Voices College-Bound Language Academies

Board Meeting

Board Meeting

Date and Time

Thursday March 5, 2026 at 3:00 PM PST

Location

- 6840 Via del Oro. Ste. 205, San Jose, CA 95119. **(Meeting Location)**
- 715 Hellyer Ave., San Jose, CA 95111
- 14271 Story Rd., San Jose, CA 95127
- 201 28th St., Richmond, CA 94804
- 321 E. Weber St., Stockton, CA 95202
- 16505 Monterey Rd, Morgan Hill, CA 95037
- 450 San Antonio Road, Palo Alto, CA 94306
- 3921 Fabian Way, Palo Alto, CA 94303
- 2803 S. Norton Ave, LA, CA, 90018
- 5168 Summerhill Dr, Oceanside, CA 92057
- 16990 Barnell Ave., Apt A, Morgan Hill, CA 95037
- 1381 South First St, San Jose, CA 95110
- 4313 Miranda Ave., Palo Alto, CA 94306

Instructions For Presentations To The Board By Parents and Citizens
PUBLIC COMMENTS OF PERSONS DESIRING TO ADDRESS THE BOARD
SUBMIT PUBLIC COMMENT: http://bit.ly/voices-public-comment
At this time, members of the public may address the Board on any issue within the subject matter jurisdiction of the Board that is not listed on this agenda. Members of the public may also address the Board on an agenda item before or during the Board's consideration of the item. Submitted comments may be read into the record to the

extent practicable based upon factors such as the length of the agenda and available time. Comments received within the window of the board meeting, whether read or not, will be shared with the board and noted in the minutes. Individual commenters are limited to a single comment per agenda item.
Public comments will be accepted prior to and during the board meeting, subject to limitations discussed here.
Comments may be read in the order received and will be accepted up to the point each agenda item is heard, acted upon or when the Board President has completed the call for public comment on that agenda item.
Comments submitted during the board meeting after the agenda item has been called for a vote or has already been completed will not be read publicly but may be entered into the record.
Comments should be limited to 400 words or fewer and will need to be readable within the time allocated for each comment. These presentations are limited to no more than 15 minutes total and 3 minutes per person. A full comment may not be read if the length of time to read the comment exceeds the designated limit. No action can be taken on an item not on the agenda at this time, but it may be referred to the administration or put on a future agenda.

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1. When addressing the Board, speakers are requested to state their name and address and adhere to the limits set forth.
2. Any public records relating to an agenda item for an open session of the Board that is distributed to all, or the majority of all, of the Board members shall be available for public inspection at 6840 Via Del Oro, Suite #205. San Jose, CA 95119.
3. REASONABLE ACCOMMODATION WILL BE PROVIDED FOR ANY INDIVIDUAL WITH A DISABILITY: Pursuant to the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, any individual with a disability who requires reasonable accommodation to attend or participate in this meeting may request assistance by contacting Felipe Deguer at (669) 208-5641.
4. All matters listed under the consent agenda are considered by the Board to be routine and will be approved/enacted by the Board in one motion in the form listed below. Unless specifically requested by a Board member for further discussion or removed from the agenda, there will be no discussion of these items prior to the Board votes on them. The executive director recommends approval of all consent items.
5. Members of the public attending a teleconference meeting need not provide their names when joining the call.
6. All time durations are estimates and may run shorter or longer.

Note:
SPANISH TRANSLATION: If you need Spanish audio translation in order to access the Voices Board meeting, please send a request to fdeguer@voicescharterschool.com or call Felipe Deguer at (669) 208-5641 at least 24 hours before the start of the meeting. If you would like to make a public comment in Spanish and would like us to translate it to English for the Board, please send a request to fdeguer@voicescharterschool.com or call Felipe Deguer at (669) 208-5641 at least 24 hours before the start of the meeting.

Si necesita traducción de audio al español para acceder a la reunión de la Mesa Directiva de Voices, envíe una solicitud a fdeguer@voicescharterschool.com o llame a Felipe Deguer a (669) 208-5641 por lo menos 24 horas antes del inicio de la reunión. Si desea hacer un comentario público en español y desea que lo traduzcamos al

inglés para la Mesa Directiva, envíe una solicitud a fdeguer@voicescharterschool.com o llame a Felipe Deguer a (669) 208-5641 por lo menos 24 horas antes del inicio de la reunión.

Agenda

		Purpose	Presenter
I.	**Opening Items**		
	Opening Items		
A.	Record Attendance and Guests		Felipe Deguer
B.	Call the Meeting to Order		Kim Wisckol
C.	Approve Order of Agenda	Vote	Kim Wisckol
D.	Public Comment (on items not on the Agenda)		Felipe Deguer

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Non-agenda items: No individual presentation shall be more than 3 minutes, and the total time for this purpose shall not exceed 15 minutes. Ordinarily, Board members will not respond to presentations and no action can be taken. However, the board may give direction to staff following a presentation.

II.	**Consent Agenda**		
A.	Approve Minutes	Approve Minutes	Kim Wisckol

Approve minutes for Special Board Meeting on February 27, 2026

B.	Approve Contracts	Vote	Kim Wisckol

- CLA SOW Audit Services
- Panorama Education Inc.

C.	Approv Contract Ratification	Vote	Kim Wisckol

- Essemble Learning

III. Board Business

		Purpose	Presenter
A.	Approve Declaration of Needs (DONs) for all School Sites	Vote	Felipe Deguer
B.	Approve 25-26 Second Interim Financials for Voices FS, WCC, ST, MH, MP	Vote	Nicholas Mawad
C.	Review of Comparable Compensation Data for Charter School CEOs/Executive Directors/Heads of School	FYI	Nicholas Mawad
D.	Approve Board Meeting Calendar for the 2026-2027 School Year	Vote	Aldo Ramirez

Proposed Dates.

Annual Meeting:

- August 7 | Annual Board Meeting from 9:00 AM to 4:00 PM

General Board Meetings:

- October 22 | 3:00 PM to 5:00 PM
- December 10 | 3:00 PM to 5:00 PM
- March 4 | 3:00 PM to 5:00 PM
- June 10 | 3:00 PM to 5:00 PM
- June 24 | 3:00 PM to 5:00 PM

E.	Approval of Voices Morgan Hill MOU with SCCOE	Vote	Kim Wisckol

IV. Closed Session

A. Public Employee Performance Evaluation- CEO (Pursuant to Gov. Code Section 54957(b)(1).)

V. Reconvene Open Session

Report on action taken in closed session

VI. Closing Items

A.	Adjourn Meeting	Vote	Kim Wisckol

Coversheet

Approve Minutes

Section: II. Consent Agenda
Item: A. Approve Minutes
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Special Board Meeting on February 27, 2026

APPROVED

Voices College-Bound Language Academies

Minutes

Special Board Meeting

Special Board Meeting

Date and Time
Friday February 27, 2026 at 3:00 PM

Location

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- 321 E. Weber St., Stockton, CA 95202
- 16505 Monterey Rd, Morgan Hill, CA 95037
- 225 West Santa Clara St, Suite 1500, San Jose, CA 95113
- 2803 S. Norton Ave, LA, CA, 90018
- 5168 Summerhill Dr, Oceanside, CA 92057
- 252 Devonshire Blvd, San Carlos, 94070
- 40 Henderson, Palo Alto, CA 92025
- 3921 Fabian Way, Palo Alto, CA 94303
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Directors Present
A. Miller (remote), D. Koren (remote), M. Ruiz (remote), P. Carreño (remote), S. Rocha (remote), S. Sandoval (remote)

Directors Absent
J. Nguyen, K. Wisckol

Guests Present
A. Ramirez, E. Magaña, F. Deguer, J. Mata (remote), N. Ortiz (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

Aldo Ramirez called the meeting to order at 3:10 PM.
P. Carreño called a meeting to order on Friday Feb 27, 2026 at 3:10 PM.

C. Approve Order of the Agenda

S. Sandoval made a motion to approve the order of the agenda.
P. Carreño seconded the motion.
The team **VOTED** to approve the motion.

Roll Call

S. Sandoval	Aye
K. Wisckol	Absent
A. Miller	Aye
S. Rocha	Aye
P. Carreño	Aye
M. Ruiz	Aye
J. Nguyen	Absent

Roll Call

D. Koren Aye

Felipe Deguer mentioned that public comments were received.

II. Approve Consent Items

A. Approve New Policies

A. Miller made a motion to approve new policy.

P. Carreño seconded the motion.

The team **VOTED** to approve the motion.

Roll Call

K. Wisckol	Absent
A. Miller	Aye
S. Sandoval	Aye
D. Koren	Aye
M. Ruiz	Aye
J. Nguyen	Absent
P. Carreño	Aye
S. Rocha	Aye

B. Approve Minutes

A. Miller made a motion to approve the minutes from Special Board Meeting on 01-29-26.

P. Carreño seconded the motion.

The team **VOTED** to approve the motion.

Roll Call

M. Ruiz	Aye
A. Miller	Aye
S. Rocha	Aye
P. Carreño	Aye
D. Koren	Aye
K. Wisckol	Absent
S. Sandoval	Aye
J. Nguyen	Absent

III. Board Business

A. Approve West Contra Costa Improvement Plan for Renewal

Ellyn Magana provided more details on the improvement plan for WCC.

S. Sandoval made a motion to approve West Contra Costa Improvement Plan.

P. Carreño seconded the motion.

The team **VOTED** to approve the motion.

Roll Call

M. Ruiz Aye

Roll Call

A. Miller	Aye
K. Wisckol	Absent
J. Nguyen	Absent
S. Sandoval	Aye
P. Carreño	Aye
S. Rocha	Aye
D. Koren	Aye

B. Approve Voices 2026-2027 Safety Plan for Each Site

A. Miller made a motion to approve Voices' safety plans for Flagship 2026-27.

P. Carreño seconded the motion.

Jaime Mata and Nancy Ortiz reviewed the details of each safety plan and its updates.

The team **VOTED** to approve the motion.

Roll Call

D. Koren	Aye
S. Rocha	Aye
P. Carreño	Aye
M. Ruiz	Aye
J. Nguyen	Absent
A. Miller	Aye
S. Sandoval	Aye
K. Wisckol	Absent

A. Miller made a motion to approve Voices' safety plans for Mount Pleasant 2026-27.

P. Carreño seconded the motion.

The team **VOTED** to approve the motion.

Roll Call

D. Koren	Aye
S. Rocha	Aye
K. Wisckol	Absent
S. Sandoval	Aye
A. Miller	Aye
P. Carreño	Aye
J. Nguyen	Absent
M. Ruiz	Aye

A. Miller made a motion to approve Voices' safety plans for Morgan Hill 2026-27.

P. Carreño seconded the motion.

The team **VOTED** to approve the motion.

Roll Call

D. Koren	Aye
M. Ruiz	Aye
J. Nguyen	Absent
S. Rocha	Aye
K. Wisckol	Absent

Roll Call

A. Miller	Aye
S. Sandoval	Aye
P. Carreño	Aye

A. Miller made a motion to approve Voices' safety plans for Stockton 2026-27.

P. Carreño seconded the motion.

The team **VOTED** to approve the motion.

Roll Call

S. Rocha	Aye
A. Miller	Aye
M. Ruiz	Aye
J. Nguyen	Absent
S. Sandoval	Aye
D. Koren	Aye
K. Wisckol	Absent
P. Carreño	Aye

A. Miller made a motion to approve Voices' safety plans for West Contra Costa 2026-27.

P. Carreño seconded the motion.

The team **VOTED** to approve the motion.

Roll Call

A. Miller	Aye
J. Nguyen	Absent
M. Ruiz	Aye
S. Sandoval	Aye
D. Koren	Aye
K. Wisckol	Absent
S. Rocha	Aye
P. Carreño	Aye

IV. Closing Items

A. Adjourn Meeting

A. Miller made a motion to adjourn meeting at 3:25 pm.

P. Carreño seconded the motion.

The team **VOTED** to approve the motion.

Roll Call

M. Ruiz	Aye
J. Nguyen	Absent
S. Rocha	Aye
K. Wisckol	Absent
P. Carreño	Aye
A. Miller	Aye
S. Sandoval	Aye
D. Koren	Aye

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 3:25 PM.

Respectfully Submitted,
A. Miller

Coversheet

Approve Contracts

Section: II. Consent Agenda
Item: B. Approve Contracts
Purpose: Vote
Submitted by:
Related Material:
Statement of Work - Audit Services - Single Audit Voices College.pdf
2027-28 Voices College-Bound Language Academies_Panorama_Renewal.pdf



CliftonLarsonAllen LLP
https://www.claconnect.com

January 20, 2026

Statement of Work - Audit Services

This agreement constitutes a statement of work ("SOW") under the master service agreement ("MSA") dated February 6, 2023, or superseding MSA, made by and between CliftonLarsonAllen LLP ("CLA," "we," "us," and "our") and Voices College-Bound Language Academies ("you," "your," or "the entity"). We are pleased to confirm our understanding of the terms and objectives of our engagement and the nature and limitations of the services CLA will provide for the entity as of and for the year ended June 30, 2026.

Wade McMullen is responsible for the performance of the audit engagement. Per Education Code Section 41020(f)(2), there is a limit of six consecutive years for any firm where the principal of the audit and the reviewing principal have been the same in each of those years. This is the fifth consecutive year Wade McMullen will be the engagement principal.

Scope of audit services
We will audit the financial statements of Voices College-Bound Language Academies, which comprise the financial statements identified below, and the related notes to the financial statements (collectively, the “financial statements”) as of and for the year ended June 30, 2026.

The consolidated statement of financial position and the related consolidated statements of activities, functional expenses and cash flows for the year then ended, and the related notes to the consolidated financial statements.

We will also evaluate and report on the presentation of the supplementary information accompanying the financial statements in relation to the financial statements as a whole.

Nonaudit services
We will also provide the following nonaudit services:

- Preparation of data collection form
- Preparation of the supplementary information.
- Preparation of adjusting journal entries, as needed.
- Preparation of the informational tax returns.

Audit objectives

The objectives of our audit of the financial statements are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion about whether your financial statements are fairly presented, in all material respects, in conformity with accounting principles generally accepted in the United States of America (U.S. GAAP). Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with auditing standards generally accepted in the United States of America (U.S. GAAS) will always detect a material misstatement when it exists. Misstatements, including omissions, can arise from fraud or error and are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

Our audit will be conducted in accordance with U.S. GAAS; the standards for financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States; the audit requirements of Title 2 U.S. *Code of Federal Regulations Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance); and the 2025-2026 Guide for Annual Audits of K-12 Local Education Agencies and State Compliance Reporting, published by the Education Audit Appeals Panel (State Audit Guide). Those standards require us to be independent of the entity and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. Our audit will include tests of your accounting records, a determination of major program(s) in accordance with the Uniform Guidance, and other procedures we consider necessary to enable us to express opinions and render the required reports.

We will also perform procedures to enable us to express an opinion on whether the supplementary information (as identified above) accompanying the financial statements is fairly stated, in all material respects, in relation to the financial statements as a whole.

The objectives of our audit also include:

- Reporting on internal control over financial reporting and on compliance with the provisions of laws, regulations, contracts, and award agreements, noncompliance with which could have a material effect on the financial statements in accordance with *Government Auditing Standards*.

- Reporting on internal control over compliance related to major programs and expressing an opinion (or disclaimer of opinion) on compliance with federal statutes, regulations, and the terms and conditions of federal awards that could have a direct and material effect on each major program in accordance with the Uniform Guidance.

The *Government Auditing Standards* report on internal control over financial reporting and on compliance and other matters will include a paragraph that states (1) that the purpose of the report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the entity's internal control or on compliance, and (2) that the report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the entity's internal control and compliance. The Uniform Guidance report on internal control over compliance will include a paragraph that states that the purpose of the report on internal control over compliance is solely to describe the scope of our testing of internal control over compliance and the results

of that testing based on the requirements of the Uniform Guidance. Both reports will state that the report is not suitable for any other purpose.

We will issue written reports upon completion of our audit of your financial statements and compliance with requirements applicable to major programs.

We will provide an opinion (or disclaimer of opinion) on compliance with requirements described in the 2025-26 Guide for Annual Audits of K-12 Local Education Agencies and State Compliance Reporting, published by the Education Audit Appeals Panel. The State Compliance report will include a paragraph that states that the purpose of the report over compliance is to express an opinion on compliance with the types of requirements described in the 2025-26 Guide for Annual Audits of K-12 Local Education Agencies and State Compliance Reporting; however, that the audit does not provide a legal determination of the entity's compliance.

The state compliance report on internal control over compliance will include a paragraph that states that the purpose of the report on internal control over compliance is solely to describe the scope of our testing of internal control over compliance and the results of that testing based on the requirements of the State Audit Guide.

Circumstances may arise in which our report may differ from its expected form and content based on the results of our audit. Depending on the nature of these circumstances, it may be necessary for us to modify our opinions, add an emphasis-of-matter or other-matter paragraph to our auditors' report, or if necessary, withdraw from the engagement. If our opinions on the financial statements or compliance are other than unmodified, we will discuss the reasons with you in advance. If circumstances occur related to the condition of your records, the availability of sufficient, appropriate audit evidence, or the existence of a significant risk of material misstatement of the financial statements or material noncompliance caused by error, fraudulent financial reporting, or misappropriation of assets, which in our professional judgment prevent us from completing the audit or forming an opinion on the financial statements or an opinion on compliance, we retain the right to take any course of action permitted by professional standards, including declining to express opinions or issue reports, or withdrawing from the engagement.

It is our understanding that our auditors' report will be included in your annual report which is comprised of Local Education Agency Organization Structure and that your annual report will be issued in conjunction with the audit. Our responsibility for other information included in your annual report does not extend beyond the financial information identified in our opinion on the financial statements. We have no responsibility for determining whether such other information is properly stated and do not have an obligation to perform any procedures to corroborate other information contained in your annual report. We are required by professional standards to read the other information and consider whether a material inconsistency exists between the other information and the financial statements because the credibility of the financial statements and our auditors' report thereon may be undermined by material inconsistencies between the audited financial statements and other information. If, based on the work performed, we conclude that an uncorrected material misstatement of the other information exists, we are required to describe it in our report.

Auditor responsibilities, procedures, and limitations

We will conduct our audit in accordance with U.S. GAAS, the standards for financial audits contained in *Government Auditing Standards*, the Uniform Guidance, and the State Audit Guide.

Those standards require that we exercise professional judgment and maintain professional skepticism throughout the planning and performance of the audit. As part of our audit, we will:

• Identify and assess the risks of material misstatement of the financial statements and material noncompliance, whether due to fraud or error, design and perform audit procedures responsive to those risks, and evaluate whether audit evidence obtained is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement or a material noncompliance resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

• Obtain an understanding of the entity and its environment, including the system of internal control, relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. However, we will communicate to you in writing any significant deficiencies or material weaknesses in internal control relevant to the audit of the financial statements that we have identified during the audit.

• Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements, including the amounts and disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

• Conclude, based on our evaluation of audit evidence obtained, whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the entity’s ability to continue as a going concern for a reasonable period of time.

Although our audit planning has not been concluded and modifications may be made, we have identified the following significant risk(s) of material misstatement as part of our audit planning:

• Management Override of Controls

• Revenue Recognition

There is an unavoidable risk, because of the inherent limitations of an audit, together with the inherent limitations of internal control, that some material misstatements or noncompliance may not be detected, even though the audit is properly planned and performed in accordance with U.S. GAAS, *Government Auditing Standards*, the Uniform Guidance, and the State Audit Guide. Because we will not perform a detailed examination of all transactions, material misstatements, whether from (1) errors, (2) fraudulent financial reporting, (3) misappropriation of assets, or (4) violations of laws or governmental regulations that are attributable to the entity or to acts by management or employees acting on behalf of the entity, may not be detected. Because the determination of waste and abuse is subjective, *Government Auditing Standards* do not require auditors to perform specific procedures to detect waste or abuse in financial audits nor do they expect auditors to provide reasonable assurance of detecting waste or abuse.

In addition, an audit is not designed to detect immaterial misstatements or violations of laws or governmental regulations that do not have a direct and material effect on the financial statements or on major programs. However, we will inform the appropriate level of management and those charged with governance of any material errors, fraudulent financial reporting, or misappropriation of assets that come to our attention. We will also inform the appropriate level of management and those charged with governance of any violations of laws or governmental regulations that come to our attention, unless clearly inconsequential. We will include such matters in the reports required for a single audit.

Tests of controls may be performed to test the effectiveness of certain controls that we consider relevant to preventing and detecting fraud or errors that are material to the financial statements and to preventing and detecting misstatements resulting from noncompliance with provisions of laws, regulations, contracts, and grant agreements that have a material effect on the financial statements. Our tests, if performed, will be less in scope than would be necessary to render an opinion on internal control and, accordingly, no opinion will be expressed in our report on internal control issued pursuant to *Government Auditing Standards*.

As required by the Uniform Guidance, we will perform tests of controls over compliance to evaluate the effectiveness of the design and operation of controls that we consider relevant to preventing or detecting material noncompliance with compliance requirements applicable to each major program. However, our tests will be less in scope than would be necessary to render an opinion on those controls and, accordingly, no opinion will be expressed in our report on internal control issued pursuant to the Uniform Guidance.

An audit is not designed to provide assurance on internal control or to identify deficiencies, significant deficiencies, or material weaknesses in internal control. However, we will communicate to you in writing significant deficiencies or material weaknesses in internal control relevant to the audit of the financial statements that we identify during the audit that are required to be communicated under AICPA professional standards, *Government Auditing Standards*, the Uniform Guidance, and the State Audit Guide.

As part of obtaining reasonable assurance about whether the financial statements are free of material misstatement, we will perform tests of the entity's compliance with the provisions of laws, regulations, contracts, and grant agreements that have a material effect on the financial statements. However, the objective of our audit will not be to provide an opinion on overall compliance and we will not express such an opinion in our report on compliance issued pursuant to *Government Auditing Standards*.

We will include in our report on internal control over financial reporting and on compliance relevant information about any identified or suspected instances of fraud and any identified or suspected noncompliance with provisions of laws, regulations, contracts, or grant agreements that may have occurred that are required to be communicated under *Government Auditing Standards*.

The Uniform Guidance and State Audit Guide requires that we also plan and perform the audit to obtain reasonable assurance about whether the auditee has complied with state and federal statutes, regulations, and the terms and conditions of federal awards that may have a direct and material effect on each of the entity's major programs. Our procedures will consist of tests of transactions and other applicable procedures described in the "OMB Compliance Supplement" for the types of compliance requirements that could have a direct and material effect on each of the entity's major programs. The purpose of these

procedures will be to express an opinion on the entity's compliance with requirements applicable to each of its major programs in our report on compliance issued pursuant to the Uniform Guidance and State Audit Guide.

We will evaluate the presentation of the schedule of expenditures of federal awards accompanying the financial statements in relation to the financial statements as a whole. We will make certain inquiries of management and evaluate the form, content, and methods of preparing the schedule to determine whether the information complies with U.S. GAAP and the Uniform Guidance, the method of preparing it has not changed from the prior period, and the information is appropriate and complete in relation to our audit of the financial statements. We will compare and reconcile the schedule to the underlying accounting records and other records used to prepare the financial statements or to the financial statements themselves.

Our responsibility as auditors is limited to the period covered by our audit and does not extend to any later periods for which we are not engaged as auditors.

Management responsibilities

Our audit will be conducted on the basis that you (management and, when appropriate, those charged with governance) acknowledge and understand that you have certain responsibilities that are fundamental to the conduct of an audit.

You are responsible for the preparation and fair presentation of the financial statements and the schedule of expenditures of federal awards in accordance with U.S. GAAP. Management is also responsible for identifying all federal awards received, understanding and complying with the compliance requirements, and for the preparation of the schedule of expenditures of federal awards (including notes and noncash assistance received) in accordance with the requirements of the Uniform Guidance.

Management's responsibilities include the selection and application of accounting principles; recording and reflecting all transactions in the financial statements; determining the reasonableness of significant accounting estimates included in the financial statements; adjusting the financial statements to correct material misstatements; and confirming to us in the management representation letter that the effects of any uncorrected misstatements aggregated by us during the current engagement and pertaining to the latest period presented are immaterial, both individually and in the aggregate, to the financial statements taken as a whole. In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the entity's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

Management is responsible for compliance with applicable laws and regulations and the provisions of contracts and grant agreements, including compliance with federal statutes, regulations, and the terms and conditions of federal awards applicable to the entity's federal programs. Your responsibilities also include identifying significant contractor relationships in which the contractor has responsibility for program compliance and for the accuracy and completeness of that information.

You are responsible for the design, implementation, and maintenance of effective internal control, including internal control over compliance, relevant to the preparation and fair presentation of financial

statements that are free from material misstatement, whether due to fraud or error, including evaluating and monitoring ongoing activities and safeguarding assets to help ensure that appropriate goals and objectives are met; and that there is reasonable assurance that government programs are administered in compliance with compliance requirements.

You are responsible for the design, implementation, and maintenance of internal controls to prevent and detect fraud; assessing the risk that the financial statements may be materially misstated as a result of fraud; and for informing us about all known or suspected fraud affecting the entity involving (1) management, (2) employees who have significant roles in internal control, and (3) others where the fraud could have a material effect on the financial statements. Your responsibilities include informing us of your knowledge of any allegations of fraud or suspected fraud affecting the entity received in communications from employees, former employees, grantors, regulators, or others. In addition, you are responsible for implementing systems designed to achieve compliance with applicable laws and regulations and the provisions of contracts and grant agreements, including compliance with federal statutes, regulations, and the terms and conditions of federal awards applicable to the entity's federal programs; identifying and ensuring that the entity complies with applicable laws, regulations, contracts, and grant agreements, including compliance with federal statutes, regulations, and the terms and conditions of federal awards applicable to the entity's federal programs; and informing us of all instances of identified or suspected noncompliance whose effects on the financial statements should be considered.

You are responsible for taking timely and appropriate steps to remedy any fraud; noncompliance with provisions of laws, regulations, contracts, or grant agreements; or abuse that we may report. Additionally, as required by the Uniform Guidance and State Audit Guide, it is management's responsibility to evaluate and monitor noncompliance with federal and state statutes, regulations, and the terms and conditions of federal awards; take prompt action when instances of noncompliance are identified, including noncompliance identified in audit findings; and to follow up and take prompt corrective action on reported audit findings and to prepare a summary schedule of prior audit findings and a corrective action plan. The summary schedule of prior audit findings should be available for our review.

You are responsible for providing us with (1) access to all information of which you are aware that is relevant to the preparation and fair presentation of the financial statements, including amounts and disclosures, such as records, documentation, identification of all related parties and all related-party relationships and transactions, and other matters, and for the accuracy and completeness of that information (including information from within and outside of the general and subsidiary ledgers), and for ensuring management information and financial information is reliable and properly reported; (2) access to personnel, accounts, books, records, supporting documentation, and other information as needed to perform an audit under the Uniform Guidance; (3) access to personnel, accounts, books, records, supporting documentation, and other information as needed to perform an audit under the State Audit Guide; and (4) unrestricted access to persons within the entity from whom we determine it necessary to obtain audit evidence.

You agree to inform us of events occurring or facts discovered subsequent to the date of the financial statements that may affect the financial statements.

You agree to include our report on the schedule of expenditures of federal awards in any document that

contains and indicates that we have reported on the schedule of expenditures of federal awards. You also agree to include the audited financial statements with any presentation of the schedule of expenditures of federal awards that includes our report thereon or make the audited financial statements readily available to intended users of the schedule of expenditures of federal awards no later than the date the schedule of expenditures of federal awards is issued with our report thereon. Your responsibilities include acknowledging to us in the representation letter that (1) you are responsible for presentation of the schedule of expenditures of federal awards in accordance with the Uniform Guidance; (2) you believe the schedule of expenditures of federal awards, including its form and content, is fairly presented in accordance with the Uniform Guidance; (3) the methods of measurement or presentation have not changed from those used in the prior period (or, if they have changed, the reasons for such changes); and (4) you have disclosed to us any significant assumptions or interpretations underlying the measurement or presentation of the schedule of expenditures of federal awards.

Management is responsible for the preparation and fair presentation of other supplementary information in accordance with U.S. GAAP. You agree to include our report on the supplementary information in any document that contains, and indicates that we have reported on, the supplementary information. You also agree to include the audited financial statements with any presentation of the supplementary information that includes our report thereon or make the audited financial statements readily available to users of the supplementary information no later than the date the supplementary information is issued with our report thereon. You agree to provide us written representations related to the presentation of the supplementary information.

Management is responsible for the preparation of other information included in your annual report. You agree to provide the final version of such information to us in a timely manner, and if possible, prior to the date of our auditors' report. If the other information included in your annual report will not be available until after the date of our auditors' report on the financial statements, you agree to provide written representations indicating that (1) the information is consistent with the financial statements, (2) the other information does not contain material misstatements, and (3) the final version of the documents will be provided to us when available, and prior to issuance of the annual report by the entity, so that we can complete the procedures required by professional standards. Management agrees to correct material inconsistencies that we may identify. You agree to include our auditors' report in any document containing financial statements that indicates that such financial statements have been audited by us.

Management is responsible for providing us with a written confirmation concerning representations made by you and your staff to us in connection with the audit. During our engagement, we will request information and explanations from you regarding, among other matters, the entity's operations, internal control, future plans, specific transactions, and accounting systems and procedures. The procedures we will perform during our engagement and the conclusions we reach as a basis for our report will be heavily influenced by the representations that we receive in the representation letter and otherwise from you. Accordingly, inaccurate, incomplete, or false representations could cause us to expend unnecessary effort or could cause a material fraud or error to go undetected by our procedures. In view of the foregoing, you agree that we shall not be responsible for any misstatements in the entity's financial statements that we may fail to detect as a result of misrepresentations made to us by you.

Management is responsible for establishing and maintaining a process for tracking the status of audit findings and recommendations. Management is also responsible for identifying and providing report copies to us of previous financial audits, attestation engagements, performance audits, or other studies related to the objectives discussed in the "Audit objectives" section of this letter. This responsibility includes relaying to us corrective actions taken to address significant findings and recommendations resulting from those audits, attestation engagements, performance audits, or other engagements or studies. You are also responsible for providing management's views on our current findings, conclusions, and recommendations, as well as your planned corrective actions for the report, and for the timing and format for providing that information.

Responsibilities and limitations related to nonaudit services

For all nonaudit services we may provide to you, management agrees to assume all management responsibilities; oversee the services by designating an individual, preferably within senior management, who possesses suitable skill, knowledge, and/or experience to understand and oversee the services; evaluate the adequacy and results of the services; and accept responsibility for the results of the services. Management is also responsible for ensuring that your data and records are complete and that you have received sufficient information to oversee the services.

Use of financial statements

Should you decide to include or incorporate by reference these financial statements and our auditors' report(s) thereon in a future private placement or other offering of equity or debt securities, you agree that we are under no obligation to re-issue our report or provide consent for the use of our report in such a registration or offering document. We will determine, at our sole discretion, whether we will re-issue our report or provide consent for the use of our report only after we have performed the procedures we consider necessary in the circumstances. If we decide to re-issue our report or consent to the use of our report, we will be required to perform certain procedures including, but not limited to, (a) reading other information incorporated by reference in the registration statement or other offering document and (b) subsequent event procedures. These procedures will be considered an engagement separate and distinct from our audit engagement, and we will bill you separately. If we decide to re-issue our report or consent to the use of our report, you agree that we will be included on each distribution of draft offering materials and we will receive a complete set of final documents. If we decide not to re-issue our report or decide to withhold our consent to the use of our report, you may be required to engage another firm to audit periods covered by our audit reports, and that firm will likely bill you for its services. While the successor auditor may request access to our workpapers for those periods, we are under no obligation to permit such access.

If the parties (i.e., you and CLA) agree that CLA will not be involved with your official statements related to municipal securities filings or other offering documents, we will require that any official statements or other offering documents issued by you with which we are not involved clearly indicate that CLA is not involved with the contents of such documents. Such disclosure should read as follows:

> CliftonLarsonAllen LLP, our independent auditor, has not been engaged to perform and has not performed, since the date of its report included herein, any procedures on the financial statements addressed in that report. CliftonLarsonAllen LLP also has not performed any procedures relating to this offering document.

With regard to the electronic dissemination of audited financial statements, including financial statements published electronically on your website or submitted on a regulator website, you understand that electronic sites are a means to distribute information and, therefore, we are not required to read the information contained in those sites or to consider the consistency of other information in the electronic site with the original document.

We may issue preliminary draft financial statements to you for your review. Any preliminary draft financial statements should not be relied on or distributed.

Engagement administration and other matters

We expect to issue our reports within the regulatory time frame, unless unforeseen problems are encountered.

We understand that your employees will prepare all confirmations, account analyses, and audit schedules we request and will locate any documents or invoices selected by us for testing. A list of information we expect to need for our audit and the dates required will be provided in a separate communication.

At the conclusion of the engagement, we will complete the auditor sections of the electronic Data Collection Form SF-SAC and perform the steps to certify the Form SF-SAC and single audit reporting package. It is management's responsibility to complete the auditee sections of the Data Collection Form. We will create the single audit reporting package PDF file for submission; however, it is management's responsibility to review for completeness and accuracy and electronically submit the reporting package (including financial statements, schedule of expenditures of federal awards, summary schedule of prior audit findings, auditors' reports, and corrective action plan) along with the Data Collection Form to the federal audit clearinghouse and, if appropriate, to pass-through entities. The Data Collection Form and the reporting package must be electronically submitted within the earlier of 30 calendar days after receipt of the auditors' reports or nine months after the end of the audit period.

We will provide copies of our reports to the entity; however, management is responsible for distribution of the reports and the financial statements. Unless restricted by law or regulation, or containing confidential or sensitive information, copies of our reports are to be made available for public inspection.

The audit documentation for this engagement is the property of CLA and constitutes confidential information. However, we may be requested to make certain audit documentation available to regulatory bodies pursuant to authority given to it by law or regulation. If requested, access to such audit documentation will be provided under the supervision of CLA’s personnel. Furthermore, upon request, we may provide copies of selected audit documentation to those regulators. The regulators may intend, or decide, to distribute the copies of information contained therein to others, including other governmental agencies.

The audit documentation for this engagement will be retained for a minimum of seven years after the report release date or for any additional period requested by a regulator. If we are aware that a federal or state awarding agency, pass-through entity, or auditee is contesting an audit finding, we will contact the party(ies) contesting the audit finding for guidance prior to destroying the audit documentation.

Professional standards require us to be independent with respect to you in the performance of these services. Any discussion that you have with our personnel regarding potential employment with you could impair our independence with respect to this engagement. Therefore, we request that you inform us prior to any such discussions so that we can implement appropriate safeguards to maintain our independence and objectivity. Further, any employment offers to any staff members working on this engagement without our prior knowledge may require substantial additional procedures to ensure our independence. You will be responsible for any additional costs incurred to perform these procedures.

Our audit engagement ends on delivery of our signed report. Any additional services that might be requested will be a separate, new engagement. The terms and conditions of that new engagement will be governed by a new, specific SOW for that service.

Government Auditing Standards require that we make our most recent external peer review report publicly available. The report is posted on our website at www.CLAconnect.com/Aboutus/.

Fees
Our professional fee is $45,300.00. We will also bill for expenses (including travel, report production, word processing, postage, internal and administrative charges, etc.) plus a technology and client support fee of five percent (5%) of all professional fees billed. This estimate is based on anticipated cooperation from your personnel and their assistance with locating requested documents and preparing requested schedules. If the requested items are not available on the dates required or are not accurate, the fees and expenses will likely be higher. Our invoices, including applicable state and local taxes, will be rendered as work progresses and are payable on presentation.

Audit of financial statements	$33,100.00
Federal single audit	$8,000.00
Financial statement preparation	$3,000.00
Data Collection Form	$1,200.00

There is a ten percent withholding clause per Education Code 14505.

Bill to be mailed on	**Amount to be billed**
April 2026	$15,100
June 2026	$15,100
October 2026	$15,100

Estimated fees based on the 2025-26 State Audit Guide dated July 1, 2025.

Unexpected circumstances
We will advise you if unexpected circumstances require significant additional procedures resulting in a substantial increase in the fee estimate.

Changes in accounting and audit standards

Standard setters and regulators continue to evaluate and modify standards. Such changes may result in new or revised financial reporting and disclosure requirements or expand the nature, timing, and scope of the activities we are required to perform. To the extent that the amount of time required to provide the services described in the SOW increases due to such changes, our fee may need to be adjusted. We will discuss such circumstances with you prior to performing the additional work.

Agreement
We appreciate the opportunity to provide the services described in this SOW related to the MSA. All terms and provisions of the MSA shall apply to these services. If you agree with the terms of this SOW, please sign below to indicate your acknowledgement and understanding of, and agreement with, this SOW.

Sincerely,

CliftonLarsonAllen LLP

Response:
This letter correctly sets forth the understanding of Voices College-Bound Language Academies.

CLA
CliftonLarsonAllen LLP

Wade McMullen

McMullen, Wade, Prinicpal

SIGNED 2/21/2026, 6:53:21 PM PST

Client
Voices College-Bound Language Academies

SIGN:

Jaime Mata, COO

DATE:

SERVICE ORDER

PANORAMA EDUCATION

Voices College-Bound Language Academies
6840 Via Del Oro Ste 205
San Jose / CA / 95119

Panorama Education, Inc.
24 School St, Second Floor
Boston, MA 02108
Contact:
For submitting POs or questions about billing: finance@panoramaed.com
For general questions about Panorama: contact@panoramaed.com

Primary Contact Name: *Deanna Flores*
Primary Contact Phone Number: *(408) 772-6945*
Primary Contact Email Address: *dflores@voicescharterschool.com*

Invoiced on Effective Date, Net 30
Pricing Valid Through: 01/31/2026

(1) Description of Services and (2) Fees **Effective Date: 6/16/2026** **Contract End Date: 6/15/2027**		
Licenses/Services		**Fees Over Term**
Student Success Platform: SIS Integration;Core Assessments;Behavior Analytics;Interventions and Progress Monitoring		**$ 11,925.00**
Panorama Survey Platform: Family Surveys;Student Surveys;Teacher and Staff Surveys		**$ 8,100.00**
Check-Ins: * Check-ins surveys and reporting		**$ 1,125.00**
Panorama Behavior Logging + Analytics: * Incident logging flows (includes both major and minor incidents) * Nightly export of major incident data into SFTP (includes: Behavior, Student Name(s), Location, Time of Day, Date, Notes, Antecedent, Consequence, Perceived Function of Behavior, Physical Action Taken, Administrative Action) * Analytics and reporting (includes Incident attributes)		**$ 2,700.00**
Foundations Teaching & Learning Package (Virtual): Unlimited access to Panorama Academy, for on-demand tutorials and training; Access to exclusive Panorama Community professional development events; design and facilitation of 2 virtual PD	**1 included**	**$ 3,000.00**

sessions, each session up to 2 hours in length for up to 50 participants (larger groups are supported for webinar-style facilitation).	
Panorama Solara with Class Companion: Panorama Solara is a purpose-built AI chat application designed specifically for K-12 districts. Includes access to chat application, Class Companion Subscription, and Panorama Playbook.	**$ 10,000.00**
Panorama Support Services: Dedicated Point of Contact – An assigned partner to lead planning, coordination, and execution of key milestones, serving as a strategic guide from initial setup through full adoption. Technical Support Access – Phone and email support for product questions and troubleshooting, with the option to schedule support calls. Complex issues resolved through direct access to Panorama's technical experts. Self-Guided Learning & Resources – 24/7 access to Panorama Academy (self-paced training) and the Panorama Playbook (evidence-based implementation strategies) to support continuous learning and long-term success.	
Total Over Contract Term:	**$ 36,850.00**

(3) Agreement
The entire agreement by and between Client and Panorama ("Agreement") consists of (i) the terms set forth in this Service Order ("SO")'; (ii) the terms attached as Exhibit A to, and hereby incorporated by reference into, this SO ("Terms"); and (iii) if applicable, a data privacy agreement executed between Client and Panorama, on or following the Effective Date, which by mutual execution (or execution by Client and submission to Panorama of an NDPA Exhibit E) shall hereby be incorporated by reference into this SO.
(4) Supplemental Terms and Conditions (if any)

(5) Client Accounts Payable Information	
Accounts Payable Contact Name	
Accounts Payable Phone Number	
Accounts Payable Email Address	
Will Client Be Submitting Purchase Order?	YES [ ] NO [ ]

Authorization		
By signing below, Client and Panorama ACCEPT AND AGREE TO the Agreement as of the Effective Date.		
Client Signature:	Print Name, Title:	Date:
Panorama Signature:	Print Name, Title:	Date:

Exhibit A

Terms

BACKGROUND

Panorama is an education technology company that provides a cloud-based platform-as-a-service and related support services to enable schools and school districts to analyze student and school data, measure social-emotional learning, and design and implement survey programs for students, staff and parents or authorized guardians ("Platform"). The client named on the Service Order attached hereto ("Client") and Panorama have entered into an agreement consisting of the attached Service Order, including any exhibits attached thereto, ("SO"), these terms ("Terms" and collectively with the SO, "Agreement"). From time to time hereafter, Client and Panorama may enter into additional service orders pursuant to which Client may purchase additional rights to use the Platform and receive additional services, provided that these Terms will be incorporated by reference into and apply to each such additional service order to create a separate agreement that governs each such additional service order, in each case to the exclusion of any other terms or conditions that either party seeks to impose or incorporate or that are implied by course of dealing.

1 RIGHT TO USE PLATFORM

1.1 Platform. Subject to this Agreement, Panorama hereby grants Client (including Client's students, employees, and parents and authorized guardians of Client's students, all as applicable and described in the relevant SO, ("Authorized Users")), the limited, nonexclusive, nontransferable, non-sublicenseable right to access and use the Platform via the Internet during the Term solely for Client's use, in accordance with applicable laws and regulations and the Platform's intended uses as communicated to Client by Panorama.

1.2 Limitations. Except as expressly permitted in the Agreement, Client will not and will not authorize or allow any third party to: (a) provide access to the Platform to any person who is not an Authorized User or (b) reverse engineer, decompile, disassemble or otherwise attempt to discover the source code, object code or underlying structure, ideas or algorithms of the Platform; (c) modify, translate or create derivative works based on the Platform; (d) copy, rent, lease, distribute, pledge, assign or otherwise transfer or allow any lien, security interest or other encumbrance on the Platform; (e) use the Platform for timesharing or service bureau purposes or otherwise for the benefit of a third party; (f) hack, manipulate, interfere with or disrupt the integrity or performance of or otherwise attempt to gain unauthorized access to the Platform or its related systems, hardware or networks or any content or technology incorporated in any of the foregoing; or (g) remove or obscure any proprietary notices or labels of Panorama or its suppliers on the Platform or on any printed or digital materials provided by Panorama.

1.3 Compliance with Laws. Panorama is responsible for compliance with federal, state local laws and regulations to the extent they govern Panorama's activities, including providing the Platform to Client. Client is responsible for compliance with federal, state and local laws and regulations to the extent they govern Client's activities, including but not limited to the use by Client of the Platform to collect, record, retain, use and disclose any individual's information. Without limiting the foregoing, each party is responsible for determining its own obligations, including but not limited to notice and consent obligations, under the Family Educational Right to Privacy Act and its implementing regulations ("FERPA") and the Protection of Pupil Rights Act and its implementing regulations ("PPRA"). The parties agree that they intend for the collection and use of personally identifiable information (as defined under FERPA) for only legitimate educational purposes and other purposes allowed under relevant laws, including but not limited to FERPA and PPRA. Client hereby gives its consent to Panorama on behalf of parents (as defined under FERPA, PPRA and the Children's Online Privacy Protection Act ("COPPA")) of children from whom any personal information (as defined under COPPA) may be gathered in connection with this Agreement and the Platform. Panorama shall not be obligated to obtain consents from parents directly.

2 INTELLECTUAL PROPERTY; PRIVACY; SECURITY

2.1 Client Data. As between Client and Panorama, Client owns data input into the Platform, or otherwise provided to Panorama, by Client and Authorized Users, that constitutes personally identifiable information (as defined under FERPA), such as student survey responses reported on an individual level, ("Client PII") and (b) any other data and content input into the Platform, or otherwise provided to Panorama, by Client and Authorized Users or on their behalf, such as survey questions, ("Non-PII" and together with PII "Client Data"). Client hereby grants Panorama a nonexclusive, worldwide, royalty-free, fully paid up, sublicenseable (through multiple tiers): (i) right and license during the Term to copy, distribute, display, create derivative works of and use Client Data to perform Panorama's obligations under this Agreement; (ii) perpetual, irrevocable right and license to copy, modify and use Client PII to create aggregated, non-personally identifiable data sets ("Blind Data") and copy, distribute, display, create derivative works of and use Blind Data for benchmarking, research or development purposes, including published research; and (iii) perpetual, irrevocable right and license to copy, distribute, display, create derivative works of and use Non-PII, for any and all purposes, in any form, media or manner. Client reserves any and all right, title and interest in and to Client Data other than the licenses therein expressly granted to Panorama under this Agreement.

2.2 Panorama Intellectual Property. "Intellectual Property" means domestic and foreign intellectual property rights, including: (a) inventions, patents, applications for patents and reissues, divisions, continuations, re-examinations, renewals, extensions and continuations-in-part of patents or patent applications; (b) copyrights, copyright registrations and applications for copyright registration; (c) mask works, mask work registrations and applications for mask work registrations; (d) designs and similar rights, design registrations, design registration applications, and integrated circuit topographies and similar rights; (e) trade names, business names, corporate names, domain names, website names and world wide web addresses, common law trademarks, trademark registrations, trademark applications, trade dress and logos, and the goodwill associated with any of the foregoing; and (f) trade secrets, confidential information and know-how.

Exhibit A

Terms

Panorama retains all right, title and interest in and to the Platform, and all Intellectual Property rights relating thereto including but not limited to all products provided under this Agreement, all deliverables, support and maintenance services, additional features or functionality including customizations requested by Client, learning content, teaching materials, survey questions, underlying research and methodologies (by whomever produced except to the extent Client produced such material), and all copies and parts of any of the foregoing, and all Intellectual Property rights therein. Panorama grants no, and reserves any and all, rights other than the rights expressly granted to Client under this Agreement with respect to the Platform.

2.3 Client Feedback. Client may from time to time provide suggestions, comments for enhancements or functionality or other feedback ("Feedback") to Panorama with respect to the Platform. Panorama has full discretion to determine whether to proceed with development of the requested enhancements, features or functionality. Client hereby grants Panorama a royalty-free, fully paid-up, worldwide, transferable, sublicenseable, irrevocable, perpetual license to: (a) copy, distribute, transmit, display, perform, and create derivative works of the Feedback in whole or in part; and (b) use the Feedback in whole or in part, including without limitation, the right to develop, manufacture, have manufactured, market, promote, sell, have sold, offer for sale, have offered for sale, import, have imported, rent, provide and lease products or services that practice or embody, or are configured for use in practicing, the Feedback in whole or in part.

2.4 Panorama Privacy Policy. Panorama's Privacy Statement, as may be amended from time to time, is available at https://www.panoramaed.com/privacy.

2.5 Data Security and Privacy.

(a) Panorama will implement and maintain an information security program that is consistent with industry recognized practices, which include using commercially reasonable administrative, physical and technical safeguards designed to protect the Platform from unauthorized access that could compromise the security, confidentiality or integrity of Client PII. Panorama shall: (i) use reasonable efforts to secure physical premises where Client PII will be processed and/or stored and (ii) take reasonable precautions with respect to the employment of, access given to, and education and training of personnel engaged by Panorama to perform its obligations under this Agreement.

(b) Client will and will instruct its Authorized Users to: (i) use the Platform to collect, record, retain, use and disclose personally identifiable information only to the extent necessary for its legitimate educational purposes; (ii) otherwise provide Panorama with personally identifiable information only to the extent necessary for Panorama to provide the Platform and perform its obligations under the Agreement; (iii) input personally identifiable information into the Platform only as prescribed by Panorama and only in the fields designated by Panorama ("Structured Fields"); (iv) use reasonable efforts to prevent unauthorized access to or use of the Platform; and (v) notify Panorama promptly of any known or suspected unauthorized access or use. Client will assist Panorama in all efforts to investigate and mitigate the effects of any such incident.

(c) If during the Term or upon termination of this Agreement Client requests in writing, Panorama will delete or otherwise render unrecoverable Client PII in Panorama's possession in a manner consistent with media sanitization practices described under industry recognized standards.

(d) Panorama shall not be responsible for any personally identifiable information input into the Platform in a manner not prescribed by Panorama or in a field that is not a Structured Field.

3 FEES; PAYMENT TERMS

3.1 Fees; Payment Terms. Unless otherwise indicated on the SO, Client will pay all fees within thirty (30) days of the invoice date. If payment of any fee is not made when due and payable, a late fee will accrue at the rate of the lesser of one and one-half percent (1.5%) per month or the highest legal rate permitted by law and Client will pay all reasonable expenses of collection. In addition, if any past due payment has not been received by Panorama within thirty (30) days from the time such payment is due, Panorama may upon written notice to Client suspend access to the Platform until such payment is made.

3.2 Taxes; Tax Exemption. All amounts payable by Client to Panorama hereunder are exclusive of any sales, use and other taxes or duties, however designated, including without limitation, withholding taxes, royalties, know-how payments, customs, privilege, excise, sales, use, value-added and property taxes (collectively "Taxes"). To the extent applicable, Client will be solely responsible for payment of all Taxes and will not withhold any Taxes from any amounts due Panorama. For the avoidance of doubt, Taxes do not include taxes based on Panorama's income. Client is responsible for determining whether it qualifies for any tax exemption, and if Client claims it is tax-exempt, it will, upon request from Panorama, provide documentation evidencing its tax-exempt status.

4 TERM, TERMINATION

4.1 Term. The term of the Agreement will commence on the Effective Date and, unless earlier terminated in accordance with this Section 4, will continue through the date set forth on the SO ("Term").

4.2 Expiration; Termination. In addition to any other remedies it may have, either party may terminate the Agreement prior to expiration if the other party breaches any part of the Agreement and fails to cure such breach within thirty (30) days after receiving notice thereof. Upon expiration or any termination for any reason of the Agreement: (a) Client will pay in full for use of the Platform up to and including the last day on which the Platform is provided; (b) Panorama may, without notice to Client, delete or otherwise render unrecoverable Client PII in Panorama's possession in a manner consistent with media sanitization practices described under industry recognized standards; and (c) all rights granted to Client and all obligations of Panorama will immediately terminate and Client will promptly cease use of the Platform.

Exhibit A

Terms

4.3 Survival. Upon expiration or termination for any reason of the Agreement, Sections 2 (Intellectual Property; Privacy; Security), 3 (Fees; Payment Terms), 4.2 (Termination; Effect of Termination), 4.3 (Survival), 5 (Confidentiality), 6.2 (Disclaimer), 7 (Limitations of Liability; Indemnification), and 8 (General) will survive.

5 CONFIDENTIALITY

5.1 As used herein, "Confidential Information" means, subject to the exceptions set forth in the following sentence, any information or data that is not Client PII, regardless of whether it is in tangible form, disclosed by either party ("Disclosing Party") that Disclosing Party has either marked as confidential or proprietary, or has identified in writing as confidential or proprietary within thirty (30) days of disclosure to the other party ("Receiving Party"); provided, however, that a Disclosing Party's business plans, strategies, technology, research and development, current and prospective clients and customers, billing records, and products or services will be deemed Confidential Information of Disclosing Party even if not so marked or identified. Panorama's Confidential Information includes, without limitation, the Platform and this Agreement. Information will not be deemed Confidential Information" if such information: (a) is known to the Receiving Party prior to receipt from Disclosing Party directly or indirectly from a source other than one having an obligation of confidentiality to Disclosing Party; (b) becomes known (independently of disclosure by Disclosing Party) to the Receiving Party directly or indirectly from a source other than one having an obligation of confidentiality to Disclosing Party; or (c) becomes publicly known or otherwise ceases to be secret or confidential, except through a breach of this Agreement by the Receiving Party. Each party acknowledges that certain Confidential Information may constitute valuable trade secrets and proprietary information of a party, and each party agrees that it will use the Confidential Information of the other party solely in accordance with the provisions of this Agreement and will not disclose, or permit to be disclosed, the same directly or indirectly, to any third party without the other party's prior written consent, except as otherwise permitted hereunder. Each party will use reasonable measures to protect the confidentiality and value of the other party's Confidential Information. Notwithstanding any provision of this Agreement, either party may disclose the terms of the Agreement, in whole or in part (i) to its employees, officers, directors, professional advisers (e.g., attorneys, auditors, financial advisors, accountants and other professional representatives), existing and prospective investors or acquirers contemplating a potential investment in or acquisition of a party, sources of debt financing, acquirers and/or subcontractors who have a need to know and are legally bound to keep such Confidential Information confidential by confidentiality obligations or, in the case of professional advisors, are bound by ethical duties to keep such Confidential Information confidential consistent with the terms of this Agreement; and (ii) as reasonably deemed by a party to be required by law (in which case each party will provide the other with prior written notification thereof, will provide such party with the opportunity to contest such disclosure, and will use its reasonable efforts to minimize such disclosure to the extent permitted by applicable law). Each party agrees to exercise due care in protecting the Confidential Information from unauthorized use and disclosure. In the event of actual or threatened breach of the provisions of this Section, the non-breaching party will be entitled to seek immediate injunctive and other equitable relief, without waiving any other rights or remedies available to it. Each party will promptly notify the other in writing if it becomes aware of any violations of the confidentiality obligations set forth in the Agreement. Upon Disclosing Party's written request, Receiving Party will either promptly return to Disclosing Party Disclosing Party's Confidential Information, and all embodiments thereof, that is in Receiving Party's possession and certify such return or use reasonable efforts to delete or otherwise render inaccessible such Confidential Information and certify the same.

6 REPRESENTATIONS, WARRANTIES AND DISCLAIMER

6.1 Representations and Warranties. Each party represents and warrants to the other party that (a) such party has the required power and authority to enter into this Agreement and to perform its obligations hereunder, (b) the execution of this Agreement and performance of its obligations thereunder do not and will not violate any other agreement to which it is a party or any law or regulation applicable to it, and (c) this Agreement constitutes a legal, valid and binding obligation when signed by both parties. Client further represents and warrants that it has the right to provide Client Data to Panorama as well as the licenses and rights therein and thereto for the purposes contemplated by this Agreement.

6.2 Disclaimer. EXCEPT AS EXPRESSLY SET FORTH HEREIN, THE PLATFORM IS PROVIDED ON AN "AS-IS" BASIS AND PANORAMA DISCLAIMS ANY AND ALL WARRANTIES. EXCEPT AS OTHERWISE EXPRESSLY PROVIDED IN THIS AGREEMENT, NEITHER PARTY MAKES ANY ADDITIONAL REPRESENTATION OR WARRANTY OF ANY KIND, WHETHER EXPRESS, IMPLIED (EITHER IN FACT OR BY OPERATION OF LAW), OR STATUTORY, AS TO ANY MATTER WHATSOEVER. ALL OTHER EXPRESS OR IMPLIED CONDITIONS, REPRESENTATIONS AND WARRANTIES ARE HEREBY EXCLUDED TO THE EXTENT ALLOWED BY APPLICABLE LAW. EACH PARTY EXPRESSLY DISCLAIMS ALL IMPLIED WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, QUALITY, ACCURACY, TITLE, AND NON-INFRINGEMENT. NEITHER PARTY WARRANTS AGAINST INTERFERENCE WITH THE ENJOYMENT OF THE PRODUCTS OR SERVICES PROVIDED BY SUCH PARTY OR AGAINST INFRINGEMENT. NEITHER PARTY WARRANTS THAT THE PRODUCTS OR SERVICES PROVIDED BY SUCH PARTY ARE ERROR-FREE OR THAT OPERATION OF SUCH PARTY'S PRODUCTS OR SERVICES WILL BE SECURE OR UNINTERRUPTED. NEITHER PARTY WILL HAVE THE RIGHT TO MAKE OR PASS ON ANY REPRESENTATION OR WARRANTY ON BEHALF OF THE OTHER PARTY TO ANY THIRD PARTY.

7 LIMITATIONS OF LIABILITY; INDEMNIFICATION

7.1 Disclaimer of Consequential Damages. THE PARTIES HERETO AGREE THAT, NOTWITHSTANDING ANY OTHER PROVISION IN THIS AGREEMENT, EXCEPT FOR LIABILITY ARISING OUT OF (A) CLIENT'S USE OF THE PLATFORM OTHER

Exhibit A

Terms

THAN EXPRESSLY PERMITTED BY SECTION 1 (RIGHT TO USE PLATFORM), (B) EITHER PARTY'S BREACH OF SECTION 5 (CONFIDENTIALITY), AND (C) A PARTY'S INDEMNIFICATION OBLIGATIONS SET FORTH IN SECTION 7.4 AND 7.5 BELOW, AS APPLICABLE, IN NO EVENT WILL EITHER PARTY BE LIABLE TO THE OTHER FOR ANY SPECIAL, INDIRECT, RELIANCE, INCIDENTAL OR CONSEQUENTIAL DAMAGES OF ANY KIND, LOST OR DAMAGED DATA, LOST PROFITS OR LOST REVENUE, WHETHER ARISING IN CONTRACT, TORT (INCLUDING NEGLIGENCE), OR OTHERWISE, EVEN IF A PARTY HAS BEEN NOTIFIED OF THE POSSIBILITY THEREOF.

7.2 General Cap on Liability. NOTWITHSTANDING ANY OTHER PROVISION OF THIS AGREEMENT, EXCEPT FOR LIABILITY ARISING OUT OF (A) CLIENT'S USE OF THE PLATFORM OTHER THAN EXPRESSLY PERMITTED BY SECTION 1 (RIGHT TO USE PLATFORM), (B) EITHER PARTY'S BREACH OF SECTION 5 (CONFIDENTIALITY), AND (C) A PARTY'S INDEMNIFICATION OBLIGATIONS SET FORTH IN SECTION 7.4 AND 7.5 BELOW, AS APPLICABLE, UNDER NO CIRCUMSTANCES WILL EITHER PARTY'S LIABILITY FOR ALL CLAIMS ARISING UNDER OR RELATING TO THIS AGREEMENT (INCLUDING BUT NOT LIMITED TO WARRANTY CLAIMS), REGARDLESS OF THE FORUM AND REGARDLESS OF WHETHER ANY ACTION OR CLAIM IS BASED ON CONTRACT, TORT, OR OTHERWISE, EXCEED THE AGGREGATE FEES PAID BY CLIENT TO PANORAMA UNDER THIS AGREEMENT DURING THE TWELVE (12) MONTH PERIOD PRECEDING THE EVENT OR CIRCUMSTANCES GIVING RISE TO SUCH LIABILITY. THIS LIMITATION OF LIABILITY IS CUMULATIVE AND NOT PER INCIDENT.

7.3 Independent Allocations of Risk. EACH PROVISION OF THIS AGREEMENT THAT PROVIDES FOR A LIMITATION OF LIABILITY, DISCLAIMER OF WARRANTIES, OR EXCLUSION OF DAMAGES IS TO ALLOCATE THE RISKS OF THIS AGREEMENT BETWEEN THE PARTIES. EACH OF THESE PROVISIONS IS SEVERABLE AND INDEPENDENT OF ALL OTHER PROVISIONS OF THIS AGREEMENT, AND EACH OF THESE PROVISIONS WILL APPLY EVEN IF THEY HAVE FAILED OF THEIR ESSENTIAL PURPOSE.

7.4 Indemnification by Panorama. Except for liability for which Client is responsible under Section 7.5, Panorama will indemnify, defend and hold Client and the officers, directors, agents, and employees of Client ("Client Indemnified Parties") harmless from settlement amounts and damages, liabilities, penalties, costs and expenses ("Liabilities") that are payable to any third party or incurred by the Client Indemnified Parties (including reasonable attorneys' fees) arising from any third party claim, demand or allegation that the use of the Platform in accordance with the terms and conditions of this Agreement infringes such third party's copyright or results in a misappropriation of such third party's trade secrets. Panorama will have no liability or obligation under this Section 7.4 if such Liability is caused in whole or in part by (a) modification of the Platform by any party other than Panorama without Panorama's express consent; (b) the combination, operation, or use of the Platform with other product(s), data or services not provided by Panorama where the Platform would not by itself be infringing; or (c) unauthorized or improper use of the Platform. If the use of the Platform by Client has become, or in Panorama's opinion is likely to become, the subject of any claim of infringement, Panorama may at its option and expense (i) procure for Client the right to continue using the Platform as set forth hereunder; (ii) replace or modify the Platform to make it non-infringing so long as the Platform has at least equivalent functionality; (iii) substitute an equivalent for the Platform or (iv) if options (i)-(iii) are not available on commercially reasonable terms, terminate the Agreement. This Section 7.4 states Panorama's entire obligation and Client's sole remedies in connection with any claim regarding the intellectual property rights of any third party.

7.5 Indemnification by Client. Client will indemnify, defend and hold Panorama and the officers, directors, agents, and employees of Panorama ("Panorama Indemnified Parties") harmless from Liabilities that are payable to any third party or incurred by the Panorama Indemnified Parties (including reasonable attorneys' fees) arising from any third party claim, demand or allegation arising from or related to any use by Client or Authorized Users of the Platform or Client Data in violation of the Agreement or any applicable federal, state or local law or regulation.

7.6 Indemnification Procedure. If a Client Indemnified Party or a Panorama Indemnified Party (each, an "Indemnified Party") becomes aware of any matter it believes it should be indemnified under Section 7.4 or Section 7.5, as applicable, involving any claim, action, suit, investigation, arbitration or other proceeding against the Indemnified Party by any third party (each an "Action"), the Indemnified Party will give the other party ("Indemnifying Party") prompt written notice of such Action. Indemnified Party will cooperate, at the expense of Indemnifying Party, with Indemnifying Party and its counsel in the defense and Indemnified Party will have the right to participate fully, at its own expense, in the defense of such Action with counsel of its own choosing. Any compromise or settlement of an Action will require the prior written consent of both parties hereunder, such consent not to be unreasonably withheld or delayed.

8 GENERAL

8.1 Artificial Intelligence. Certain Panorama products involve generative AI software which uses large language models and therefore is to be used for informational purposes only. Panorama disclaims any and all responsibility for inaccuracies, omissions, or errors in the AI-generated content, and in no event will Panorama be liable for any damages, including, without limitation, direct, indirect, incidental, special, consequential, or punitive damages, arising in connection with any use of the AI-generated content. Client solely responsible for its use of the AI-generated content as well as to any third party with whom it shares the AI-generated content. Client is granted a limited license to access and use the AI-generated content generated from authorized use of Panorama's services solely for non-commercial use, provided that Client and its Authorized Users keep any and all copyright or other proprietary notices intact. ***Panorama is not a medical health provider. By accessing AI-generated content, Client understands and agrees that Panorama is not providing, or intending to provide, health care, or attempting to diagnose,***

Exhibit A

Terms

identify, treat, prevent, or cure any physical, mental, or emotional issue, disease, or condition.

8.2 International. Client may not remove or export from, or use from outside, the United States or allow the export or re-export of the Platform or anything related thereto, or any direct product thereof in violation of any restrictions, laws or regulations of the United States Department of Commerce, the United States Department of Treasury Office of Foreign Assets Control, or any other United States or foreign agency or authority.

8.3 Relationship. No agency, partnership, joint venture, or employment is created as a result of the Agreement and a party does not have any authority of any kind to bind the other party in any respect whatsoever.

8.4 Publicity. Each party agrees that it will not, without prior written consent of the other, issue a press release regarding their business relationship. Notwithstanding anything herein to the contrary, Panorama may identify Client and the relationship between Panorama and Client in Panorama's marketing collateral, website, and other promotional, proposal and marketing materials.

8.5 Assignment. Neither party may assign the Agreement by operation of law or otherwise or assign or delegate its rights or obligations under the Agreement without the other party's prior written consent; provided however, that either party may assign the Agreement to an acquirer of or successor to all or substantially all of its business or assets to which the Agreement relates, whether by merger, sale of assets, sale of stock, reorganization or otherwise. Any assignment or attempted assignment by either party otherwise than in accordance with this Section 8 will be null and void.

8.6 Equitable Relief. In any action or proceeding to enforce rights under the Agreement, the prevailing party will be entitled to recover costs and attorneys' fees. Client acknowledges that any unauthorized use of the Platform will cause irreparable harm and injury to Panorama for which there is no adequate remedy at law. In addition to all other remedies available under the Agreement, at law or in equity, Client further agrees that Panorama will be entitled to injunctive relief in the event Client uses the Platform in violation of the limited license granted herein or uses the Platform in any way not expressly permitted by the Agreement.

8.7 Force Majeure. Each party will be excused from performance for any period during which, and to the extent that, it is prevented from performing any obligation or service, in whole or in part, as a result of a cause beyond its reasonable control and without its fault or negligence, including, but not limited to, acts of God, acts of war, epidemics, fire, communication line failures, power failures, earthquakes, floods, blizzard, or other natural disasters (but excluding failure caused by a party's financial condition or any internal labor problems (including strikes, lockouts, work stoppages or slowdowns, or the threat thereof)) ("Force Majeure Event"). Delays in performing obligations due to a Force Majeure Event will automatically extend the deadline for performing such obligations for a period equal to the duration of such Force Majeure Event. Except as otherwise agreed upon by the parties in writing, in the event such non-performance continues for a period of thirty (30) days or more, either party may terminate the Agreement by giving written notice thereof to the other party. Upon the occurrence of any Force Majeure Event, the affected party will give the other party written notice thereof as soon as reasonably practicable of its failure of performance, describing the cause and effect of such failure, and the anticipated duration of its inability to perform.

8.8 Governance. This Agreement will be governed by the laws of the Commonwealth of Massachusetts without regard to its conflict of laws provisions. For all disputes relating to this Agreement, each party submits to the exclusive jurisdiction of the state and federal courts located in Boston, Massachusetts and waives any jurisdictional, venue, or inconvenient forum objections to such courts.

8.9 Agreement. Both parties agree that the Agreement is the complete and exclusive statement of the mutual understanding of the parties and supersedes and cancels all previous written and oral agreements, communications and other understandings relating to the subject matter of the Agreement, and that all waivers and modifications must be in a writing signed by both parties, except as otherwise provided herein. If any provision of the Agreement is found to be unenforceable or invalid, that provision will be limited or eliminated to the minimum extent necessary so that the Agreement will otherwise remain in full force and effect and enforceable. Any additional or different terms proposed by Client, including those contained in Client's procurement order, acceptance, vendor portal or website, shall not be valid or have any effect unless expressly incorporated into the SO and agreed upon in writing by Panorama. Neither Panorama's acceptance of Client's procurement order nor its failure to object elsewhere to any provisions of any subsequent document, website, communication or act of Client shall be deemed acceptance thereof or a waiver of any of the terms in these Terms. If any term of the SO, including any exhibit attached thereto, expressly conflicts with a term of these Terms, the term of the SO (or if applicable the exhibit) shall prevail. If terms within the SO, including any exhibit attached thereto, and these Terms appear merely inconsistent or ambiguous, all such terms shall be given effect to the extent reasonably possible, with a term that is more specific and detailed on a certain matter prevailing over a more general term or silence on that matter. Silence in the SO, or in any exhibit attached thereto, or in these Terms, on a matter that is addressed elsewhere in the Agreement shall not be deemed to present an express conflict, inconsistency or ambiguity.

8.10 Notices. All notices under the Agreement will be in writing and sent to the recipient's address set forth in the SO and will be deemed to have been duly given when received, if personally delivered; when receipt is electronically confirmed, if transmitted by facsimile or email; the day after it is sent, if sent for next day delivery by recognized overnight delivery service; and upon receipt, if sent by certified or registered mail, return receipt requested.

Coversheet

Approv Contract Ratification

Section: II. Consent Agenda
Item: C. Approv Contract Ratification
Purpose: Vote
Submitted by:
Related Material:
Ensemble Learning Service Agreement 25-26_ Voices College-Bound Language Academies.pdf
Essemble Learning TMP Client 25-26 Supporting Docs Scope of Work.pdf



Ensemble Learning Professional

Service Agreement

2025-2026

Prepared for: Voices College-Bound Language Academies

Technical Services Agreement

This agreement is by and between the following parties:

"Company"	"Client"
Ensemble Learning	Voices College-Bound Language Academies
Dr. Daniel Velasco	Aldo Ramirez
8605 Santa Monica Blvd # 29289	
West Hollywood, CA 90069-4109	,
805-409-7029	
info@ensemblelearning.org	aldoramirez@voicescharterschool.com

The parties listed above (known as "Company" and "Client") hereby agree to enter into a business relationship whereby Company provides technical services consulting in consideration of payment provided by Client, pursuant to the entire terms of this agreement.

Agreement Term

This agreement will commence on and will continue for a period of 12 months.

Cancellation

Either party may cancel this agreement at any time by providing 30 days' written notice via certified mail or email to the other party. In the event of cancellation, Client is responsible for payment of Company on a pro-rated basis for consulting services rendered prior to the cancellation date.

Services Provided

Company agrees to provide services in alignment with those laid out in Schedule A

Pricing & Payment

Client agrees to pay company $12,775.00 for the services in Schedule on the schedule selected below:

Pre-Pay in Full

● In Three Equal Payments (October, February, and May)

Company will send invoices to:

Billing Contact Name: Rebekah Sampson

Email: rsampson@voiceschartersch
ool.com

Additionally, Client agrees to reimburse Company for any additional costs incurred by Company

in the execution of this agreement, including pre-approved travel and expenses.

Company will deliver an electronic invoice to the Client. Client agrees to pay each invoice in full within 30 days of receipt. After 30 days, a fee of 2% of the unpaid total will be added for every 7 days that the invoice goes unpaid.

Cancellation Notice

When Client needs to cancel an in-person meeting or event, Client agrees to provide at least 72 hours notice to Company. If Client does not provide 72 hours notice, Client is responsible for all travel costs Company incurs due to late cancellation, including but not limited to: hotel, flight, and car rental fees. The Company will make every good-faith effort to reschedule the meeting or event, but in cases where it is impossible to reschedule, the Client will be responsible for 50% of the value assigned to that service to account for work done in preparation. If Company requests a cancellation of a meeting or event, Company similarly agrees to provide at least 72 hrs notice to the Client. In the event Company is unable to deliver a service within an agreeable rescheduled timeline, Client shall be exempt from paying for that service component.

Intellectual Property

Company agrees that all works and creations stemming from work performed under the scope of this technical services consulting agreement shall be the intellectual property of the Company and may only be used by Client within the scope and audience determined for each service. The Client agrees to make no claim to intellectual property stemming from the services performed pursuant to this agreement

Confidentiality

Company acknowledges that, from time to time, they will have access to confidential or proprietary information related to the Client's business. Company agrees to maintain complete discretion and confidentiality regarding this information and to refrain from disclosing this information to third parties without prior written consent from Client.

If, during the period of this agreement, Client shares school or student data with Company, Company will protect the data in accordance with Client's internal policies as well as any federal, state, or local laws.

Competition & Solicitation

Company agrees to refrain from engaging in business practices which directly compete with the client's business during the term of this technical services consulting agreement, and for a period of 24 months thereafter. Similarly, all parties agree to refrain from soliciting or recruiting Client's employees at any time.

Indemnity

Client agrees to indemnify and hold Company harmless against any legal action or damages pertaining to the services provided under the terms of this agreement.

Amendments

This agreement shall represent the full scope of terms between the Company and Client related to the services described therein. Any addition or modification to this agreement shall require written approval by both parties.

Governance & Dispute Resolution

The terms of this agreement shall be governed according to the laws of CA. Any disputes or legal proceedings shall be filed and resolved through a neutral arbitrator located in CA. If Consultant and Client should enter into a dispute, both parties agree that the prevailing party shall have their entire legal fees, including attorneys' fees, reimbursed by the opposite party.

Acceptance

Aldo Ramirez	24 Feb 2026
Aldo Ramirez or Contract Signer Voices College-Bound Language Academies	Date
Daniel Velasco	24 Feb 2026
Dr. Daniel Velasco, CEO Ensemble Learning	Date

Schedule A

Item	List Price	Quantity	Discounts	Total
Audit - Lite AL2	$5,600.00	1	$ 2,800.00	$5,600.00
Leadership Coaching Hour LCV Proposed timeline: mid-march	$375.00	10	$ 1,875.00	$3,750.00
Leadership Summit LS2	$3,600.00	1	$ 1,800.00	$3,600.00
Full Day Professional Development FPD2	$12,600.00	1	$ 6,300.00	$12,600.00

Sub Total	$25,550.00
Discount	$12,775.00
Grand Total	$12,775.00



Description of Ensemble Services

Audit of Current Practices	Ensemble Learning conducts mixed-methods school audits to identify strengths and areas for improvement and tailor our programming to the methods and pedagogical techniques that will provide the greatest impact. At the end of the audit process, Ensemble staff will provide a comprehensive analysis and recommendations for services and activities that will best support the school or district's goals. Ensemble Learning has two versions of a school audit: <u>Lite (recommended for returning partners)</u> ● 1 hour kick off meeting to discuss district and school goals, provide context, and establish norms for the process ● A half-day school walkthrough to observe classroom practices and school culture, providing baseline data for observations of instructional practices moving forward ● 5 teacher empathy interviews using a standard set of questions to understand current practices, mindsets, and needs ● Review of school or district-provided school-level data summaries to get a high-level understanding of student academic progress and gaps in student learning ● Report summarizing findings and recommending programming ● 1 hour meeting to discuss findings and next steps with school and district staff <u>Full (recommended for new partners or partners with significant turnover)</u> ● 2 hour kick off meeting to discuss district and school goals, provide context, and establish norms for the process ● A half-day school walkthrough using a research-based rubric to observe classroom practices and school culture, providing baseline data for observations of instructional practices moving forward ● 10 teacher empathy interviews tailored to the specific goals of the school or district to understand current practices, mindsets, and needs ● 10 student empathy interviews tailored to the specific goals of the school or district to understand student successes, needs, and perspectives ● Quantitative student-level data analysis with de-identified school or district provided assessment data to identify trends and gaps in student learning ● Report summarizing findings and recommending programming ● A half day leadership summit to discuss findings and next steps with school and district staff
Instructional Coaching (1:1)	Ensemble Learning instructional coaching sessions are one on one sessions for teachers. A coaching session is tailored to the specific needs of each teacher and aligned with supporting implementation of the techniques learned during PD sessions. Coaches will provide research-based instructional coaching, set aligned goals with each teacher, provide observations,

	and debrief with teachers to guide them towards achieving coaching goals. Ensemble Learning provides a summary of coaching to the school leaders and discusses next steps as a result of coaching with leaders.
Leadership Coaching (1:1)	Ensemble Learning leadership coaching sessions are provided one on one to leaders to follow-up on audit findings and support planning for leadership implementation of recommendations. We focus on research-based coaching to help leaders manage systems, manage change, and support their instructional staff. Leaders include district leaders, central office staff, school principals, assistant principals, instructional coaches, and co-teachers or coordinators, among others
Professional Development	Ensemble Learning's approach to professional development is centered around repeated Learning and Implementation Cycles. Each cycle begins with a professional development session focused on learning a new pedagogical technique with a strong bent towards enabling implementation. Ensemble Learning professional development (PD) sessions are designed to further teacher practice in alignment with the agreed upon school and district goals. They are research-based, focused on actionable classroom practices, hands-on, and engaging. Professional development services are not packaged as a single item. They must be paired with coaching and walkthroughs to ensure new pedagogical techniques are implemented and supported. Ensemble Learning has three lengths of professional development sessions: 2 hour, 4 hour, and full-day.
Progress-Monitoring Instructional Walkthroughs	Ensemble Learning facilitates walkthroughs to monitor implementation of professional development strategies and provide tools for leaders to monitor progress. Ensemble Learning will provide goal-aligned, research-based walkthrough tools and facilitate the experience for school and district staff. Ensemble Learning offers either a half day or full day walkthrough
Demo Lesson	Ensemble Learning provides demonstrations of PD strategies to allow teachers an opportunity to see them in action in a real classroom, ask questions, and fine-tune their approach to using the strategy. Each demo includes one demonstration lesson as well as a planning call with the host teacher and a debrief with staff that are observing the demonstration and any tools created as part of the demo lesson.
Half-Day Leadership Summits	Ensemble Learning will facilitate half-day leadership summits that provide the opportunity for School leadership to unpack data, add perspective, and formulate next steps. The summits will include the principal, APs, and co-teachers, other district staff as designated by the school, and serve up to 15 participants.

Ensemble Learning Program Team:

Dr. Julie Lara: Julie is the Multilingual Programs Director at Ensemble Learning, leading initiatives to enhance educational opportunities for multilingual learners. Previously, she was the Director of the Emergent Bilingual Support Division at the Texas Education Agency (TEA), where she oversaw the development of policies and resources for 1.3 million emergent bilingual students. During her five years as director, she led efforts such as the Texas Effective Dual Language Immersion Framework (TxEDLIF) and the state's first strategic plan to improve bilingual education, as well as other key initiatives. She holds a Doctorate in Multicultural Special Education from the University of Texas at Austin, where her research explored cultural identity and learning differences in bilingual classrooms. She also earned a Master's in Educational Administration and a Bachelor's in Psychology, grounding her leadership in both human development and educational systems.

Sarah Molfese: Sarah is an Instructional Coach for the Los Angeles Area supporting educators with implementing multilingual learner programming, providing coaching, and delivering professional development. Previously, Sarah served as an Instructional Coach and Academic Program Manager at Aspire Public Schools where she supported teachers and leaders develop science programming and multilingual learner supports. She also has over 20 years of teaching experience in multiple states.

Aracely Suarez: Aracely is a leadership coach for Ensemble Learning. She holds a master's degree in educational administration from Lamar University. Previously, Ms. Suarez served as Director of Academic Programs and Instructional Fidelity for Del Valle ISD and Principal, Assistant Principal, Dual Language Instructional Coach, and Dual Language Teacher for Pflugerville ISD. Aracely is fluent in Spanish and specializes in the needs of emergent bilinguals. Her leadership is categorized by a commitment to student success and continuous improvement. Her strengths include relationship building with all stakeholders, mentoring, and cultivating environments through collaborative leadership, and fostering growth mindsets and rigorous learning for students and educators.

Eileen Salinas: Eileen Salinas is an experienced Multilingual Learner Specialist with over 16 years of experience in bilingual education. She holds a master's degree in special education from Concordia University, TX, providing her with expertise in supporting culturally and linguistically diverse students, particularly in dual language settings. Eileen's career includes roles such as district multilingual specialist for Austin ISD, district language arts specialist, and master dual language educator. Fluent in both Spanish and English, she excels in developing curricula and instructional strategies that meet the diverse linguistic needs of students.

Edgar Ibarra: Edgar Ibarra has dedicated his 20-year career to the field of bilingual education and serves as a Multilingual Instructional Coach for Ensemble Learning. Edgar is skilled in dual language program design, designing and facilitating professional development sessions for educators, and focusing on native language instruction as a foundation for biliteracy and the advancement of multilingualism. His extensive professional background includes positions as an instructional assistant for a newcomer program, middle school and elementary teacher, bilingual and ESL teacher strategist, specialist, and bilingual program director. These diverse experiences equip him with valuable insights that he aims to contribute to Ensemble Learning and its partners to enhance the execution of Dual Language education. Currently, he is pursuing a Doctorate in Education with a concentration in Curriculum and Instruction, emphasizing bilingual education.

Gerri Swift: Gerri Swift is a Multilingual Learner Instructional Coach at Ensemble Learning, where she partners with school sites to transform outcomes for multilingual learners. With over 8 years of experience in English-language education, Gerri has worked in a wide variety of contexts, including abroad, in elementary and secondary schools, and with adult learners. Gerri leverages her diverse range of experiences in her work: She specializes in programmatic development, systems implementation, teacher training, and instructional coaching. She holds a Master's degree in TESOL from Middlebury Institute of International Studies, with a specialization in language program administration.

Coversheet

Approve Declaration of Needs (DONs) for all School Sites

Section: III. Board Business
Item: A. Approve Declaration of Needs (DONs) for all School Sites
Purpose: Vote
Submitted by:
Related Material: Flagship _ CL-500 .pdf
Mount Pleasant _ CL-500.pdf
WCC _ CL-500.pdf
Morgan Hill _ CL-500.pdf
STK _ CL-500.pdf

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

Email: DON@ctc.ca.gov
Website: www.ctc.ca.gov

DECLARATION OF NEED FOR FULLY QUALIFIED EDUCATORS

Original Declaration of Need for year: 2026 - 2027

Revised Declaration of Need for year: _____

FOR SERVICE IN A SCHOOL DISTRICT OR DISTRICT/COUNTY AUTHORIZED CHARTER SCHOOL

Name of District or Charter: Voices College-Bound Language Academies District CDS Code: 43-694500113662

Name of County: Franklin-McKinley School District County CDS Code: 43-6949500000000

By submitting this annual declaration, the district is certifying the following:

- A diligent search, as defined below, to recruit a fully prepared teacher for the assignment(s) was made
- If a suitable fully prepared teacher is not available to the school district, the district will make a reasonable effort to recruit based on the priority stated below

The governing board/body of the school district or charter school specified above adopted a declaration at a regularly scheduled public meeting held on 03 / 05 / 2026 certifying that there is an insufficient number of certificated persons who meet the district's specified employment criteria for the position(s) listed on the attached form. The attached form was part of the agenda, and the declaration did NOT appear as part of a consent calendar.

▶ ***Enclose a copy of the board agenda item***

With my signature below, I verify that the item was acted upon favorably by the board. The declaration shall remain in force until June 30, 2027.

Submitted by (Superintendent, Board Secretary, or Designee):

Name	Signature	Title
		Credentialing Manager

Fax Number	Telephone Number	Date
	510-974-3683	

6840 Via del Oro, Suite 205, San José, CA 95119
Mailing Address

fdeguer@voicescharterschool.com | credentials@voicescharterschool.com
EMail Address

FOR SERVICE IN A COUNTY OFFICE OF EDUCATION, STATE AGENCY OR NONPUBLIC SCHOOL AGENCY

Name of County _____ County CDS Code _____

Name of State Agency _____

Name of NPS/NPA _____ County of Location _____

The Superintendent of the County Office of Education or the Director of the State Agency or the Director of the NPS/NPA specified above adopted a declaration on ____/____/____, at least 72 hours following his or her public announcement that such a declaration would be made, certifying that there is an insufficient number of certificated persons who meet the county's, agency's or school's specified employment criteria for the position(s) listed on the attached form.

The declaration shall remain in force until June 30, _____.

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

Submitted by Superintendent, Director, or Designee:

_____	_____	_____
Name	*Signature*	*Title*
_____	_____	_____
Fax Number	*Telephone Number*	*Date*

_____

Mailing Address

_____

EMail Address

▶ *This declaration must be on file with the Commission on Teacher Credentialing before any emergency permits will be issued for service with the employing agency*

AREAS OF ANTICIPATED NEED FOR FULLY QUALIFIED EDUCATORS

Based on the previous year's actual needs and projections of enrollment, please indicate the number of emergency permits the employing agency estimates it will need in each of the identified areas during the valid period of this Declaration of Need for Fully Qualified Educators. This declaration shall be valid only for the type(s) and subjects(s) identified below.

This declaration must be revised by the employing agency when the total number of emergency permits applied for exceeds the estimate by ten percent. Board approval is required for a revision.

Type of Emergency Permit	**Estimated Number Needed**
CLAD/English Learner Authorization (applicant already holds teaching credential)	14
Bilingual Authorization (applicant already holds teaching credential)	16
List target language(s) for bilingual authorization: Spanish	
Resource Specialist	2
Teacher Librarian Services	0
Emergency Transitional Kindergarten (ETK)	2

LIMITED ASSIGNMENT PERMITS

Limited Assignment Permits may only be issued to applicants holding a valid California teaching credential based on a baccalaureate degree and a professional preparation program including student teaching.

Based on the previous year's actual needs and projections of enrollment, please indicate the number of Limited Assignment Permits the employing agency estimates it will need in the following areas. Additionally, for the Single Subject Limited Assignment Permits estimated, please include the authorization(s) which will be requested:

TYPE OF LIMITED ASSIGNMENT PERMIT	ESTIMATED NUMBER NEEDED
Multiple Subject	12
Single Subject	0
Special Education	2
TOTAL	14

Authorizations for Single Subject Limited Assignment Permits

SUBJECT	ESTIMATED NUMBER NEEDED	SUBJECT	ESTIMATED NUMBER NEEDED
Agriculture		Mathematics	
Art		Music	
Business		Physical Education	
Dance		Science: Biological Sciences	
English		Science: Chemistry	
Foundational-Level Math		Science: Geoscience	
Foundational-Level Science		Science: Physics	
Health		Social Science	
Home Economics		Theater	
Industrial & Technology Education		World Languages (specify)	

EFFORTS TO RECRUIT CERTIFIED PERSONNEL

The employing agency declares that it has implemented in policy and practices a process for conducting a diligent search that includes, but is not limited to, distributing job announcements, contacting college and university placement centers, advertising in local newspapers, exploring incentives included in the Teaching as a Priority Block Grant (refer to **www.cde.ca.gov** for details), participating in state and regional recruitment centers and participating in job fairs in California.

If a suitable fully prepared teacher is not available to the school district, the district made reasonable efforts to recruit an individual for the assignment, in the following order:

- A candidate who qualifies and agrees to participate in an approved internship program in the region of the school district
- An individual who is scheduled to complete initial preparation requirements within six months

EFFORTS TO CERTIFY, ASSIGN, AND DEVELOP FULLY QUALIFIED PERSONNEL

Has your agency established a District Intern program? ◯ Yes (X) No

If no, explain. At this time, we do not have sufficient staff to support a district intern program.

Does your agency participate in a Commission-approved college or university internship program? (X) Yes ◯ No

If yes, how many interns do you expect to have this year? 2

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

Riverside County Office of Education, Center of Teaching Innovation

University of San Francisco

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

Powered by BoardOnTrack

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

Email: DON@ctc.ca.gov
Website: www.ctc.ca.gov

DECLARATION OF NEED FOR FULLY QUALIFIED EDUCATORS

Original Declaration of Need for year: 2026 - 2027

Revised Declaration of Need for year: _____

FOR SERVICE IN A SCHOOL DISTRICT OR DISTRICT/COUNTY AUTHORIZED CHARTER SCHOOL

Name of District or Charter: Voices College-Bound Language Academies District CDS Code: 43-104390132530

Name of County: Santa Clara County Office of Education County CDS Code: 43-104390000000

By submitting this annual declaration, the district is certifying the following:

- A diligent search, as defined below, to recruit a fully prepared teacher for the assignment(s) was made
- If a suitable fully prepared teacher is not available to the school district, the district will make a reasonable effort to recruit based on the priority stated below

The governing board/body of the school district or charter school specified above adopted a declaration at a regularly scheduled public meeting held on 03 / 05 / 26 certifying that there is an insufficient number of certificated persons who meet the district's specified employment criteria for the position(s) listed on the attached form. The attached form was part of the agenda, and the declaration did NOT appear as part of a consent calendar.

▶ ***Enclose a copy of the board agenda item***

With my signature below, I verify that the item was acted upon favorably by the board. The declaration shall remain in force until June 30, 2027.

Submitted by (Superintendent, Board Secretary, or Designee):

Name	Signature	Title
		Credentialing Manager

Fax Number	Telephone Number	Date
	510-974-3683	3/2/2026

6840 Via del Oro, Suite 205, San José, CA 95119
Mailing Address

fdeguer@voicescharterschool.com | credentials@voicescharterschool.com
EMail Address

FOR SERVICE IN A COUNTY OFFICE OF EDUCATION, STATE AGENCY OR NONPUBLIC SCHOOL AGENCY

Name of County _____ County CDS Code _____

Name of State Agency _____

Name of NPS/NPA _____ County of Location _____

Powered by BoardOnTrack

The Superintendent of the County Office of Education or the Director of the State Agency or the Director of the NPS/NPA specified above adopted a declaration on ____/____/____, at least 72 hours following his or her public announcement that such a declaration would be made, certifying that there is an insufficient number of certificated persons who meet the county's, agency's or school's specified employment criteria for the position(s) listed on the attached form.

The declaration shall remain in force until June 30, _____.

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

Submitted by Superintendent, Director, or Designee:

_____	_____	_____
Name	*Signature*	*Title*
_____	_____	_____
Fax Number	*Telephone Number*	*Date*

_____

Mailing Address

_____

EMail Address

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AREAS OF ANTICIPATED NEED FOR FULLY QUALIFIED EDUCATORS

Based on the previous year's actual needs and projections of enrollment, please indicate the number of emergency permits the employing agency estimates it will need in each of the identified areas during the valid period of this Declaration of Need for Fully Qualified Educators. This declaration shall be valid only for the type(s) and subjects(s) identified below.

This declaration must be revised by the employing agency when the total number of emergency permits applied for exceeds the estimate by ten percent. Board approval is required for a revision.

Type of Emergency Permit	**Estimated Number Needed**
CLAD/English Learner Authorization (applicant already holds teaching credential)	6
Bilingual Authorization (applicant already holds teaching credential)	11
List target language(s) for bilingual authorization: Spanish	
Resource Specialist	2
Teacher Librarian Services	0
Emergency Transitional Kindergarten (ETK)	1

LIMITED ASSIGNMENT PERMITS

Limited Assignment Permits may only be issued to applicants holding a valid California teaching credential based on a baccalaureate degree and a professional preparation program including student teaching.

Based on the previous year's actual needs and projections of enrollment, please indicate the number of Limited Assignment Permits the employing agency estimates it will need in the following areas. Additionally, for the Single Subject Limited Assignment Permits estimated, please include the authorization(s) which will be requested:

TYPE OF LIMITED ASSIGNMENT PERMIT	ESTIMATED NUMBER NEEDED
Multiple Subject	4
Single Subject	0
Special Education	1
TOTAL	5

Authorizations for Single Subject Limited Assignment Permits

SUBJECT	ESTIMATED NUMBER NEEDED	SUBJECT	ESTIMATED NUMBER NEEDED
Agriculture		Mathematics	
Art		Music	
Business		Physical Education	
Dance		Science: Biological Sciences	
English		Science: Chemistry	
Foundational-Level Math		Science: Geoscience	
Foundational-Level Science		Science: Physics	
Health		Social Science	
Home Economics		Theater	
Industrial & Technology Education		World Languages (specify)	

EFFORTS TO RECRUIT CERTIFIED PERSONNEL

The employing agency declares that it has implemented in policy and practices a process for conducting a diligent search that includes, but is not limited to, distributing job announcements, contacting college and university placement centers, advertising in local newspapers, exploring incentives included in the Teaching as a Priority Block Grant (refer to **www.cde.ca.gov** for details), participating in state and regional recruitment centers and participating in job fairs in California.

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- A candidate who qualifies and agrees to participate in an approved internship program in the region of the school district
- An individual who is scheduled to complete initial preparation requirements within six months

EFFORTS TO CERTIFY, ASSIGN, AND DEVELOP FULLY QUALIFIED PERSONNEL

Has your agency established a District Intern program? ◯ Yes (X) No

If no, explain. At this time, we do not have sufficient staff to support a district intern program.

Does your agency participate in a Commission-approved college or university internship program? (X) Yes ◯ No

If yes, how many interns do you expect to have this year? 3

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

Riverside County Office of Education, Center of Teaching Innovation

University of San Francisco

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

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

Email: DON@ctc.ca.gov
Website: www.ctc.ca.gov

DECLARATION OF NEED FOR FULLY QUALIFIED EDUCATORS

Original Declaration of Need for year: 2026 - 2027

Revised Declaration of Need for year: _____

FOR SERVICE IN A SCHOOL DISTRICT OR DISTRICT/COUNTY AUTHORIZED CHARTER SCHOOL

Name of District or Charter: - Voices College-Bound Language Academies District CDS Code: 07-617960136903

Name of County: Contra Costa Unified School District County CDS Code: 07-100740000000

By submitting this annual declaration, the district is certifying the following:

- A diligent search, as defined below, to recruit a fully prepared teacher for the assignment(s) was made
- If a suitable fully prepared teacher is not available to the school district, the district will make a reasonable effort to recruit based on the priority stated below

The governing board/body of the school district or charter school specified above adopted a declaration at a regularly scheduled public meeting held on 03 / 55 / 26 certifying that there is an insufficient number of certificated persons who meet the district's specified employment criteria for the position(s) listed on the attached form. The attached form was part of the agenda, and the declaration did NOT appear as part of a consent calendar.

▶ ***Enclose a copy of the board agenda item***

With my signature below, I verify that the item was acted upon favorably by the board. The declaration shall remain in force until June 30, 2027.

Submitted by (Superintendent, Board Secretary, or Designee):

Name	Signature	Title
		Credentialing Manager

Fax Number	Telephone Number	Date
	510-974-3683	3/2/2026

6840 Via del Oro, Suite 205, San José, CA 95119
Mailing Address

fdeguer@voicescharterschool.com | credentials@voicescharterschool.com
EMail Address

FOR SERVICE IN A COUNTY OFFICE OF EDUCATION, STATE AGENCY OR NONPUBLIC SCHOOL AGENCY

Name of County _____ County CDS Code _____

Name of State Agency _____

Name of NPS/NPA _____ County of Location _____

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The Superintendent of the County Office of Education or the Director of the State Agency or the Director of the NPS/NPA specified above adopted a declaration on ____/____/____, at least 72 hours following his or her public announcement that such a declaration would be made, certifying that there is an insufficient number of certificated persons who meet the county's, agency's or school's specified employment criteria for the position(s) listed on the attached form.

The declaration shall remain in force until June 30, _____.

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

Submitted by Superintendent, Director, or Designee:

_____	_____	_____
Name	*Signature*	*Title*
_____	_____	_____
Fax Number	*Telephone Number*	*Date*

_____

Mailing Address

_____

EMail Address

▶ *This declaration must be on file with the Commission on Teacher Credentialing before any emergency permits will be issued for service with the employing agency*

AREAS OF ANTICIPATED NEED FOR FULLY QUALIFIED EDUCATORS

Based on the previous year's actual needs and projections of enrollment, please indicate the number of emergency permits the employing agency estimates it will need in each of the identified areas during the valid period of this Declaration of Need for Fully Qualified Educators. This declaration shall be valid only for the type(s) and subjects(s) identified below.

This declaration must be revised by the employing agency when the total number of emergency permits applied for exceeds the estimate by ten percent. Board approval is required for a revision.

Type of Emergency Permit	**Estimated Number Needed**
CLAD/English Learner Authorization (applicant already holds teaching credential)	17
Bilingual Authorization (applicant already holds teaching credential)	19
List target language(s) for bilingual authorization: Spanish	
Resource Specialist	2
Teacher Librarian Services	0
Emergency Transitional Kindergarten (ETK)	2

LIMITED ASSIGNMENT PERMITS

Limited Assignment Permits may only be issued to applicants holding a valid California teaching credential based on a baccalaureate degree and a professional preparation program including student teaching.

Based on the previous year's actual needs and projections of enrollment, please indicate the number of Limited Assignment Permits the employing agency estimates it will need in the following areas. Additionally, for the Single Subject Limited Assignment Permits estimated, please include the authorization(s) which will be requested:

TYPE OF LIMITED ASSIGNMENT PERMIT	ESTIMATED NUMBER NEEDED
Multiple Subject	13
Single Subject	5
Special Education	2
TOTAL	20

Authorizations for Single Subject Limited Assignment Permits

SUBJECT	ESTIMATED NUMBER NEEDED	SUBJECT	ESTIMATED NUMBER NEEDED
Agriculture		Mathematics	
Art		Music	
Business		Physical Education	
Dance		Science: Biological Sciences	
English		Science: Chemistry	
Foundational-Level Math		Science: Geoscience	
Foundational-Level Science		Science: Physics	
Health		Social Science	
Home Economics		Theater	
Industrial & Technology Education		World Languages (specify)	

EFFORTS TO RECRUIT CERTIFIED PERSONNEL

The employing agency declares that it has implemented in policy and practices a process for conducting a diligent search that includes, but is not limited to, distributing job announcements, contacting college and university placement centers, advertising in local newspapers, exploring incentives included in the Teaching as a Priority Block Grant (refer to **www.cde.ca.gov** for details), participating in state and regional recruitment centers and participating in job fairs in California.

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- An individual who is scheduled to complete initial preparation requirements within six months

EFFORTS TO CERTIFY, ASSIGN, AND DEVELOP FULLY QUALIFIED PERSONNEL

Has your agency established a District Intern program? ( ) Yes (X) No

If no, explain. At this time, we do not have sufficient staff to support a district intern program.

Does your agency participate in a Commission-approved college or university internship program? (X) Yes ( ) No

If yes, how many interns do you expect to have this year? 6

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

Riverside County Office of Education, Center of Teaching Innovation

University of San Francisco

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

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

Email: DON@ctc.ca.gov
Website: www.ctc.ca.gov

DECLARATION OF NEED FOR FULLY QUALIFIED EDUCATORS

Original Declaration of Need for year: 2026 - 2027

Revised Declaration of Need for year: _____

FOR SERVICE IN A SCHOOL DISTRICT OR DISTRICT/COUNTY AUTHORIZED CHARTER SCHOOL

Name of District or Charter: - Voices College-Bound Language Academies District CDS Code: 43-104390131748

Name of County: Santa Clara County Office of Education County CDS Code: 43-104390000000

By submitting this annual declaration, the district is certifying the following:

- A diligent search, as defined below, to recruit a fully prepared teacher for the assignment(s) was made
- If a suitable fully prepared teacher is not available to the school district, the district will make a reasonable effort to recruit based on the priority stated below

The governing board/body of the school district or charter school specified above adopted a declaration at a regularly scheduled public meeting held on 03 / 05 / 2026 certifying that there is an insufficient number of certificated persons who meet the district's specified employment criteria for the position(s) listed on the attached form. The attached form was part of the agenda, and the declaration did NOT appear as part of a consent calendar.

▶ ***Enclose a copy of the board agenda item***

With my signature below, I verify that the item was acted upon favorably by the board. The declaration shall remain in force until June 30, 2027.

Submitted by (Superintendent, Board Secretary, or Designee):

Name	Signature	Title
		Credentialing Manager

Fax Number	Telephone Number	Date
	510-974-3683	3/2/2026

6840 Via del Oro, Suite 205, San José, CA 95119
Mailing Address

fdeguer@voicescharterschool.com | credentials@voicescharterschool.com
EMail Address

FOR SERVICE IN A COUNTY OFFICE OF EDUCATION, STATE AGENCY OR NONPUBLIC SCHOOL AGENCY

Name of County _____ County CDS Code _____

Name of State Agency _____

Name of NPS/NPA _____ County of Location _____

Powered by BoardOnTrack

The Superintendent of the County Office of Education or the Director of the State Agency or the Director of the NPS/NPA specified above adopted a declaration on ____/____/____, at least 72 hours following his or her public announcement that such a declaration would be made, certifying that there is an insufficient number of certificated persons who meet the county's, agency's or school's specified employment criteria for the position(s) listed on the attached form.

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

Submitted by Superintendent, Director, or Designee:

_____	_____	_____
Name	*Signature*	*Title*
_____	_____	_____
Fax Number	*Telephone Number*	*Date*

_____

Mailing Address

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EMail Address

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AREAS OF ANTICIPATED NEED FOR FULLY QUALIFIED EDUCATORS

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This declaration must be revised by the employing agency when the total number of emergency permits applied for exceeds the estimate by ten percent. Board approval is required for a revision.

Type of Emergency Permit	**Estimated Number Needed**
CLAD/English Learner Authorization (applicant already holds teaching credential)	9
Bilingual Authorization (applicant already holds teaching credential)	14
List target language(s) for bilingual authorization: Spanish	
Resource Specialist	3
Teacher Librarian Services	0
Emergency Transitional Kindergarten (ETK)	2

LIMITED ASSIGNMENT PERMITS

Limited Assignment Permits may only be issued to applicants holding a valid California teaching credential based on a baccalaureate degree and a professional preparation program including student teaching.

Based on the previous year's actual needs and projections of enrollment, please indicate the number of Limited Assignment Permits the employing agency estimates it will need in the following areas. Additionally, for the Single Subject Limited Assignment Permits estimated, please include the authorization(s) which will be requested:

TYPE OF LIMITED ASSIGNMENT PERMIT	ESTIMATED NUMBER NEEDED
Multiple Subject	8
Single Subject	0
Special Education	3
TOTAL	11

Authorizations for Single Subject Limited Assignment Permits

SUBJECT	ESTIMATED NUMBER NEEDED	SUBJECT	ESTIMATED NUMBER NEEDED
Agriculture		Mathematics	
Art		Music	
Business		Physical Education	
Dance		Science: Biological Sciences	
English		Science: Chemistry	
Foundational-Level Math		Science: Geoscience	
Foundational-Level Science		Science: Physics	
Health		Social Science	
Home Economics		Theater	
Industrial & Technology Education		World Languages (specify)	

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EFFORTS TO RECRUIT CERTIFIED PERSONNEL

The employing agency declares that it has implemented in policy and practices a process for conducting a diligent search that includes, but is not limited to, distributing job announcements, contacting college and university placement centers, advertising in local newspapers, exploring incentives included in the Teaching as a Priority Block Grant (refer to **www.cde.ca.gov** for details), participating in state and regional recruitment centers and participating in job fairs in California.

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- An individual who is scheduled to complete initial preparation requirements within six months

EFFORTS TO CERTIFY, ASSIGN, AND DEVELOP FULLY QUALIFIED PERSONNEL

Has your agency established a District Intern program? ◯ Yes (X) No

If no, explain. At this time, we do not have sufficient staff to support a district intern program.

Does your agency participate in a Commission-approved college or university internship program? (X) Yes ◯ No

If yes, how many interns do you expect to have this year? 6

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

Riverside County Office of Education, Center of Teaching Innovation

University of San Francisco

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

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

Email: DON@ctc.ca.gov
Website: www.ctc.ca.gov

DECLARATION OF NEED FOR FULLY QUALIFIED EDUCATORS

Original Declaration of Need for year: 2026 - 2027

Revised Declaration of Need for year: _____

FOR SERVICE IN A SCHOOL DISTRICT OR DISTRICT/COUNTY AUTHORIZED CHARTER SCHOOL

Name of District or Charter: - Voices College-Bound Language Academies District CDS Code: 39-686760139907

Name of County: Stockton Unified School District County CDS Code: 39-686760000000

By submitting this annual declaration, the district is certifying the following:

- A diligent search, as defined below, to recruit a fully prepared teacher for the assignment(s) was made
- If a suitable fully prepared teacher is not available to the school district, the district will make a reasonable effort to recruit based on the priority stated below

The governing board/body of the school district or charter school specified above adopted a declaration at a regularly scheduled public meeting held on 03 / 05 / 26 certifying that there is an insufficient number of certificated persons who meet the district's specified employment criteria for the position(s) listed on the attached form. The attached form was part of the agenda, and the declaration did NOT appear as part of a consent calendar.

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Submitted by (Superintendent, Board Secretary, or Designee):

Name	Signature	Title
		Credentialing Manager

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Mailing Address

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EMail Address

FOR SERVICE IN A COUNTY OFFICE OF EDUCATION, STATE AGENCY OR NONPUBLIC SCHOOL AGENCY

Name of County _____ County CDS Code _____

Name of State Agency _____

Name of NPS/NPA _____ County of Location _____

The Superintendent of the County Office of Education or the Director of the State Agency or the Director of the NPS/NPA specified above adopted a declaration on ____/____/____, at least 72 hours following his or her public announcement that such a declaration would be made, certifying that there is an insufficient number of certificated persons who meet the county's, agency's or school's specified employment criteria for the position(s) listed on the attached form.

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

Submitted by Superintendent, Director, or Designee:

_____	_____	_____
Name	*Signature*	*Title*
_____	_____	_____
Fax Number	*Telephone Number*	*Date*

_____

Mailing Address

_____

EMail Address

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AREAS OF ANTICIPATED NEED FOR FULLY QUALIFIED EDUCATORS

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This declaration must be revised by the employing agency when the total number of emergency permits applied for exceeds the estimate by ten percent. Board approval is required for a revision.

Type of Emergency Permit	**Estimated Number Needed**
CLAD/English Learner Authorization (applicant already holds teaching credential)	2
Bilingual Authorization (applicant already holds teaching credential)	6
List target language(s) for bilingual authorization: Spanish	
Resource Specialist	1
Teacher Librarian Services	0
Emergency Transitional Kindergarten (ETK)	1

LIMITED ASSIGNMENT PERMITS

Limited Assignment Permits may only be issued to applicants holding a valid California teaching credential based on a baccalaureate degree and a professional preparation program including student teaching.

Based on the previous year's actual needs and projections of enrollment, please indicate the number of Limited Assignment Permits the employing agency estimates it will need in the following areas. Additionally, for the Single Subject Limited Assignment Permits estimated, please include the authorization(s) which will be requested:

TYPE OF LIMITED ASSIGNMENT PERMIT	ESTIMATED NUMBER NEEDED
Multiple Subject	3
Single Subject	0
Special Education	1
TOTAL	4

Authorizations for Single Subject Limited Assignment Permits

SUBJECT	ESTIMATED NUMBER NEEDED	SUBJECT	ESTIMATED NUMBER NEEDED
Agriculture		Mathematics	
Art		Music	
Business		Physical Education	
Dance		Science: Biological Sciences	
English		Science: Chemistry	
Foundational-Level Math		Science: Geoscience	
Foundational-Level Science		Science: Physics	
Health		Social Science	
Home Economics		Theater	
Industrial & Technology Education		World Languages (specify)	

EFFORTS TO RECRUIT CERTIFIED PERSONNEL

The employing agency declares that it has implemented in policy and practices a process for conducting a diligent search that includes, but is not limited to, distributing job announcements, contacting college and university placement centers, advertising in local newspapers, exploring incentives included in the Teaching as a Priority Block Grant (refer to **www.cde.ca.gov** for details), participating in state and regional recruitment centers and participating in job fairs in California.

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- A candidate who qualifies and agrees to participate in an approved internship program in the region of the school district
- An individual who is scheduled to complete initial preparation requirements within six months

EFFORTS TO CERTIFY, ASSIGN, AND DEVELOP FULLY QUALIFIED PERSONNEL

Has your agency established a District Intern program? ( ) Yes (X) No

If no, explain. At this time, we do not have sufficient staff to support a district intern program.

Does your agency participate in a Commission-approved college or university internship program? (X) Yes ( ) No

If yes, how many interns do you expect to have this year? 2

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

Riverside County Office of Education, Center of Teaching Innovation

University of San Francisco

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

Coversheet

Approve 25-26 Second Interim Financials for Voices FS, WCC, ST, MH, MP

Section: III. Board Business
Item: B. Approve 25-26 Second Interim Financials for Voices FS, WCC, ST, MH, MP
Purpose: Vote
Submitted by:
Related Material: Voices - FY26 March Board Presentation - 03.02.26.pdf

Voices College Bound Language Academy Board Meeting

NICK MAWAD & SAMANTHA CHO

MARCH 5, 2026



edtec
Charter School Specialists
BUSINESS • OPERATIONS • PERFORMANCE

Contents

- 2025–26 2nd Interim Reports
- 2026–27 Budgeting
- Next Steps

2025–26 2nd Interim Reports

2nd Interim Report Overview

What?

- The district and county's second financial update
- Includes financial data from July – January
- Supplemental materials include Cash Flow and FCMAT Calculator

When?

- Submitted every year
- Due on/before March 15

How?

- Excel 'Alt-form' showing Budget, Actuals, and Current Forecast
- Cover page with wet signature also submitted

2nd Interim Overview

Summary below outlines network-wide updates since 1st Interim

Revenues

- LCFF Revenue decreases due to net reduction in ADA of 14.6 (-$211k)
  - Current Forecast takes into account anticipated ADA Recovery
- Other State Revenue increases, primarily due to SB740 proration increase (+$160k)

Expenses

- Staffing vacancies and extended leaves, partially offset by increases in contracted staff and Health & Welfare expense (+$286k)
- Higher than anticipated curriculum and supplies cost (-$252k)
- Facilities & other services/operating expenditures (-$215k)

Flagship: 2nd Interim vs. 1st Interim Forecast

Projected Net Income -$411k, driven by LCFF decrease and contracted expense increases

		Previous Forecast	Current Forecast	Previous Forecast vs. Current Forecast
Revenue	LCFF Entitlement	4,814,314	4,680,944	(133,369)
	Federal Revenue	327,852	327,956	104
	Other State Revenues	1,952,947	2,021,974	69,027
	Local Revenues	5,481	6,667	1,186
	Fundraising and Grants	35,000	35,000	-
	Total Revenue	**7,135,594**	**7,072,541**	**(63,052)**
Expenses	Compensation and Benefits	4,225,174	4,171,097	54,078
	Books and Supplies	620,090	646,090	(26,000)
	Services and Other Operating Expenditures	2,214,876	2,421,677	(206,801)
	Depreciation	181,683	181,683	-
	Other Outflows & Amortization	63,898	63,898	-
	Total Expenses	**7,305,722**	**7,484,445**	**(178,723)**
	Net Income	(170,128)	(411,904)	(241,775)
	Beginning Balance (Audited)	2,973,784	2,973,784	-
	Net Income	(170,128)	(411,904)	(241,775)
Ending Fund Balance		2,803,656	2,561,880	(241,775)
Fund Balance as a % of Expenses		38%	34%	-4%

Flagship: 2nd Interim MYP

Outer-years look strong, moderate enrollment growth forecasted

		2025-26	2026-27	2027-28
		Current Forecast	**Projected Budget**	**Projected Budget**
Revenue	LCFF Entitlement	4,680,944	5,272,776	5,443,677
	Federal Revenue	327,956	327,454	342,313
	Other State Revenues	2,021,974	1,983,659	1,966,123
	Local Revenues	6,667	-	-
	Fundraising and Grants	35,000	35,000	35,000
	Total Revenue	**7,072,541**	**7,618,889**	**7,787,113**
Expenses	Compensation and Benefits	4,171,097	4,054,764	4,176,938
	Books and Supplies	646,090	432,364	437,329
	Services and Other Operating Expenditures	2,421,677	2,585,560	2,627,141
	Depreciation	181,683	181,343	181,343
	Other Outflows & Amortization	63,898	64,537	65,182
	Total Expenses	**7,484,445**	**7,318,569**	**7,487,934**
	Net Income	**(411,904)**	**300,320**	**299,180**
	Beginning Balance (Audited)	2,973,784	2,561,880	2,862,200
	Net Income	(411,904)	300,320	299,180
Ending Fund Balance (incl. Depreciation)		**2,561,880**	**2,862,200**	**3,161,380**
Ending Fund Balance as % of Expenses		**34.2%**	**39.1%**	**42.2%**

Morgan Hill: 2nd Interim vs. 1st Interim Forecast

Projected Net Income drops to -$104k – primarily driven by LCFF decrease

		Previous Forecast	Current Forecast	Previous Forecast vs. Current Forecast
Revenue	LCFF Entitlement	4,927,226	4,813,829	(113,398)
	Federal Revenue	342,732	342,856	124
	Other State Revenues	2,064,262	2,078,838	14,576
	Local Revenues	5,207	5,207	-
	Fundraising and Grants	28,000	28,000	-
	Total Revenue	**7,367,427**	**7,268,729**	**(98,698)**
Expenses	Compensation and Benefits	3,728,022	3,677,069	50,953
	Books and Supplies	544,898	603,175	(58,277)
	Services and Other Operating Expenditures	3,009,330	3,067,029	(57,700)
	Depreciation	25,628	25,628	-
	Other Outflows & Amortization	-	-	-
	Total Expenses	**7,307,878**	**7,372,901**	**(65,023)**
	Net Income	59,549	(104,172)	(163,721)
	Beginning Balance (Audited)	2,900,826	2,900,826	-
	Net Income	59,549	(104,172)	(163,721)
Ending Fund Balance		2,960,375	2,796,655	(163,721)
Fund Balance as a % of Expenses		41%	38%	-3%

Morgan Hill: 2nd Interim MYP

LCFF Revenue held back by district UPP, further staffing refinement needed

		2025-26	2026-27	2027-28
		Current Forecast	Projected Budget	Projected Budget
Revenue	LCFF Entitlement	4,813,829	4,996,974	5,338,112
	Federal Revenue	342,856	354,134	373,611
	Other State Revenues	2,078,838	2,165,861	2,158,339
	Local Revenues	5,207	-	-
	Fundraising and Grants	28,000	28,000	28,000
	Total Revenue	**7,268,729**	**7,544,969**	**7,898,062**
Expenses	Compensation and Benefits	3,677,069	4,219,776	4,343,049
	Books and Supplies	603,175	535,558	595,344
	Services and Other Operating Expenditures	3,067,029	3,150,298	3,273,997
	Depreciation	25,628	8,972	6,438
	Other Outflows & Amortization	-	-	-
	Total Expenses	**7,372,901**	**7,914,604**	**8,218,828**
	Net Income	**(104,172)**	**(369,635)**	**(320,766)**
	Beginning Balance (Audited)	2,900,826	2,796,655	2,427,020
	Net Income	(104,172)	(369,635)	(320,766)
Ending Fund Balance (incl. Depreciation)		**2,796,655**	**2,427,020**	**2,106,254**
Ending Fund Balance as % of Expenses		**37.9%**	**30.7%**	**25.6%**

Mount Pleasant: 2nd Interim vs. 1st Interim Forecast

Projected Net Income increases to $161k due to expense reductions

		Previous Forecast	Current Forecast	Previous Forecast vs. Current Forecast
Revenue	LCFF Entitlement	3,288,632	3,298,933	10,302
	Federal Revenue	274,983	275,464	481
	Other State Revenues	1,838,867	1,858,876	20,009
	Local Revenues	3,266	6,881	3,615
	Fundraising and Grants	45,000	45,000	-
	Total Revenue	**5,450,746**	**5,485,154**	**34,407**
Expenses	Compensation and Benefits	2,512,760	2,427,468	85,293
	Books and Supplies	431,462	448,263	(16,801)
	Services and Other Operating Expenditures	2,463,913	2,444,164	19,748
	Depreciation	4,011	4,011	-
	Other Outflows & Amortization	-	-	-
	Total Expenses	**5,412,146**	**5,323,906**	**88,240**
	Net Income	38,600	161,247	122,647
	Beginning Balance (Audited)	423,831	420,116	(3,715)
	Net Income	38,600	161,247	122,647
Ending Fund Balance		462,431	581,363	118,933
Fund Balance as a % of Expenses		9%	11%	2%

Mount Pleasant: 2nd Interim MYP

CMO support needed as one-time funds expire, increasing enrollment will be paramount

		2025-26	2026-27	2027-28
		Current Forecast	Projected Budget	Projected Budget
Revenue	LCFF Entitlement	3,298,933	3,391,448	3,483,572
	Federal Revenue	275,464	268,591	270,292
	Other State Revenues	1,858,876	1,646,092	1,382,283
	Local Revenues	6,881	-	-
	Fundraising and Grants	45,000	145,000	495,000
	Total Revenue	**5,485,154**	**5,451,131**	**5,631,147**
Expenses	Compensation and Benefits	2,427,468	2,617,920	2,693,393
	Books and Supplies	448,263	463,035	467,665
	Services and Other Operating Expenditures	2,444,164	2,560,682	2,550,179
	Depreciation	4,011	3,714	3,714
	Other Outflows & Amortization	-	-	-
	Total Expenses	**5,323,906**	**5,645,351**	**5,714,951**
	Net Income	**161,247**	**(194,220)**	**(83,804)**
	Beginning Balance (Audited)	420,116	581,363	387,143
	Net Income	161,247	(194,220)	(83,804)
Ending Fund Balance (incl. Depreciation)		**581,363**	**387,143**	**303,339**
Ending Fund Balance as % of Expenses		**10.9%**	**6.9%**	**5.3%**

West Contra Costa: 2nd Interim vs. 1st Interim Forecast

Projected Net Income -$71k due to expense increases

		Previous Forecast	Current Forecast	Previous Forecast vs. Current Forecast
Revenue	LCFF Entitlement	5,611,864	5,604,774	(7,090)
	Federal Revenue	349,499	350,026	527
	Other State Revenues	2,270,695	2,300,575	29,879
	Local Revenues	115,508	116,066	558
	Fundraising and Grants	40,000	40,000	-
	Total Revenue	**8,387,567**	**8,411,441**	**23,874**
Expenses	Compensation and Benefits	4,472,923	4,423,385	49,537
	Books and Supplies	765,329	820,939	(55,610)
	Services and Other Operating Expenditures	3,127,821	3,226,166	(98,345)
	Depreciation	12,553	12,553	-
	Other Outflows & Amortization	-	-	-
	Total Expenses	**8,378,626**	**8,483,044**	**(104,418)**
	Net Income	8,941	(71,603)	(80,543)
	Beginning Balance (Audited)	2,150,479	2,150,479	-
	Net Income	8,941	(71,603)	(80,543)
Ending Fund Balance		2,159,420	2,078,877	(80,543)
Fund Balance as a % of Expenses		26%	25%	-1%

West Contra Costa: 2nd Interim MYP

Outer-years look strong as smaller cohorts graduate out and are replaced by larger cohorts

		2025-26	2026-27	2027-28
		Current Forecast	Projected Budget	Projected Budget
Revenue	LCFF Entitlement	5,604,774	6,245,289	6,606,351
	Federal Revenue	350,026	370,776	377,682
	Other State Revenues	2,300,575	2,501,336	2,501,158
	Local Revenues	116,066	122,314	-
	Fundraising and Grants	40,000	40,000	40,000
	Total Revenue	**8,411,441**	**9,279,714**	**9,525,191**
Expenses	Compensation and Benefits	4,423,385	4,559,189	4,689,245
	Books and Supplies	820,939	766,707	774,374
	Services and Other Operating Expenditures	3,226,166	3,421,985	3,572,156
	Depreciation	12,553	12,553	12,553
	Other Outflows & Amortization	-	-	-
	Total Expenses	**8,483,044**	**8,760,434**	**9,048,329**
	Net Income	**(71,603)**	**519,280**	**476,862**
	Beginning Balance (Audited)	2,150,479	2,078,877	2,598,156
	Net Income	(71,603)	519,280	476,862
Ending Fund Balance (incl. Depreciation)		**2,078,877**	**2,598,156**	**3,075,018**
Ending Fund Balance as % of Expenses		**24.5%**	**29.7%**	**34.0%**

Stockton: 2nd Interim vs. 1st Interim Forecast

Projected Net Income improves significantly, EFB now 7% of Expense

		Previous Forecast	Current Forecast	Previous Forecast vs. Current Forecast
Revenue	LCFF Entitlement	2,356,471	2,388,894	32,423
	Federal Revenue	159,542	199,689	40,147
	Other State Revenues	976,419	1,003,235	26,816
	Local Revenues	4,881	5,055	174
	Fundraising and Grants	23,000	28,534	5,534
	Total Revenue	**3,520,313**	**3,625,407**	**105,094**
Expenses	Compensation and Benefits	1,882,734	1,722,706	160,028
	Books and Supplies	334,825	348,216	(13,391)
	Services and Other Operating Expenditures	1,495,593	1,589,910	(94,317)
	Depreciation	255	255	-
	Other Outflows & Amortization	185	185	-
	Total Expenses	**3,713,591**	**3,661,272**	**52,319**
	Net Income	(193,278)	(35,865)	157,413
	Beginning Balance (Audited)	277,676	277,676	-
	Net Income	(193,278)	(35,865)	157,413
Ending Fund Balance		84,398	241,811	157,413
Fund Balance as a % of Expenses		2%	7%	4%

Stockton: 2nd Interim MYP

Slow but steady enrollment growth forecasted, MS built out by 2027–28

		2025-26	2026-27	2027-28
		Current Forecast	Projected Budget	Projected Budget
Revenue	LCFF Entitlement	2,388,894	2,864,477	3,596,600
	Federal Revenue	199,689	219,786	244,085
	Other State Revenues	1,003,235	1,143,290	1,320,566
	Local Revenues	5,055	4,000	4,000
	Fundraising and Grants	28,534	23,000	23,000
	Total Revenue	**3,625,407**	**4,254,554**	**5,188,250**
Expenses	Compensation and Benefits	1,722,706	2,019,767	2,696,494
	Books and Supplies	348,216	332,710	373,609
	Services and Other Operating Expenditures	1,589,910	1,710,883	1,919,344
	Depreciation	255	-	-
	Other Outflows & Amortization	185	-	-
	Total Expenses	**3,661,272**	**4,063,359**	**4,989,447**
	Net Income	**(35,865)**	**191,195**	**198,803**
	Beginning Balance (Audited)	277,676	241,811	433,006
	Net Income	(35,865)	191,195	198,803
Ending Fund Balance (incl. Depreciation)		**241,811**	**433,006**	**631,809**
Ending Fund Balance as % of Expenses		**6.6%**	**10.7%**	**12.7%**

Org-wide: 2nd Interim vs. 1st Interim Forecast

Projected Net Income -$758k vs. 1st Interim -$536k

		Previous Forecast	Current Forecast	Previous Forecast vs. Current Forecast
Revenue	LCFF Entitlement	20,998,507	20,787,375	(211,132)
	Federal Revenue	1,454,607	1,495,990	41,383
	Other State Revenues	9,103,191	9,263,498	160,307
	Local Revenues	5,049,508	5,013,787	(35,721)
	Fundraising and Grants	571,000	576,534	5,534
	Total Revenue	**37,176,814**	**37,137,184**	**(39,630)**
Expenses	Compensation and Benefits	20,089,444	19,575,509	513,935
	Books and Supplies	2,753,177	3,005,941	(252,764)
	Services and Other Operating Expenditures	13,754,687	14,145,108	(390,422)
	Depreciation	924,148	924,148	-
	Other Outflows & Amortization	192,019	244,519	(52,500)
	Total Expenses	**37,713,475**	**37,895,225**	**(181,750)**
	Net Income	(536,661)	(758,041)	(221,380)
	Beginning Balance (Audited)	17,386,335	17,383,521	(2,814)
	Net Income	(536,661)	(758,041)	(221,380)
Ending Fund Balance		16,849,674	16,625,480	(224,194)
Fund Balance as a % of Expenses		45%	44%	-1%

Org-wide: 2nd Interim MYP

Outer-years look strong as network-wide enrollment increases and staffing ratios optimize

		2025-26	2026-27	2027-28
		Current Forecast	Projected Budget	Projected Budget
Revenue	LCFF Entitlement	20,787,375	22,770,964	24,468,312
	Federal Revenue	1,495,990	1,540,741	1,607,983
	Other State Revenues	9,263,498	9,440,238	9,328,469
	Local Revenues	5,013,787	5,498,033	5,595,537
	Fundraising and Grants	576,534	671,000	1,021,000
	Total Revenue	**37,137,184**	**39,920,976**	**42,021,300**
Expenses	Compensation and Benefits	19,575,509	20,566,403	21,749,969
	Books and Supplies	3,005,941	2,568,259	2,686,581
	Services and Other Operating Expenditures	14,145,108	14,911,034	15,754,691
	Depreciation	924,148	906,600	904,066
	Other Outflows & Amortization	244,519	192,473	193,118
	Total Expenses	**37,895,225**	**39,144,768**	**41,288,425**
	Net Income	**(758,041)**	**776,207**	**732,875**
	Beginning Balance (Audited)	17,383,521	16,625,480	17,401,687
	Net Income	(758,041)	776,207	732,875
Ending Fund Balance (incl. Depreciation)		**16,625,480**	**17,401,687**	**18,134,563**
Ending Fund Balance as % of Expenses		**43.9%**	**44.5%**	**43.9%**

2026–27 Budgeting

Governor's January Budget Proposal – 2026–27

2.41% COLA

- 0.6 percentage point less than June estimate
- Affects LCFF, SpEd, MBG, SB740, Nutrition
- For comparison's sake, FY26 COLA was 2.30%

Improved Funding

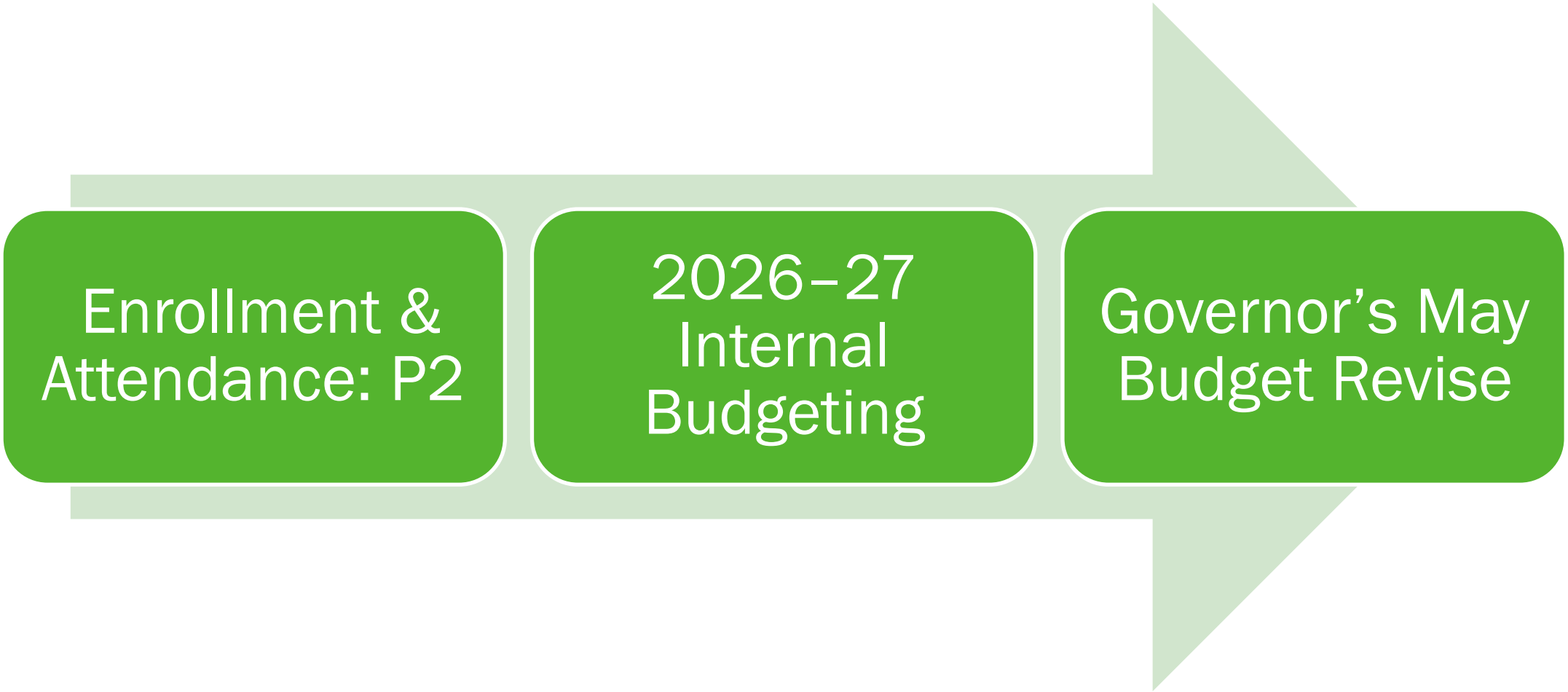
- Student Support & PD Discretionary Block Grant – additional ~$512/FY25 ADA
- Learning Recovery Emergency Block Grant – additional ~$229/FY22 UP ADA
- Expanded Learning Opportunities Program – Tier 2 increase to $1,800/PY TK-6 UP ADA
- SpEd –$509M to 'equalize Base Rates'

Continued Funding

- Community Schools – $1B
- Universal Meals – continues to be fully funded
- Additional funds for Kitchen Infrastructure, College/Career Pathways, Reading Screenings

Next Steps

P2 ADA will determine year-end financial position, budget is major focus over next three months



Thank you!

Questions?

Coversheet

Review of Comparable Compensation Data for Charter School CEOs/Executive Directors/Heads of School

Section: III. Board Business
Item: C. Review of Comparable Compensation Data for Charter School CEOs/Executive Directors/Heads of School
Purpose: FYI
Submitted by:
Related Material: Voices - March 2026 Summary of Compensation Data.pdf

Summary of Compensation Data for CEO/Chiefs/Principals

EdTec Report
March 2026

Due Diligence

The Board must review comparable compensation data/practices to ensure reasonableness of compensation.

Summary of Findings

Summary includes compensations levels received by educational leaders in California Districts or charter schools with data from 2024 and 2025.

CEO

- The average compensation package is $381,595
- The range of base salary is $290,972 to $347,953

Chiefs

- Academic Officer – average salary is $177,550
- Operations Officer – average salary is $167,899
- The range of base salary is $117,300 to $222,789

Principals

- Average salary – $139,274
- The range of base salary is $90,000 to $194,212

Factors

Salaries can range based on many factors, including but not limited to:

- Experience
- Tenure
- Student population
- Staff size
- Location of school

CEO

Salaries attained through publicly available data from prior years. We have added 5% for each year (FY24, FY25) and 3% for each year (FY26, FY27) to reach updated figures for the 2026-27 school year.

- The average inflation adjusted compensation package is $423,489
- The average inflation adjusted base salary is $349,770

2026-27 School Year

	2026-27 Projection
Making Waves Academy (Contra Costa)	
CEO	
Total Compensation	
Base Salary	$ 387,601
Other/Benefits	
Saratoga Union Elementary (Santa Clara County)	
Superintendent	
Total Compensation	**$ 413,675**
Base Salary	$ 330,251
Other/Benefits	$ 83,424
Morgan Hill Unified (Santa Clara County)	
Superintendent	
Total Compensation	**$ 422,293**
Base Salary	$ 355,168
Other/Benefits	$ 67,124
Franklin McKinley Elementary (Santa Clara County)	
Superintendent	
Total Compensation	**$ 422,474**
Base Salary	$ 324,126
Other/Benefits	$ 98,348
KIPP Bay Area (Bay Area)	
CEO	
Total Compensation	
Base Salary	$ 343,962
Other/Benefits	
Equitas Academy (Los Angeles)	
CEO	
Total Compensation	**$ 435,516**
Base Salary	$ 357,510
Other/Benefits	$ 78,007

Voices College-Bound Language Academies

Chiefs

Salaries attained through data from EdTec database of schools. The data is from the 2024-25 school year. We have added 3% for each year to reach updated figures for the 2026-27 school year.

- The average inflation adjusted base salary is $182,523.

Position	FY25 Salary	FY27 Proj.
Academic	$ 177,550	$ 188,363
Operations	$ 167,899	$ 178,124
All Average	$ 172,045	$ 182,523

Principals

Salaries attained through data from EdTec database of schools. The data is from the 2024-25 school year. We have added 3% for each year to reach updated figures for the 2026-27 school year.

- The average overall inflation adjusted base salary is $147,756.

n	Category	FY25 Salary	FY27 Proj.
66	Overall	$ 139,274	$ 147,756
46	Under 500	$ 135,454	$ 143,703
46	Bay Area/LA	$ 140,062	$ 148,592
33	Bay Area/LA <500	$ 136,977	$ 145,319

Voices College-Bound Language Academies

Coversheet

Approval of Voices Morgan Hill MOU with SCCOE

Section: III. Board Business
Item: E. Approval of Voices Morgan Hill MOU with SCCOE
Purpose: Vote
Submitted by:
Related Material: Addendum to VMH MOU 2026.pdf

ADDENDUM TO MEMORANDUM OF UNDERSTANDING

Addendum to Oversight, Financial, and Operational Memorandum of Understanding By and Between the Santa Clara County Office of Education and Voices College-Bound Language Academies with Regard to Voices College Bound Language Academy at Morgan Hill

I. GUIDING PRINCIPLES OF THIS ADDENDUM TO THE MEMORANDUM OF UNDERSTANDING:

- *Voices College-Bound Language Academy at Morgan Hill ("VMH") a California public charter school, is operated and governed by Voices College-Bound Language Academies ("VCBLA"), a California nonprofit public benefit 501(c)(3) corporation. VMH and VCBLA are referred to herein collectively and interchangeably as "Charter School" and/or "Voices" and they shall have joint and several liability for compliance with all terms of this Addendum to the Memorandum of Understanding ("Addendum"), and the obligations imposed herein are equally applicable to the school and the corporation, with VCBLA's obligations and responsibilities as articulated herein limited solely to its role and work as the operator of VMH. No aspect of VCBLA's work not related to or affecting VMH's operations, including with other charter schools in its portfolio, shall be covered by and/or subject to this Addendum; however, nothing related to VMH's or VCBLA's other operations or obligations shall serve to limit or excuse VMH's and VCBLA's compliance with each and every term of this Addendum or any other memorandum of understanding or other agreement between the Santa Clara County Board of Education ("SCCBOE") and/or the Santa Clara County Office of Education. The Santa Clara County Office of Education is referred to herein individually as well as collectively with the SCCBOE as "SCCOE."*

- *On January 21, 2026, the SCCBOE adopted Resolution No. 2451-4 approving with conditions the renewal of VMH's Charter ("Charter"). Those conditions included that the Charter School enter into an updated oversight, financial, and operational memorandum of understanding and/or an addendum thereto with the SCCOE, in the form and including the terms satisfactory to the County Superintendent or designee, in their sole discretion. The memorandum of understanding and/or addendum thereto are to govern the oversight of the Charter School, and clarify and provide greater specificity regarding the Charter School's operations pursuant to the renewal Charter, and address all of Santa Clara County Office of Education Staff's concerns with the renewal Charter, including but not limited to those specified in the Staff Report, Analysis & Findings for that renewal, and as necessary to update and/or replace the terms of the memorandum of understanding entered into by the Charter School and SCCOE effective July 1, 2018 ("2018 MOU") and the 2022 Addendum to the*

MOU from the time of a material revision to VMH's Charter ("2022 Addendum") to be consistent with current law and SCCOE best practices, and any additional conditions as noted by the SCCBOE.

- *The Charter School executed the oversight, financial, and operational Memorandum of Understanding ("MOU") with the SCCOE on January 5, 2026. That MOU, in conjunction with this Addendum to that MOU, are intended to comply with these conditions of approval of the Charter.*

- *Resolution No. 2451-4 incorporated by reference the Staff Analysis and Proposed Findings of Fact dated January 21, 2026, concerning the request for renewal of the Charter.*

- *SCCOE and VCBLA are collectively referred to herein as the "Parties."*

- *Consistent with SCCBOE Board Policy 0420.4, an addendum to the MOU is to be added to address all the conditions, directions, additions, or corrections that were not contained in the Charter and/or the MOU.*

II. INCORPORATION OF GUIDING PRINCIPLES

The Guiding Principles set forth above are incorporated herein and made a part of this Addendum to the MOU.

III. PARTIES

This Addendum constitutes an agreement between the Santa Clara County Office of Education and Voices College-Bound Language Academies regarding Voices College-Bound Language Academy at Morgan Hill, a California public charter school.

IV. INCORPORATION INTO MOU AND CHARTER AND TERM

This Addendum is an addition to and is incorporated into the MOU by this reference as though fully set forth therein and the general provisions of the MOU shall apply and govern this Addendum unless specifically changed by the terms of this Addendum. This Addendum shall be effective and commence on the date upon which it is fully executed by the duly authorized representatives of the Parties after approval by the County Superintendent and the Charter School ("Effective Date"). The MOU, this Addendum, and any addenda to the MOU, shall be coextensive with and remain in full force and effect throughout the term of the Charter School's Charter and during the pendency of any appeal of a denial of a renewal request or a revocation of the Charter. Further, the term of the MOU, this Addendum, and any addenda to the MOU, shall continue in full force and effect beyond the current and renewal Charter terms during any period when the County Board is the VMH's chartering authority (whether approved directly or if the County Board is designated by the State Board of Education to serve as the chartering authority) including during the pendency of any appeal of a denial of a renewal request or revocation of the Charter, unless and until such time as (a) the Parties agree in writing that a replacement MOU shall supersede and replace the MOU, including any addenda thereto, and that replacement MOU becomes effective; (b) the Parties agree in writing that the MOU, including any addenda thereto,

are terminated; or (c) VMH ceases operating and relinquishes/loses its Charter for any reason and complies with all Closure Procedures (as set forth in the Charter, the MOU, this Addendum, and any addenda to the MOU, and/or the law) and any ongoing requirements of the Charter and/or the MOU, this Addendum, and any addenda to the MOU. Upon termination of the MOU, this Addendum, and any addenda thereto, any provisions of the MOU and/or this Addendum that specify that they shall survive the termination of the Charter, MOU and its addenda, and/or closure of the Charter School, shall remain in full force and effect in accordance with their terms.

The MOU including this Addendum and any addenda to the MOU and the attachments/appendices/exhibits to the Charter are incorporated into the Charter and made a part thereof for all purposes as if set forth in full in the Charter. A material violation of the MOU, including this Addendum and any addenda to the MOU, shall constitute a violation of the Charter, including for purposes of Education Code Section 47607 controlling charter revocation for material violations of a charter, to the same extent as if the requirement or provision was contained in the Charter itself. In the event of a conflict between the terms of the MOU and this Addendum, the terms of this Addendum shall prevail and supersede the conflicting terms of the MOU and shall be deemed revisions to the MOU. In the event of a conflict between the Charter and the MOU, including its addenda, the MOU and its addenda shall prevail and shall be interpreted and deemed to be updates and clarifications to the Charter. In the event of a conflict between the law and the terms of this Addendum, the law shall prevail, and any such conflicting terms shall be revised or severed from the Addendum and nullified by mutual agreement of the Parties. Where the Charter is silent on an issue, the MOU and its addenda serve to fill in any gaps. Where the language of the Charter is ambiguous, the MOU, including its addenda, governs interpretation of that language, where applicable.

V. DEFINITIONS AND INTERPRETATION OF TERMS

Throughout this Addendum, the MOU, the Charter, and any attachments, exhibits, and/or appendices or supporting documents to each of those documents, any and all references to the Voices College-Bound Language Academy at Morgan Hill and/or Voices Morgan Hill and/or VMH and/or Voices College-Bound Language Academies and/or Voices and/or the Charter School and/or the School, by any name or designation, shall apply with full force and effect to the school itself and the nonprofit corporation Voices College-Bound Language Academies.

For all purposes related to the MOU, including this Addendum and any addenda to the MOU, or the Charter or the operations of the Charter School, both the school and the corporate entity, to the extent that they are separate entities, shall be fully obligated to comply with the provisions of the MOU, this Addendum and any addenda to the MOU, and the Charter and any attachments, exhibits and/or appendices or supporting documents thereto, without regard to whether one or both of those entities is referenced or specifically listed or identified therein except as otherwise specifically proved in the MOU and this Addendum and any addenda to the MOU. As noted above, no aspect of VCBLA's work not related to or affecting VMH's operations shall be covered by and/or subject to the MOU, including this Addendum, however, nothing related to VCBLA's other operations or obligations shall serve to limit or excuse VCBLA's compliance with each and every term of the MOU including this Addendum.

All definitions and terms as used in the MOU shall apply with full force and effect to this Addendum, without the need to repeat any such definitions or terms unless this Addendum explicitly changes or modifies the meaning or application of a term.

VI. TERMINATION OF 2018 MOU AND 2022 ADDENDUM

Upon the later of the Effective Date of the MOU and the Effective Date of this Addendum, the 2018 MOU, including the 2022 Addendum, is terminated. The Charter School's obligations to indemnify, defend, and/or hold harmless the Indemnitees, as set forth in the 2018 MOU and/or the 2022 Addendum, shall survive the termination thereof and shall remain in full force and effect.

VII. FINANCIAL ACCOUNTING

On or before July 1, 2026, VCBLA shall establish an internal review process to ensure all financial transactions are recorded accurately and that proper accrual procedures are applied during the year-end closing. By that date VCBLA shall also implement a system to track required reporting deadlines to prevent delays that could result in the return of funds. By that same date, the Charter School shall provide SCCOE with a written description of these systems and processes.

VIII. TRANSITIONAL KINDERGARTEN (TK) STAFFING VIOLATIONS

On or before July 1, 2026, the Charter School shall establish a process to ensure that it will maintain compliance with TK class-size and adult-to-student ratio requirements. By that same date, the Charter School shall provide SCCOE with a written description of its process to ensure such compliance.

IX. INDEPENDENT STUDY

On or before July 1, 2026, the Charter School must establish and monitor procedures to ensure all independent study agreements are fully completed, including all required signatures, prior to claiming independent study average daily attendance (ADA). By that same date, the Charter School shall provide SCCOE with a written description of these procedures.

X. GOVERNANCE

All revisions to the corporate Bylaws required by the Charter, the MOU, and/or this Addendum shall be adopted on or before July 1, 2026. The Charter School shall provide the proposed revised Bylaws language required by the Charter, MOU, and/or this Addendum to SCCOE at least two weeks prior to the VCBLA Board's consideration and action thereon to ensure that the revised provisions comply with the requirements of the Charter, the MOU, and this Addendum and shall provide a copy of the adopted revised Bylaws within one week of approval by the VCBLA Board. The revisions to the Bylaws required by the Charter, the MOU, and/or this Addendum shall not constitute a material revision to the Charter.

The Charter School's Board of Directors is not authorized to and shall not delegate the authority to close VMH, as any such closure decision must be made by the Board of Directors at an open public meeting held in accordance with the Brown Act. Further, the Charter School is not authorized to and shall not delegate or contract out the responsibility of the VCBLA Board of Directors and/or Principal for its educational program and implementation thereof, student management and student records, or interactions and meetings with SCCOE

XI. EMPLOYEE QUALIFICATIONS

The position of Principal shall require, at minimum, a valid California multiple subject clear teaching credential with Bilingual Authorization. An out-of-state credential shall not be adequate or permissible to comply with this minimum qualification.

The job descriptions contained in Appendix O to the Charter are explicitly incorporated into the Charter and the minimum qualifications set forth in those job descriptions shall supplement the description in Charter Element Five: Employee Qualifications and be made a part of the minimum qualifications for employment at the Charter School for each of those positions (with the update to the minimum qualifications for the Principal position as described above).

Fully and appropriately credentialed teachers and staff will provide all instruction and teaching services that count toward all instructional minutes at VMH throughout all hours of the school day.

Copies of all teacher credentials will be maintained and available for inspection at the VMH school site.

XII. HEALTH AND SAFETY POLICIES AND PROCEDURES

The Charter School acknowledges that the description of this required charter element in Education Code Section 47605(c)(5)(F) has been updated to specify that the charter shall include a reasonably comprehensive description of the following, and the Charter School shall comply with these requirements:

> The procedures that the charter school will follow to ensure the health and safety of pupils and staff. These procedures shall require all of the following:
>
> > (i) That each employee of the charter school furnish the charter school with a criminal record summary as described in Section 44237.
> >
> > (ii) The development of a school safety plan, and the annual review and update of the plan, pursuant to Section 47606.3.

The Charter School shall comply at all times with all applicable requirements of AB 848 (2025) regarding background checks and reporting.

On or before July 1, 2026, and throughout the term of this Addendum, the Charter School's Board Policies, including its health and safety procedures, specifically including, but not limited to, nondiscrimination and complaint procedures (including Title IX and the Uniform Complaint

Procedures), shall be readily locatable and searchable from the VMH and VCBLA websites, to the County Superintendent or designee's satisfaction.

XIII. PUPIL BALANCE

At least annually, following the completion of its open enrollment period and any required public random drawing, the Charter School shall audit, assess, and review the results of its outreach and recruitment plan in order to determine the effectiveness of its efforts to achieve the pupil balance provided for in the Charter Schools Act and modify its plan, including recruitment and outreach efforts, to improve the effectiveness of its plan as necessary.

XIV. ADMISSIONS POLICIES AND PROCEDURES

The admissions preferences approved by the County Board are as follows, and shall replace in their entirety the admissions preferences listed in Element H in the Charter:

1. Students currently enrolled at the Charter School
2. Siblings of students already enrolled or admitted into the Charter School
3. Children of teachers or staff, not to exceed 10% of the total Charter School enrollment
4. Students who reside in the District
5. Students who qualify for free or reduced-price meals

The Charter provides second preference for siblings of students already enrolled or admitted into the Charter School. In our application, the parent/guardian is asked whether the child applying has an already enrolled sibling at Voices or a sibling that may possibly become enrolled through the lottery. The application asks to enter the sibling's name and date of birth. The system then flags the sibling enrollment preference or application for verification. The enrollment administrator must verify that the applicant's sibling is enrolled in Voices or is in the current lottery.

Depending on the random order of the lotteries, the sibling preference for already admitted applicants will become available. Applicants whose siblings have been processed through the lottery and offered enrollment will also be eligible for sibling priority. Once sibling enrollment priority is verified, the application is given a preference in the lottery. Siblings not drawn in subsequent grade-level lotteries must be placed on the waitlist. There will not be a retroactive drawing to accommodate sibling preference.

A public random drawing is conducted at the conclusion of the open enrollment period if applications for enrollment exceed available seats. All applications received after the open enrollment period and lottery have concluded will be accepted on a first-come-first-served basis, depending on available seats. If no available seats exist, applicants will be placed at the end of the waitlist.

XV. FINANCIAL AUDIT

The Renewal Petition incorrectly states, "Any disputes regarding the resolution of audit exceptions and deficiencies are referred to the dispute resolution process contained in this petition." The Charter Schools Act specifies that audit exceptions and deficiencies must be resolved to the satisfaction of the chartering authority. The Charter School is required to resolve exceptions and deficiencies to SCCOE's satisfaction and any disputes over such resolution would only be submitted to the dispute resolution procedure in SCCOE's sole discretion.

XVI. RETIREMENT SYSTEMS

The Charter provides that all eligible certificated employees of VMH may participate in the State Teachers Retirement System (STRS). Certificated employees who are not enrolled in STRS may participate in the Voices Academies 401(k) retirement plan, if they meet eligibility requirements. Employees can choose to contribute to the 401(k) through payroll deductions. Voices Academies will match up to 3% of eligible employee contributions. In addition, Voices Academies contributes to federal Social Security for employees who are not covered by STRS.

XVII. EMPLOYEE RETURN RIGHTS

Element 13 of the Charter is replaced in its entirety with the following:

No employee of a public school district or the County Superintendent of Schools shall be required to work at the Charter School. Employees of a school district or the County Superintendent of Schools who choose to leave the employment of the school district or the County Superintendent of Schools to work at the Charter School will have no automatic rights of return to the employment of the school district or County Superintendent of Schools after employment by the Charter School unless specifically granted by the school district or the County Superintendent of Schools through a leave of absence or other agreement. Charter School employees who leave the employment of a school district or the County Superintendent of Schools to work at the Charter School shall have only the return rights that the respective school district or the County Superintendent of Schools specifies, and any other rights upon return to the employment of the school district or County Superintendent of Schools that the respective school district or the County Superintendent of Schools determines to be reasonable and not in conflict with any law and grants to the employee.

Sick and vacation leave, and/or years of service credit, from any school district or the County Superintendent of Schools shall not be transferred to the Charter School.

Employment by the Charter School provides no rights of employment at any other entity, including any rights in the case of closure of VMH.

Charter School staff shall not continue to earn service credit in a position of employment by the County Superintendent of Schools while employed at the Charter School. Further, in the case of closure of VMH, employees at VMH shall have no rights of employment/transfer to the County Office of Education, any school district, or any other employer.

IN WITNESS WHEREOF, the parties to this Addendum have duly executed it on the day and year set forth below:

By: _____ Date: _____

Dr. David Toston, Sr.
County Superintendent of Schools
Santa Clara County

By: _____ Date: _____

Aldo Ramirez, Chief Executive Director
On Behalf of Voices College-Bound Language Academy at Morgan Hill and Voices College-Bound Language Academies