



AIMS K-12 College Prep Charter District

Finance Committee Meeting

Date and Time

Thursday November 1, 2018 at 6:00 PM PDT

Location

171 12th Street Oakland Ca, 94607

AIMS does not discriminate on the basis of disability in the admission or access to, or treatment or employment in, its programs or activities. Marisol Magana has been designated to receive requests for disability-related modifications or accommodations in order to enable individuals with disabilities to participate in open and public meetings at AIMS. Please notify Marisol Magana at (510) 220-9985 at least 24 hours in advance of any disability accommodations being needed in order to participate in the meeting.

Agenda

| | Purpose | Presenter | Time |
|--|---------|-----------|----------------|
| I. Opening Items | | | 6:00 PM |
| Opening Items | | | |
| A. Call the Meeting to Order | | | |
| B. Record Attendance and Guests | | | 2 m |

| | Purpose | Presenter | Time |
|------------|--|-----------|----------------|
| C. | Public Comment on Agenda Items | | 10 m |
| | <p>Public Comment on Agenda Items is set aside for members of the Public to address the items on the Committee’s agenda prior to each agenda item. The Committee will not respond or take action in response to Public Comment, except that the Committee may ask clarifying questions or direct staff. <u>Comments are limited to two (2) minutes per person, and a total time allotted for all public comment will not exceed twenty (20) minutes (10 minutes per section).</u></p> | | |
| II. | Agenda Items | | 6:12 PM |
| A. | Discussion regarding Urban League MOU | Discuss | 5 m |
| B. | Discussion regarding BACR Financial Update | Discuss | 10 m |
| | - Data, Accountability and Operations Director, Ms. Marisol Magana | | |
| C. | Discussion regarding Approval for AIMS P.O. over \$8,000 | Discuss | 5 m |
| | <ul style="list-style-type: none"> • Rojas Janitorial Services | | |
| | - Chief Business Officer, Ms. Katema Ballentine | | |
| D. | Discussion regarding Credit Card Use | Discuss | 10 m |
| | - Chief Business Officer, Ms. Katema Ballentine | | |
| E. | Discussion regarding Pre-approved Vendor's List Update | Discuss | 5 m |
| | - Chief Business Officer, Ms. Katema Ballentine | | |
| F. | Discussion regarding HR Personnel Report | Discuss | 5 m |
| | - Human Resources Manager, Mr. Lewis Letang | | |
| G. | Discussion regarding Teachers on Reserve (TOR) Service Contracts | Discuss | 5 m |
| | - Human Resources Manager, Mr. Lewis Letang | | |

| | Purpose | Presenter | Time |
|---|---------|-----------|----------------|
| H. Discussion regarding 2019 Kaiser Contract - Effective December 1st, 2018 - Human Resources Manager, Mr. Lewis Letang Guest Presenters from Charter Benefits - Benefits Coordinator, Mr. Brian Wilson - Client Care Specialist, Kaitlin Short | Discuss | | 10 m |
| III. Closed Session | | | 7:07 PM |
| A. Public Comment on Closed Session Items Public Comment on Closed Session Items is set aside for members of the Public to address the items in this section prior to closed session. The Committee will not respond or take action in response to Public Comment, except that the Committee may ask clarifying questions or direct staff. <u>Comments are limited to two (2) minutes per person, and a total time allotted for all public comment will not exceed twenty (20) minutes (10 minutes per section).</u> | FYI | | 10 m |
| B. Recess to Closed Session Closed Session Items: <ol style="list-style-type: none"> 1. Conference with Real Property Negotiators (Gov. Code Section 54956.9) 2. Conference with Legal Counsel - Anticipated Litigation (Gov. Code Section 54956.9) 3. Public Employer Discipline/Dismissal/Release (Gov. Code Section 54957) | FYI | | |
| C. Reconvene from Closed Session Roll Call | Vote | | 2 m |
| D. Report from Closed Session | FYI | | 3 m |
| IV. Closing Items | | | 7:22 PM |

| | Purpose | Presenter | Time |
|---------------------------------|---------|-----------|------|
| A. Items For Next Agenda | FYI | | 5 m |
| - | | | |
| - | | | |
| - | | | |
| - | | | |
| B. Adjourn Meeting | Vote | | |
| C. NOTICES | FYI | | |

The next regular meeting of the Board of Directors is scheduled to be held November 20, 2018 @ 6:30 pm. AIMS does not discriminate on the basis of disability in the admission or access to, or treatment or employment in, its programs or activities. Marisol Magana has been designated to receive requests for disability-related modifications or accommodations in order to enable individuals with disabilities to participate in open and public meetings at AIMS. Please notify Marisol Magana at (510)220-9985 at least 24 hours in advance of any disability accommodations being needed in order to participate in the meeting.

I, _____ hereby certify that I posted this agenda at the AIMS Campus 171 12th street, Oakland, CA 94607 on, _____, at _____ PM.

Certification of Posting

Coversheet

Discussion regarding Urban League MOU

Section: II. Agenda Items
Item: A. Discussion regarding Urban League MOU
Purpose: Discuss
Submitted by: Maurice Williams, Head of Middle School and District Athletic Director
Related Material: MOU Draft 2018-19 - AIMS.pdf

BACKGROUND:

MEMORANDUM OF UNDERSTANDING SY 2018 - 19 Bay Area Urban Debate Commission —
Master Agreement Created September 25, 2018



BAY AREA URBAN DEBATE LEAGUE

287 17th St, Suite 201 • Oakland, CA 94612
www.baudl.org • 510.451.4020 • info@audl.org

MEMORANDUM OF UNDERSTANDING SY 2018 - 19

American Indian Model Schools and Bay Area Urban Debate Commission

This Memorandum of Understanding and Interagency Agreement (“MOU” or “Agreement”) for the purpose of defining the partnership that brings the Bay Area Urban Debate League to serve the young people of American Indian Model Schools, as may be specified—is entered into by and between AMERICAN INDIAN MODEL SCHOOLS (“District” or “AIMS”), a public school district in the State of California, County of Alameda, and Bay Area Urban Debate Commission.

Article 1: Recitals

This Memorandum of Understanding (MOU) is to be established between the American Indian Model Schools (AIMS) and the Bay Area Urban Debate Commission (BAUDC) for the purpose of defining the partnership that brings the Bay Area Urban Debate League (BAUDL) to serve the young people of AIMS. Terms of the MOU are binding on its signatories for the duration of its effect, from the time of its signing by all parties through August 1, 2019.

School Selection

1. The AIMS and the BAUDC shall extend participation in the BAUDL to high schools and middle schools that meet the criteria for membership outlined below up to twelve.
2. Working with the BAUDC, AIMS staff will take leadership roles in securing Letters of Intent and MOUs from each participating school, demonstrating that the school has:
 - Two paid, committed teacher-coaches identified to lead the debate team; this must include at least one full-time teacher on staff, with two teachers as the highly preferred model.
 - Administrative support, to include demonstrated willingness to provide class coverage to coaches on tournament days falling on Friday and BAUDL professional development days, to host one debate Tournament - or other event with BAUDC approval - during the season, to facilitate photocopying and a debate team practice room and storage site in the building, and to seek out supplemental funding support as needed.

Programming

1. The BAUDL shall include a one-week (Monday-Friday, six hours per day) Bay Area Urban Debate Summer Institute to be held in Summer 2019 for all students registered on their debate teams at participating high schools. The Institute will be directed by BAUDC, and will have an instructional staff of experts in debate.
2. The BAUDL shall include a four-day Coach Orientation Workshop in Summer 2019 directed by BAUDC, held either on an AIMS campus or on a site provided by BAUDC without cost to the AIMS.
3. The BAUDL shall have a season that extends from the beginning of the 2018/19 school year (in Mid-August) through May 2019.
4. The BAUDL shall include six Student Workshops of five hours each during the season, led by BAUDC. The Student Workshops will be held either on an AIMS campus or on a site provided by BAUDC without cost to AIMS.
5. The BAUDL shall include six Coach Seminars during the regular season, led by BAUDC. Curriculum for the season will be available in advance and on our website. New teacher-coaches shall participate in the two Coach Seminars of debate competition to complete professional development. The Coach Seminars will be held either on an AIMS campus or on a site provided by BAUDC without cost to AIMS.
6. The BAUDL shall include six weekend UDL Debate Tournaments. Four of these tournaments shall be one day in length. Two shall be two days in length.
7. The BAUDL shall include a minimum of one full-day professional development session to prepare teachers to use debate strategies as instructional tools in their classrooms. AIMS shall cover the cost of substitutes for teachers who attend. Teachers not currently serving as debate coaches shall be welcome to attend.
8. Schools shall be responsible for fulfilling their own judge obligation, consistent with Policy Debate practices, though they will be assisted in this effort by BAUDL staff. Judges that are not paid debate Coaches employed by AIMS shall be offered a stipend for judging for the full two days of a Tournament (lesser amounts for judging at some portion of the Tournament), unless they are volunteers supplied by the BAUDC.
9. BAUDL debate will be classified under athletics so that trip forms will only be filed once a semester.

Governance

1. The AIMS is the final authority over all aspects of the BAUDL related to AIMS schools participating in the League. BAUDC advises and counsels the AIMS in its implementation and development of the BAUDL in AIMS schools, as well as guiding the overall development of the BAUDL.

2. The AIMS's Deputy Chief of Teaching and Learning (or appropriate counterpart), David Chambliss, shall be the overall Supervisor of the BAUDL with respect to AIMS schools. The BAUDL Program Director (or appropriate counterpart) shall prepare and distribute Quarterly Reports on BAUDL operations in AIMS schools, assessing the extent to which the program has been fully implemented in those schools and recommending steps to improve the program's impact among AIMS students.
3. AIMS approves the expenditures that the BAUDC will make, as indicated in the following Budget for Operations, toward supporting the Bay Area Urban Debate League. The BAUDC shall continue to fund and manage league staff, with the approval of AIMS. The Program Director shall answer and report directly to the BAUDC but will have to work closely with and subordinate to the AIMS's Manager of Teaching and Learning in supervising BAUDL operations in AIMS schools. The Manager of Teaching and Learning shall provide periodic job evaluations, formal or informal, on BAUDL staff to the BAUDC. Ultimately, BAUDL staff work in AIMS schools only at the allowance of the district. District feedback and oversight are crucial to the success of the League. As such, AIMS is empowered, after a reasonable warning/remediation process, to remove BAUDL staff from contact with AIMS schools.
4. INTELLECTUAL PROPERTY. The parties to this agreement acknowledge and agree that advice and comments provided by AIMS are extremely important to the development of BAUDL materials (including curriculum), but under applicable copyright law they will not make AIMS a joint author of these materials, and in the event that AIMS acquires any intellectual property rights in BAUDL materials or in any component of them, as a joint author or otherwise, AIMS will and hereby does assign all such rights to BAUDC such that BAUDC will retain sole ownership of the intellectual property rights in the BAUDL materials.

It is the intent of the parties to this agreement that they will enter into a new Memorandum of Understanding at the termination of this MOU to continue collaboration on the BAUDL. Unless this MOU is terminated by AIMS or by BAUDC due to AIMS's breach, BAUDC agrees to grant AIMS a perpetual, royalty-free non-exclusive license to use and reproduce BAUDL materials developed during the period covered by the MOU, solely in relation to teaching debate skills to AIMS students only. Other than the use and reproduction rights granted in the immediately preceding sentence, and unless otherwise expressly authorized in writing, such license will not authorize use of any names, marks, logos, or other legally protected designations of BAUDC, in connection with BAUDL materials or otherwise.

Funding

[Please see the Appendix A for a table summary of the following.]

1. The AIMS shall provide bus transportation for participating schools for seven Tournaments (up to 14 Tournament days) excluding charter schools, or other adequate transportation as agreed by the BAUDC. Neighboring schools may share buses to reduce transportation costs.
2. The AIMS shall provide, or ensure the provision of, an allocation of \$2,500 per year for debate materials and supplies costs, including photocopying costs.

3. The AIMS shall provide meals and awards at seven BAUDL Tournaments. Meals include breakfast and lunch on Saturday and, in the event of two-day tournaments, dinner on Friday. Awards shall include all team, speaker, and specialty awards.
4. The AIMS shall provide for the costs of using an AIMS campus for of the seven BAUDL Tournaments. These costs typically include custodial, engineer and maintenance worker overtime and security.
5. The BAUDC shall provide for the costs of using a college campus or the facilities of another external partner for the remaining BAUDL Tournaments.
6. At the BAUDL Tournaments, the BAUDC shall provide a stipend for each judge who does not coach at one of the participating schools, or who is not a volunteer.
7. The BAUDC will provide debate topic, instructional, and team-building materials and resources to each of the participating schools.
8. The BAUDC shall solicit funds to cover the costs of Regional and National Circuit debating events and tournaments for those schools in the BAUDL that are interested in competing at these events. The BAUDC will also solicit funds to cover the costs of scholarships to university summer debate institutes, to be distributed in the spring, 2019.
9. Through the National Association for Urban Debate Leagues, the BAUDC shall cover the costs of participation for at least one two-person team, a coach, and one administrator from the BAUDL to participate in the 2019 Urban Debate National Championship. The BAUDC may cover the costs of a second team and coach to participate as well.
10. The BAUDC shall solicit funds to cover the costs of the BAUDL Summer Debate Institute (summer 2019), a one-week commuter debate institute free to all BAUDL students and taught by experienced debate instructors from colleges and high schools.
11. The BAUDC shall create and distribute promotional material on the BAUDL throughout the season to raise understanding of and appreciation for the League.
12. The BAUDC shall solicit funds to hold a year-end banquet for all BAUDL students, family members, teachers, judges, administrators, supporters, and allies.
13. The BAUDC shall cover the cost of core BAUDL staff for the full 2018/19 BAUDL season.

Assessment

1. All students participating in the BAUDL shall be entered in a UDL Tracking and Assessment System. The AIMS shall assist BAUDL in obtaining student/guardian permission and consent for BAUDL to receive participants' achievement and disciplinary data (including attendance, absenteeism, grade point averages, and test scores) from previous years. Upon receipt of participant's consent, AIMS will provide access to student-level data for each of the students participating in the Urban Debate League and for a comparison group and assist in gathering necessary permissions.

2. Students' academic performance shall be tracked, inputted, and aggregated to identify the correlative impact of debate participation.
3. Students may be administered a set of critical thinking, advanced literacy, social-affective, and college-attitudinal pre-tests and post-tests, the results of which shall be analyzed by BAUDC and its university partners for assessment.
4. Students' post-graduation applications, admissions, and matriculation shall be tracked on an on-going basis.
5. The BAUDC shall work in coordination with and at the approval of the AIMS, and will comply with all relevant district and state rules and protocols governing the collection of student data.

Bay Area Urban Debate Commission

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DISTRICT

Maurice Williams, Middle School Dean
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EXECUTION of AGREEMENT

**American Indian Model Schools
and
Bay Area Urban Debate Commission**

This Memorandum of Understanding and Interagency Agreement (“MOU” or “Agreement”) for the purpose of defining the partnership that brings the Bay Area Urban Debate League to serve the young people of American Indian Model Schools, as may be specified—is entered into by and between AMERICAN INDIAN MODEL SCHOOLS (“District” or “AIMS”), a public school district in the State of California, County of Alameda, and Bay Area Urban Debate Commission.

Term of Agreement—Amendment, Renewal, and Termination: The term of this Agreement shall be from September 1, 2018 through September 1, 2019, effective upon execution by the authorized representatives of both parties. This Agreement shall be reviewed annually, and may be amended and renewed by mutual written consent. This Agreement shall continue in force, provided that either party may terminate this Agreement, with or without cause, at any time, upon thirty (30) days prior written notice to the other party.

Bay Area Urban Debate Commission

American Indian Model Schools

Shauntrice L. Martin
BAUDC Executive Director

Maurice Williams,
Head of Middle School

Date

Date

[NAME, TITLE]
Superintendent

Date

Appendix A

American Indian Model Schools and Bay Area Urban Debate Commission

This Memorandum of Understanding and Interagency Agreement (“MOU” or “Agreement”) for the purpose of defining the partnership that brings the Bay Area Urban Debate League to serve the young people of American Indian Model Schools, as may be specified—is entered into by and between AMERICAN INDIAN MODEL SCHOOLS (“District” or “AIMS”), a public school district in the State of California, County of Alameda, and Bay Area Urban Debate Commission.

DRAFT Budget for Operations in AIMS, 2018-19

| SHARED ITEM | AIMS | BAUDC | TOTAL |
|--|------------------|-----------------|-----------------|
| Middle School Coach Stipends (\$1,250 per coach) | \$2,500 | \$500 | \$3,000 |
| Transportation | \$500 | \$2,300 | \$2,800 |
| Teacher Professional Development | \$450 | \$450 | \$900 |
| Materials | \$275 | \$1,225 | \$1,500 |
| Custodial Staff | <u>(in kind)</u> | | |
| Tournament security (2 tournaments) | <u>(in kind)</u> | | |
| Student meals | \$375 | \$3,125 | \$3,500 |
| Awards (plaques and trophies given at tournaments to students) | \$575 | \$3,125 | \$3,700 |
| Independent Contractors (Alumni Interns & Tournament Judges) | \$0 | \$12,000 | \$12,000 |
| Tournament Fees | \$0 | \$1,100 | \$1,100 |
| Summer Institute Scholarships | \$0 | \$15,000 | \$15,000 |
| SUBTOTAL | \$4,675 | \$38,825 | \$43,500 |

Direct Program Costs Shared by Partners

- Charter school contributions of \$1,000 per teacher-coach, for the total of up to 2 annual teacher stipends (\$2,000).
- Teachers are compensated for participating in BAUDL’s annual Julia Burke Debate institute, a week-long summer camp for both students and coaches. This is an important part of the teacher’s professional development as debate coaches, where they learn the core elements of debate as an activity and argumentation as a process (argumentation theory and practice, debate content and technique, etc.); they also practice debating the topic for the year, and learn how to direct and lead a team on their campus (recruiting, tournament management, being a leaders on a team, etc.)
- The awards described above are physical trophies, plaques, and medals given out to students during tournaments (cost between \$10-\$20 per student), which we have found has a big impact on the success of our program.
- These costs do not include staffing. All costs listed are direct to vendor costs.

Coversheet

Discussion regarding BACR Financial Update

Section: II. Agenda Items
Item: B. Discussion regarding BACR Financial Update
Purpose: Discuss
Submitted by: Marisol Magana, Data, Accountability and Operations Director
Related Material: Revsied AIMS Combo Budget 10.25.18.pdf
AIMS Combo Budget \$303K & 20K School Contribution.pdf
After School Financial Update.pdf

BACKGROUND:

Excel generated sheets, providing an update for BACR

| | American Indian Model Schools | | | | | | |
|-----------|---|----------------|-------|-------------|---------------------|---------------------------------|---------------------|
| | Budget for 140 students | | | | | Projected Revenues: | |
| | 88 student cap at 12th Street Campus | | | | | School Funds \$20,000.00 | |
| | | | | | FEES Projection | Parent Fees \$147,288 | |
| | | | | | | Total Revenue: \$167,288 | |
| BACR | | | | | | | |
| Acct Code | | Weekly | Weeks | Hourly Rate | Salary/Total Pay | Fringe Rate | Total |
| | Personnel | | | | | 25% | |
| 5015 | Program Coordinator-Carlos Castro (23 pay periods) | 40 | 52 | | \$50,792.00 | \$12,698.00 | \$63,490.00 |
| 5030 | Program Assistant - Particia Elizabeth Gonzalez | 15 | 29 | \$18.50 | \$8,047.50 | \$2,011.88 | \$10,059.38 |
| 5030 | Program Assistant- Assia Day | 25 | 29 | \$18.50 | \$13,412.50 | \$3,353.13 | \$16,765.63 |
| 5030 | Instructor - Ameena McElroy - 12th st | 16 | 29 | \$16.50 | \$7,656.00 | \$1,914.00 | \$9,570.00 |
| 5030 | Instructor - Bryan Acevedo -12th st | 8 | 29 | \$16.50 | \$3,828.00 | \$957.00 | \$4,785.00 |
| 5030 | Instructor - Angelica Joshua- 12th st | 16 | 29 | \$16.50 | \$7,656.00 | \$1,914.00 | \$9,570.00 |
| 5030 | Instructor - Darren Joshua- 12th st | 16 | 27 | \$16.50 | \$7,128.00 | \$1,782.00 | \$8,910.00 |
| 5030 | Instructor - Deidre Taylor - Roosevelt | 20 | 29 | \$16.50 | \$9,570.00 | \$2,392.50 | \$11,962.50 |
| 5030 | Instructor - Maria Martin - Roosevelt | 20 | 29 | \$16.50 | \$9,570.00 | \$2,392.50 | \$11,962.50 |
| 5030 | Instructor - Jenny Estrada - Roosevelt | 20 | 29 | \$16.50 | \$9,570.00 | \$2,392.50 | \$11,962.50 |
| 5030 | Professional Development- 15 hours each | | | | \$1,732.50 | \$433.13 | \$2,165.63 |
| 5030 | STD Direct Service (10/15) | | | | \$21,415.65 | \$5,353.91 | \$26,769.56 |
| 5014 | Program Manager (Coaching, Training, Quality Assurance) | | | | \$15,500.00 | \$3,875.00 | \$19,375.00 |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | Total Staffing: | | | | \$165,878.15 | \$41,469.54 | \$207,347.69 |
| | | | | | | | |
| | Contracts | | | | | | |
| | Total | | | | | | \$0.00 |
| | | | | | | | |
| | Other Expenses: | Details | | | | | |
| 6141 | Supplies/Events/Program Material | Materials | | | | | \$6,163.00 |
| 6110 | Cellphone or Communication Devices | | | | | | \$800.00 |
| 6265 | Professional Development | | | | | | \$1,200.00 |
| | Total Other Expenses | | | | | | \$8,163.00 |
| | | | | | | | |
| | | | | | | Sub Total | \$215,510.69 |
| | | | | | | Admin 12% | \$25,861.28 |
| | | | | | | Total | \$241,371.97 |
| | | | | | | Remaining | -\$74,084 |

| | | | | | |
|---------------------------------------|------|----|---------|-------------|---------|
| 2-5 | | | | | |
| Assistant Bryan Acevedo | 22 | 39 | \$18.57 | | |
| Assia Day | 19 | 37 | \$16.50 | \$11,599.50 | 2-5 |
| Ameena Elroy | 19 | 37 | \$16.50 | \$11,599.50 | 2-5 T-F |
| Anjelica Joshua | 19 | 37 | \$16.50 | \$11,599.50 | 2-5 M-F |
| Vacant- Middle School | | | | | |
| K1 | | | | | |
| Elizabeth Gonzalez (Assistant) | 30 | 39 | \$18.50 | \$21,645.00 | K-1 M-F |
| Maria Orozco | 21.5 | 37 | \$16.50 | \$13,125.75 | K-1 |
| Ms. D | 21.5 | 37 | \$16.50 | \$13,125.75 | K-1 |
| Cantonese Speaking INSTUCTOR - VACANT | 21.5 | 37 | \$16.50 | \$13,125.75 | K-1 |

Suggested
Contracts
MMA
STEM
Music

| | American Indian Model Schools | | | | | | |
|-----------|---|----------------|-------|-------------|---------------------|----------------------------|---------------------|
| | Budget for 140 students | | | | | Projected Revenues: | |
| | 88 student cap at 12th Street Campus | | | | | School Funds | \$20,000.00 |
| | | | | | FEES | Parent Fees | \$283,000 |
| | | | | | | Total Revenue: | \$303,000 |
| BACR | | | | | | | |
| Acct Code | | Weekly | Weeks | Hourly Rate | Salary/Total | Fringe Rate | Total |
| | Personnel | | | | | 25% | |
| 5015 | Program Coordinator-Carlos Castro | 40 | 52 | | \$53,000.00 | \$13,250.00 | \$66,250.00 |
| 5030 | Program Assistant - Patricia Elizabeth Gonzalez | 30 | 39 | \$18.50 | \$21,645.00 | \$5,411.25 | \$27,056.25 |
| 5030 | Program Assistant- Assia Day | 25 | 39 | \$18.50 | \$18,037.50 | \$4,509.38 | \$22,546.88 |
| 5030 | Instructor - Ameena McElroy - 12th st | 16 | 35 | \$16.50 | \$9,240.00 | \$2,310.00 | \$11,550.00 |
| 5030 | Instructor - Bryan Acevedo -12th st | 16 | 35 | \$16.50 | \$9,240.00 | \$2,310.00 | \$11,550.00 |
| 5030 | Instructor - Angelica Joshua -12th st | 16 | 36 | \$16.50 | \$9,504.00 | \$2,376.00 | \$11,880.00 |
| 5030 | Instructor - Darren Joshua- 12th st | 16 | 27 | \$16.50 | \$7,128.00 | \$1,782.00 | \$8,910.00 |
| 5030 | Instructor - Deidre Taylor - Roosevelt | 20 | 37 | \$16.50 | \$12,210.00 | \$3,052.50 | \$15,262.50 |
| 5030 | Instructor - Maria Martin - Roosevelt | 20 | 37 | \$16.50 | \$12,210.00 | \$3,052.50 | \$15,262.50 |
| 5030 | Instructor - Jenny Estrada - Roosevelt | 20 | 33 | \$16.50 | \$10,890.00 | \$2,722.50 | \$13,612.50 |
| 5030 | Year Book Instructor- TBD | 16 | 27 | \$16.50 | \$7,128.00 | \$1,782.00 | \$8,910.00 |
| 5030 | Professional Development- 20 hours each | | | | \$2,310.00 | \$577.50 | \$2,887.50 |
| 5014 | Program Manager (Coaching, Training, Quality Assurance) | | | | \$15,500.00 | \$3,875.00 | \$19,375.00 |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | Total Staffing: | | | | \$188,042.50 | \$47,010.63 | \$235,053.13 |
| | | | | | | | |
| | Contracts | | | | | | |
| 6245 | Specialized contractors | 0 | 0 | \$27,220.00 | | | \$27,220.00 |
| | Cushion (in case 100% fees not raised) | | | | | | |
| | Total | | | | | | \$27,220.00 |
| | | | | | | | |
| | Other Expenses: | Details | | | | | |
| 6141 | Supplies/Events/Program Material | Materials | | | | | \$6,163.00 |
| 6110 | Cellphone or Communication Devices | | | | | | \$800.00 |
| 6265 | Professional Development | | | | | | \$1,300.00 |
| | Total Other Expenses | | | | | | \$8,263.00 |
| | | | | | | | |
| | | | | | | Sub Total | \$270,536.13 |
| | | | | | | Admin 12% | \$32,464.34 |
| | | | | | | Total | \$303,000.46 |
| | | | | | | Remaining | \$0 |

| | | | | |
|---------------------------------------|------|----|---------|-------------|
| 2-5 | | | | |
| Assistant Bryan Acevedo | 22 | 39 | \$18.57 | |
| Assia Day | 19 | 37 | \$16.50 | \$11,599.50 |
| Ameena Elroy | 19 | 37 | \$16.50 | \$11,599.50 |
| Anjelica Joshua | 19 | 37 | \$16.50 | \$11,599.50 |
| Vacant- Middle School | | | | |
| K1 | | | | |
| Elizabeth Gonzalez (Assistant) | 30 | 39 | \$18.50 | \$21,645.00 |
| Maria Orozco | 21.5 | 37 | \$16.50 | \$13,125.75 |
| Ms. D | 21.5 | 37 | \$16.50 | \$13,125.75 |
| Cantonese Speaking INSTUCTOR - VACANT | 21.5 | 37 | \$16.50 | \$13,125.75 |

2-5
 2-5 T-F
 2-5 M-F

 K-1 M-F
 K-1
 K-1
 K-1

Suggested
 Contracts
 MMA
 STEM
 Music



After School Financial Update



Summary

- This year we partnered with Bay Area Community Resources for our AfterSchool Program
- On the budget we agreed that the schools were going to contribute \$20,000 for the afterschool program
- BACR and AIMS met in early October and we had a deficit of \$113,000
- BACR agreed to look closely at the budget to see where we could cut expenditures



Afterschool Update

Please note that the deficit is due to many factors included below:

1.

| Tier % | Fee Amount | Actual | Projected |
|------------------|------------|--------|-----------|
| Tier 1 - Paid | \$350/mo | 15% | 20% |
| Tier 2 - Reduced | \$200/mo | 6% | 30% |
| Tier 3 - Free | \$150/mo | 70% | 50% |
| Scholarship | \$0 | 9% | 0% |

2. Lower enrollment than anticipated. BACR has been trying to continuously recruit and it has been challenging.



Actions taken to reduce deficit

1. The Assistant Patricia Gonzalez has been in enrolled in the UC Berkeley work study program and UC Berkeley will now be paying 50% of her cost.
2. The staff Bryan Acevedo has been in enrolled in the UC Berkeley work study program and UC Berkeley will now be paying 50% of his cost.
3. We removed the year book instructor that was yet to be hired.
4. We evaluated what has been spent to date and then adjusted the budget based on that.
5. We took out the line item for Contractors.
6. We enrolled 5 more students that took the projected fee collection from 142, 487 to 147,288.



Current Status

The fee gap is now \$74,084. See below for further suggestions to close the gap:

1. Transfer a staff member from Roosevelt= \$11,962 (\$13,397.44 with admin)
2. Transfer potentially up to 2 staff members from 12th street and have the assistant in ratio (\$21,436.8 with admin)
3. Fundraising events.
4. Asking schools to contribute more funds to after school program.

Coversheet

Discussion regarding Approval for AIMS P.O. over \$8,000

Section: II. Agenda Items
Item: C. Discussion regarding Approval for AIMS P.O. over \$8,000
Purpose: Discuss
Submitted by: Katema Ballentine, CBO
Related Material: Checks over 8000 November 2018.pdf

BACKGROUND:

Rojas Janitorial Services Bill for AIPCS I and AIPCS II

Bill

American Indian Model Schools
 171 12th Street
 Oakland, CA 94607

| Date | Ref. No. |
|------------|-----------------|
| 09/03/2018 | 10154 Sept 2018 |

| |
|---|
| Vendor |
| Rojas Janitorial Service 6800 MacArthur Blvd. Oakland, CA 94065 |

| | |
|----------|---------------------|
| Bill Due | 09/03/2018 |
| Terms | Due on receipt |
| Memo | Inv 10154 Sept 2018 |

Expenses

| Account | Memo | Amount | Customer:Job | Class |
|---------------------|-------------------------------|----------|--------------|----------------------------|
| Janitorial Services | Janitorial Services Sept 2018 | 1,602.00 | | 18-19 AIPCS I 020 |
| Grades 2-5 | Janitorial Services Sept 2018 | 3,204.00 | | GRD 6-8only |
| Grades 6-8 | Janitorial Services Sept 2018 | 3,204.00 | | 18-19 AIPCS II K-8 CSMC |

Expense Total : 8,010.00

Bill Total : \$8,010.00

Coversheet

Discussion regarding Credit Card Use

Section: II. Agenda Items
Item: D. Discussion regarding Credit Card Use
Purpose: Discuss
Submitted by:
Related Material: AIMS Credit Card Use Committee Discussion.pdf

Draft AIMS Credit Card Use For Discussion

American Indian Model Schools currently has a Board approved Credit Card Use Policy and 9 active credit cards. Each statement period captures from the 15th of the previous month to the 15th of the current month (i.e. June 15 to July 15th), periodically crossing fiscal years and reporting cycles.

Employees and officers using a school district credit card must submit a detailed receipt in addition to a credit card receipt indicating the date, purpose and nature of the expense for each claim item. Purchases should be entered onto a school purchase order system in order to assist in the identification funds necessary for payment. The State also requires the need to align the expenses to the appropriate funding resource as well as the LCAP goal. Failure to provide a proper receipt or documentation have required detailed investigation.

In order to address accounting needs and use of Credit Cards at AIMS, the Business Department, Superintendent and Finance Committee are reviewing the Credit Card Type(Company), Use Policies and Procedures.

Coversheet

Discussion regarding Pre-approved Vendor's List Update

Section: II. Agenda Items
Item: E. Discussion regarding Pre-approved Vendor's List Update
Purpose: Discuss
Submitted by: Katema Ballentine, CBO
Related Material: 1819 Pre-approved Vendor List November 2018.pdf

BACKGROUND:

Excel generated document displaying: - FY 18-19 Vendor's List - Multi Year Contract Pricing with Vendor Illuminate - Settlement Data regarding Lumbee Matter

Vendor List
Pre-Approved 2018-19

Vendor List

| AREA | VENDOR | SERVICE TYPE | PRE-APPROVAL STATUS | APPROVAL DATE | Payment Source |
|-------------------|---|--------------------------------|------------------------------------|-------------------------|----------------------------|
| Operations | Acme Fire Extinguisher Co. | Fire Extinguisher | | | |
| Human Capital | Aflac | Health & Welfare | Back Office Auto-Pay | 7/1/2018 | LCFF - Unrestricted |
| Infrastructure | Alameda County Property Tax | Operations | | | LCFF - Unrestricted |
| School Operations | Alhambra Water | Water | | | |
| Infrastructure | AT&T | Communication | Policy Exemption | 7/1/2018 | LCFF - Unrestricted |
| Infrastructure | AT&T Wireless | Communication | Policy Exemption | 7/1/2018 | LCFF - Unrestricted |
| School Operations | Bay Area Community Resoruce (BACR) | Afterschool | Board Approved Agreement | | |
| Infrastructure | Berkshire Hathaway Oak River Auto Pay | Workers Comp | | | LCFF - Unrestricted |
| Human Capital | California State Disbursement Unit | Garnishments/CH Supp | | | LCFF - Unrestricted |
| Infrastructure | Capital Prem D&O Ioan 288122 | Directors/Officers Ins | Policy Exemption | | LCFF - Unrestricted |
| Operations | Carrier Corporation | HVAC Services | | | PROP 39 |
| Infrastructure | Charter School Management Corp | Back office support | Board Approved Agreement | | LCFF - Unrestricted |
| Operations | Clark Pest Control | Routine Repair/Maint | | | |
| Operations | CLM Group, Inc/ Mealtime | Lunch Program | | | Meal Revenue/Federal Reimb |
| Infrastructure | Comcast | Communication/Internet | | | LCFF - Unrestricted |
| Infrastructure | Comcast Business 939756933 | Communication/Internet | | | LCFF - Unrestricted |
| Infrastructure | East West Bank-Mortgage | Housing | Policy Exemption | 7/1/2018 | LCFF - Unrestricted |
| Infrastructure | EBMUD | Housing | Policy Exemption | 7/1/2018 | LCFF - Unrestricted |
| Operations | Elan Corporate-Credit Cards | Credit Card | EFT- Payment | | EFT - LCFF Unrestricted |
| Operations | Fire & Security Alarm Company | Alarm Services | | | |
| Operations | First Note Inc | Prop 39 Project Management | | | |
| Business | Franchise Tax Board | Operations | | | LCFF - Unrestricted |
| Infrastructure | Great American Insurance Co. | Property/Liability | Policy Exemption | | LCFF - Unrestricted |
| School Operations | Illuminate | Student License Software | Board Approved Agreement 8/21/2018 | 5/21/2018 FY 18-19 | |
| Human Capital | Kaiser Permanente | Health & Welfare | Back Office Auto-Pay | 7/1/2018 | EFT - LCFF Unrestricted |
| Operations | National Payment Center(Us Dept of Ed) | Federal Finance Requests | | | |
| School Operations | Nob Hill Catering Inc | Lunch Program | | | Meal Revenue/Federal Reimb |
| Infrastructure | OUSD-Rent Roosevelt/Lakeview | Housing | Policy Exemption | 7/1/2018 | LCFF - Unrestricted |
| Operations | Paramount Elevator | Routine Repair/Maint | Board Approved Agreement 8/21/2018 | 8/21/2018 | |
| Human Capital | PAYBRIDGE-INVOICE | Payroll Processing | Policy Exemption | 7/1/2018 | LCFF - Unrestricted |
| Human Capital | PAYROLL TAX-PAYBRIDGE | Payroll Processing | Policy Exemption | 7/1/2018 | LCFF - Unrestricted |
| Infrastructure | PG & E | Electricity and Gas | Policy Exemption | 7/1/2018 | LCFF - Unrestricted |
| Infrastructure | Pitney Bowes-Purchase Power | Postage | | | LCFF - Unrestricted |
| Human Capital | Regional Employee Benefits Council | Health & Welfare | | | LCFF - Unrestricted |
| School Operations | Rojas Janitorial Service | Cleaning Services | | | LCFF - Unrestricted |
| School Operations | School Food Solution | Back office Support - Food Srv | | | |
| School Operations | Staples Advantage | School Supplies | | | LCFF - Unrestricted |
| Operations | State Board of Equalizations | State Taxes | | | |
| Human Capital | Swing Education | Subs for Teachers | Board Approved Agreement 9/18/2018 | 9/18/2018 | LCFF - Unrestricted |
| School Operations | TCI | Books and Supplies | Approved 18/19 LCAP 3-1-4 | | LCFF - Unrestricted |
| Operations | US Bank Equipmnt Finance | Copier Leases | | | |
| Operations | Verizon Wireless | Communication | | | LCFF - Unrestricted |
| Operations | Verizon Wireless (Auto Deductions) | Communication | | | LCFF - Unrestricted |
| Human Capital | VSP Vision Insurance | Health & Welfare | Back Office Auto-Pay | 7/1/2018 | EFT - LCFF - Unrestricted |
| Infrastructure | Waste Management | Routine Repair/Maint | Policy Exemption | 7/1/2018 | LCFF - Unrestricted |
| School Operations | Xerox Corporation | Copier Leases | | | |
| School Operations | Xerox Financial Services | Copier Leases | | | |
| School Operations | AVID: Advanced Via Individual Determination | Professional Development | Board Approved Agreement 5/15/18 | May 15, 2018 - FY 18-19 | |

| | | August | September | October | November | December | January | February | March | April | May | June | |
|-------------|-----|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| LunchMaster | K-8 | \$ 23,241 | \$ 30,528 | \$ 30,528 | \$ 30,528 | \$ 30,528 | \$ 30,528 | \$ 30,528 | \$ 30,528 | \$ 30,528 | \$ 30,528 | \$ 30,528 | \$ 328,521 |
| | HS | \$ 6,228 | \$ 10,013 | \$ 10,013 | \$ 10,013 | \$ 10,013 | \$ 10,013 | \$ 10,013 | \$ 10,013 | \$ 10,013 | \$ 10,013 | \$ 10,013 | \$ 106,358 |
| | | | | | | | | | | | | | \$ 434,879 |

Regional Employee Benefits Counsel

| | <u>VENDOR</u> | <u>TERM</u> | 7/1/2018 - 6/30/2019 | 7/1/2019 - 06/30/2020 | 07/1/2020 - 6/30/2021 |
|------------|---------------|-----------------------|----------------------|-----------------------|-----------------------|
| | | | <u>YR 1</u> | <u>YR 2</u> | <u>YR 3</u> |
| Illuminate | | 5/25/2018 - 6/30/2021 | \$ 6,341.50 | \$ 8,229.50 | \$ 9,229.50 |

5/29/2018 Lumbee Matter \$ 200,000 Settlement Approved

Coversheet

Discussion regarding HR Personnel Report

Section: II. Agenda Items
Item: F. Discussion regarding HR Personnel Report
Purpose: Discuss
Submitted by: Alma Morales, Human Resources Coordinator
Related Material: HR Personnel Report November 2018.pdf

BACKGROUND:

Excel generated document detailing new personnel's titles, salary and benefits eligibility, etc.

**Personnel Report
AIPCS,AIPCSII,AIPHS October 2018**

| Name | | AIPCS I, II, or HS | Position | Hire/ Termination Date | Employ, Resign, Or Terminate |
|----------|---------|--------------------|----------------------|------------------------|------------------------------|
| Lewis | Letang | Central | HR Manager | 10/24/2018 | Employ |
| Darrell | Kinney | AIPCS II | Teacher | 10/29/2018 | Employ |
| Lawrence | Migdale | AIPCS II | Teacher | 10/15/2018 | Employ |
| Todd | Shiple | AIPCS II | Teacher | 10/11/2018 | Employ |
| Logan | Wallace | AIPCS II | Teacher | 10/18/2018 | Employ |
| Darrell | Kinney | AIPCS II | Instructional Aide 3 | 10/9/2018 | Employ |
| Erin | Stoll | AIPCS II | Teacher | 10/14/2018 | Resign |
| Scott | Hannon | AIPCS II | Teacher | 10/17/2018 | Termination |

| First Name | Last Name | School | Hire/ Termination Date | Position | Salary (2018-2019) | Benefits | Total Days | Vacation | Sick Leave | Summer Pay | Credential | Credential Expires |
|------------|-----------|----------|------------------------|----------------------|--------------------|----------|------------|----------|------------|------------|---|--------------------|
| Lewis | Letang | Central | 10/24/2018 | HR Manager | \$81,000.00 | Yes | 240 | 32 | 12 | N/A | N/A | N/A |
| Darrell | Kinney | AIPCS II | 10/18/2018 | Teacher | \$52,320.00 | Yes | 190 | 25 | 10 | 14 | Single Subject Social Science | Pending |
| Lawrence | Migdale | AIPCS II | 10/29/2018 | Teacher | \$53,630.00 | Yes | 190 | 25 | 10 | 14 | Multiple Subjects | 9/1/2020 |
| Todd | Shipley | AIPCS II | 10/15/2018 | Teacher | \$55,429.00 | Yes | 190 | 25 | 10 | 14 | Multiple Subjects | 7/1/2020 |
| Logan | Wallace | AIPCS II | 10/11/2018 | Teacher | \$52,320.00 | Yes | 190 | 25 | 10 | 14 | Short Term Staff Permit Multiple Subjects | Pending |
| Darrell | Kinney | AIPCS II | 10/9/2018 | Instructional Aide 3 | \$49,342.00 | Yes | 190 | 25 | 10 | 14 | N/A | N/A |

Coversheet

Discussion regarding Teachers on Reserve (TOR) Service Contracts

Section: II. Agenda Items
Item: G. Discussion regarding Teachers on Reserve (TOR) Service Contracts
Purpose: Discuss
Submitted by: Alma Morales, Human Resources Coordinator
Related Material: Teachers on Reserve - 2018.10.29.pdf

BACKGROUND:

2018 - 2019 Teachers on Reserve Rates and Contracts for AIPCS and AIPCHS

2018-2019 Teachers on Reserve Substitute Teacher Rates

| Substitute Rates Per Hour | Hourly | 4 Hours | 8 Hours | 5 days |
|---|----------|-----------|-----------|-------------|
| CA Credentialed Teacher | \$ 38.54 | \$ 154.16 | \$ 308.32 | \$ 1,541.60 |
| (Substitutes that hold a full credential) | | | | |

| | | | | |
|---|----------|-----------|-----------|-------------|
| Non Credentialed K-12 Teacher | \$ 34.58 | \$ 138.32 | \$ 276.64 | \$ 1,383.20 |
| (Substitute that only hold a 30-Day sub permit) | | | | |

Teachers **ON RESERVE** Substitute Teacher RATE SHEET

Substitute Rates (Per Hour) 4-hour minimum

CA Credentialed Teacher **\$38.54**
*B.A./B.S. Degree or higher,
 CA Teaching Credential or Permit (30-Day, Multiple or Single Subject)*

Non Credentialed K-12 Teacher **\$34.58**
*B.A./B.S. Degree or higher,
 K-12th Self-Contained, Single Subject Classroom or specialist*

SPECIAL EDUCATION

Non Credentialed Special Education Teacher **\$34.91**
*B.A./B.S. Degree or higher,
 Experience teaching Special Education students*

CA Credentialed Teacher w/Special Ed Experience **\$42.80**
*B.A./B.S. Degree or higher,
 CA Teaching Credential or Permit (30-Day, Multiple or Single Subject)
 Experience teaching Special Education students*

CA Special Education Credential **\$53.28**
*B.A./B.S. Degree or higher,
 CA Special Education Credential*

Preschool Special Education Teacher **\$27.78**
Required Child Development Units

PRESCHOOL

Preschool Teacher **\$26.93**
Required Child Development Units

Infant Toddler Teacher **\$27.60**
Infant Toddler Units plus required Child Development Units

CTC Certificated Preschool Teacher **\$35.14**
CA Children's Development Permit

Preschool Teacher w/ Bachelor's Degree **\$35.14**
Required Child Development Units & B.A./B.S

Preschool Director **\$42.52**
CTC certificated preschool site supervisor or program director

Long-term assignments include an additional charge of \$15/day. A "long-term assignment" is more than 10 continuous days covering for the same teacher/grade level/subject.

Rates effective Sept 3, 2018 Subject to change with notification

To use Teachers On Reserve's services, fill out our FREE, quick and easy no-obligation registration at www.teachersonreserve.com

Teachers ON RESERVE

Public
Charter
School #

School Agreement

TEACHERS ON RESERVE SCHOOL SERVICE AGREEMENT School Year 2018-2019

This School Service Agreement ("**Agreement**") is entered into by and between the "**School**" (specifically identified at the signature line of this Agreement) and Teachers on Reserve ("**TOR**") as follows:

1. School will assign a staff person to act as a contact for each particular TOR assigned teacher ("**Teacher**" or collectively, "**Teachers**"), and provide such Teacher with lesson plans and/or information about assigned duties, and the School's discipline, accident and emergency procedures, prior to our employee starting the assignment.
2. All assignments are to be scheduled through the TOR office, even continuation of existing assignments. Please do not ask any Teacher for his or her telephone numbers to schedule with them directly, because they are not at liberty to make those scheduling decisions. TOR will make every effort to assign a teacher the School has requested, provided TOR has enough notice to do so, and the requested teacher is available. Assignments are to be scheduled with the start time the Teacher is expected to arrive (TOR recommends at least 10 minutes prior to the actual class start time), and a stop time when the assignment is to end. Schools shall be billed for the approved hours on the Time Sheet, which reflect the assignment hours requested by the School, (including breaks). All assignments must be scheduled for a minimum of four or more hours per day. Assignments that are less than four hours per day will be billed as a four-hour minimum, with the exception of the following (which applies to advance-notice assignments only): If the Teacher arrives late, the School will be billed for the four hour minimum minus the amount of time the Teacher was late.
3. All applicable state wage and hour rules (including overtime for all hours in excess of 8 per day and 40 per work week) and employee meal and rest breaks will be consistently implemented. This includes at least ½ hour uninterrupted meal break for more than five hours work and/or 10 minutes for every 4 hours work. As required by CA Labor law if a Teacher is denied their meal or rest breaks and TOR is made aware, they may be billed for an additional hour of pay.
4. The School may extend or terminate an assignment for any reason by calling TOR immediately if there is a change in the original assignment's hours or days, or job duties; or if the School is not satisfied with the assigned Teacher's performance. If the School dismisses the Teacher after the Teacher arrives, and before the originally requested ending time due to scheduling changes for that day, emergency school closure or any unplanned schedule change the School will be billed for the full hours originally requested for that day. The School must contact TOR immediately to report dissatisfaction with any Teacher's performance
5. If the School uses the TOR assigned Teacher in a capacity other than what was originally requested, the School will be billed at the rate of the original request, with the exception of the following: If the assigned Teacher was originally scheduled in a non-credentialed or certificated capacity, and that Teacher was used to substitute in a credentialed capacity, the School will be billed at the credentialed rate for that type of assignment.
6. If a School requests a Teacher for longer than one week, and the Teacher is required to do lesson planning, material preparation and/or grading, the School shall provide preparation time during the regularly scheduled hours of the

assignment. However, if sufficient preparation time is not provided during the regularly scheduled hours of the assignment, the School will be billed for additional hours, including time and a half for work which exceeds 8 hours per day or 40 hours/week, for outside preparation time required of the Teacher to meet the demands of the assignment. The School and TOR must approve additional preparation hours prior to implementation.

7. If an assignment runs longer than 10 consecutive teaching days an additional \$15/day will be assessed.

8. Teachers are not allowed to drive their own vehicles or the facility's vehicles at any time while on an assignment.

9. The School will be liable for accidents or injuries to children, Teachers or other TOR employees that occur due to the School's negligence or non-compliance with required OSHA, applicable State and Federal Labor Laws, licensing, adult/child ratio, health, fire, or safety standards. TOR reserves the right to remove its Teachers and other employees from any assignment that it becomes aware does not meet these guidelines. Additionally, the School shall indemnify, defend and hold harmless TOR for all expenses and losses (including without limitation reasonable attorneys' fees) resulting from or in any way relating to the negligence, misconduct or violation of law by the School, any of its employees including any Teacher.

10. Direct Placement: Should the School want to hire any Teachers On Reserve candidate which we propose to the School by introduction for permanent hire of any duration by the School in any educational capacity the School will be responsible for the standard Hiring Release Fee of 14% of the annual salary.

11. Temp-to-Perm Hire: Should the School want to hire any Teacher to use as a day-to-day or long-term substitute or on a permanent or short-term basis in any educational capacity including teacher, assistant teacher, tutor, camp counselor, after school care etc., within one year of each Teacher assignment, the School will be responsible for paying TOR a Hiring Release Fee. The School is to notify our office to arrange for release of each particular Teacher that the School desires to hire directly. The standard Hiring Release Fee is 14% of the Teacher's annual salary. The terms and conditions of the Release and Hiring Fee may be reduced based on the number of hours the particular Teacher has been continuously assigned to the School. A Release Agreement will be prepared by Teachers on Reserve LLC. Temporary-to-Full Time Placement Release Fee Credit: If the particular Teacher you wish to hire has worked more than 160 continuous hours (on the same assignment) at your School, you will be eligible for a credit to reduce your Release Fee for that particular Teacher. The Release Fee will be prorated based on the total number of hours of substitute work in accordance with the following schedule:

160-240 hours—10% of the Annual Salary
240-320 hours—7.5% of the Annual Salary
320-400 hours—5% of the Annual Salary
400-480 hours—2.5% of the Annual Salary
Over 480 hours—1.5% of the Annual Salary

12. Payment for TOR Services is due upon receipt of an invoice listing all assignments for the previous week. Schools may be eligible for a 2% discount on hourly billing rates if invoices are paid consistently each quarter, within twenty days of each invoice date. The discount will appear on each invoice for which the School is eligible. A 1.5% Late Charge will be added to all invoices over 30 days old.

13. Failure of the School to abide by the terms and conditions above may result in immediate termination of services and/or legal action taken by TOR. Any costs incurred resulting from collection procedures or legal action taken by TOR or its agents will be paid by the School.

14. This Agreement is to be construed at all times in accordance with and governed by the laws of the State of California applicable to agreements made and to be performed entirely within such State. Any action to enforce this Agreement shall be brought solely in the courts located in Los Angeles County, California.

15. This Agreement constitutes the entire understanding between the School and TOR relating to the subject matter contained in this Agreement and it supersedes all prior agreements, understandings and representations, whether oral or written, relating to the subject matter contained in this Agreement.

16. This Agreement may not be amended except in writing signed by each of the parties. Failure to exercise any right under this Agreement shall not constitute a waiver of such right. If a court or arbitrator holds any provision of this Agreement to be invalid, unenforceable, or void, the remainder of this Agreement shall remain in full force and effect. The rule that a contract is to be construed against the party drafting the contract is hereby waived, and shall have no applicability in construing this Agreement or the terms hereof. Furthermore, this Agreement shall be construed as a whole, according to its fair meaning, and not in favor of or against any party. This Agreement may be executed in multiple counterparts. Signatures to this Agreement may be communicated and delivered by electronic mail transmission, which shall be effective as delivery of an original. Photographic or electronic mail copies of such signed counterparts may be used in lieu of the originals for any purpose. This Agreement will become effective only upon both parties' signature of this Agreement.

17. Each person signing this Agreement represents and warrants that he or she is duly authorized and has legal capacity to execute and deliver this Agreement. School and TOR represents and warrants to the other that the execution and delivery of this Agreement and the performance of such party's obligations hereunder have been duly authorized and that this Agreement is a valid and legal agreement binding on such party and enforceable in accordance with its terms.

WHEREFORE, the parties have duly executed this Agreement as of the dates set forth under their respective signatures.

Name of School

American Indian Public Charter School II

School Administrator Name

Title of School Representative

Electronic Signature

Today's Date

SUBMIT

Insurance Information

Teachers ON RESERVE

Public
Charter
Middle
School

School Agreement

TEACHERS ON RESERVE SCHOOL SERVICE AGREEMENT School Year 2018-2019

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2. All assignments are to be scheduled through the TOR office, even continuation of existing assignments. Please do not ask any Teacher for his or her telephone numbers to schedule with them directly, because they are not at liberty to make those scheduling decisions. TOR will make every effort to assign a teacher the School has requested, provided TOR has enough notice to do so, and the requested teacher is available. Assignments are to be scheduled with the start time the Teacher is expected to arrive (TOR recommends at least 10 minutes prior to the actual class start time), and a stop time when the assignment is to end. Schools shall be billed for the approved hours on the Time Sheet, which reflect the assignment hours requested by the School, (including breaks). All assignments must be scheduled for a minimum of four or more hours per day. Assignments that are less than four hours per day will be billed as a four-hour minimum, with the exception of the following (which applies to advance-notice assignments only): If the Teacher arrives late, the School will be billed for the four hour minimum minus the amount of time the Teacher was late.

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the School will be billed for additional hours, including time and a half for work which exceeds 8 hours per day or 40 hours/week, for outside preparation time required of the Teacher to meet the demands of the assignment. The School and TOR must approve additional preparation hours prior to implementation.

7. If an assignment runs longer than 10 consecutive teaching days an additional \$15/day will be assessed.

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9. The School will be liable for accidents or injuries to children, Teachers or other TOR employees that occur due to the School's negligence or non-compliance with required OSHA, applicable State and Federal Labor Laws, licensing, adult/child ratio, health, fire, or safety standards. TOR reserves the right to remove its Teachers and other employees from any assignment that it becomes aware does not meet these guidelines. Additionally, the School shall indemnify, defend and hold harmless TOR for all expenses and losses (including without limitation reasonable attorneys' fees) resulting from or in any way relating to the negligence, misconduct or violation of law by the School, any of its employees including any Teacher.

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15. This Agreement constitutes the entire understanding between the School and TOR relating to the subject matter contained in this Agreement and it supersedes all prior agreements, understandings and representations, whether oral or

written, relating to the subject matter contained in this Agreement.

16. This Agreement may not be amended except in writing signed by each of the parties. Failure to exercise any right under this Agreement shall not constitute a waiver of such right. If a court or arbitrator holds any provision of this Agreement to be invalid, unenforceable, or void, the remainder of this Agreement shall remain in full force and effect. The rule that a contract is to be construed against the party drafting the contract is hereby waived, and shall have no applicability in construing this Agreement or the terms hereof. Furthermore, this Agreement shall be construed as a whole, according to its fair meaning, and not in favor of or against any party. This Agreement may be executed in multiple counterparts. Signatures to this Agreement may be communicated and delivered by electronic mail transmission, which shall be effective as delivery of an original. Photographic or electronic mail copies of such signed counterparts may be used in lieu of the originals for any purpose. This Agreement will become effective only upon both parties' signature of this Agreement.

17. Each person signing this Agreement represents and warrants that he or she is duly authorized and has legal capacity to execute and deliver this Agreement. School and TOR represents and warrants to the other that the execution and delivery of this Agreement and the performance of such party's obligations hereunder have been duly authorized and that this Agreement is a valid and legal agreement binding on such party and enforceable in accordance with its terms.

WHEREFORE, the parties have duly executed this Agreement as of the dates set forth under their respective signatures.

Name of School

American Indian Public Charter Middle School #1

School Administrator Name

Title of School Representative

Superintendent

Electronic Signature

Today's Date

SUBMIT

Insurance Information

Public
Charter
High
School

Teachers

ON RESERVE

School Agreement

TEACHERS ON RESERVE SCHOOL SERVICE AGREEMENT School Year 2018-2019

This School Service Agreement ("**Agreement**") is entered into by and between the "**School**" (specifically identified at the signature line of this Agreement) and Teachers on Reserve ("**TOR**") as follows:

1. School will assign a staff person to act as a contact for each particular TOR assigned teacher ("**Teacher**" or collectively, "**Teachers**"), and provide such Teacher with lesson plans and/or information about assigned duties, and the School's discipline, accident and emergency procedures, prior to our employee starting the assignment.
2. All assignments are to be scheduled through the TOR office, even continuation of existing assignments. Please do not ask any Teacher for his or her telephone numbers to schedule with them directly, because they are not at liberty to make those scheduling decisions. TOR will make every effort to assign a teacher the School has requested, provided TOR has enough notice to do so, and the requested teacher is available. Assignments are to be scheduled with the start time the Teacher is expected to arrive (TOR recommends at least 10 minutes prior to the actual class start time), and a stop time when the assignment is to end. Schools shall be billed for the approved hours on the Time Sheet, which reflect the assignment hours requested by the School, (including breaks). All assignments must be scheduled for a minimum of four or more hours per day. Assignments that are less than four hours per day will be billed as a four-hour minimum, with the exception of the following (which applies to advance-notice assignments only): If the Teacher arrives late, the School will be billed for the four hour minimum minus the amount of time the Teacher was late.
3. All applicable state wage and hour rules (including overtime for all hours in excess of 8 per day and 40 per work week) and employee meal and rest breaks will be consistently implemented. This includes at least ½ hour uninterrupted meal break for more than five hours work and/or 10 minutes for every 4 hours work. As required by CA Labor law if a Teacher is denied their meal or rest breaks and TOR is made aware, they may be billed for an additional hour of pay.
4. The School may extend or terminate an assignment for any reason by calling TOR immediately if there is a change in the original assignment's hours or days, or job duties; or if the School is not satisfied with the assigned Teacher's performance. If the School dismisses the Teacher after the Teacher arrives, and before the originally requested ending time due to scheduling changes for that day, emergency school closure or any unplanned schedule change the School will be billed for the full hours originally requested for that day. The School must contact TOR immediately to report dissatisfaction with any Teacher's performance
5. If the School uses the TOR assigned Teacher in a capacity other than what was originally requested, the School will be billed at the rate of the original request, with the exception of the following: If the assigned Teacher was originally scheduled in a non-credentialed or certificated capacity, and that Teacher was used to substitute in a credentialed capacity, the School will be billed at the credentialed rate for that type of assignment.
6. If a School requests a Teacher for longer than one week, and the Teacher is required to do lesson planning, material preparation and/or grading, the School shall provide preparation time during the regularly scheduled hours of the

assignment. However, if sufficient preparation time is not provided during the regularly scheduled hours of the assignment, the School will be billed for additional hours, including time and a half for work which exceeds 8 hours per day or 40 hours/week, for outside preparation time required of the Teacher to meet the demands of the assignment. The School and TOR must approve additional preparation hours prior to implementation.

7. If an assignment runs longer than 10 consecutive teaching days an additional \$15/day will be assessed.

8. Teachers are not allowed to drive their own vehicles or the facility's vehicles at any time while on an assignment.

9. The School will be liable for accidents or injuries to children, Teachers or other TOR employees that occur due to the School's negligence or non-compliance with required OSHA, applicable State and Federal Labor Laws, licensing, adult/child ratio, health, fire, or safety standards. TOR reserves the right to remove its Teachers and other employees from any assignment that it becomes aware does not meet these guidelines. Additionally, the School shall indemnify, defend and hold harmless TOR for all expenses and losses (including without limitation reasonable attorneys' fees) resulting from or in any way relating to the negligence, misconduct or violation of law by the School, any of its employees including any Teacher.

10. Direct Placement: Should the School want to hire any Teachers On Reserve candidate which we propose to the School by introduction for permanent hire of any duration by the School in any educational capacity the School will be responsible for the standard Hiring Release Fee of 14% of the annual salary.

11. Temp-to-Perm Hire: Should the School want to hire any Teacher to use as a day-to-day or long-term substitute or on a permanent or short-term basis in any educational capacity including teacher, assistant teacher, tutor, camp counselor, after school care etc., within one year of each Teacher assignment, the School will be responsible for paying TOR a Hiring Release Fee. The School is to notify our office to arrange for release of each particular Teacher that the School desires to hire directly. The standard Hiring Release Fee is 14% of the Teacher's annual salary. The terms and conditions of the Release and Hiring Fee may be reduced based on the number of hours the particular Teacher has been continuously assigned to the School. A Release Agreement will be prepared by Teachers on Reserve LLC. Temporary-to-Full Time Placement Release Fee Credit: If the particular Teacher you wish to hire has worked more than 160 continuous hours (on the same assignment) at your School, you will be eligible for a credit to reduce your Release Fee for that particular Teacher. The Release Fee will be prorated based on the total number of hours of substitute work in accordance with the following schedule:

160-240 hours—10% of the Annual Salary
240-320 hours—7.5% of the Annual Salary
320-400 hours—5% of the Annual Salary
400-480 hours—2.5% of the Annual Salary
Over 480 hours—1.5% of the Annual Salary

12. Payment for TOR Services is due upon receipt of an invoice listing all assignments for the previous week. Schools may be eligible for a 2% discount on hourly billing rates if invoices are paid consistently each quarter, within twenty days of each invoice date. The discount will appear on each invoice for which the School is eligible. A 1.5% Late Charge will be added to all invoices over 30 days old.

13. Failure of the School to abide by the terms and conditions above may result in immediate termination of services and/or legal action taken by TOR. Any costs incurred resulting from collection procedures or legal action taken by TOR or its agents will be paid by the School.

14. This Agreement is to be construed at all times in accordance with and governed by the laws of the State of California applicable to agreements made and to be performed entirely within such State. Any action to enforce this Agreement shall be brought solely in the courts located in Los Angeles County, California.

15. This Agreement constitutes the entire understanding between the School and TOR relating to the subject matter contained in this Agreement and it supersedes all prior agreements, understandings and representations, whether oral or written, relating to the subject matter contained in this Agreement.

16. This Agreement may not be amended except in writing signed by each of the parties. Failure to exercise any right under this Agreement shall not constitute a waiver of such right. If a court or arbitrator holds any provision of this Agreement to be invalid, unenforceable, or void, the remainder of this Agreement shall remain in full force and effect. The rule that a contract is to be construed against the party drafting the contract is hereby waived, and shall have no applicability in construing this Agreement or the terms hereof. Furthermore, this Agreement shall be construed as a whole, according to its fair meaning, and not in favor of or against any party. This Agreement may be executed in multiple counterparts. Signatures to this Agreement may be communicated and delivered by electronic mail transmission, which shall be effective as delivery of an original. Photographic or electronic mail copies of such signed counterparts may be used in lieu of the originals for any purpose. This Agreement will become effective only upon both parties' signature of this Agreement.

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WHEREFORE, the parties have duly executed this Agreement as of the dates set forth under their respective signatures.

Name of School

American Indian Public Charter High School

School Administrator Name

Title of School Representative

Electronic Signature

Today's Date

Insurance Information

Coversheet

Discussion regarding 2019 Kaiser Contract - Effective December 1st, 2018

Section: II. Agenda Items
Item: H. Discussion regarding 2019 Kaiser Contract - Effective December 1st, 2018
Purpose: Discuss
Submitted by: Alma Morales, Human Resources Coordinator
Related Material: 2019 Kaiser Contract.pdf

BACKGROUND:

AIPCS 2018-2019 Benefits Summary 2018-2019 Kaiser Plan Benefits Comparison Charter Benetis.com Plan FAQs and Perks

American Indian Public Charter Schools Benefit Summaries

2018-2019

| Medical | | |
|----------------------------------|-------------------------------------|--|
| Plan Name | Gold 80 HRA HMO 2250/35 | Platinum 90 HMO 0/15 |
| Physician Office / Specialist | \$35 Ded waived | \$15 / \$30 |
| Prescription Drugs (Tiers 1/2/3) | \$15/\$30/20% up to \$250 max | \$5/\$15/\$15/10% coinsurance |
| Diagnostic Lab Services | 25% per procedure (after ded) | Lab: \$15 per encounter X-Ray: \$30 per encounter |
| Imaging Services | 25% per procedure (after ded) | \$75 per procedure |
| Outpatient Services | 25% per procedure (after ded) | \$125 per procedure |
| Inpatient Services | 25% per procedure (after ded) | \$250 per day up to 5 days then no charge |
| Urgent care / Emergency | \$35 (ded waived) / 25% (after ded) | \$15/\$150 |
| Deductible | \$2250/\$4500 (embedded) | None |
| Out of Pocket Maximum | \$7000 / \$14,000 | \$4000/\$8000 |

| Dental | | | |
|---|--|----------------------------------|--|
| In-Network | Humana PPO | In-Network | Liberty Dental HMO |
| Plan-year deductible | \$50/\$150 | Plan-year deductible | None |
| Annual Maximum Dental | Unlimited | Annual Maximum Dental | Unlimited |
| Preventive Services | 100% | Preventive Services | No Charge |
| Basic Services | 90% after deductible | Basic Services | See Schedule of Copays |
| Major Services | 50% after deductible | Major Services | See Schedule of Copays |
| Lifetime Maximum - Orthodontics (Children & Adults) | \$1,500 (50% to a maximum life benefit of \$1,500) | Orthodontics (Children & Adults) | \$1,550 Copay for Children \$1,695 Copay for Adults |

| Vision | | Life Insurance | Commuter Benefit |
|---|---|---|-------------------------------------|
| In-Network | VSP \$10 (12/12/12) | UNUM - \$50,000 with AD&D | Information available online |
| Well Vision Exam | \$10 | Flexible Spending & Dependent Care Accounts Now Available! Please login to the CharterBenefits E-System to obtain detailed plan descriptions and your individual costs for each plan option: http://aimschools.charterbenefits.com | |
| Prescription Glasses | (Included with Exam Copay) | | |
| Frame | (Included in Prescription Glasses) | | |
| Lenses | (Included in Prescription Glasses) | | |
| Contacts (Instead of glasses) | \$130 allowance for contacts and contact lens exam (fitting and evaluation) | | |
| *This is a brief summary only. Please refer to the Evidence of Coverage for all details of your plans. | | | |



American Indian Model Schools
 Health Benefits Renewal
 Effective: December 1, 2018



| Kaiser Plan Benefits Comparison | | | | | |
|----------------------------------|---------------------------------------|---------------------------------------|--|--|--|
| Plan Name | Current Plan | Renewal Plan | Current Plan | Renewal Plan | Proposed |
| | Kaiser Gold 80 HRA HMO 2000/30 | Kaiser Gold 80 HRA HMO 2250/35 | Kaiser (Renewal) Platinum HMO 0/15 | Kaiser (Renewal) Platinum HMO 0/15 | KP Deductible HMO Plan with HRA Large Group |
| Physician Office / Specialist | \$30/\$30 (ded waived) | \$35/\$35 (ded waived) | \$15 / \$40 | \$15 / \$30 | \$20/\$20 per visit after plan deductible |
| Prescription Drugs (Tiers 1/2/3) | \$15/\$30/20% up to \$250 max | \$15/\$30/20% up to \$250 max | \$5/\$15/10% up to \$250 max | \$5/\$15/10% up to \$250 max | \$10/\$30/\$30 |
| Diagnostic Lab / X-ray | 20% per procedure (after ded) | 25% per procedure (after ded) | Lab: \$20 per encounter X-Ray: \$40 per encounter | Lab: \$15 per encounter X-Ray: \$30 per encounter | Labs & X-Rays: \$10 per encounter after deductible |
| Imaging Services | 20% per procedure (after ded) | 25% per procedure (after ded) | \$150 per procedure | \$75 per procedure | \$50 per procedure after plan deductible |
| Outpatient Services | 20% per procedure (after ded) | 25% per procedure (after ded) | \$290 per procedure | \$125 per procedure | 20% coinsurance after plan deductible |
| Inpatient Services | 20% per procedure (after ded) | 25% per procedure (after ded) | \$290 per day up to 5 days | \$250 per day up to 5 days | 20% coinsurance after plan deductible |
| Urgent care / Emergency | \$30 (ded waived) / 20% (after ded) | \$35 (ded waived) / 25% (after ded) | \$15/\$150 | \$15/\$150 | \$20/20% After plan deductible |
| Deductible | \$2000/\$4000 (embedded) | \$2250/\$4500 (embedded) | None | None | \$2500/\$5000 (embedded) |
| Out of Pocket Maximum | \$6,500 / \$13,000 | \$7,000 / \$14,000 | \$4000/\$8000 | \$4000/\$8000 | \$5000/\$10000 |

* Final rates are subject to change based on medical history, underwriting guidelines, effective date of coverage and any optional benefits selected.



Employee FAQ:

Commuter Accounts

What is a commuter account?

A commuter account is an employer-sponsored benefit program that allows you to set aside pre-tax funds in separate accounts to pay for qualified mass transit and parking expenses associated with your commute to work.

Why should I participate?

Contributions to a commuter account are deducted from your paycheck on a pre-tax basis, reducing your taxable income. You can save an average of 30% on your eligible transit and parking expenses.

What is a qualified mass transit expense?

Qualified expenses include transit passes, tokens, fare cards, vouchers, or similar items entitling you to ride a mass transit vehicle to or from work. The mass transit vehicle may be publicly or privately operated and includes bus, rail, or ferry.

What qualifies as van-pooling?

Van-pooling is not to be confused with carpooling. Van-pooling requires a commuter highway vehicle with a seating capacity of at least 7 adults, including the driver. At least 80 percent of the vehicle mileage must be for transporting employees between their homes and workplace with employees occupying at least one-half of the vehicle's seats (not including the driver's seat).

What is a qualified parking expense?

Get reimbursed for parking expenses incurred at or near your work location or a location from which you continue your commute to work by car pool, van-pool or mass transit. Out-of-pocket parking fees for parking meters, garages and lots qualify. Parking at or near your home is not an eligible expense.

Can I use my commuter account for commuting expenses like tolls and gas?

No. Benefits may not be used for tolls, gas, mileage or other personal commuting expenses.

Can I use my commuter account to pay for business or personal travel expenses?

No. You can only use commuter account funds to pay for your regular commute between your home and office on mass transit or van-pools.

Whose commuter expenses are covered?

Qualified expenses include those incurred for your transportation between your residence and worksite. Expenses for your spouse or dependents are not eligible.

Is there a limit to how much I can contribute?

Yes. Monthly limits are set by the IRS. Currently, contributions for transit and van-pooling are limited to \$260 per month. Parking contributions are limited to \$260 per month. Any monthly expenses above these limits cannot be exempt from taxes and cannot be applied to future months.

How does it work?

You authorize your employer to deduct a pre-tax amount for parking and/or van-pooling/transit from each paycheck, up to the IRS limits stated above. You then pay for the qualified transportation with your benefits debit card.

Can I change my election?

Yes. You can make adjustments to your contribution, join, or terminate plan participation at any time.

What happens if I don't use all of my funds at the end of the plan year?

The money left in your account may be carried over into the next plan year, if you continue to participate in the plan.

Do I need to keep my receipts?

Yes. A valid receipt should have the merchant name, date, amount of expense and a description of the purchase for a transportation pass or parking. If you are not given a receipt, a signed claim form will be acceptable showing the amount of the expense that you incurred for that time period.

For more information, please call 866-203-4577



Save More. Live Better.

All

Fitness

Products

Specialty Providers

GET A FITNESS CENTER MEMBERSHIP
\$25
A MONTH
9000+ FITNESS CENTERS
Active&Fit
DIRECT

Get moving for less with more than 9,000 participating fitness centers. Choose from one that's most convenient for you.

The advertisement features a circular badge on the left with the text "GET A FITNESS CENTER MEMBERSHIP" around the top edge, "\$25 A MONTH" in the center, and "9000+ FITNESS CENTERS" below it. The "Active&Fit DIRECT" logo is at the bottom of the badge. The background is a photograph of a woman in a blue tank top looking to the right, with a man in a dark shirt visible behind her in a gym setting.

32% OFF
BodyBoss 2.0



FREE HEALTH RESOURCES

Resource Library

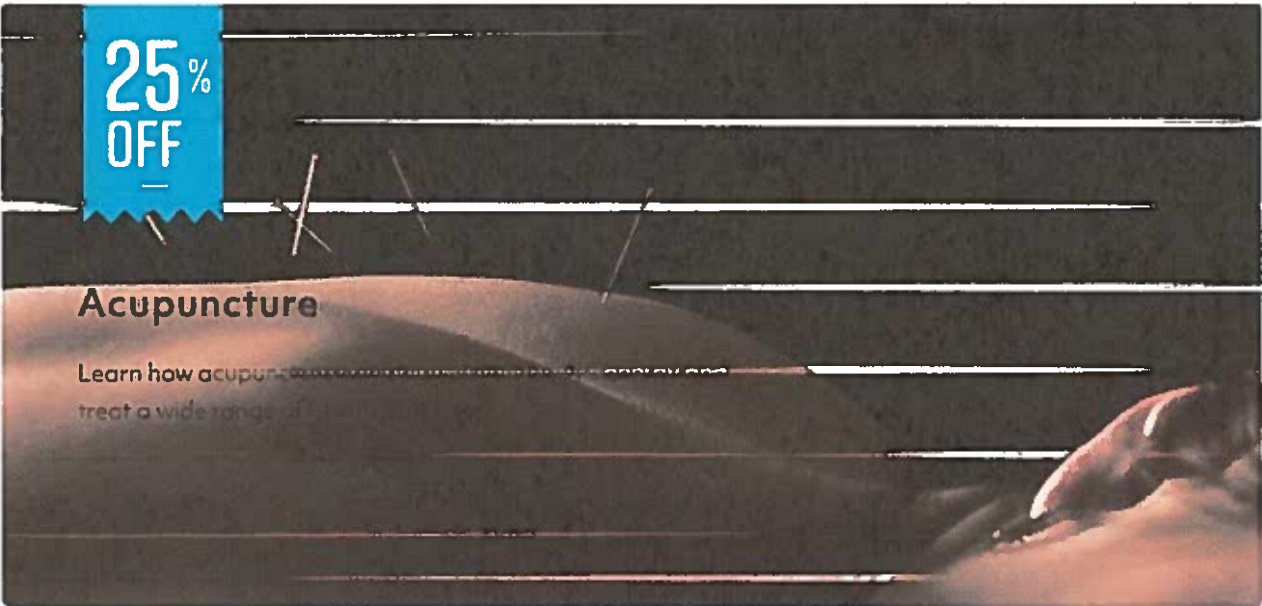
Easily search our library of 1,000+ health-oriented courses, classes, articles, videos, and tip sheets.



25% OFF

Acupuncture

Learn how acupuncture can help you
treat a wide range of





15% OFF

 **Vitamix.**

We exist to nourish your zest for life and are on a journey to infuse healthy, delicious food into our lives from meal time to snack time.



50% OFF

 **ZUMBA**

Dance yourself into shape!

Chiropractic

Learn how chiropractic can ease pain and restore healthy movement and function to your back, neck, and whole body.



LIMITED TIME— 40% OFF FOR TWO WEEKS ONLY!

YOO Fitness turns everyday activity tracking into an ongoing fitness challenge where you compete against yourself.



55%
OFF

A world class compression product made in the USA that will enable you to work, play, and live your best and get back to 100% faster.

20%
OFF



Fitbit motivates you to reach your health and fitness goals by tracking your activity, exercise, sleep, weight, and more. Get your Fitbit device today and start stepping.



20%
OFF



PIQ's sports sensors are the most advanced and unique wearable technology for golf, tennis, and SKI on the market.



25%
OFF

Massage Therapy

Learn how therapeutic massage can help loosen tight muscles, ease pain, reduce stress, and boost overall wellbeing.



UP TO
57%
OFF

the
Wearables
Store

PRO-FORM

ProForm is the most popular brand for exercise equipment and has been empowering families around the world with in-home fitness success since 1987.



UP TO \$50 OFF

Polar Wearables

the Wearables

50% OFF

STRONG + ZUMBA

This advertisement features two images. The top image shows a man in a blue tank top, looking intense. The bottom image shows a woman in black athletic wear, leaning forward in a dynamic pose. The text is overlaid on these images, with a red banner for the discount and the brand name 'STRONG + ZUMBA'.

20% OFF

ACTIVMOTION BAR
Let It Move You.


Assess, activate, and stabilize. ActivMotion Bars are hollow and filled with ball bearings that move as you move, challenging your body in new and dynamic ways.

This advertisement shows five ActivMotion Bars standing upright. They are black with different colored caps: red, orange, blue, and black. The text is positioned to the left of the bars, including a red banner for the discount and the brand name 'ACTIVMOTION BAR'.

35% OFF

This performance monitor captures vital health metrics in the palm of your hand in 20 seconds and syncs with free iOS or Android app!

BodMetrics



UP TO \$20 OFF

the Wearables Store

bellabeat

Bellabeat is a high-tech company that specializes in manufacturing smart jewelry that tracks your everyday activities and fitness goals!



52% OFF

4id



35%
OFF

BodMetrics is the lightest and smallest SpO2 sleep monitor on the market and features a comfortable thumb sensor.



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