AIMS K-12 College Prep Charter District

Regular Board Meeting

Date and Time

Wednesday April 22, 2026 at 5:00 PM PDT

Location

171 12th Street, Oakland, CA 94607

Members of the public, staff, and faculty may join virtually at:

https://us05web.zoom.us/j/4853268122?pwd=Mk9yUUdzRFdkVzBFMzlQeVVDUFIrUT09
Meeting ID: 485 326 8122
Passcode: rcjFZ5

Click here to Submit Public Comment - https://bit.ly/aimsboardcomment

AIMS is committed to ensuring accessible participation for individuals with disabilities. Disability-related modifications or accommodations needed to take part in this meeting may be requested by contacting **Abigail Genova** at **510-39-1624** at least 24 hours in advance, if possible, so appropriate arrangements can be made.

The meeting agenda will be posted at least 72 hours prior to the scheduled meeting time.

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171 12th Street, Oakland, CA 94607

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Join Zoom Meeting
https://us06web.zoom.us/j/87594605508?pwd=7SSXWXx9FN7mP2gIp1YbkkoWRshdkQ.1

One tap mobile
+12532050468,,6614266860#,,,,*071330# US
+12532158782,,6614266860#,,,,*071330# US (Tacoma)

Meeting ID: 661 426 6860
Passcode: 071330
Find your local number: https://us02web.zoom.us/u/kb9RJj161W

AIMS does not discriminate on the basis of disability in the admission or access to, or treatment or employment in, its programs or activities. Ahsjanae Hutchings 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 Ahsjanae Hutchings at (510) 504-6898 at least 24 hours in advance of any disability accommodations being needed in order to participate in the meeting.

Click on the link below to submit Public Comment:
https://docs.google.com/forms/d/e/1FAIpQLScK0rD4rkfpiHrMyGtxnKaPECne4SfCG-5ezqD3xUALg0OTAQ/viewform?usp=sharing

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Agenda

		Purpose	Presenter	Time
I.	**Opening Items**			**5:00 PM**
A.	Call the Meeting to Order		Kimi Kean	1 m
B.	Record Attendance		Abigail Genova	1 m
C.	Adoption of Agenda	Vote	Kimi Kean	2 m
D.	Public Comment on Agenda Items	Discuss	Kimi Kean	10 m

Public comment on agenda items is set aside for members of the public to address the items on the Board's agenda prior to each agenda item. The Board of Directors will not respond to or take action in response to public comment, except that the Board may ask clarifying questions or direct staff. **Comments are limited to two (2) minutes per person, and the total time allotted for all public comment will not exceed thirty (30) minutes (10 minutes per section).**

		Purpose	Presenter	Time
E.	Public Comment on Non-Agenda Items	Discuss	Kimi Kean	10 m

Public comment on non-agenda items is set aside for members of the public to address the items not on the Board's agenda. The Board of Directors will not respond to or take action in response to public comment, except that the Board may ask clarifying questions or direct staff. **Comments are limited to two (2) minutes per person, and the total time allotted for all public comment will not exceed thirty (30) minutes (10 minutes per section).**

II. Consent Agenda — 5:24 PM

A.	Approve Minutes	Approve Minutes	Kimi Kean	1 m

Approve minutes for Regular Board Meeting on March 3, 2026

B.	Approve Minutes	Approve Minutes	Kimi Kean	1 m

Approve minutes for Regular Board Meeting on March 17, 2026

III. Reports — 5:26 PM

A.	Board Report	Discuss	Megan Sweet	5 m
B.	Executive Director's Report	Discuss	Marco Menendez	10 m
C.	Complaints Update	Discuss	Jimmie Brown	5 m

Trends and summary of Internal Complaints Tracking Log Report

IV. Action Items — 5:46 PM

A.	Parent & Student Board Member Roles	Vote	Marco Menendez	10 m
B.	2026-2027 School Calendar	Vote	Marco Menendez	10 m
C.	COLA Salary Adjustments	Vote	Jimmie Brown	10 m

Peyton Pierce - Contracts & Benefits Coordinator

D.	2026-2027 ELOP: Plan, Budget, Calendar	Vote		5 m

Nathan Bernhard-Beckman - Manager of Extended Day Programs

		Purpose	Presenter	Time
E.	End of Board Term	Vote	Kimi Kean	5 m
F.	AIPCS II & AIMS Middle School Merger	Vote	Marco Menendez	10 m

V. Non-Action Items — 6:36 PM

A.	Board & Cabinet Budget Planning Launch AIMS Cabinet & CSMC	Discuss		75 m

VI. Closed Session: — 7:51 PM

Safe Harbor Closed Session Topics

A.	Public Comment on Closed Session Items	Discuss	Kimi Kean	10 m

Public comment on closed session items is set aside for members of the public to address items on the Board's agenda for closed session. The Board of Directors will not respond to or take action in response to public comment, except that the Board may ask clarifying questions or direct staff. **Comments are limited to two (2) minutes per person, and a total time allotted for all public comment will not exceed thirty (30) minutes (10 minutes per section).**

B.	Legal Matters - Pre-litigation Update Pursuant to Section 54956.9	Discuss	Marco Menendez	
C.	Public Employees: Discipline/Dismissals/Release Pursuant to Section 54957	Discuss	Marco Menendez	
D.	Legal Matters - Pre-litigation Update Pursuant to Section 54956.9	Discuss	Kimi Kean	
E.	Report Out of Closed Session	FYI	Kimi Kean	1 m

VII. Closing Items — 8:02 PM

A.	Adjourn Meeting	FYI	Kimi Kean	
B.	Accessibility Notice	FYI	Abigail Genova	

AIMS is committed to ensuring accessible participation for individuals with disabilities. Disability-related modifications or accommodations needed to take part in this meeting

		Purpose	Presenter	Time

may be requested by contacting Abigail Genova at **510-220-1730** at least 24 hours in advance, if possible, so appropriate arrangements can be made.

C. Agenda Posting Certification — FYI — Abigail Genova

I, Abigail Genova, hereby certify that the agenda for the April 14, 2026 Board Meeting was published on the AIMS website, www.aimsk12.org, on April 11, 2026.

Coversheet

Approve Minutes

Section: II. Consent Agenda
Item: A. Approve Minutes
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Regular Board Meeting on March 3, 2026

APPROVED

AIMS K-12 College Prep Charter District

Minutes

Regular Board Meeting

Date and Time
Tuesday March 3, 2026 at 5:00 PM

Location
171 12th Street, Oakland, CA 94607

Members of the public, staff, and faculty may join virtually at:

https://us05web.zoom.us/j/4853268122?pwd=Mk9yUUdzRFdkVzBFMzlQeVVDUFIrUT09
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https://docs.google.com/forms/d/e/1FAIpQLScK0rD4rkfpiHrMyGtxnKaPECne4SfCG-5ezqD3xUALg0OTAQ/viewform?usp=sharing

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Directors Present
K. Kean, M. Menendez, M. Sweet (remote), S. Leung, T. Lacsado

Directors Absent
J. Hinton

Guests Present
A. Banihashemi, A. Genova, A. Lee, A. Peacock, C. Jordan (remote), J. Brown, J. Li, J. Winn, cennie.valeri@aimsk12.org, irene.strosemen@aimsk12.org

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I. Opening Items

A. Call the Meeting to Order

K. Kean called a meeting of the board of directors of AIMS K-12 College Prep Charter District to order on Tuesday Mar 3, 2026 at 5:29 PM.

B. Record Attendance

C.

Adoption of Agenda

K. Kean made a motion to Adopt agenda.
S. Leung seconded the motion.
The board **VOTED** to approve the motion.

Roll Call	
M. Sweet	Abstain
K. Kean	Aye
S. Leung	Aye
J. Hinton	Absent
T. Lacsado	Aye

D. Public Comment on Agenda Items

- Public made comment on LCAP action item

E. Public Comment on Non-Agenda Items

- Public made comment on FIA non-action item
- Public made comment on MOU non-action item

II. Closed Session

A. Public Comment on Closed Session Items

Public comment on closed session items is set aside for members of the public to address items on the Board's agenda for closed session. The Board of Directors will not respond to or take action in response to public comment, except that the Board may ask clarifying questions or direct staff. **Comments are limited to two (2) minutes per person, and a total time allotted for all public comment will not exceed thirty (30) minutes (10 minutes per section).**
- Public made comment on evaluations closed session item
- Kean called closed session at 5:37 PM

B. Public Employees: Executive Director Mid Year Evaluation

Pursuant to Section 54957

C. Legal Matters - Pre-litigation Update

Pursuant to Section 54956.9

D. Public Employees: Discipline/Dismissals/Release

Pursuant to Section 54957

E. Report Out of Closed Session

Kean reported out of closed session at 6:15 PM

Discussion with legal counsel

III. Consent Agenda

A. Meeting Minutes Approval - Jan 2026

K. Kean made a motion to approve the minutes from Regular Board Meeting on 01-20-26.
S. Leung seconded the motion.
The board **VOTED** to approve the motion.

Roll Call	
M. Sweet	Abstain
T. Lacsado	Aye
S. Leung	Aye
J. Hinton	Absent
K. Kean	Aye

B. New Hire Contracts

IV. Reports

A. Board Report

Due to time, Sweet dismissed board report

B. Executive Director's Memo

Brief overview:
Outreach in community events: Black Joy Parade, Lunar New Year parade
Student athlete excellence
Summary of other agenda items

C. ACOE MOU Update & Report

- Interim Executive Director Menendez attended ACOE Charter leaders network
- Template created to measure progress
- Progress rating increasing in areas
- MOU goals and core leader responsible for each goal
- Data driven to show progress

D.

Special Education Assessment & Program Redesign

- Recently appointed Interim Manager of SPED Mx. Angel Peacock
- Seneca to help with program redesign
Planning and coordination work with AIMS
School tours
Focus groups
IEP audit
Findings and recommendations
3-5 year plan
- Increased Ed specialists from 3 to 4 positions
- Identified more students for IEPs, currently at 9 with 5 pending
- SST working and flowing well into the department

E. Complaints Update

February - 1 complaint: work place professionalism and office conduct
Decline in amount of complaints

V. Action Items

A. 2025-2026 2nd Interim Budget Report

T. Lacsado made a motion to approve 2nd interim budget report for all 3 schools.
S. Leung seconded the motion.
Comparison of budget to actual
Financial progress 7 months in
2nd interim budget is expected to change

Change excel sheet to PDF
The board **VOTED** to approve the motion.

Roll Call

J. Hinton	Absent
S. Leung	Aye
T. Lacsado	Aye
K. Kean	Aye
M. Sweet	Abstain

B. Auditor Selection for FY25-26

K. Kean made a motion to select FY25-26 auditor.
S. Leung seconded the motion.

Auditor offers
New Auditor: Silva and Silva 2025-2026 school year
Item originally scheduled for Finance committee meeting; committee meeting cancelled for Regular Board Meeting
The board **VOTED** to approve the motion.

Roll Call	
J. Hinton	Absent
K. Kean	Aye
S. Leung	Aye
T. Lacsado	Aye
M. Sweet	Abstain

C. LCAP Mid Year Update & Progress

S. Leung made a motion to approve LCAP mid year update & progress for all 3 schools.
T. Lacsado seconded the motion.
3 core goals

53/68 action items met
12 items in progress
3 items adjusted from budget and enrollment
All vacancies filled; on track to be credentialed

43/67 action items met
18 items in progress
6 items adjusted; budget
Only 1 vacancy; AIMS recognition

Feedback from OUSD:
Improved: more engagement, student participation
Need to improve: up rigor
The board **VOTED** to approve the motion.

Roll Call	
J. Hinton	Absent
S. Leung	Aye
K. Kean	Aye
T. Lacsado	Aye
M. Sweet	Abstain

VI. Non-Action Items

A. Board Governance

- Partnership with cultural center
Action step: Menendez & Leung connect with director at cultural center

- Brief report for review of parent and student board roles & responsibilities
Action step: distribute report; discuss April governance committee
- Land acknowledgement: Lacsado reached out to organization for review and feedback; Mx Peacock (identifies as indigenous) review
Action step: Board members complete Brown Act and Ethics training

VII. 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 7:02 PM.

Respectfully Submitted,
K. Kean

B. Accessibility Notice

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C. Agenda Posting Certificaiton

I, Abigail Genova, hereby certify that the agenda for the March 3rd, 2026 Board Meeting was published on the AIMS website, www.aimsk12.org, on February 27th, 2026.
Certification of Posting

Coversheet

Approve Minutes

Section: II. Consent Agenda
Item: B. Approve Minutes
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Regular Board Meeting on March 17, 2026

APPROVED

AIMS K-12 College Prep Charter District

Minutes

Regular Board Meeting

Date and Time
Tuesday March 17, 2026 at 5:00 PM

Location
171 12th Street, Oakland, CA 94607

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Directors Present
K. Kean, M. Menendez, M. Sweet, S. Leung (remote), T. Lacsado

Directors Absent
J. Hinton

Guests Present
A. Banihashemi, A. Genova, A. Lee, A. Peacock, C. Jordan (remote), J. Li, J. Winn, cennie.valeri@aimsk12.org, irene.strosemen@aimsk12.org, osondu.harambe@aimsk12.org

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I. Opening Items

A. Call the Meeting to Order

K. Kean called a meeting of the board of directors of AIMS K-12 College Prep Charter District to order on Tuesday Mar 17, 2026 at 5:08 PM.

B. Record Attendance

C.

Adoption of Agenda

K. Kean made a motion to Move 'Closed Session' to top of the agenda.
T. Lacsado seconded the motion.
The board **VOTED** to approve the motion.

D. Public Comment on Agenda Items

Rosa Vargas - Board Member Interaction
Follow up: Interim Executive Director Menendez

E. Public Comment on Non-Agenda Items

No public comment on non-agenda items.

II. Consent Agenda

A. Approve Minutes

No quorum. Moved to next board meeting 4/14/2026

B. Contracts & Extended Work Agreements

N/A

III. Reports

A. Board Report

N/A

B. Executive Director's Memo (DISCUSSION)

Progress within AIMS Way
Enrollment Season - Public Lottery - Friday Deadline 3/20

AIMS Family Night 3/19

Special Budget Workshop Pt 2 - Focus on Budget planning for following year, LCAP stakeholder engagement, April Date

C. ACOE MOU Progress Update / Report (DISCUSSION)

New Internal Progress Tracker Spreadsheet
Process in updating data, fellow charter leaders recognition
Implement MOU for other schools, beneficial in tracking progress and structures/systems

D. Special Education Assessment & Program Redesign Update

Mx. Peacock - Interim Manager of SPED

Seneca focus groups - last week
Audit Phase - Now
Reviewing and will follow up with recommendations for internal structure and systems

February letter of compliance - moved to less restrictive

IEPs - 102 (50%, all High School)

Parents/Teachers - can request for students services

Developing parent education communications/information materials

E. Complaints Update

No new complaints

IV. Non-Action Items

A. Comprehensive School Safety Plan

Osondu Harambe - Director of Operations (External)
Dr. St. Rosemen - Director of Teaching and Learning (Behavior Responses/Internal)

2025-2026 Safety Plans

External:
Two campuses:
800 pop. K-8
360+ pop. High School

Vape Sensors in K-8, will install at HS

Priorities:

Drop-off and pick-up --> carpool lane
Camera enhancements on blindspots
Establishing order in emergency commands --> Quarterly Earthquake drill, bi-quarterly Lockdown Drill, Monthly Fire drill (documented by Director of Operations)
Threat escalation incident responses

Internal:

Collaboration with SPED, counselors, Heads of Schools
After Board Review --> Submit to Fire Marshall for review and compliance

V. Closed Session

A. Public Comment on Closed Session Items

No public comment on closed session items.

B. Legal Matters: Pre-litigation Update

Pursuant to Section 54956.9

C. Public Employees: Discipline/Dismissals/Release

Pursuant to Section 54957

D. Legal Matter: Pre-Litigation Update

Pursuant to Section 54956.9

E. Report Out of Closed Session

Director Sweet reported out of closed session at 6:19 PM.

VI. 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 6:47 PM.

Respectfully Submitted,
M. Sweet

B. Accessibility Notice

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C. Agenda Posting Certification

I, Abigail Genova, hereby certify that the agenda for the March 17, 2026 Board Meeting was published on the AIMS website, www.aimsk12.org, on March 13, 2026.

Coversheet

Executive Director's Report

Section: III. Reports
Item: B. Executive Director's Report
Purpose: Discuss
Submitted by:
Related Material: AIMS Executive Director Memo for Board Meeting – 4-14-2026.pdf

Executive Director Memo for AIMS Board Meeting 4-14-2026

Dear Board Colleagues,

I hope you all had a restful and restorative Spring Break. As a community, this pause in the school calendar is always an important opportunity to recharge, reflect, and return with renewed focus for the final stretch of the school year.

On the last day before the break (April 3), students had the day off while our staff engaged in a full-day professional development session. During this time, I delivered a State of AIMS address, reflecting on where we have been, how far we have come, and where we are going as an organization. The day also included meaningful staff engagement in professional learning centered on the continued implementation of the AIMS Way Plan, reinforcing alignment across teams and strengthening our collective capacity to support student success.

A link to the State of AIMS presentation can be found here:
ED - State of AIMS Address

Additional materials from the full-day PD are included here:
AIMS PD 4/3/2026

Below are key updates across major areas of the organization.

MOU & LCAP Compliance

Our systems continue to demonstrate strong alignment with the expectations outlined in the MOU and LCAP. We remain in good standing with ACOE, and our focus continues to be on sustaining implementation and refining the systems we have built over the course of the year.

Our internal MOU tracking tool continues to be used effectively by Cabinet members and our partners at ACOE and WestEd, providing real-time visibility into progress, ownership, and evidence of compliance across all Schedule D deliverables.

We are currently preparing for our formal **MOU Progress Update to the ACOE Board**, which is scheduled for late May. This presentation will provide an opportunity to highlight the progress made this year and demonstrate the systems now in place to ensure continued compliance and organizational stability.

A draft of the accompanying report for that presentation can be found here:
AIMS MOU Progress Report for ACOE

Teaching & Learning

Following the April 3 professional development day, our instructional focus continues to center on deepening implementation of the **AIMS Way Plan** across all sites and departments.

Staff engagement during the PD day reflected a growing level of alignment and ownership of the AIMS Way framework, with teams continuing to build their capacity around:

- Cycles of Inquiry
- Data-informed instructional practices
- Alignment between planning, instruction, and assessment

All Teams will be preparing a report on their Cycle of Inquiry 3 findings for their communities of practice (COPs) for our April 24th PD day. As we enter the final quarter of the school year, our focus will be on ensuring consistency in implementation and supporting staff in translating these systems into measurable impact for students.

Enrollment

Enrollment continues to be an area of close monitoring and strategic focus.

At this time, both the High School and K–8 programs are projected to maintain relatively stable enrollment levels heading into the next school year. This reflects the stabilization efforts we have discussed in prior meetings and aligns with our commitment to maintaining realistic, responsible projections.

However, the most significant concern at this time is the Middle School, which is currently projected to experience a notable decline in enrollment. Based on current projections, this would represent the first time since its inception, the Middle School falls below 100 students.

This shift has important implications for both program sustainability and resource allocation, and we will be discussing this in greater detail during the enrollment and budget-related agenda items.

Current enrollment projections are outlined below:

AIMS K-12 COLLEGE PREP CHARTER DISTRICT

School	Projection	Grade	2024-2025 Offered	2024-2025 enrollment	AIPCS (MS) Current	Current K-8 and HS	AIPCS (MS) Accepted	Accepted	Real (AIPCS MS)	Real (keep current + applied)	AIPCS MS Projection	K-8 and HS Projections
Current K-8	529	K	53	48		44		30		30		25
Projected K-8	527	1	19	60		49		11		55		50
		2	15	75		54		10		59		52
Current MS	126	3	17	80		75		7		61		55
Projected MS	90	4	19	96		74		12		87		75
		5	15	93		92		16		90		82
Current HS	357	6	45	154	26	37	24	9	24	101	20	93
Projected HS	355	7	27	121	47	59	2	6	28	43	20	40
		8	20	126	53	45	6	1	53	60	50	55
		9	98	121		81		86		131		80
Total 2026-2027:	**972**	10	24	114		97		10		91		80
		11	15	76		104		4		101		95
		12	14	82		75		2		106		100
					Total District Current Enrollment	**1012**	Total District Accepted Applicants	**236**			Total District Projected Enrollment	**972**

In response, we are continuing to:

- Monitor post-lottery enrollment confirmations
- Strengthen targeted outreach and retention strategies
- Align staffing and resource planning with projected enrollment levels

While this presents a challenge, it also reinforces the importance of our broader efforts to stabilize enrollment across the organization and ensure long-term sustainability.

Budget & Finance

Our financial planning continues to be closely aligned with enrollment realities and long-term sustainability goals.

As discussed in prior meetings, we are continuing to refine our planning assumptions and prepare for next steps in the budget development cycle. The enrollment projections outlined above will play a critical role in informing those decisions, particularly as they relate to staffing and program alignment.

We will continue to approach this work with a focus on transparency, fiscal responsibility, and protecting the core instructional program.

Special Education (SPED)

Our work in strengthening Special Education systems continues to move forward.

Following the initial site visit from our partners at **Seneca**, we have continued to support their assessment process by:

- Coordinating additional focus groups via Zoom with staff and stakeholders
- Providing access to key documentation related to SPED systems and practices
- Supporting ongoing data collection and review

We anticipate receiving initial findings in the coming weeks, which will help inform the development of a **multi-year SPED Strategic Improvement Plan**. This work remains a top priority as we continue to strengthen both compliance and service delivery.

Closing

As we move into the final stretch of the school year, we do so with a clearer sense of direction, stronger systems, and a growing foundation of collaboration across the organization.

At the same time, we must remain focused and responsive to the challenges in front of us—particularly in the areas of enrollment and long-term sustainability. By continuing

to work together with transparency, discipline, and a shared sense of purpose, we are well-positioned to navigate these challenges and finish the year strong.

Thank you, as always, for your continued partnership, guidance, and commitment to this work.

In partnership,

Marco Menéndez
Interim Executive Director

Coversheet

Parent & Student Board Member Roles

Section: IV. Action Items
Item: A. Parent & Student Board Member Roles
Purpose: Vote
Submitted by:
Related Material: Parent & Student Board Members.pdf

Parent & Student Board Members

Purposes:

The Corporation is a nonprofit public benefit corporation and is not organized for the private gain of any person. It is organized under the Nonprofit Public Benefit Corporation Law for public and charitable purposes. The specific purposes for which this Corporation is organized are to manage, operate, guide, direct and promote the AIMS K12 College Prep Charter district doing business as American Indian Model Schools.

The Corporation is organized and operated exclusively for educational and charitable purposes pursuant to and within the meaning of Section 501(c)(3) of the Internal Revenue Code or the corresponding provision of any future United States Internal Revenue Law. Notwithstanding any other provision of these articles, the Corporation shall not, except to an insubstantial degree, engage in any other activities or exercise of power that do not further the purposes of the Corporation. The Corporation shall not carry on any other activities not permitted to be carried on by: (a) a corporation exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code; or (b) by a corporation, contributions to which are deductible under Section 170(c)(2) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

The specific purposes for which this corporation is organized are to meet the academic, social, cultural and developmental needs of students, and in an environment that respects the integrity of the individual student and diverse cultures and knowledge and which creates educational partnerships among teachers, students, parents, and the wider community consisting of individuals businesses, institutions and cultural organizations.

General Power:

The Board shall conduct and direct the affairs of the Corporation and exercise its powers, subject to the limitations of the California Corporations Code, the Articles of Incorporation, and these Bylaws. The Board may delegate the management of the activities of the Corporation to others, so long as the affairs of the Corporation are managed, and its powers are exercised, under the Board's ultimate jurisdiction. No assignment, referral or delegation of authority by the Board or anyone acting under such delegation shall preclude the Board from exercising full authority over the conduct of the Corporation's activities, and the Board may rescind any such assignment, referral or delegation at any time.

Nomination/Selection:

The board will authorize posting of an application for potential candidates. A committee of the board, or the Superintendent as the board's designee, shall conduct the initial interview. The candidate will then resent their interest and qualifications to the board as a whole in a publicly noted hearing. During this hearing, the public will have the opportunity to comment on the candidate. The board will conduct a public vote to approve or deny the appointment of the candidate as a board member.

Parent and student members can be recommended by other students, parents, teachers, staff and board members to be brought forward for nomination..

Compensation:

Parent and student members shall receive no compensation for their services on the board, which shall be voted upon in a public, duly noted meeting, but they may receive just and reasonable reimbursement for expenses.

Determined by the Board of Directors, student board members *may* receive elective course credit for their service on the board based on the equivalent daily instructional minutes.

Training:

The Board shall annually participate in training, which shall include, at a minimum conflict of interest and Brown Act training.

Fiscal Year:

The fiscal year of the corporation shall begin on the 1st of July and end on the 30th of June in each year.

Regular & Annual Meetings:

Regular meetings of directors shall be held at least quarterly, at such date and time as determined by the Board of Directors. Regular meetings shall typically be held on the third Tuesday of each month at the publicly noticed location. This corporation makes no provision for members, therefore, at the annual meetings of directors held on the third Tuesday of June, unless such day falls on a legal holiday, in which event the regular meeting shall be held at the same hour and place on the next business day. Directors shall be elected by the Board of Directors in accordance with this section.

Parent Board Members:

Parent board members are full members of the board, meaning they have the right to attend meetings, receive all open session materials and be invited to attend other functions of the board. Parent board members are allowed to express their opinions and perspectives on voting items, however, being preferential does not count their vote in the final outcome of the motion. Parent board members cannot participate in or receive closed session materials due to the sensitive nature of the topics.

- **Primary Role & Responsibilities:**
  - **Representation:** Communicating families needs, interests, and concerns to the board.
  - **Participation:** Attending board meetings, reviewing materials, and engaging in discussions.
  - **Community Advocacy:** Build strong partnerships and represent the school to the public.
  - **Advising:** Providing input on policies, educational programs, and school environment.
  - **Projects:** Often helping to organize and promote activities or initiatives.

- **Expectations of Student Board Members:**
  - **Objective Decision-Making:** Maintain focus on the entire organization's best interests, ensuring a balance to avoid conflicts of interest.
  - **Active Participation:** Attending board meetings, reviewing materials, and engaging in discussions.
  - **Unity and Support:** Promote board decisions publicly once a vote is taken.
  - **Preparation:** Review agenda materials, financial reports, and data on student performance prior to meetings.
  - **Positive Communication:** Representing families in a constructive, professional manner.

- **Key Limitations:**
  - Parent members cannot vote on final motions, but use their voice to indicate a preference without affecting the final outcome.
  - They cannot participate in closed sessions due to the confidential and sensitive information.

Student Board Members:

Student board members are full members of the board, meaning they have the right to attend meetings, receive all open session materials and be invited to attend other functions of the board. Student board members are allowed to express their opinions and perspectives on voting items, however, being preferential does not count their vote in the final outcome of the motion. Student board members cannot participate in or receive closed session materials due to the sensitive nature of the topics.

- **Primary Role & Responsibilities:**
  - **Representation:** Communicating student needs, interests, and concerns to the board.
  - **Participation:** Attending board meetings, reviewing materials, and engaging in discussions.
  - **Advising:** Providing input on policies, educational programs, and school environment.
  - **Communication:** Interacting with peers, student organizations, and school leadership.
  - **Projects:** Often helping to organize student-focused activities or initiatives.

- **Expectations of Student Board Members:**
  - **Attendance & Preparedness:** Regular attendance at meetings and reviewing board packets in advance.
  - **Ethical Conduct:** Promoting mutual respect between students and adults.
  - **Positive Communication:** Representing the student body in a constructive, professional manner.
  - **Commitment:** Balancing board duties with academics and other extracurricular commitments.

- **Key Limitations:**
  - Student members cannot vote on final motions, but use their voice to indicate a preference without affecting the final outcome.
  - They cannot participate in closed sessions due to the confidential and sensitive information.

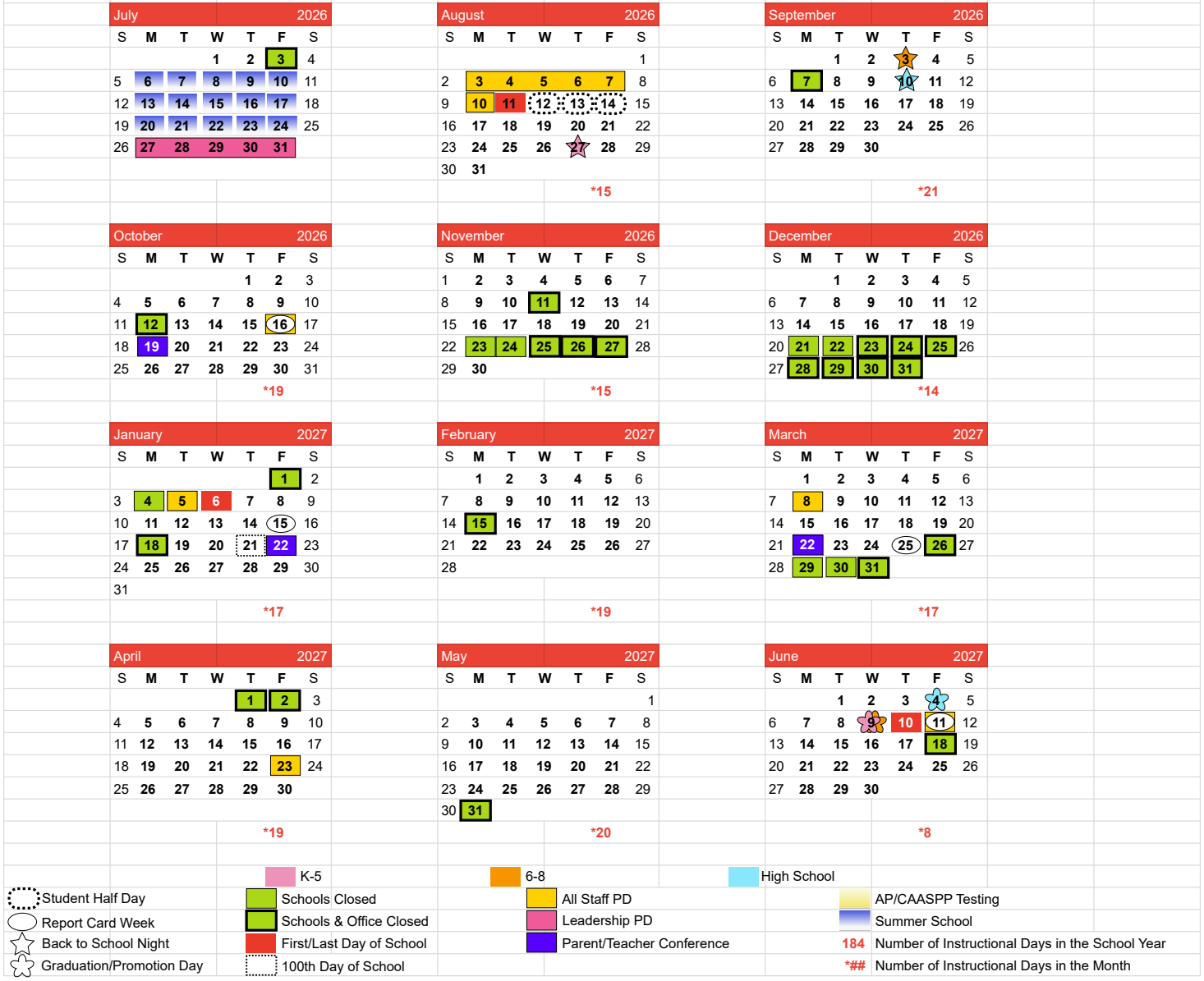
Coversheet

2026-2027 School Calendar

Section: IV. Action Items
Item: B. 2026-2027 School Calendar
Purpose: Vote
Submitted by:
Related Material: 2026-2027 Calendar.pdf
25-26 vs 26-27 Calendar Comparison.pdf

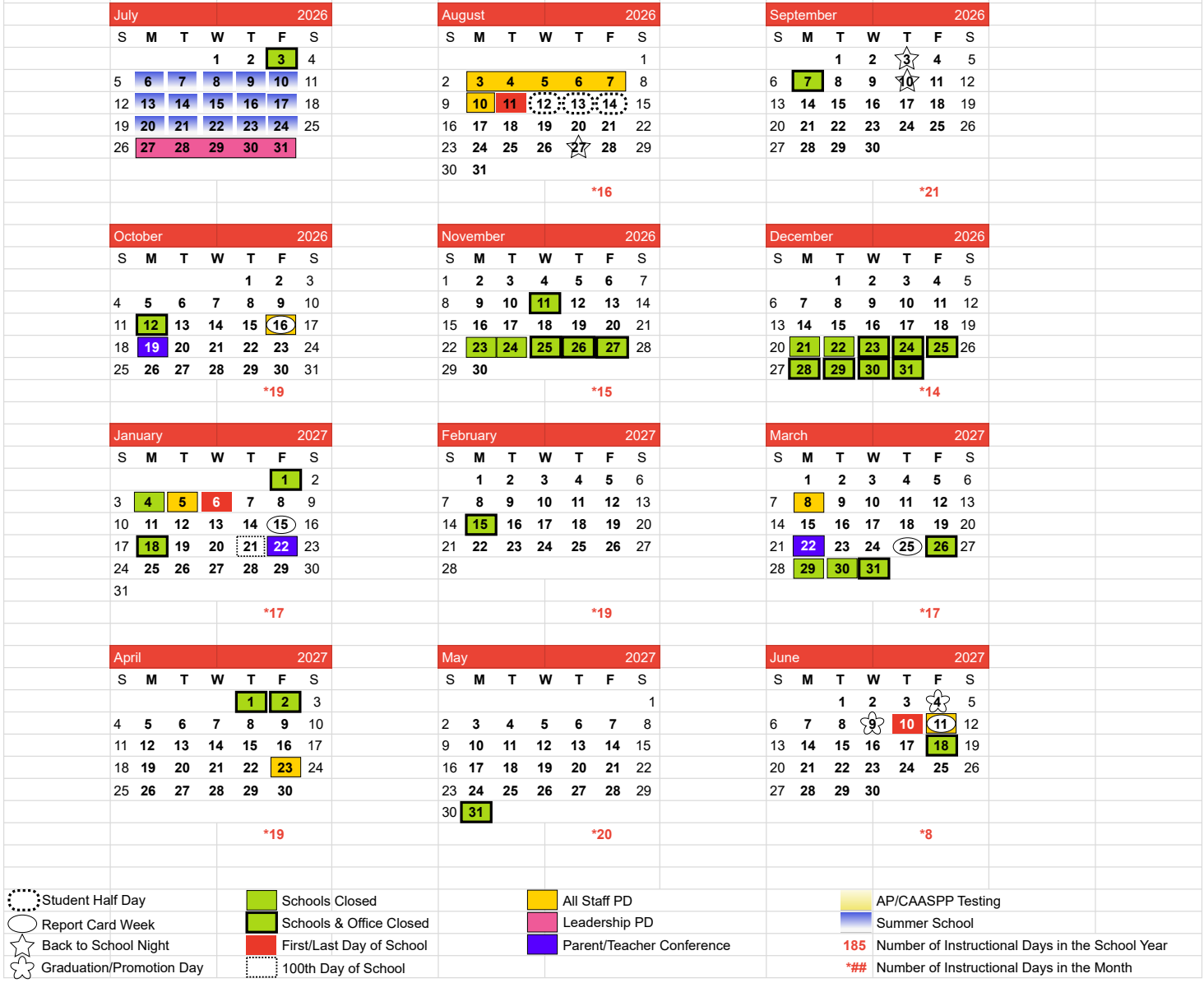
AIMS K-12 College Prep Charter District

2026-2027 School Calendar



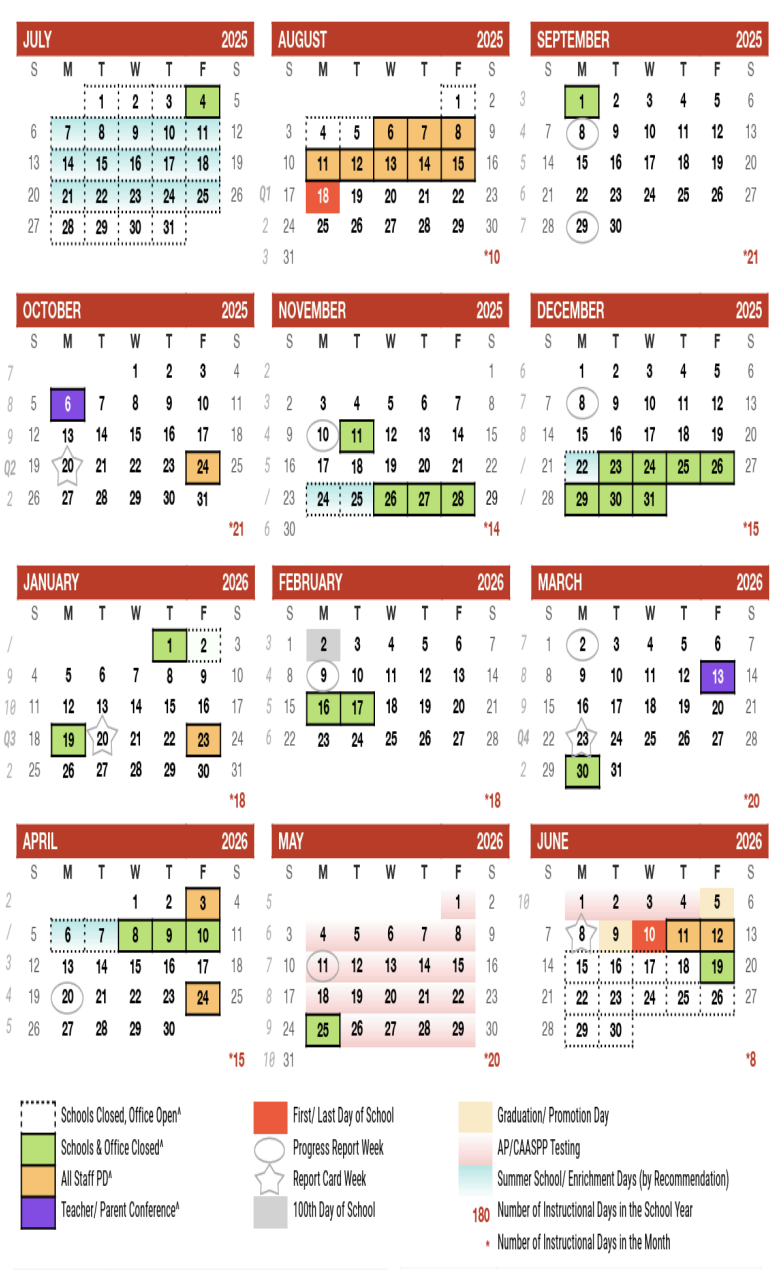
AIMS K-12 College Prep Charter District

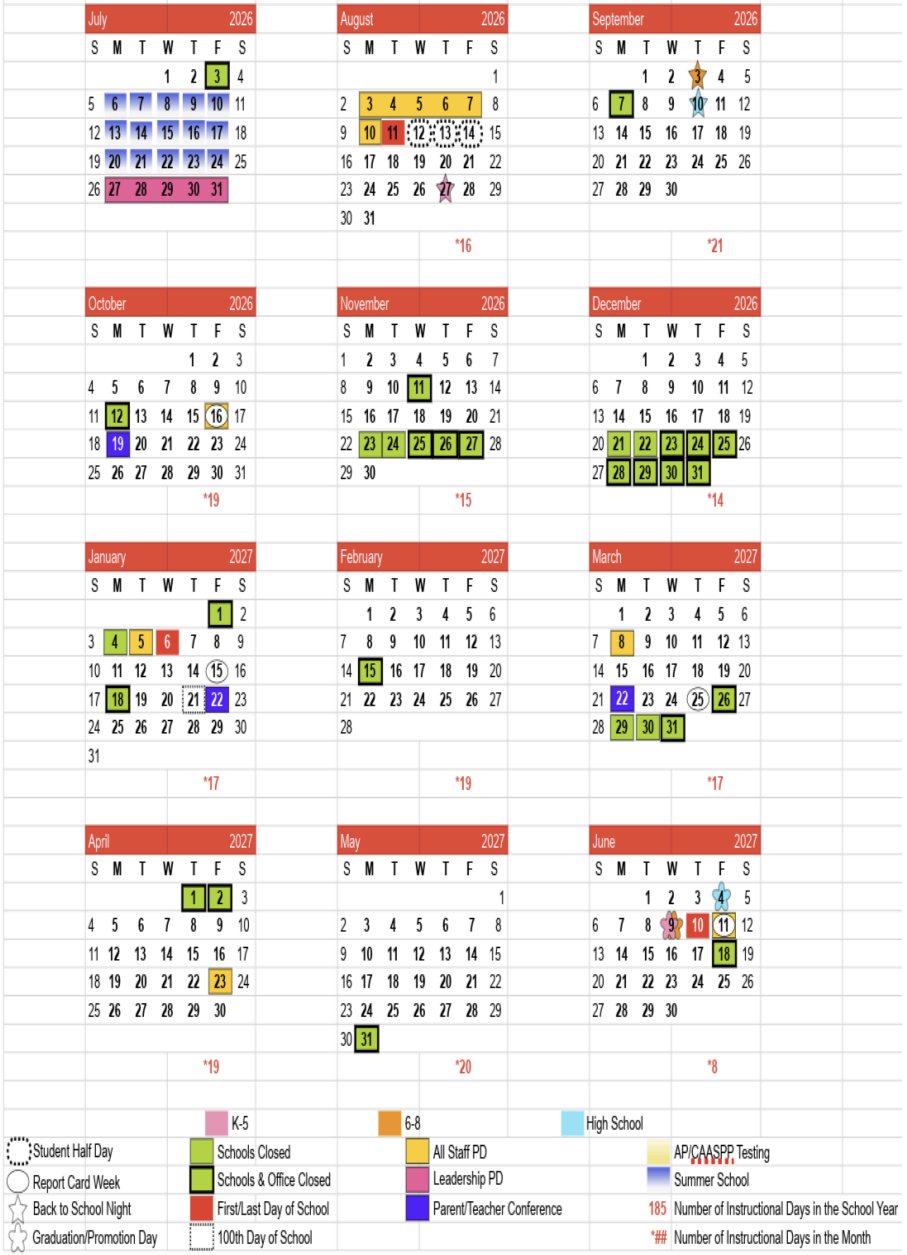
2026-2027 School Calendar



^ No School For Students

JULY 3	Independence Day Observed (School & Office Closed)^
JULY 6 - JULY 24	Summer School
JULY 27 - JULY 31	AIMS Leadership PD (School Closed)^
AUG 3 - AUG 7 & AUG 10	AIMS Staff Orientation (School Closed)^
AUG 11	First Day of School For Students
AUG 27	Back to School Night (K-5)
SEPT 3	Back to School Night (6-8)
SEPT 7	Labor Day (School & Office Closed)^
SEPT 9	Back to School Night (HS)
OCT 12	Indigenous Peoples' Day (School & Office Closed)^
OCT 16	Staff Development (School Closed)^
OCT 16	End of Quarter 1 Marking Period
OCT 19	Parent/Teacher Conference (No School For Students)^
NOV 11	Veterans' Day (School & Office Closed)^
NOV 23 - NOV 27	Harvest Break (School Closed)^
DEC 21 - JAN 4	Winter Break (School Closed)^
JAN 5	Staff Development (School Closed)^
JAN 6	First Day of 2nd Semester
JAN 15	End of Quarter 2/Semester 1 Marking Period
JAN 18	Martin Luther King Jr. Day (School & Office Closed)^
JAN 21	100th Day of School
JAN 22	Parent/Teacher Conference (No School For Students)^
FEB 15	Presidents' Day (School & Office Closed)^
MARCH 8	Staff Development Day (School Closed)^
MARCH 22	Parent/Teacher Conference (No School For Students)^
MARCH 26	Farmworkers Day (School & Office Closed)^
MARCH 26	End of Quarter 3 Marking Period
MARCH 29 - APRIL 2	Spring Break (School Closed)^
APRIL 23	Staff Development (School Closed)^
MAY 31	Memorial Day (School & Office Closed)^
JUNE 4	12th Grade Graduation
JUNE 9	K, 5th & 8th Grade Promotions
JUNE 10	Last Day of School
JUNE 11	Staff Development (School Closed)^
JUNE 11	End of Quarter 4/Semester 2 Marking Period
JUNE 18	Juneteenth Observed (School & Office Closed)^


JULY 2025
AUGUST 2025
SEPTEMBER 2025
OCTOBER 2025
NOVEMBER 2025
DECEMBER 2025
JANUARY 2026
FEBRUARY 2026
MARCH 2026
APRIL 2026
MAY 2026
JUNE 2026
Schools Closed, Office Open^
Schools & Office Closed^
All Staff PD^
Teacher/ Parent Conference^
First/ Last Day of School
Progress Report Week
Report Card Week
100th Day of School
Graduation/ Promotion Day
AP/CAASPP Testing
Summer School/ Enrichment Days (by Recommendation)
180 Number of Instructional Days in the School Year
* Number of Instructional Days in the Month


July 2026
August 2026
September 2026
October 2026
November 2026
December 2026
January 2027
February 2027
March 2027
April 2027
May 2027
June 2027
K-5
6-8
High School
Student Half Day
Report Card Week
Back to School Night
Graduation/Promotion Day
Schools Closed
Schools & Office Closed
First/Last Day of School
100th Day of School
All Staff PD
Leadership PD
Parent/Teacher Conference
AP/CAASPP Testing
Summer School
185 Number of Instructional Days in the School Year
*## Number of Instructional Days in the Month

Coversheet

COLA Salary Adjustments

Section: IV. Action Items
Item: C. COLA Salary Adjustments
Purpose: Vote
Submitted by:
Related Material:
2026 COLA - AIMS Board Submission.pdf
2026 COLA 2.8% - AIMS Board Submission.pdf
2026 COLA 3.91% - AIMS Board Submission.pdf
Employee Contracts & Extended Work - AIMS Board Submission.pdf
Compensation Benchmarking & Fiscal Trends Analysis Presentation.gslides
Compensation Benchmark.pdf

AIMS K-12 College Prep Charter District
Board Submission Cover Letter

Submitter Information

Full Name: Peyton Pierce
Position/Title: Contracts and Benefits Coordinator
Department: HR
Date of Submission (MM/DD/YYYY): 03/26/2026

Item Details

Title of Item: FY26-27 Federal COLA Adjustment
Is this item a:
- [ ] New Submission
- [x] Renewal

If Renewal: Please summarize any changes from the previous submission:
The FY26-27 COLA Adjustment will apply to FY26-27 Salary Schedules.

Approvals

Has this item been reviewed by:
- [x] Superintendent
- [ ] Chief Business Officer (CBO) (If budget changes)
- [x] Director of Compliance (If plan changes)
- [ ] Neither

Committee Review

Has this item been through the appropriate committee review process?
- [ ] Yes
- [x] No

If yes: Please specify which committee(s) and provide minutes or approval documentation:

If no: Explain why:
Will be presented at the committee meeting on March 31, 2026.

Deadline Information

Is there a submission deadline for this item?
- [ ] Yes
- [x] No

If yes: Please indicate the deadline date (MM/DD/YYYY):

Financial Information (if applicable):

Total Cost: $

Is this expenditure included in the annual budget?
- [ ] Yes
- [ ] No

Please specify in which plan this expense is indicated:
- [ ] SPSA
- [ ] LCAP
- [x] Other: N/A - FY26-27 Budget Pending

Fact Sheet

Social Security

2026 SOCIAL SECURITY CHANGES

Cost-of-Living Adjustment (COLA):

Based on the increase in the Consumer Price Index (CPI-W) from the third quarter of 2024 through the third quarter of 2025, Social Security beneficiaries and Supplemental Security Income (SSI) recipients will receive a 2.8 percent COLA for 2026. Other important 2026 Social Security information is as follows:

Tax Rate	2025	2026
Employee	7.65%	7.65%
Self-Employed	15.30%	15.30%

NOTE: The 7.65 percent tax rate is the combined rate for Social Security and Medicare. The Social Security portion (OASDI) is 6.2 percent on earnings up to the applicable taxable maximum amount (see below). The Medicare portion (HI) is 1.45 percent on all earnings. Also, as of January 2013, individuals with earned income of more than $200,000 ($250,000 for married couples filing jointly) pay an additional 0.9 percent in Medicare taxes. The tax rates shown above do not include the 0.9 percent.

	2025	2026
Maximum Taxable Earnings		
Social Security (OASDI only)	$176,100	$184,500
Medicare (HI only)	No Limit	
Quarter of Coverage		
	$1,810	$1,890

	2025	2026
Retirement Earnings Test Exempt Amounts		
Under full retirement age	$23,400/yr. ($1,950/mo.)	$24,480/yr. ($2,040/mo.)
NOTE: One dollar in benefits will be withheld for every $2 in earnings above the limit.		
The year an individual reaches full retirement age	$62,160/yr. ($5,180/mo.)	$65,160/yr. ($5,430/mo.)
NOTE: Applies only to earnings for months prior to attaining full retirement age. One dollar in benefits will be withheld for every $3 in earnings above the limit.		
Beginning the month an individual attains full retirement age	None	

	2025	2026
Social Security Disability Thresholds		
Substantial Gainful Activity (SGA)		
Non-Blind	$1,620/mo.	$1,690/mo.
Blind	$2,700/mo.	$2,830/mo.
Trial Work Period (TWP)	$1,160/mo.	$1,210/mo.
Maximum Social Security Benefit: Worker Retiring at Full Retirement Age		
	$4,018/mo.	$4,152/mo.
SSI Federal Payment Standard		
Individual	$ 967/mo.	$ 994/mo.
Couple	$1,450/mo.	$1,491/mo.
SSI Resource Limits		
Individual	$2,000	$2,000
Couple	$3,000	$3,000

	2025	2026
SSI Student Exclusion		
Monthly limit	$2,350	$2,410
Annual limit	$9,460	$9,730
Estimated Average Monthly Social Security Benefits Payable in January 2026		
	Before 2.8% COLA	**After 2.8% COLA**
All Retired Workers	$2,015	$2,071
Aged Couple, Both Receiving Benefits	$3,120	$3,208
Widowed Mother and Two Children	$3,792	$3,898
Aged Widow(er) Alone	$1,867	$1,919
Disabled Worker, Spouse and One or More Children	$2,857	$2,937
All Disabled Workers	$1,586	$1,630

Social Security National Press Office Baltimore, MD

2026 Social Security COLA		Regular AIMS Annual COLA		FY 26-27 AIMS Salary Scale Increase
2.8%	-	1.5%	=	1.3%

AIMS K-12 College Prep Charter District
Board Submission Cover Letter

Submitter Information

Full Name: Peyton Pierce
Position/Title: Contracts and Benefits Coordinator
Department: HR
Date of Submission (MM/DD/YYYY): 03/26/2026

Item Details

Title of Item: FY26-27 2.8% COLA Adjustment
Is this item a:
- [ ] New Submission
- [x] Renewal

If Renewal: Please summarize any changes from the previous submission:
The FY26-27 COLA Adjustment will apply to FY26-27 Salary Schedules.

Approvals

Has this item been reviewed by:
- [x] Superintendent
- [ ] Chief Business Officer (CBO) (If budget changes)
- [x] Director of Compliance (If plan changes)
- [ ] Neither

Committee Review

Has this item been through the appropriate committee review process?
- [x] Yes
- [x] No

If yes: Please specify which committee(s) and provide minutes or approval documentation:
Presented at the committee meeting on March 31, 2026.

If no: Explain why:

Deadline Information

Is there a submission deadline for this item?
- [ ] Yes
- [x] No

If yes: Please indicate the deadline date (MM/DD/YYYY):

Financial Information (if applicable):

Total Cost: $

Is this expenditure included in the annual budget?
- [ ] Yes
- [ ] No

Please specify in which plan this expense is indicated:
- [ ] SPSA
- [ ] LCAP
- [x] Other: N/A - FY26-27 Budget Pending

Fact Sheet

Social Security

2026 SOCIAL SECURITY CHANGES

Cost-of-Living Adjustment (COLA):

Based on the increase in the Consumer Price Index (CPI-W) from the third quarter of 2024 through the third quarter of 2025, Social Security beneficiaries and Supplemental Security Income (SSI) recipients will receive a 2.8 percent COLA for 2026. Other important 2026 Social Security information is as follows:

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	2025	2026
Maximum Taxable Earnings		
Social Security (OASDI only)	$176,100	$184,500
Medicare (HI only)	No Limit	
Quarter of Coverage		
	$1,810	$1,890

	2025	2026
Retirement Earnings Test Exempt Amounts		
Under full retirement age	$23,400/yr. ($1,950/mo.)	$24,480/yr. ($2,040/mo.)
NOTE: One dollar in benefits will be withheld for every $2 in earnings above the limit.		
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NOTE: Applies only to earnings for months prior to attaining full retirement age. One dollar in benefits will be withheld for every $3 in earnings above the limit.		
Beginning the month an individual attains full retirement age	None	

	2025	2026
Social Security Disability Thresholds		
Substantial Gainful Activity (SGA)		
Non-Blind	$1,620/mo.	$1,690/mo.
Blind	$2,700/mo.	$2,830/mo.
Trial Work Period (TWP)	$1,160/mo.	$1,210/mo.
Maximum Social Security Benefit: Worker Retiring at Full Retirement Age		
	$4,018/mo.	$4,152/mo.
SSI Federal Payment Standard		
Individual	$ 967/mo.	$ 994/mo.
Couple	$1,450/mo.	$1,491/mo.
SSI Resource Limits		
Individual	$2,000	$2,000
Couple	$3,000	$3,000

	2025	2026
SSI Student Exclusion		
Monthly limit	$2,350	$2,410
Annual limit	$9,460	$9,730
Estimated Average Monthly Social Security Benefits Payable in January 2026		
	Before 2.8% COLA	**After 2.8% COLA**
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All Disabled Workers	$1,586	$1,630

Social Security National Press Office Baltimore, MD

2026 Social Security COLA		Regular AIMS Annual COLA		FY 26-27 AIMS Salary Scale Increase
2.8%	-	1.5%	=	1.3%

AIMS K-12 College Prep Charter District
Board Submission Cover Letter

Submitter Information

Full Name: Peyton Pierce
Position/Title: Contracts and Benefits Coordinator
Department: HR
Date of Submission (MM/DD/YYYY): 04/01/2026

Item Details

Title of Item: FY26-27 3.91% COLA Adjustment
Is this item a:
- [ ] New Submission
- [x] Renewal

If Renewal: Please summarize any changes from the previous submission:
The FY26-27 COLA Adjustment will apply to FY26-27 Salary Schedules.

Approvals

Has this item been reviewed by:
- [x] Superintendent
- [ ] Chief Business Officer (CBO) (If budget changes)
- [x] Director of Compliance (If plan changes)
- [ ] Neither

Committee Review

Has this item been through the appropriate committee review process?
- [ ] Yes
- [x] No

If yes: Please specify which committee(s) and provide minutes or approval documentation:
Presented at the committee meeting on March 31, 2026.

If no: Explain why:

Deadline Information

Is there a submission deadline for this item?
- [ ] Yes
- [x] No

If yes: Please indicate the deadline date (MM/DD/YYYY):

Financial Information (if applicable):

Total Cost: $

Is this expenditure included in the annual budget?
- [ ] Yes
- [ ] No

Please specify in which plan this expense is indicated:
- [ ] SPSA
- [ ] LCAP
- [x] Other: N/A - FY26-27 Budget Pending

California DEPARTMENT OF EDUCATION

LCFF COLA

Information on historical Local Control Funding Formula (LCFF) cost-of-living adjustment (COLA) percentages since 2013–14, the inception of LCFF.

The table below provides information on the COLA for current fiscal year (FY) and prior fiscal years. The State Department of Finance (DOF), provides an estimate of the current year COLA as part of the annual budget process. The statutory COLA is set as of the May Revision, the May before the budget is enacted. The final funded COLA may differ due to legislative action, or adjustments pursuant to *Education Code* Section 14002 (commencing with 2019–20 fiscal year).

For historical information on Gap Funding, go to the LCFF Gap Funding web page.

COLA

COLA	Estimated COLA (at Governor's Budget)	Statutory COLA (at May Revision)	Funded COLA (at Budget Act)
FY 2026–27	2.41%	TBD May 2026	TBD June 2026
FY 2025–26	2.43%	2.30%	2.30%
FY 2024–25	0.76%	1.07%	1.07%
FY 2023–24	8.13%	8.22%	8.22%
FY 2022–23	5.33%	6.56%	6.56%[1]
FY 2021–22	1.50%	1.70%	2.70%[2]
FY 2020–21	2.29%	2.31%[3]	0.00%
FY 2019–20	3.46%	3.26%	3.26%
FY 2018–19[4]	2.51%	2.71%	2.71% (Super COLA 3.70%)
FY 2017–18	1.48%	1.56%	1.56%

FY 2016–17	0.47%	0.00%	0.00%
FY 2015–16	1.58%	1.02%	1.02%
FY 2014–15	0.86%	0.85%	0.85%
FY 2013–14	1.65%	1.57%	1.57%

[1]In addition to statutory COLA, Assembly Bill 181 (Chapter 52, Statutes of 2022) authorized LCFF base grant adjustments effective fiscal year 2022–23. See Funding Rates and Information web page for details.

[2]Assembly Bill 130 (Chapter 44, Statutes of 2021) authorized a compounded COLA comprised of statutory COLA adjustments attributed to fiscal year 2020–21 (2.31%) and fiscal year 2021–22 (1.70%), and an additional 1% increase in LCFF base grant for an effective increase of 5.07% from 2019–20 to 2021–22 funding levels.

[3]The 2020–21 May Revision proposed a 10 percent reduction to certain components of the LCFF formula that are also subject to COLA. The 2020–21 Budget Act did not contain the 10 percent reduction.

[4]The 2018–19 Budget Act authorized a higher COLA, known as "Super COLA", for school districts and charter schools.

Questions: Principal Apportionment Section | PASE@cde.ca.gov | 916-324-4541

Last Reviewed: Tuesday, January 13, 2026

2026 CDE COLA		Regular AIMS Annual COLA		FY 26-27 AIMS Salary Scale Increase
2.41%	+	1.50%	=	3.91%

AIMS K-12 College Prep Charter District
Board Submission Cover Letter

Submitter Information

Full Name: Peyton Pierce
Position/Title: Contracts and Benefits Coordinator
Department: HR Department
Date of Submission (MM/DD/YYYY): 3/26/26

Item Details

Title of Item: Employment Contracts and Extended Work - FY 25-26
Is this item a:
- [x] New Submission
- [ ] Renewal

If Renewal: Please summarize any changes from the previous submission:
Agreements signed since last submission

Approvals

Has this item been reviewed by:
- [ ] Superintendent
- [ ] Chief Business Officer (CBO) (If budget changes)
- [x] Director of Compliance (If plan changes)
- [ ] Neither

Committee Review

Has this item been through the appropriate committee review process?
- [ ] Yes
- [x] No

If yes: Please specify which committee(s) and provide minutes or approval documentation:

If no: Explain why:
Will be presented at the Board Meeting in April 2026

Deadline Information

Is there a submission deadline for this item?
- [ ] Yes
- [x] No

If yes: Please indicate the deadline date (MM/DD/YYYY):

Financial Information (if applicable):

Total Cost: $

Is this expenditure included in the annual budget?
- [x] Yes
- [ ] No

Please specify in which plan this expense is indicated:
- [ ] SPSA
- [ ] LCAP
- [x] Other: N/A

FY 25-26 Employment Contracts

Employee_Name	Position	FTE	Pay_Type	Position Type	Processing_Schedule	Hire_Date
EDANO, MATTHEW THOMAS	SPED Paraprofessional IA	1.00	Salary	State Workers Classified	11 Month Semi Monthly	03/20/2026
PEACOCK, ANGEL	Manager of Special Education	1.00	Salary	State Workers Certificated	12 Month Semi Monthly	03/18/2026

Agreements signed through 3/26/2026

Extended Work/Extra Duty/Stipends

Employee	Position Title	Start Date	End Date	Pay Type	Pay Amount
MA, VINSON	HS Badminton Head Coach	2/2/2026	5/29/2026	Stipend	$3,000.00
LI, JULIA	SCOE Induction Coach (5 Mentees)	12/1/2025	6/30/2026	Stipend	$6,455.56

Agreements signed through 3/26/2026

Notice

The following file is attached to this PDF. You will need to open this packet in an application that supports attachments to pdf files, e.g. Adobe Reader:

Compensation Benchmarking & Fiscal Trends Analysis Presentation.gslides

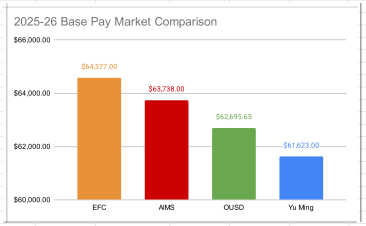
School	FY	Position	Base Pay	Average Step 1 Pay	Avg 2-9	Avg 10-18	Avg 19 - 23	Avg Step 24	Avg Step 25	AVG Highly Ex	Max Pay	Notes	Attachment 1	Attachment 2
AIMS - 2.8% (Projection)	2026-27	Teacher	$64,567.00	$70,303.86	$75,219.16	$85,380.32	$94,710.03	$99,014.14	$100,499.43	$99,756.79	$111,248.00			
AIMS - 3.91% (Projection)	2026-27	Teacher	$65,274.00	$71,074.00	$76,043.36	$86,315.97	$95,747.66	$100,099.14	$101,600.71	$100,849.93	$112,467.00			
OUSD (Projection)	2026-27	Teacher	$64,576.52	$67,644.58	$75,691.00	$91,069.47	$96,486.14	$98,229.64	$98,229.64	$98,229.64	$112,075.78	Projections based on Labor Union Agreement published February 27, 2026	Labor Updates - Oakland Unified School District	
Yu Ming (Projection)	2026-27	Teacher	$61,623.00	$66,956.76	$73,832.72	$83,386.38	$88,892.42	$86,024.96	$86,024.96	$86,024.96	$98,293.00	Projections based on 5-year plan approved starting FY20-21. Pay range pulled from ZipRecruiter Job Post.	YMCS-Board-Meeting-Packet-05-16-19.pdf	https://www.ziprecruiter.com/c/Yu-Ming-Charter-School/Job/[2026-2027]-Elementary-English-Literacy-Teacher/-in-Emeryville,CA?jid=43ff40236ab1485e
EFC	2026-27	Teacher	$64,577.00								$111,552.00	No Salary Schedule, just pay range on EdJoin.	https://www.edjoin.org/efcps?rows=10&page=2&catID=0&districtID=2960	
AIMS	2025-26	Teacher	$63,738.00	$69,402.00	$74,254.00	$84,285.00	$93,495.00	$97,744.00	$99,210.00	$98,477.00	$109,820.00			
OUSD	2025-26	Teacher (10 Month)	$62,695.65	$65,674.35	$73,486.41	$88,416.96	$93,675.86	$96,303.57	$96,303.57	$96,303.57	$109,878.22			
Yu Ming	2025-26	Teacher	$61,623.00	$64,567.75	$71,198.38	$80,411.17	$85,720.75	$82,955.60	$82,955.60	$82,955.60	$98,293.00			
EFC	2025-26	Teacher	$64,577.00								$108,100.00	No Salary Schedule, just pay range on EdJoin.	https://www.edjoin.org/efcps?rows=10&page=2&catID=0&districtID=2960	

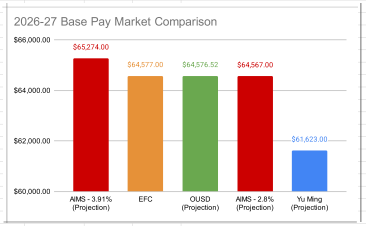
2026-27

School	Teacher Base Pay
AIMS - 3.91% (Projection)	$65,274.00
EFC	$64,577.00
OUSD (Projection)	$64,576.52
AIMS - 2.8% (Projection)	$64,567.00
Yu Ming (Projection)	$61,623.00

2025-26

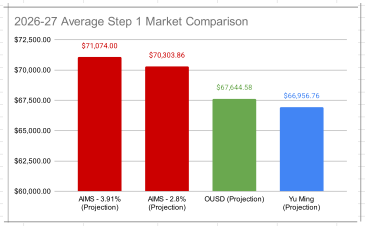
School	Teacher Base Pay
EFC	$64,577.00
AIMS	$63,738.00
OUSD	$62,695.65
Yu Ming	$61,623.00





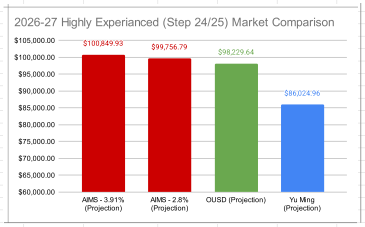
Step 1 Comparison

School	Teacher Average Step 1
AIMS - 3.91% (Projection)	$71,074.00
AIMS - 2.8% (Projection)	$70,303.86
OUSD (Projection)	$67,644.58
Yu Ming (Projection)	$66,956.76
EFC	



Highly Experienced (Average)

School	Average Step 24/25
AIMS - 3.91% (Projection)	$100,849.93
AIMS - 2.8% (Projection)	$99,756.79
OUSD (Projection)	$98,229.64
Yu Ming (Projection)	$86,024.96



Enrollment	Salary				
496	268490				
2370	240000				
400	227000				
1030	220000				
820	220000				
584	157000				
160	155000				
454	152660				
463	140000				
166	130000				
478	118000				
	Notes:				
		# of schools	AIMS position	%	aims is higher than 64% of these competitors.
		11	4	**63.64%**	
		AVG Market Salary	% different from AIMS Salary		aims current ED salary is 16% higher than the average salary offered by these competitors.
		$184,377.27	**16.19%**		
		AVG Enrollment per Student	AIMS Enrollmen per Student		On average, competitors pay $273 per enrolled student to their Executive Director. AIMS is currently paying $213 per enrolled student.
		$273.30	$213.59		

Step	BA ONLY	BA+ CREDENTIAL	MA + CREDENTIAL	PHD + CREDENTIAL
1	$61,623	$62,772	$65,549	$68,327
2	$62,855	$63,982	$66,760	$69,537
3	$64,113	$65,178	$67,956	$70,733
4	$64,113	$67,557	$70,334	$73,112
5	$64,113	$69,667	$72,444	$75,222
6	$64,113	$71,839	$74,617	$77,394
7	$64,113	$74,078	$76,856	$79,633
8	$64,113	$76,384	$79,162	$81,939
9	$64,113	$77,995	$80,773	$83,550
10	$64,113	$79,606	$82,384	$85,161
11	$64,113	$80,551	$83,328	$86,106
12	$64,113	$81,373	$84,150	$86,928
13	$64,113	$82,206	$84,983	$87,761
14	$64,113	$82,984	$85,761	$88,539
15	$64,113	$83,906	$86,683	$89,461
16	$64,113	$84,683	$87,461	$90,238
17	$64,113	$85,650	$88,428	$91,205
18	$64,113	$86,639	$89,416	$92,194
19	$64,113	$87,628	$90,405	$93,183
20	$64,113	$88,616	$91,394	$94,171
21	$64,113	$89,605	$92,383	$95,160
22	$64,113	$90,594	$93,371	$96,149
23	$64,113	$91,694	$94,471	$97,249
24	$64,113	$92,738	$95,516	$98,293

Step	BA	BA + 30	BA + 45	BA + 60	BA + 75	BA + 90
1	62695.65	63157.47	63603.88	64542.91	66744.2	73301.96
2	63603.88	64081.09	64542.91	66744.2	68930.14	75487.9
3	64542.91	65651.24	66744.2	68930.14	71116.04	77658.42
4	65244.2	66352.56	67430.14	69616.04	71801.96	78359.75
5	67430.14	68523.1	69616.04	71801.96	73987.9	80530.27
6	69616.04	70709.02	71801.96	73987.9	76158.42	82716.19
7	71801.96	72894.92	73987.9	76158.42	78359.75	84886.72
8	74049.47	75080.87	76158.42	78359.75	80530.27	87088.03
9	76158.42	77251.39	78359.75	80530.27	82716.19	89258.56
10	78359.75	79437.31	80530.27	82716.19	84886.72	91444.47
11	80530.27	81623.23	82716.19	84886.72	87088.03	93645.79
12	81716.19	82793.76	83886.72	86088.03	88258.56	94816.32
13	82216.19	83293.76	84386.72	88758.56	90944.47	97502.24
14	82716.19	83793.76	84886.72	89258.56	93645.79	100188.16
15	83216.19	84293.76	85386.72	89758.56	94145.79	102874.08
16	84216.19	85293.76	86386.72	90758.56	95145.79	103874.08
17	84716.19	85793.76	86886.72	91258.56	95645.79	104374.08
18	85516.19	86593.76	87686.72	92058.56	96445.79	105174.08
19	86216.19	87293.76	88386.72	92758.56	97145.79	105874.08
20	86616.19	87693.76	88786.72	93158.56	97545.79	106274.08
21	86886.72	87995.08	89088.03	93444.47	97816.32	106544.6
22	87286.72	88395.08	89488.03	93844.47	98216.32	106944.6
23	87686.72	88795.08	89888.03	94244.47	98616.32	107344.6
24	89237.42	90368.87	91516.48	96123.08	100697.35	109878.22

Step	BA	BA + 30	BA + 45	BA + 60	BA + 75	BA + 90
1	64576.5195	65052.1941	65511.9964	66479.1973	68746.526	75501.0188
2	65511.9964	66003.5227	66479.1973	68746.526	70998.0442	77752.537
3	66479.1973	67620.7772	68746.526	70998.0442	73249.5212	79988.1726
4	67201.526	68343.1368	69453.0442	71704.5212	73956.0188	80710.5425
5	69453.0442	70578.793	71704.5212	73956.0188	76207.537	82946.1781
6	71704.5212	72830.2906	73956.0188	76207.537	78443.1726	85197.6757
7	73956.0188	75081.7676	76207.537	78443.1726	80710.5425	87433.3216
8	76270.9541	77333.2961	78443.1726	80710.5425	82946.1781	89700.6709
9	78443.1726	79568.9317	80710.5425	82946.1781	85197.6757	91936.3168
10	80710.5425	81820.4293	82946.1781	85197.6757	87433.3216	94187.8041
11	82946.1781	84071.9269	85197.6757	87433.3216	89700.6709	96455.1637
12	84167.6757	85277.5728	86403.3216	88670.6709	90906.3168	97660.8096
13	84682.6757	85792.5728	86918.3216	91421.3168	93672.8041	100427.3072
14	85197.6757	86307.5728	87433.3216	91936.3168	96455.1637	103193.8048
15	85712.6757	86822.5728	87948.3216	92451.3168	96970.1637	105960.3024
16	86742.6757	87852.5728	88978.3216	93481.3168	98000.1637	106990.3024
17	87257.6757	88367.5728	89493.3216	93996.3168	98515.1637	107505.3024
18	88081.6757	89191.5728	90317.3216	94820.3168	99339.1637	108329.3024
19	88802.6757	89912.5728	91038.3216	95541.3168	100060.1637	109050.3024
20	89214.6757	90324.5728	91450.3216	95953.3168	100472.1637	109462.3024
21	89493.3216	90634.9324	91760.6709	96247.8041	100750.8096	109740.938
22	89905.3216	91046.9324	92172.6709	96659.8041	101162.8096	110152.938
23	90317.3216	91458.9324	92584.6709	97071.8041	101574.8096	110564.938
24	91022.1684	92176.2474	93346.8096	98045.5416	102711.297	112075.7844

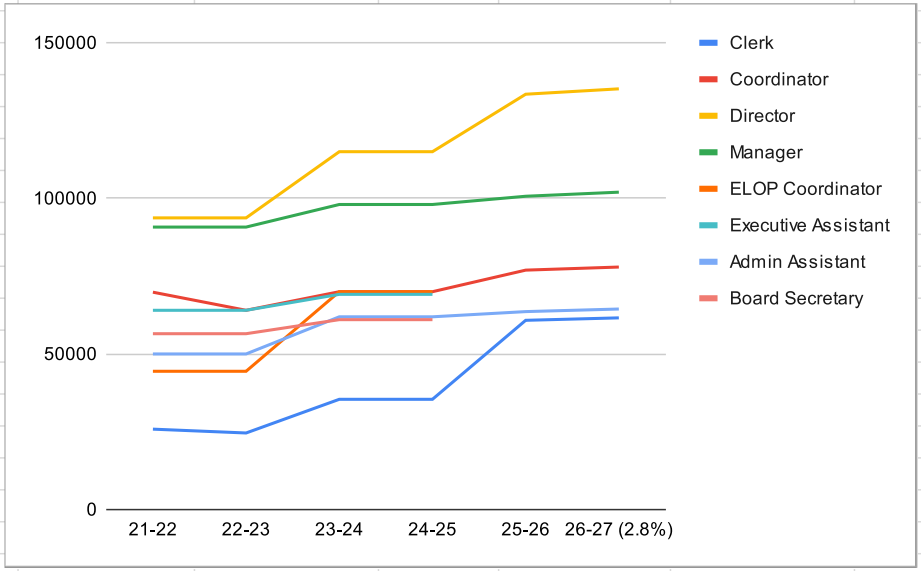
	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
	BA	**BA Degree** +15 Units	**BA Degree** +30 Units	**BA Degree** +45 Units *--- or ---* **MA Degree**	**BA Degree** +60 Units *--- or ---* **MA Degree** +15 units	**BA Degree** +75 Units *--- or ---* **MA Degree** +30 units	**BA Degree** +75 Units (Including MA Degree) *- or ---* **MA Degree** +30 units *- or ---* **PH.D**
Step 1	$64,567	$65,858	$67,175	$69,190	$71,958	$75,556	$77,823
Step 2	$65,535	$66,846	$68,183	$70,228	$73,037	$76,689	$78,990
Step 3	$66,518	$67,848	$69,205	$71,282	$74,133	$77,840	$80,175
Step 4	$67,516	$68,866	$70,244	$72,351	$75,245	$79,007	$81,377
Step 5	$68,529	$69,899	$71,297	$73,436	$76,374	$80,192	$82,598
Step 6	$69,557	$70,948	$72,367	$74,538	$77,519	$81,395	$83,837
Step 7	$70,600	$72,012	$73,452	$75,656	$78,682	$82,616	$85,095
Step 8	$71,659	$73,092	$74,554	$76,791	$79,862	$83,855	$86,371
Step 9	$72,734	$74,188	$75,672	$77,942	$81,060	$85,113	$87,666
Step 10	$73,825	$75,301	$76,807	$79,112	$82,276	$86,390	$88,981
Step 11	$74,932	$76,431	$77,959	$80,298	$83,510	$87,686	$90,316
Step 12	$76,056	$77,577	$79,129	$81,503	$84,763	$89,001	$91,671
Step 13	$77,197	$78,741	$80,316	$82,725	$86,034	$90,336	$93,046
Step 14	$78,355	$79,922	$81,520	$83,966	$87,325	$91,691	$94,442
Step 15	$79,530	$81,121	$82,743	$85,226	$88,635	$93,066	$95,858
Step 16	$80,723	$82,338	$83,984	$86,504	$89,964	$94,462	$97,296
Step 17	$81,934	$83,573	$85,244	$87,802	$91,314	$95,879	$98,756
Step 18	$83,163	$84,826	$86,523	$89,119	$92,683	$97,317	$100,237
Step 19	$84,411	$86,099	$87,821	$90,455	$94,074	$98,777	$101,741
Step 20	$85,677	$87,390	$89,138	$91,812	$95,485	$100,259	$103,267

Step 21	$86,962	$88,701	$90,475	$93,189	$96,917	$101,763	$104,816
Step 22	$88,266	$90,032	$91,832	$94,587	$98,371	$103,289	$106,388
Step 23	$89,590	$91,382	$93,210	$96,006	$99,846	$104,839	$107,984
Step 24	$90,934	$92,753	$94,608	$97,446	$101,344	$106,411	$109,603
Step 25	$92,298	$94,144	$96,027	$98,908	$102,864	$108,007	$111,248

	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
	BA	**BA Degree +15 Units**	**BA Degree +30 Units**	**BA Degree +45 Units --- or --- MA Degree**	**BA Degree +60 Units --- or --- MA Degree +15 units**	**BA Degree +75 Units --- or --- MA Degree +30 units**	**BA Degree +75 Units (Including MA Degree) - or --- MA Degree +30 units - or --- PH.D**
Increase	2.41%	2%	2%	3%	4%	5%	3%
Compared To	FY 25-26	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6
Step 1	$65,274	$66,580	$67,911	$69,948	$72,746	$76,384	$78,675
Step 2	$66,253	$67,578	$68,930	$70,998	$73,838	$77,530	$79,855
Step 3	$67,247	$68,592	$69,964	$72,063	$74,945	$78,692	$81,053
Step 4	$68,256	$69,621	$71,013	$73,144	$76,069	$79,873	$82,269
Step 5	$69,280	$70,665	$72,078	$74,241	$77,210	$81,071	$83,503
Step 6	$70,319	$71,725	$73,160	$75,354	$78,369	$82,287	$84,756
Step 7	$71,374	$72,801	$74,257	$76,485	$79,544	$83,521	$86,027
Step 8	$72,444	$73,893	$75,371	$77,632	$80,737	$84,774	$87,317
Step 9	$73,531	$75,001	$76,501	$78,796	$81,948	$86,046	$88,627
Step 10	$74,634	$76,126	$77,649	$79,978	$83,178	$87,336	$89,957
Step 11	$75,753	$77,268	$78,814	$81,178	$84,425	$88,646	$91,306
Step 12	$76,890	$78,427	$79,996	$82,396	$85,692	$89,976	$92,675
Step 13	$78,043	$79,604	$81,196	$83,632	$86,977	$91,326	$94,066
Step 14	$79,214	$80,798	$82,414	$84,886	$88,282	$92,696	$95,477
Step 15	$80,402	$82,010	$83,650	$86,159	$89,606	$94,086	$96,909
Step 16	$81,608	$83,240	$84,905	$87,452	$90,950	$95,497	$98,362
Step 17	$82,832	$84,489	$86,178	$88,764	$92,314	$96,930	$99,838
Step 18	$84,074	$85,756	$87,471	$90,095	$93,699	$98,384	$101,335
Step 19	$85,335	$87,042	$88,783	$91,447	$95,104	$99,860	$102,855
Step 20	$86,615	$88,348	$90,115	$92,818	$96,531	$101,357	$104,398

Step 21	$87,915	$89,673	$91,466	$94,210	$97,979	$102,878	$105,964
Step 22	$89,233	$91,018	$92,838	$95,624	$99,449	$104,421	$107,554
Step 23	$90,572	$92,383	$94,231	$97,058	$100,940	$105,987	$109,167
Step 24	$91,931	$93,769	$95,645	$98,514	$102,454	$107,577	$110,804
Step 25	$93,309	$95,176	$97,079	$99,992	$103,991	$109,191	$112,467

Year	Clerk	Coordinator	Director	Manager	ELOP Coordinator	Executive Assistant	Admin Assistant	Board Secretary	All Other Positions: No Change
21-22	$25,830.00	69,845.45	93,725	90,770	44,427.60	64,025.00	49,995.00	56,500.00	
22-23	$24,600.00	64,025.00	93,725	90,770	44,427.60	64,025.00	49,995.00	56,500.00	
23-24	35,424.00	70,000.00	115,000	98,031.60	70,000.00	69,147.00	61,935.30	61,020.00	
24-25	35,424.00	70,000.00	115,000	98,031.60	70,000.00	69,147.00	61,935.30	61,020.00	
25-26		76,930.00)	133,462.19	$ 100,678.45)					
26-27 (2.8%)	$61,592.04	$77,930.09	$135,197.20	$101,987.27			$64,434.45		



School	Teacher Base Pay

Coversheet

2026-2027 ELOP: Plan, Budget, Calendar

Section: IV. Action Items
Item: D. 2026-2027 ELOP: Plan, Budget, Calendar
Purpose: Vote
Submitted by:
Related Material:
2627 AIMS ELOP Budget Tool 2627 Adoption Budget.xlsx - Revenue Input .pdf
2627 AIMS ELOP Budget Tool 2627 Adoption Budget.xlsx - Program Assumptions.pdf
2627 AIMS ELOP Budget Tool 2627 Adoption Budget.xlsx - Budget Summary.pdf
2627 AIMS ELOP Budget Tool 2627 Adoption Budget.xlsx - Expenses Summary.pdf
2627 AIMS ELOP Budget Tool 2627 Adoption Budget.xlsx - Employee Input 2627.pdf
ELOP 4.10 Board Cover Letter.pdf
26-27 ELOP Plan.docx.pdf
26-27 Calendar ELOP (2).pdf

ELOP

Revenue

ALL SCHOOLS ELOP BUDGET

SACS		2025-2026 20	30	40
State				
8011	LCFF for all grades; state aid portion	-	-	-
8012	LCFF for all grades; EPA portion	-	-	-
8096	In-Lieu of Property Taxes, all grades	-	-	-
8019	Prior Year Income / Adjustments			
8520	State Food Revenue	-	-	-
8560	Unrestricted Lottery	-	-	-
8560	Restricted Lottery	-	-	-
8550	Mandate Block Grant	-	-	-
8550	One Time Block Grant	-	-	-
8590	ASES After School	-	-	-
8590	GF COVID			
8590	ELOP	81,143	1,072,417	
8590	ELOP Carryover		900,000	
8677	State Mental Health			
8594	Prop 39 - Clean Energy	-	-	-
8791	State Special Education	-	-	-
State Revenue		**$ 81,143**	**$ 1,972,417**	**$ -**
Federal				
8181	Special Education, federal	-	-	-
8182	Special Education, Mental Health	-	-	-
8290	All Other Federal Revenue, inc Facilities Incer	-	-	-
8291	Title I	-	-	-
8292	Title II	-	-	-
8293	Title III	-	-	-
8294	Title IV	-	-	-
8299	Prior Year Federal Revenue			
Federal Revenue		**$ -**	**$ -**	**-**
Local				
8660	Interest	-	-	-
8782	All Other Transfers from County Offices			
8784	All Other Transfers from Other Locations			
8785	CMO Management fee			
8791	State Special Education	-	-	-
8639	Student Lunch Revenue	-	-	-
8982	Foundation Grants	-	-	-
8699	All Other Local Revenue/Measure G1	-	-	-
8984	Student Body (ASB) Fundraising Revenue			
8985	School Site Fundraising	-	-	-
8986	Uniforms	-		
8989	CSC Sale of Future Revenue			
8999	Revenue Suspense			
Local Revenue		**$ -**	**$ -**	**$ -**
Total Revenue		**$ 81,143**	**$ 1,972,417**	**$ -**

AIMS K12 2025-2026 ELOP PROGRAM ASSUMPTIONS

Resource	Obj Code	Program #	PLAN	AIMS K12 PROGRAM ASSUMPTIONS	AIMS MIDDLE	AIPCS II	TOTAL COST
2600	2400		ELOP	***ELOP COORDINATOR***	$ 20,313	$ 97,557	**$ 117,870**
2600	2100		ELOP	***ELOP INTREVENTION TUTOR***	$ -	$ 976,576	**$ 976,576**
2600	2100		ELOP	***ELOP SATURDAY INSTRUCTOR***	$ -	$ 574,456	**$ 574,456**
2600	2100		ELOP	***ELOP HELPER***	$ -	$ 172,337	**$ 172,337**
2600	4700		ELOP	***Meals***	$ 2,450	$ 22,050	**$ 24,500**
2600	5811		ELOP	***Field Trips***	$ 2,000	$ 18,000	**$ 20,000**
2600	4300		ELOP	***ELOProgram Supplies***	$ 7,341	$ -	**$ 7,341**
2600	4315		ELOP	***ELOP Afterschool Supplies***	$ 29,640	$ 43,341	**$ 72,980**
2600	4410		ELOP	***Software: City Span***	$ 11,900	$ 23,100	**$ 35,000**
2600	5830		ELOP	***Transportation***	$ 2,500	$ 22,500	**$ 25,000**
2600	5601		ELOP	***Building Maintenance/Modernization***	$ 5,000	$ 15,000	**$ 20,000**
					$ -		**$ -**
TOTAL PROGRAM ASSUMPTION COST					**$ 81,143**	**$ 1,964,917**	**$ 2,046,060**

		Annual
Hourly Rate	$65	$52,390
Program Start Date	9/1/2025	
Program End Date	6/30/2026	
4 Hours (Monday thru Thrusday)		
6 hours on Friday		
Total Days in Program		

Hours	Days	Total Hrs Work
4	146	584
6	37	222
	183	806

#REF!
Budget Summary
#REF!



SACS Object Code	Code Description	Middle	AIPCS II
Revenue			
	State	81,143	1,972,417
	Federal	-	-
	Local	-	-
Total Revenue		**$ 81,143**	**$ 1,972,417**
Expenses			
1000	Certificated Salaries	-	-
2000	Classified Salaries	7,105	1,635,644
3000	Benefits	13,208	185,282
4000	Books and Supplies	51,330	88,491
5000	Services and Other Operating Expenses	9,500	45,000
6000	Capital Outlay		
7000	Other Outgoing	-	-
Total Expenses		**$ 81,143**	**$ 1,954,417**

ELOP 25-26

Expenses Summary

020-AIMS MIDDLE SCHOOL	TOTALS	ELOP ELOP	030-AIPCS II K-8
ALLOCATION	81,143	81,143	
PERSONNEL	20,313	$ 20,312.65	
PROGRAM	60,830	$ 60,830.35	
CAPITAL/DEBT		$ -	
TOTAL EXPENSES	81,143	$ 81,143.00	
BALANCE AVAIL	$ 0.00	$ 0.00	SACS OBJ Code

SACS C Code	Description	TOTALS	2600 ELOP	SACS OBJ Code
Certificated Salaries				**Certificated Salaries**
1100	Teachers' Salaries	-	-	1100
1105	Teachers' Bonuses	-	-	1105
1106+	Teacher Stipend	-	-	1106
1120	Substitute Expense	-	-	1120
1200	Certificated Pupil Support Salaries	-	-	1200
1300	Certificated Supervisor and Administrator Salaries	-	-	1300
1305	Certificated Supervisor and Administrator Bonuses	-	-	1305
1900	Other Certificated Salaries	-	-	1900
1910	Other Certificated Overtime	-	-	1910
1000	**Subtotal**	**$ -**	**-**	**1000**
				Classified Salaries
2100	Instructional Aide Salaries	-	-	2100
2110	Instructional Aide Bonuses	-	-	2110
2200	Classified Support Salaries	-	-	2200

2210	Classified Support Overtime	-	-	2210
2300	Classified Supervisor and Administrator Salaries	-	-	2300
2400	Clerical, Technical, and Office Staff Salaries	7,105	7,105	2400
2410	Clerical, Technical, and Office Staff Overtime	-	-	2410
2900	Other Classified Salaries	-	-	2900
	Other Stipends	-	-	
2910	Other Classified Overtime	-	-	2910
2000	**Subtotal**	**7,105**	**7,105**	**2000**
Employee Benefits				
3101	State Teachers' Retirement System, certificated positior	-	-	3101
3202	Public Employees' Retirement System, classified positi	1,968	1,968	3202
3313	OASDI	441	441	3313
3323	Medicare	927	927	3323
3403	Health & Welfare Benefits	9,730	9,730	3403
3503	State Unemployment Insurance	71	71	3503
3603	Worker Compensation Insurance	71	71	3603
3703	Other Post Employement Benefits	-	-	3703
3903	Other Benefits	-	-	3903
3000	**Subtotal**	**$ 13,208**	**13,208**	**3000**
				Total Personnel Expe
Total Personnel Expenses		**$ 20,313**	**20,313**	
			2600	
Books and Supplies				**Books and Supplies**
4100	Approved Textbooks and Core Curricula Materials	-		4100
4200	Books and Other Reference Materials	-		4200
4300	Materials and Supplies	7,341	$ 7,340.83	4300
4315	Classroom Materials and Supplies	29,640	$ 29,639.52	4315
4316	Student/Pupil Testing	-		4316
4317	Student Incentives	-		4317

4318	Afterschool Materials and Supplies	-		4318
4342	Materials for School Sponsored Athletics	-	$ -	4342
4381	Materials for Plant Maintenance	-		4381
4400	Noncapitalized Equipment	-		4400
4410	Software & Software Licensing	11,900	$ 11,900.0	4410
4430	General Student Equipment -	-		4430
4700	Food and Food Supplies	2,450	$ 2,450.00	4700
4000	**Subtotal**	**51,330**	**51,330**	**4000**
Services and Other Operating Expenses				**Services and Other O**
5200	Travel and Conferences	-		5200
5210	Training and Development Expense	-		5210
5300	Dues and Memberships	-		5300
5400	Insurance	-		5400
5500	Operation and Housekeeping Services/Supplies	-		5500
5501	Utilities	-		5501
5502	Janitorial Services	-		5502
5503	Security/Locks/Keys	-		5503
5504	Pest Control Services	-		5504
5505	Student Transportation / Field Trips	-		5505
5600	Space Rental/Leases Expense	-		5600
5601	Building Maintenance	5,000	$ 5,000.00	5601
5602	Other Space Rental	-		5602
5605	Equipment Rental/Lease Expense	-		5605
5610	Equipment Repair	-		5610
5615	Technology Services	-		5615
5800	Professional/Consulting Services and Operating Expen	-	$ -	5800
				5800
5800	Sp Education (el Dorado) Consultaning Services	-		5800
5803	Banking and Payroll Service Fees	-		5803
5805	Legal Services	-		5805

5806	Audit Services	-		5806
5810	Educational Consultants	-		5810
5811	Student Transportation	2,500	$ 2,500.00	5811
5812	Non employee Substitutes	-	$ -	5812
5815	Advertising / Recruiting	-		5815
5820	Fundraising Expense	-		5820
5830	Field Trips	2,000	$ 2,000.00	5830
5822	Staff Appreciation - Non Public Funds	-		5822
5850	Scholarships	-		5850
5873	Financial Services	-		5873
5877	IT Services	-		5877
5890	Interest/Fees	-		5890
5875	District Oversight Fee	-		5875
5899	CMO Management Fee	-		5899
5900	Communications	-		5900
5910	Postage	-		5910
5901	Marketing	-	$ -	5901
5000	**Subtotal**	**$ 9,500**	**$ 9,500.00**	**5000**

Capital Outlay				**Capital Outlay**
6900	Depreciation Expense			6900
6000	**Subtotal**		**-**	**6000**

Other Outgoing				**Other Outgoing**
7000	Miscellaneous Expense	-		7000
7141	Special Education Encroachment	-		7141
7438	Debt Service - Interest	-		7438
7500	Misc.	-		7500
7000	**Subotal**	**$ -**	**-**	**7000**

Total Non-Personnel Expenses	**$ 60,830**

Total Expenses	**$**	**81,143**

























































	TOTALS	ELOP ELOP
ALLOCATION	**1,972,417**	**$ 1,972,417.00**
PERSONNEL	1,820,926	$ 1,820,926.17
PROGRAM	151,491	$ 151,490.83
CAPITAL/DEBT	-	$ -
TOTAL EXPENSES	**1,972,417**	**$ 1,972,417.00**
BALANCE AVAIL	**$ (0.00)**	**$ (0.00)**

	TOTALS	2600 ELOP
Teachers' Salaries	-	-
Teachers' Bonuses	-	-
Teacher Stipends		-
Substitute Expense	-	-
Certificated Pupil Support Salaries	-	-
Certificated Supervisor and Administrator S	-	-
Certificated Supervisor and Administrator B	-	-
Other Certificated Salaries	-	-
Other Certificated Overtime	-	-
Subtotal	**$ -**	**-**
Instructional Aide Salaries	1,571,700	1,571,700
Instructional Aide Bonuses	-	-
Classified Support Salaries	-	-

Classified Support Overtime		-	-
Classified Supervisor and Administrator Sal		-	-
Clerical, Technical, and Office Staff Salaries		63,944	63,944
Clerical, Technical, and Office Staff Overtin		-	-
Other Classified Salaries		-	-
Other Stipends		-	-
Other Classified Overtime		-	-
Subtotal		**1,635,644**	**1,635,644**
State Teachers' Retirement System, certifica		-	-
Public Employees' Retirement System, class		17,713	17,713
OASDI		101,410	101,410
Medicare		23,717	23,717
Health & Welfare Benefits		9,730	9,730
State Unemployment Insurance		16,356	16,356
Worker Compensation Insurance		16,356	16,356
Other Post Employement Benefits		-	-
Other Benefits		-	-
Subtotal	**$**	**185,282**	**185,282**
ıses			
	$	**1,820,926**	**1,820,926**
			2600
Approved Textbooks and Core Curricula Ma		-	
Books and Other Reference Materials		-	
Materials and Supplies		-	$ -
Classroom Materials and Supplies		43,341	$ 43,340.83
Student/Pupil Testing		-	
Student Incentives		-	

Afterschool Materials and Supplies	-		
Materials for School Sponsored Athletics	-	$	-
Materials for Plant Maintenance	-		
Noncapitalized Equipment	-		
Software & Software Licensing	23,100	$	23,100.00
General Student Equipment -	-		
Food and Food Supplies	22,050	$	22,050.00
Subtotal	**88,491**		**88,491**
perating Expenses			
Travel and Conferences	-		
Training and Development Expense	-		
Dues and Memberships	-		
Insurance	-		
Operation and Housekeeping Services/Supp	-		
Utilities	-		
Janitorial Services	-		
Security/Locks/Keys	-		
Pest Control Services	-		
Student Transportation / Field Trips	-		
Space Rental/Leases Expense	-		
Building Maintenance	22,500	$	22,500.00
Other Space Rental	-		
Equipment Rental/Lease Expense	-		
Equipment Repair	-		
Technology Services	-		
Professional/Consulting Services and Opera	-	$	-
NPS Services Consulting		$	-
Sp Education (el Dorado) Consultaning Serv	-		
Banking and Payroll Service Fees	-		
Legal Services	-		

Audit Services		-		
Educational Consultants		-		
Student Transportation		22,500	$	22,500.00
Non employee Substitutes		-	$	-
Advertising / Recruiting		-		
Fundraising Expense		-		
Field Trips			$	18,000.00
Staff Appreciation - Non Public Funds		-		
Scholarships		-		
Financial Services		-		
IT Services		-		
Interest/Fees		-		
District Oversight Fee		-		
CMO Management Fee		-		
Communications		-		
Postage		-		
Marketing		-	$	-
Subtotal	**$**	**45,000**	**$**	**63,000.00**

Depreciation Expense		
Subtotal		

Miscellaneous Expense		-	
Special Education Encroachment		-	
Debt Service - Interest		-	
Misc.		-	
Subotal	**$**	**-**	
	$	**133,491**	

$	**1,954,417**	**$**	**1,820,926**



























































Employee Inputs

2105

827.136

UPC	OBJ	Loc	Resou	Progm	Full Name	Title
ELOPC0001	2400	20	2600		Bernhard-Beckham, Nathan	Extended Learning Manager
						AIMS MIDDLE TOTALS (020)
ELOPC0001	2400	30	2600			Extended Learning Manager
ELOPT0001	2100	30	2600			ELOP Coordinator
ELOPT0002	2100	30	2600			ELOP Intervention Tutor
ELOPT0003	2100	30	2600			ELOP Intervention Tutor
ELOPT0004	2100	30	2600			ELOP Intervention Tutor
ELOPT0005	2100	30	2600			ELOP Intervention Tutor
ELOPT0006	2100	30	2600			ELOP Intervention Tutor
ELOPT0007	2100	30	2600			ELOP Intervention Tutor
ELOPT0008	2100	30	2600			ELOP Intervention Tutor
ELOPT0009	2100	30	2600			ELOP Intervention Tutor
ELOPT0010	2100	30	2600			ELOP Intervention Tutor
ELOPT0011	2100	30	2600			ELOP Intervention Tutor
ELOPT0012	2100	30	2600			ELOP Intervention Tutor
ELOPT0013	2100	30	2600			ELOP Intervention Tutor
ELOPT0014	2100	30	2600			ELOP Intervention Tutor
ELOPT0015	2100	30	2600			ELOP Intervention Tutor
ELOPT0016	2100	30	2600			ELOP Intervention Tutor
ELOPT0017	2100	30	2600			ELOP Intervention Tutor
ELOPSI0001	2100	30	2600			ELOP Saturday Instructor
ELOPSI0002	2100	30	2600			ELOP Saturday Instructor
ELOPSI0003	2100	30	2600			ELOP Saturday Instructor
ELOPSI0004	2100	30	2600			ELOP Saturday Instructor
ELOPSI0005	2100	30	2600			ELOP Saturday Instructor
ELOPSI0006	2100	30	2600			ELOP Saturday Instructor

Employee Inputs

2105

827.136

UPC	OBJ	Loc	Resou	Progm	Full Name	Title
ELOPSI0007	2100	30	2600			ELOP Saturday Instructor
ELOPSI0008	2100	30	2600			ELOP Saturday Instructor
ELOPSI0009	2100	30	2600			ELOP Saturday Instructor
ELOPSI0010	2100	30	2600			ELOP Saturday Instructor
ELOPIA0001	2100	30	2600			ELOP Helper
ELOPIA0002	2100	30	2600			ELOP Helper
ELOPIA0003	2100	30	2600			ELOP Helper

AIPCS II ELEMENTARY TOTALS

Avg IA

Employee Inputs #REF! #REF! 1.5% = Salary increase

55

UPC	OBJ	Loc	Department	FTE	Salary Rate	**Total Salary**	Bonus and Stipends
ELOPC0001	2400	20	Afterschool	0.1	71,049	7,104.90	
				0.1	**71,049**	**7,104.90**	**0**
ELOPC0001	2400	30	Afterschool	0.9	71,049	63,944.10	
ELOPT0001	2100	30	Afterschool				52,390
ELOPT0002	2100	30	Afterschool				52,390
ELOPT0003	2100	30	Afterschool				52,390
ELOPT0004	2100	30	Afterschool				52,390
ELOPT0005	2100	30	Afterschool				52,390
ELOPT0006	2100	30	Afterschool				52,390
ELOPT0007	2100	30	Afterschool				52,390
ELOPT0008	2100	30	Afterschool				52,390
ELOPT0009	2100	30	Afterschool				52,390
ELOPT0010	2100	30	Afterschool				52,390
ELOPT0011	2100	30	Afterschool				52,390
ELOPT0012	2100	30	Afterschool				52,390
ELOPT0013	2100	30	Afterschool				52,390
ELOPT0014	2100	30	Afterschool				52,390
ELOPT0015	2100	30	Afterschool				52,390
ELOPT0016	2100	30	Afterschool				52,390
ELOPT0017	2100	30	Afterschool				52,390
ELOPSI0001	2100	30	Afterschool				52,390
ELOPSI0002	2100	30	Afterschool				52,390
ELOPSI0003	2100	30	Afterschool				52,390
ELOPSI0004	2100	30	Afterschool				52,390
ELOPSI0005	2100	30	Afterschool				52,390
ELOPSI0006	2100	30	Afterschool				52,390

Avg IA

Employee Inputs #REF! #REF! 1.5% = Salary increase

55

UPC	OBJ	Loc	Department	FTE	Salary Rate	**Total Salary**	Bonus and Stipends
ELOPSI0007	2100	30	Afterschool				52,390
ELOPSI0008	2100	30	Afterschool				52,390
ELOPSI0009	2100	30	Afterschool				52,390
ELOPSI0010	2100	30	Afterschool				52,390
ELOPIA0001	2100	30	Afterschool				52,390
ELOPIA0002	2100	30	Afterschool				52,390
ELOPIA0003	2100	30	Afterschool				52,390
				0.9	**71,049**	**$ 63,944.10**	**$ 1,571,700**

83

Employee Inputs

					5%	19.10%	27.70%	6.20%	1.45%
					= H&W rate increa	= STRS employer	= PERS employ	= OASDI employ	= Medicare e
UPC	OBJ	Loc	Overtime	**Total Direct Compensation**	Retirement System for Employee	3101 STRS, certificated	3202 PERS, classified	3313 OASDI	3323 Medicare
ELOPC0001	2400	20		7,104.90	PERS		1,968.06	440.50	103.02
			0	**7,104.90**	**0**	**-**	**1,968.06**	**440.50**	**103.02**
ELOPC0001	2400	30		63,944.10	PERS		17,712.52	3,964.53	927.19
ELOPT0001	2100	30		52,390.00				3,248.18	759.66
ELOPT0002	2100	30		52,390.00				3,248.18	759.66
ELOPT0003	2100	30		52,390.00				3,248.18	759.66
ELOPT0004	2100	30		52,390.00				3,248.18	759.66
ELOPT0005	2100	30		52,390.00				3,248.18	759.66
ELOPT0006	2100	30		52,390.00				3,248.18	759.66
ELOPT0007	2100	30		52,390.00				3,248.18	759.66
ELOPT0008	2100	30		52,390.00				3,248.18	759.66
ELOPT0009	2100	30		52,390.00				3,248.18	759.66
ELOPT0010	2100	30		52,390.00				3,248.18	759.66
ELOPT0011	2100	30		52,390.00				3,248.18	759.66
ELOPT0012	2100	30		52,390.00				3,248.18	759.66
ELOPT0013	2100	30		52,390.00				3,248.18	759.66
ELOPT0014	2100	30		52,390.00				3,248.18	759.66
ELOPT0015	2100	30		52,390.00				3,248.18	759.66
ELOPT0016	2100	30		52,390.00				3,248.18	759.66
ELOPT0017	2100	30		52,390.00				3,248.18	759.66
ELOPSI0001	2100	30		52,390.00				3,248.18	759.66
ELOPSI0002	2100	30		52,390.00				3,248.18	759.66
ELOPSI0003	2100	30		52,390.00				3,248.18	759.66
ELOPSI0004	2100	30		52,390.00				3,248.18	759.66
ELOPSI0005	2100	30		52,390.00				3,248.18	759.66
ELOPSI0006	2100	30		52,390.00				3,248.18	759.66

Employee Inputs

					5%	19.10%	27.70%	6.20%	1.45%
					= H&W rate increa	= STRS employer	= PERS employ	= OASDI employ	= Medicare e
UPC	OBJ	Loc	Overtime	**Total Direct Compensation**	Retirement System for Employee	3101 STRS, certificated	3202 PERS, classified	3313 OASDI	3323 Medicare
ELOPSI0007	2100	30		52,390.00				3,248.18	759.66
ELOPSI0008	2100	30		52,390.00				3,248.18	759.66
ELOPSI0009	2100	30		52,390.00				3,248.18	759.66
ELOPSI0010	2100	30		52,390.00				3,248.18	759.66
ELOPIA0001	2100	30		52,390.00				3,248.18	759.66
ELOPIA0002	2100	30		52,390.00				3,248.18	759.66
ELOPIA0003	2100	30		52,390.00				3,248.18	759.66
			$ -	**$ 1,635,644**	**$ -**	**$ -**	**$ 17,712.52**	**$ 101,409.93**	**$ 23,716.84**

Employee Inputs

#REF!	10811	0.01	1.0%	-
= Default monthly employer h	= State Unemplc	= Workers' Comp employer rate		= possible formula fo

UPC	OBJ	Loc	Monthly Health Rate	3403 Health and Welf	3503 SUI	3603 Workers' Comp	3703 Other Post Employr	3903 Other Benefits
ELOPC0001	2400	20	-	1,081.10	71.05	71.05		
			-	**1,081.10**	**71.05**	**71.05**	**-**	**-**
ELOPC0001	2400	30	-	9,729.90	639.44	639.44		
ELOPT0001	2100	30	-	-	523.90	523.90		
ELOPT0002	2100	30	-	-	523.90	523.90		
ELOPT0003	2100	30	-	-	523.90	523.90		
ELOPT0004	2100	30	-		523.90	523.90		
ELOPT0005	2100	30	-	-	523.90	523.90		
ELOPT0006	2100	30	-	-	523.90	523.90		
ELOPT0007	2100	30	-	-	523.90	523.90		
ELOPT0008	2100	30	-	-	523.90	523.90		
ELOPT0009	2100	30	-	-	523.90	523.90		
ELOPT0010	2100	30	-	-	523.90	523.90		
ELOPT0011	2100	30	-	-	523.90	523.90		
ELOPT0012	2100	30	-	-	523.90	523.90		
ELOPT0013	2100	30	-	-	523.90	523.90		
ELOPT0014	2100	30	-	-	523.90	523.90		
ELOPT0015	2100	30	-	-	523.90	523.90		
ELOPT0016	2100	30	-	-	523.90	523.90		
ELOPT0017	2100	30	-	-	523.90	523.90		
ELOPSI0001	2100	30	-		523.90	523.90		
ELOPSI0002	2100	30	-	-	523.90	523.90		
ELOPSI0003	2100	30	-	-	523.90	523.90		
ELOPSI0004	2100	30	-	-	523.90	523.90		
ELOPSI0005	2100	30	-	-	523.90	523.90		
ELOPSI0006	2100	30	-	-	523.90	523.90		

Employee Inputs

#REF!	10811	0.01	1.0%	-
= Default monthly employer h	= State Unemplc	= Workers' Comp employer rate		= possible formula fo

UPC	OBJ	Loc	Monthly Health Rate	3403 Health and Welf	3503 SUI	3603 Workers' Comp	3703 Other Post Employr	3903 Other Benefits
ELOPSI0007	2100	30	-	-	523.90	523.90		
ELOPSI0008	2100	30	-	-	523.90	523.90		
ELOPSI0009	2100	30	-	-	523.90	523.90		
ELOPSI0010	2100	30	-	-	523.90	523.90		
ELOPIA0001	2100	30	-	-	523.90	523.90		
ELOPIA0002	2100	30	-	-	523.90	523.90		
ELOPIA0003	2100	30	-	-	523.90	523.90		
			$ -	**$ 9,729.90**	**$ 16,356.44**	**$ 16,356.44**	**$ -**	**$ -**

Employee Inputs

ır STD, GTL, LTD, AD&D

CSMC

UPC	OBJ	Loc	Total Benefits	Total Compensation
ELOPC0001	2400	20	3,734.78	10,839.68
			3,734.78	**10,839.68**
ELOPC0001	2400	30	33,613.02	97,557.12
ELOPT0001	2100	30	5,055.64	57,445.64
ELOPT0002	2100	30	5,055.64	57,445.64
ELOPT0003	2100	30	5,055.64	57,445.64
ELOPT0004	2100	30	5,055.64	57,445.64
ELOPT0005	2100	30	5,055.64	57,445.64
ELOPT0006	2100	30	5,055.64	57,445.64
ELOPT0007	2100	30	5,055.64	57,445.64
ELOPT0008	2100	30	5,055.64	57,445.64
ELOPT0009	2100	30	5,055.64	57,445.64
ELOPT0010	2100	30	5,055.64	57,445.64
ELOPT0011	2100	30	5,055.64	57,445.64
ELOPT0012	2100	30	5,055.64	57,445.64
ELOPT0013	2100	30	5,055.64	57,445.64
ELOPT0014	2100	30	5,055.64	57,445.64
ELOPT0015	2100	30	5,055.64	57,445.64
ELOPT0016	2100	30	5,055.64	57,445.64
ELOPT0017	2100	30	5,055.64	57,445.64
ELOPSI0001	2100	30	5,055.64	57,445.64
ELOPSI0002	2100	30	5,055.64	57,445.64
ELOPSI0003	2100	30	5,055.64	57,445.64
ELOPSI0004	2100	30	5,055.64	57,445.64
ELOPSI0005	2100	30	5,055.64	57,445.64
ELOPSI0006	2100	30	5,055.64	57,445.64

Employee Inputs

ır STD, GTL, LTD, AD&D

CSMC

UPC	OBJ	Loc	Total Benefits	Total Compensation
ELOPSI0007	2100	30	5,055.64	57,445.64
ELOPSI0008	2100	30	5,055.64	57,445.64
ELOPSI0009	2100	30	5,055.64	57,445.64
ELOPSI0010	2100	30	5,055.64	57,445.64
ELOPIA0001	2100	30	5,055.64	57,445.64
ELOPIA0002	2100	30	5,055.64	57,445.64
ELOPIA0003	2100	30	5,055.64	57,445.64
			$ 185,282.07	**$ 1,820,926.17**

AIMS K-12 College Prep Charter District
Board Submission Cover Letter

Submitter Information

Full Name: Nathan Bernhard-Beckman
Position/Title: Manager of Extended Day Programs
Department: MTSS

Item Details

Title of Item: ELOP Plan, Budget and Calendar
Is this item a:
- ☐ New Submission
- ☑ Renewal

If Renewal: Please summarize any changes from the previous submission:
Updated for upcoming calendar year

Approvals

Has this item been reviewed and
- ☐ Superintendent
- ☐ Chief Business Officer (CBO) (If budget changes)
- ☐ Director of Compliance (If plan changes)
- ☑ Neither

Committee Review

Has this item been through the appropriate committee review process?
- ☐ Yes
- ☑ No

If yes: Please specify which committee(s) and provide minutes or approval documentation:

If no: Explain why:
This is a plan renewal for ELOP

Deadline Information

Is there a submission deadline for this item?
- ☑ Yes
- ☐ No

If yes: Please indicate the deadline date (MM/DD/YYYY): 04/102026

Financial Information (if applicable):

Total Cost: $

Is this expenditure included in the annual budget?
- ☐ Yes
- ☐ No

Please specify in which plan this expense is indicated:
- ☐ SPSA
- ☐ LCAP
- ☐ Other: ELOP

Expanded Learning
Opportunities Program
Plan Guide

EXPANDED LEARNING OPPORTUNITIES PROGRAM PLAN GUIDE

Prepared by:
Expanded Learning Division

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

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

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

Expanded Learning Opportunities Program Plan Guide

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

Local Educational Agency (LEA) Name: AIMS

Contact Name: Nathan Bernhard-Beckman

Contact Email: nathan.bernhard-beckman@aimsk12.org

Contact Phone: 510-407-5821

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

1. AIMS College Prep Middle School
2. AIPCS II
3.
4.
5.
6.
7.
8.

Purpose

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

Definitions

"Expanded learning" means before school, after school, summer, or intersession learning programs that focus on developing the academic, social, emotional, and physical needs and interests of pupils through hands-on, engaging learning

experiences. It is the intent of the Legislature that expanded learning programs are pupil-centered, results driven, include community partners, and complement, but do not replicate, learning activities in the regular school day and school year. (*EC* Section 8482.1[a])

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

Instructions

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

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

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

The Expanded Learning Division adopted the *Quality Standards for Expanded Learning in California* (Quality Standards) and introduced requirements for Continuous Quality Improvement (CQI) to help programs engage in reflection and be intentional about program management practices and activities delivered to students. To create the program plan, provide a narrative description in response to the prompts listed under each Quality Standard below. The LEA may customize and include additional prompts, such as describing SEL activities, or refining the plan. In addition to the narrative response, it may be useful to include tables, charts, or other visual representations that contribute to the understanding of the ELO-P. LEAs are encouraged to download and reference the Quality Standards in order to provide ongoing improvements to the program. The Quality Standards can be found on the California Department of Education's (CDE) Quality Standards and CQI web page, located at https://www.cde.ca.gov/ls/ex/qualstandcqi.asp.

Expanded Learning Opportunities Program Plan Guide

1—Safe and Supportive Environment

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

The Expanded Learning Opportunities Program (ELOP) will provide a secure and supportive learning environment that meets the social-emotional and physical needs of participating students.

To maintain safety and accountability, staff will take attendance daily and require parents to adhere to established sign-in and sign-out procedures. All staff members will be trained in safety protocols and hold first aid certification. ELOP safety procedures will align with those used during the regular school day, and monthly safety drills will be conducted to ensure staff and students are prepared for emergencies.

Additionally, all students and staff will wear identification badges at all times for easy identification, and staff members will have assigned students to guarantee consistent supervision.

Morning Care Services:

ELOP will also offer structured morning care on campus prior to the regular school day for enrolled students. Morning care is supervised by ELOP staff trained in early morning routines and school safety procedures. This service supports working families and ensures a smooth, safe transition from home to the school day. Students participating in morning care will be signed in upon arrival, provided with quiet, developmentally appropriate activities, and escorted to their classrooms when the school day begins.

2—Active and Engaged Learning

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

1. **Academic Support and Enrichment:** By introducing American Civics Awareness and African Continent Awareness initiatives, students will engage in activities like field trips, workshops, and guest lectures that enrich their understanding of historical and cultural contexts beyond the classroom curriculum. These experiences will deepen their knowledge and critical thinking skills in a hands-on and interactive manner.
2. **Social and Emotional Development:** Initiatives such as Neurodivergent Learning Diversity Awareness and Social Justice Initiatives will provide students with opportunities to explore diverse perspectives and understand their own and others' emotional experiences. Activities like support groups and workshops on social justice issues foster empathy,

Expanded Learning Opportunities Program Plan Guide

self-awareness, and social responsibility, contributing to students' emotional growth.

3. **Engagement of Parents and the Community:** Programs like Middle Eastern Arab Culture Awareness and Indigenous Peoples Awareness will actively involve parents and community members through cultural fairs, language classes, and partnerships. This engagement strengthens the connection between school and community, promoting a sense of belonging and shared responsibility.
4. **Diverse Cultural and Linguistic Needs:** The program will celebrate and educate students on a wide range of cultural backgrounds through initiatives like Latinx American Culture Awareness and Asian Culture Awareness. By offering culturally responsive activities, students will gain a deeper appreciation for diversity, which aligns with the school's commitment to inclusivity and respect for all cultures.
5. **Entrepreneurship and Financial Literacy:** The introduction of Entrepreneurship Workshops and Financial Literacy Education provides students with practical skills that are essential for their future success. These programs teach students about entrepreneurship, financial management, and real-world problem-solving, preparing them for life beyond school.

Overall, the ELOP plan is strategically designed to provide a holistic learning experience that enhances students' academic, social, and emotional development, while also fostering a strong sense of cultural awareness and community involvement. This approach supports and supplements the instructional day, ensuring that students are engaged, empowered, and equipped with the skills and knowledge necessary for their future success.

Expanded Learning Opportunities Program Plan Guide

3—Skill Building

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

The Expanded Learning Opportunities Program (ELOP) will offer a range of activities and initiatives specifically designed to help students build essential skills for academic success, personal growth, and future readiness. Here's how the program will facilitate skill building:

1. **Critical Thinking and Problem-Solving:** Initiatives such as **American Civics Awareness** and **Social Justice Initiatives and Environmental Equity Awareness** will engage students in discussions, workshops, and projects that require them to analyze information, consider multiple perspectives, and develop informed opinions. Activities like debates on civic responsibilities and student-led advocacy projects will foster critical thinking and problem-solving skills.
2. **Communication and Collaboration:** The program will provide numerous opportunities for students to practice and enhance their communication and collaboration skills. For instance, **cultural fairs and language classes** under the **Middle Eastern Arab Culture Awareness** initiative will encourage students to work together to plan events and communicate effectively with peers, teachers, and community members. These activities also emphasize public speaking and presentation skills through participation in performances and exhibitions.
3. **Cultural Competence and Empathy:** By participating in activities such as the **African American Culture Awareness** and **Indigenous Peoples Awareness** programs, students will develop cultural competence and empathy. These initiatives will include guest speakers, interactive workshops, and cultural events that expose students to diverse histories, traditions, and viewpoints, fostering understanding and respect for different cultures.
4. **Entrepreneurial and Financial Skills:** The introduction of **Entrepreneurship Workshops** and **Financial Literacy Education** will provide students with practical skills related to business and financial management. These programs will include hands-on activities like creating business plans, budgeting exercises, and lessons on saving and investing. By learning these skills early, students will gain confidence in managing their finances and understanding economic concepts, which are crucial for personal and professional success.
5. **Adaptability and Resilience:** The **Neurodivergent Learning Diversity Awareness** initiative will focus on creating sensory-friendly environments and support groups, helping students understand and navigate different learning styles and needs. This approach encourages adaptability and resilience, as students learn to embrace challenges and adapt to various learning situations, promoting a growth mindset.
6. **Leadership and Responsibility:** Throughout the program, students will be encouraged to take on leadership roles, whether by organizing events, leading discussions, or mentoring peers. Activities within the **African Continent Awareness** and **Latinx American Culture Awareness** initiatives will include opportunities for students to lead cultural events and engage in community service projects, fostering a sense of responsibility and leadership.

Expanded Learning Opportunities Program Plan Guide

Overall, the ELOP is structured to provide a diverse array of activities that build critical life skills. By focusing on areas such as critical thinking, communication, cultural competence, entrepreneurship, adaptability, and leadership, the program prepares students to thrive both in school and in their future endeavors.

4—Youth Voice and Leadership

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

The Expanded Learning Opportunities Program (ELOP) will foster youth voice and leadership by empowering students through various initiatives and activities. Students will have opportunities to take charge of student-led projects, such as those under the Social Justice and Environmental Awareness initiatives, allowing them to develop leadership skills by advocating for issues that matter to them. Additionally, students will be involved in planning and executing cultural awareness events, such as African American Culture Awareness and Asian Culture Awareness, which will help build their organizational and leadership capabilities. To further support youth voice, ELOP will establish Student Advisory Councils, giving students a platform to share their ideas and collaborate with educators. Leadership workshops will be offered to enhance skills such as public speaking, team building, and entrepreneurial thinking. Mentorship opportunities will also be provided, enabling older or more experienced students to mentor their peers, promoting a collaborative environment. By recognizing and celebrating student leaders through awards and public acknowledgment, ELOP aims to inspire all students to take on leadership roles and prepare them to be confident and engaged citizens.

Expanded Learning Opportunities Program Plan Guide

5—Healthy Choices and Behaviors

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

The Expanded Learning Opportunities Program (ELOP) will promote healthy choices and behaviors by adhering to the AIMS College Prep School District's wellness plan and implementing practices that encourage students' overall well-being. The program will include nutrition and fitness activities. To help students manage stress and improve their mental well-being. During ELOP hours, students will be served nutritious meals and snacks that meet the district's dietary guidelines, ensuring they have access to healthy food options that support their physical and cognitive development.

6—Diversity, Access, and Equity

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

The Expanded Learning Opportunities Program (ELOP) is designed to embrace cultural and linguistic diversity, providing opportunities for all students to experience inclusivity, access, and equity. By incorporating initiatives such as American Civics Awareness, Middle Eastern Arab Culture Awareness, African Continent Awareness, Asian Culture Awareness, Indigenous Peoples Awareness, African American Culture Awareness, and Latinx American Culture Awareness, the program will celebrate various cultures through educational workshops, cultural fairs, guest lectures, and heritage celebrations. These initiatives aim to foster cultural appreciation, understanding, and respect among students from diverse backgrounds. Additionally, the program will address the needs of neurodivergent students and those with disabilities by providing specialized training for staff, creating sensory-friendly environments, and offering support groups. By ensuring accessible facilities, individualized support, and appropriate accommodations, ELOP will ensure that all students, including those with disabilities, can fully participate in and benefit from the program.

Expanded Learning Opportunities Program Plan Guide

7—Quality Staff

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

The ELOP will ensure students engage with quality staff who meet high standards similar to AIMS College Prep lead teachers, instructional aides, and clerical staff. Staff will be required to have some college education, completed Mandated Reporter Training, CPR and First Aid Certification, and pass health screenings and fingerprint clearance. ELOP staff will bring experience in working with and supervising students, along with a strong understanding of child development principles and behavior management strategies. Effective communication skills with both children and families are essential, as well as the ability to work collaboratively with Program Directors, site administrators, and other ELOP staff. To maintain and enhance their skills, staff will have opportunities to participate in ongoing training and professional development provided by various vendors and providers.

8—Clear Vision, Mission, and Purpose

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

Vision: "To empower and inspire students to reach their full potential by providing a nurturing and engaging after school environment that fosters academic, social-emotional, and personal growth."

Mission: "Our mission is to provide a safe and supportive after school environment that offers a comprehensive range of academic support, enrichment activities, and social-emotional learning opportunities. Through collaboration with families, schools, and community partners, we aim to cultivate a love for learning, promote personal development, and empower students to become confident and well-rounded individuals."

Purpose: "Our purpose is to bridge the gap between school and home by providing a structured and enriching program that supports students' academic progress, fosters social-emotional well-being, and nurtures their interests and talents. We strive to create a positive and inclusive community where every student feels valued, empowered, and equipped with the skills and mindset for success."

Expanded Learning Opportunities Program Plan Guide

9—Collaborative Partnerships

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

Collaborative partnerships will be valuable for the school programs as they can provide additional resources, expertise, and support to enhance the program's offerings. Collaboration with teachers, staff and site administrators to align program goals, share resources, and coordinate academic support. This partnership will help ensure continuity in learning and reinforce the concepts covered during the regular school day.

Partnerships with local community organizations such as libraries, museums, art centers, sports clubs, or non-profit organizations will be established. These partnerships will provide access to specialized resources, expertise, and facilities that enhance the program's curriculum and offer unique learning opportunities. Partnerships with local businesses and corporations will provide resources or expertise. They will offer opportunities for career exploration, mentorship, or exposure to workplace skills and environments. All partnerships will align with the goals and needs of the after school program.

10—Continuous Quality Improvement

Describe the program's Continuous Quality Improvement plan.

Data from various sources will be used to evaluate the program's strengths and areas for improvement, ensuring continuous enhancement of design, outcomes, and impact. The Continuous Quality Improvement (CQI) process will integrate feedback from staff, parents, program participants, teachers, and partners. This feedback will be instrumental in shaping program goals and refining its design.

Expanded Learning Opportunities Program Plan Guide

11—Program Management

Describe the plan for program management.

The ELOP budget is designed to support the comprehensive operation of the program by covering essential expenditures:

1. **Program Coordinator**: The Coordinator will manage all aspects of the program, including planning, staff management, curriculum development, budgeting, community engagement, safety, evaluation, and promotion. This role is vital for ensuring a positive and enriching environment for participants.
2. **Supplies and Materials**: The budget will cover materials for social-emotional learning (SEL), academic enrichment, STEM, arts, and physical activities. It also includes office supplies, printer cartridges, and storage equipment to keep instructional materials organized and in good condition.
3. **Curriculum**: The curriculum will focus on SEL, emotional regulation, self-awareness, and character development. Students will engage in activities that promote mindfulness, emotional expression, and positive relationships. Additionally, it will include communication, empathy, and conflict resolution skills with practical applications in real-life scenarios.
4. **Snacks**: Students will receive a nutritious snack on school days and a healthy breakfast, lunch, and snacks on non-school days from local food service vendors.
5. **Field Trips**: Educational field trips will offer hands-on learning experiences and exposure to new environments aligned with the program's objectives. They will be carefully planned and supervised to enhance enrichment and engagement.
6. **Uniforms**: T-shirts will be provided to create a sense of unity and identity among participants, aiding in easy identification and ensuring student safety.
7. **Student Incentives**: Incentives will be used to motivate and reward students, promoting positive behavior and engagement. They will be tailored to student interests and ages, fostering a supportive environment where students feel recognized and motivated.
8. **Community Engagement Events**: These events will involve the local community and provide opportunities for students to participate in planning and organization. This involvement will help develop leadership skills, enhance community connection, and enrich the overall program experience.

9. **Morning Care Integration:** As part of comprehensive program management, ELOP includes before-school morning care to support families and ensure consistent supervision. Morning care is supervised by ELOP staff and includes attendance tracking, structured quiet activities, and seamless transition to the regular school day.

10. **STEAM Lab Modernization:** ELOP funds will support the modernization of an existing classroom into a dedicated STEAM Lab for expanded learning students. This revitalized space will be equipped with age-appropriate technology, hands-on materials, and flexible furnishings to support science, technology, engineering, arts, and mathematics activities. The lab will serve as a central hub for project-based learning, fostering creativity, critical thinking, and collaboration. By investing in a modern, specialized environment, the program ensures equitable access to high-quality enrichment opportunities that align with 21st-century skills and student interests.

This management plan ensures that all components of the ELOP are effectively supported and aligned with the program's goals, providing a well-rounded and impactful experience for students.

General Questions

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

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

ASES, 21st CCLC Elementary/Middle School, and ELOP are parallel, collaborative programs. ASES funds our partner program through Bay Area Community Resources (BACR), while the ELOP program partners with BACR to provide parallel programming. This structure fosters collaboration between the two programs.

The collaboration between these parallel programs allows for shared resources and expertise, coordinated schedules, and aligned goals and objectives. It maximizes student participation, creating more robust and diverse offerings for our students.

ELOP funding complements the ASES-funded BACR program by extending program hours, increasing capacity, improving program quality, and providing specialized services. This parallel and collaborative approach ensures efficient utilization of all funding sources, resulting in an enriched and expanded learning experience that meets diverse student needs while maintaining the integrity of each program.

Expanded Learning Opportunities Program Plan Guide

Transitional Kindergarten and Kindergarten

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

AIMS has no transitional kindergarten students to meet the 10-to-1 pupil-to-staff ratio for kindergarten; the following plan will be implemented:

Staff Recruitment and Preparation

- **Recruitment**: Hire staff with early childhood education qualifications through specialized channels and partnerships with local universities.
- **Training**: Provide targeted training on early childhood development, interactive learning, and classroom management. Offer ongoing professional development and mentorship.

Maintaining Pupil-to-Staff Ratio

- **Staffing Plan**: Recruit sufficient staff to meet the ratio and use additional aides during peak times.
- **Scheduling**: Develop structured schedules to ensure the ratio is maintained throughout the day, incorporating small group and individual activities.

Developmentally-Informed Curriculum

- **Curriculum Design**: Implement play-based learning with sensory activities and focus on social-emotional skills.
- **Program Features**: Use small group instruction, create a safe and engaging environment, and involve parents through updates and workshops.

This approach ensures compliance with the ratio requirements while providing developmentally appropriate education for young children.

Sample Program Schedule

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

intersession day.

Sample K-2nd Grade Schedule (School Day)
2:30-3:00pm Snack
3:00-3:45:pm Air Reading
3:45-6pm Enrichment/Tutor

Sample 3rd -5th Grade Schedule
2:45-3:15pm Snack
3:15-4pm Air Reading
4-6pm Enrichment/Tutor

Sample 6th-8th Schedule
School Day
3:30-4:00pm Snack
4:05-4:50pm Air Reading
4:50pm-6pm Enrichment/Tutor

Sample Schedule K-8th
Non-School Day
8:00 - 8:30 Breakfast
8:30-9:00 Morning Meeting
9:00 - 10:00 Intervention
10:00 -10:15 Snack
10:15 -12:00 Club/Intervention
12:00 -1:00 Lunch/ Free Time
1:00 - 2:00 Enrichment #1
2:00 - 2:30 Small Group Instruction
2:30 - 3:00 Snack
3:00 - 4:30 Enrichment #2
4:30-5:00 Dismissal

Expanded Learning Opportunities Program Plan Guide

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

***EC* Section 46120(b)(2):**

> [LEAs] operating expanded learning opportunities programs may operate a before school component of a program, an after school component of a program, or both the before and after school components of a program, on one or multiple school sites, and shall comply with subdivisions (c), (d), and
> (g) of Section 8482.3, including the development of a program plan based on the following;
>
> (2) [LEAs] operating expanded learning opportunity programs pursuant to this section may operate a before school component of a program, an after school component of a program, or both the before and after school components of a program, on one or multiple schoolsites, and shall comply with subdivisions (c), (d), and (g) of Section 8482.3, including the development of a program plan based on all of the following:
>
> (A) The department's guidance.
>
> (B) Section 8482.6.
>
> (C) Paragraphs (1) to (9), inclusive, and paragraph (12) of subdivision (c) of Section 8483.3.
>
> (D) Section 8483.4, except that programs serving transitional kindergarten or kindergarten pupils shall maintain a pupil-to-staff member ratio of no more than 10 to 1.

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

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

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

> For at least 30 nonschool days, during intersession periods, there will be no less than nine hours of in-person expanded learning opportunities per day.

Expanded Learning Opportunities Program Plan Guide

***EC* Section 46120(b)(3):**

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

***EC* Section 46120(b)(4):**

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

***EC* Section 46120(b)(6):**

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

***EC* Section 46120(c):**

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

***EC* Section 8482.3(d):**

> [LEAs] shall agree that snacks made available through a program shall conform to the nutrition standards in Article 2.5 (commencing with Section 49430) of Chapter 9 of Part 27 of Division 4 of Title 2.
>
> [LEAs] shall agree that meals made available through a program shall conform to the nutrition standards of the United States Department of Agriculture's at-risk afterschool meal component of the Child and Adult Care Food Program (42 United States Code [U.S.C.] Section 1766).

***EC* Section 8482.6:**

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

that charges family fees shall schedule fees on a sliding scale that considers family income and ability to pay.

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

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

***EC* Section 8482.3(c)(1)(A–B):**

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

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

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

DRAFT

ELOP

2026-2027 School Calendar

July 2026

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

August 2026

S	M	T	W	T	F	S
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2	3	4	5	6	7	8
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23	24	25	26	27	28	29
30	31					

*16

September 2026

S	M	T	W	T	F	S
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6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

*21

October 2026

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

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November 2026

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January 2027

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April 2027

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- Half Day
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- Report Card Week
- 100th Day of School
- AP/CAASPP Testing
- Summer School
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- *## Number of Instructional Days in the Month

DRAFT

ELOP

2026-2027 School Calendar

July 2026

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^ No School For Students
No **ELOP** on PD, P/T Conf. & Closed Days

JULY 3		Independence Day Observed (School & Office Closed)^
JULY 5 - JULY 24		Summer School
JULY 27 - JULY 31		AIMS Leadership PD (School Closed)^
AUG 3 - AUG 7		AIMS Staff Orientation (School Closed)^
AUG 10		First Day of School For Students
SEPT 3		Back to School Night (K-8)
SEPT 7		Labor Day (School & Office Closed)^
SEPT 9		Back to School Night (HS)
OCT 12		Indigenous Peoples' Day (School & Office Closed)^
OCT 16		Staff Development (School Closed)^
OCT 16		End of Quarter 1 Marking Period
OCT 19		Parent/Teacher Conference (No School For Students)^
NOV 11		Veterans' Day (School & Office Closed)^
NOV 23 - NOV 27		Harvest Break (School Closed)^
DEC 21 - JAN 4		Winter Break (School Closed)^
JAN 5		Staff Development (School Closed)^
JAN 6		First Day of 2nd Semester
JAN 15		End of Quarter 2/Semester 1 Marking Period
JAN 18		Martin Luther King Jr. Day (School & Office Closed)^
FEB 15		Presidents' Day (School & Office Closed)^
MARCH 8		Staff Development Day (School Closed)^
MARCH 22		Parent/Teacher Conference (No School For Students)^
MARCH 26		Farmworkers Day (School & Office Closed)^
MARCH 26		End of Quarter 3 Marking Period
MARCH 29 - APRIL 2		Spring Break (School Closed)^
APRIL 23		Staff Development (School Closed)^
MAY 31		Memorial Day (School & Office Closed)^
JUNE 4		12th Grade Graduation
JUNE		K, 5th & 8th Grade Promotions
JUNE 10		Last Day of School
JUNE 11		Staff Development (School Closed)^
JUNE 11		End of Quarter 4/Semester 2 Marking Period
JUNE 18		Juneteenth Observed (School & Office Closed)^

Coversheet

AIPCS II & AIMS Middle School Merger

Section: IV. Action Items
Item: F. AIPCS II & AIMS Middle School Merger
Purpose: Vote
Submitted by:
Related Material: AIMS K12 Board Resolution AIPCS I & AIPCS II Consolidation.docx.pdf

AIMS K-12 College Prep Charter District

American Indian Public Charter School II (K-8)
171 12th St | Oakland | CA 94607
E elementary@aimsk12.org
T 510-893-8701
F 510-893-0345

AIMS College Prep Middle School
171 12th St | Oakland | CA 94607
E middleschool@aimsk12.org
T 510-893-8701
F 510-893-0345

AIMS College Prep High School
746 Grand Ave | Oakland | CA 94610
E highschool@aimsk12.org
T 510-220-5044
F 510-519-5549

www.AIMSK12.org

RESOLUTION OF THE BOARD OF TRUSTEES OF AIMS K–12 COLLEGE PREP CHARTER DISTRICT

APPROVING THE CONSOLIDATION OF AIPCS I AND AIPCS II SCHOOLS AND AUTHORIZING RELATED ACTIONS

WHEREAS, the AIMS K–12 College Prep Charter District ("AIMS") operates multiple charter schools, including AIPCS I (AIMS College Prep Middle School) and AIPCS II (AIMS College Prep K–8 School); and

WHEREAS, AIPCS I and AIPCS II were originally established at different times and under separate charters, with the intention of potentially serving distinct student populations; and

WHEREAS, for over a decade, AIPCS I and AIPCS II have coexisted within the same facility, sharing physical space, resources, and portions of programming; and

WHEREAS, over the past year, AIMS has strategically aligned and consolidated operations across both schools, including shared leadership, coordinated schedules, common enrichment programming (including arts, physical education, and after-school programs), and integrated student experiences; and

WHEREAS, maintaining two separate school entities has resulted in operational and programmatic inefficiencies, including but not limited to imbalanced class sizes, inequitable distribution of student populations (including students with disabilities), and constraints on program design and flexibility; and

WHEREAS, consolidating AIPCS I and AIPCS II into a single, unified school will allow for more equitable student placement, improved resource allocation, and a more coherent and inclusive educational experience for all students, without disruption to existing curriculum, programming, or facilities; and

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WHEREAS, in order to implement this consolidation in accordance with applicable charter school laws and authorizer requirements, AIMS must formally close AIPCS I under its authorizer, the Oakland Unified School District (OUSD), and submit a material revision to the Alameda County Office of Education (ACOE) to allow AIPCS II to serve the combined student population; and

WHEREAS, AIMS intends to ensure continuity and stability for all currently enrolled students and staff by maintaining program offerings and providing enrollment preference for AIPCS I students into AIPCS II for the 2026–2027 school year; and

WHEREAS, this consolidation is contingent upon approval by ACOE of the proposed material revision to AIPCS II and any required approvals by OUSD related to the closure of AIPCS I;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of the AIMS K–12 College Prep Charter District hereby approves the consolidation of AIPCS I and AIPCS II into a single unified program under AIPCS II; and

BE IT FURTHER RESOLVED that the Board authorizes and directs the Executive Director or designee to initiate and complete all necessary actions to effectuate this consolidation, including:

- Submission of a material revision request to the Alameda County Office of Education;
- Coordination with the Oakland Unified School District regarding the closure of AIPCS I;
- Implementation of enrollment preference policies to ensure continuity for current AIPCS I students;
- Communication with staff, students, families, and stakeholders regarding the transition; and
- Any additional operational, legal, or administrative actions required to complete the consolidation;

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BE IT FURTHER RESOLVED that the approval of the closure of AIPCS I shall be **contingent upon approval** of the material revision by ACOE, ensuring no disruption to students or staff; and

BE IT FURTHER RESOLVED that the Board affirms its commitment to maintaining high-quality educational programming, equitable access, and continuity of services throughout this transition process.

PASSED AND ADOPTED by the Board of Trustees of the AIMS K–12 College Prep Charter District on this ___ day of _____, 2026, by the following vote:

AYE:
NAY:
ABSTAIN:
RECUSED:
ABSENT:

CERTIFICATION

I, _____, hereby certify that the foregoing is a full, true, and correct copy of a Resolution adopted by the Governing Board of the AIMS K–12 College Prep Charter District at a duly noticed meeting held on the date indicated above.

AIMS School Board Resolution Dated 22th of April 2026

Director Kimmie Kean, President, Aims School Board
Director Megan Sweet, AIMS School Board
Director Tiffany Lacsado, AIMS School Board
Director Stephen Leung , AIMS School Board
Director Jumoke Hinton, AIMS School Board

Coversheet

Board & Cabinet Budget Planning Launch

Section: V. Non-Action Items
Item: A. Board & Cabinet Budget Planning Launch
Purpose: Discuss
Submitted by:
Related Material: Budgeting Workshop Part II FY25-26 ver2 4.9.26.pptx.pdf

Budgeting Workshop Part II Fiscal Year 25-26



Interim Executive Director Marco Menendez

Director of Business Operations Christina Jordan

CSMC School Business Manager Miles Denniston

Agenda

- The Budget Process/Timeline
- Key Factors
- Projected FY25.26 Expenditures
- Expenditures by Department thru 3/31/26
- Projected Salaries & Benefits



The Budget Process in Review

Navigating the future

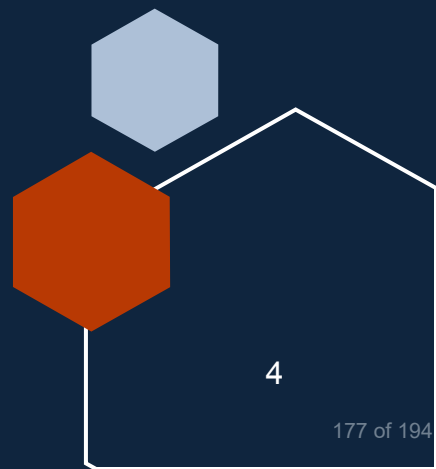
When are the budgets built?

The school budget process is a year-round cycle involving planning, drafting, review, and approval.

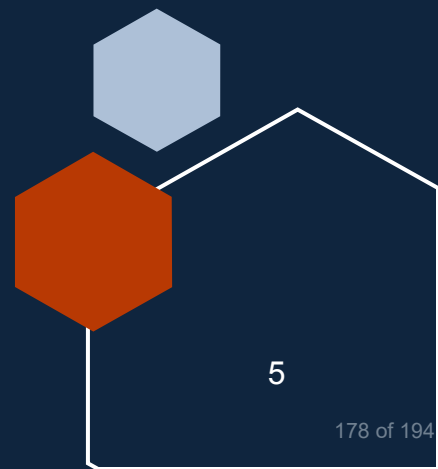
The Adopted Budget for the upcoming Fiscal Year is built using prior year data, factoring in educational goals & LCAP plans for the upcoming year, projected enrollment and other strategic expectations for revenue and expenses.

Budgets are adjusted as needed, prompted by changes in previous plans, expectations, or unanticipated needs. Formal budgets are approved for First Interim, Second Interim, and for the Unaudited Actual reports submitted to Authorizers and the state.

There are four stages of developing the annual School Budget



- **Questions/Comments?**



The Key Stages of the School Budget Process

Planning and Preparation (Summer-Fall): The district begins to set goals for the next fiscal year. They review prior year expenditures and watch the current year expenditures for valuable analytic information. They also begin investigating enrollment and potential projections.

Budget Development (Winter-Spring): Administrators draft the budget using projected enrollment/revenues and adjusting for staffing needs while prioritizing academic goals.

Review (late Spring): The Budget is presented for consideration to the School Board.

Approval and Adoption (June): The Board formally approves the final version of the budget for the next Fiscal Year

Adjustment (July – October): Final State funding will be confirmed during this period, and budgets will be adjusted based on these changes. These and other changes will be in the “First Interim” budget.

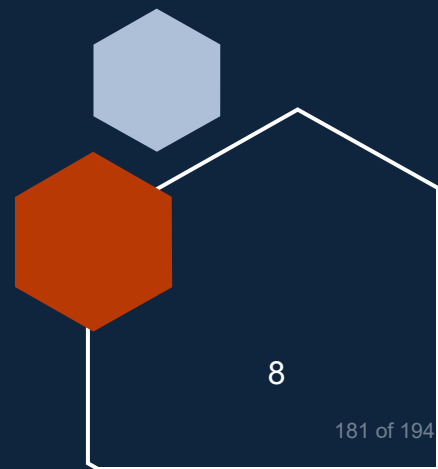
Further changes may occur due as actual expenditures proceed. Another adjustment to the Budget may occur for the “Second Interim” budget

Powered by BoardOnTrack

What are the Key Factors influencing the development of the Budget?

- **Strategic Goal Alignment:** Ensuring every expenditure supports student outcomes, academic performance, and district objectives.
- **Personnel Costs (70-80%):** Salaries and benefits constitute the largest portion of the budget.
- **Actual Costs:** Using current and past year actual costs will allow analyzation of spending patterns and regular expenditures
- **Revenue Projections:** Calculating income from local taxes, state aid, and federal grants.
- **Enrollment Projections:** Enrollment determines funding levels and staffing needs.
- **Facilities Maintenance:** Planning for long-term repairs to avoid deferred maintenance costs.
- **Data-Informed Decision Making:** Using data to guide resource allocation and evaluate program effectiveness.

- **Questions/Comments?**



Budget Process Best Practices

- **Multi-Year Planning:** Looking beyond one year to ensure future sustainability.

  Flexibility: Treating the budget as a living document that can be adjusted for unexpected challenges.

  "What-If" Scenarios: Developing alternative scenarios to prepare for revenue shifts



We are here

Budgeting Process for new FY budget. Step 1

Department Budgets: Actual Expenses/Projected Expenses for current fiscal year are provided to each Departmental Director by the Finance Department

All Department Directors meet together to share and discuss their program needs and planned budgets

Based on collaborative work, Departmental Directors amend their budgets as needed

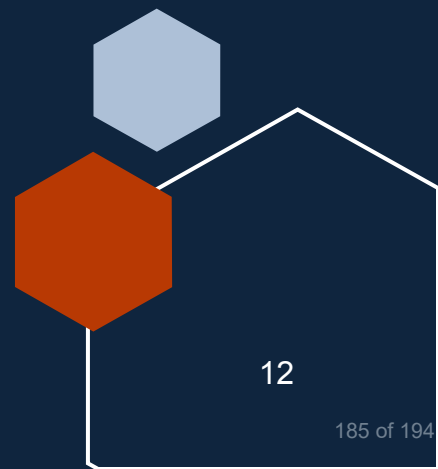
Budgeting Process for new FY budget. Step 2

Director of Finance combines Program budgets into an LEA budget plan for each school and for Central Office

All Department Directors meet again to review compiled budget and assure it is balanced.

As needed, Director of Finance follows up with LEA Heads to fine-tune restricted funding expenditure plans in the budget

- **Questions/Comments?**



Financial overview

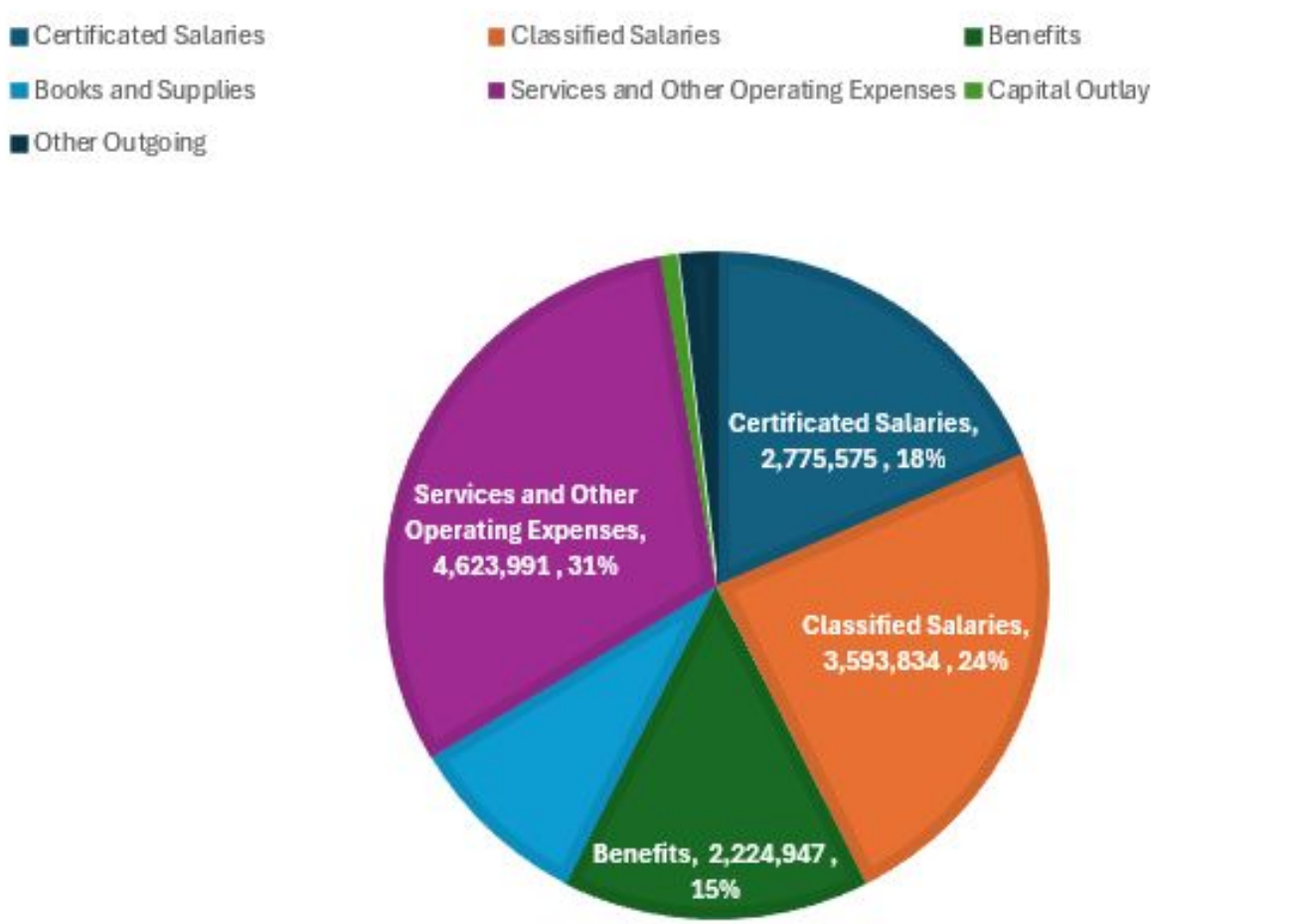
- Second Interims: We will show Second Interim totals, and also the projected totals for FY25.26
- Expenditures by Department: We will show expenditures through 2/28/26 by Department
- Looking forward: We will show Projected figures for FY26-27

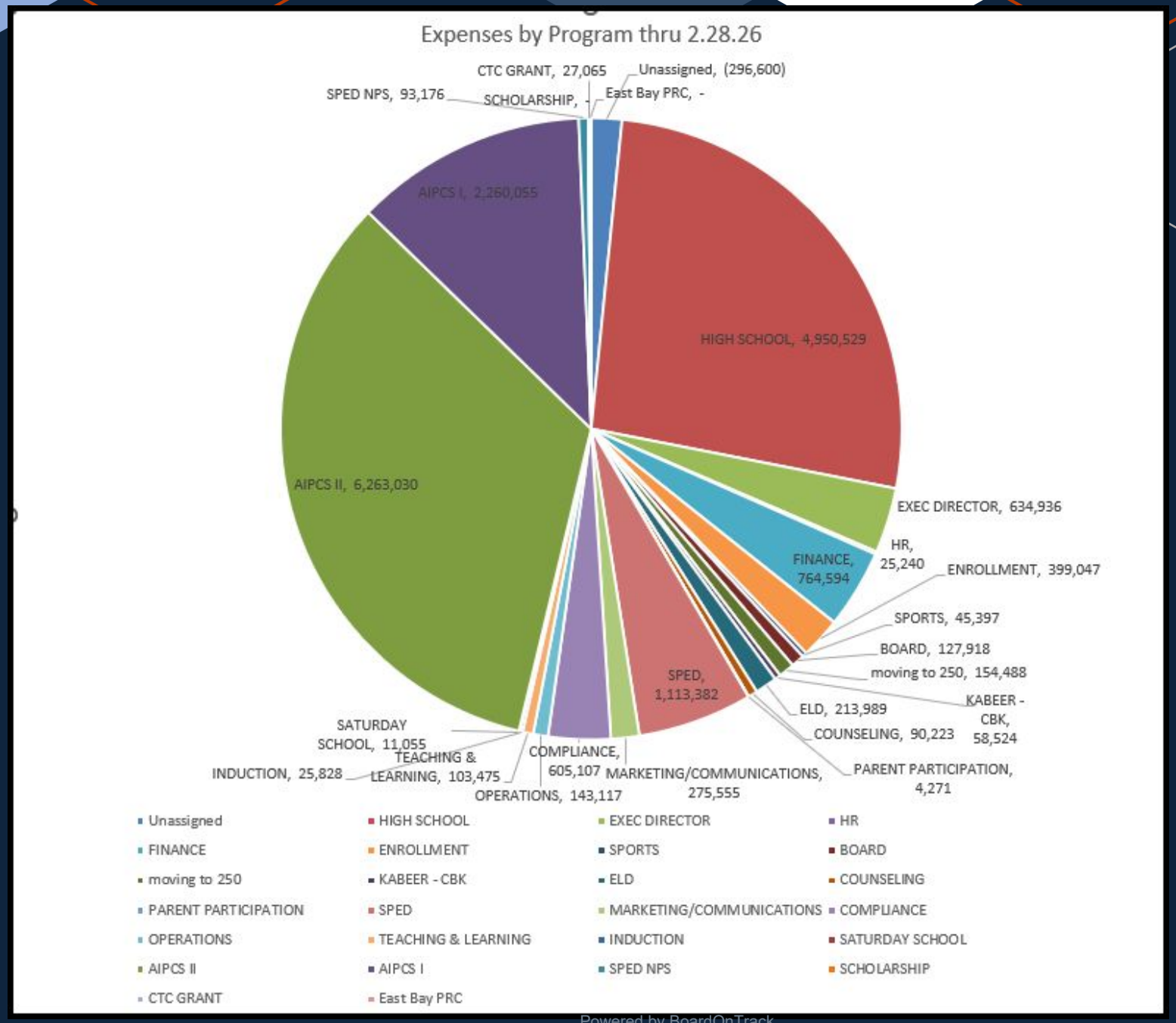
AIMS K-12 College Prep Charter Second Interims FY25-26

		AIMS MS AIPCS I	AIMS Elementary AIPCS II	AIMS High AIPHS	CMO	COMBINED
	CATEGORY	2025-2026Expenses as of 2/28/26	2025-2026Expenses as of 2/28/27	2025-2026Expenses as of 2/28/28	2025-2026Expenses as of 2/28/29	2025-2026Expenses as of 2/28/30
	TOTAL ENROLLMENT	143	525	362		1,030
	AVERAGE DAILY ATTENDANCE	135.0	500.0	350.1		985.1
REVENUE	State LCFF Revenue- FULL YEAR	1,923,506	7,187,646	5,617,034		14,728,186
REVENUE	Federal Revenue- FULL YEAR	218,158	737,422	352,840		1,308,421
REVENUE	Other State Revenue-FULL YEAR	1,047,730	3,055,774	1,242,869		5,346,373
REVENUE	Local Revenue-FULL YEAR	100,759	167,040	-		267,799
REVENUE	**TOTAL REVENUE**	**3,290,153**	**11,147,882**	**7,212,744**	**-**	**21,650,779**
EXPENSES	Certificated Salaries	366,063	1,205,619	832,561	371,332	2,775,575
EXPENSES	Classified Salaries	226,038	1,299,481	679,213	1,389,102	3,593,834
EXPENSES	Benefits	193,725	765,891	597,115	668,216	2,224,947
EXPENSES	*TOTAL PERSONNEL EXPENSES*	*785,825*	*3,270,990*	*2,108,889*	*2,428,650*	*8,594,355*
EXPENSES	Books and Supplies	160,608	712,364	436,507	30,321	1,339,800
EXPENSES	Services and Other Operating Exp	759,181	1,900,659	1,287,503	676,649	4,623,991
EXPENSES	Capital Outlay	9,794	110,938	4,485		125,218
EXPENSES	Other Outgoing	68,317	204,950	-		273,267
EXPENSES	*TOTAL OTHER EXPENSES*	*997,900*	*2,928,912*	*1,728,495*	*706,970*	*6,362,276*
EXPENSES	**TOTAL EXPENSES**	**1,783,725**	**6,199,902**	**3,837,384**	**3,135,620**	**14,956,631**
	SURPLUS\(DEFICIT)	1,506,428	4,947,980	3,375,360		6,694,148
	% of Expenses	*84.5%*	*79.8%*	*88.0%*		*44.8%*

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AIMS K-12 COLLEGE PREP EXPENSES FY25-26 THRU 2.28.26





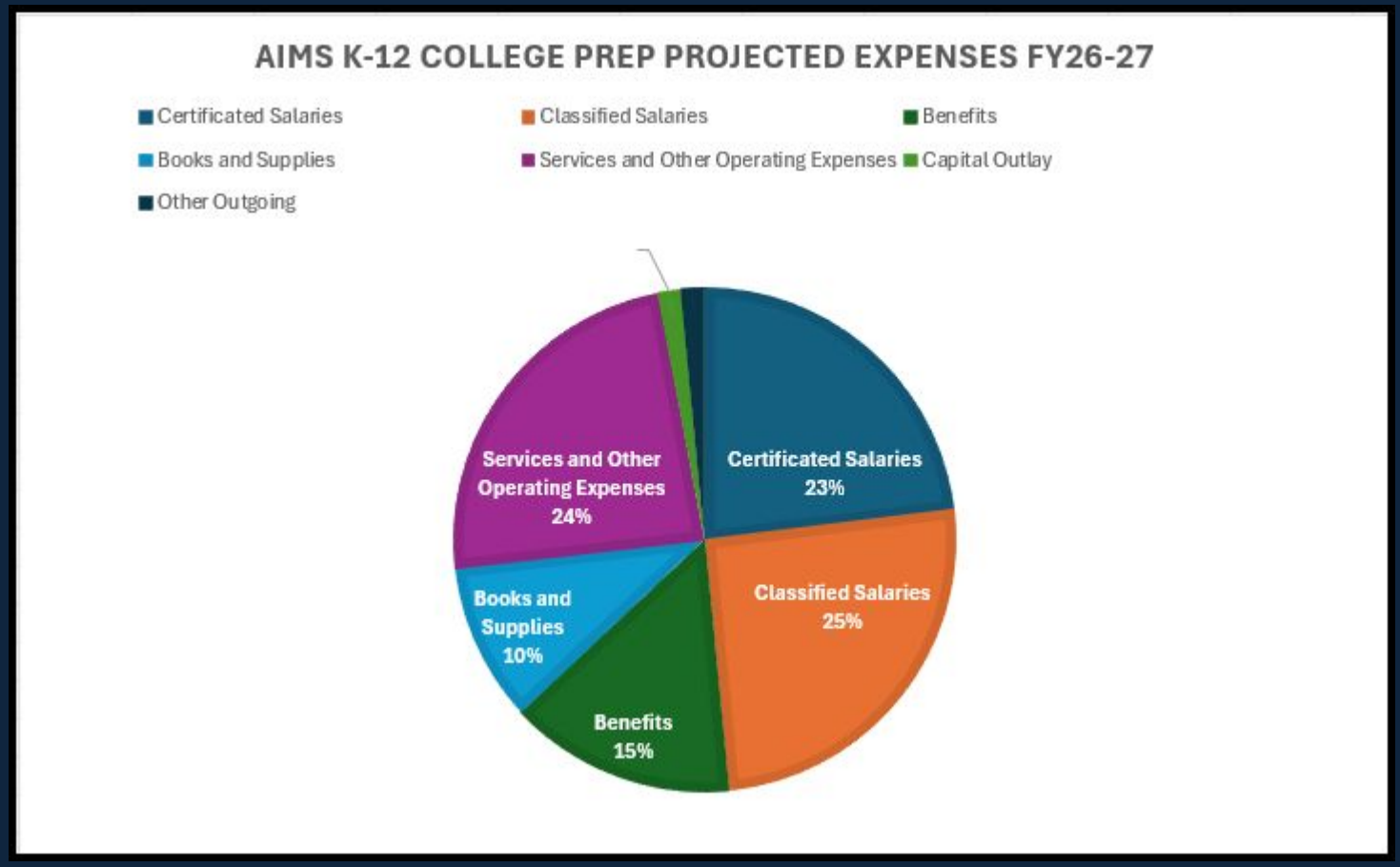
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AIMS K-12 College Prep Charter Projections for FY26-27

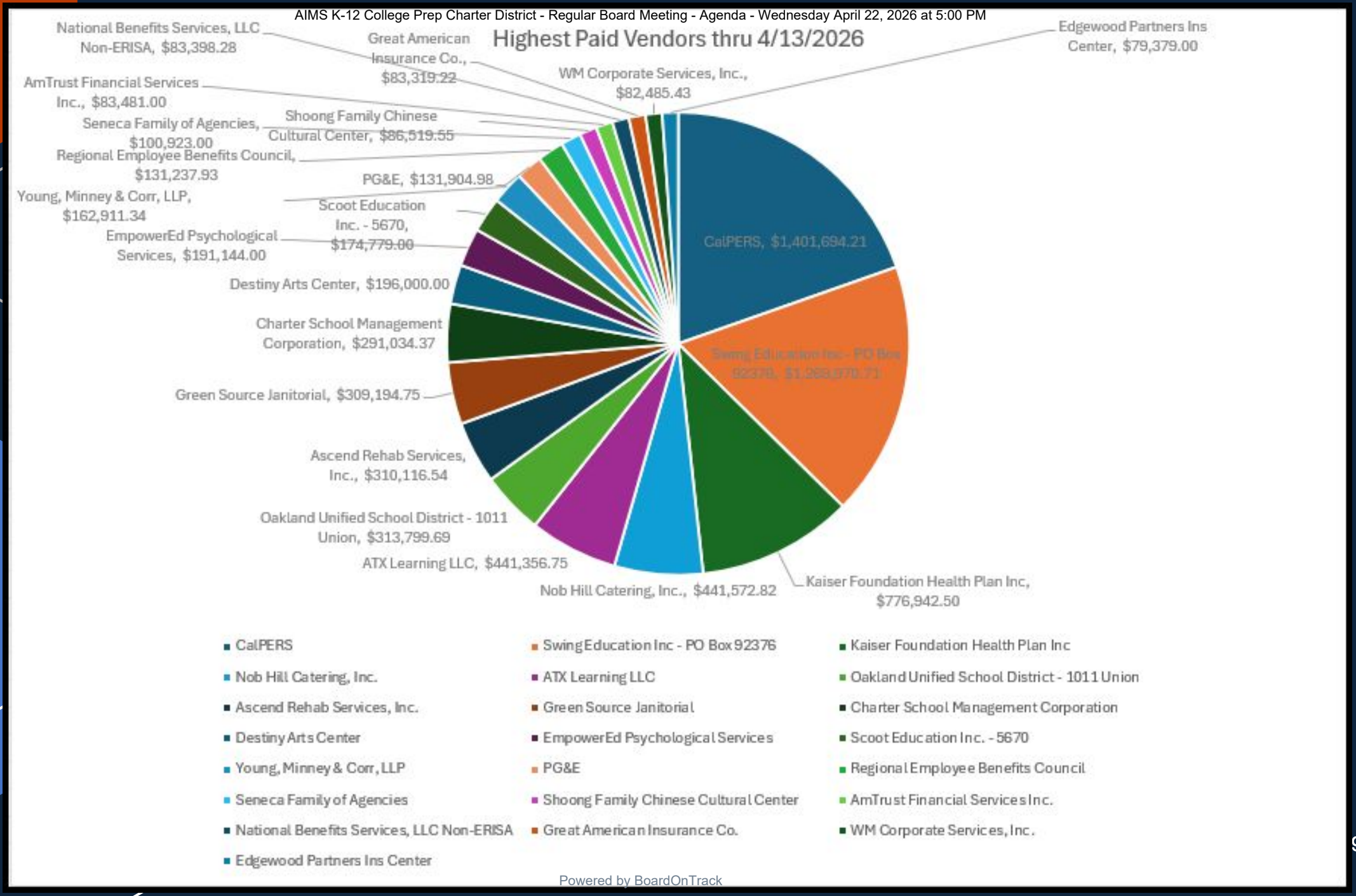
Note: Projected Salaries are 1.02% of Projected 25-26 Salaries

	CATEGORY	AIMS MS AIPCS I 2026-2027 INITIAL	AIMS Elementary AIPCS II 2026-2027 INITIAL	AIMS High AIPHS 2026-2027 INITIAL	CMO 2026-2027 INITIAL	COMBINED 2026-2027 INITIAL
	TOTAL ENROLLMENT	90	527	355		972
	AVERAGE DAILY ATTENDANCE	85.0	501.9	343.3		930.2
REVENUE	State LCFF Revenue	1,238,652	7,278,417	5,632,315		14,149,384
REVENUE	Federal Revenue	142,664	768,199	360,559		1,271,422
REVENUE	Other State Revenue	517,276	2,973,833	868,106		4,359,214
REVENUE	Local Revenue	64,939	171,719	-		236,658
REVENUE	**TOTAL REVENUE**	**1,963,531**	**11,192,168**	**6,860,980**	**-**	**20,016,679**
EXPENSES	Certificated Salaries	693,994	2,100,297	1,536,552	568,139	4,898,981
EXPENSES	Classified Salaries	309,371	2,055,223	901,350	2,125,326	5,391,270
EXPENSES	Benefits	307,368	1,043,217	721,233	1,017,360	3,089,178
EXPENSES	*TOTAL PERSONNEL EXPENSES*	*1,310,734*	*5,198,736*	*3,159,135*	*3,710,824*	*13,379,430*
EXPENSES	Books and Supplies	209,505	904,241	999,877	45,482	2,159,104
EXPENSES	Services and Other Operating E	746,094	2,202,423	1,104,126	1,016,695	5,069,338
EXPENSES	Capital Outlay	16,069	296,119	3,118		315,306
EXPENSES	Other Outgoing	-	308,670	-		308,670
EXPENSES	*TOTAL OTHER EXPENSES*	*971,669*	*3,711,453*	*2,107,120*	*1,062,177*	*7,852,419*
EXPENSES	**TOTAL EXPENSES**	**2,282,402**	**8,910,189**	**5,266,255**	**4,773,001**	**21,231,848**
SUMMARY	**SURPLUS\(DEFICIT)**	(318,872)	2,281,978	1,594,725		(1,215,169)
SUMMARY	*% of Expenses*	*0.0%*	*0.0%*	*0.0%*		*0.0%*
SUMMARY	BEGINNING FUND BALANCE	$ 2,910,945	$ 3,449,166	$ 3,605,833		9,965,945
SUMMARY	**ENDING BALANCE**	**$ 2,592,074**	**$ 5,731,144**	**$ 5,200,558**		**$ 13,523,777**
SUMMARY	*% of Expenses*	*0.0%*	*0.0%*	*0.0%*		*0.0%*

Note: Projected Salaries are 1.02% of Projected 25-26 Salaries



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Highest Paid Vendors thru 4/13/2026
National Benefits Services, LLC Non-ERISA, $83,398.28
Great American Insurance Co., $83,319.22
WM Corporate Services, Inc., $82,485.43
Edgewood Partners Ins Center, $79,379.00
AmTrust Financial Services Inc., $83,481.00
Seneca Family of Agencies, $100,923.00
Shoong Family Chinese Cultural Center, $86,519.55
Regional Employee Benefits Council, $131,237.93
PG&E, $131,904.98
Young, Minney & Corr, LLP, $162,911.34
Scoot Education Inc. - 5670, $174,779.00
EmpowerEd Psychological Services, $191,144.00
Destiny Arts Center, $196,000.00
Charter School Management Corporation, $291,034.37
Green Source Janitorial, $309,194.75
Ascend Rehab Services, Inc., $310,116.54
Oakland Unified School District - 1011 Union, $313,799.69
ATX Learning LLC, $441,356.75
Nob Hill Catering, Inc., $441,572.82
Kaiser Foundation Health Plan Inc, $776,942.50
CalPERS, $1,401,694.21
CalPERS
Swing Education Inc - PO Box 92376
Kaiser Foundation Health Plan Inc
Nob Hill Catering, Inc.
ATX Learning LLC
Oakland Unified School District - 1011 Union
Ascend Rehab Services, Inc.
Green Source Janitorial
Charter School Management Corporation
Destiny Arts Center
EmpowerEd Psychological Services
Scoot Education Inc. - 5670
Young, Minney & Corr, LLP
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National Benefits Services, LLC Non-ERISA
Great American Insurance Co.
WM Corporate Services, Inc.
Edgewood Partners Ins Center
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Questions

Thank you

Marco Menendez

Christina Jordan

Miles Denniston