AIMS K-12 College Prep Charter District

Finance Committee Meeting

Date and Time

Tuesday March 31, 2026 at 6:00 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 **Suzen Chu** at **510-390-1624** 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

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

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

Board Remote Locations:

- Kimi Kean 4153 Fruitvale Ave, Oakland 94602
- Tiffany Lascato 1900 Fruitvale Ave, Oakland 94601
- Megan Sweet 431 30th #250D Oakland, CA 94609
- Steven Leung 2450 Washington Ave Suite 100, San Leandro 94577

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**			**6:00 PM**
A.	Call the Meeting to Order			
B.	Record Attendance		Abigail Genova	1 m
C.	Adoption of Agenda	Vote		1 m
D.	Public Comment on Action Items	Discuss		10 m

		Purpose	Presenter	Time

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).**

E. Public Comment on Non-Action Items — Discuss — 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. Action Items — 6:22 PM

A. Proposed COLA salary adjustment for 2026-2027 — Vote — Jimmie Brown — 5 m

Approval for Consent

Presenter - Peyton Pierce: Contracts & Benefits Coordinator

III. Non-Action Items

IV. Closing Items

A. Adjourn Meeting

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 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.

Coversheet

Proposed COLA salary adjustment for 2026-2027

Section:	II. Action Items
Item:	A. Proposed COLA salary adjustment for 2026-2027
Purpose:	Vote
Submitted by:	
Related Material:	2026 COLA - AIMS Board Submission.pdf Employee Contracts & Extended Work - AIMS Board Submission.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 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