Vision - EE Cost	21.47		
	Supply Stipend			50.00			CAL STRS Match	1,245.98		
	GROSS			6,673.46			Basic Life Insurance ER Memo	10.05		
							Medical Priority Slct ER Memo	1,434.45		
							CAL STRS 10.205%	665.72		
TOPPER, JESSICA	Regular	61.40	133.68	8,208.24	Federal W/H (H)	497.11	Expense Reimbursement (-)	-96.98	Direct Deposit Net Check	6,904.65
Code: A0Y9	EXCEL Sick	61.40	4.50	276.31	Medicare	124.48			NET PAY	6,904.65
Tax Profile: 1 - CA/CA/CA	Internet- Exempt Empl			50.00	CA State W/H (H/2)	177.84	CAL STRS Match	1,620.55		
					CaliforniaSDI Tax	111.60	Basic Life Insurance ER Memo	11.78		
	Supply Stipend			50.00						
	GROSS			8,584.55			Medical HMO - ER Cost	1,476.35		
							CAL STRS 10.205%	865.85		
TOTH, DAWN	Regular	64.99	136.73	8,886.45	Federal W/H (M)	615.83	Expense Reimbursement (-)	-250.33	Direct Deposit Net Check	7,428.87
Code: A0ZC	Cell- Exempt Empl			50.00	Medicare	136.83			NET PAY	7,428.87
Tax Profile: 1 - CA/CA/CA					CA State W/H (S/3)	453.08	CAL STRS Match	1,732.04		
	Cash In Lieu			218.18	CaliforniaSDI Tax	122.67	Basic Life Insurance ER Memo	10.87		
	Education Stipend			181.82			CAL STRS 10.25%	929.50		
	Internet- Exempt Empl			50.00						

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
	Supply Stipend			50.00						
	GROSS			9,436.45						
VANCIU, ALIN	Regular	64.11	136.73	8,765.36	Federal W/H (M)	188.00	Accident Plan	14.91	Direct Deposit Net Check	6,085.65
Code: A0Q3	Cell- Exempt Empl			50.00	Medicare	110.44	Dental PPO High - EE Cost	195.51	NET PAY	6,085.65
Tax Profile: 1 - CA/CA/CA	Education Stipend			181.82	CA State W/H (S/4)	254.13	Expense Reimbursement (-)	-114.90		
	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	99.01	Kaiser HMO - EE Cost	1,285.36		
	Supply Stipend			50.00			Voluntary Life & AD&D	50.57		
	GROSS			9,097.18			Voluntary Life Child	2.14		
							Voluntary Life Spouse	9.27		
							CAL STRS Match	1,708.91		
							Basic Life Insurance ER Memo	12.38		
							Kaiser HMO - ER Cost	1,492.89		
							CAL STRS 10.25%	917.09		
VIDUCIC, LINDSAY	Regular	46.38	136.73	6,341.64	Federal W/H (M)	377.43	Expense Reimbursement (-)	-147.44	Direct Deposit Net Check	5,493.27
Code: A10D	Cash In Lieu			218.18	Medicare	99.21	CAL STRS Match	1,245.98	NET PAY	5,493.27
Tax Profile: 1 - CA/CA/CA	Education Stipend			181.82	CA State W/H (S/0)	261.58	Basic Life Insurance ER Memo	10.05		
	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	88.94	CAL STRS 10.25%	668.65		
	Supply Stipend			50.00						
	GROSS			6,841.64						
WALKER, KRISTEN D	Regular	61.17	88.73	5,427.47	Federal W/H (S)	949.38	Expense Reimbursement (-)	-107.92	Direct Deposit Net Check	6,175.94
Code: A0XH	EXCEL Sick	61.17	48.00	2,936.08	Medicare	123.45	CAL STRS Match	1,597.44	NET PAY	6,175.94
Tax Profile: 1 - CA/CA/CA	Cell- Exempt Empl			50.00	CA State W/H (S/0)	408.52	Basic Life Insurance ER Memo	11.12		
	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	110.68	Kaiser HMO - ER Cost	896.21		
	Supply Stipend			50.00			CAL STRS 10.205%	853.50		
	GROSS			8,513.55						
WARNERS, AMY L	Regular	77.39	136.73	10,581.73	Federal W/H (M)	2,240.20	CAL STRS Match	2,021.11	Direct Deposit Net Check	6,729.02
Code: A04T	Cash In Lieu			218.18	Medicare	158.05	Basic Life Insurance ER Memo	12.85	NET PAY	6,729.02
Tax Profile: 1 - CA/CA/CA	Internet- Exempt Empl			50.00	CA State W/H (M/5)	546.31	CAL STRS 10.25%	1,084.63		
	Supply Stipend			50.00	CaliforniaSDI Tax	141.70				
	GROSS			10,899.91						
WATKINS, CHAD	Regular	49.83	120.73	6,015.83	Federal W/H (M)	408.62	CAL STRS Match	1,301.30	Direct Deposit Net Check	5,543.74
Code: A0ZS	Personal Necessity Leave	49.83	16.00	797.26	Medicare	103.41	Basic Life Insurance ER Memo	10.48	NET PAY	5,543.74
Tax Profile: 1 - CA/CA/CA	Cash In Lieu			218.18	CA State W/H (S/0)	284.46	CAL STRS 10.25%	698.34		
	Internet- Exempt			50.00	CaliforniaSDI Tax	92.70				

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
	Empl									
	Supply Stipend			50.00						
	GROSS			7,131.27						
WEGMAN, NATALIE	Regular	48.38	136.73	6,614.64	Federal W/H (M)	640.88	CAL STRS Match	1,263.40	Direct Deposit Net Check	5,107.21
Code: A107	Cash In Lieu			218.18	Medicare	100.53	Basic Life Insurance	10.48	NET PAY	5,107.21
Tax Profile: 1 - CA/CA/CA	Internet- Exempt			50.00	CA State W/H (S/0)	319.05	ER Memo			
	Empl				CaliforniaSDI Tax	90.13	CAL STRS 10.205%	675.02		
	Supply Stipend			50.00						
	GROSS			6,932.82						
WETMORE, SARA N	Regular	64.11	136.73	8,765.36	Federal W/H (M)	894.42	Dental HMO - EE Cost	12.27	Direct Deposit Net Check	6,684.27
Code: A0QC	Cell- Exempt			50.00	Medicare	131.73	Expense	-167.81	NET PAY	6,684.27
Tax Profile: 1 - CA/CA/CA	Empl				CA State W/H (S/0)	507.10	Reimbursement (-)			
	Education			181.82	CaliforniaSDI Tax	118.11	CAL STRS Match	1,708.91		
	Stipend						Basic Life Insurance	12.75		
	Internet- Exempt			50.00			ER Memo			
	Empl						Medical HMO - ER	820.19		
	Supply Stipend			50.00			Cost			
	GROSS			9,097.18			CAL STRS 10.25%	917.09		
WOLFE, DEVONNA	Regular	58.60	136.73	8,012.64	Federal W/H (H)	434.72	Critical Illness EE -	11.33	Direct Deposit Net Check	692.35
Code: A0ZD	Cell- Exempt			50.00	Medicare	119.55	10k		Direct Dep. Distribution 1	6,231.17
Tax Profile: 1 - CA/CA/CA	Empl				CA State W/H (H/1)	171.41	Expense	-372.25	NET PAY	6,923.52
	Education			181.82	CaliforniaSDI Tax	107.18	Reimbursement (-)			
	Stipend						Flexible Spending	63.64		
	Internet- Exempt			50.00			Account			
	Empl						Kaiser HMO - EE Cost	14.38		
	Supply Stipend			50.00			Voluntary Life &	11.13		
	GROSS			8,344.46			AD&D			
							Voluntary Life Child	2.14		
							Vision - EE Cost	21.47		
							CAL STRS Match	1,565.14		
							Basic Life Insurance	10.87		
							ER Memo			
							Kaiser HMO - ER Cost	1,598.80		
							CAL STRS 10.205%	836.24		
Subtotals for Dept: 1100	Regular		14,267.66	844,024.98	Federal W/H	67,195.12	403B $	2,650.00	108 DD Vouchers	639,081.79
	EXCEL:		24.00	1,113.14	Medicare	12,768.50	403b $ Roth	675.00	14 DD Distributions	27,151.57
	Bereavement				California State W/H	34,223.76	457B $	4,800.00	NET PAY	666,233.36
	EXCEL Sick		178.00	10,369.79	CaliforniaSDI Tax	11,447.49	Accident Plan	238.27		
	Personal		175.50	10,516.06			Basic Life Insurance	1,182.83		
	Necessity						ER Memo			
	Leave						CAL STRS 10.205%	40,705.38		
	Additional			2,142.28			CAL STRS 10.25%	49,923.75		
	Duties-STRS						CAL STRS Match	169,213.97		
	Cell- Exempt			3,652.63			Critical Illness EE -	149.79		
	Empl						10k			

Employee	Earnings	Rate	Hours/Units	Amount	Taxes	Deductions		Net Pay
	Cash In Lieu			6,981.76		Critical Illness EE - 20k	368.41	
	Education Stipend			11,646.05		Dental DHMO - ER Cost	130.11	
	Internet- Exempt Empl			5,302.63		Dental HMO - EE Cost	418.59	
	Supply Stipend			5,400.00		Dental High - ER Cost	60.87	
	Virtual Class 1 Stipend			1,750.00		Dental Low - ER Cost	50.28	
	Virtual Class 2 Stipend			1,750.00		Dental PPO High - EE Cost	1,595.02	
	Virtual Class 3 Stipend			2,625.00		Dental PPO Low	1,568.65	
	GROSS		14,645.16	907,274.32		Expense Reimbursement (-)	-12,568.94	
						FSA Dependent	575.45	
						Flexible Spending Account	1,608.64	
						Health Savings Account	1,195.45	
						Hospital Indemnity	347.31	
						Kaiser HMO - EE Cost	8,320.98	
						Kaiser HMO - ER Cost	38,730.06	
						Long Term Disability - EE Cost	652.67	
						Medical HMO - EE Cost	2,443.22	
						Medical HMO - ER Cost	35,121.65	
						Medical High PPO - EE Cost	1,483.17	
						Medical High PPO - ER Cost	5,513.73	
						Medical Low PPO	3,079.12	
						Medical Low PPO - ER Cost	11,547.04	
						Medical PPO w/ HSA - EE Cost	2,098.90	
						Medical PPO w/ HSA - ER Cost	4,070.80	
						Medical Priority Select HMO	1,306.30	
						Medical Priority Slct ER Memo	8,493.81	
						Pet Insurance	236.46	
						Vision - EE Cost	1,004.25	
						Vison - ER Cost	64.95	
						Voluntary Life & AD&D	428.64	

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
							Voluntary Life Child	16.58		
							Voluntary Life Spouse	85.03		
1200 - Certificated Pupil										
ALLEN-JEFFERSON, LARISSA	Regular	72.46	136.00	9,853.93	Federal W/H (M)	697.48	Accident Plan	13.67	Direct Deposit Net Check	6,413.34
Code: A18N	Personal Necessity Leave	72.46	4.00	289.82	Medicare	132.86	Critical Illness EE - 20k	27.35	Direct Dep. Distribution 1	750.00
Tax Profile: 1 - CA/CA/CA					CA State W/H (M/6)	269.48			NET PAY	7,163.34
	Education Stipend			166.67	CaliforniaSDI Tax	119.12	Dental HMO - EE Cost	37.13		
	Internet- Exempt Empl			50.00			Expense Reimbursement (-)	-340.24		
	Supply Stipend			50.00			Kaiser HMO - EE Cost	1,178.25		
	GROSS			10,410.42			Long Term Disability - EE Cost	22.92		
							Vision - EE Cost	32.24		
							CAL STRS Match	1,969.29		
							Basic Life Insurance ER Memo	13.87		
							Kaiser HMO - ER Cost	1,600.00		
							CAL STRS 10.25%	1,056.82		
DILLARD, LAUREN	Regular	53.91	136.00	7,332.27	Federal W/H (H)	572.28	Voluntary Life & AD&D	1.00	Direct Deposit Net Check	6,078.88
Code: A0ZZ	Personal Necessity Leave	53.91	4.00	215.65	Medicare	113.31			NET PAY	6,078.88
Tax Profile: 1 - CA/CA/CA					CA State W/H (H/0)	160.26	CAL STRS Match	1,473.49		
	Education Stipend			166.67	CaliforniaSDI Tax	101.59	Basic Life Insurance ER Memo	10.96		
	Internet- Exempt Empl			50.00			Medical Low PPO - ER Cost	1,229.09		
	Supply Stipend			50.00			CAL STRS 10.205%	787.27		
	GROSS			7,814.59						
FAVELA, DANIEL P	Regular	62.50	132.00	8,250.08	Federal W/H (M)	917.68	Accident Plan	8.30	Direct Deposit Net Check	6,247.93
Code: A18Q	EXCEL Sick	62.50	8.00	500.00	Medicare	127.67	Dental PPO High - EE Cost	179.22	NET PAY	6,247.93
Tax Profile: 1 - CA/CA/CA	Education Stipend			166.67	CA State W/H (S/0)	432.53				
					CaliforniaSDI Tax	114.46	Kaiser HMO - EE Cost	13.18		
	Internet- Exempt Empl			50.00			Long Term Disability - EE Cost	20.55		
	Supply Stipend			50.00			Voluntary Life & AD&D	17.00		
	GROSS			9,016.75			Voluntary Life Child	1.80		
							Voluntary Life Spouse	6.80		
							Vision - EE Cost	19.68		
							CAL STRS Match	1,703.10		
							Basic Life Insurance ER Memo	12.44		
							Kaiser HMO - ER Cost	1,600.00		
							CAL STRS 10.205%	909.95		
GALAVIZ, ANGELA M	Regular	95.62	138.18	13,213.18	Federal W/H (M)	878.93	Dental HMO - EE Cost	40.51	Direct Deposit Net Check	9,558.06

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
Code: A17A	Cell- Exempt			50.00	Medicare	195.82	457B $	500.00	NET PAY	9,558.06
Tax Profile: 1 - CA/CA/CA	Empl				CA State W/H (S/0)	814.80	Voluntary Life &	8.33		
	Education			181.82	CaliforniaSDI Tax	175.56	AD&D			
	Stipend						CAL STRS Match	2,558.45		
	Internet- Exempt			50.00			Basic Life Insurance	19.43		
	Empl						ER Memo			
	Supply Stipend			50.00			Medical HMO - ER	1,476.35		
	GROSS			13,545.00			Cost			
							CAL STRS 10.25%	1,372.99		
MONTGOMERY, JAMIE E	Regular	70.66	127.67	9,021.14	Federal W/H (M)	541.89	Expense	-63.99	Direct Deposit Net Check	7,581.85
Code: A0XK	EXCEL Sick	70.66	9.00	635.94	Medicare	148.24	Reimbursement (-)		Direct Dep. Distribution 1	200.00
Tax Profile: 1 - CA/CA/CA	Cell- Exempt			100.00	CA State W/H (S/1)	530.34	457B $	150.00	NET PAY	7,781.85
	Empl				CaliforniaSDI Tax	132.91	CAL STRS Match	1,876.34		
	Cash In Lieu			200.00			Basic Life Insurance	14.23		
	Education			166.67			ER Memo			
	Stipend						CAL STRS 10.205%	1,002.51		
	Internet- Exempt			50.00						
	Empl									
	Supply Stipend			50.00						
	GROSS			10,223.75						
OH, GINA YOURI	Regular	84.14	136.67	11,500.08	Federal W/H (M)	3,013.33	Expense	-63.84	Direct Deposit Net Check	16,076.81
Code: A0ZE	Regular	1,463.72	1.00	1,463.72	Medicare	345.55	Reimbursement (-)		NET PAY	16,076.81
Tax Profile: 1 - CA/CA/CA	Regular	10,153.77	1.00	10,153.77	CA State W/H (M/0)	1,461.37	457B $	300.00		
	Cell- Exempt			50.00	CaliforniaSDI Tax	309.80	CAL STRS Match	4,450.18		
	Empl						Basic Life Insurance	15.43		
	Cash In Lieu			381.82			ER Memo			
	Education			181.82			CAL STRS 10.25%	2,388.19		
	Stipend									
	Internet- Exempt			50.00						
	Empl									
	Supply Stipend			50.00						
	GROSS			23,831.21						
SCOTT, NOELL C	Regular	94.02	136.67	12,849.67	Federal W/H (M)	881.41	Voluntary Life &	22.40	Direct Deposit Net Check	9,730.95
Code: A0XB	Cell- Exempt			50.00	Medicare	190.92	AD&D		NET PAY	9,730.95
Tax Profile: 1 - CA/CA/CA	Empl				CA State W/H (S/0)	835.33	CAL STRS Match	2,486.12		
	Education			166.67	CaliforniaSDI Tax	171.16	Basic Life Insurance	18.15		
	Stipend						ER Memo			
	Internet- Exempt			50.00			Medical HMO - ER	1,476.35		
	Empl						Cost			
	Supply Stipend			50.00			CAL STRS 10.25%	1,334.17		
	GROSS			13,166.34						
VILLARREAL, LISA B	Regular	64.50	134.17	8,653.92	Federal W/H (M)	888.19	Expense	-53.20	Direct Deposit Net Check	6,658.31
Code: A0W2	EXCEL Sick	64.50	2.50	161.25	Medicare	135.31	Reimbursement (-)		NET PAY	6,658.31
Tax Profile: 1 - CA/CA/CA	Cell- Exempt			50.00	CA State W/H (S/0)	465.32	457B $	200.00		
	Empl				CaliforniaSDI Tax	121.31	CAL STRS Match	1,715.53		

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
	Cash In Lieu			200.00			Basic Life Insurance ER Memo	13.01		
	Education Stipend			166.67			CAL STRS 10.205%	916.60		
	Internet- Exempt Empl			50.00						
	Supply Stipend			50.00						
	GROSS			9,331.84						
WHITTINGTON PANTOJA, EMILY K	Regular	76.45	112.67	8,613.34	Federal W/H (M)	454.64	Dental HMO - EE Cost	37.13	Direct Deposit Net Check	7,267.45
Code: A0YO	Personal Necessity Leave	76.45	24.00	1,834.74	Medicare	154.90	Kaiser HMO - EE Cost	13.18	Direct Dep. Distribution 1	1,000.00
Tax Profile: 1 - CA/CA/CA					CA State W/H (S/2)	578.33	Vision - EE Cost	32.24	NET PAY	8,267.45
	Cell- Exempt Empl			50.00	CaliforniaSDI Tax	138.87	CAL STRS Match	2,027.42		
	Education Stipend			166.67			Basic Life Insurance ER Memo	15.19		
	Internet- Exempt Empl			50.00			Kaiser HMO - ER Cost	1,600.00		
	Supply Stipend			50.00			CAL STRS 10.25%	1,088.01		
	GROSS			10,764.75						
Subtotals for Dept: 1200	Regular		1,192.03	100,905.10	Federal W/H	8,845.83	457B $	1,150.00	9 DD Vouchers	75,613.58
	EXCEL Sick		19.50	1,297.19	Medicare	1,544.58	Accident Plan	21.97	3 DD Distributions	1,950.00
	Personal Necessity Leave		32.00	2,340.21	California State W/H	5,547.76	Basic Life Insurance ER Memo	132.71	NET PAY	77,563.58
					CaliforniaSDI Tax	1,384.78	CAL STRS 10.205%	3,616.33		
	Cell- Exempt Empl			350.00			CAL STRS 10.25%	7,240.18		
	Cash In Lieu			781.82			CAL STRS Match	20,259.92		
	Education Stipend			1,530.33			Critical Illness EE - 20k	27.35		
	Internet- Exempt Empl			450.00			Dental HMO - EE Cost	114.77		
	Supply Stipend			450.00			Dental PPO High - EE Cost	179.22		
	GROSS		1,243.53	108,104.65			Expense Reimbursement (-)	-521.27		
							Kaiser HMO - EE Cost	1,204.61		
							Kaiser HMO - ER Cost	4,800.00		
							Long Term Disability - EE Cost	43.47		
							Medical HMO - ER Cost	2,952.70		
							Medical Low PPO - ER Cost	1,229.09		
							Vision - EE Cost	84.16		
							Voluntary Life & AD&D	48.73		
							Voluntary Life Child	1.80		
							Voluntary Life Spouse	6.80		

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
1300 - Administration										
BARTLETT, KYRA	Regular	78.54	146.67	11,519.17	Federal W/H (M)	907.23	Accident Plan	8.30	Direct Deposit Net Check	8,727.63
Code: A0ZX	Education			166.67	Medicare	170.90	Expense Reimbursement (-)	-172.82	NET PAY	8,727.63
Tax Profile: 1 - CA/CA/CA	Stipend				CA State W/H (S/0)	708.06	Long Term Disability - EE Cost	49.53		
	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	153.21	Voluntary Life & AD&D	22.50		
	Supply Stipend			50.00			Voluntary Life Spouse	13.50		
	GROSS			11,785.84			CAL STRS Match	2,232.00		
							Basic Life Insurance ER Memo	16.73		
							Dental DHMO - ER Cost	22.50		
							Medical HMO - ER Cost	820.19		
							Vison - ER Cost	19.68		
							CAL STRS 10.25%	1,197.80		
CRAIG, JENNIFER L	Regular	102.64	134.67	13,821.88	Federal W/H (S)	2,363.69	Expense Reimbursement (-)	-100.17	Direct Deposit Net Check	5,021.77
Code: A03I	EXCEL Sick	102.64	12.00	1,231.62	Medicare	221.91			Direct Dep. Distribution 1	5,021.77
Tax Profile: 1 - CA/CA/CA	Cash In Lieu			200.00	CA State W/H (S/0)	1,032.60	CAL STRS Match	2,875.22	NET PAY	10,043.54
	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	198.95	Basic Life Insurance ER Memo	18.15		
	GROSS			15,303.50			CAL STRS 10.25%	1,542.98		
CRAVEN, HEATHER N	Regular	60.79	146.67	8,916.75	Federal W/H (M)	1,011.95	Critical Illness EE - 10k	8.48	Direct Deposit Net Check	6,317.42
Code: A0B8	Cell- Exempt Empl			50.00	Medicare	128.45			NET PAY	6,317.42
Tax Profile: 1 - CA/CA/CA					CA State W/H (S/0)	437.62	Expense Reimbursement (-)	-74.63		
	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	115.16	Flexible Spending Account	208.33		
	Supply Stipend			50.00			CAL STRS Match	1,703.10		
	GROSS			9,066.75			Basic Life Insurance ER Memo	13.44		
							Medical Low PPO - ER Cost	1,229.09		
							CAL STRS 10.25%	913.97		
FERENC, HEATHER M	Regular	99.63	142.67	14,213.74	Federal W/H (M)	1,402.67	Expense Reimbursement (-)	-127.66	Direct Deposit Net Check	10,428.22
Code: A0Z2	Personal	99.63	4.00	398.51	Medicare	211.16			NET PAY	10,428.22
Tax Profile: 1 - CA/CA/CA	Necessity Leave				CA State W/H (S/0)	961.47	Medical High PPO - EE Cost	139.36		
	Cell- Exempt Empl			50.00	CaliforniaSDI Tax	189.31	Vision - EE Cost	9.96		
	Internet- Exempt Empl			50.00			CAL STRS Match	2,790.94		
	GROSS			14,712.25			Basic Life Insurance ER Memo	18.15		
							Medical High PPO -	1,350.00		

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
							ER Cost			
							CAL STRS 10.25%	1,497.76		
FIRETAG, VICTORIA RAE LINTON	Regular	70.83	126.67	8,971.56	Federal W/H (M)	426.93	Dental PPO Low	141.04	Direct Deposit Net Check	6,091.65
Code: A03L	Personal Necessity Leave	70.83	20.00	1,416.52	Medicare	116.80	Medical Low PPO	2,210.17	NET PAY	6,091.65
Tax Profile: 1 - CA/CA/CA	Internet- Exempt Empl			50.00	CA State W/H (S/4)	249.76	Vision - EE Cost	32.24		
	GROSS			10,438.08	CaliforniaSDI Tax	104.71	CAL STRS Match	1,984.12		
							Basic Life Insurance ER Memo	12.34		
							Medical Low PPO - ER Cost	1,600.00		
							CAL STRS 10.25%	1,064.78		
FLORES, ERICA MARIE	Regular	70.60	136.67	9,649.00	Federal W/H (S)	647.57	457B $	100.00	Direct Deposit Net Check	7,366.08
Code: A06W	Education Stipend			166.67	Medicare	138.31	Health Savings Account	376.72	NET PAY	7,366.08
Tax Profile: 1 - CA/CA/CA	Internet- Exempt Empl			50.00	CA State W/H (H/10)	156.88	CAL STRS Match	1,874.79		
	Supply Stipend			50.00	CaliforniaSDI Tax	124.00	Basic Life Insurance ER Memo	11.51		
	GROSS			9,915.67			Medical PPO w/ HSA - ER Cost	1,045.71		
							CAL STRS 10.25%	1,006.11		
GASCA, HEIDI M	Regular	138.33	138.67	19,182.75	Federal W/H (M)	2,475.72	Expense Reimbursement (-)	-160.21	Direct Deposit Net Check	14,297.67
Code: A02X	EXCEL: Bereavement	138.33	8.00	1,106.67	Medicare	300.96			NET PAY	14,297.67
Tax Profile: 1 - CA/CA/CA					CA State W/H (S/5)	1,463.62	Pet Insurance	11.75		
	Cell- Exempt Empl			50.00	CaliforniaSDI Tax	269.83	CAL STRS Match	3,907.11		
							Basic Life Insurance ER Memo	18.15		
	Cash In Lieu			200.00						
	Education Stipend			166.67			CAL STRS 10.25%	2,096.75		
	Internet- Exempt Empl			50.00						
	GROSS			20,756.09						
MURPHY, TAMARA J	Regular	67.42	130.67	8,809.18	Federal W/H (M)	1,316.42	Expense Reimbursement (-)	-191.52	Direct Deposit Net Check	7,089.59
Code: A0VM	EXCEL Sick	67.42	16.00	1,078.65	Medicare	150.14			NET PAY	7,089.59
Tax Profile: 1 - CA/CA/CA	Cell- Exempt Empl			50.00	CA State W/H (S/0)	829.20	CAL STRS Match	1,920.41		
					CaliforniaSDI Tax	134.61	Basic Life Insurance ER Memo	13.69		
	Cash In Lieu			200.00						
	Education Stipend			166.67			CAL STRS 10.205%	1,026.06		
	Internet- Exempt Empl			50.00						
	GROSS			10,354.50						
PETERSEN, ERIN K	Regular	69.44	146.67	10,184.42	Federal W/H (M)	523.21	Dental PPO High - EE Cost	179.22	Direct Deposit Net Check	7,101.56
Code: A149	Education Stipend			166.67	Medicare	134.55			NET PAY	7,101.56
Tax Profile: 1 - CA/CA/CA					CA State W/H (S/0)	466.11	Expense	-123.12		

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	120.63	Reimbursement (-)			
	GROSS			10,401.09			Medical HMO - EE Cost	942.60		
							CAL STRS Match	1,977.06		
							Basic Life Insurance ER Memo	12.29		
							Medical HMO - ER Cost	1,600.00		
							CAL STRS 10.205%	1,056.33		
ROMO, NICHOLAS A	Regular	88.53	146.67	12,985.33	Federal W/H (M)	1,563.54	CAL STRS Match	2,480.20	Direct Deposit Net Check	9,205.66
Code: A044	Cash In Lieu			200.00	Medicare	192.64	Basic Life Insurance ER Memo	11.61	NET PAY	9,205.66
Tax Profile: 1 - CA/CA/CA	Internet- Exempt Empl			50.00	CA State W/H (S/2)	819.78	CAL STRS 10.25%	1,331.00		
					CaliforniaSDI Tax	172.71				
	Supply Stipend			50.00						
	GROSS			13,285.33						
SAADE, APRIL M	Regular	88.53	146.67	12,985.33	Federal W/H (M)	1,443.15	403B $	450.00	Direct Deposit Net Check	8,109.37
Code: A089	Education Stipend			166.67	Medicare	186.86	Accident Plan	13.67	NET PAY	8,109.37
Tax Profile: 1 - CA/CA/CA					CA State W/H (S/0)	718.36	Critical Illness EE - 20k	23.43		
	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	167.53	Dental PPO High - EE Cost	55.80		
	GROSS			13,202.00			Expense Reimbursement (-)	-39.98		
							457B $	400.00		
							Flexible Spending Account	110.00		
							Hospital Indemnity	30.70		
							Long Term Disability - EE Cost	35.71		
							Medical High PPO - EE Cost	139.36		
							Vision - EE Cost	9.96		
							CAL STRS Match	2,512.03		
							Basic Life Insurance ER Memo	15.71		
							Medical High PPO - ER Cost	1,350.00		
							CAL STRS 10.25%	1,348.08		
SHEEHEY, JENNIFER N	Regular	76.36	146.67	11,199.00	Federal W/H (M)	857.42	Expense Reimbursement (-)	-143.39	Direct Deposit Net Check	8,623.23
Code: A0YN	Cash In Lieu			200.00	Medicare	168.43			NET PAY	8,623.23
Tax Profile: 1 - CA/CA/CA	Education Stipend			166.67	CA State W/H (S/0)	794.00	CAL STRS Match	2,170.84		
					CaliforniaSDI Tax	151.00	Basic Life Insurance ER Memo	13.22		
	Internet- Exempt Empl			50.00			CAL STRS 10.25%	1,164.98		
	GROSS			11,615.67						

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
ULMER, LARA C	Regular	102.27	138.67	14,181.76	Federal W/H (M)	1,485.02	Accident Plan	8.30	Direct Deposit Net Check	11,058.81
Code: A0UZ	EXCEL Sick	102.27	8.00	818.16	Medicare	220.16	Kaiser HMO - EE Cost	33.11	NET PAY	11,058.81
Tax Profile: 1 - HI/HI/HI	Education Stipend			166.67	HI State W/H (M/2)	808.92	Long Term Disability - EE Cost	47.69		
	Internet- Exempt Empl			50.00			CAL STRS Match	2,896.82		
	GROSS			15,216.59			Basic Life Insurance ER Memo	18.15		
							CAL STRS 10.25%	1,554.58		
VASQUEZ, JULIE A	Regular	56.28	128.67	7,241.35	Federal W/H (M)	311.55	Accident Plan	8.66	Direct Deposit Net Check	6,271.61
Code: A0QE	EXCEL Sick	56.28	8.00	450.23	Medicare	115.33	Critical Illness EE - 10k	14.37	NET PAY	6,271.61
Tax Profile: 1 - CA/CA/CA	Education Stipend			166.67	CA State W/H (S/1)	342.50				
	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	103.39	Expense Reimbursement (-)	-71.59		
	Supply Stipend			50.00			Hospital Indemnity	17.50		
	GROSS			7,958.25			Long Term Disability - EE Cost	24.92		
							Pet Insurance	11.75		
							Voluntary Life Child	1.80		
							Vision - EE Cost	4.53		
							CAL STRS Match	1,500.93		
							Basic Life Insurance ER Memo	10.97		
							Medical HMO - ER Cost	1,476.35		
							CAL STRS 10.205%	801.93		
VIDES, LEAH D	Regular	87.96	138.67	12,197.72	Federal W/H (H)	2,399.16	Dental HMO - EE Cost	11.25	Direct Deposit Net Check	8,530.18
Code: A0VZ	Personal Necessity Leave	87.96	8.00	703.70	Medicare	190.44	Expense Reimbursement (-)	-93.18	NET PAY	8,530.18
Tax Profile: 1 - CA/CA/CA					CA State W/H (H/0)	596.88				
	Education Stipend			166.67	CaliforniaSDI Tax	170.74	Kaiser HMO - EE Cost	13.18		
	Internet- Exempt Empl			50.00			Vision - EE Cost	9.96		
	Supply Stipend			50.00			CAL STRS Match	2,496.01		
	GROSS			13,168.09			Basic Life Insurance ER Memo	18.15		
							Kaiser HMO - ER Cost	1,600.00		
							CAL STRS 10.25%	1,339.48		
WOOD, LORRIE	Regular	88.53	146.67	12,985.33	Federal W/H (S)	793.30	403B $	5,500.00	Direct Deposit Net Check	5,024.71
Code: A072	Cell- Exempt Empl			50.00	Medicare	189.69	Expense Reimbursement (-)	-224.80	NET PAY	5,024.71
Tax Profile: 1 - CA/CA/CA					CA State W/H (S/0)	266.95				
	Education Stipend			166.67	CaliforniaSDI Tax	170.07	Flexible Spending Account	170.00		
	Internet- Exempt Empl			50.00			Voluntary Life & AD&D	14.00		
	GROSS			13,252.00			CAL STRS Match	2,512.03		
							Basic Life Insurance ER Memo	16.17		

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
							Medical HMO - ER Cost	820.19		
							CAL STRS 10.25%	1,348.08		
Subtotals for Dept: 1300	Regular		2,242.72	189,044.27	Federal W/H	19,928.53	403B $	5,950.00	16 DD Vouchers	129,265.16
	EXCEL: Bereavement		8.00	1,106.67	Medicare	2,836.73	457B $	500.00	1 DD Distributions	5,021.77
					California State W/H	9,843.79	Accident Plan	38.93	NET PAY	134,286.93
	EXCEL Sick		44.00	3,578.66	Hawaii State W/H	808.92	Basic Life Insurance ER Memo	238.43		
	Personal Necessity Leave		32.00	2,518.73	CaliforniaSDI Tax	2,345.85	CAL STRS 10.205%	2,884.32		
							CAL STRS 10.25%	17,406.35		
	Cell- Exempt Empl			250.00			CAL STRS Match	37,833.61		
	Cash In Lieu			1,000.00			Critical Illness EE - 10k	22.85		
	Education Stipend			1,833.37			Critical Illness EE - 20k	23.43		
	Internet- Exempt Empl			800.00			Dental DHMO - ER Cost	22.50		
	Supply Stipend			300.00			Dental HMO - EE Cost	11.25		
	GROSS		2,326.72	200,431.70			Dental PPO High - EE Cost	235.02		
							Dental PPO Low	141.04		
							Expense Reimbursement (-)	-1,523.07		
							Flexible Spending Account	488.33		
							Health Savings Account	376.72		
							Hospital Indemnity	48.20		
							Kaiser HMO - EE Cost	46.29		
							Kaiser HMO - ER Cost	1,600.00		
							Long Term Disability - EE Cost	157.85		
							Medical HMO - EE Cost	942.60		
							Medical HMO - ER Cost	4,716.73		
							Medical High PPO - EE Cost	278.72		
							Medical High PPO - ER Cost	2,700.00		
							Medical Low PPO	2,210.17		
							Medical Low PPO - ER Cost	2,829.09		
							Medical PPO w/ HSA - ER Cost	1,045.71		
							Pet Insurance	23.50		

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
							Vision - EE Cost	66.65		
							Vison - ER Cost	19.68		
							Voluntary Life & AD&D	36.50		
							Voluntary Life Child	1.80		
							Voluntary Life Spouse	13.50		
1900 - Other Certificated Salaries										
AWAD, BRIANA	Regular	59.75	128.73	7,692.15	Federal W/H (S)	949.75	Expense Reimbursement (-)	-143.79	Direct Deposit Net Check	6,226.87
Code: A10P	EXCEL Sick	59.75	8.00	478.03	Medicare	123.51	CAL STRS Match	1,602.18	NET PAY	6,226.87
Tax Profile: 1 - CA/CA/CA	Education Stipend			218.18	CA State W/H (S/1)	394.67	Basic Life Insurance ER Memo	12.94		
	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	110.73	Kaiser HMO - ER Cost	896.21		
	Supply Stipend			79.41			CAL STRS 10.205%	856.03		
	GROSS			8,517.77						
BAKER, LINDSAY A	Regular	65.29	136.73	8,927.73	Federal W/H (M)	636.26	Expense Reimbursement (-)	-89.38	Direct Deposit Net Check	7,038.53
Code: A0XO	Cell- Exempt Empl			50.00	Medicare	134.27			NET PAY	7,038.53
Tax Profile: 1 - CA/CA/CA	Education Stipend			181.82	CA State W/H (S/0)	477.05	Pet Insurance	12.82		
	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	120.37	CAL STRS Match	1,739.92		
	Supply Stipend			50.00			Basic Life Insurance ER Memo	10.64		
	GROSS			9,259.55			Medical Low PPO - ER Cost	1,229.09		
							CAL STRS 10.205%	929.63		
CORZINE, LACEY	Regular	56.32	136.73	7,701.18	Federal W/H (M)	556.87	Accident Plan	9.45	Direct Deposit Net Check	5,964.72
Code: A10Q	Regular	491.56	1.00	491.56	Medicare	123.60	Flexible Spending Account	20.00	Direct Dep. Distribution 1	500.00
Tax Profile: 1 - CA/CA/CA	Cell- Exempt Empl			52.94	CA State W/H (S/1)	395.35			NET PAY	6,464.72
	Education Stipend			192.52	CaliforniaSDI Tax	110.81	Long Term Disability - EE Cost	7.56		
	Internet- Exempt Empl			52.94			CAL STRS Match	1,601.58		
	Supply Stipend			52.94			Basic Life Insurance ER Memo	12.20		
	GROSS			8,544.08			Medical HMO - ER Cost	1,476.35		
							CAL STRS 10.205%	855.72		
DESCHAINE, ALISON A	Regular	64.03	128.73	8,242.15	Federal W/H (M)	148.42	Critical Illness EE - 20k	43.01	Direct Deposit Net Check	5,000.62
Code: A0QH	EXCEL Sick	64.03	8.00	512.21	Medicare	93.45			NET PAY	5,000.62
Tax Profile: 1 - CA/CA/CA	Cell- Exempt Empl			50.00	CA State W/H (S/2)	176.81	Dental PPO High - EE Cost	195.51		
	Education Stipend			181.82	CaliforniaSDI Tax	83.78	Expense Reimbursement (-)	-17.64		
	Internet- Exempt Empl			50.00			Medical Low PPO	2,411.09		
	Supply Stipend			50.00			Vision - EE Cost	35.17		
							CAL STRS Match	1,706.81		

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
	GROSS			9,086.18			Basic Life Insurance ER Memo	12.70		
							Medical Low PPO - ER Cost	1,399.08		
							CAL STRS 10.25%	915.96		
MASHBURN, MANDY K	Regular	63.99	141.82	9,075.27	Federal W/H (M)	738.25	Expense Reimbursement (-)	-318.32	Direct Deposit Net Check	7,540.42
Code: A03X	Cash In Lieu			218.18	Medicare	136.21			NET PAY	7,540.42
Tax Profile: 1 - CA/CA/CA	Internet- Exempt Empl			50.00	CA State W/H (M/1)	244.56	CAL STRS Match	1,733.38		
					CaliforniaSDI Tax	122.11	Basic Life Insurance ER Memo	12.57		
	Supply Stipend			50.00						
	GROSS			9,393.45			CAL STRS 10.25%	930.22		
Subtotals for Dept: 1900	Regular		673.74	42,130.04	Federal W/H	3,029.55	Accident Plan	9.45	5 DD Vouchers	31,771.16
	EXCEL Sick		16.00	990.24	Medicare	611.04	Basic Life Insurance ER Memo	61.05	1 DD Distributions	500.00
	Cell- Exempt Empl			152.94	California State W/H	1,688.44			NET PAY	32,271.16
					CaliforniaSDI Tax	547.80	CAL STRS 10.205%	2,641.38		
	Cash In Lieu			218.18			CAL STRS 10.25%	1,846.18		
	Education Stipend			774.34			CAL STRS Match	8,383.87		
							Critical Illness EE - 20k	43.01		
	Internet- Exempt Empl			252.94						
							Dental PPO High - EE Cost	195.51		
	Supply Stipend			282.35						
	GROSS		689.74	44,801.03			Expense Reimbursement (-)	-569.13		
							Flexible Spending Account	20.00		
							Kaiser HMO - ER Cost	896.21		
							Long Term Disability - EE Cost	7.56		
							Medical HMO - ER Cost	1,476.35		
							Medical Low PPO	2,411.09		
							Medical Low PPO - ER Cost	2,628.17		
							Pet Insurance	12.82		
							Vision - EE Cost	35.17		
2100 - Non Certificated Instruction										
GARCIA, SILVIA	Regular	44.26	128.67	5,694.37	Federal W/H (H)	813.02	Accident Plan	5.79	Direct Deposit Net Check	4,575.25
Code: A0ZU	Cell- Exempt Empl			50.00	Medicare	89.42	Critical Illness EE - 20k	50.06	NET PAY	4,575.25
Tax Profile: 1 - CA/CA/CA					Social Security	382.35				
	Holiday	44.26	8.00	354.05	CA State W/H (H/0)	112.87	Dental HMO - EE Cost	12.27		
	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	80.18	FSA Dependent	8.33		
							Hospital Indemnity	12.72		
	Supply Stipend			50.00			Long Term Disability - EE Cost	33.54		
	GROSS			6,198.42						

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
							Pet Insurance	11.75		
							Vision - EE Cost	10.87		
							Basic Life Insurance ER Memo	10.15		
							Kaiser HMO - ER Cost	896.21		
TANG, AILEEN	Regular	61.79	128.67	7,950.98	Federal W/H (S)	793.13	Expense Reimbursement (-)	-80.10	Direct Deposit Net Check	5,348.21
Code: A17Z	Education Stipend			166.67	Medicare	124.33			Direct Dep. Distribution 1	500.00
Tax Profile: 1 - CA/CA/CA					Social Security	531.59	457B $	791.00	NET PAY	5,848.21
	Holiday	61.79	8.00	494.35	CA State W/H (S/0)	412.59	Flexible Spending Account	133.33		
	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	119.39				
	Supply Stipend			50.00			Voluntary Life & AD&D	34.00		
	GROSS			8,712.00			Vision - EE Cost	4.53		
							457B Match %	609.84		
							Basic Life Insurance ER Memo	11.68		
							Medical HMO - ER Cost	1,476.35		
TORRES, JOSH	Regular	44.40	128.67	5,712.81	Federal W/H (M)	355.83	457B $	425.00	Direct Deposit Net Check	4,811.50
Code: A18J	Cell- Exempt Empl			50.00	Medicare	93.06	457B Match %	425.00	NET PAY	4,811.50
Tax Profile: 1 - CA/CA/CA					Social Security	397.91	Basic Life Insurance ER Memo	9.06		
	Cash In Lieu			200.00	CA State W/H (S/0)	245.74				
	Holiday	44.40	8.00	355.19	CaliforniaSDI Tax	88.96				
	Internet- Exempt Empl			50.00						
	Supply Stipend			50.00						
	GROSS			6,418.00						
Subtotals for Dept: 2100	Regular		386.01	19,358.16	Federal W/H	1,961.98	457B $	1,216.00	3 DD Vouchers	14,734.96
	Cell- Exempt Empl			100.00	Medicare	306.81	457B Match %	1,034.84	1 DD Distributions	500.00
					Social Security	1,311.85	Accident Plan	5.79	NET PAY	15,234.96
	Cash In Lieu			200.00	California State W/H	771.20	Basic Life Insurance ER Memo	30.89		
	Education Stipend			166.67	CaliforniaSDI Tax	288.53				
	Holiday		24.00	1,203.59			Critical Illness EE - 20k	50.06		
	Internet- Exempt Empl			150.00			Dental HMO - EE Cost	12.27		
	Supply Stipend			150.00			Expense Reimbursement (-)	-80.10		
	GROSS		410.01	21,328.42			FSA Dependent	8.33		
							Flexible Spending Account	133.33		
							Hospital Indemnity	12.72		
							Kaiser HMO - ER Cost	896.21		
							Long Term Disability - EE Cost	33.54		
							Medical HMO - ER	1,476.35		

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
							Cost			
							Pet Insurance	11.75		
							Vision - EE Cost	15.40		
							Voluntary Life & AD&D	34.00		
2300 - Classified Administration										
ANDERSON, MEGAN ELIZABETH	Regular	82.35	166.00	13,669.72	Federal W/H (H)	1,662.09	Accident Plan	8.66	Direct Deposit Net Check	6,460.69
Code: A0TS	Cell- Exempt Empl			50.00	Medicare	209.21	Expense Reimbursement (-)	-68.86	Direct Dep. Distribution 1	4,000.00
Tax Profile: 1 - CA/CA/CA	Holiday	82.35	8.00	658.78	Social Security	894.56			NET PAY	10,460.69
	Internet- Exempt Empl			50.00	CA State W/H (S/2)	1,072.88	Voluntary Life & AD&D	1.70		
	GROSS			14,428.50	CaliforniaSDI Tax	187.57	Basic Life Insurance ER Memo	16.41		
							Medical Priority Slct ER Memo	1,326.33		
HANSEN, LAUREN E	Regular	71.99	157.00	11,301.81	Federal W/H (M)	755.45	Dental PPO Low	141.04	Direct Deposit Net Check	9,066.28
Code: A05R	EXCEL Sick	71.99	1.00	71.99	Medicare	170.95	Medical Low PPO	612.36	NET PAY	9,066.28
Tax Profile: 2 - OR/OR/OR	EXCEL: Vacation MSM	71.99	8.00	575.89	Social Security	730.97	Vision - EE Cost	32.24		
					OR State W/H (S/0)	982.34	Basic Life Insurance ER Memo	11.53		
	Holiday	71.99	8.00	575.89	Oregon EE W/C Assessment	1.42	Medical Low PPO - ER Cost	1,600.00		
	Internet- Exempt Empl			50.00	Oregon EE PFML	70.74				
	GROSS			12,575.58	Oregon Transit Tax	11.79				
MCCOOK, ALEXANDREA	Regular	47.83	166.00	7,940.57	Federal W/H (M)	739.61	Basic Life Insurance ER Memo	10.88	Direct Deposit Net Check	6,430.79
Code: A03C	Holiday	47.83	8.00	382.68	Medicare	121.42			NET PAY	6,430.79
Tax Profile: 1 - CA/CA/CA	Internet- Exempt Empl			50.00	Social Security	519.14	Medical HMO - ER Cost	1,476.35		
	GROSS			8,373.25	CA State W/H (S/2)	453.43				
					CaliforniaSDI Tax	108.86				
MILLS, JOE	Regular	114.17	147.33	16,820.09	Federal W/H (M)	870.43	403B $	2,000.00	Direct Deposit Net Check	9,300.65
Code: A0ZW	Cell- Exempt Empl			50.00	Medicare	251.94	Expense Reimbursement (-)	-286.37	NET PAY	9,300.65
Tax Profile: 1 - CA/CA/CA					Social Security	1,077.26				
	Education Stipend			166.67	CA State W/H (S/2)	856.43	457B $	3,062.50		
					CaliforniaSDI Tax	242.25	FSA Dependent	625.00		
	Holiday	114.17	8.00	913.33			457B Match %	1,260.01		
	Internet- Exempt Empl			50.00			Basic Life Insurance ER Memo	18.15		
	GROSS			18,000.09			Medical HMO - ER Cost	1,476.35		
SANTIAGO, JONATHAN DANIEL	Regular	47.03	166.00	7,807.49	Federal W/H (M)	223.25	403B $	590.00	Direct Deposit Net Check	6,738.89
Code: A0ZV	Cell- Exempt Empl			50.00	Medicare	120.11	Expense Reimbursement (-)	-164.77	NET PAY	6,738.89
Tax Profile: 1 - CA/CA/CA					Social Security	513.59				
	Holiday	47.03	8.00	376.26	CA State W/H (M/3)	137.99	Voluntary Life & AD&D	17.00		
	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	107.69				
							403bMatch %	579.86		

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
	GROSS			8,283.75			Basic Life Insurance ER Memo	11.54		
							Medical HMO - ER Cost	1,476.35		
TANNER, NICOLE M	Regular	50.40	158.00	7,962.66	Federal W/H (S)	1,000.93	Dental PPO High - EE Cost	179.22	Direct Deposit Net Check	5,174.87
Code: A0YX	EXCEL Sick	50.40	8.00	403.17	Medicare	123.89			Direct Dep. Distribution 1	500.00
Tax Profile: 1 - CA/CA/CA	Cell- Exempt Empl			50.00	Social Security	529.75	457B $	650.00	NET PAY	5,674.87
	Holiday	50.40	8.00	403.17	CA State W/H (S/1)	418.47	Flexible Spending Account	100.00		
	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	119.15	Kaiser HMO - EE Cost	13.18		
	GROSS			8,869.00			Voluntary Life & AD&D	25.50		
							Voluntary Life Child	1.80		
							Vision - EE Cost	32.24		
							457B Match %	620.83		
							Basic Life Insurance ER Memo	12.38		
							Kaiser HMO - ER Cost	1,600.00		
ZAHEDI, AMENEH	Regular	39.78	166.00	6,604.06	Federal W/H (H)	482.56	Dental PPO Low	46.09	Direct Deposit Net Check	4,118.90
Code: A11L	Cell- Exempt Empl			50.00	Medicare	96.09	Expense Reimbursement (-)	-32.38	Direct Dep. Distribution 1	1,372.97
Tax Profile: 1 - CA/CA/CA					Social Security	410.87			NET PAY	5,491.87
	Holiday	39.78	8.00	318.27	CA State W/H (H/3)	91.76	Flexible Spending Account	200.00		
	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	86.15	Medical High PPO - EE Cost	139.36		
	GROSS			7,022.33			Vision - EE Cost	9.96		
							Basic Life Insurance ER Memo	9.81		
							Medical High PPO - ER Cost	1,350.00		
Subtotals for Dept: 2300	Regular		1,126.33	72,106.40	Federal W/H	5,734.32	403B $	2,590.00	7 DD Vouchers	47,291.07
	EXCEL Sick		9.00	475.16	Medicare	1,093.61	403bMatch %	579.86	3 DD Distributions	5,872.97
	EXCEL: Vacation MSM		8.00	575.89	Social Security	4,676.14	457B $	3,712.50	NET PAY	53,164.04
					California State W/H	3,030.96	457B Match %	1,880.84		
	Cell- Exempt Empl			250.00	Oregon State W/H	982.34	Accident Plan	8.66		
					Oregon EE W/C	1.42	Basic Life Insurance	90.70		
	Education Stipend			166.67	Assessment		ER Memo			
					Oregon EE PFML	70.74	Dental PPO High - EE	179.22		
	Holiday		56.00	3,628.38	Oregon Transit Tax	11.79	Cost			
	Internet- Exempt Empl			350.00	CaliforniaSDI Tax	851.67	Dental PPO Low	187.13		
	GROSS		1,199.33	77,552.50			Expense Reimbursement (-)	-552.38		
							FSA Dependent	625.00		
							Flexible Spending Account	300.00		

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
							Kaiser HMO - EE Cost	13.18		
							Kaiser HMO - ER Cost	1,600.00		
							Medical HMO - ER Cost	4,429.05		
							Medical High PPO - EE Cost	139.36		
							Medical High PPO - ER Cost	1,350.00		
							Medical Low PPO	612.36		
							Medical Low PPO - ER Cost	1,600.00		
							Medical Priority Slct ER Memo	1,326.33		
							Vision - EE Cost	74.44		
							Voluntary Life & AD&D	44.20		
							Voluntary Life Child	1.80		
2400 - Clerical and Office Admin										
BOULTER, LIZ	Regular	35.18	153.00	5,382.48	Federal W/H (M)	436.28	Expense Reimbursement (-)	-53.96	Direct Deposit Net Check	4,057.12
Code: A0Z4	EXCEL Sick	35.18	13.00	457.33	Medicare	81.92			NET PAY	4,057.12
Tax Profile: 1 - CA/CA/CA	Holiday	35.18	8.00	281.44	Social Security	350.27	457B $	500.00		
	Internet- Exempt Empl			50.00	CA State W/H (S/0)	174.19	Kaiser HMO - EE Cost	521.66		
	GROSS			6,171.25	CaliforniaSDI Tax	79.06	Long Term Disability - EE Cost	24.71		
							457B Match %	431.99		
							Basic Life Insurance ER Memo	8.54		
							Kaiser HMO - ER Cost	1,450.00		
CESARIO, ANNE B	Regular	36.05	152.50	5,498.26	Federal W/H (H)	410.14	Accident Plan	8.66	Direct Deposit Net Check	5,040.15
Code: A03A	EXCEL Sick	36.05	12.00	432.65	Medicare	91.69	Expense Reimbursement (-)	-97.91	NET PAY	5,040.15
Tax Profile: 1 - CA/CA/CA	EXCEL: Vacation MSM	36.05	1.50	54.08	Social Security	392.05				
					CA State W/H (H/1)	92.53	457B $	300.00		
	Holiday	36.05	8.00	288.43	CaliforniaSDI Tax	86.11	457B Match %	300.00		
	Internet- Exempt Empl			50.00			Basic Life Insurance ER Memo	3.95		
	GROSS			6,323.42			Medical HMO - ER Cost	738.18		
HARVILLA, MELISSA D	Regular	34.05	166.00	5,652.19	Federal W/H (M)	531.49	Expense Reimbursement (-)	-129.51	Direct Deposit Net Check	4,575.31
	Cash In Lieu			200.00	Medicare	89.53			NET PAY	4,575.31
Code: A15N	Holiday	34.05	8.00	272.39	Social Security	382.82	457B $	414.00		
Tax Profile: 1 - CA/CA/CA	Internet- Exempt Empl			50.00	CA State W/H (S/0)	225.29	457B Match %	414.00		
					CaliforniaSDI Tax	85.65	Basic Life Insurance ER Memo	4.23		
	GROSS			6,174.58						
IBRAHIMI, NANCY S	Regular	42.92	160.00	6,866.97	Federal W/H (M)	534.90	Accident Plan	8.66	Direct Deposit Net Check	6,177.94

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
Code: A0ZY	EXCEL Sick	42.92	6.00	257.51	Medicare	108.54	Critical Illness EE - 20k	14.24	NET PAY	6,177.94
Tax Profile: 1 - CA/CA/CA	Holiday	42.92	8.00	343.35	Social Security	464.09				
	Internet- Exempt Empl			50.00	CA State W/H (S/0)	390.64	Dental HMO - EE Cost	37.13		
					CaliforniaSDI Tax	97.31	Expense Reimbursement (-)	-324.67		
	Supply Stipend			50.00						
	GROSS			7,567.83			Kaiser HMO - EE Cost	13.18		
							Long Term Disability - EE Cost	11.83		
							Voluntary Life Child	1.80		
							Vision - EE Cost	32.24		
							Basic Life Insurance ER Memo	10.74		
							Kaiser HMO - ER Cost	1,600.00		
NGUYEN, JACKIE	Regular	36.24	158.00	5,725.16	Federal W/H (S)	682.25	Accident Plan	5.31	Direct Deposit Net Check	4,848.07
Code: A0Y7	EXCEL: Vacation MSM	36.24	8.00	289.88	Medicare	92.14	Expense Reimbursement (-)	-27.05	NET PAY	4,848.07
Tax Profile: 1 - CA/CA/CA					Social Security	394.00				
	Holiday	36.24	8.00	289.88	CA State W/H (S/0)	277.59	Basic Life Insurance ER Memo	8.29		
	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	82.61				
							Medical HMO - ER Cost	820.19		
	GROSS			6,354.92						
PITCHESS, CHARLENE L	Regular	39.67	163.00	6,466.13	Federal W/H (S)	684.72	Expense Reimbursement (-)	-20.52	Direct Deposit Net Check	4,458.63
	EXCEL Sick	39.67	3.00	119.01	Medicare	101.53			NET PAY	4,458.63
Code: A14T	Cell- Exempt Empl			50.00	Social Security	434.15	457B $	1,000.00		
Tax Profile: 1 - CA/CA/CA					CA State W/H (S/0)	246.58	457B Match %	490.18		
	Holiday	39.67	8.00	317.36	CaliforniaSDI Tax	97.41	Basic Life Insurance ER Memo	9.68		
	Internet- Exempt Empl			50.00						
							Medical HMO - ER Cost	1,476.35		
	GROSS			7,002.50						
RYNDERS, ERIN K	Regular	36.13	158.00	5,708.50	Federal W/H (M)	436.10	Dental PPO Low	17.39	Direct Deposit Net Check	5,087.32
Code: A05G	EXCEL Sick	36.13	8.00	289.04	Medicare	91.41	Expense Reimbursement (-)	-43.02	NET PAY	5,087.32
Tax Profile: 1 - CA/CA/CA	Cell- Exempt Empl			50.00	Social Security	390.82				
					CA State W/H (S/1)	259.05	Flexible Spending Account	200.00		
	Education Stipend			166.67	CaliforniaSDI Tax	81.94				
							Vision - EE Cost	32.24		
	Holiday	36.13	8.00	289.04			Basic Life Insurance ER Memo	4.19		
	Internet- Exempt Empl			50.00						
							Medical HMO - ER Cost	738.18		
	GROSS			6,553.25						
SANCHEZ, JACKIE	Regular	2,211.69	1.00	2,211.69	Federal W/H (M)	90.64			Direct Deposit Net Check	1,927.37
Code: A10T	Cell- Exempt Empl			18.18	Medicare	32.60			NET PAY	1,927.37
Tax Profile: 1 - CA/CA/CA					Social Security	139.38				
	Internet- Exempt Empl			18.18	CA State W/H (S/0)	28.84				
					CaliforniaSDI Tax	29.22				
	GROSS			2,248.05						

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
SHOKAIR, LOUBNA	Regular	35.18	166.00	5,839.81	Medicare	89.49	Expense Reimbursement (-)	-45.45	Direct Deposit Net Check	5,511.87
Code: A0Y6	Holiday	35.18	8.00	281.44	Social Security	382.61			NET PAY	5,511.87
Tax Profile: 1 - CA/CA/CA	Internet- Exempt Empl			50.00	CA State W/H (M/0)	134.00	Pet Insurance	18.50		
					CaliforniaSDI Tax	80.23	Basic Life Insurance ER Memo	4.15		
	GROSS			6,171.25						
TOMKIEL, SARAH	Regular	38.98	166.00	6,470.58	Federal W/H (S)	774.69	Dental PPO Low	85.82	Direct Deposit Net Check	5,109.47
Code: A14U	Cell- Exempt Empl			50.00	Medicare	96.27	Expense Reimbursement (-)	-143.64	NET PAY	5,109.47
Tax Profile: 1 - CA/CA/CA					Social Security	411.60				
	Holiday	38.98	8.00	311.84	CA State W/H (S/0)	304.04	Flexible Spending Account	125.00		
	Internet- Exempt Empl			50.00	CaliforniaSDI Tax	86.31	Kaiser HMO - EE Cost	13.18		
	GROSS			6,882.42			Vision - EE Cost	19.68		
							Basic Life Insurance ER Memo	8.81		
							Kaiser HMO - ER Cost	1,600.00		
Subtotals for Dept: 2400	Regular		1,443.50	55,821.77	Federal W/H	4,581.21	457B $	2,214.00	10 DD Vouchers	46,793.25
	EXCEL Sick		42.00	1,555.54	Medicare	875.12	457B Match %	1,636.17	NET PAY	46,793.25
	EXCEL: Vacation MSM		9.50	343.96	Social Security	3,741.79	Accident Plan	22.63		
					California State W/H	2,132.75	Basic Life Insurance ER Memo	62.58		
	Cell- Exempt Empl			168.18	CaliforniaSDI Tax	805.85				
							Critical Illness EE - 20k	14.24		
	Cash In Lieu			200.00						
	Education Stipend			166.67			Dental HMO - EE Cost	37.13		
							Dental PPO Low	103.21		
	Holiday		72.00	2,675.17			Expense Reimbursement (-)	-885.73		
	Internet- Exempt Empl			468.18						
							Flexible Spending Account	325.00		
	Supply Stipend			50.00						
	GROSS		1,567.00	61,449.47			Kaiser HMO - EE Cost	548.02		
							Kaiser HMO - ER Cost	4,650.00		
							Long Term Disability - EE Cost	36.54		
							Medical HMO - ER Cost	3,772.90		
							Pet Insurance	18.50		
							Vision - EE Cost	84.16		
							Voluntary Life Child	1.80		

Prepaid/Manual Checks

BOYD, AMANDA L	Cell- Exempt Empl			33.33	Medicare	78.01	Dental PPO Low	18.97	Manual Check	4,587.86
Code: A0Q8 Dept: 1100					CA State W/H (S/4)	97.19	Vision - EE Cost	35.17	Check # 1008	☐
Tax Profile: 1 - CA/CA/CA	Education Stipend			121.21	CaliforniaSDI Tax	69.93	CAL STRS Match	1,018.77	NET PAY	4,587.86
	Internet- Exempt Empl			33.33			Basic Life Insurance ER Memo	9.33		
							Medical HMO - ER	1,476.35		

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay	
	Regular Pay			5,212.65			Cost			
	Supply Stipend			33.33			CAL STRS 10.25%	546.72		
	GROSS			5,433.85						
CORRADINI, ALLISON L Code: A0Y3 Dept: 1100 Tax Profile: 1 - CA/CA/CA	Virtual Class 2 Stipend			1,750.00	Medicare	25.38	CAL STRS Match	334.25	Manual Check	1,522.49
					CaliforniaSDI Tax	22.75	CAL STRS 10.25%	179.38	Check # 1006	☐
	GROSS			1,750.00					NET PAY	1,522.49
EHRING, JILLIAN M Code: A0JC Dept: 1100 Tax Profile: 1 - CA/CA/CA							Expense Reimbursement (-)	-107.16	Manual Check	107.16
									Check # 1005	☐
									NET PAY	107.16
FEIGIN, ALEX Code: A102 Dept: 1100 Tax Profile: 1 - CA/CA/CA	Regular	3,339.61	1.00	3,339.61	Federal W/H (M)	51.79	Expense Reimbursement (-)	-150.78	Manual Check	3,155.05
	Cell- Exempt Empl			19.05	Medicare	51.46			Check # 1007	☐
					CA State W/H (S/1)	47.60	CAL STRS Match	651.09	NET PAY	3,155.05
	Cash In Lieu			83.12	CaliforniaSDI Tax	46.14	Basic Life Insurance ER Memo	11.43		
	Education Stipend			69.26			CAL STRS 10.205%	347.88		
	Internet- Exempt Empl			19.05						
	Supply Stipend			19.05						
	GROSS			3,549.14						
SubTotal Prepaid/Manual Checks	Regular		1.00	3,339.61	Federal W/H	51.79	Basic Life Insurance ER Memo	20.76	4 Checks	9,372.56
	Cell- Exempt Empl			52.38	Medicare	154.85			NET PAY	9,372.56
					California State W/H	144.79	CAL STRS 10.205%	347.88		
	Cash In Lieu			83.12	CaliforniaSDI Tax	138.82	CAL STRS 10.25%	726.10		
	Education Stipend			190.47			CAL STRS Match	2,004.11		
							Dental PPO Low	18.97		
	Internet- Exempt Empl			52.38			Expense Reimbursement (-)	-257.94		
	Regular Pay			5,212.65			Medical HMO - ER Cost	1,476.35		
	Supply Stipend			52.38						
	Virtual Class 2 Stipend			1,750.00			Vision - EE Cost	35.17		
	GROSS		1.00	10,732.99						

Total Company

Company Totals	Regular		21,332.99	1,326,730.33	Federal W/H	111,328.33	403B $	11,190.00	4 Checks	9,372.56
	EXCEL: Bereavement		32.00	2,219.81	Medicare	20,191.24	403bMatch %	579.86	158 DD Vouchers	984,550.97
					Social Security	9,729.78	403b $ Roth	675.00	23 DD Distributions	40,996.31
	EXCEL Sick		308.50	18,266.58	California State W/H	57,383.45	457B $	13,592.50	NET PAY	1,034,919.84
	EXCEL: Vacation MSM		17.50	919.85	Hawaii State W/H	808.92	457B Match %	4,551.85		
					Oregon State W/H	982.34	Accident Plan	345.70		
	Personal Necessity Leave		239.50	15,375.00	Oregon EE W/C Assessment	1.42	Basic Life Insurance ER Memo	1,819.95		
					Oregon EE PFML	70.74	CAL STRS 10.205%	50,195.29		
	Additional			2,142.28	Oregon Transit Tax	11.79	CAL STRS 10.25%	77,142.56		

Employee	Earnings	Rate	Hours/Units	Amount	Taxes		Deductions		Net Pay
	Duties-STRS				CaliforniaSDI Tax	17,810.79	CAL STRS Match	237,695.48	
	Cell- Exempt Empl			4,976.13			Critical Illness EE - 10k	172.64	
	Cash In Lieu			9,464.88			Critical Illness EE - 20k	526.50	
	Education Stipend			16,474.57			Dental DHMO - ER Cost	152.61	
	Holiday		152.00	7,507.14			Dental HMO - EE Cost	594.01	
	Internet- Exempt Empl			7,826.13			Dental High - ER Cost	60.87	
	Regular Pay			5,212.65			Dental Low - ER Cost	50.28	
	Supply Stipend			6,684.73			Dental PPO High - EE Cost	2,383.99	
	Virtual Class 1 Stipend			1,750.00			Dental PPO Low	2,019.00	
	Virtual Class 2 Stipend			3,500.00			Expense Reimbursement (-)	-16,958.56	
	Virtual Class 3 Stipend			2,625.00			FSA Dependent	1,208.78	
	GROSS		22,082.49	1,431,675.08			Flexible Spending Account	2,875.30	
							Health Savings Account	1,572.17	
							Hospital Indemnity	408.23	
							Kaiser HMO - EE Cost	10,133.08	
							Kaiser HMO - ER Cost	53,172.48	
							Long Term Disability - EE Cost	931.63	
							Medical HMO - EE Cost	3,385.82	
							Medical HMO - ER Cost	55,422.08	
							Medical High PPO - EE Cost	1,901.25	
							Medical High PPO - ER Cost	9,563.73	
							Medical Low PPO	8,312.74	
							Medical Low PPO - ER Cost	19,833.39	
							Medical PPO w/ HSA - EE Cost	2,098.90	
							Medical PPO w/ HSA - ER Cost	5,116.51	
							Medical Priority Select HMO	1,306.30	
							Medical Priority Slct ER Memo	9,820.14	
							Pet Insurance	303.03	
							Vision - EE Cost	1,399.40	

Employee	Earnings	Rate	Hours/Units	Amount	Taxes	Deductions		Net Pay
						Vison - ER Cost	84.63	
						Voluntary Life & AD&D	592.07	
						Voluntary Life Child	23.78	
						Voluntary Life Spouse	105.33	

Total Net Pay 1,034,919.84

Company name: Excel Academy Charter Schools

Report name: Check register

(Locations:2053--Excel Academy Charter School - Warner & 2073--Excel Academy Charter School - Helendale &2188--Excel Academy Charter School - OC)

Bank	Date	Bill date	Bill no.	Vendor	GL account or account label	Method	Document no.	Amount	Amount applied	Memo	Department	Location
CHASE 9313 - Chase Bank	**Account no: 215769313**											
	9/2/2026	8/6/2026	82026	6947--Autism Diagnostic & Intervention Connec	9551--Prior Year Liabilities	EFT	108186	7,700.00	2,570.00	IEE R.S.	907--Special Education	2073--Excel Academy Charter School - Helendale
				6947--Autism Diagnostic & Intervention Connec	9551--Prior Year Liabilities	EFT	108186	7,700.00	5,130.00	IEE R.S.	907--Special Education	2053--Excel Academy Charter School - Warner
	9/2/2026	7/30/2026	65405	6772--Homeschool Buyers Club	4100--Textbooks & Core Curricu	EFT	108185	134.00	134.00		910--Instructional Funds	2073--Excel Academy Charter School - Helendale
	9/2/2026	7/22/2026	25332	1243--JacKris Publishing, LLC	4100--Textbooks & Core Curricu	EFT	108163	348.20	46.99		910--Instructional Funds	2053--Excel Academy Charter School - Warner
		7/22/2026	25328	1243--JacKris Publishing, LLC	4100--Textbooks & Core Curricu	EFT	108163	348.20	111.52		910--Instructional Funds	2053--Excel Academy Charter School - Warner
		7/22/2026	25348	1243--JacKris Publishing, LLC	4100--Textbooks & Core Curricu	EFT	108163	348.20	78.17		910--Instructional Funds	2053--Excel Academy Charter School - Warner
		7/22/2026	25349	1243--JacKris Publishing, LLC	4100--Textbooks & Core Curricu	EFT	108163	348.20	111.52		910--Instructional Funds	2073--Excel Academy Charter School - Helendale
	9/2/2026	7/24/2026	S_11967	5748--Quality Science Labs	4310--Materials & Supplies	EFT	108159	268.14	268.14		910--Instructional Funds	2073--Excel Academy Charter School - Helendale
	9/2/2026	7/31/2026	28202	2484--Pandia Press	4100--Textbooks & Core Curricu	EFT	108179	248.07	121.83		910--Instructional Funds	2073--Excel Academy Charter School - Helendale
		7/31/2026	28201	2484--Pandia Press	4100--Textbooks & Core Curricu	EFT	108179	248.07	63.12		910--Instructional Funds	2073--Excel Academy Charter School - Helendale
		7/31/2026	28199	2484--Pandia Press	4100--Textbooks & Core Curricu	EFT	108179	248.07	63.12		910--Instructional Funds	2053--Excel Academy Charter School - Warner
	9/2/2026	7/30/2026	8883	6797--Auto Upkeep	4100--Textbooks & Core Curricu	EFT	108173	225.00	100.00		910--Instructional Funds	2073--Excel Academy Charter School - Helendale
		7/30/2026	8882	6797--Auto Upkeep	4100--Textbooks & Core Curricu	EFT	108173	225.00	125.00		910--Instructional Funds	2073--Excel Academy Charter School - Helendale
	9/2/2026	7/30/2026	IN-8640	1339--Elemental Science (Elemental Science, I	4100--Textbooks & Core Curricu	EFT	108156	204.48	27.50		910--Instructional Funds	2073--Excel Academy Charter School - Helendale
		7/24/2026	IN-8605	1339--Elemental Science (Elemental Science, I	4100--Textbooks & Core Curricu	EFT	108156	204.48	102.99		910--Instructional Funds	2053--Excel Academy Charter School - Warner
		7/24/2026	IN-8613	1339--Elemental Science (Elemental Science, I	4100--Textbooks & Core Curricu	EFT	108156	204.48	73.99		910--Instructional Funds	2053--Excel Academy Charter School - Warner
	9/2/2026	7/30/2026	71349	1211--Teaching Textbooks	4100--Textbooks & Core Curricu	EFT	108166	163.90	79.95		910--Instructional Funds	2053--Excel Academy Charter School - Warner
		7/24/2026	71134	1211--Teaching Textbooks	4100--Textbooks & Core Curricu	EFT	108166	163.90	83.95		910--Instructional Funds	2053--Excel Academy Charter School - Warner
	9/2/2026	8/18/2026	1987370	6866--Optum	5860--Service Fees	EFT	108165	120.00	70.80		901--Human Resources	2053--Excel Academy Charter School - Warner
				6866--Optum	5860--Service Fees	EFT	108165	120.00	49.20		901--Human Resources	2073--Excel Academy Charter School - Helendale
	9/2/2026	8/3/2026	956543562	1180--Houghton Mifflin Harcourt Publishing Co.	4100--Textbooks & Core Curricu	EFT	108177	85.28	85.28		910--Instructional Funds	2073--Excel Academy Charter School - Helendale
	9/2/2026	7/25/2026	14786	2699--Nicole the Math Lady, LLC.	4100--Textbooks & Core Curricu	EFT	108162	79.00	79.00		910--Instructional Funds	2053--Excel Academy Charter School - Warner
	9/2/2026	7/27/2026	C246183	2538--Memoria Press	4100--Textbooks & Core Curricu	EFT	108181	36.56	36.56		910--Instructional Funds	2073--Excel Academy Charter School - Helendale
	9/2/2026	7/28/2026	326544	1293--Beyond the Page	4100--Textbooks & Core Curricu	EFT	108168	9,789.19	168.50		910--Instructional Funds	2053--Excel Academy Charter School - Warner
		7/28/2026	326480	1293--Beyond the Page	4100--Textbooks & Core Curricu	EFT	108168	9,789.19	412.53		910--Instructional Funds	2073--Excel Academy Charter School - Helendale
		7/23/2026	326230	1293--Beyond the Page	4100--Textbooks & Core Curricu	EFT	108168	9,789.19	205.20		910--Instructional Funds	2053--Excel Academy Charter School - Warner
		7/22/2026	326128	1293--Beyond the Page	4100--Textbooks & Core Curricu	EFT	108168	9,789.19	1,275.63		910--Instructional Funds	2053--Excel Academy Charter School - Warner
		7/28/2026	326488	1293--Beyond the Page	4100--Textbooks & Core Curricu	EFT	108168	9,789.19	860.42		910--Instructional Funds	2053--Excel Academy Charter School - Warner
		7/23/2026	326215	1293--Beyond the Page	4100--Textbooks & Core Curricu	EFT	108168	9,789.19	128.96		910--Instructional Funds	2053--Excel Academy Charter School - Warner
		7/27/2026	326469	1293--Beyond the Page	4100--Textbooks & Core Curricu	EFT	108168	9,789.19	1,177.17		910--Instructional Funds	2053--Excel Academy Charter School - Warner
		7/23/2026	326229	1293--Beyond the Page	4100--Textbooks & Core Curricu	EFT	108168	9,789.19	202.20		910--Instructional Funds	2053--Excel Academy Charter School - Warner
		7/27/2026	326474	1293--Beyond the Page	4100--Textbooks & Core Curricu	EFT	108168	9,789.19	860.42		910--Instructional Funds	2073--Excel Academy Charter School - Helendale
		7/24/2026	326270	1293--Beyond the Page	4100--Textbooks & Core Curricu	EFT	108168	9,789.19	854.96		910--Instructional Funds	2053--Excel Academy Charter School - Warner
		7/23/2026	326201	1293--Beyond the Page	4100--Textbooks & Core Curricu	EFT	108168	9,789.19	1,241.67		910--Instructional Funds	2073--Excel Academy Charter School - Helendale
		7/23/2026	326197	1293--Beyond the Page	4100--Textbooks & Core Curricu	EFT	108168	9,789.19	1,207.80		910--Instructional Funds	2073--Excel Academy Charter School - Helendale
		7/23/2026	326178	1293--Beyond the Page	4100--Textbooks & Core Curricu	EFT	108168	9,789.19	1,193.73		910--Instructional Funds	2053--Excel Academy Charter School - Warner
	9/2/2026	7/21/2026	10285	1260--McRuffy Press LLC	4100--Textbooks & Core Curricu	EFT	108172	7,962.85	329.85		910--Instructional Funds	2053--Excel Academy Charter School - Warner
		7/21/2026	10297	1260--McRuffy Press LLC	4100--Textbooks & Core Curricu	EFT	108172	7,962.85	110.75		910--Instructional Funds	2053--Excel Academy Charter School - Warner
		7/21/2026	10260	1260--McRuffy Press LLC	4100--Textbooks & Core Curricu	EFT	108172	7,962.85	118.90		910--Instructional Funds	2073--Excel Academy Charter School - Helendale
		7/21/2026	10287	1260--McRuffy Press LLC	4100--Textbooks & Core Curricu	EFT	108172	7,962.85	440.80		910--Instructional Funds	2053--Excel Academy Charter School - Warner
		7/21/2026	10298	1260--McRuffy Press LLC	4100--Textbooks & Core Curricu	EFT	108172	7,962.85	110.80		910--Instructional Funds	2053--Excel Academy Charter School - Warner
		7/22/2026	10315	1260--McRuffy Press LLC	4100--Textbooks & Core Curricu	EFT	108172	7,962.85	48.85		910--Instructional Funds	2073--Excel Academy Charter School - Helendale
		7/22/2026	10308	1260--McRuffy Press LLC	4100--Textbooks & Core Curricu	EFT	108172	7,962.85	118.90		910--Instructional Funds	2073--Excel Academy Charter School - Helendale
		7/21/2026	10286	1260--McRuffy Press LLC	4100--Textbooks & Core Curricu	EFT	108172	7,962.85	446.85		910--Instructional Funds	2073--Excel Academy Charter School - Helendale
		7/21/2026	10301	1260--McRuffy Press LLC	4100--Textbooks & Core Curricu	EFT	108172	7,962.85	249.90		910--Instructional Funds	2053--Excel Academy Charter School - Warner
		7/22/2026	10310	1260--McRuffy Press LLC	4100--Textbooks & Core Curricu	EFT	108172	7,962.85	187.90		910--Instructional Funds	2073--Excel Academy Charter School - Helendale
		7/21/2026	10295	1260--McRuffy Press LLC	4100--Textbooks & Core Curricu	EFT	108172	7,962.85	158.75		910--Instructional Funds	2053--Excel Academy Charter School - Warner
		7/21/2026	10327	1260--McRuffy Press LLC	4100--Textbooks & Core Curricu	EFT	108172	7,962.85	107.90		910--Instructional Funds	2053--Excel Academy Charter School - Warner
		7/21/2026	10294	1260--McRuffy Press LLC	4100--Textbooks & Core Curricu	EFT	108172	7,962.85	180.65		910--Instructional Funds	2053--Excel Academy Charter School - Warner
		7/22/2026	10312	1260--McRuffy Press LLC	4100--Textbooks & Core Curricu	EFT	108172	7,962.85	257.90		910--Instructional Funds	2073--Excel Academy Charter School - Helendale
		7/20/2026	10258	1260--McRuffy Press LLC	4100--Textbooks & Core Curricu	EFT	108172	7,962.85	370.85		910--Instructional Funds	2053--Excel Academy Charter School - Warner
		7/21/2026	10302	1260--McRuffy Press LLC	4100--Textbooks & Core Curricu	EFT	108172	7,962.85	237.85		910--Instructional Funds	2053--Excel Academy Charter School - Warner
		7/22/2026	10306	1260--McRuffy Press LLC	4100--Textbooks & Core Curricu	EFT	108172	7,962.85	372.85		910--Instructional Funds	2073--Excel Academy Charter School - Helendale
		7/21/2026	10263	1260--McRuffy Press LLC	4100--Textbooks & Core Curricu	EFT	108172	7,962.85	354.85		910--Instructional Funds	2053--Excel Academy Charter School - Warner
		7/22/2026	10307	1260--McRuffy Press LLC	4100--Textbooks & Core Curricu	EFT	108172	7,962.85	257.90		910--Instructional Funds	2073--Excel Academy Charter School - Helendale
		7/21/2026	10303	1260--McRuffy Press LLC	4100--Textbooks & Core Curricu	EFT	108172	7,962.85	427.85		910--Instructional Funds	2053--Excel Academy Charter School - Warner
		7/21/2026	10313	1260--McRuffy Press LLC	4100--Textbooks & Core Curricu	EFT	108172	7,962.85	151.85		910--Instructional Funds	2053--Excel Academy Charter School - Warner
		7/21/2026	10261	1260--McRuffy Press LLC	4100--Textbooks & Core Curricu	EFT	108172	7,962.85	107.90		910--Instructional Funds	2053--Excel Academy Charter School - Warner
		7/22/2026	10309	1260--McRuffy Press LLC	4100--Textbooks & Core Curricu	EFT	108172	7,962.85	472.80		910--Instructional Funds	2053--Excel Academy Charter School - Warner
		7/21/2026	10271	1260--McRuffy Press LLC	4100--Textbooks & Core Curricu	EFT	108172	7,962.85	442.80		910--Instructional Funds	2053--Excel Academy Charter School - Warner
		7/21/2026	10296	1260--McRuffy Press LLC	4100--Textbooks & Core Curricu	EFT	108172	7,962.85	237.85		910--Instructional Funds	2053--Excel Academy Charter School - Warner
		7/22/2026	10311	1260--McRuffy Press LLC	4100--Textbooks & Core Curricu	EFT	108172	7,962.85	151.85		910--Instructional Funds	2053--Excel Academy Charter School - Warner
		7/21/2026	10262	1260--McRuffy Press LLC	4100--Textbooks & Core Curricu	EFT	108172	7,962.85	204.90		910--Instructional Funds	2053--Excel Academy Charter School - Warner
		7/21/2026	10259	1260--McRuffy Press LLC	4100--Textbooks & Core Curricu	EFT	108172	7,962.85	204.90		910--Instructional Funds	2053--Excel Academy Charter School - Warner
		7/21/2026	10293	1260--McRuffy Press LLC	4100--Textbooks & Core Curricu	EFT	108172	7,962.85	48.85		910--Instructional Funds	2073--Excel Academy Charter School - Helendale
		7/21/2026	10299	1260--McRuffy Press LLC	4100--Textbooks & Core Curricu	EFT	108172	7,962.85	25.95		910--Instructional Funds	2053--Excel Academy Charter School - Warner
		7/22/2026	10314	1260--McRuffy Press LLC	4100--Textbooks & Core Curricu	EFT	108172	7,962.85	119.90		910--Instructional Funds	2073--Excel Academy Charter School - Helendale
		7/21/2026	10270	1260--McRuffy Press LLC	4100--Textbooks & Core Curricu	EFT	108172	7,962.85	329.85		910--Instructional Funds	2073--Excel Academy Charter School - Helendale
		7/22/2026	10305	1260--McRuffy Press LLC	4100--Textbooks & Core Curricu	EFT	108172	7,962.85	472.80		910--Instructional Funds	2053--Excel Academy Charter School - Warner
		7/21/2026	10300	1260--McRuffy Press LLC	4100--Textbooks & Core Curricu	EFT	108172	7,962.85	99.80		910--Instructional Funds	2053--Excel Academy Charter School - Warner
	9/2/2026	8/21/2026	2026-0278	5662--Beehively	5940--Technology Services	EFT	108157	3,720.00	2,194.80		913--Marketing	2053--Excel Academy Charter School - Warner
				5662--Beehively	5940--Technology Services	EFT	108157	3,720.00	1,525.20		913--Marketing	2073--Excel Academy Charter School - Helendale
	9/2/2026	8/5/2026	6990-080526	6990--Jeanette or Luis Franco	5815--Legal Settlements	EFT	108176	3,540.00	2,088.60		912--Administration/Office	2053--Excel Academy Charter School - Warner
				6990--Jeanette or Luis Franco	5815--Legal Settlements	EFT	108176	3,540.00	1,451.40		912--Administration/Office	2073--Excel Academy Charter School - Helendale
	9/2/2026	7/23/2026	26471	1278--Blackbird and Company	4100--Textbooks & Core Curricu	EFT	108167	2,128.92	689.89		910--Instructional Funds	2073--Excel Academy Charter School - Helendale
		7/23/2026	26465	1278--Blackbird and Company	4100--Textbooks & Core Curricu	EFT	108167	2,128.92	692.77		910--Instructional Funds	2073--Excel Academy Charter School - Helendale
		7/23/2026	26470	1278--Blackbird and Company	4100--Textbooks & Core Curricu	EFT	108167	2,128.92	746.26		910--Instructional Funds	2073--Excel Academy Charter School - Helendale
	9/2/2026	7/28/2026	343544	2899--Mystery Science, Inc.	4100--Textbooks & Core Curricu	EFT	108180	2,050.00	199.00		910--Instructional Funds	2073--Excel Academy Charter School - Helendale
		7/28/2026	343550	2899--Mystery Science, Inc.	4100--Textbooks & Core Curricu	EFT	108180	2,050.00	199.00		910--Instructional Funds	2073--Excel Academy Charter School - Helendale
		7/28/2026	343554	2899--Mystery Science, Inc.	4100--Textbooks & Core Curricu	EFT	108180	2,050.00	199.00		910--Instructional Funds	2073--Excel Academy Charter School - Helendale
		7/27/2026	343433	2899--Mystery Science, Inc.	4100--Textbooks & Core Curricu	EFT	108180	2,050.00	199.00		910--Instructional Funds	2073--Excel Academy Charter School - Helendale
		7/28/2026	343572	2899--Mystery Science, Inc.	4100--Textbooks & Core Curricu	EFT	108180	2,050.00	199.00		910--Instructional Funds	2053--Excel Academy Charter School - Warner
		7/28/2026	343571	2899--Mystery Science, Inc.	4100--Textbooks & Core Curricu	EFT	108180	2,050.00	199.00		910--Instructional Funds	2053--Excel Academy Charter School - Warner
		7/27/2026	343438	2899--Mystery Science, Inc.	4100--Textbooks & Core Curricu	EFT	108180	2,050.00	259.00		910--Instructional Funds	2073--Excel Academy Charter School - Helendale
		7/28/2026	339268	2899--Mystery Science, Inc.	4100--Textbooks & Core Curricu	EFT	108180	2,050.00	199.00		910--Instructional Funds	2053--Excel Academy Charter School - Warner
		7/28/2026	343547	2899--Mystery Science, Inc.	4100--Textbooks & Core Curricu	EFT	108180	2,050.00	199.00		910--Instructional Funds	2073--Excel Academy Charter School - Helendale
		7/28/2026	334338	2899--Mystery Science, Inc.	4100--Textbooks & Core Curricu	EFT	108180	2,050.00	199.00		910--Instructional Funds	2073--Excel Academy Charter School - Helendale
	9/2/2026	8/12/2026	SIN033432	6774--Amira Learning, Inc.	5878--Student Assessment	EFT	108161	1,996.00	1,177.64		903--Compliance & Special Programs	2053--Excel Academy Charter School - Warner
				6774--Amira Learning, Inc.	5878--Student Assessment	EFT	108161	1,996.00	818.36		903--Compliance & Special Programs	2073--Excel Academy Charter School - Helendale
	9/2/2026	8/13/2026	11438	6946--The LaunchPad Therapy for Kids	9551--Prior Year Liabilities	EFT	108170	1,800.00	1,800.00	OT IEE R.S.	000--Schoolwide -Revenues/BS Accounts	2073--Excel Academy Charter School - Helendale
	9/2/2026	8/25/2026	6753-082526	6753--Shirley Gaw or Andrew Tam	5815--Legal Settlements	EFT	108175	1,561.63	921.36		912--Administration/Office	2053--Excel Academy Charter School - Warner
				6753--Shirley Gaw or Andrew Tam	5815--Legal Settlements	EFT	108175	1,561.63	640.27		912--Administration/Office	2073--Excel Academy Charter School - Helendale
	9/2/2026	7/27/2026	209704	2074--Thinkwell Corporation	4100--Textbooks & Core Curricu	EFT	108169	1,542.58	195.15		910--Instructional Funds	2053--Excel Academy Charter School - Warner
		7/27/2026	209703	2074--Thinkwell Corporation	4100--Textbooks & Core Curricu	EFT	108169	1,542.58	200.67		910--Instructional Funds	2053--Excel Academy Charter School - Warner
		7/29/2026	209757	2074--Thinkwell Corporation	4100--Textbooks & Core Curricu	EFT	108169	1,542.58	169.00		910--Instructional Funds	2053--Excel Academy Charter School - Warner
		7/27/2026	209707	2074--Thinkwell Corporation	4100--Textbooks & Core Curricu	EFT	108169	1,542.58	351.39		910--Instructional Funds	2053--Excel Academy Charter School - Warner
		7/29/2026	209755	2074--Thinkwell Corporation	4100--Textbooks & Core Curricu	EFT	108169	1,542.58	371.55		910--Instructional Funds	2053--Excel Academy Charter School - Warner
		7/27/2026	209706	2074--Thinkwell Corporation	4100--Textbooks & Core Curricu	EFT	108169	1,542.58	254.82		910--Instructional Funds	2053--Excel Academy Charter School - Warner
	9/2/2026	8/17/2026	726	6562--Dynamic Vision Optometry	5100--SpEd Consultants and Ven	EFT	108178	1,225.00	1,225.00	Vision Therapy Service July 26	907--Special Education	2053--Excel Academy Charter School - Warner
	9/2/2026	8/4/2026	94ZDDUIL-0002	5544--Law Offices of Young, Minney & Corr, LLI	5200--Travel & Conferences	EFT	108158	1,090.00	321.55	Kyra Bartlett	907--Special Education	2053--Excel Academy Charter School - Warner
				5544--Law Offices of Young, Minney & Corr, LLI	5200--Travel & Conferences	EFT	108158	1,090.00	233.45	Kyra Bartlett	907--Special Education	2073--Excel Academy Charter School - Helendale

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Coversheet

Consent - Education/Student Services

Section: VII. Consent
Item: B. Consent - Education/Student Services
Purpose:
Submitted by:
Related Material: EACS Special Education Master Plan 2026–27.pdf
EACS School Nursing Solutions Work Order.pdf
Student Voluntary Event Waiver.pdf

BACKGROUND:

Item: Approval of the 2026-2027 EACS SPED Master Plan

Background: The EACS Special Education Master Plan establishes a comprehensive, legally compliant framework designed to deliver personalized, specially designed instruction to students with disabilities within a non-classroom-based independent study environment. As an autonomous Local Educational Agency (LEA) and member of the Sonoma County Charter SELPA, EACS ensures full access to California State Standards, Free Appropriate Public Education (FAPE), and instruction in the Least Restrictive Environment (LRE).

Item: Ratification of School Nursing Solutions Hearing & Vision Screenings

Background: California mandates vision and hearing screenings for students. These screenings are required at specific grade levels and under certain conditions as outlined in the California Education Code and related regulations. Excel Academy Charter School will be working with School Nursing Solutions to administer the assessments to EACS students.

Fiscal Impact: $13,350.00

Warner: $6,141.00

Helendale: $5,473.50

Orange County: $1,735.50

Item: Approval of the Student Voluntary Event Authorization & Release of Liability Revisions

Background: This waiver was updated to include more specific language around parent responsibility for student conduct, and to upload EACS' Civility Policy and Acknowledgment of Responsibilities when attending an EACS event or field trip.

EACS Special Education Master Plan 2026–27

At Excel Academy Charter School (EACS), we invest in each student with a disability by providing a personalized and engaging learning experience designed around their unique strengths and needs. Guided by the Individuals with Disabilities Education Act (IDEA) and California law, EACS is committed to an inclusive approach in which each student's Individualized Education Program (IEP) drives instruction and support. At the heart of our model is a collaborative partnership between school and home. The student's Teacher of Record, special education staff, related service providers, and parents work together to implement the supports, accommodations, and modifications in the IEP, ensuring meaningful access to rigorous California State Standards and steady progress in every area of need. Our learning community continually deepens its understanding of how these supports shape instruction and service delivery, so that each student receives a Free Appropriate Public Education (FAPE) in the least restrictive environment. EACS follows all federal and state guidelines and keeps families informed of their rights and actively involved in every decision, creating unmatched opportunities for each student's excellence and future success.

SPED mission: The Excel Academy Charter School (“EACS”) Special Education Department invests in each student with a disability by providing personalized, engaging, specially designed instruction and services, built on a collaborative partnership between school and home, so every student receives a free appropriate public education in the least restrictive environment and has unmatched opportunities for excellence and future success.

SPED vision: Every EACS student with a disability leaves as a self-directed critical thinker, a resourceful lifelong learner, and a respectful, responsible citizen who can advocate for their own needs.

Guiding values, mapped to the EACS LIFE vision

Value	What it means for SPED at EACS
Self-Directed, Critical Thinkers	IEP goals build problem-solving, time management and executive-function skills; SAI targets grade-level access, not a lower track.

Value	What it means for SPED at EACS
Resourceful, Lifelong Learners	Communication, self-advocacy and goal-setting are taught explicitly; students join their IEP meetings as early as appropriate and lead transition planning in high school.
Respectful, Responsible Citizens	Transition plans build college, career and community readiness; students with IEPs take full part in clubs, field trips, CTE and leadership.
Collaborative school–home partnership (mission)	Parents are equal IEP team members and home educators; the IEP team, not the parent or school alone, decides whether independent study remains the LRE.

2. Legal Framework

EACS is a non-classroom-based independent study charter authorized by Warner Unified School District, Helendale School District and the Orange County Department of Education and a member LEA of the Sonoma County Charter SELPA, so it is responsible for FAPE for every enrolled student with a disability. Where state law gives more protection than federal law, state law controls (SELPA AR 4).

Governing law and regulations

Authority	What it governs at EACS
IDEA, 20 USC 1400–1482; 34 CFR Part 300	Child find, evaluation, eligibility, IEP, LRE, procedural safeguards, discipline protections, personnel standards (34 CFR 300.156)
Section 504 of the Rehabilitation Act, 29 USC 794; 34 CFR Part 104	504 plans and nondiscrimination for students not eligible under IDEA
ADA Title II, 42 USC 12131 et seq.	Equal access to programs, communications and events

Authority	What it governs at EACS
FERPA, 20 USC 1232g, and Ed Code 49060 et seq.	Records access and confidentiality; parent copies of records within 5 business days (Ed Code 56043, per SELPA AR 3)
California Ed Code Part 30 (56000 et seq.)	State timelines, IEP content, assessment, due process (56500–56509)
California Code of Regulations, Title 5, 3000 et seq.	Eligibility criteria (3030), due process procedures, caseload waivers (3100)
Ed Code 51745–51749.6	Independent study; a student with an IEP may be in independent study only if the IEP provides for it (51745(c))
Ed Code 47640–47647	Charter participation in special education and SELPA membership
ESSA, 20 USC 6301 et seq.	Accountability, assessment participation (CAASPP, CAA), subgroup reporting

SELPA policies adopted by reference

SELPA document	Approved	Key requirement carried into this plan
CEO AR 3 – Individualized Education Program	Sept. 28, 2012	IEP team membership, content, 30-day initial IEP, 60-day assessment timeline, transfer students
CEO AR 4 – Procedural Safeguards and Complaints	Sept. 12, 2014	Prior written notice, safeguards notice, informal meeting, mediation, due process
CEO AR 10 – Personnel Qualifications	Sept. 28, 2012	Credential matches primary disability, RSP caseload cap

SELPA document	Approved	Key requirement carried into this plan
		of 28, licensed related services staff
CEO Policy 18 – Overidentification and Disproportionality	Sept. 28, 2012	Prevent inappropriate overidentification by race and ethnicity

Policy updates are provided to EACS by the SELPA when applicable.

3. Identification and Assessment

EACS will respond to every referral with an assessment plan, or a prior written notice explaining a refusal, within 15 days, and will hold the IEP meeting within 60 days of signed consent. Supports tried through MTSS inform the referral but never delay or replace an evaluation when a disability is suspected (34 CFR 300.111, 300.301).

Child find in an independent study model

Because EACS students learn at home and in the community, staff find students through the touchpoints the model already has:

- **Enrollment review.** The SPED team requests and reviews records for every new student with an IEP in order to offer appropriate services immediately upon enrollment.
- **Learning Period meetings.** Every 25 school days the Teacher of Record (ToR) reviews the body of work and notes academic, communication, attention or social-emotional concerns.
- **i-Ready benchmarks.** Given at least twice a year; students below grade level enter WIN, and flat growth in WIN triggers an SST.
- **Early reading screening.** Students in K–2 are screened for risk of reading difficulties, including dyslexia, as required by Ed Code 53008.
- **Parent and staff concerns.** Any parent, ToR, provider or staff member may refer; the School Psychologist is the published contact for referral questions.

Tiered supports (MTSS)

Tier	EACS structure	Who leads
Tier 1	Standards-aligned course of study, pacing guides, LP meeting monitoring	ToR with parent as home educator
Tier 2	WIN intervention (reading and math plans, progress monitoring); Student Success Team (SST)	Intervention Coordinator, ToR
Tier 3	Specialized academic instruction and related services under an IEP; 504 accommodations	Case Manager, specialists

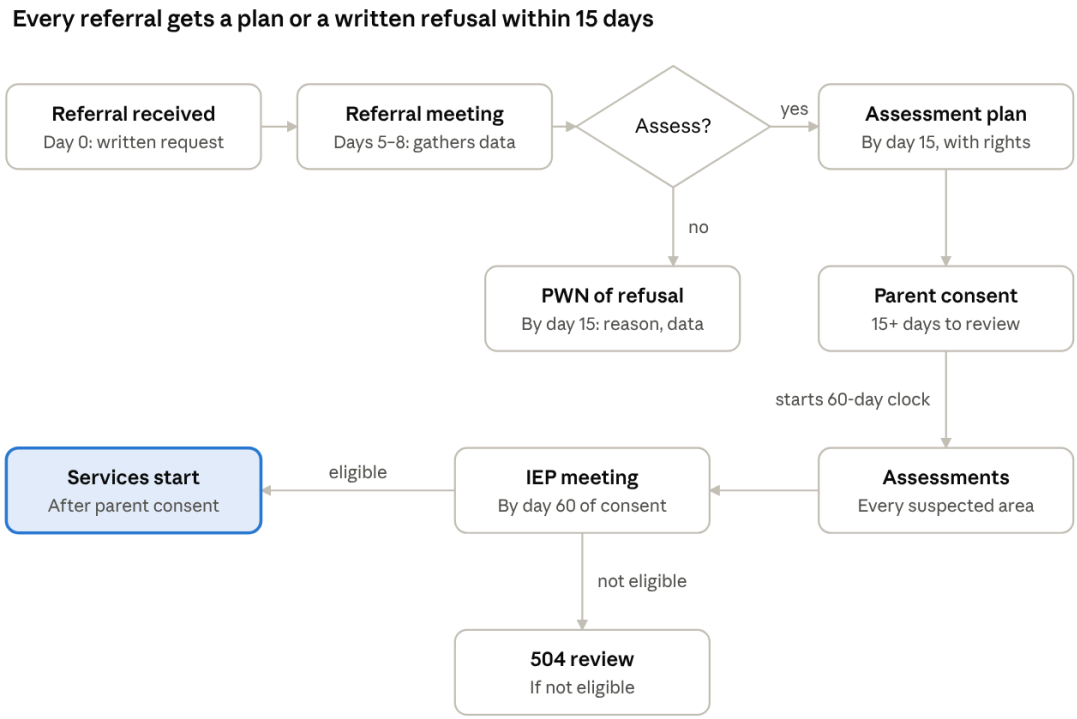
Students with IEPs remain in WIN when they qualify, since WIN (Tier 2) and SAI (Tier 3) build on each other; concerns about WIN load go to the IEP team.

Referral to IEP: steps and deadlines

1. **Written request/referral:.** The students assigned general education teacher (Teacher of Record) forwards a parent's written request to the Special Education department referral contact without delay. A verbal request is answered by helping the parent put it in writing. If the student has a history of documented disability conditions, the referral meeting (step 2) is deemed unnecessary and the process then moves directly to assessment plan development (step 3).
2. **Referral Meeting:** The Request for Special Education Referral Meeting (held within 5–8 days) reviews concerns, strategies already tried and relevant current student data. New strategies may start at the same time as assessment, but a parent is never required to finish an intervention period before an assessment plan is sent. The outcome of this meeting determines if a student will be immediately assessed, or will formulate a plan of support to provide Tier 1 and/or Tier 2 intervention tailored to the areas of individual concern.
3. **Assessment Plan:** Within 15 days of the referral (not counting school vacations over five school days), EACS sends either the assessment plan with the procedural safeguards notice, or a prior written notice that states why assessment is refused and

the data used. If the referral arrives within 10 days of the end of the school year, the plan goes out within 10 days of the next year's start.

4. **Parent Consent:** Parents have at least 15 days to review and sign. Consent starts the 60-day timeline.
5. **Assessment:.** All assessments initiated will be completed within 60 calendar days. Days between school sessions and vacations over five school days do not count. For a referral 30 days or less before the end of the regular year, the IEP is held within 30 days of the next year's start. The 6060 exceptions stand: a student who transfers in mid-evaluation (with an agreed completion date), or a student the parent repeatedly does not produce.
6. **IEP meeting and implementation.** The team meets toward the end of the 60 day timeline to review results and determine eligibility. If the student is found eligible,services start following receipt of parent consent to the IEP.



Referral to IEP · 15-day and 60-day deadlines

A decision not to assess still gets a written answer by day 15. School breaks longer than five school days do not count toward either deadline.

Assessment standards

Assessments are given in the student's primary language or mode of communication, by qualified personnel, using valid tools that are not racially or culturally discriminatory, in every area of suspected disability (Ed Code 56320). Formal testing that requires standardized conditions is done in person; observations may occur during virtual sessions, LP meetings or community settings under an active assessment plan. For a suspected specific learning disability, a team member other than the ToR observes the student's academic performance (SELPA AR 3).

Eligibility

The IEP team answers three required questions: whether the student meets a California eligibility category (5 CCR 3030), whether the disability adversely affects educational performance, and whether the student needs special education to receive FAPE. Students who do not qualify may be referred for consideration of a 504 plan.

Reassessment and independent evaluations

- **Triennial.** At least every three years, and not more than once a year unless parent and EACS agree (Ed Code 56381).
- **Other triggers.** A suspected new disability, significant change in progress, proposed exit from services, or team disagreement.
- **Independent educational evaluation.** When a parent disagrees with an EACS assessment, EACS either funds the IEE or files for due process without unnecessary delay (34 CFR 300.502).

Transfer students

Transferring from	EACS action
An LEA in the same SELPA	Continue services comparable to the existing IEP without delay, unless a new IEP is agreed
Another California SELPA	Provide comparable services; within 30 days adopt the prior IEP or develop a new one
Out of state	Provide comparable services until EACS assesses, if needed, and develops a new IEP

4. Service Delivery Models

EACS delivers special education inside its personalized independent study program, so its "resource room" is a scheduled virtual or community-based session rather than a classroom down the hall. The IEP team sets the type, frequency, duration, group size and setting of every service from the student's needs, not from travel distance or family schedule.

Continuum of services at EACS

Option	How it is delivered	Provider	Typical use
General education with accommodations	Accommodations built into the course of study, pacing guide and testing	ToR, with CM consultation	Students whose needs are met by access supports
Consultation / collaboration	CM or specialist advises ToR and parent on curriculum, pacing, strategies	CM, SLP, School Psychologist, OT	Students near exit or needing light support
Specialized academic instruction (SAI), group	Pre-scheduled virtual small groups on Zoom (the EACS resource model)	Case Manager (Education Specialist)	Skill gaps shared across students; peer practice
SAI, individual	Virtual one-to-one, or in person at a public location within 25 miles of home	Case Manager	Intensive or highly individualized goals
Speech and language	Virtual or in person; SLP serves as CM for speech-only students	SLP, SLP Assistant under supervision	Articulation, language, fluency, social communication
Counseling and mental health services	Virtual or in person	School Psychologist; SELPA or contracted mental health providers	Social-emotional goals affecting learning

Option	How it is delivered	Provider	Typical use
OT, PT, APE and other related services	In person at a clinic, or at an agreed public location	In-house OT; contracted certified NPAs for PT, APE and other areas	Motor, sensory and physical needs
Alternate curriculum and assessment	Functional or alternate curriculum; California Alternate Assessment	IEP team, CM	Students with significant cognitive disabilities
More restrictive placement	Classroom-based program, nonpublic school or other setting through the SELPA	IEP team, SPED administration	When independent study is no longer the LRE

Inclusion strategies

- **Teacher co-planning.** The assigned special education Case Manager and Teacher of Record plan the course of study together at the start of the year and adjust pacing when needed, including pairing a core grade-level curriculum with a supplemental one. This ensures that highly qualified special education and general education teaching staff serve to collaborate on appropriate student supports.
- **Grade-level access first.** Unless the IEP team documents an alternate curriculum, every student selects a grade-level core curriculum before adding supplemental materials.
- **Full access to school life.** Students with IEPs join field trips, Student Council, clubs, CTE pathways and A-G courses, with IEP supports including accommodations where needed.
- **Testing access.** Accommodations for statewide testing support (CAASPP and CAA) are in the IEP; one-to-one administration is hosted and staffed by the SPED team in-person with at least two weeks' notice to families.

Independent study as a placement

A student with an IEP may be in independent study only when the IEP provides for it (Ed Code 51745(c)). The team reviews that decision at every IEP meeting. If the student needs a more

restrictive setting to make progress, EACS must offer an appropriate placement and remains responsible for FAPE while it is arranged.

Transition services

Students are invited to their IEPs as developmentally appropriate and, starting at the end of 8th grade, are invited by their CM to begin the Individual Transition Plan. The ITP includes measurable post-secondary goals from age-appropriate transition assessments and the services to reach them; it must be in place by the IEP in effect at age 16 (Ed Code 56345.1). High school completion options are a regular diploma (220 credits), the Alternative Pathway to Diploma, or a Certificate of Completion, decided by the IEP team no later than the first semester of 9th grade coursework. Students who do not earn a regular diploma may remain eligible through age 22.

Extended school year and make-up services

The IEP team decides extended school year (ESY) services case by case when needed for FAPE. Sessions missed because of EACS staffing are made up during the EACS summer session when the family requests it within one week; sessions missed during a delay in assigning providers are made up in full.

Behavior, discipline and attendance safeguards

IEP teams use positive behavioral interventions and supports when behavior impedes learning. The PIN and involuntary withdrawal process in the EACS Discipline and Involuntary Withdrawal Policy applies to students with IEPs only after these checks:

- The CM, then the Program Specialist, contacts the family after three missed or cancelled service sessions.
- Before a PIN tied to missed services, pacing or testing is issued to a student with an IEP, the IEP team considers whether the pattern relates to the disability and whether independent study is still appropriate.
- Any removal that would count as a change of placement follows IDEA discipline procedures, including a manifestation determination (34 CFR 300.530).

5. Staffing and Professional Development

EACS staffs SPED with internal credentialed and licensed staff for most services, contracts certified NPAs for specialty areas, and sets staffing from caseload limits rather than a fixed headcount. Roles and required qualifications

Role	2026–27 contact (Handbook)	Responsibility	Required qualification
Director of Special Education	Lara Ulmer	Program leadership, SELPA liaison, budget, compliance	Administrative Services credential (recommended), SPED background
Assistant Director of Special Education	Leah Vides	CM and provider assignments, service make-ups	Administrative or Education Specialist credential
Program Specialist(s)	Kyra Bartlet	IEP quality, implementation concerns, attendance follow-up	Education Specialist credential
Case Managers (CM)	Assigned per student	SAI, IEP implementation, progress monitoring	Education Specialist credential authorizing the student's primary disability (5 CCR 80046.5–80048.6)
School Psychologists	Noell Scott (referral contact)	Assessment, counseling, eligibility	PPS credential, School Psychology
Speech-Language Pathologists and SLP Assistant	Lisa Villarreal (referral contact)	Speech-language assessment and services	SLP: Speech-Language Pathology Services credential or license (5 CCR 3051.1); SLPA: license, supervised by an SLP
Occupational Therapist	In-house	OT assessment and services	California OT license
Contracted PT, APE and other specialists	NPA-certified vendors	Related services not staffed in-house	Full license or credential, not waived or

Role	2026–27 contact (Handbook)	Responsibility	Required qualification
			emergency (SELPA AR 10)
Teachers of Record	Assigned per student	General education IEP member, Tier 1 and 2 support	Multiple or single subject credential with EL authorization

Caseload limits

Service	Limit	Source
Resource specialist program	28 students per resource specialist; up to 32 only with a State Board waiver and a 5-hour daily aide	Ed Code 56362; 5 CCR 3100
Language, speech and hearing (ages 5–22)	Maximum of 55 students	Ed Code 56363.3
Language, speech and hearing (ages 3–5)	Maximum of 40 students	Ed Code 56441.7

The Director or designee reviews every caseload monthly, and adds or contracts staff before a caseload passes its limit. Because students live across several counties, assignments also weigh geography so in-person services can be provided within a 25-mile radius.

Professional development plan, 2026–27

When	Audience	Focus
August pre-service	All SPED staff	Handbook updates, SPED Master Plan, compliance timelines, SEIS/IEP writing, data privacy
August pre-service	ToRs	Child find and referral steps, their role as IEP general education member,

When	Audience	Focus
		implementing accommodations in independent study
Monthly regional meetings	ToRs and CMs together	ToR–CM collaboration on pacing and work samples; referral data review
Quarterly	CMs and specialists	Standards-aligned, measurable goals; progress monitoring; virtual SAI practices
Fall	School Psychologists, SLPs	Culturally and linguistically responsive assessment; SLD and dyslexia identification
Winter	All SPED staff	Transition planning, ITP quality, alternative diploma and COC pathways
Spring	CMs, test coordinators	CAASPP/CAA accommodations and one-to-one administration
Ongoing	SPED leadership	Sonoma County Charter SELPA trainings, CDE compliance updates, leadership development
New-hire	New SPED staff	Onboarding with mentor, shadowed IEP meetings, Handbook and policy quiz

PD effect is measured through the compliance and IEP-quality metrics in Section 7, staff surveys and annual evaluations, answering the WASC growth areas of wider access to outside PD and building staff leadership.

6. Parent and Community Involvement

In EACS's model, there are two academic paths offered. In the Personalized Path (TK–12): school work is done independently in the home, with the parent as primary instructor, overseen by a credentialed Teacher of Record. Families purchase curriculum with instructional funds, and have a custom course of study based on their individual needs. The student and parent meet with the ToR each Learning Period. In the Virtual Path (TK–8), students attend live virtual classes with peers five days a week, taught by a credentialed Excel Academy Teacher. EACS commits to four things: parents know their rights, can take part fully in every IEP, hear from the school in their own language, and have a structured voice in how the program improves.

Rights and notices

Notice or right	When	Source
Procedural safeguards notice	Once a year, and at initial referral, reevaluation, first complaint or due process filing; attached to every assessment plan and referred to at every IEP	SELPA AR 4; Ed Code 56301, 56321
Prior written notice	A reasonable time before EACS proposes or refuses to change identification, evaluation, placement or FAPE, and before graduation with a regular diploma	SELPA AR 4; 34 CFR 300.503
IEP meeting notice	Early enough to attend, at a mutually agreed time; states purpose, time, attendees and, from age 16, transition and invited agencies	SELPA AR 3; Ed Code 56341.5
Records access	Copies within 5 business days of an oral or written request	Ed Code 56043

Notice or right	When	Source
Audio recording of IEPs	Either party, with 24 hours' notice	Ed Code 56341.1
Copy of the IEP	At no cost, delivered by DocuSign or mail	SELPA AR 3
Interpreter and translation	Interpreter at meetings for parents who are deaf or whose native language is not English; documents in the primary language where feasible	34 CFR 300.322; SELPA AR 4

Participation in IEP meetings

Parents are contacted at least 10 days before a proposed IEP date, meetings are held on Zoom with phone access, and parents may bring anyone they choose. An IEP proceeds without a parent only after three documented attempts; staff keep call logs, copies of correspondence and any visit records as SELPA AR 3 requires. A parent's request for an IEP meeting is honored within 30 calendar days, which is stricter than the state's 30-day school-day count.

Communication and family education

- **Case Manager as first contact.** Every family has a named CM, with Program Specialist and Director escalation paths published in the Handbook.
- **Parent webinars.** Each semester: understanding the IEP, procedural safeguards, supporting SAI at home, transition and graduation pathways, and CAASPP accommodations; recordings posted for families who cannot attend live.
- **Progress reports.** Goal-by-goal reports each semester with report cards, and at every annual IEP.

Family voice in program improvement

- **SPED seat on the Parent Advisory Council.** The WASC Initial Visit document named growing the PAC as an area for improvement; at least one parent of a student with an IEP will serve on it.
- **SELPA Community Advisory Committee.** EACS will share and encourage parent participation in the Sonoma County Charter SELPA CAC (Ed Code 56190).

- **Annual SPED family survey.** Satisfaction, communication, and whether parents feel they are equal IEP partners; results feed the LCAP and Section 7.

Resolving disagreements

Disagreements move from the CM to the Program Specialist, then an informal meeting with the Director or Superintendent designee who can resolve the issue (SELPA AR 4). Families may also request SELPA help, state mediation, a due process hearing, or file a state compliance complaint with the California Department of Education.

Community partners

Partner	Purpose
Sonoma County Charter SELPA	Procedural safeguards, training, dispute resolution, regionalized services
Regional Centers	Coordination for students with developmental disabilities, especially at transition
California Department of Rehabilitation	Pre-employment transition services for students 16 and older
County mental health programs	Participation in IEPs when mental health services may be needed (Ed Code 56331)
Community colleges (disability services offices)	Concurrent enrollment and post-secondary transition
Public libraries and community centers	Safe public locations for in-person services
Certified nonpublic agencies	PT, APE and other related services not staffed in-house

7. Monitoring and Evaluation

EACS judges the program on two tests: are legal timelines and services delivered 100% of the time, and are students with disabilities making measurable progress. Compliance targets are fixed at 100%; outcome targets are set once 2025–26 baselines are pulled, then raised each year.

Compliance metrics

Metric	Target	Data source	Reviewed
Assessment plan or PWN sent within 15 days of referral	100%	Referral log	Monthly
Initial IEP held within 60 days of consent (State Performance Plan Indicator 11)	100%	SEIS / IEP system	Monthly
Annual IEPs held by due date	100%	SEIS / IEP system	Monthly
Triennial reassessments completed by due date	100%	SEIS / IEP system	Monthly
IEPs at age 16+ with compliant transition plans (Indicator 13)	100%	File review	Each semester
IEP service minutes delivered as written (excluding parent cancellations)	100%	Provider service logs	Monthly
Staff-caused missed sessions made up	100% of requests	Make-up log	Quarterly
Records requests fulfilled within 5 business days	100%	Registrar log	Quarterly
Caseloads within legal limits	100%	Caseload roster	Monthly

Outcome metrics

Metric	Target	Data source	Reviewed
CAASPP / CAA participation of students with IEPs (Indicator 3)	At least 95%	CAASPP	Annually
SWD performance on the California School Dashboard (ELA, math)	Improve status each year; close gap with all students	Dashboard	Annually
i-Ready growth for students with IEPs	Set from 2025–26 baseline	i-Ready	Fall, winter, spring
IEP goals met or with sufficient progress	Set from 2025–26 baseline	Semester progress reports	Each semester
Graduation rate for students with IEPs (Indicator 1)	Set from 2025–26 baseline	CALPADS	Annually
Post-school engagement one year after exit (Indicator 14)	Set from first survey	Post-school survey	Annually
Parents reporting the school helped them take part in their child's education (Indicator 8)	Set from 2025–26 baseline	Family survey	Annually

Equity and disproportionality

To meet SELPA Policy 18, EACS reviews identification rates overall and by disability category, by race and ethnicity, English learner status and socioeconomic status each fall, and compares involuntary withdrawal and PIN rates for students with IEPs with those of all students. Any group whose rate is well above or below the school rate triggers a review of referral and assessment practices. In the 2025-2026 school year, official CDE data monitoring revealed no concerns related to disproportionality. The Fall 1 student count included 174 students with IEPs out of 1,985 enrolled students (approximately 8.8%).

Review cycle

Cadence	Forum	Action
Monthly	SPED leadership	Compliance dashboard; fix any late timeline within 5 school days
Each semester	Program Specialists	Sample IEP file review (at least 10% of files) against a SELPA-aligned checklist
Annually (spring)	Director to Executive Leadership and Board	Master Plan report with metrics, disproportionality data and next-year changes
Annually	LCAP and WASC action plan	Feed SPED findings into LCAP goals and the WASC schoolwide action plan
As required	SELPA and CDE	Participate in CDE compliance and improvement monitoring and SELPA data reports

8. Budget and Resources

SPED at EACS is funded mainly through the Sonoma County Charter SELPA allocation of state and federal special education funds, with the EACS general fund covering the difference (the "special education encroachment" named in the WASC Initial Visit document). Dollar amounts come from the board-adopted 2026–27 budget prepared with the back-office provider and are entered below once confirmed.

Funding sources

Source	What it pays for	Notes
State special education (AB 602 base rate)	Staff salaries, assessments, services	Allocated by ADA through the SELPA allocation plan

Source	What it pays for	Notes
IDEA Part B, Section 611 (ages 3–21)	Supplemental staff, contracted services, PD	Federal rules: supplement not supplant, maintenance of effort, time-and-effort records
IDEA Part B, Section 619 (preschool)	Services for eligible TK students under age 5 where applicable	Small, separate grant
State and federal mental health funds	School Psychologist counseling, contracted mental health services	Restricted to IEP-driven mental health services
Low incidence funds	Specialized equipment and materials for low-incidence disabilities	Distributed through the SELPA
LCFF general fund contribution	Gap between SPED revenue and cost	Reported to the board each budget cycle
Medi-Cal LEA Billing Option (if enrolled)	Reimbursement for eligible health-related services	Requires parental consent and billing infrastructure

Allocation plan

Category	Includes	2026–27 amount
Certificated SPED staff	Case Managers, School Psychologists, SLPs, administrators	$1,905,259
Classified SPED staff	SLP Assistant, Compliance and Vendor Specialist, Support staff	$329,324
Employee Benefits	Benefits include STRS, payroll taxes, Health & Wellness benefits, and workers' compensation	$675,496

Category	Includes	2026–27 amount
Contracted services	NPA providers for PT, APE and other services; independent educational evaluations	$175,750
Assessment materials and protocols	Test kits, digital scoring, virtual-assessment tools	$83,175
Assistive technology, systems and equipment	Devices and software required by IEPs, service logging, DocuSign, Zoom	$31,900
Professional development	Conferences, SELPA and CDE trainings, credential support	$5,000
Staff travel	Mileage to in-person sessions and assessments across counties	$17,500
SELPA membership and regional services	SELPA fees and shared services	$105,000

Resource principles

- **Services are free to families.** Anything an IEP requires is paid by EACS and never charged to a family's instructional funds; instructional funds may still buy supplemental curriculum the family chooses.
- **Staff before contracts.** In-house staff are the default for SAI, speech, psychology and OT; NPAs fill specialty and geographic gaps.
- **Budget follows caseload.** Mid-year enrollment growth triggers a staffing review at First and Second Interim.
- **Federal compliance.** IDEA funds are tracked in separate resource codes with time-and-effort documentation for any staff they fund.

SCHOOL NURSING SOLUTIONS

HEARING & VISION

WORK ORDER CONFIRMATION

This Work Order Confirmation is entered into and made effective as of October 5th, 2026

between Excel Academy Charter School and School Nursing Solutions LLC.

ASSIGNMENT

Client: Excel Academy Charter School

Service: Hearing and Vision Screening Program

Duration: 2026 - 2027 Academic Year

Price: $13,350

Screenings: $11,250

Add Ons: NA

Expenses: $2,100

Specifics: Compliance with CA Education Code

49455. Round 1 screening of Mandated Grades

(K, 2nd, 5th, 8th).

4 hour minimum for on call screenings.

Not to exceed 982 Students

SIGNATURES

Authorized Client Representative Signature

Date

Jonathan Republicano

October 5th, 2026

Authorized School Nursing Solutions Representative Signature

Date

This Work Order Confirmation constitutes the entire understanding between the Member and School Nursing Solutions with respect to any and all use of the activities and facilities. The Confirmation is entered into on the date first signed above and supplements all agreements or understandings, written or oral, regarding the Parties' relationship.
This Work Order Confirmation is invalid if not executed on or before November 6th, 2026.

SCHOOL NURSING SOLUTIONS

HEARING & VISION

PRICING BREAKDOWN & DETAILS

PART I: PROGRAM DETAILS

Provide Service and Equipment:

- ☒ MAICO Pure Tone Audiometer *(Pri.)*
- ☒ Welch Allyn SPOT Vision Screener *(Pri.)*
- ☒ MAICO OAE Hearing Screener *(Alt.)*
- ☒ SLOAN/LEA Charts *(Alt.)*
- ☒ Ishihara Test for Color Blindness

Students to be Screened:

- ☒ Mandated Grades:
  - ☒ K ☒ 5th ☐ 10th
  - ☒ 2nd ☒ 8th
- ☐ IEP Evaluation Students
- ☒ Staff Referrals
- ☒ First Entry into a CA School

Deliverables:

- ☒ Physical Individual Student Results
- ☒ Electronic Individual Student Results
- ☒ Summary Report & Sign-Off Sheet

PART II: BONUSES

- ☐ Free H&V for IEP Evaluations *(125 students)*
- ☐ 2nd Grade Boys Color Vision
- ☒ Comprehensive Results Sheet
- ☒ Referral Letters
- ☐ Stock Epi-Pens & Narcan
- ☐ The Great 8 Refresher Training

PART III: ADD ONS

- ☐ **Database Entry:** $100 / Hour
  ___Hour(s) (___Days):_____
  Details: Results to be input into school database
- ☐ **Scoliosis Specialist:** $165 / Hour
  ___Hour(s) (___Days):_____
  Details:_____
- ☒ **Ongoing Support:** $165 / Hour per Person
  Details: Half day minimum *(DOA)*
- ☐ **3 Year Extension:** _____

PART IV: PRICING BREAKDOWN

1st Round Breakdown:

30 Hour(s) (4 Days): $11,250
HV Specialist: $137.50/hr
HV Specialist: $137.50/hr
Data Specialist: $100/hr

Expenses:

Flights: $800 ($400/RT) Stay: $1,000 ($250/day)
Vehicle: $300 ($75/day) Total: $2,100

Add Ons: $375/hour + $650/day for expenses for on call screenings
Total: as needed

PART V: PAY SCHEDULE

50% ($6,675) due to reserve your dates
50% ($6,675) due 7 days after completion

GRAND TOTAL: $13,350

Completion of this project will largely depend on the preparedness of the school site. Failure to prepare for the screening day may result in delays. School Nursing Solutions is not responsible for any students not seen due to a lack of preparation or unforeseen circumstances. This Work Order Confirmation covers Round 1 screening. All sales are final.

This estimate is not to exceed 982 Students (1 day per location) .

Voluntary Event Authorization & Release of Liability (Student)

I authorize my child/student to participate in the above-described event/field trip. I acknowledge that my child's/student's participation in this event/field trip is not required by Excel Academy Charter School (the "Charter School"), or any teacher or employee of the Charter School and is voluntary. I understand that in determining that participation in this event/field trip has educational value, the Charter School has not investigated or approved its safety, the qualifications or financial responsibility of any person or firm involved in the field trip, or the facilities or equipment that may be used.

In addition, the Charter School shall not provide or approve transportation to or from this event/field trip. All participants are expected to secure their own transportation to and from the field trip destination.

I understand and agree that my child/student and I must adhere to and support Excel Academy Charter School's Civility Policy and Acknowledgement of Responsibilities at all times. All students, parents, and guardians are expected to maintain respectful, safe, and appropriate behavior toward staff, vendors, and fellow participants. Though EACS staff are present to host and supervise all school events, parents/guardians remain responsible for supervising their student's conduct during the event.

The Charter School reserves the right to immediately remove any student or parent/guardian from the event whose conduct is disruptive, unsafe, or disrespectful. In such cases, the parent/guardian is responsible for providing immediate return transportation at their own expense. Furthermore, I agree to be financially responsible for any intentional or reckless property damage caused by my student or myself.

I hereby waive, release and discharge the Charter School, its employees and agents, and the State of California from any and all claims for damages or personal injury, accident, illness, death, or property damage occurring during or by reason of the event/field trip. I acknowledge and understand that the event/field trip may involve an element of risk and/or danger of accidents and knowing those risks, I hereby assume those risks. It is further agreed that this waiver, release and assumption of risk is to be binding on my heirs and assigns.

I HAVE CAREFULLY READ THIS AGREEMENT, WAIVER, AND RELEASE AND FULLY UNDERSTAND ITS CONTENTS. I AM AWARE THAT THIS RELEASE OF LIABILITY IS A CONTRACT BETWEEN MYSELF AND THE CHARTER SCHOOL.

Coversheet

Consent - Policy Development

Section: VII. Consent
Item: D. Consent - Policy Development
Purpose: Vote
Submitted by:
Related Material:
REDLINE EACS- 5015 Title IX Harassment Intimidation Discrimination and Bullying Policy.pdf
EACS- 5015 Title IX Harassment Intimidation Discrimination and Bullying Policy (5).pdf

BACKGROUND:

Following the Department of Education's **September 29, 2026 Final Rule**, the 2024 Title IX regulations have been officially repealed and replaced with the 2020 regulatory standards.

Because the 2024 rule made sweeping changes to definitions, jurisdiction, and investigation procedures, this board policy must now be revised back to the 2020 structure.

- All references to "sex-based harassment" or "sex discrimination" as the governing Title IX standard have been edited back to **"sexual harassment"**.
- Restored 2020 Definition of Sexual harassment
- Re-established that while oral reports receive supportive measures, the formal Title IX grievance process requires a signed, written formal complaint by the complainant or Title IX Coordinator.
- Clarified that formal complaints must be submitted by a complainant participating/attempting to participate in programs, a parent/guardian with legal rights, or signed directly by the Title IX Coordinator.
- Broadened external/third-party filing rules under 2024 concepts were removed.
- Restored the specific rule that parties must receive all evidence directly related to the allegations in electronic or hard copy format, with at least 10 days to review and submit a written response prior to completion of the investigative report.
- Re-inserted the K-12 non-hearing process where, after receiving the investigative report, parties submit written, relevant questions for the decision-maker to ask parties/witnesses.
- Re-inserted explicit language that the respondent is presumed not responsible until a determination is made at the conclusion of the grievance process.
- Reconfirmed the use of the preponderance of the evidence standard applied consistently across student and employee complaints.
- Restored explicit citation (34 C.F.R. § 106.45(b)(10)(i)(D)) requiring all training materials used for Title IX Coordinators, investigators, decision-makers, and informal resolution facilitators to be posted publicly on the school's website.

STUDENT SERVICES 5015-EACS

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

Discrimination, sexual ~~sex based~~ harassment, harassment, intimidation, and bullying are all disruptive behaviors, which interfere with students' ability to learn, negatively affect student engagement, diminish school safety, and contribute to a hostile school environment. As such, Excel Academy Charter Schools ("Charter School") prohibits any acts of discrimination, sexual harassment, harassment, intimidation, and bullying altogether. This policy is inclusive of all acts related to school activity or school attendance at school-sponsored events and activities, regardless of location, through school-owned technology and through other electronic means.

As used in this policy, discrimination, sexual harassment, harassment, intimidation, and bullying are described as the intentional conduct, including verbal, physical, written communication or cyber-bullying, including cyber sexual bullying, based on the actual or perceived characteristics of mental or physical disability, sex (including pregnancy, childbirth, and related medical conditions, and parental, family, or martial status) ~~based (including pregnancy and related conditions, and parental status)~~, sexual orientation, gender, gender identity, gender expression, immigration status, nationality (including national origin, country of origin, and citizenship), race or ethnicity (including ancestry, color, ethnic group identification, ethnic background, and traits associated with race, including, but not limited to, hair texture and protective hairstyles such as braids, locks, and twists), religion (including agnosticism and atheism), religious affiliation, medical condition, genetic information, marital status, age or association with a person or group with one or more of these actual or perceived characteristics or based on any other characteristic protected under applicable state or federal law or local ordinance. Hereafter, such actions are referred to as "misconduct prohibited by this policy." Some of the characteristics listed above are protected under California law (including Education Code sections 200, 220, and 234.1) but are not currently treated as within the scope of Title IX by the U.S. Department of Education. Conduct based on those characteristics remains fully prohibited by this policy and will be addressed under the Charter School's Uniform Complaint Procedures and the procedures in this policy.

To the extent possible, the Charter School will make reasonable efforts to prevent students from being discriminated against, harassed, intimidated, and/or bullied, and will take action to investigate, respond, address and report on such behaviors in a timely manner. The Charter School staff that witness acts of misconduct prohibited by this policy will take immediate steps to intervene when safe to do so.

Moreover, the Charter School will not condone or tolerate misconduct prohibited by this policy by any employee, independent contractor or other person with which the Charter School does business, or any other individual, student, or volunteer. This policy applies to all employee, student, or volunteer actions and relationships regardless of position or gender. The Charter School will promptly and thoroughly investigate and respond to any complaint of misconduct prohibited by this policy in a manner that is prompt, equitable, and compliant with applicable

state and federal frameworks,and will take appropriate corrective action, if warranted. While federal standards define institutional liability thresholds, the Charter School complies with all applicable state and federal laws and regulations and local ordinances in its investigation of and response to reports of misconduct prohibited by this policy. When the Charter School has actual knowledge of sexual harassment in its education program or activity against a person in the United States, it will respond promptly in a manner that is not deliberately indifferent. For purposes of Title IX, notice of sexual harassment or allegations of sexual harassment to the Title IX Coordinator or to any Charter School employee constitutes actual knowledge (34 C.F.R. §§ 106.30, 106.44(a)).

Notification

When necessary under Education Code section 48985, if fifteen (15) percent or more of the pupils enrolled in the Charter School speak a single primary language other than English, this policy, and all notices, reports, and statements pertaining to this policy will be translated into the primary language and will be provided to the parent/guardian of any such students in their primary language.

This policy shall be made readily accessible in a prominent location on the Charter School's existing internet website in a manner that is easily accessible to parents/guardians and pupils. The Charter School shall post the following Title IX requirements in a prominent and conspicuous location on the existing web page:

1. The name and contact information of the Title IX coordinator which shall include the Title IX coordinator's phone number, office location and email address.
2. The rights of a pupil and the public and the responsibilities of the public school, school district, county office of education, or charter school under Title IX, which shall include, but shall not be limited to, internet web links to information about those rights and responsibilities located on the internet websites of the department's Office of Equal Opportunity and the U.S. Department of Education (ED) Office of Civil Rights (OCR), and the list of rights specified in Education Code section 221.8.
3. A description of how to file a complaint under Title IX, which must include all of the following:
    a. an explanation of the statute of limitations within which a complaint must be filed after an alleged incident of discrimination has occurred, and how a complaint may be filed beyond the statute of limitations.
    b. an explanation of how the complaint will be investigated and how the complainant may further pursue the complaint including, but not limited to, internet web links to this information on the U.S. ED OCR's internet web site.
    c. an internet web link to the U.S. ED OCR complaints form, and the contact information for the office, which shall include the phone number and email address for the office.

4. The link to the CDE's Title IX information.
5. All materials used to train the Title IX Coordinator, investigators, decision-makers, and any person who facilitates an informal resolution process (34 C.F.R. § 106.45(b)(10)(i)(D)).

The Charter School will also provide notice of this policy, its nondiscrimination statement, and the Title IX Coordinator's contact information to applicants for admission and employment, students, parents/guardians, and employees, and will include this information in its student and employee handbooks (34 C.F.R. § 106.8(b)).

Title IX, Harassment, Intimidation, Discrimination and Bullying Coordinator ("Coordinator"):

Excel Academy Charter School does not discriminate on the basis of sex and prohibits sex discrimination in any education program or activity that it operates, as required by Title IX and its regulations, including in admission and employment.

Inquiries about Title IX may be referred to Excel Academy Charter School's Title IX Coordinator, the Assistant Secretary for Civil Rights of the U.S. Department of Education's Office for Civil Rights, or both. Excel Academy Charter School's Title IX Coordinator is:

Megan Anderson
Director of Human Resources & Strategic Planning & Title IX Coordinator
manderson@excelacademy.education
1 Technology Drive
Suite I-811
Irvine, CA 92618
949-387-7822

Excel Academy Charter School's nondiscrimination policy and grievance procedures can be located at https://excelacademy.education/our-board/title-ix. To report information about conduct that may constitute sex discrimination or make a complaint of sex discrimination under Title IX, please refer to https://excelacademy.education/our-board/title-ix. Any person may report sex discrimination, including sexual harassment, whether or not the person reporting is the person alleged to be the victim, in person, by mail, by telephone, or by email, using the Coordinator's contact information above. A report may be made at any time, including during non-business hours, by telephone or email to the Coordinator (34 C.F.R. § 106.8(a)).

Definitions

Prohibited Unlawful Harassment

1. Verbal conduct such as epithets, derogatory jokes or comments, or slurs.

2. Physical conduct including assault, unwanted touching, intentionally blocking normal movement or interfering with work or school because of sex, race or any other protected basis.
3. Retaliation for reporting or threatening to report harassment.
4. Deferential or preferential treatment based on any of the protected characteristics listed above.

Prohibited Unlawful Harassment under Title IX

Title IX (20 U.S.C. § 1681 et. seq; 34 C.F.R. § 106.1 et. seq) and California state law prohibit discrimination and harassment on the basis of sex. In accordance with these existing laws, discrimination and harassment on the basis of sex in education institutions, including in the education institution's admissions and employment practices, is prohibited.

Sexual harassment under Title IX. For purposes of the Title IX grievance process in this policy, "sexual harassment" means conduct on the basis of sex that satisfies one or more of the following (34 C.F.R. § 106.30):

1. An employee of the Charter School conditioning the provision of an aid, benefit, or service of the Charter School on an individual's participation in unwelcome sexual conduct;
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the Charter School's education program or activity; or
3. "Sexual assault" as defined in 20 U.S.C. § 1092(f)(6)(A)(v), "dating violence" as defined in 34 U.S.C. § 12291(a)(10), "domestic violence" as defined in 34 U.S.C. § 12291(a)(8), or "stalking" as defined in 34 U.S.C. § 12291(a)(30).

"Education program or activity" includes locations, events, or circumstances over which the Charter School exercised substantial control over both the respondent and the context in which the sexual harassment occurs. Title IX applies only to sexual harassment against a person in the United States. Conduct that does not meet the Title IX definition of sexual harassment may still violate California law and this policy and will be addressed under the Charter School's Uniform Complaint Procedures, code of conduct, or other applicable policies.

~~Sexual harassment consists of conduct on the basis of sex, including but not limited to unwelcome sexual advances, requests for sexual favors, sexual orientation and gender identity, pregnancy/pregnancy-related conditions, and other verbal or physical conduct on the basis of sex, regardless of whether or not the conduct is motivated by sexual desire when:~~

Sexual harassment under California law. Under California law (Education Code section 212.5), Sexual harassment consists of conduct on the basis of sex, including but not limited to

unwelcome sexual advances, requests for sexual favors and other verbal, or physical conduct on the basis of sex, regardless of whether or not the conduct is motivated by sexual desire when:

4. Submission to the conduct is explicitly or implicitly made a term or a condition of an individual's employment, education, academic status, or progress;
5. submission to, or rejection of, the conduct by the individual is used as the basis of employment, educational or academic decisions affecting the individual;
6. the conduct has the purpose or effect of having a negative impact upon the individual's work or academic performance, or of creating an intimidating, hostile, or offensive work or educational environment; and/or
7. submission to, or rejection of, the conduct by the individual is used as the basis for any decision affecting the individual regarding benefits and services, honors, programs, or activities available at or through the educational institution.

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

Sexual ~~sex-based~~ harassment may include, but is not limited to:

1. Physical assaults of a sexual nature, such as:
    a. Rape, sexual battery, molestation or attempts to commit these assaults.
    b. Intentional physical conduct that is sexual in nature, such as touching, pinching, patting, grabbing, brushing against another's body, or poking another's body.
2. Unwanted sexual advances, propositions or other sexual comments, such as:
    a. Sexually oriented gestures, notices, remarks, jokes, or comments about a person's sexuality or sexual experience.
    b. Preferential treatment or promises of preferential treatment to an individual for submitting to sexual conduct, including soliciting or attempting to solicit any individual to engage in sexual activity for compensation or reward or deferential treatment for rejecting sexual conduct.
    c. Subjecting or threats of subjecting a student to unwelcome sexual attention or conduct or intentionally making the student's academic performance more difficult because of the student's sex.
3. Sexual or discriminatory displays or publications anywhere in the educational environment, such as:
    a. Displaying pictures, cartoons, posters, calendars, graffiti, objects, promotional materials, reading materials, or other materials that are sexually suggestive,

sexually demeaning or pornographic or bringing or possessing any such material to read, display or view in the educational environment.

b. Reading publicly or otherwise publicizing in the educational environment materials that are in any way sexually revealing, sexually suggestive, sexually demeaning or pornographic.
c. Displaying signs or other materials purporting to segregate an individual by sex in an area of the educational environment (other than restrooms or similar rooms).

The illustrations of harassment and sexual ~~sex-based~~ harassment above are not to be construed as an all-inclusive list of prohibited acts under this policy.

Prohibited Bullying & Cyberbullying

Bullying is defined as any severe or pervasive physical or verbal act or conduct, including communications made in writing or by means of an electronic act.

Bullying includes one or more acts committed by a student or group of students that may constitute sexual harassment, hate violence, or creates an intimidating and/or hostile educational environment, directed toward one or more students that has or can be reasonably predicted to have the effect of one or more of the following:

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

* "Reasonable pupil" is defined as a pupil, including but not limited to, an exceptional needs pupil, who exercises care, skill and judgment in conduct for a person of the same age, or for a person of the same age with the same exceptional needs.

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

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

1. A message, text, sound, video, or image.
2. A post on a social network Internet Website including, but not limited to:
    a. Posting to or creating a burn page. A "burn page" means an Internet Website created for the purpose of having one or more of the effects as listed in the definition of "bullying," above.
    b. Creating a credible impersonation* of another actual pupil for the purpose of having one or more of the effects listed in the definition of "bullying" above. *"Credible impersonation" means to knowingly and without consent impersonate a pupil for the purpose of bullying the pupil and such that another pupil would reasonably believe, or has reasonably believed, that the pupil was or is the pupil who was impersonated.
    c. Creating a false profile for the purpose of having one or more of the effects listed in the definition of "bullying," above. "False profile" means a profile of a fictitious pupil or a profile using the likeness or attributes of an actual pupil other than the pupil who created the false profile.
3. An act of "cyber sexual bullying" including, but not limited to:
    a. The dissemination of, or the solicitation or incitement to disseminate, a photograph or other visual recording by a pupil to another pupil or to school personnel by means of an electronic act that has or can be reasonably predicted to have one or more of the effects described in the definition of "bullying," above. A photograph or other visual recording, as described above, shall include the depiction of a nude, semi-nude, or sexually explicit photograph or other visual recording of a minor where the minor is identifiable from the photograph, visual recording, or other electronic act.
    b. "Cyber sexual bullying" does not include a depiction, portrayal, or image that has any serious literary, artistic, educational, political, or scientific value or that involves athletic events or school-sanctioned activities.
    c. Notwithstanding the definitions of "bullying" and "electronic act" above, an electronic act shall not constitute pervasive conduct solely on the basis that it has been transmitted on the Internet or is currently posted on the Internet.

~~Complaint of sex-based harassment means any notification, reporting, or formal filing submitted by an individual alleging conduct that could constitute sex discrimination or~~

~~sex-based harassment under Title IX frameworks. Consistent with modern regulations, the Charter School handles both written, oral and consolidated notices promptly and equitably.~~

Formal complaint means a document filed by a complainant, or signed by the Title IX Coordinator, alleging sexual harassment against a respondent and requesting that the Charter School investigate the allegation of sexual harassment. At the time of filing a formal complaint, a complainant must be participating in or attempting to participate in the Charter School's education program or activity. A formal complaint may be filed with the Title IX Coordinator in person, by mail, or by email. A "document filed by a complainant" means a document or electronic submission (such as an email) that contains the complainant's physical or digital signature, or otherwise indicates that the complainant is the person filing the formal complaint. Where the Title IX Coordinator signs a formal complaint, the Coordinator is not a complainant or otherwise a party (34 C.F.R. § 106.30).
Complainant means an individual who is alleged to be the victim of conduct that could constitute sexual harassment.
Respondent means an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment.
Actual knowledge means notice of sexual harassment or allegations of sexual harassment to the Title IX Coordinator or any Charter School employee.

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

Complaints:

~~The following people have a right to make a complaint of sex discrimination, including complaints of sex-based harassment, requesting that Excel Academy Charter School investigate and make a determination about alleged discrimination under Title IX:~~

- ~~A "complainant," which includes:~~
  - ~~a student or employee of Excel Academy Charter School who is alleged to have been subjected to conduct that could constitute sex discrimination under Title IX; or~~
  - ~~a person other than a student or employee of Excel Academy Charter School who is alleged to have been subjected to conduct that could constitute sex discrimination under Title IX at a time when that individual was participating or attempting to participate in Excel Academy Charter School's education program or activity;~~
- ~~A parent, guardian, or other authorized legal representative with the legal right to act on behalf of a complainant; or~~
- ~~Excel Academy Charter School's Title IX Coordinator.~~

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

~~Note that a person is entitled to make a complaint of sex-based harassment only if they themselves are alleged to have been subjected to the sex-based harassment, if they have a legal right to act on behalf of such person, or if the Title IX Coordinator initiates a complaint consistent with the requirements of 34 C.F.R. § 106.44(f)(1)(v).~~

~~Excel Academy Charter School can engage in investigation of sex based harassment without the presence of a written submission.~~

A formal complaint of sexual harassment may be filed by a complainant, or by a parent, guardian, or other person with the legal right to act on the complainant's behalf. The Title IX Coordinator may also sign a formal complaint to initiate the grievance process, for example where the Coordinator determines that a grievance process is necessary to address a safety concern or a pattern of alleged misconduct, even if the complainant does not wish to participate. The Charter School will respond to every report of sexual harassment, oral or written, by offering supportive measures and responding as required by 34 C.F.R. § 106.44(a), but the Title IX grievance process described below begins only when a formal complaint is filed or signed.

~~With respect to complaints of sex discrimination other than sex-based harassment, in addition to the people listed above, the following persons have a right to make a complaint:~~

- ~~Any student or employee of Excel Academy Charter School; or~~
- ~~Any person other than a student or employee who was participating or attempting to participate in Excel Academy Charter School's education program or activity at the time of the alleged sex discrimination.~~

~~Excel Academy Charter School may consolidate complaints of sex discrimination against more than one respondent, or by more than one complainant against one or more respondents, or by one party against another party, when the allegations of sex discrimination arise out of the same facts or circumstances.When more than one complainant or more than one respondent is involved, references below to a party, complainant, or respondent include the plural, as applicable.~~

Complaints of sex discrimination other than sexual harassment (for example, unequal access to programs or activities, or discrimination based on pregnancy or parental status) may be filed by any person and will be resolved promptly and equitably under the Charter School's Uniform Complaint Procedures (34 C.F.R. § 106.8(c)).

Excel Academy Charter School may consolidate formal complaints of sexual harassment against more than one respondent, or by more than one complainant against one or more

respondents, or by one party against another party, when the allegations of sexual harassment arise out of the same facts or circumstances. When more than one complainant or more than one respondent is involved, references below to a party, complainant, or respondent include the plural, as applicable.

Bullying and Cyberbullying Prevention Procedures

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

1. **Cyberbullying Prevention Procedures**

   Charter School advises students:

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

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

2. **Education**

   Charter School employees cannot always be present when bullying incidents occur, so educating students about bullying is a key prevention technique to limit bullying from happening. Charter School advises students that hateful and/or demeaning behavior is inappropriate and unacceptable in our society and at Charter School and encourages students to practice compassion and respect each other.

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

immigration status) and about the negative impact of bullying other students based on protected characteristics.

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

Charter School informs Charter School employees, students, and parents/guardians of this policy and encourages parents/guardians to discuss this policy with their children to ensure their children understand and comply with this policy.

3. Professional Development

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

Charter School informs certificated employees about the common signs that a student is a target of bullying including:

a. Physical cuts or injuries
b. Lost or broken personal items
c. Fear of going to school/practice/games
d. Loss of interest in school, activities, or friends
e. Trouble sleeping or eating
f. Anxious/sick/nervous behavior or distracted appearance
g. Self-destructiveness or displays of odd behavior
h. Decreased self-esteem

Charter School also informs certificated employees about the groups of students determined by Charter School, and available research, to be at elevated risk for bullying. These groups include but are not limited to:

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

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

Charter School encourages its employees to demonstrate effective problem-solving, anger management, and self-confidence skills for students.

Title IX Grievance Procedures:

Excel Academy Charter School will treat complainants and respondents equitably, by providing remedies to a complainant where a determination of responsibility for sexual harassment has been made against the respondent, and by following this grievance process before imposing any disciplinary sanctions or other actions that are not supportive measures against a respondent (34 C.F.R. § 106.45(b)(1)(i)).

Excel Academy Charter School requires that any Title IX Coordinator, investigator, or decision maker and any person who facilitates an informal resolution process, not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent. ~~A decision maker may be the same person as the Title IX Coordinator or investigator.~~

Excel Academy Charter School presumes that the respondent is not responsible for the alleged conduct ~~sex discrimination~~ until a determination regarding responsibility is made at the conclusion of its grievance procedures.

Excel Academy Charter School has established the following reasonably prompt timeframes for the major stages of the grievance procedures: thirty (30) business days for investigation and fifteen (15) business days for written determination from the completion of the evidentiary phase. Appeals must be filed within five (5) business days of the written determination or dismissal, and the appeal decision-maker will issue a written decision within fifteen (15) business days of receiving the appeal. Any informal resolution process will be completed within thirty (30) business days of the parties' written consent.

Excel Academy Charter School has also established the following process that allows for the reasonable extension of time frames on a case-by-case basis for good cause with notice to the parties that includes the reason for the delay: All parties- including both complainants ~~complaints~~ and respondents- will simultaneously receive written notification from the Title IX Coordinator providing the factual cause for delay and an updated, reasonable completion target. Excel Academy Charter School will take reasonable steps to protect the privacy of the parties and witnesses during its grievance procedures. These steps will not restrict the ability of the parties to obtain and present evidence, including by speaking to witnesses; consult with their family members, confidential resources, or advisors; or otherwise prepare for or

participate in the grievance procedures. The parties cannot engage in retaliation, including against witnesses.

Excel Academy Charter School will objectively evaluate all relevant evidence ~~evidence that is relevant and not otherwise impermissible~~—including both inculpatory and exculpatory evidence. Credibility determinations will not be based on a person's status as a complainant, respondent, or witness.

The Charter School will not require, allow, rely upon, or otherwise use the following types of evidence, or question seeking the evidence, in the grievance process: ~~The following types of evidence, and questions seeking that evidence, are impermissible (i.e., will not be accessed or considered, except by Excel Academy Charter School to determine whether one of the exceptions listed below applies; will not be disclosed; and will not otherwise be used), regardless of whether they are relevant:~~

- Evidence that is protected under a privilege recognized by Federal or State law ~~or evidence provided to a confidential employee~~, unless the person to whom the privilege ~~or confidentiality~~ is owed has voluntarily waived the privilege ~~or confidentiality;~~
- A party's or witness's records that are made or maintained by a physician, psychologist, or other recognized professional or paraprofessional in connection with the provision of treatment to the party or witness, unless Excel Academy Charter School obtains that party's or witness's voluntary, written consent (or, for a student under 18, the written consent of the student's parent or guardian) for use in its grievance procedures; and
- Questions and evidence about the complainants sexual predisposition or prior sexual behavior, which are not relevant ~~Evidence that relates to the complainant's sexual interests or prior sexual conduct~~, unless such questions and evidence are ~~evidence about the complainant's prior sexual conduct is~~ offered to prove that someone other than the respondent committed the alleged conduct or is concern ~~evidence about~~ specific incidents of the complainant's prior sexual behavior ~~conduct~~ with respect to the respondent and are offered to prove consent ~~to the alleged sex-based harassment.~~ The fact of prior consensual sexual conduct between the complainant and respondent does not by itself demonstrate or imply the complainant's consent to the alleged sexual ~~sex-based~~ harassment or preclude determination that sexual ~~sex-based~~ harassment occurred.

Scope of Grievance Procedures

Charter School will comply with its Uniform Complaint Procedures ("UCP") policy when investigating and responding to complaints alleging unlawful harassment, discrimination,

intimidation or bullying against a protected group or on the basis of a person's association with a person or group with one or more of the protected characteristics set forth in the UCP that:

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

The following grievance procedures shall be utilized for reports of misconduct prohibited by this policy that do not comply with the writing, timeline, or other formal filing requirements of a uniform complaint. For formal complaints of sexual harassment, as defined in 34 C.F.R. § 106.30 Charter School will utilize the following grievance procedures in addition to its UCP when applicable, and will complete those procedures before imposing any disciplinary sanction on a respondent. To the extent the UCP conflicts with 34 C.F.R. § 106.45, the federal requirements govern; the Charter School will also comply with any additional state-law requirements that do not conflict with ~~Where a complaint falls directly within the statutory purview of Title IX sex discrimination, federal processing mandates and timelines will govern and supersede localized UCP restrictions.~~

Reporting

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

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

Ms. Megan Anderson
Title IX/ Uniform Complaint Procedure Coordinator

manderson@excelacademy.education
1 Technology Drive, Suite I-811
Irvine, CA 92618
714-336-4220

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

While submission of a written report is not required, the reporting party is encouraged to submit a written report to the Coordinator. Charter School will ~~investigate and~~ respond promptly to all oral and written reports of misconduct prohibited by this policy in a manner that is not deliberately indifferent. For sexual harassment covered by Title IX, a formal complaint is required to begin the Title IX grievance process, and the Coordinator will explain how to file one.Reports may be made anonymously, but formal disciplinary action cannot be based solely on an anonymous report.

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

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

The Charter School prohibits any form of retaliation against any individual who files a report or complaint, testifies, assists, participates, or refuses to participate in any investigation or proceeding related to misconduct prohibited by this policy. Such participation or lack of participation shall not in any way affect the status, grades, or work assignments of the individual. Individuals alleging retaliation in violation of this policy may file a grievance using the procedures set forth in this policy. Knowingly making false statements or knowingly submitting false information during the grievance process is prohibited and may result in disciplinary action. However, a determination regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith (34 C.F.R. § 106.71).

All supervisors of staff will receive sexual ~~sex-based~~ harassment training within six (6) months of their assumption of a supervisory position and will receive further training once every two (2) years thereafter. ~~All staff and any individuals designated as a coordinator, investigator, or decision-maker will receive sex-based harassment training and/or instruction concerning sex-based harassment as required by law.~~The Title IX Coordinator, investigators, decision-makers, and any person who facilitates an informal resolution process will receive training on the definition of sexual harassment in 34 C.F.R. § 106.30; the scope of the Charter School's education program or activity; how to conduct an investigation and grievance process, including determinations regarding responsibility, appeals, and informal resolution processes; and how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias. Decision-makers will also be trained on the relevance of questions and evidence, including when questions and evidence about a complainant's sexual predisposition or prior sexual behavior are not relevant, and investigators will be trained on issues of relevance so they can prepare an investigative report that fairly summarizes relevant evidence. Training materials will not rely on sex stereotypes, will promote impartial investigations and adjudications, and will be posted on the Charter School's website (34 C.F.R. § 106.45(b)(1)(iii), (b)(10)).

Supportive Measures

Excel Academy Charter School will offer and coordinate supportive measures as appropriate for the complainant and/or respondent to restore or preserve that person's access to Excel Academy Charter School's education program or activity or provide support during Excel Academy Charter School's Title IX grievance procedures or during the informal resolution process.~~For complaints of sex-based harassment, these supportive measures may include reassignment of duties or supervision and reassignment of instructional personnel, as well as schedule modifications that align with applicable regulatory criteria under 34 C.F.R. 106.44~~

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

Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint of sexual ~~sex-based~~ harassment or where no formal complaint of sexual ~~sex-based~~harassment has been filed. Such measures are

designed to restore or preserve equal access to Charter School's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or Charter School's educational environment, or deter sexual harassment. Supportive measures available to complainants and respondents may include but are not limited to counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work locations, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures. Charter School will maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair the ability of Charter School to provide the supportive measures.

Investigation and Response

Upon receipt of a report of misconduct prohibited by this policy from a student, staff member, parent/guardian, volunteer, visitor or affiliate of the Charter School, the Coordinator or administrative designee will promptly initiate an investigation. In most cases, a thorough investigation will take no more than thirty (30) business days. If the Coordinator, or administrative designee determines that an investigation will take longer than thirty (30) business days and needs to be delayed or extended due to good cause, the Coordinator or administrative designee will inform the complainant and any respondents simultaneously and in writing of the reasons for the delay or extension and provide an approximate date when the investigation will be complete.

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

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

Notice of Allegations:

Upon receipt of a formal complaint ~~initiation of Excel Academy Charter School's Title IX grievance procedures~~, Excel Academy Charter School will provide written notice ~~notify~~ the parties who are known of the following, with sufficient time for them to prepare a response before initial interview:

- Excel Academy Charter School's Title IX grievance procedures and any informal resolution process;
- Sufficient information available at the time to allow the parties to respond to the allegations, including the identities of the parties involved in the incident(s), if known the conduct alleged to constitute sexual harassment ~~sex discrimination~~, and the date(s) and location(s) of the alleged incident(s); if known
- A statement that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility will be made at the conclusion of the grievance process;
- Retaliation is prohibited; and
- The parties may have an advisor of their choice, who may be, but is not required to be, an attorney, and may inspect and review evidence directly related to the allegations; and
- The Charter School's policy prohibits knowingly making false statements or knowingly submitting false information during the grievance process. ~~are entitled to an equal opportunity to access the relevant and not otherwise impermissible evidence or an accurate description of this evidence. If Excel Academy Charter School elects to provide a description of the evidence, the parties maintain an unconditioned right to access the underlying relevant and not otherwise impermissible evidence upon the request of any party~~

If, in the course of an investigation, Excel Academy Charter School decides to investigate additional allegations about the complainant or respondent that are not included in the notice provided, , Excel Academy Charter School will notify the parties whose identities are known of the additional allegations.

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

2. Informal Resolution
    a. If a formal complaint of sexual ~~sex-based~~ harassment is filed, Charter School may offer a voluntary informal resolution process, such as mediation, to the parties at any time prior to reaching a determination regarding responsibility. If Charter School offers such a process, it will do the following:
        i. Provide the parties with advance written notice of:
            - The allegations;
            - The requirements of the voluntary informal resolution process including the circumstances under which the parties are precluded from resuming a formal complaint of sexual ~~sex-based~~ harassment arising from the same allegations;
            - The parties' right to withdraw from the voluntary informal resolution process and resume the grievance process at any time prior to agreeing to a resolution; and
            - Any consequences resulting from participating in the voluntary informal resolution process, including the records that will be maintained or could be shared; and
        ii. Obtain the parties' advance voluntary, written consent to the informal resolution process.
    a. Charter School will not offer or facilitate an informal resolution process to resolve allegations that an employee sexually harassed a student. The Charter School will not require the parties to participate in an informal resolution process, or to waive the right to an investigation and adjudication of a formal complaint, as a condition of enrollment, employment, or any other right (34 C.F.R. § 106.45(b)(9)).

3. Investigation Process

Excel Academy Charter School will provide for adequate, reliable, and impartial investigation of complaints.

The burden is on Excel Academy Charter School—not on the parties—to conduct an investigation that gathers evidence sufficient to reach a determination regarding responsibility ~~sufficient evidence to determine whether sex discrimination occurred.~~

Excel Academy Charter School will provide an equal opportunity for the parties to present witnesses including fact and expert witnesses and other inculpatory and exculpatory evidence ~~that are relevant and not otherwise impermissible.~~

Excel Academy Charter School will review all evidence gathered through the investigation and determine what evidence is relevant and what evidence may not be used as described in the Title IX Grievance Procedures section above. ~~is impermissible regardless of relevance.~~

~~Excel Academy Charter School will provide each party with an equal opportunity to access the evidence that is relevant to the allegations of sex discrimination and not otherwise impermissible, in the following manner:~~

~~Excel Academy Charter School will provide an equal opportunity to access either the relevant and not otherwise impermissible evidence, or an accurate description of this evidence. [If Excel Academy Charter School provides a description of the evidence:~~

~~a. If a description is provided, access to the primary relevant evidence will remain fully available upon request.~~
~~b. Excel Academy Charter School will provide a reasonable opportunity to respond to the evidence or the accurate description of the evidence; and~~

c. Excel Academy Charter School will take reasonable steps to prevent and address the parties' unauthorized disclosure of information and evidence obtained solely through the grievance procedures. Disclosures of such information and evidence for purposes of administrative proceedings or litigation related to the complaint of sexual harassment ~~sex discrimination~~ are authorized.
d. In most cases, a thorough investigation will take no more than thirty (30) business days. If the investigator determines that an investigation will take longer than thirty (30) business days and needs to be delayed or extended due to good cause, the investigator will inform the complainant and any respondents in writing of the reasons for the delay or extension and provide an approximate date when the investigation will be complete.
e. The parties will be provided with an equal opportunity to present witnesses, to inspect and review any evidence obtained that is directly related to the allegations raised, and to have an advisor of their choice, who may be, but is not required to be, an attorney, present during any investigative meeting or interview.
f. The parties will not be prohibited from discussing the allegations under investigation or to gather and present relevant evidence.
g. A party whose participation is invited or expected at an investigative meeting or interview will receive written notice of the date, time, location, participants, and purpose of the meeting or interview with sufficient time for the party to prepare to participate.

h. Prior to completion of the investigative report, Charter School will send to each party and the party's advisor, if any, all evidence obtained as part of the investigation that is directly related to the allegations, including evidence upon which the Charter School does not intend to rely and inculpatory or exculpatory evidence from any source, in an electronic format or a hard copy, ~~a copy of the evidence subject to inspection and review~~, and the parties will have at least ten (10) days to submit a written response for the investigator's consideration prior to the completion of the investigation report.

i. The investigator will complete an investigation report that fairly summarizes relevant evidence and send a copy of the report to each party and the party's advisor, if any, for their review and written response at least ten (10) days prior to the determination of responsibility.

4. **Questioning the Parties and Witnesses:**

The Charter School does not hold live hearings. After the investigative report is sent to the parties and before a determination regarding responsibility is reached, the decision-maker will give each party the opportunity to submit written, relevant questions that the party wants asked of any party or witness, provide each party with the answers, and allow for additional, limited follow-up questions from each party. Questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, except as described in the Title IX Grievance Procedures section above. The decision-maker will explain to the party proposing the questions any decision to exclude a question as not relevant (34 C.F.R. § 106.45(b)(6)(ii)). ~~Excel Academy Charter School will provide a process that enables the decision maker to question parties and witnesses to adequately assess a party's or witness's credibility to the extent credibility is both in dispute and relevant to evaluating one or more allegations of sex discrimination. The decision- maker will evaluate the relevance of questions and ensure that all witness interviews or questioning protocols are executed objectively, equitably, and without bias, utilizing remote or in-person settings as appropriate.~~

5. Dismissal of a Formal Complaint of Sexual Harassment

a. If the conduct alleged in the formal complaint would not constitute sexual harassment as defined in 34 C.F.R. § 106.30 even if proved, did not occur in the Charter School's education program or activity, or did not occur against a person in the United States, ~~investigation reveals that the alleged harassment did not occur in Charter School's educational program in the United States or would not constitute sex-basedharassment even if proved~~, the formal complaint with regard to that conduct must be dismissed for purposes of Title IX. However,

such a dismissal does not preclude action under another applicable Charter School policy.

b. Charter School may dismiss a formal complaint of sexual harassment ~~sex discrimination~~ if:
   i. The complainant provides a written withdrawal of the complaint or any allegations to the Coordinator;
   ii. The respondent is no longer employed or enrolled at Charter School; or
   iii. The specific circumstances prevent Charter School from gathering evidence sufficient to reach a decision on the formal complaint or the allegations therein.

c. If a formal complaint of sexual harassment ~~sex discrimination~~ or any of the claims therein are dismissed, Charter School will promptly send written notice of the dismissal and the reason(s) for the dismissal simultaneously to the parties. Either party may appeal a dismissal as described in the Right of Appeal section below.

6. Determination of Responsibility**:**

Following an investigation and evaluation of all relevant ~~and not otherwise impermissible~~ evidence, the decision maker, who may not be the Title IX Coordinator or the investigator, will: ~~Excel Academy Charter School will:~~

- Use the preponderance of the evidence standard of proof to determine whether sexual harassment ~~sex discrimination~~occurred. The same standard applies to formal complaints against students and against employees. The standard of proof requires the decision maker to evaluate relevant ~~and not otherwise impermissible~~ evidence for its persuasiveness. If the decision maker is not persuaded under the applicable standard by the evidence that sexual harassment ~~sex discrimination~~ occurred, whatever the quantity of the evidence is, the decision maker will not determine that sexual harassment ~~sex discrimination~~ occurred.
- Issue a written determination regarding responsibility, provided to the parties simultaneously, that includes: (a) the allegations potentially constituting sexual harassment; (b) a description of the procedural steps taken from receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, and methods used to gather other evidence; (c) findings of fact supporting the determination; (d) conclusions regarding the application of the Charter School's code of conduct to the facts; (e) a statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions imposed on the respondent, and whether remedies will be provided to the complainant; and (f) the procedures and permissible bases for the complainant and respondent to appeal. The determination becomes final

on the date the parties receive the written appeal decision or, if no appeal is filed, the date on which an appeal would no longer be timely (34 C.F.R. § 106.45(b)(7)); ~~Notify the parties in writing of the determination whether sex discrimination occurred under Title IX including the rationale for such determination, and the procedures and permissible bases for the complainant and respondent to appeal, if applicable;~~

- Not impose discipline on a respondent for sexual harassment ~~sex discrimination~~prohibited by Title IX unless there is a determination at the conclusion of the grievance procedures that the respondent engaged in prohibited sexual harassment ~~sex discrimination~~
- If there is a determination that sexual harassment ~~sex discrimination~~ occurred, the Title IX Coordinator will, as appropriate:
    - Coordinate the provision and implementation of remedies to a complainant and other people Excel Academy Charter School identifies as having had equal access to Excel Academy Charter School's education program or activity limited or denied by sexual harassment ~~sex discrimination~~;
    - Coordinate the imposition of any disciplinary sanctions on a respondent, including notification to the complainant of any such disciplinary sanctions; and
    - Take other appropriate prompt and effective steps to ensure that sexual harassment ~~sex discrimination~~ does not continue or recur within Excel Academy Charter School's education program or activity.
- Comply with the grievance procedures before the imposition of any disciplinary sanctions against a respondent; and
- Not discipline a party, witness, or others participating in the grievance procedures for making a materially false statement or in bad faith ~~for engaging in consensual sexual conduct~~ based solely on the determination whether sexual harassment ~~sex discrimination~~ occurred (34 C.F.R. § 106.71(b)(2)).

Disciplinary Sanctions and Remedies:

Following a determination that sexual ~~sex-based~~ harassment occurred, Excel Academy Charter School may impose disciplinary sanctions, which may include but are not limited to termination. Excel Academy Charter School may also provide remedies, which may include reassignment of duties or supervision and reassignment of teachers. The range of possible disciplinary sanctions includes, for students: a warning, parent/guardian conference, counseling or educational programming, loss of privileges, change of placement or learning program, suspension, and expulsion, consistent with the Charter School's suspension and expulsion policy; and for employees: counseling, training, a written reprimand, suspension, demotion, and termination, consistent with applicable employment policies and agreements. Remedies for a complainant may include the supportive measures listed above, as well as measures that are

disciplinary or punitive toward the respondent or that burden the respondent (34 C.F.R. § 106.45(b)(1)(vi)).

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

Right of Appeal

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

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

a. Either party may appeal a determination regarding responsibility, or the dismissal of a formal complaint or any allegations in it, on the following bases: (a) a procedural irregularity that affected the outcome; (b) new evidence that was not reasonably available at the time of the determination or dismissal and that could affect the outcome; or (c) the Title IX Coordinator, investigator, or decision-maker had a conflict of interest or bias for or against complainants or respondents generally, or the individual complainant or respondent, that affected the outcome.
b. The appeal decision-maker will not be the same person as the decision-maker who reached the determination regarding responsibility or dismissal, the investigator(s), or the Title IX Coordinator, and will be trained as described in this policy. If the Chief Executive Officer served in any of those roles, the Board will designate another trained individual to decide the appeal.
c. The complainant and the respondent shall have the same appeal rights and Charter School will implement appeal procedures equally for both parties.
d. Charter School will notify the other party in writing when an appeal is filed.
e. The decision maker for the appeal will give both parties a reasonable, equal opportunity to submit a written statement in support of, or challenging, the outcome; issue a written decision describing the result of the appeal and the rationale for the result; and provide the written decision simultaneously to both parties.

Recordkeeping

All records related to any investigation of complaints under this policy are maintained in a secure location.

Charter School will maintain the following records for at least seven (7) years:

a. Records of each sexual ~~sex-based~~ harassment investigation, including any determination of responsibility; any audio or audiovisual recording or transcript; any disciplinary sanctions imposed on the respondent; and any remedies provided to the complainant.
b. Records of any appeal of a formal sexual ~~sex-based~~ harassment complaint and the results of that appeal.
c. Records of any informal resolution of a sexual ~~sex-based~~ harassment complaint and the results of that informal resolution.
d. All materials used to train Title IX coordinators, investigators, decision makers, and any person who facilitates an informal resolution process, which will also be made publicly available on the Charter School's website.
e. Records of any actions, including any supportive measures, taken in response to a report or formal complaint of sexual harassment. These records will document the basis for the Charter School's conclusion that its response was not deliberately indifferent and that it took measures designed to restore or preserve equal access to its education program or activity. If supportive measures were not provided to a complainant, the records will document the reasons why that response was not clearly unreasonable in light of the known circumstances (34 C.F.R. § 106.45(b)(10)(ii)).

Title IX, Harassment, Intimidation, Discrimination & Bullying
COMPLAINT FORM

Your Name: _____ Date: _____

Date of Alleged Incident(s): _____

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

List any witnesses that were present: _____

Where did the incident(s) occur? _____

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

_____

_____

_____

_____

☐ I am filing a formal complaint of sexual harassment under Title IX and request that the Charter School investigate the allegations described above.

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

_____ _____

Signature of Complainant Date

_____

Print Name

To be completed by the Charter School:

Received by: _____ Date_____

Follow up meeting with complainant held on: _____

STUDENT SERVICES 5015-EACS

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

Discrimination, sexual harassment, harassment, intimidation, and bullying are all disruptive behaviors, which interfere with students' ability to learn, negatively affect student engagement, diminish school safety, and contribute to a hostile school environment. As such, Excel Academy Charter Schools ("Charter School") prohibits any acts of discrimination, sexual harassment, harassment, intimidation, and bullying altogether. This policy is inclusive of all acts related to school activity or school attendance at school-sponsored events and activities, regardless of location, through school-owned technology and through other electronic means.

As used in this policy, discrimination, sexual harassment, harassment, intimidation, and bullying are described as the intentional conduct, including verbal, physical, written communication or cyber-bullying, including cyber sexual bullying, based on the actual or perceived characteristics of mental or physical disability, sex (including pregnancy, childbirth, and related medical conditions, and parental, family, or martial status) sexual orientation, gender, gender identity, gender expression, immigration status, nationality (including national origin, country of origin, and citizenship), race or ethnicity (including ancestry, color, ethnic group identification, ethnic background, and traits associated with race, including, but not limited to, hair texture and protective hairstyles such as braids, locks, and twists), religion (including agnosticism and atheism), religious affiliation, medical condition, genetic information, marital status, age or association with a person or group with one or more of these actual or perceived characteristics or based on any other characteristic protected under applicable state or federal law or local ordinance. Hereafter, such actions are referred to as "misconduct prohibited by this policy." Some of the characteristics listed above are protected under California law (including Education Code sections 200, 220, and 234.1) but are not currently treated as within the scope of Title IX by the U.S. Department of Education. Conduct based on those characteristics remains fully prohibited by this policy and will be addressed under the Charter School's Uniform Complaint Procedures and the procedures in this policy.

To the extent possible, the Charter School will make reasonable efforts to prevent students from being discriminated against, harassed, intimidated, and/or bullied, and will take action to investigate, respond, address and report on such behaviors in a timely manner. The Charter School staff that witness acts of misconduct prohibited by this policy will take immediate steps to intervene when safe to do so.

Moreover, the Charter School will not condone or tolerate misconduct prohibited by this policy by any employee, independent contractor or other person with which the Charter School does business, or any other individual, student, or volunteer. This policy applies to all employee, student, or volunteer actions and relationships regardless of position or gender. The Charter School will promptly and thoroughly investigate and respond to any complaint of misconduct prohibited by this policy in a manner that is prompt, equitable, and compliant with applicable state and federal frameworks,and will take appropriate corrective action, if warranted. While federal standards define institutional liability thresholds, the Charter School complies with all applicable state and federal laws and regulations and local ordinances in its investigation of and response to reports of misconduct prohibited by this policy. When the Charter School has actual knowledge of sexual harassment in its education program or activity against a person in the United States, it will respond promptly in a manner that is not deliberately indifferent. For

purposes of Title IX, notice of sexual harassment or allegations of sexual harassment to the Title IX Coordinator or to any Charter School employee constitutes actual knowledge (34 C.F.R. §§ 106.30, 106.44(a)).

Notification

When necessary under Education Code section 48985, if fifteen (15) percent or more of the pupils enrolled in the Charter School speak a single primary language other than English, this policy, and all notices, reports, and statements pertaining to this policy will be translated into the primary language and will be provided to the parent/guardian of any such students in their primary language.

This policy shall be made readily accessible in a prominent location on the Charter School's existing internet website in a manner that is easily accessible to parents/guardians and pupils. The Charter School shall post the following Title IX requirements in a prominent and conspicuous location on the existing web page:

1. The name and contact information of the Title IX coordinator which shall include the Title IX coordinator's phone number, office location and email address.
2. The rights of a pupil and the public and the responsibilities of the public school, school district, county office of education, or charter school under Title IX, which shall include, but shall not be limited to, internet web links to information about those rights and responsibilities located on the internet websites of the department's Office of Equal Opportunity and the U.S. Department of Education (ED) Office of Civil Rights (OCR), and the list of rights specified in Education Code section 221.8.
3. A description of how to file a complaint under Title IX, which must include all of the following:
    a. an explanation of the statute of limitations within which a complaint must be filed after an alleged incident of discrimination has occurred, and how a complaint may be filed beyond the statute of limitations.
    b. an explanation of how the complaint will be investigated and how the complainant may further pursue the complaint including, but not limited to, internet web links to this information on the U.S. ED OCR's internet web site.
    c. an internet web link to the U.S. ED OCR complaints form, and the contact information for the office, which shall include the phone number and email address for the office.
4. The link to the CDE's Title IX information.
5. All materials used to train the Title IX Coordinator, investigators, decision-makers, and any person who facilitates an informal resolution process (34 C.F.R. § 106.45(b)(10)(i)(D)).

The Charter School will also provide notice of this policy, its nondiscrimination statement, and the Title IX Coordinator's contact information to applicants for admission and employment, students, parents/guardians, and employees, and will include this information in its student and employee handbooks (34 C.F.R. § 106.8(b)).

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

Title IX, Harassment, Intimidation, Discrimination and Bullying Coordinator ("Coordinator"):

Excel Academy Charter School does not discriminate on the basis of sex and prohibits sex discrimination in any education program or activity that it operates, as required by Title IX and its regulations, including in admission and employment.

Inquiries about Title IX may be referred to Excel Academy Charter School's Title IX Coordinator, the Assistant Secretary for Civil Rights of the U.S. Department of Education's Office for Civil Rights, or both. Excel Academy Charter School's Title IX Coordinator is:

Megan Anderson
Director of Human Resources & Strategic Planning & Title IX Coordinator
manderson@excelacademy.education
1 Technology Drive
Suite I-811
Irvine, CA 92618
949-387-7822

Excel Academy Charter School's nondiscrimination policy and grievance procedures can be located at https://excelacademy.education/our-board/title-ix. To report information about conduct that may constitute sex discrimination or make a complaint of sex discrimination under Title IX, please refer to https://excelacademy.education/our-board/title-ix. Any person may report sex discrimination, including sexual harassment, whether or not the person reporting is the person alleged to be the victim, in person, by mail, by telephone, or by email, using the Coordinator's contact information above. A report may be made at any time, including during non-business hours, by telephone or email to the Coordinator (34 C.F.R. § 106.8(a)).

Definitions

Prohibited Unlawful Harassment

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

Prohibited Unlawful Harassment under Title IX

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

Title IX (20 U.S.C. § 1681 et. seq; 34 C.F.R. § 106.1 et. seq) and California state law prohibit discrimination and harassment on the basis of sex. In accordance with these existing laws, discrimination and harassment on the basis of sex in education institutions, including in the education institution's admissions and employment practices, is prohibited.

Sexual harassment under Title IX. For purposes of the Title IX grievance process in this policy, "sexual harassment" means conduct on the basis of sex that satisfies one or more of the following (34 C.F.R. § 106.30):

1. An employee of the Charter School conditioning the provision of an aid, benefit, or service of the Charter School on an individual's participation in unwelcome sexual conduct;
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the Charter School's education program or activity; or
3. "Sexual assault" as defined in 20 U.S.C. § 1092(f)(6)(A)(v), "dating violence" as defined in 34 U.S.C. § 12291(a)(10), "domestic violence" as defined in 34 U.S.C. § 12291(a)(8), or "stalking" as defined in 34 U.S.C. § 12291(a)(30).

"Education program or activity" includes locations, events, or circumstances over which the Charter School exercised substantial control over both the respondent and the context in which the sexual harassment occurs. Title IX applies only to sexual harassment against a person in the United States. Conduct that does not meet the Title IX definition of sexual harassment may still violate California law and this policy and will be addressed under the Charter School's Uniform Complaint Procedures, code of conduct, or other applicable policies.

Sexual harassment under California law. Under California law (Education Code section 212.5), Sexual harassment consists of conduct on the basis of sex, including but not limited to unwelcome sexual advances, requests for sexual favors and other verbal, or physical conduct on the basis of sex, regardless of whether or not the conduct is motivated by sexual desire when:

4. Submission to the conduct is explicitly or implicitly made a term or a condition of an individual's employment, education, academic status, or progress;
5. submission to, or rejection of, the conduct by the individual is used as the basis of employment, educational or academic decisions affecting the individual;
6. the conduct has the purpose or effect of having a negative impact upon the individual's work or academic performance, or of creating an intimidating, hostile, or offensive work or educational environment; and/or

7. submission to, or rejection of, the conduct by the individual is used as the basis for any decision affecting the individual regarding benefits and services, honors, programs, or activities available at or through the educational institution.

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

Sexual harassment may include, but is not limited to:

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

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

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

Prohibited Bullying & Cyberbullying

Bullying is defined as any severe or pervasive physical or verbal act or conduct, including communications made in writing or by means of an electronic act.

Bullying includes one or more acts committed by a student or group of students that may constitute sexual harassment, hate violence, or creates an intimidating and/or hostile educational environment, directed toward one or more students that has or can be reasonably predicted to have the effect of one or more of the following:

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

* "Reasonable pupil" is defined as a pupil, including but not limited to, an exceptional needs pupil, who exercises care, skill and judgment in conduct for a person of the same age, or for a person of the same age with the same exceptional needs.

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

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

1. A message, text, sound, video, or image.
2. A post on a social network Internet Website including, but not limited to:
    a. Posting to or creating a burn page. A "burn page" means an Internet Website created for the purpose of having one or more of the effects as listed in the definition of "bullying," above.

b. Creating a credible impersonation* of another actual pupil for the purpose of having one or more of the effects listed in the definition of "bullying" above. *"Credible impersonation" means to knowingly and without consent impersonate a pupil for the purpose of bullying the pupil and such that another pupil would reasonably believe, or has reasonably believed, that the pupil was or is the pupil who was impersonated.
c. Creating a false profile for the purpose of having one or more of the effects listed in the definition of "bullying," above. "False profile" means a profile of a fictitious pupil or a profile using the likeness or attributes of an actual pupil other than the pupil who created the false profile.

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

Formal complaint means a document filed by a complainant, or signed by the Title IX Coordinator, alleging sexual harassment against a respondent and requesting that the Charter School investigate the allegation of sexual harassment. At the time of filing a formal complaint, a complainant must be participating in or attempting to participate in the Charter School's education program or activity. A formal complaint may be filed with the Title IX Coordinator in person, by mail, or by email. A "document filed by a complainant" means a document or electronic submission (such as an email) that contains the complainant's physical or digital signature, or otherwise indicates that the complainant is the person filing the formal complaint. Where the Title IX Coordinator signs a formal complaint, the Coordinator is not a complainant or otherwise a party (34 C.F.R. § 106.30).

Complainant means an individual who is alleged to be the victim of conduct that could constitute sexual harassment.

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

Actual knowledge means notice of sexual harassment or allegations of sexual harassment to the Title IX Coordinator or any Charter School employee.

Complaints:

A formal complaint of sexual harassment may be filed by a complainant, or by a parent, guardian, or other person with the legal right to act on the complainant's behalf. The Title IX Coordinator may also sign a formal complaint to initiate the grievance process, for example where the Coordinator determines that a grievance process is necessary to address a safety concern or a pattern of alleged misconduct, even if the complainant does not wish to participate. The Charter School will respond to every report of sexual harassment, oral or written, by offering supportive measures and responding as required by 34 C.F.R. § 106.44(a), but the Title IX grievance process described below begins only when a formal complaint is filed or signed.

Complaints of sex discrimination other than sexual harassment (for example, unequal access to programs or activities, or discrimination based on pregnancy or parental status) may be filed by any person and will be resolved promptly and equitably under the Charter School's Uniform Complaint Procedures (34 C.F.R. § 106.8(c)).
Excel Academy Charter School may consolidate formal complaints of sexual harassment against more than one respondent, or by more than one complainant against one or more respondents, or by one party against another party, when the allegations of sexual harassment arise out of the same facts or circumstances. When more than one complainant or more than one respondent is involved, references below to a party, complainant, or respondent include the plural, as applicable.

Bullying and Cyberbullying Prevention Procedures

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

1. **Cyberbullying Prevention Procedures**

Charter School advises students:

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

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

2. Education

Charter School employees cannot always be present when bullying incidents occur, so educating students about bullying is a key prevention technique to limit bullying from happening. Charter School advises students that hateful and/or demeaning behavior is inappropriate and unacceptable in our society and at Charter School and encourages students to practice compassion and respect each other.

Charter School educates students to accept all student peers regardless of protected characteristics (including but not limited to actual or perceived sexual orientation, gender identification, physical or cognitive disabilities, race, ethnicity, religion, and immigration status) and about the negative impact of bullying other students based on protected characteristics.

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

Charter School informs Charter School employees, students, and parents/guardians of this policy and encourages parents/guardians to discuss this policy with their children to ensure their children understand and comply with this policy.

3. **Professional Development**

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

Charter School informs certificated employees about the common signs that a student is a target of bullying including:

a. Physical cuts or injuries
b. Lost or broken personal items
c. Fear of going to school/practice/games
d. Loss of interest in school, activities, or friends
e. Trouble sleeping or eating
f. Anxious/sick/nervous behavior or distracted appearance
g. Self-destructiveness or displays of odd behavior
h. Decreased self-esteem

Charter School also informs certificated employees about the groups of students determined by Charter School, and available research, to be at elevated risk for bullying. These groups include but are not limited to:

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

Charter School encourages its employees to demonstrate effective problem-solving, anger management, and self-confidence skills for students.

Title IX Grievance Procedures:

Excel Academy Charter School will treat complainants and respondents equitably, by providing remedies to a complainant where a determination of responsibility for sexual harassment has been made against the respondent, and by following this grievance process before imposing

any disciplinary sanctions or other actions that are not supportive measures against a respondent (34 C.F.R. § 106.45(b)(1)(i)).

Excel Academy Charter School requires that any Title IX Coordinator, investigator, or decision maker and any person who facilitates an informal resolution process, not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent.

Excel Academy Charter School presumes that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of its grievance procedures.

Excel Academy Charter School has established the following reasonably prompt timeframes for the major stages of the grievance procedures: thirty (30) business days for investigation and fifteen (15) business days for written determination from the completion of the evidentiary phase. Appeals must be filed within five (5) business days of the written determination or dismissal, and the appeal decision-maker will issue a written decision within fifteen (15) business days of receiving the appeal. Any informal resolution process will be completed within thirty (30) business days of the parties' written consent.

Excel Academy Charter School has also established the following process that allows for the reasonable extension of time frames on a case-by-case basis for good cause with notice to the parties that includes the reason for the delay: All parties- including both complainants and respondents- will simultaneously receive written notification from the Title IX Coordinator providing the factual cause for delay and an updated, reasonable completion target. Excel Academy Charter School will take reasonable steps to protect the privacy of the parties and witnesses during its grievance procedures. These steps will not restrict the ability of the parties to obtain and present evidence, including by speaking to witnesses; consult with their family members, confidential resources, or advisors; or otherwise prepare for or participate in the grievance procedures. The parties cannot engage in retaliation, including against witnesses.

Excel Academy Charter School will objectively evaluate all relevant evidence —including both inculpatory and exculpatory evidence. Credibility determinations will not be based on a person's status as a complainant, respondent, or witness.

The Charter School will not require, allow, rely upon, or otherwise use the following types of evidence, or question seeking the evidence, in the grievance process:

- Evidence that is protected under a privilege recognized by Federal or State law, unless the person to whom the privilege is owed has voluntarily waived the privilege
- A party's or witness's records that are made or maintained by a physician, psychologist, or other recognized professional or paraprofessional in connection with the provision of treatment to the party or witness, unless Excel Academy Charter School obtains that party's or witness's voluntary, written consent (or, for a student under 18, the written consent of the student's parent or guardian) for use in its grievance procedures; and
- Questions and evidence about the complainants sexual predisposition or prior sexual behavior, which are not relevant, , unless such questions and evidence are offered to prove that someone other than the respondent committed the alleged conduct or is concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent The fact of prior consensual sexual conduct between the complainant and respondent does not by itself demonstrate or imply the complainant's consent to the alleged sexual harassment or preclude determination that sexual harassment occurred.

Scope of Grievance Procedures

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

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

The following grievance procedures shall be utilized for reports of misconduct prohibited by this policy that do not comply with the writing, timeline, or other formal filing requirements of a uniform complaint. For formal complaints of sexual harassment, as defined in 34 C.F.R. §

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

106.30 Charter School will utilize the following grievance procedures in addition to its UCP when applicable, and will complete those procedures before imposing any disciplinary sanction on a respondent. To the extent the UCP conflicts with 34 C.F.R. § 106.45, the federal requirements govern; the Charter School will also comply with any additional state-law requirements that do not conflict with t

Reporting

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

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

Ms. Megan Anderson
Title IX/ Uniform Complaint Procedure Coordinator
manderson@excelacademy.education
1 Technology Drive, Suite I-811
Irvine, CA 92618
714-336-4220

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

While submission of a written report is not required, the reporting party is encouraged to submit a written report to the Coordinator. Charter School will respond promptly to all oral and written reports of misconduct prohibited by this policy in a manner that is not deliberately indifferent. For sexual harassment covered by Title IX, a formal complaint is required to begin the Title IX grievance process, and the Coordinator will explain how to file one. Reports may be made anonymously, but formal disciplinary action cannot be based solely on an anonymous report.

Students are expected to report all incidents of misconduct prohibited by this policy or other verbal, or physical abuses. Any student who feels they are a target of such behavior should immediately contact a teacher, counselor, the program director, Coordinator, a staff person or a

family member so that the student can get assistance in resolving the issue in a manner that is consistent with this policy.

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

The Charter School prohibits any form of retaliation against any individual who files a report or complaint, testifies, assists, participates, or refuses to participate in any investigation or proceeding related to misconduct prohibited by this policy. Such participation or lack of participation shall not in any way affect the status, grades, or work assignments of the individual. Individuals alleging retaliation in violation of this policy may file a grievance using the procedures set forth in this policy. Knowingly making false statements or knowingly submitting false information during the grievance process is prohibited and may result in disciplinary action. However, a determination regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith (34 C.F.R. § 106.71).

All supervisors of staff will receive sexual harassment training within six (6) months of their assumption of a supervisory position and will receive further training once every two (2) years thereafter. The Title IX Coordinator, investigators, decision-makers, and any person who facilitates an informal resolution process will receive training on the definition of sexual harassment in 34 C.F.R. § 106.30; the scope of the Charter School's education program or activity; how to conduct an investigation and grievance process, including determinations regarding responsibility, appeals, and informal resolution processes; and how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias. Decision-makers will also be trained on the relevance of questions and evidence, including when questions and evidence about a complainant's sexual predisposition or prior sexual behavior are not relevant, and investigators will be trained on issues of relevance so they can prepare an investigative report that fairly summarizes relevant evidence. Training materials will not rely on sex stereotypes, will promote impartial investigations and adjudications, and will be posted on the Charter School's website (34 C.F.R. § 106.45(b)(1)(iii), (b)(10)).

Supportive Measures

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

Excel Academy Charter School will offer and coordinate supportive measures as appropriate for the complainant and/or respondent to restore or preserve that person's access to Excel Academy Charter School's education program or activity or provide support during Excel Academy Charter School's Title IX grievance procedures or during the informal resolution process.

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

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

Investigation and Response

Upon receipt of a report of misconduct prohibited by this policy from a student, staff member, parent/guardian, volunteer, visitor or affiliate of the Charter School, the Coordinator or administrative designee will promptly initiate an investigation. In most cases, a thorough investigation will take no more than thirty (30) business days. If the Coordinator, or administrative designee determines that an investigation will take longer than thirty (30) business days and needs to be delayed or extended due to good cause, the Coordinator or administrative designee will inform the complainant and any respondents simultaneously and in writing of the reasons for the delay or extension and provide an approximate date when the investigation will be complete.

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

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

Notice of Allegations:

Upon receipt of a formal complaint, Excel Academy Charter School will provide written notice the parties who are known of the following, with sufficient time for them to prepare a response before initial interview:

- Excel Academy Charter School's Title IX grievance procedures and any informal resolution process;
- Sufficient information available at the time to allow the parties to respond to the allegations, including the identities of the parties involved in the incident(s), if known the conduct alleged to constitute sexual harassment, and the date(s) and location(s) of the alleged incident(s); if known
- A statement that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility will be made at the conclusion of the grievance process;
- Retaliation is prohibited; and
- The parties may have an advisor of their choice, who may be, but is not required to be, an attorney, and may inspect and review evidence directly related to the allegations; and
- The Charter School's policy prohibits knowingly making false statements or knowingly submitting false information during the grievance process. If, in the course of an investigation, Excel Academy Charter School decides to investigate additional allegations about the complainant or respondent that are not included in the notice provided, Excel Academy Charter School will notify the parties whose identities are known of the additional allegations.

1. Emergency Removal

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

2. Informal Resolution
    a. If a formal complaint of sexual harassment is filed, Charter School may offer a voluntary informal resolution process, such as mediation, to the parties at any time prior to reaching a determination regarding responsibility. If Charter School offers such a process, it will do the following:
        i. Provide the parties with advance written notice of:
            - The allegations;
            - The requirements of the voluntary informal resolution process including the circumstances under which the parties are precluded from resuming a formal complaint of sexual harassment arising from the same allegations;
            - The parties' right to withdraw from the voluntary informal resolution process and resume the grievance process at any time prior to agreeing to a resolution; and
            - Any consequences resulting from participating in the voluntary informal resolution process, including the records that will be maintained or could be shared; and
        ii. Obtain the parties' advance voluntary, written consent to the informal resolution process.
    a. Charter School will not offer or facilitate an informal resolution process to resolve allegations that an employee sexually harassed a student. The Charter School will not require the parties to participate in an informal resolution process, or to waive the right to an investigation and adjudication of a formal complaint, as a condition of enrollment, employment, or any other right (34 C.F.R. § 106.45(b)(9)).

3. Investigation Process

Excel Academy Charter School will provide for adequate, reliable, and impartial investigation of complaints.

The burden is on Excel Academy Charter School—not on the parties—to conduct an investigation that gathers evidence sufficient to reach a determination regarding responsibility

Excel Academy Charter School will provide an equal opportunity for the parties to present witnesses including fact and expert witnesses and other inculpatory and exculpatory evidence.

Excel Academy Charter School will review all evidence gathered through the investigation and determine what evidence is relevant and what evidence may not be used as described in the Title IX Grievance Procedures section above.

a. Excel Academy Charter School will take reasonable steps to prevent and address the parties' unauthorized disclosure of information and evidence obtained solely through the grievance procedures. Disclosures of such information and evidence for purposes of administrative proceedings or litigation related to the complaint of Sexual harassment are authorized.
b. In most cases, a thorough investigation will take no more than thirty (30) business days. If the investigator determines that an investigation will take longer than thirty (30) business days and needs to be delayed or extended due to good cause, the investigator will inform the complainant and any respondents in writing of the reasons for the delay or extension and provide an approximate date when the investigation will be complete.
c. The parties will be provided with an equal opportunity to present witnesses, to inspect and review any evidence obtained that is directly related to the allegations raised, and to have an advisor of their choice, who may be, but is not required to be, an attorney, present during any investigative meeting or interview.
d. The parties will not be prohibited from discussing the allegations under investigation or to gather and present relevant evidence.
e. A party whose participation is invited or expected at an investigative meeting or interview will receive written notice of the date, time, location, participants, and purpose of the meeting or interview with sufficient time for the party to prepare to participate.

f. Prior to completion of the investigative report, Charter School will send to each party and the party's advisor, if any, all evidence obtained as part of the investigation that is directly related to the allegations, including evidence upon which the Charter School does not intend to rely and inculpatory or exculpatory evidence from any source, in an electronic format or a hard copy,and the parties will have at least ten (10) days to submit a written response for the investigator's consideration prior to the completion of the investigation report.
g. The investigator will complete an investigation report that fairly summarizes relevant evidence and send a copy of the report to each party and the party's advisor, if any, for their review and written response at least ten (10) days prior to the determination of responsibility.

4. **Questioning the Parties and Witnesses:**

The Charter School does not hold live hearings. After the investigative report is sent to the parties and before a determination regarding responsibility is reached, the decision-maker will give each party the opportunity to submit written, relevant questions that the party wants asked of any party or witness, provide each party with the answers, and allow for additional, limited follow-up questions from each party. Questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, except as described in the Title IX Grievance Procedures section above. The decision-maker will explain to the party proposing the questions any decision to exclude a question as not relevant (34 C.F.R. § 106.45(b)(6)(ii)).

5. Dismissal of a Formal Complaint of Sexual Harassment
   a. If the conduct alleged in the formal complaint would not constitute sexual harassment as defined in 34 C.F.R. § 106.30 even if proved, did not occur in the Charter School's education program or activity, or did not occur against a person in the United States,the formal complaint with regard to that conduct must be dismissed for purposes of Title IX. However, such a dismissal does not preclude action under another applicable Charter School policy.
   b. Charter School may dismiss a formal complaint of sexual harassment if:
      i. The complainant provides a written withdrawal of the complaint or any allegations to the Coordinator;
      ii. The respondent is no longer employed or enrolled at Charter School; or
      iii. The specific circumstances prevent Charter School from gathering evidence sufficient to reach a decision on the formal complaint or the allegations therein.

c. If a formal complaint of sexual harassment or any of the claims therein are dismissed, Charter School will promptly send written notice of the dismissal and the reason(s) for the dismissal simultaneously to the parties.Either party may appeal a dismissal as described in the Right of Appeal section below.

6. Determination of Responsibility**:**

Following an investigation and evaluation of all relevant evidence, the decision maker, who may not be the Title IX Coordinator or the investigator, will:

- Use the preponderance of the evidence standard of proof to determine whether sexual harassment occurred. The same standard applies to formal complaints against students and against employees. The standard of proof requires the decision maker to evaluate relevant evidence for its persuasiveness. If the decision maker is not persuaded under the applicable standard by the evidence that Sexual harassment occurred, whatever the quantity of the evidence is, the decision maker will not determine that sexual harassment occurred.
- Issue a written determination regarding responsibility, provided to the parties simultaneously, that includes: (a) the allegations potentially constituting sexual harassment; (b) a description of the procedural steps taken from receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, and methods used to gather other evidence; (c) findings of fact supporting the determination; (d) conclusions regarding the application of the Charter School's code of conduct to the facts; (e) a statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions imposed on the respondent, and whether remedies will be provided to the complainant; and (f) the procedures and permissible bases for the complainant and respondent to appeal. The determination becomes final on the date the parties receive the written appeal decision or, if no appeal is filed, the date on which an appeal would no longer be timely (34 C.F.R. § 106.45(b)(7));
- Not impose discipline on a respondent for sexual harassment prohibited by Title IX unless there is a determination at the conclusion of the grievance procedures that the respondent engaged in prohibited sexual harassment
- If there is a determination that sexual harassment occurred, the Title IX Coordinator will, as appropriate:
    - Coordinate the provision and implementation of remedies to a complainant and other people Excel Academy Charter School identifies as having had equal access to Excel Academy Charter School's education program or activity limited or denied by Sexual harassment;

    - Coordinate the imposition of any disciplinary sanctions on a respondent, including notification to the complainant of any such disciplinary sanctions; and
    - Take other appropriate prompt and effective steps to ensure that sexual harassment does not continue or recur within Excel Academy Charter School's education program or activity.
- Comply with the grievance procedures before the imposition of any disciplinary sanctions against a respondent; and
- Not discipline a party, witness, or others participating in the grievance procedures for making a materially false statement in bad faith based solely on the determination whether sexual harassment occurred (34 C.F.R. § 106.71(b)(2)).

Disciplinary Sanctions and Remedies:

Following a determination that sexual harassment occurred, Excel Academy Charter School may impose disciplinary sanctions, which may include but are not limited to termination. Excel Academy Charter School may also provide remedies, which may include reassignment of duties or supervision and reassignment of teachers. The range of possible disciplinary sanctions includes, for students: a warning, parent/guardian conference, counseling or educational programming, loss of privileges, change of placement or learning program, suspension, and expulsion, consistent with the Charter School's suspension and expulsion policy; and for employees: counseling, training, a written reprimand, suspension, demotion, and termination, consistent with applicable employment policies and agreements. Remedies for a complainant may include the supportive measures listed above, as well as measures that are disciplinary or punitive toward the respondent or that burden the respondent (34 C.F.R. § 106.45(b)(1)(vi)).

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

Right of Appeal

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

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

a. Either party may appeal a determination regarding responsibility, or the dismissal of a formal complaint or any allegations in it, on the following bases: (a) a procedural irregularity that affected the outcome; (b) new evidence that was not reasonably available at the time of the determination or dismissal and that could affect the outcome; or (c) the Title IX Coordinator, investigator, or decision-maker had a conflict of interest or bias for or against complainants or respondents generally, or the individual complainant or respondent, that affected the outcome.
b. The appeal decision-maker will not be the same person as the decision-maker who reached the determination regarding responsibility or dismissal, the investigator(s), or the Title IX Coordinator, and will be trained as described in this policy. If the Chief Executive Officer served in any of those roles, the Board will designate another trained individual to decide the appeal.
c. The complainant and the respondent shall have the same appeal rights and Charter School will implement appeal procedures equally for both parties.
d. Charter School will notify the other party in writing when an appeal is filed.
e. The decision maker for the appeal will give both parties a reasonable, equal opportunity to submit a written statement in support of, or challenging, the outcome; issue a written decision describing the result of the appeal and the rationale for the result; and provide the written decision simultaneously to both parties.

Recordkeeping

All records related to any investigation of complaints under this policy are maintained in a secure location.

Charter School will maintain the following records for at least seven (7) years:

a. Records of each sexual harassment investigation, including any determination of responsibility; any audio or audiovisual recording or transcript; any disciplinary sanctions imposed on the respondent; and any remedies provided to the complainant.
b. Records of any appeal of a formal sexual harassment complaint and the results of that appeal.
c. Records of any informal resolution of a sexual harassment complaint and the results of that informal resolution.

d. All materials used to train Title IX coordinators, investigators, decision makers, and any person who facilitates an informal resolution process, which will also be made publicly available on the Charter School's website.
e. Records of any actions, including any supportive measures, taken in response to a report or formal complaint of sexual harassment.. These records will document the basis for the Charter School's conclusion that its response was not deliberately indifferent and that it took measures designed to restore or preserve equal access to its education program or activity. If supportive measures were not provided to a complainant, the records will document the reasons why that response was not clearly unreasonable in light of the known circumstances (34 C.F.R. § 106.45(b)(10)(ii)).

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

Title IX, Harassment, Intimidation, Discrimination & Bullying
COMPLAINT FORM

Your Name: _____ Date: _____

Date of Alleged Incident(s): _____

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

List any witnesses that were present: _____

Where did the incident(s) occur? _____

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

_____

_____

_____

_____

☐ I am filing a formal complaint of sexual harassment under Title IX and request that the Charter School investigate the allegations described above.

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

_____ _____
Signature of Complainant Date

_____
Print Name

<u>To be completed by the Charter School</u>:

Received by: _____ Date_____

Follow up meeting with complainant held on: _____

Coversheet

Approval of the Declaration of Need (DON) for Fully Qualified Educators

Section: VIII. Personnel Services
Item: A. Approval of the Declaration of Need (DON) for Fully Qualified Educators
Purpose: Vote
Submitted by:
Related Material: Declaration of Need.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 Excel Academy Charter - Orange County as presented.

State of California
Commission on Teacher Credentialing
Certification Division
651 Bannon Street, Suite 601
Sacramento, CA 95811

Contact: https://educatortools.ctc.ca.gov/ContactUs
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: _____

Name of County: Orange County County CDS Code: 30 10306 0000000

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 10/13/2026 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		Superindentent
Name	*Signature*	*Title*
	949-837-7822	
Fax Number	*Telephone Number*	*Date*

1 Technology Drive, Suite I-811, Irvine 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 _____ 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, 2027.

▶ ***Enclose a copy of the public announcement***

Submitted by Superintendent, Director, or Designee:

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: Latin, French, Korean	
Resource Specialist	2
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	5
Single Subject	19
Special Education	5
TOTAL	29

Authorizations for Single Subject Limited Assignment Permits

SUBJECT	ESTIMATED NUMBER NEEDED	SUBJECT	ESTIMATED NUMBER NEEDED
Agriculture	1	Mathematics	1
Art	1	Music	1
Business	1	Physical Education	1
Dance	1	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	1
Industrial & Technology Education	1	World Languages (specify)	

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. Lack of resources for successful oversight

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? 1-2

If yes, list each college or university with which you participate in an internship program.

Depends on the school of the applicant.

If no, explain why you do not participate in an internship program.

Lack of resources for oversight

Coversheet

Approval of New Board Policies

Section: IX. Policy Development
Item: A. Approval of New Board Policies
Purpose: Vote
Submitted by:
Related Material: 1045 - EACS Overnight Field Trip Chaperone Policy.pdf

OVERNIGHT FIELD TRIP CHAPERONE POLICY

Purpose

Excel Academy Charter Schools ("Excel Academy" or "School") recognizes that school-sponsored field trips and excursions can provide valuable educational and enrichment opportunities for students. The School also recognizes that overnight travel presents heightened responsibilities related to student supervision, safety, privacy, emergency response, transportation, and adult access to minors.

The purpose of this policy is to establish appropriate safeguards for overnight school-sponsored trips and to clearly define who may serve in a supervisory or chaperone capacity.

Scope

This policy applies to all Excel Academy-sponsored field trips, excursions, camps, competitions, conferences, retreats, educational travel, or other school-sponsored activities that require students to remain away from home overnight.

This policy applies regardless of whether the trip is funded by the School, families, outside organizations, grants, donations, or other sources.

Authorized Overnight Chaperones

Students participating in an overnight school-sponsored trip shall be supervised by School employees to serve in an official supervisory capacity.

Parents, guardians, family members, and other community volunteers shall not serve as overnight chaperones responsible for the supervision of Excel Academy students.

Screening and Background Clearance

All adults authorized by Excel Academy to supervise students on an overnight trip shall satisfy all criminal background clearance, fingerprinting, employment, volunteer, or other screening requirements applicable to their role under California law and School policy.

OVERNIGHT FIELD TRIP CHAPERONE POLICY

Excel Academy may establish screening requirements that exceed minimum statutory requirements when reasonably necessary to protect student safety.

No individual shall be permitted to serve as an overnight chaperone until all required clearances have been completed and confirmed by the School.

Training and Expectations

Before participating in an overnight trip, authorized chaperones shall receive information or training, as appropriate, regarding:

- Student supervision expectations;
- Professional boundaries and appropriate adult-student interactions;
- Emergency and evacuation procedures;
- Student accounting and attendance procedures;
- Child abuse and neglect identification and reporting expectations;
- Student confidentiality;
- Medication and health-related procedures;
- Student behavior and discipline;
- Transportation procedures;
- Lodging and sleeping arrangements;
- Procedures for missing students or unauthorized departures;
- Communication with School administration and families; and
- Any trip-specific safety concerns.

School employees remain subject to all applicable mandated reporter obligations and School policies while participating in an overnight trip.

Alcohol, Cannabis, Controlled Substances, and Impairment

An individual serving as an authorized chaperone shall not possess, consume, or be under the influence of alcohol, cannabis, illegal drugs, or any substance that impairs the individual's ability to safely supervise students at any time during the trip.

This prohibition applies throughout the entire period during which the individual has student supervisory responsibilities, including evenings and periods when students are sleeping.

OVERNIGHT FIELD TRIP CHAPERONE POLICY

Transportation

Transportation of students during an overnight trip shall comply with applicable law and Excel Academy transportation and insurance requirements.

No parent, volunteer, employee, or other individual may transport students in a private vehicle on behalf of Excel Academy unless specifically authorized to do so by the School and all applicable driver, vehicle, insurance, and safety requirements have been satisfied.

Student Health and Medication

The School shall identify appropriate personnel and procedures for addressing student medical needs during overnight trips.

Medication shall be stored, carried, accessed, self-administered, assisted with, or administered in accordance with applicable law, student health plans, written medical authorization, and School procedures.

Chaperones shall promptly contact designated School personnel regarding student illness, injury, medication concerns, or other health emergencies and shall not independently provide medical treatment beyond the scope of their training or authority.

A first-aid kit shall be immediately available during the field trip as required by California Education Code section 32041.

Confidentiality

Chaperones may learn confidential or sensitive information concerning students while performing supervisory duties.

Such information shall not be discussed, disclosed, photographed, posted online, or otherwise shared except with School personnel who have a legitimate need for the information or as otherwise required by law.

Exceptions and Accommodations

OVERNIGHT FIELD TRIP CHAPERONE POLICY

Nothing in this policy shall prevent the School from providing individualized arrangements when required to meet a student's disability-related, medical, or other individualized accommodations the School may be required to provide.

Compliance and Removal

Any chaperone who fails to comply with School expectations, safety procedures, professional boundaries, or directions from the trip administrator may be immediately relieved of supervisory duties and, when appropriate, removed from the trip.

The School may prohibit an individual from serving as a chaperone on future School activities based upon safety, conduct, performance, or risk-management concerns.

Administrative Authority

The Superintendent or designee is authorized to establish administrative procedures necessary to implement this policy, including:

- Minimum adult-to-student supervision ratios;
- Approval procedures for overnight travel;
- Chaperone eligibility requirements;
- Background and fingerprint clearance requirements;
- Required training;
- Transportation requirements;
- Lodging and room-assignment procedures;
- Emergency communication protocols;
- Medical and medication procedures; and
- Trip-specific risk-management requirements.