



Navigator Schools

Board Meeting

Date and Time

Tuesday June 16, 2020 at 6:00 PM PDT

This meeting will take place via teleconference pursuant to Executive Orders N-25-20 and N-29-20.

The Board of Directors (“Board”) and employees of Navigator Schools shall meet via the Zoom meeting platform. Members of the public who wish to access this Board meeting may do so online at <https://zoom.us/join> or via telephone by calling Zoom phone numbers: **(669) 900-6833** or **(646) 876-9923**. The meeting ID is: **926 9348 7854**. The meeting password is: **063433**.

Members of the public who wish to comment during the Board meeting will use the “raise hand” tool in Zoom. Members of the public attending by phone will direct their requests to speak to the Zoom meeting host.

Individual comments will be limited to three minutes. If an interpreter is needed, comments will be translated into English and the time limit shall be six minutes. At its discretion, the Board may limit the total time allotted to public comments and set new time limits for individual comments. The Board reserves the right to mute and remove a participant from the meeting if the participant unreasonably disrupts the Board meeting.

Requests for disability-related modifications or accommodations to participate in this public meeting should be made 24 hours prior to the meeting by calling (831) 217-4894. All efforts will be made for reasonable accommodations. The agenda and public documents will be modified upon request as required by Section 202 of the Americans with Disabilities Act.

An archive of board meeting agendas and minutes is maintained at the Navigator Schools Support Office, 650 San Benito Street, Suite 230, Hollister CA 95023. Please telephone (831) 217-4894 for more information.

Agenda

| | Purpose | Presenter | Time |
|----------------------------|--|-----------------------------------|----------------|
| I. Opening Items | | | 6:00 PM |
| Opening Items | | | |
| A. | Record Attendance and Guests | Caitrin Wright | 2 m |
| B. | Call the Meeting to Order | Caitrin Wright | 2 m |
| C. | Approve Minutes of Previous Board Meeting | Approve Minutes Caitrin Wright | 1 m |
| | Approve minutes for NS Board Meeting on April 28, 2020 | | |
| D. | Approve Minutes of Special Board Meeting | Approve Minutes Caitrin Wright | 1 m |
| | Approve minutes for NS Special Board Meeting on May 7, 2020 | | |
| E. | Consent Agenda | Vote Caitrin Wright | 1 m |
| | The Board will vote on the approval of the consent agenda, including Form 990. | | |
| F. | Public Comments | Caitrin Wright | 3 m |
| | The Board will receive public comments regarding non-agenda items, if any, following expectations and time limits outlined by the Board Chair (listed under Notice at the top of this agenda). | | |
| II. Committee Items | | | 6:10 PM |
| A. | Governance Committee Report | FYI Caitrin Wright | 2 m |
| | J. Flaherty will present an update on the latest activities of the Governance Committee. | | |
| B. | New Board Member Election | Vote Caitrin Wright | 5 m |
| | Members will vote on the election of Ian Connell to the Board of Navigator Schools. | | |
| C. | Renewal of Board Member Terms | Vote Caitrin Wright | 3 m |
| | The Board will vote on the election of JP Anderson and Nora Crivello to third terms on the Navigator Schools Board of Directors. | | |
| D. | Election of Board Chair | Vote Caitrin Wright | 3 m |
| | The Board will vote on the election of John Flaherty to the position of Board Chair. | | |
| E. | Election of Board Secretary | Vote Caitrin Wright | 2 m |

| | Purpose | Presenter | Time | |
|--|--------------------------------|-----------|------------------------|-----|
| The Board will elect a new Board Secretary. | | | | |
| F. | Board Meeting Schedule 2020-21 | Vote | Kevin Sved | 5 m |
| The Board will vote on the approval of the 2020-21 Board Meeting Schedule. | | | | |
| G. | Finance Committee Report | FYI | Victor Paredes-Colonia | 2 m |
| V. Paredes-Colonia will present an update on the latest activities of the Finance Committee. | | | | |

III. Topical Items 6:32 PM

| | | | | |
|--|--|---------|------------------|------|
| A. | COVID-19 2019-20 Distance Learning and Operations Report | Vote | Ami Ortiz | 10 m |
| Board members will review the report and vote on its approval. The report is required by the California Department of Education. | | | | |
| B. | 2020-21 COVID-19 Task Force Recommendations | Discuss | Kevin Sved | 25 m |
| Members will review and discuss key issues and recommendations provided by the task force. | | | | |
| C. | 2020-21 Budget Approval | Vote | Ami Ortiz | 20 m |
| A. Ortiz will review the 2020-21 budget for Navigator Schools. The Board will vote on the approval of the budget. | | | | |
| D. | 2020-21 School Calendars | Vote | Benjamin Moeller | 3 m |
| The Board will review 2020-21 school site calendars and vote on the approval of the calendars. | | | | |
| E. | Federal Emergency Management Agency Funds | Vote | Ami Ortiz | 3 m |
| The Board will vote on the approval of an application for Federal Emergency Management (FEMA) funds. | | | | |
| F. | Board Communications | FYI | Kevin Sved | 3 m |
| K. Sved will share communications addressed to the Board concerning annual audits, staff compensation, and dissemination. | | | | |

IV. Closed Session 7:36 PM

| | Purpose | Presenter | Time |
|---|---------|----------------|----------------|
| <p>A. Announcement of Reasons for Closed Session</p> <p>The Board Chair will announce the reasons for the closed session. The Board will vote to enter closed session.</p> | Vote | Caitrin Wright | 1 m |
| <p>B. Closed Session</p> <p>The NS Board will meet in closed session to consider (1.) Chief Executive Officer evaluation and (2.) negotiations concerning real property for school facilities at 407 Main Street, Watsonville, CA.</p> | Discuss | Kevin Sved | 25 m |
| <p>C. Report of Action Taken During Closed Session</p> <p>The Board will vote to re-enter open session. The Board Chair will report action taken by the Board during closed session.</p> | Vote | Caitrin Wright | 1 m |
| V. Closing Items | | | 8:03 PM |
| <p>A. Adjourn Meeting</p> <p>Board members will vote to adjourn the meeting.</p> | Vote | Caitrin Wright | 2 m |

Coversheet

Approve Minutes of Previous Board Meeting

Section: I. Opening Items
Item: C. Approve Minutes of Previous Board Meeting
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for NS Board Meeting on April 28, 2020

APPROVED



Navigator Schools

Minutes

NS Board Meeting

Date and Time

Tuesday April 28, 2020 at 6:00 PM

This meeting will be by teleconference pursuant to Executive Orders N-25-20 and N-29-20.

The Board of Directors (“Board”) and employees of Navigator Schools shall meet via the Zoom meeting platform. Members of the public who wish to access this Board meeting may do so online at <https://zoom.us/join> or via telephone by calling the Zoom phone number: **+1 669 900 6833** or **+1 346 248 7799**. The meeting ID is: **929 5753 8088**. The meeting password is: **734857**.

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Directors Present

Caitrin Wright (remote), JP Anderson (remote), John Flaherty (remote), Joyce Montgomery (remote), Nora Crivello (remote), Victor Paredes-Colonia (remote)

Directors Absent

Fiaau Ohmann

Guests Present

Anita Landecker, James Huegas, Mike Keeley, Sean Martin (remote)

I. Opening Items

A. Record Attendance and Guests

B. Call the Meeting to Order

Caitrin Wright called a meeting of the board of directors of Navigator Schools to order on Tuesday Apr 28, 2020 at 6:04 PM.

C. Approve Minutes of Emergency Board Meeting, March 16, 2020

Nora Crivello made a motion to approve the minutes from NS Emergency Board Meeting on 03-16-20.

John Flaherty seconded the motion.

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

Roll Call

| | |
|------------------------|--------|
| Fiaau Ohmann | Absent |
| John Flaherty | Aye |
| Nora Crivello | Aye |
| Victor Paredes-Colonia | Aye |
| Joyce Montgomery | Aye |
| Caitrin Wright | Aye |
| JP Anderson | Aye |

D. Approve Minutes of Prior Board Meeting, February 4, 2020

Victor Paredes-Colonia made a motion to approve the minutes from NS Board Meeting on 02-04-20.

John Flaherty seconded the motion.

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

Roll Call

| | |
|------------------------|--------|
| John Flaherty | Aye |
| Nora Crivello | Aye |
| Joyce Montgomery | Aye |
| Fiaau Ohmann | Absent |
| JP Anderson | Aye |
| Victor Paredes-Colonia | Aye |
| Caitrin Wright | Aye |

E. Public Comments

There were no public comments.

II. Topical Items

A. COVID-19 Response and Impact Report

K. Sved provided an overview of facts and figures describing Navigator's response to the pandemic. Kirsten provided further details regarding special concerns, priorities, policies, and strategies related to communication and instruction during COVID-19. Board members offered advice and asked follow-up questions. Members who have students enrolled at Navigator shared their insights and positive impressions.

B. Paycheck Protection Program Acceptance

JP Anderson made a motion to approve the resolution.

Nora Crivello seconded the motion.

C. Wright and K. Sved described the program, and A. Ortiz explained implications for budgeting and payroll.

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

Roll Call

| | |
|------------------------|--------|
| Victor Paredes-Colonia | Aye |
| JP Anderson | Aye |
| Nora Crivello | Aye |
| Fiaau Ohmann | Absent |
| Caitrin Wright | Aye |
| John Flaherty | Aye |
| Joyce Montgomery | Aye |

C. Watsonville Prep School Facilities

Three invited guests joined the meeting to discuss this item: James Hugas (Pacific Charter School Development), and Anita Landecker and Mike Keeley from ExEd. K. Sved introduced the guests and provided an update on the Watsonville long-term facilities project. Board members, K. Sved, and guests exchanged questions and answers.

D.

Organizational Priorities Updates

This item was not discussed.

III. Committee Items

A. Finance Committee Report

J. Montgomery reviewed committee activities and thanked A. Ortiz for her consistent high-quality work.

B. Recognition of Joyce Montgomery, Board Member

Board members and staff offered thanks and tributes to J. Montgomery for her multiple years of service on the Navigator Schools Board. J. Montgomery offered parting words.

C. Governance Committee Report

J. Flaherty provided an update on the committee.

D. Board Treasurer Election

Caitrin Wright made a motion to elect Kevin Sved as Board Treasurer of Navigator Schools.

JP Anderson seconded the motion.

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

Roll Call

| | |
|------------------------|--------|
| Fiaau Ohmann | Absent |
| John Flaherty | Aye |
| JP Anderson | Aye |
| Joyce Montgomery | Aye |
| Victor Paredes-Colonia | Aye |
| Nora Crivello | Aye |
| Caitrin Wright | Aye |

IV. Consent Agenda

A. Consent Agenda

Joyce Montgomery made a motion to approve consent agenda with the removal of the PSCGP item from the agenda.

JP Anderson seconded the motion.

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

Roll Call

| | |
|------------------------|--------|
| Nora Crivello | Aye |
| Joyce Montgomery | Aye |
| Victor Paredes-Colonia | Aye |
| Fiaau Ohmann | Absent |

Roll Call

| | |
|----------------|-----|
| JP Anderson | Aye |
| John Flaherty | Aye |
| Caitrin Wright | Aye |

V. Closed Session

A. Public Announcement of Reasons for Closed Session

C. Wright announced the reasons for the closed session to the public.
 Nora Crivello made a motion to enter closed session.
 JP Anderson seconded the motion.
 The board **VOTED** unanimously to approve the motion.

Roll Call

| | |
|------------------------|--------|
| Joyce Montgomery | Aye |
| Caitrin Wright | Aye |
| Nora Crivello | Aye |
| Fiaau Ohmann | Absent |
| JP Anderson | Aye |
| John Flaherty | Aye |
| Victor Paredes-Colonia | Aye |

B. Closed Session: Delegate Authority to CEO to Execute Lease and Related Financing Terms for 407 Main Street

C. Closed Session: Real Property Negotiation, Hollister Prep School

VI. Return to Open Session

A. Public Report of Actions Taken During Closed Session

Caitrin Wright made a motion to return to open session.
 Nora Crivello seconded the motion.
 The board **VOTED** unanimously to approve the motion.

Roll Call

| | |
|------------------------|--------|
| Nora Crivello | Aye |
| JP Anderson | Aye |
| Caitrin Wright | Aye |
| Fiaau Ohmann | Absent |
| Joyce Montgomery | Aye |
| John Flaherty | Aye |
| Victor Paredes-Colonia | Aye |

VII. Closing Items

A.

Adjourn Meeting

John Flaherty made a motion to adjourn the meeting in honor of Joyce Montgomery.

Caitrin Wright seconded the motion.

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

Roll Call

| | |
|------------------------|--------|
| Caitrin Wright | Aye |
| Joyce Montgomery | Aye |
| John Flaherty | Aye |
| Nora Crivello | Aye |
| Fiaau Ohmann | Absent |
| Victor Paredes-Colonia | Aye |
| JP Anderson | Aye |

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:34 PM.

Respectfully Submitted,
Sean Martin

Documents used during the meeting

- COVID-19 Update April 2020.pdf
- ITOM Memo April 2020.pdf
- Distance Learning Plan Spring 2020.pdf
- BR_2020-09 Paycheck Protection Res and Docs.pdf
- NewMarketTaxCredit Presentation.pdf
- NewMarketTaxCredit Proposal Ltr.pdf
- Compensation Study Update April 2020.pdf
- Dissemination Update April 2020.pdf
- Intervention Memo April 2020.pdf
- March 31 2020 Financials.pdf
- 2020-21 Consolidated Application for Funding.pdf
- WPS Prop 39.pdf
- BR_2020-10 PCSGP Memo and Resolution.pdf
- WPS 2nd Interim Report.pdf
- 2020-21 SCCOE STRS Agreement.pdf

Coversheet

Approve Minutes of Special Board Meeting

Section: I. Opening Items
Item: D. Approve Minutes of Special Board Meeting
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for NS Special Board Meeting on May 7, 2020

APPROVED



Navigator Schools

Minutes

NS Special Board Meeting

Date and Time

Thursday May 7, 2020 at 12:00 PM

Location

This meeting will be by teleconference pursuant to Executive Orders N-25-20 and N-29-20.

The Board of Directors ("Board") and employees of Navigator Schools shall meet via the Zoom meeting platform. Members of the public who wish to access this Board meeting may do so online at <https://zoom.us/join> or via telephone by calling the Zoom phone number: [+1 669 900 6833](tel:+16699006833) or [+1 346 248 7799](tel:+13462487799). The meeting ID is: **989 6781 8206**. The meeting password is: **122153**.

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Directors Present

Caitrin Wright (remote), JP Anderson (remote), John Flaherty (remote), Nora Crivello (remote), Victor Paredes-Colonia (remote)

Directors Absent

Fiaau Ohmann

Directors who arrived after the meeting opened

John Flaherty

Guests Present

Kevin Sved (remote), Sean Martin (remote)

I. Opening Items

A. Record Attendance and Guests

B. Call the Meeting to Order

Caitrin Wright called a meeting of the board of directors of Navigator Schools to order on Thursday May 7, 2020 at 12:06 PM.

C. Public Comments

One member of the public shared a comment praising Navigator staff for their support during the pandemic crisis.

II. Closed Session

A. Public Announcement of Reasons for Closed Session

Nora Crivello made a motion to enter closed session.

Caitrin Wright seconded the motion.

C. Wright reviewed the reasons for the closed session (as listed on the agenda).

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

Roll Call

| | |
|------------------------|--------|
| Victor Paredes-Colonia | Aye |
| JP Anderson | Aye |
| Nora Crivello | Aye |
| Fiaau Ohmann | Absent |

Roll Call

John Flaherty Aye
Caitrin Wright Aye
John Flaherty arrived.

B. Closed Session: Delegate Authority to CEO to Execute Lease and Related Financing Terms for 407 Main Street

C. Closed Session: Real Property Negotiation, Hollister Prep School

III. Return to Open Session

A. Public Report of Actions Taken During Closed Session

John Flaherty made a motion to return to open session.
Nora Crivello seconded the motion.
The Board Chair reported that no actions were taken during the closed session.
The board **VOTED** unanimously to approve the motion.

Roll Call

Victor Paredes-Colonia Aye
Nora Crivello Aye
John Flaherty Aye
Fiaau Ohmann Absent
JP Anderson Aye
Caitrin Wright Aye

IV. Topical Items

A. Watsonville Prep School Facilities

Nora Crivello made a motion to authorize the CEO to continue the entitlement process for the 407 Project with a cumulative expense of up to \$300K and an additional \$60K for ExED financing.
Victor Paredes-Colonia seconded the motion.
C. Wright explained the resolution.
The board **VOTED** unanimously to approve the motion.

Roll Call

Victor Paredes-Colonia Aye
JP Anderson Aye
Nora Crivello Aye
Caitrin Wright Aye
John Flaherty Aye
Fiaau Ohmann Absent

V. Closing Items

A. Adjourn Meeting

John Flaherty made a motion to adjourn the meeting.

Nora Crivello seconded the motion.

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

Roll Call

Victor Paredes-Colonia Aye

Fiaau Ohmann Absent

JP Anderson Aye

Nora Crivello Aye

John Flaherty Aye

Caitrin Wright Aye

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 1:00 PM.

Respectfully Submitted,
Sean Martin

Coversheet

Consent Agenda

Section: I. Opening Items
Item: E. Consent Agenda
Purpose: Vote
Submitted by:
Related Material: 2018 990 Review.pdf



Date: June 16, 2020

To: Board of Directors

From: Ami Ortiz, Director of Business & Finance

Re: 2018 990's Review

Requested Action

This item is informational.

Background

Form 990 is a United States Internal Revenue Service form that provides the public with financial information about a nonprofit organization. The basis for the information on the 990 are the accounting records as audited by Clifton Larson Allen LLP. Following best practice, Navigator Schools is distributing it to our Board members before filing.

The 2018 990 is in reconciliation with our 2018 audit report.

CLIFTONLARSONALLEN LLP
2210 EAST ROUTE 66
GLENORA, CA 91740

NAVIGATOR SCHOOLS
650 SAN BENITO ST, SUITE 230
HOLLISTER, CA 95023

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DRAFT

Caution: Forms printed from within Adobe Acrobat products may not meet IRS or state taxing agency specifications. When using Acrobat, select the "Actual Size" in the Adobe "Print" dialog.

CLIENT'S COPY

DRAFT



CLA (CliftonLarsonAllen LLP)
CLAconnect.com

Navigator Schools
650 San Benito St, Suite 230
Hollister, CA 95023

Navigator Schools:

Enclosed is the organization's 2018 Exempt Organization return. The state Exempt Organization return is also enclosed. These should be signed, dated, and mailed, as indicated.

Specific filing instructions are as follows.

FORM 990 RETURN:

This return has qualified for electronic filing. After you have reviewed the return for completeness and accuracy, please sign, date and return Form 8879-EO to our office. We will transmit the return electronically to the IRS and no further action is required. Please return Form 8879-EO to us as soon as possible, but no later than by May 15, 2020 the filing deadline.

CALIFORNIA FORM 199 RETURN:

The California Form 199 return has qualified for electronic filing. After you have reviewed your return for completeness and accuracy, please sign, date and return Form 8453-EO to our office. We will then transmit your return to the FTB. Do not mail the paper copy of the return to the FTB.

No payment is required.

When mailing is necessary, we recommend that you use certified mail with postmarked receipts for proof of timely filing.

Be sure to review the returns prior to signing as you have final responsibility for all information included in the returns. If there is anything on the return you do not understand, we would be glad to answer your questions.

Copies of each return are provided and should be retained for your files. Based on IRS guidance, we generally recommend that you keep supporting documentation for a minimum of seven years; and that you keep copies of the tax returns, and records that support basis for items in the tax return, indefinitely.

We value our relationship with you and thank you for your trust and confidence in allowing us to serve you. If you have any questions regarding the returns or other services that we can assist you with, please do not hesitate to contact us. Some of our best clients come through referrals from existing clients. If you know of anyone who could benefit from our assistance, we would be pleased to speak to him or her.

Sincerely,

CliftonLarsonAllen LLP

***** THIS IS NOT A FILEABLE COPY *****

**IRS e-file Signature Authorization
for an Exempt Organization**

OMB No. 1545-1878

Form **8879-EO**

For calendar year 2018, or fiscal year beginning JUL 1, 2018, and ending JUN 30, 2019

2018

Department of the Treasury
Internal Revenue Service

▶ **Do not send to the IRS. Keep for your records.**

▶ **Go to www.irs.gov/Form8879EO for the latest information.**

Name of exempt organization

Employer identification number

NAVIGATOR SCHOOLS

27-4238843

Name and title of officer

KEVIN SVED

EXECUTIVE DIRECTOR

Part I Type of Return and Return Information (Whole Dollars Only)

Check the box for the return for which you are using this Form 8879-EO and enter the applicable amount, if any, from the return. If you check the box on line **1a, 2a, 3a, 4a, or 5a**, below, and the amount on that line for the return being filed with this form was blank, then leave line **1b, 2b, 3b, 4b, or 5b**, whichever is applicable, blank (do not enter -0-). But, if you entered -0- on the return, then enter -0- on the applicable line below. **Do not** complete more than one line in Part I.

| | | |
|---|--|------------------------------|
| 1a Form 990 check here ▶ <input checked="" type="checkbox"/> | b Total revenue , if any (Form 990, Part VIII, column (A), line 12) | 1b <u>11,619,334.</u> |
| 2a Form 990-EZ check here ▶ <input type="checkbox"/> | b Total revenue , if any (Form 990-EZ, line 9) | 2b _____ |
| 3a Form 1120-POL check here ▶ <input type="checkbox"/> | b Total tax (Form 1120-POL, line 22) | 3b _____ |
| 4a Form 990-PF check here ▶ <input type="checkbox"/> | b Tax based on investment income (Form 990-PF, Part VI, line 5) | 4b _____ |
| 5a Form 8868 check here ▶ <input type="checkbox"/> | b Balance Due (Form 8868, line 3c) | 5b _____ |

Part II Declaration and Signature Authorization of Officer

Under penalties of perjury, I declare that I am an officer of the above organization and that I have examined a copy of the organization's 2018 electronic return and accompanying schedules and statements and to the best of my knowledge and belief, they are true, correct, and complete. I further declare that the amount in Part I above is the amount shown on the copy of the organization's electronic return. I consent to allow my intermediate service provider, transmitter, or electronic return originator (ERO) to send the organization's return to the IRS and to receive from the IRS (a) an acknowledgement of receipt or reason for rejection of the transmission, (b) the reason for any delay in processing the return or refund, and (c) the date of any refund. If applicable, I authorize the U.S. Treasury and its designated Financial Agent to initiate an electronic funds withdrawal (direct debit) entry to the financial institution account indicated in the tax preparation software for payment of the organization's federal taxes owed on this return, and the financial institution to debit the entry to this account. To revoke a payment, I must contact the U.S. Treasury Financial Agent at 1-888-353-4537 no later than 2 business days prior to the payment (settlement) date. I also authorize the financial institutions involved in the processing of the electronic payment of taxes to receive confidential information necessary to answer inquiries and resolve issues related to the payment. I have selected a personal identification number (PIN) as my signature for the organization's electronic return and, if applicable, the organization's consent to electronic funds withdrawal.

Officer's PIN: check one box only

I authorize CLIFTONLARSONALLEN LLP to enter my PIN 95023
ERO firm name Enter five numbers, but do not enter all zeros

as my signature on the organization's tax year 2018 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State program, I also authorize the aforementioned ERO to enter my PIN on the return's disclosure consent screen.

As an officer of the organization, I will enter my PIN as my signature on the organization's tax year 2018 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State program, I will enter my PIN on the return's disclosure consent screen.

Officer's signature ▶ ******* THIS IS NOT A FILEABLE COPY ***** Date ▶ _____

Part III Certification and Authentication

ERO's EFIN/PIN. Enter your six-digit electronic filing identification number (EFIN) followed by your five-digit self-selected PIN.

9540525902
Do not enter all zeros

I certify that the above numeric entry is my PIN, which is my signature on the 2018 electronically filed return for the organization indicated above. I confirm that I am submitting this return in accordance with the requirements of **Pub. 4163**, Modernized e-File (MeF) Information for Authorized IRS e-file Providers for Business Returns.

ERO's signature ▶ _____ Date ▶ 04/22/20

**ERO Must Retain This Form - See Instructions
Do Not Submit This Form to the IRS Unless Requested To Do So**

LHA For Paperwork Reduction Act Notice, see instructions.

Form **8879-EO** (2018)

EXTENDED TO MAY 15, 2020

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

Form **990**

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

2018

Department of the Treasury
Internal Revenue Service

▶ Do not enter social security numbers on this form as it may be made public.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

Open to Public Inspection

A For the 2018 calendar year, or tax year beginning **JUL 1, 2018** and ending **JUN 30, 2019**

| | | |
|--|---|--|
| B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending | C Name of organization NAVIGATOR SCHOOLS Doing business as Number and street (or P.O. box if mail is not delivered to street address) Room/suite 650 SAN BENITO ST, SUITE 230 City or town, state or province, country, and ZIP or foreign postal code HOLLISTER, CA 95023 F Name and address of principal officer: KEVIN SVED 650 SAN BENITO ST, SUITE 230, HOLLISTER, CA | D Employer identification number 27-4238843 E Telephone number 408-432-5750 G Gross receipts \$ 11,619,334. H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list. (see instructions) H(c) Group exemption number ▶ |
| I Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) () (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527 | | |
| J Website: ▶ WWW.NAVIGATORSCHOOLS.ORG | | |
| K Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ▶ | | L Year of formation: 2010 M State of legal domicile: CA |

Part I Summary

| Activities & Governance | 1 Briefly describe the organization's mission or most significant activities: TO DEVELOP ADVANCED STUDENTS AND TO PREPARE THEM TO EXCEL IN COLLEGE AND THE WORKPLACE. 2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets. 3 Number of voting members of the governing body (Part VI, line 1a) 3 9 4 Number of independent voting members of the governing body (Part VI, line 1b) 4 9 5 Total number of individuals employed in calendar year 2018 (Part V, line 2a) 5 171 6 Total number of volunteers (estimate if necessary) 6 9 7 a Total unrelated business revenue from Part VIII, column (C), line 12 7a 0. b Net unrelated business taxable income from Form 990-T, line 38 7b 0. | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|---|---|--|---------------------------|--------------|---|------------|-------------|---|------------|------------|--|------------|------------|--|----------|----------|--|-------------|-------------|---|------------|-------------|--|----------|----------|
| Revenue | | <table border="1" style="width:100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th>Prior Year</th> <th>Current Year</th> </tr> </thead> <tbody> <tr> <td>8 Contributions and grants (Part VIII, line 1h)</td> <td style="text-align: right;">9,983,631.</td> <td style="text-align: right;">11,446,812.</td> </tr> <tr> <td>9 Program service revenue (Part VIII, line 2g)</td> <td style="text-align: right;">0.</td> <td style="text-align: right;">0.</td> </tr> <tr> <td>10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)</td> <td style="text-align: right;">391.</td> <td style="text-align: right;">6,602.</td> </tr> <tr> <td>11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)</td> <td style="text-align: right;">135,269.</td> <td style="text-align: right;">165,920.</td> </tr> <tr> <td>12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)</td> <td style="text-align: right;">10,119,291.</td> <td style="text-align: right;">11,619,334.</td> </tr> </tbody> </table> | | Prior Year | Current Year | 8 Contributions and grants (Part VIII, line 1h) | 9,983,631. | 11,446,812. | 9 Program service revenue (Part VIII, line 2g) | 0. | 0. | 10 Investment income (Part VIII, column (A), lines 3, 4, and 7d) | 391. | 6,602. | 11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) | 135,269. | 165,920. | 12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12) | 10,119,291. | 11,619,334. | | | | | | |
| | Prior Year | Current Year | | | | | | | | | | | | | | | | | | | | | | | | |
| 8 Contributions and grants (Part VIII, line 1h) | 9,983,631. | 11,446,812. | | | | | | | | | | | | | | | | | | | | | | | | |
| 9 Program service revenue (Part VIII, line 2g) | 0. | 0. | | | | | | | | | | | | | | | | | | | | | | | | |
| 10 Investment income (Part VIII, column (A), lines 3, 4, and 7d) | 391. | 6,602. | | | | | | | | | | | | | | | | | | | | | | | | |
| 11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) | 135,269. | 165,920. | | | | | | | | | | | | | | | | | | | | | | | | |
| 12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12) | 10,119,291. | 11,619,334. | | | | | | | | | | | | | | | | | | | | | | | | |
| Expenses | | <table border="1" style="width:100%; border-collapse: collapse;"> <tbody> <tr> <td>13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)</td> <td style="text-align: right;">0.</td> <td style="text-align: right;">0.</td> </tr> <tr> <td>14 Benefits paid to or for members (Part IX, column (A), line 4)</td> <td style="text-align: right;">0.</td> <td style="text-align: right;">0.</td> </tr> <tr> <td>15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)</td> <td style="text-align: right;">7,105,497.</td> <td style="text-align: right;">8,495,073.</td> </tr> <tr> <td>16a Professional fundraising fees (Part IX, column (A), line 11e)</td> <td style="text-align: right;">0.</td> <td style="text-align: right;">0.</td> </tr> <tr> <td>b Total fundraising expenses (Part IX, column (D), line 25) ▶ 0.</td> <td></td> <td></td> </tr> <tr> <td>17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)</td> <td style="text-align: right;">2,489,449.</td> <td style="text-align: right;">2,730,325.</td> </tr> <tr> <td>18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)</td> <td style="text-align: right;">9,594,946.</td> <td style="text-align: right;">11,225,398.</td> </tr> <tr> <td>19 Revenue less expenses. Subtract line 18 from line 12</td> <td style="text-align: right;">524,345.</td> <td style="text-align: right;">393,936.</td> </tr> </tbody> </table> | 13 Grants and similar amounts paid (Part IX, column (A), lines 1-3) | 0. | 0. | 14 Benefits paid to or for members (Part IX, column (A), line 4) | 0. | 0. | 15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) | 7,105,497. | 8,495,073. | 16a Professional fundraising fees (Part IX, column (A), line 11e) | 0. | 0. | b Total fundraising expenses (Part IX, column (D), line 25) ▶ 0. | | | 17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) | 2,489,449. | 2,730,325. | 18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) | 9,594,946. | 11,225,398. | 19 Revenue less expenses. Subtract line 18 from line 12 | 524,345. | 393,936. |
| 13 Grants and similar amounts paid (Part IX, column (A), lines 1-3) | 0. | 0. | | | | | | | | | | | | | | | | | | | | | | | | |
| 14 Benefits paid to or for members (Part IX, column (A), line 4) | 0. | 0. | | | | | | | | | | | | | | | | | | | | | | | | |
| 15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) | 7,105,497. | 8,495,073. | | | | | | | | | | | | | | | | | | | | | | | | |
| 16a Professional fundraising fees (Part IX, column (A), line 11e) | 0. | 0. | | | | | | | | | | | | | | | | | | | | | | | | |
| b Total fundraising expenses (Part IX, column (D), line 25) ▶ 0. | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) | 2,489,449. | 2,730,325. | | | | | | | | | | | | | | | | | | | | | | | | |
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| 19 Revenue less expenses. Subtract line 18 from line 12 | 524,345. | 393,936. | | | | | | | | | | | | | | | | | | | | | | | | |
| Net Assets or Fund Balances | | <table border="1" style="width:100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th>Beginning of Current Year</th> <th>End of Year</th> </tr> </thead> <tbody> <tr> <td>20 Total assets (Part X, line 16)</td> <td style="text-align: right;">4,307,284.</td> <td style="text-align: right;">4,594,732.</td> </tr> <tr> <td>21 Total liabilities (Part X, line 26)</td> <td style="text-align: right;">845,670.</td> <td style="text-align: right;">739,182.</td> </tr> <tr> <td>22 Net assets or fund balances. Subtract line 21 from line 20</td> <td style="text-align: right;">3,461,614.</td> <td style="text-align: right;">3,855,550.</td> </tr> </tbody> </table> | | Beginning of Current Year | End of Year | 20 Total assets (Part X, line 16) | 4,307,284. | 4,594,732. | 21 Total liabilities (Part X, line 26) | 845,670. | 739,182. | 22 Net assets or fund balances. Subtract line 21 from line 20 | 3,461,614. | 3,855,550. | | | | | | | | | | | | |
| | Beginning of Current Year | End of Year | | | | | | | | | | | | | | | | | | | | | | | | |
| 20 Total assets (Part X, line 16) | 4,307,284. | 4,594,732. | | | | | | | | | | | | | | | | | | | | | | | | |
| 21 Total liabilities (Part X, line 26) | 845,670. | 739,182. | | | | | | | | | | | | | | | | | | | | | | | | |
| 22 Net assets or fund balances. Subtract line 21 from line 20 | 3,461,614. | 3,855,550. | | | | | | | | | | | | | | | | | | | | | | | | |

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

| | | | | | |
|-------------------------------|---|---|-------------------------|---|--------------------------|
| Sign Here | Signature of officer KEVIN SVED, EXECUTIVE DIRECTOR Type or print name and title | Date _____ | | | |
| Paid Preparer Use Only | Print/Type preparer's name WADE MCMULLEN, CPA | Preparer's signature WADE MCMULLEN, CPA | Date 04/22/20 | Check if self-employed <input type="checkbox"/> | PTIN P00541671 |
| | Firm's name ▶ CLIFTONLARSONALLEN LLP | Firm's EIN ▶ 41-0746749 | | Phone no. (626) 857-7300 | |
| | Firm's address ▶ 2210 EAST ROUTE 66 GLENDORA, CA 91740 | | | | |

May the IRS discuss this return with the preparer shown above? (see instructions) Yes No

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III

1 Briefly describe the organization's mission:
NAVIGATOR SCHOOLS IS A NETWORK OF CHARTER SCHOOLS WITH A MISSION TO DEVELOP STUDENTS WHO ARE PROFICIENT OR ADVANCED ON THE CALIFORNIA STATE STANDARD TEST AND TO PREPARE THEM TO EXCEL IN COLLEGE AND THE WORKPLACE.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? Yes No

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? Yes No

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses.

4a (Code:) (Expenses \$ 8,582,667. including grants of \$) (Revenue \$ 165,920.)
NAVIGATOR SCHOOLS COMMITS THE FOLLOWING TO ALL STUDENTS AND THEIR FAMILIES: (1) FOCUS ON STATE STANDARDS USING INNOVATIVE MATERIALS AND STRATEGIES; (2) TEACHER ACCOUNTABILITY AND MERIT PAY BASED ON STUDENT PERFORMANCE; (3) EXTENDED SCHOOL DAY FOR STUDENTS BASED ON ASSESSMENT OF INDIVIDUAL NEEDS FOR THE PURPOSE OF REMEDIATION OR ENRICHMENT; (4) DAILY ACCESS BY STUDENTS TO STATE OF THE ART OF TECHNOLOGY THAT SUPPORTS BOTH TEACHING AND LEARNING IN THE CLASSROOM; (5) ADJUSTMENT OF TEACHING CONTENT AND METHODS BASED ON FREQUENT ASSESSMENTS; (6) SCHOOL ENVIRONMENT THAT FOSTERS AND DEMANDS EXEMPLARY STUDENT BEHAVIOR.

4b (Code:) (Expenses \$ including grants of \$) (Revenue \$)

4c (Code:) (Expenses \$ including grants of \$) (Revenue \$)

4d Other program services (Describe in Schedule O.) (Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses 8,582,667.

Part IV Checklist of Required Schedules

| | Yes | No |
|--|-----|----|
| 1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i> | X | |
| 2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ? | X | |
| 3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i> | | X |
| 4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i> | | X |
| 5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? <i>If "Yes," complete Schedule C, Part III</i> | | X |
| 6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i> | | X |
| 7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i> | | X |
| 8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i> | | X |
| 9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i> | | X |
| 10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i> | | X |
| 11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable. | | |
| a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i> | X | |
| b Did the organization report an amount for investments - other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i> | | X |
| c Did the organization report an amount for investments - program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i> | | X |
| d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i> | | X |
| e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i> | | X |
| f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i> | X | |
| 12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i> | X | |
| b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i> | | X |
| 13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i> | X | |
| 14a Did the organization maintain an office, employees, or agents outside of the United States? | | X |
| b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i> | | X |
| 15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i> | | X |
| 16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i> | | X |
| 17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I</i> | | X |
| 18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i> | | X |
| 19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i> | | X |
| 20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i> | | X |
| b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return? | | |
| 21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i> | | X |

Part IV Checklist of Required Schedules (continued)

| | Yes | No |
|--|-----|----|
| 22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i> | | X |
| 23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i> | X | |
| 24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i> | | X |
| b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? | | |
| c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds? | | |
| d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? | | |
| 25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i> | | X |
| b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i> | | X |
| 26 Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? <i>If "Yes," complete Schedule L, Part II</i> | | X |
| 27 Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i> | | X |
| 28 Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions): | | |
| a A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i> | | X |
| b A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i> | | X |
| c An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i> | | X |
| 29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i> | | X |
| 30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i> | | X |
| 31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i> | | X |
| 32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i> | | X |
| 33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i> | | X |
| 34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i> | | X |
| 35a Did the organization have a controlled entity within the meaning of section 512(b)(13)? | | X |
| b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i> | | |
| 36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i> | | X |
| 37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i> | | X |
| 38 Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O | X | |

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V

| | Yes | No |
|---|-----|----|
| 1a Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable | | |
| b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable | | |
| c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners? | | |

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

| | | Yes | No |
|--|--|-----|----|
| 2a | Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return 2a 171 | | |
| b | If at least one is reported on line 2a, did the organization file all required federal employment tax returns? 2b X | X | |
| Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions) | | | |
| 3a | Did the organization have unrelated business gross income of \$1,000 or more during the year? 3a | | X |
| b | If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O 3b | | |
| 4a | At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)? 4a | | X |
| b | If "Yes," enter the name of the foreign country: ▶ _____ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR). | | |
| 5a | Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? 5a | | X |
| b | Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? 5b | | X |
| c | If "Yes" to line 5a or 5b, did the organization file Form 8886-T? 5c | | |
| 6a | Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions? 6a | | X |
| b | If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible? 6b | | |
| 7 | Organizations that may receive deductible contributions under section 170(c). | | |
| a | Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor? 7a | | X |
| b | If "Yes," did the organization notify the donor of the value of the goods or services provided? 7b | | |
| c | Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282? 7c | | X |
| d | If "Yes," indicate the number of Forms 8282 filed during the year 7d | | |
| e | Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? 7e | | X |
| f | Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? 7f | | X |
| g | If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required? ... 7g | | |
| h | If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C? 7h | | |
| 8 | Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year? 8 | | |
| 9 | Sponsoring organizations maintaining donor advised funds. | | |
| a | Did the sponsoring organization make any taxable distributions under section 4966? 9a | | |
| b | Did the sponsoring organization make a distribution to a donor, donor advisor, or related person? 9b | | |
| 10 | Section 501(c)(7) organizations. Enter: | | |
| a | Initiation fees and capital contributions included on Part VIII, line 12 10a | | |
| b | Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities 10b | | |
| 11 | Section 501(c)(12) organizations. Enter: | | |
| a | Gross income from members or shareholders 11a | | |
| b | Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.) 11b | | |
| 12a | Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041? 12a | | |
| b | If "Yes," enter the amount of tax-exempt interest received or accrued during the year 12b | | |
| 13 | Section 501(c)(29) qualified nonprofit health insurance issuers. | | |
| a | Is the organization licensed to issue qualified health plans in more than one state? 13a | | |
| Note. See the instructions for additional information the organization must report on Schedule O. | | | |
| b | Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans 13b | | |
| c | Enter the amount of reserves on hand 13c | | |
| 14a | Did the organization receive any payments for indoor tanning services during the tax year? 14a | | X |
| b | If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O 14b | | |
| 15 | Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? 15 | | X |
| If "Yes," see instructions and file Form 4720, Schedule N. | | | |
| 16 | Is the organization an educational institution subject to the section 4968 excise tax on net investment income? 16 | | X |
| If "Yes," complete Form 4720, Schedule O. | | | |

Part VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.

Check if Schedule O contains a response or note to any line in this Part VI

Section A. Governing Body and Management

| | | Yes | No |
|-----------|--|-----|----|
| 1a | Enter the number of voting members of the governing body at the end of the tax year If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O. | | |
| | 1a 9 | | |
| b | Enter the number of voting members included in line 1a, above, who are independent | | |
| | 1b 9 | | |
| 2 | Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee? | | X |
| 3 | Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, or trustees, or key employees to a management company or other person? | | X |
| 4 | Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? | | X |
| 5 | Did the organization become aware during the year of a significant diversion of the organization's assets? | | X |
| 6 | Did the organization have members or stockholders? | | X |
| 7a | Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body? | | X |
| b | Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? | | X |
| 7a | | | X |
| 7b | | | X |
| 8 | Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: | | |
| a | The governing body? | X | |
| 8a | | X | |
| b | Each committee with authority to act on behalf of the governing body? | | X |
| 8b | | | X |
| 9 | Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O | | X |
| 9 | | | X |

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

| | | Yes | No |
|------------|--|-----|----|
| 10a | Did the organization have local chapters, branches, or affiliates? | | X |
| 10a | | | X |
| b | If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes? | | |
| 10b | | | |
| 11a | Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? | X | |
| 11a | | X | |
| b | Describe in Schedule O the process, if any, used by the organization to review this Form 990. | | |
| 12a | Did the organization have a written conflict of interest policy? If "No," go to line 13 | X | |
| 12a | | X | |
| b | Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? | X | |
| 12b | | X | |
| c | Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done | X | |
| 12c | | X | |
| 13 | Did the organization have a written whistleblower policy? | X | |
| 13 | | X | |
| 14 | Did the organization have a written document retention and destruction policy? | X | |
| 14 | | X | |
| 15 | Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision? | | |
| a | The organization's CEO, Executive Director, or top management official | X | |
| 15a | | X | |
| b | Other officers or key employees of the organization | | X |
| 15b | | | X |
| | If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions). | | |
| 16a | Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? | | X |
| 16a | | | X |
| b | If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements? | | |
| 16b | | | |

Section C. Disclosure

- 17** List the states with which a copy of this Form 990 is required to be filed **CA**
- 18** Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
 Own website Another's website Upon request Other (explain in Schedule O)
- 19** Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
- 20** State the name, address, and telephone number of the person who possesses the organization's books and records **▶**
KEVIN SVED - 408-337-5445
277 IOOF AVE, GILROY, CA 95020

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response or note to any line in this Part VII

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons.

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

| (A) Name and Title | (B) Average hours per week (list any hours for related organizations below line) | (C) Position (do not check more than one box, unless person is both an officer and a director/trustee) | | | | | | (D) Reportable compensation from the organization (W-2/1099-MISC) | (E) Reportable compensation from related organizations (W-2/1099-MISC) | (F) Estimated amount of other compensation from the organization and related organizations |
|--|---|--|-----------------------|---------|--------------|------------------------------|--------|--|---|---|
| | | Individual trustee or director | Institutional trustee | Officer | Key employee | Highest compensated employee | Former | | | |
| (1) CAITRIN WRIGHT CHAIR | 2.00 | X | | X | | | | 0. | 0. | 0. |
| (2) JOYCE MONTGOMERY TREASURER | 2.00 | X | | X | | | | 0. | 0. | 0. |
| (3) ALICIA GALLEGOS-FAMBRINI SECRETARY | 2.00 | X | | X | | | | 0. | 0. | 0. |
| (4) JOHN GLOVER MEMBER | 2.00 | X | | | | | | 0. | 0. | 0. |
| (5) JP ANDERSON MEMBER | 2.00 | X | | | | | | 0. | 0. | 0. |
| (6) NORA CRIVELLO MEMBER | 2.00 | X | | | | | | 0. | 0. | 0. |
| (7) FIAAU OHMANN MEMBER | 2.00 | X | | | | | | 0. | 0. | 0. |
| (8) JOHN FLAHERTY MEMBER | 2.00 | X | | | | | | 0. | 0. | 0. |
| (9) VICTOR PAREDES-COLONIA MEMBER | 2.00 | X | | | | | | 0. | 0. | 0. |
| (10) KEVIN SVED EXECUTIVE DIRECTOR | 40.00 | | | X | | | | 156,650. | 0. | 51,069. |
| (11) AMI ORTIZ DIRECTOR OF BUSINESS & FIN | 40.00 | | | X | | | | 88,339. | 0. | 9,442. |
| (12) JAMES DENT CHIEF ACADEMIC OFFICER | 40.00 | | | | | X | | 138,712. | 0. | 38,332. |
| (15) KIRSTEN CARR DIR OF COMMUNITY OUTREACH | 40.00 | | | | | X | | 116,221. | 0. | 10,744. |
| (16) SHARON WALLER DIR OF STUDENT SERVICES | 40.00 | | | | | X | | 130,000. | 0. | 34,106. |
| (17) HEATHER PARSONS DIRECTOR OF CURRICULUM | 40.00 | | | | | X | | 114,458. | 0. | 31,269. |
| | | | | | | | | | | |
| | | | | | | | | | | |
| | | | | | | | | | | |

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

| (A) Name and title | (B) Average hours per week (list any hours for related organizations below line) | (C) Position (do not check more than one box, unless person is both an officer and a director/trustee) | | | | | | (D) Reportable compensation from the organization (W-2/1099-MISC) | (E) Reportable compensation from related organizations (W-2/1099-MISC) | (F) Estimated amount of other compensation from the organization and related organizations |
|--|---|---|-----------------------|---------|--------------|------------------------------|----------|--|---|---|
| | | Individual trustee or director | Institutional trustee | Officer | Key employee | Highest compensated employee | Former | | | |
| | | | | | | | | | | |
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| | | | | | | | | | | |
| 1b Sub-total | | | | | | | 744,380. | 0. | 174,962. | |
| c Total from continuation sheets to Part VII, Section A | | | | | | | 0. | 0. | 0. | |
| d Total (add lines 1b and 1c) | | | | | | | 744,380. | 0. | 174,962. | |

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization 5

| | Yes | No |
|---|-----|----|
| 3 Did the organization list any former officer, director, or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i> | | X |
| 4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i> | X | |
| 5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i> | | X |

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

| (A) Name and business address | (B) Description of services | (C) Compensation |
|----------------------------------|--------------------------------|---------------------|
| NONE | | |
| | | |
| | | |
| | | |
| | | |

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization 0

Part VIII Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII

| | | | (A) Total revenue | (B) Related or exempt function revenue | (C) Unrelated business revenue | (D) Revenue excluded from tax under sections 512 - 514 | |
|---|---|----------------------|----------------------|---|---|--|--|
| Contributions, Gifts, Grants and Other Similar Amounts | 1 a Federated campaigns | 1a | | | | | |
| | b Membership dues | 1b | | | | | |
| | c Fundraising events | 1c | | | | | |
| | d Related organizations | 1d | | | | | |
| | e Government grants (contributions) | 1e | 10,622,797. | | | | |
| | f All other contributions, gifts, grants, and similar amounts not included above | 1f | 824,015. | | | | |
| | g Noncash contributions included in lines 1a-1f: \$ | | | | | | |
| | h Total. Add lines 1a-1f | | 11,446,812. | | | | |
| Program Service Revenue | 2 a _____ | Business Code | | | | | |
| | b _____ | | | | | | |
| | c _____ | | | | | | |
| | d _____ | | | | | | |
| | e _____ | | | | | | |
| | f All other program service revenue | | | | | | |
| | g Total. Add lines 2a-2f | | | | | | |
| Other Revenue | 3 Investment income (including dividends, interest, and other similar amounts) | | 6,602. | | | 6,602. | |
| | 4 Income from investment of tax-exempt bond proceeds | | | | | | |
| | 5 Royalties | | | | | | |
| | 6 a Gross rents | (i) Real | 2,454. | | | | |
| | | (ii) Personal | 0. | | | | |
| | | | 2,454. | | | | |
| | b Less: rental expenses | | | | | | |
| | c Rental income or (loss) | | | | | | |
| | d Net rental income or (loss) | | 2,454. | 2,454. | | | |
| | 7 a Gross amount from sales of assets other than inventory | (i) Securities | | | | | |
| | | (ii) Other | | | | | |
| | | | | | | | |
| | b Less: cost or other basis and sales expenses | | | | | | |
| | c Gain or (loss) | | | | | | |
| d Net gain or (loss) | | | | | | | |
| 8 a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18 | a | | | | | | |
| | b Less: direct expenses | b | | | | | |
| | c Net income or (loss) from fundraising events | | | | | | |
| 9 a Gross income from gaming activities. See Part IV, line 19 | a | | | | | | |
| | b Less: direct expenses | b | | | | | |
| | c Net income or (loss) from gaming activities | | | | | | |
| 10 a Gross sales of inventory, less returns and allowances | a | | | | | | |
| | b Less: cost of goods sold | b | | | | | |
| | c Net income or (loss) from sales of inventory | | | | | | |
| Miscellaneous Revenue | | Business Code | | | | | |
| 11 a ALL OTHER REVENUE | | 611710 | 83,649. | 83,649. | | | |
| b UNIFORM SALES | | 611710 | 50,883. | 50,883. | | | |
| c FOOD SERVICE SALES | | 611710 | 28,934. | 28,934. | | | |
| d All other revenue | | 611710 | | | | | |
| e Total. Add lines 11a-11d | | | 163,466. | | | | |
| 12 Total revenue. See instructions | | | 11,619,334. | 165,920. | 0. | 6,602. | |

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX

| Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII. | (A) Total expenses | (B) Program service expenses | (C) Management and general expenses | (D) Fundraising expenses |
|---|-----------------------|---------------------------------|--|-----------------------------|
| 1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 ... | | | | |
| 2 Grants and other assistance to domestic individuals. See Part IV, line 22 | | | | |
| 3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16 | | | | |
| 4 Benefits paid to or for members | | | | |
| 5 Compensation of current officers, directors, trustees, and key employees | 317,921. | 257,516. | 60,405. | |
| 6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) | | | | |
| 7 Other salaries and wages | 6,572,285. | 5,167,474. | 1,404,811. | |
| 8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions) | 630,716. | 571,741. | 58,975. | |
| 9 Other employee benefits | 720,129. | 518,193. | 201,936. | |
| 10 Payroll taxes | 254,022. | 201,373. | 52,649. | |
| 11 Fees for services (non-employees): | | | | |
| a Management | 270,560. | 180,786. | 89,774. | |
| b Legal | 38,127. | | 38,127. | |
| c Accounting | 12,425. | | 12,425. | |
| d Lobbying | | | | |
| e Professional fundraising services. See Part IV, line 17 | | | | |
| f Investment management fees | | | | |
| g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Sch. O.) | 395,208. | 246,486. | 148,722. | |
| 12 Advertising and promotion | 4,450. | | 4,450. | |
| 13 Office expenses | 148,856. | 26,563. | 122,293. | |
| 14 Information technology | 284,302. | 230,975. | 53,327. | |
| 15 Royalties | | | | |
| 16 Occupancy | 218,923. | 123,524. | 95,399. | |
| 17 Travel | 190,229. | 34,997. | 155,232. | |
| 18 Payments of travel or entertainment expenses for any federal, state, or local public officials ... | | | | |
| 19 Conferences, conventions, and meetings | | | | |
| 20 Interest | | | | |
| 21 Payments to affiliates | | | | |
| 22 Depreciation, depletion, and amortization | 65,370. | 65,370. | | |
| 23 Insurance | 37,060. | | 37,060. | |
| 24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.) | | | | |
| a INSTRUCTIONAL MATERIALS | 465,965. | 442,308. | 23,657. | |
| b STUDENT FOOD SERVICES | 280,556. | 280,556. | | |
| c SPIRIT WEAR EXPENSE | 65,590. | 60,788. | 4,802. | |
| d OPS SERVICES R&M | 44,909. | 38,837. | 6,072. | |
| e All other expenses | 207,795. | 135,180. | 72,615. | |
| 25 Total functional expenses. Add lines 1 through 24e | 11,225,398. | 8,582,667. | 2,642,731. | 0. |
| 26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. | | | | |
| Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720) | | | | |

Part X Balance Sheet

Check if Schedule O contains a response or note to any line in this Part X

| | | (A) Beginning of year | | (B) End of year |
|---|--|--------------------------|------------|---------------------|
| Assets | 1 Cash - non-interest-bearing | 2,753,851. | 1 | 376,332. |
| | 2 Savings and temporary cash investments | 227,872. | 2 | 2,434,473. |
| | 3 Pledges and grants receivable, net | 769,417. | 3 | 1,226,121. |
| | 4 Accounts receivable, net | 7,484. | 4 | 4,098. |
| | 5 Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L | | 5 | |
| | 6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instr). Complete Part II of Sch L | | 6 | |
| | 7 Notes and loans receivable, net | | 7 | |
| | 8 Inventories for sale or use | | 8 | |
| | 9 Prepaid expenses and deferred charges | 221,300. | 9 | 105,710. |
| | 10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D | 10a 742,696. | | |
| | b Less: accumulated depreciation | 10b 299,461. | 324,445. | 10c 443,235. |
| | 11 Investments - publicly traded securities | | 11 | |
| | 12 Investments - other securities. See Part IV, line 11 | | 12 | |
| | 13 Investments - program-related. See Part IV, line 11 | | 13 | |
| | 14 Intangible assets | | 14 | |
| | 15 Other assets. See Part IV, line 11 | 2,915. | 15 | 4,763. |
| 16 Total assets. Add lines 1 through 15 (must equal line 34) | 4,307,284. | 16 | 4,594,732. | |
| Liabilities | 17 Accounts payable and accrued expenses | 845,670. | 17 | 739,182. |
| | 18 Grants payable | | 18 | |
| | 19 Deferred revenue | | 19 | |
| | 20 Tax-exempt bond liabilities | | 20 | |
| | 21 Escrow or custodial account liability. Complete Part IV of Schedule D | | 21 | |
| | 22 Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L | | 22 | |
| | 23 Secured mortgages and notes payable to unrelated third parties | | 23 | |
| | 24 Unsecured notes and loans payable to unrelated third parties | | 24 | |
| | 25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D | | 25 | |
| | 26 Total liabilities. Add lines 17 through 25 | 845,670. | 26 | 739,182. |
| Net Assets or Fund Balances | Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34. | | | |
| | 27 Unrestricted net assets | 3,357,745. | 27 | 3,855,550. |
| | 28 Temporarily restricted net assets | 103,869. | 28 | 0. |
| | 29 Permanently restricted net assets | | 29 | |
| | Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34. | | | |
| | 30 Capital stock or trust principal, or current funds | | 30 | |
| | 31 Paid-in or capital surplus, or land, building, or equipment fund | | 31 | |
| | 32 Retained earnings, endowment, accumulated income, or other funds | | 32 | |
| 33 Total net assets or fund balances | 3,461,614. | 33 | 3,855,550. | |
| 34 Total liabilities and net assets/fund balances | 4,307,284. | 34 | 4,594,732. | |

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI

| | | | |
|----|--|----|-------------|
| 1 | Total revenue (must equal Part VIII, column (A), line 12) | 1 | 11,619,334. |
| 2 | Total expenses (must equal Part IX, column (A), line 25) | 2 | 11,225,398. |
| 3 | Revenue less expenses. Subtract line 2 from line 1 | 3 | 393,936. |
| 4 | Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A)) | 4 | 3,461,614. |
| 5 | Net unrealized gains (losses) on investments | 5 | |
| 6 | Donated services and use of facilities | 6 | |
| 7 | Investment expenses | 7 | |
| 8 | Prior period adjustments | 8 | |
| 9 | Other changes in net assets or fund balances (explain in Schedule O) | 9 | 0. |
| 10 | Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 33, column (B)) | 10 | 3,855,550. |

Part XII Financial Statements and Reporting

Check if Schedule O contains a response or note to any line in this Part XII

- 1 Accounting method used to prepare the Form 990: Cash Accrual Other _____
If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.
- 2a Were the organization's financial statements compiled or reviewed by an independent accountant?
If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:
 Separate basis Consolidated basis Both consolidated and separate basis
- b Were the organization's financial statements audited by an independent accountant?
If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:
 Separate basis Consolidated basis Both consolidated and separate basis
- c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?
If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.
- 3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?
- b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits

| | Yes | No |
|----|-----|----|
| 2a | | X |
| 2b | X | |
| 2c | X | |
| 3a | | X |
| 3b | | |

Form 990 (2018)

SCHEDULE A
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

▶ Attach to Form 990 or Form 990-EZ.

▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2018

Open to Public Inspection

| | |
|--|---|
| Name of the organization NAVIGATOR SCHOOLS | Employer identification number 27-4238843 |
|--|---|

Part I Reason for Public Charity Status (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

- 1 A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**
- 2 A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990 or 990-EZ).)
- 3 A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
- 4 A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state: _____
- 5 An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)
- 6 A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**
- 7 An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 8 A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 9 An agricultural research organization described in **section 170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university: _____
- 10 An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions - subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)
- 11 An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**
- 12 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2).** See **section 509(a)(3).** Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
 - a **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
 - b **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
 - c **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
 - d **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
 - e Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
 - f Enter the number of supported organizations
- g Provide the following information about the supported organization(s).

| (i) Name of supported organization | (ii) EIN | (iii) Type of organization (described on lines 1-10 above (see instructions)) | (iv) Is the organization listed in your governing document? | | (v) Amount of monetary support (see instructions) | (vi) Amount of other support (see instructions) |
|------------------------------------|----------|---|---|----|---|---|
| | | | Yes | No | | |
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| | | | | | | |
| Total | | | | | | |

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

| Calendar year (or fiscal year beginning in) ► | (a) 2014 | (b) 2015 | (c) 2016 | (d) 2017 | (e) 2018 | (f) Total |
|--|----------|----------|----------|----------|----------|-----------|
| 1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") | | | | | | |
| 2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf | | | | | | |
| 3 The value of services or facilities furnished by a governmental unit to the organization without charge | | | | | | |
| 4 Total. Add lines 1 through 3 | | | | | | |
| 5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f) | | | | | | |
| 6 Public support. Subtract line 5 from line 4. | | | | | | |

Section B. Total Support

| Calendar year (or fiscal year beginning in) ► | (a) 2014 | (b) 2015 | (c) 2016 | (d) 2017 | (e) 2018 | (f) Total |
|--|----------|----------|----------|----------|----------|--------------------------|
| 7 Amounts from line 4 | | | | | | |
| 8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources | | | | | | |
| 9 Net income from unrelated business activities, whether or not the business is regularly carried on | | | | | | |
| 10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) | | | | | | |
| 11 Total support. Add lines 7 through 10 | | | | | | |
| 12 Gross receipts from related activities, etc. (see instructions) | | | | | 12 | |
| 13 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here | | | | | | <input type="checkbox"/> |

Section C. Computation of Public Support Percentage

| | | |
|---|----|--------------------------|
| 14 Public support percentage for 2018 (line 6, column (f) divided by line 11, column (f)) | 14 | % |
| 15 Public support percentage from 2017 Schedule A, Part II, line 14 | 15 | % |
| 16a 33 1/3% support test - 2018. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization | | <input type="checkbox"/> |
| b 33 1/3% support test - 2017. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization | | <input type="checkbox"/> |
| 17a 10% -facts-and-circumstances test - 2018. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization | | <input type="checkbox"/> |
| b 10% -facts-and-circumstances test - 2017. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization | | <input type="checkbox"/> |
| 18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions | | <input type="checkbox"/> |

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

| Calendar year (or fiscal year beginning in) ► | (a) 2014 | (b) 2015 | (c) 2016 | (d) 2017 | (e) 2018 | (f) Total |
|---|----------|----------|----------|----------|----------|-----------|
| 1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") | | | | | | |
| 2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose | | | | | | |
| 3 Gross receipts from activities that are not an unrelated trade or business under section 513 | | | | | | |
| 4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf | | | | | | |
| 5 The value of services or facilities furnished by a governmental unit to the organization without charge | | | | | | |
| 6 Total. Add lines 1 through 5 | | | | | | |
| 7a Amounts included on lines 1, 2, and 3 received from disqualified persons | | | | | | |
| b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year | | | | | | |
| c Add lines 7a and 7b | | | | | | |
| 8 Public support. (Subtract line 7c from line 6.) | | | | | | |

Section B. Total Support

| Calendar year (or fiscal year beginning in) ► | (a) 2014 | (b) 2015 | (c) 2016 | (d) 2017 | (e) 2018 | (f) Total |
|--|----------|----------|----------|----------|----------|-----------|
| 9 Amounts from line 6 | | | | | | |
| 10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources | | | | | | |
| b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975 | | | | | | |
| c Add lines 10a and 10b | | | | | | |
| 11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on | | | | | | |
| 12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) | | | | | | |
| 13 Total support. (Add lines 9, 10c, 11, and 12.) | | | | | | |

14 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here**

Section C. Computation of Public Support Percentage

| | | |
|---|-----------|---|
| 15 Public support percentage for 2018 (line 8, column (f), divided by line 13, column (f)) | 15 | % |
| 16 Public support percentage from 2017 Schedule A, Part III, line 15 | 16 | % |

Section D. Computation of Investment Income Percentage

| | | |
|--|-----------|---|
| 17 Investment income percentage for 2018 (line 10c, column (f), divided by line 13, column (f)) | 17 | % |
| 18 Investment income percentage from 2017 Schedule A, Part III, line 17 | 18 | % |

19a 33 1/3% support tests - 2018. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

b 33 1/3% support tests - 2017. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions

Part IV Supporting Organizations

(Complete only if you checked a box in line 12 on Part I. If you checked 12a of Part I, complete Sections A and B. If you checked 12b of Part I, complete Sections A and C. If you checked 12c of Part I, complete Sections A, D, and E. If you checked 12d of Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

| | Yes | No |
|--|-----|----|
| 1 Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.</i> | | |
| 2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i> | | |
| 3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer (b) and (c) below.</i> | | |
| b Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i> | | |
| c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i> | | |
| 4a Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes," and if you checked 12a or 12b in Part I, answer (b) and (c) below.</i> | | |
| b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.</i> | | |
| c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? <i>If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.</i> | | |
| 5a Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer (b) and (c) below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).</i> | | |
| b Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document? | | |
| c Substitutions only. Was the substitution the result of an event beyond the organization's control? | | |
| 6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? <i>If "Yes," provide detail in Part VI.</i> | | |
| 7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? <i>If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).</i> | | |
| 8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? <i>If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).</i> | | |
| 9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? <i>If "Yes," provide detail in Part VI.</i> | | |
| b Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i> | | |
| c Did a disqualified person (as defined in line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i> | | |
| 10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? <i>If "Yes," answer 10b below.</i> | | |
| b Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)</i> | | |

Part IV Supporting Organizations (continued)

| | Yes | No |
|--|-----|----|
| 11 Has the organization accepted a gift or contribution from any of the following persons? | | |
| a A person who directly or indirectly controls, either alone or together with persons described in (b) and (c) below, the governing body of a supported organization? | | |
| b A family member of a person described in (a) above? | | |
| c A 35% controlled entity of a person described in (a) or (b) above? <i>If "Yes" to a, b, or c, provide detail in Part VI.</i> | | |

Section B. Type I Supporting Organizations

| | Yes | No |
|---|-----|----|
| 1 Did the directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year? <i>If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove directors or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.</i> | | |
| 2 Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? <i>If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.</i> | | |

Section C. Type II Supporting Organizations

| | Yes | No |
|--|-----|----|
| 1 Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? <i>If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).</i> | | |

Section D. All Type III Supporting Organizations

| | Yes | No |
|---|-----|----|
| 1 Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided? | | |
| 2 Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i> | | |
| 3 By reason of the relationship described in (2), did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i> | | |

Section E. Type III Functionally Integrated Supporting Organizations

| | | |
|---|--|--|
| 1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions). | | |
| a <input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below. | | |
| b <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below. | | |
| c <input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see instructions). | | |
| 2 Activities Test. Answer (a) and (b) below. | | |
| a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i> | | |
| b Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i> | | |
| 3 Parent of Supported Organizations. Answer (a) and (b) below. | | |
| a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? <i>Provide details in Part VI.</i> | | |
| b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i> | | |

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

1 Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (explain in Part VI.) **See instructions.** All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

| Section A - Adjusted Net Income | | (A) Prior Year | (B) Current Year (optional) |
|--|--|----------------|-----------------------------|
| 1 | Net short-term capital gain | 1 | |
| 2 | Recoveries of prior-year distributions | 2 | |
| 3 | Other gross income (see instructions) | 3 | |
| 4 | Add lines 1 through 3 | 4 | |
| 5 | Depreciation and depletion | 5 | |
| 6 | Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions) | 6 | |
| 7 | Other expenses (see instructions) | 7 | |
| 8 | Adjusted Net Income (subtract lines 5, 6, and 7 from line 4) | 8 | |

| Section B - Minimum Asset Amount | | (A) Prior Year | (B) Current Year (optional) |
|---|---|----------------|-----------------------------|
| 1 | Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year): | | |
| a | Average monthly value of securities | 1a | |
| b | Average monthly cash balances | 1b | |
| c | Fair market value of other non-exempt-use assets | 1c | |
| d | Total (add lines 1a, 1b, and 1c) | 1d | |
| e | Discount claimed for blockage or other factors (explain in detail in Part VI): | | |
| 2 | Acquisition indebtedness applicable to non-exempt-use assets | 2 | |
| 3 | Subtract line 2 from line 1d | 3 | |
| 4 | Cash deemed held for exempt use. Enter 1-1/2% of line 3 (for greater amount, see instructions) | 4 | |
| 5 | Net value of non-exempt-use assets (subtract line 4 from line 3) | 5 | |
| 6 | Multiply line 5 by .035 | 6 | |
| 7 | Recoveries of prior-year distributions | 7 | |
| 8 | Minimum Asset Amount (add line 7 to line 6) | 8 | |

| Section C - Distributable Amount | | (A) Prior Year | Current Year |
|---|---|----------------|--------------|
| 1 | Adjusted net income for prior year (from Section A, line 8, Column A) | 1 | |
| 2 | Enter 85% of line 1 | 2 | |
| 3 | Minimum asset amount for prior year (from Section B, line 8, Column A) | 3 | |
| 4 | Enter greater of line 2 or line 3 | 4 | |
| 5 | Income tax imposed in prior year | 5 | |
| 6 | Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions) | 6 | |
| 7 | <input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions). | | |

Schedule A (Form 990 or 990-EZ) 2018

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)

| Section D - Distributions | Current Year |
|---|---------------------|
| 1 Amounts paid to supported organizations to accomplish exempt purposes | |
| 2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity | |
| 3 Administrative expenses paid to accomplish exempt purposes of supported organizations | |
| 4 Amounts paid to acquire exempt-use assets | |
| 5 Qualified set-aside amounts (prior IRS approval required) | |
| 6 Other distributions (describe in Part VI). See instructions. | |
| 7 Total annual distributions. Add lines 1 through 6. | |
| 8 Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions. | |
| 9 Distributable amount for 2018 from Section C, line 6 | |
| 10 Line 8 amount divided by line 9 amount | |

| Section E - Distribution Allocations (see instructions) | (i) Excess Distributions | (ii) Underdistributions Pre-2018 | (iii) Distributable Amount for 2018 |
|--|-------------------------------------|---|--|
| 1 Distributable amount for 2018 from Section C, line 6 | | | |
| 2 Underdistributions, if any, for years prior to 2018 (reasonable cause required- explain in Part VI). See instructions. | | | |
| 3 Excess distributions carryover, if any, to 2018 | | | |
| a From 2013 | | | |
| b From 2014 | | | |
| c From 2015 | | | |
| d From 2016 | | | |
| e From 2017 | | | |
| f Total of lines 3a through e | | | |
| g Applied to underdistributions of prior years | | | |
| h Applied to 2018 distributable amount | | | |
| i Carryover from 2013 not applied (see instructions) | | | |
| j Remainder. Subtract lines 3g, 3h, and 3i from 3f. | | | |
| 4 Distributions for 2018 from Section D, line 7: \$ | | | |
| a Applied to underdistributions of prior years | | | |
| b Applied to 2018 distributable amount | | | |
| c Remainder. Subtract lines 4a and 4b from 4. | | | |
| 5 Remaining underdistributions for years prior to 2018, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, explain in Part VI . See instructions. | | | |
| 6 Remaining underdistributions for 2018. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI . See instructions. | | | |
| 7 Excess distributions carryover to 2019. Add lines 3j and 4c. | | | |
| 8 Breakdown of line 7: | | | |
| a Excess from 2014 | | | |
| b Excess from 2015 | | | |
| c Excess from 2016 | | | |
| d Excess from 2017 | | | |
| e Excess from 2018 | | | |

Schedule A (Form 990 or 990-EZ) 2018

Part VI **Supplemental Information.** Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.)

Horizontal lines for supplemental information input.

DRAFT

Schedule B

(Form 990, 990-EZ, or 990-PF)

Department of the Treasury
Internal Revenue Service

Schedule of Contributors

- ▶ Attach to Form 990, Form 990-EZ, or Form 990-PF.
- ▶ Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2018

Name of the organization

NAVIGATOR SCHOOLS

Employer identification number

27-4238843

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

501(c)(3) (enter number) organization

4947(a)(1) nonexempt charitable trust **not** treated as a private foundation

527 political organization

Form 990-PF

501(c)(3) exempt private foundation

4947(a)(1) nonexempt charitable trust treated as a private foundation

501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule**.

Note: Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.

General Rule

For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

Special Rules

For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990 or 990-EZ), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of (1) \$5,000; or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 *exclusively* for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II, and III.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling \$5,000 or more during the year ▶ \$ _____

Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990, 990-EZ, or 990-PF), but it **must** answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990-PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990, 990-EZ, or 990-PF).

| | |
|--|---|
| Name of organization NAVIGATOR SCHOOLS | Employer identification number 27-4238843 |
|--|---|

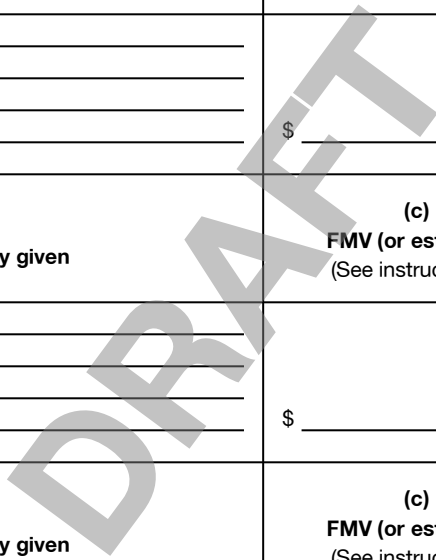
Part I Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

| (a) No. | (b) Name, address, and ZIP + 4 | (c) Total contributions | (d) Type of contribution |
|------------|---|----------------------------|---|
| 1 | CHARTER SCHOOL GROWTH FUND 10901 W 120TH AVENUE #450 BROOMFIELD, CA 80021 | \$ 300,000. | Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.) |
| 2 | SILICON SCHOOLS FUND 827 BROADWAY, STE 300 OAKLAND, CA 94607 | \$ 100,000. | Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.) |
| 3 | WALTON FAMILY FOUNDATION PO BOX 2030 BENTONVILLE, AR 72712 | \$ 325,000. | Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.) |
| 4 | NEWSCHOOLS VENTURE FUND 1616 FRANKLIN ST, 2ND FLOOR OAKLAND, CA 94612 | \$ 78,000. | Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.) |
| | _____ _____ _____ | \$ _____ | Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.) |
| | _____ _____ _____ | \$ _____ | Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.) |

| | |
|--|---|
| Name of organization NAVIGATOR SCHOOLS | Employer identification number 27-4238843 |
|--|---|

Part II Noncash Property (see instructions). Use duplicate copies of Part II if additional space is needed.

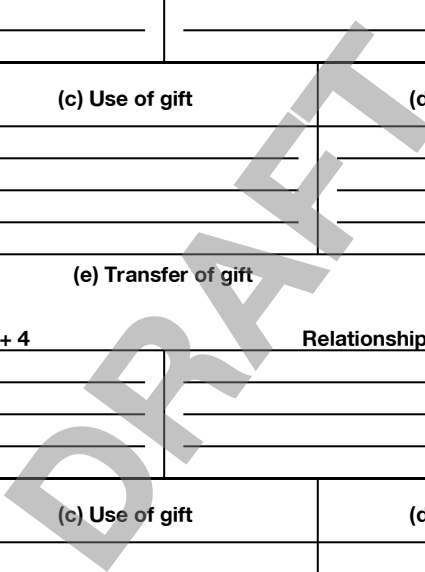
| (a) No. from Part I | (b) Description of noncash property given | (c) FMV (or estimate) (See instructions.) | (d) Date received |
|------------------------------|--|---|----------------------|
| | | \$ _____ | _____ |
| | | \$ _____ | _____ |
| | | \$ _____ | _____ |
| | | \$ _____ | _____ |
| | | \$ _____ | _____ |
| | | \$ _____ | _____ |
| | | \$ _____ | _____ |



| | |
|--|---|
| Name of organization NAVIGATOR SCHOOLS | Employer identification number 27-4238843 |
|--|---|

Part III Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of \$1,000 or less for the year. (Enter this info. once.) ▶ \$ _____
Use duplicate copies of Part III if additional space is needed.

| (a) No. from Part I | (b) Purpose of gift | (c) Use of gift | (d) Description of how gift is held |
|---|-------------------------|--|-------------------------------------|
| _____ | _____ _____ _____ | _____ _____ _____ | _____ _____ _____ |
| (e) Transfer of gift | | | |
| Transferee's name, address, and ZIP + 4 | | Relationship of transferor to transferee | |
| _____ _____ _____ | | _____ _____ _____ | |
| (a) No. from Part I | (b) Purpose of gift | (c) Use of gift | (d) Description of how gift is held |
| _____ | _____ _____ _____ | _____ _____ _____ | _____ _____ _____ |
| (e) Transfer of gift | | | |
| Transferee's name, address, and ZIP + 4 | | Relationship of transferor to transferee | |
| _____ _____ _____ | | _____ _____ _____ | |
| (a) No. from Part I | (b) Purpose of gift | (c) Use of gift | (d) Description of how gift is held |
| _____ | _____ _____ _____ | _____ _____ _____ | _____ _____ _____ |
| (e) Transfer of gift | | | |
| Transferee's name, address, and ZIP + 4 | | Relationship of transferor to transferee | |
| _____ _____ _____ | | _____ _____ _____ | |
| (a) No. from Part I | (b) Purpose of gift | (c) Use of gift | (d) Description of how gift is held |
| _____ | _____ _____ _____ | _____ _____ _____ | _____ _____ _____ |
| (e) Transfer of gift | | | |
| Transferee's name, address, and ZIP + 4 | | Relationship of transferor to transferee | |
| _____ _____ _____ | | _____ _____ _____ | |



SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

▶ **Complete if the organization answered "Yes" on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.**
▶ **Attach to Form 990.**

▶ **Go to www.irs.gov/Form990 for instructions and the latest information.**

OMB No. 1545-0047

2018
Open to Public Inspection

Name of the organization NAVIGATOR SCHOOLS **Employer identification number** 27-4238843

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

| | (a) Donor advised funds | (b) Funds and other accounts |
|---|--|------------------------------|
| 1 Total number at end of year | | |
| 2 Aggregate value of contributions to (during year) | | |
| 3 Aggregate value of grants from (during year) | | |
| 4 Aggregate value at end of year | | |
| 5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? | <input type="checkbox"/> Yes <input type="checkbox"/> No | |
| 6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? | <input type="checkbox"/> Yes <input type="checkbox"/> No | |

Part II Conservation Easements. Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

1 Purpose(s) of conservation easements held by the organization (check all that apply).
 Preservation of land for public use (e.g., recreation or education) Preservation of a historically important land area
 Protection of natural habitat Preservation of a certified historic structure
 Preservation of open space

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

| | Held at the End of the Tax Year |
|--|---------------------------------|
| a Total number of conservation easements | 2a |
| b Total acreage restricted by conservation easements | 2b |
| c Number of conservation easements on a certified historic structure included in (a) | 2c |
| d Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register | 2d |

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶ _____

4 Number of states where property subject to conservation easement is located ▶ _____

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?

6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ _____

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ \$ _____

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?

9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

1a If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:

(i) Revenue included on Form 990, Part VIII, line 1

(ii) Assets included in Form 990, Part X

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items:

a Revenue included on Form 990, Part VIII, line 1

b Assets included in Form 990, Part X

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990. Schedule D (Form 990) 2018

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

- 3 Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply):
- a Public exhibition
 - b Scholarly research
 - c Preservation for future generations
 - d Loan or exchange programs
 - e Other _____
- 4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
- 5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

Part IV Escrow and Custodial Arrangements. Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

- 1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No
- b If "Yes," explain the arrangement in Part XIII and complete the following table:
- | | Amount |
|---------------------------------|--------|
| c Beginning balance | 1c |
| d Additions during the year | 1d |
| e Distributions during the year | 1e |
| f Ending balance | 1f |
- 2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? Yes No
- b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII

Part V Endowment Funds. Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

| | (a) Current year | (b) Prior year | (c) Two years back | (d) Three years back | (e) Four years back |
|--|------------------|----------------|--------------------|----------------------|---------------------|
| 1a Beginning of year balance | | | | | |
| b Contributions | | | | | |
| c Net investment earnings, gains, and losses | | | | | |
| d Grants or scholarships | | | | | |
| e Other expenditures for facilities and programs | | | | | |
| f Administrative expenses | | | | | |
| g End of year balance | | | | | |

- 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a Board designated or quasi-endowment _____ %
 - b Permanent endowment _____ %
 - c Temporarily restricted endowment _____ %
- The percentages on lines 2a, 2b, and 2c should equal 100%.
- 3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
- | | Yes | No |
|---|--------|----|
| (i) unrelated organizations | 3a(i) | |
| (ii) related organizations | 3a(ii) | |
| b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? <input type="checkbox"/> | 3b | |
- 4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

| Description of property | (a) Cost or other basis (investment) | (b) Cost or other basis (other) | (c) Accumulated depreciation | (d) Book value |
|--|--------------------------------------|---------------------------------|------------------------------|----------------|
| 1a Land | | | | |
| b Buildings | | | | |
| c Leasehold improvements | | 189,192. | 101,145. | 88,047. |
| d Equipment | | 553,504. | 198,316. | 355,188. |
| e Other | | | | |
| Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.) | | | | 443,235. |

Part VII Investments - Other Securities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

| (a) Description of security or category (including name of security) | (b) Book value | (c) Method of valuation: Cost or end-of-year market value |
|---|----------------|---|
| (1) Financial derivatives | | |
| (2) Closely-held equity interests | | |
| (3) Other | | |
| (A) | | |
| (B) | | |
| (C) | | |
| (D) | | |
| (E) | | |
| (F) | | |
| (G) | | |
| (H) | | |
| Total. (Col. (b) must equal Form 990, Part X, col. (B) line 12.) ▶ | | |

Part VIII Investments - Program Related.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

| (a) Description of investment | (b) Book value | (c) Method of valuation: Cost or end-of-year market value |
|---|----------------|---|
| (1) | | |
| (2) | | |
| (3) | | |
| (4) | | |
| (5) | | |
| (6) | | |
| (7) | | |
| (8) | | |
| (9) | | |
| Total. (Col. (b) must equal Form 990, Part X, col. (B) line 13.) ▶ | | |

Part IX Other Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

| (a) Description | (b) Book value |
|---|----------------|
| (1) | |
| (2) | |
| (3) | |
| (4) | |
| (5) | |
| (6) | |
| (7) | |
| (8) | |
| (9) | |
| Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.) ▶ | |

Part X Other Liabilities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

| 1. (a) Description of liability | (b) Book value |
|---|----------------|
| (1) Federal income taxes | |
| (2) | |
| (3) | |
| (4) | |
| (5) | |
| (6) | |
| (7) | |
| (8) | |
| (9) | |
| Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶ | |

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

| | | | | |
|---|---|----|---|-------------|
| 1 | Total revenue, gains, and other support per audited financial statements | | 1 | 11,619,334. |
| 2 | Amounts included on line 1 but not on Form 990, Part VIII, line 12: | | | |
| a | Net unrealized gains (losses) on investments | 2a | | |
| b | Donated services and use of facilities | 2b | | |
| c | Recoveries of prior year grants | 2c | | |
| d | Other (Describe in Part XIII.) | 2d | | |
| e | Add lines 2a through 2d | 2e | | 0. |
| 3 | Subtract line 2e from line 1 | | 3 | 11,619,334. |
| 4 | Amounts included on Form 990, Part VIII, line 12, but not on line 1: | | | |
| a | Investment expenses not included on Form 990, Part VIII, line 7b | 4a | | |
| b | Other (Describe in Part XIII.) | 4b | | |
| c | Add lines 4a and 4b | 4c | | 0. |
| 5 | Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.) | | 5 | 11,619,334. |

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

| | | | | |
|---|--|----|---|-------------|
| 1 | Total expenses and losses per audited financial statements | | 1 | 11,225,398. |
| 2 | Amounts included on line 1 but not on Form 990, Part IX, line 25: | | | |
| a | Donated services and use of facilities | 2a | | |
| b | Prior year adjustments | 2b | | |
| c | Other losses | 2c | | |
| d | Other (Describe in Part XIII.) | 2d | | |
| e | Add lines 2a through 2d | 2e | | 0. |
| 3 | Subtract line 2e from line 1 | | 3 | 11,225,398. |
| 4 | Amounts included on Form 990, Part IX, line 25, but not on line 1: | | | |
| a | Investment expenses not included on Form 990, Part VIII, line 7b | 4a | | |
| b | Other (Describe in Part XIII.) | 4b | | |
| c | Add lines 4a and 4b | 4c | | 0. |
| 5 | Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.) | | 5 | 11,225,398. |

Part XIII Supplemental Information.

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

PART X, LINE 2:

NAVIGATOR IS A NON-PROFIT ENTITY EXEMPT FROM THE PAYMENT OF INCOME TAXES UNDER INTERNAL REVENUE CODE SECTION 501(C)(3) AND CALIFORNIA REVENUE AND TAXATION CODE SECTION 23701D. ACCORDINGLY, NO PROVISION HAS BEEN MADE FOR INCOME TAXES. MANAGEMENT HAS DETERMINED THAT ALL INCOME TAX POSITIONS ARE MORE LIKELY THAN NOT OF BEING SUSTAINED UPON POTENTIAL AUDIT OR EXAMINATION; THEREFORE, NO DISCLOSURES OF UNCERTAIN INCOME TAX POSITIONS ARE REQUIRED. NAVIGATOR IS SUBJECT TO INCOME TAX ON NET INCOME THAT IS DERIVED FROM BUSINESS ACTIVITIES THAT ARE UNRELATED TO THE EXEMPT PURPOSES. THE SCHOOL FILES AN EXEMPT SCHOOL RETURN AND APPLICABLE RELATED BUSINESS INCOME TAX RETURN IN THE US FEDERAL JURISDICTION AND WITH THE CALIFORNIA FRANCHISE TAX BOARD.

Part XIII Supplemental Information *(continued)*

DRAFT

SCHEDULE E
(Form 990 or 990-EZ)

Schools

OMB No. 1545-0047

2018

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

▶ **Complete if the organization answered "Yes" on Form 990, Part IV, line 13, or Form 990-EZ, Part VI, line 48.**

▶ **Attach to Form 990 or Form 990-EZ.**

▶ **Go to www.irs.gov/Form990 for the latest information.**

Name of the organization

NAVIGATOR SCHOOLS

Employer identification number

27-4238843

Part I

1 Does the organization have a racially nondiscriminatory policy toward students by statement in its charter, bylaws, other governing instrument, or in a resolution of its governing body?

| | YES | NO |
|----------|-----|----|
| 1 | X | |

2 Does the organization include a statement of its racially nondiscriminatory policy toward students in all its brochures, catalogues, and other written communications with the public dealing with student admissions, programs, and scholarships?

| | | |
|----------|--|---|
| 2 | | X |
|----------|--|---|

3 Has the organization publicized its racially nondiscriminatory policy through newspaper or broadcast media during the period of solicitation for students, or during the registration period if it has no solicitation program, in a way that makes the policy known to all parts of the general community it serves? If "Yes," please describe. If "No," please explain.

| | | |
|----------|---|--|
| 3 | X | |
|----------|---|--|

If you need more space, use Part II

SEE PART II

4 Does the organization maintain the following?

a Records indicating the racial composition of the student body, faculty, and administrative staff?

| | | |
|-----------|---|--|
| 4a | X | |
|-----------|---|--|

b Records documenting that scholarships and other financial assistance are awarded on a racially nondiscriminatory basis?

| | | |
|-----------|--|---|
| 4b | | X |
|-----------|--|---|

c Copies of all catalogues, brochures, announcements, and other written communications to the public dealing with student admissions, programs, and scholarships?

| | | |
|-----------|---|--|
| 4c | X | |
|-----------|---|--|

d Copies of all material used by the organization or on its behalf to solicit contributions?

| | | |
|-----------|---|--|
| 4d | X | |
|-----------|---|--|

If you answered "No" to any of the above, please explain. If you need more space, use Part II.

N/A- THE SCHOOL DOES NOT PROVIDE SCHOLARSHIPS OR OTHER FINANCIAL ASSISTANCE.

5 Does the organization discriminate by race in any way with respect to:

a Students' rights or privileges?

| | | |
|-----------|--|---|
| 5a | | X |
|-----------|--|---|

b Admissions policies?

| | | |
|-----------|--|---|
| 5b | | X |
|-----------|--|---|

c Employment of faculty or administrative staff?

| | | |
|-----------|--|---|
| 5c | | X |
|-----------|--|---|

d Scholarships or other financial assistance?

| | | |
|-----------|--|---|
| 5d | | X |
|-----------|--|---|

e Educational policies?

| | | |
|-----------|--|---|
| 5e | | X |
|-----------|--|---|

f Use of facilities?

| | | |
|-----------|--|---|
| 5f | | X |
|-----------|--|---|

g Athletic programs?

| | | |
|-----------|--|---|
| 5g | | X |
|-----------|--|---|

h Other extracurricular activities?

| | | |
|-----------|--|---|
| 5h | | X |
|-----------|--|---|

If you answered "Yes" to any of the above, please explain. If you need more space, use Part II.

6a Does the organization receive any financial aid or assistance from a governmental agency?

| | | |
|-----------|---|--|
| 6a | X | |
|-----------|---|--|

b Has the organization's right to such aid ever been revoked or suspended?

| | | |
|-----------|--|---|
| 6b | | X |
|-----------|--|---|

If you answered "Yes" on either line 6a or line 6b, explain on Part II.

7 Does the organization certify that it has complied with the applicable requirements of sections 4.01 through 4.05 of Rev. Proc. 75-50, 1975-2 C.B. 587, covering racial nondiscrimination? If "No," explain on Part II

| | | |
|----------|---|--|
| 7 | X | |
|----------|---|--|

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or Form 990-EZ.

Schedule E (Form 990 or 990-EZ) 2018

Part II Supplemental Information. Provide the explanations required by Part I, lines 3, 4d, 5h, 6b, and 7, as applicable.

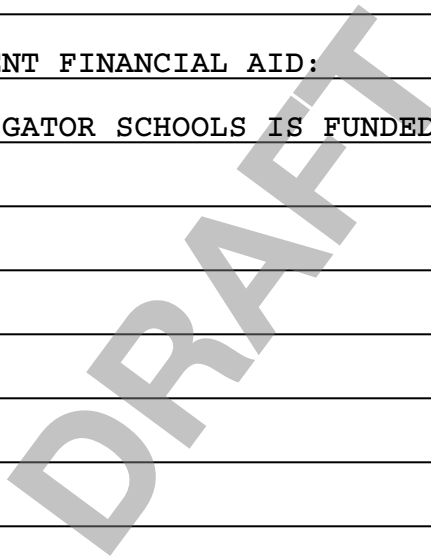
Also provide any other additional information.

LINE 3 - EXPLANATION OF NONDISCRIMINATION POLICY:

NAVIGATOR SCHOOLS USES COMMUNITY MEETINGS TO PUBLICIZE THAT PER CALIFORNIA CHARTER SCHOOL LAW, THE SCHOOL IS OPEN TO ALL RESIDENTS IN THE STATE OF CALIFORNIA. THE SCHOOL'S CHARTER PETITION INCLUDES A NON-DISCRIMINATORY STATEMENTS AND THE PETITION IS AVAILABLE TO THE PUBLIC THROUGH THE SCHOOL'S PUBLICATION OF NONDISCRIMINATORY POLICY IN MEDIA EXPLANATION WEBSITE.

LINE 6 - EXPLANATION OF GOVERNMENT FINANCIAL AID:

AS A PUBLIC CHARTER SCHOOL, NAVIGATOR SCHOOLS IS FUNDED BY FEDERAL AND STATE GOVERNMENTS.



**SCHEDULE J
(Form 990)**

Compensation Information

OMB No. 1545-0047

2018

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees
 ▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23.
 ▶ Attach to Form 990.
 ▶ Go to www.irs.gov/Form990 for instructions and the latest information.

Name of the organization: **NAVIGATOR SCHOOLS**
 Employer identification number: **27-4238843**

Part I Questions Regarding Compensation

1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

- | | |
|--|--|
| <input type="checkbox"/> First-class or charter travel | <input type="checkbox"/> Housing allowance or residence for personal use |
| <input type="checkbox"/> Travel for companions | <input type="checkbox"/> Payments for business use of personal residence |
| <input type="checkbox"/> Tax indemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees |
| <input type="checkbox"/> Discretionary spending account | <input type="checkbox"/> Personal services (such as maid, chauffeur, chef) |

b If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain

2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?

3 Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.

- | | |
|--|---|
| <input type="checkbox"/> Compensation committee | <input checked="" type="checkbox"/> Written employment contract |
| <input type="checkbox"/> Independent compensation consultant | <input type="checkbox"/> Compensation survey or study |
| <input type="checkbox"/> Form 990 of other organizations | <input checked="" type="checkbox"/> Approval by the board or compensation committee |

4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:

- a** Receive a severance payment or change-of-control payment? **4a**
- b** Participate in, or receive payment from, a supplemental nonqualified retirement plan? **4b**
- c** Participate in, or receive payment from, an equity-based compensation arrangement? **4c**
- If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.

5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

- a** The organization? **5a**
- b** Any related organization? **5b**
- If "Yes" on line 5a or 5b, describe in Part III.

6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:

- a** The organization? **6a**
- b** Any related organization? **6b**
- If "Yes" on line 6a or 6b, describe in Part III.

7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III

8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III

9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

| | Yes | No |
|-----------|-----|----------|
| 1b | | |
| 2 | | |
| 4a | | X |
| 4b | | X |
| 4c | | X |
| 5a | | X |
| 5b | | X |
| 6a | | X |
| 6b | | X |
| 7 | | X |
| 8 | | X |
| 9 | | |

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

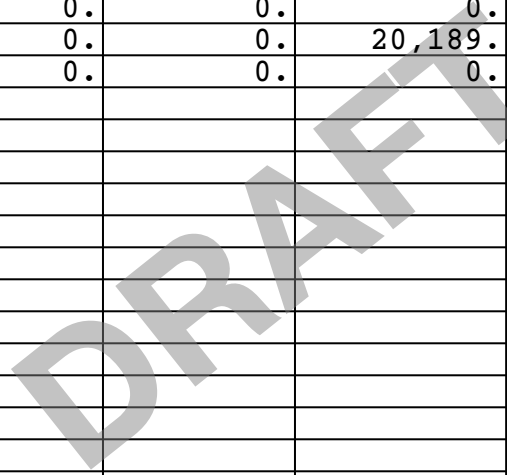
Schedule J (Form 990) 2018

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that aren't listed on Form 990, Part VII.

Note: The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

| (A) Name and Title | | (B) Breakdown of W-2 and/or 1099-MISC compensation | | | (C) Retirement and other deferred compensation | (D) Nontaxable benefits | (E) Total of columns (B)(i)-(D) | (F) Compensation in column (B) reported as deferred on prior Form 990 |
|--|------|--|-------------------------------------|-------------------------------------|--|-------------------------|---------------------------------|---|
| | | (i) Base compensation | (ii) Bonus & incentive compensation | (iii) Other reportable compensation | | | | |
| (1) KEVIN SVED EXECUTIVE DIRECTOR | (i) | 156,650. | 0. | 0. | 25,447. | 25,622. | 207,719. | 0. |
| | (ii) | 0. | 0. | 0. | 0. | 0. | 0. | 0. |
| (2) JAMES DENT CHIEF ACADEMIC OFFICER | (i) | 138,712. | 0. | 0. | 22,839. | 15,493. | 177,044. | 0. |
| | (ii) | 0. | 0. | 0. | 0. | 0. | 0. | 0. |
| (3) SHARON WALLER DIR OF STUDENT SERVICES | (i) | 130,000. | 0. | 0. | 20,189. | 13,917. | 164,106. | 0. |
| | (ii) | 0. | 0. | 0. | 0. | 0. | 0. | 0. |
| | (i) | | | | | | | |
| | (ii) | | | | | | | |
| | (i) | | | | | | | |
| | (ii) | | | | | | | |
| | (i) | | | | | | | |
| | (ii) | | | | | | | |
| | (i) | | | | | | | |
| | (ii) | | | | | | | |
| | (i) | | | | | | | |
| | (ii) | | | | | | | |
| | (i) | | | | | | | |
| | (ii) | | | | | | | |
| | (i) | | | | | | | |
| | (ii) | | | | | | | |
| | (i) | | | | | | | |
| | (ii) | | | | | | | |
| | (i) | | | | | | | |
| | (ii) | | | | | | | |



Part III Supplemental Information

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

DRAFT

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.

▶ Attach to Form 990 or 990-EZ.

▶ Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2018

Open to Public
Inspection

Name of the organization

NAVIGATOR SCHOOLS

Employer identification number

27-4238843

FORM 990, PART VI, SECTION A, LINE 8B:

THERE ARE NO COMMITTEES WITH THE AUTHORITY TO ACT ON BEHALF OF THE
GOVERNING BODY.

FORM 990, PART VI, SECTION B, LINE 11B:

THE FORM 990 IS PREPARED BY THE ORGANIZATION'S OUTSIDE PUBLIC ACCOUNTING
FIRM BASED ON INFORMATION PROVIDED BY MANAGEMENT. ONCE A DRAFT OF THE
RETURN IS AVAILABLE, THE RETURN IS SUBMITTED TO THE PRESIDENT, TREASURER
AND EXECUTIVE DIRECTOR FOR THEIR REVIEW AND APPROVAL PRIOR TO SUBMITTING TO
THE IRS.

FORM 990, PART VI, SECTION B, LINE 12C:

EACH MONTH DURING MEETINGS, THE BOARD MEMBERS REVIEW THE MOST RECENT
FINANCIAL STATEMENTS INCLUDING A CASH DISBURSEMENT LOG, AND POTENTIAL
TRANSACTIONS CAUSING A CONFLICT OF INTEREST WOULD BE IDENTIFIED.
ADDITIONALLY, BOARD MEMBERS TAKE INTO CONSIDERATION THE POLICY WHEN
DECISIONS MAY IMPACT ANOTHER BOARD MEMBER.

FORM 990, PART VI, SECTION B, LINE 15A:

COMPENSATION FOR THE EXECUTIVE DIRECTOR WAS BASED ON COMPARISONS TO SIMILAR
POSITIONS WITHIN THE GILROY UNIFIED SCHOOL DISTRICT AND AT OTHER NEARBY
CHARTER SCHOOLS. THIS INFORMATION IS REVIEWED AND APPROVED BY INDEPENDENT
MEMBERS OF THE BOARD, AND DELIBERATIONS OF THIS DECISION ARE DOCUMENTED IN
THE MINUTES FROM THE BOARD MEETINGS.

FORM 990, PART VI, SECTION C, LINE 19:

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule O (Form 990 or 990-EZ) (2018)

| | |
|--|---|
| Name of the organization NAVIGATOR SCHOOLS | Employer identification number 27-4238843 |
|--|---|

FINANCIAL STATEMENTS ARE AVAILABLE TO THE PUBLIC AT THE MONTHLY BOARD MEETINGS AS THEY ARE COMPLETED THROUGHOUT THE YEAR. ALL OTHER NAVIGATOR DOCUMENTS, POLICIES, ETC. ARE AVAILABLE UPON WRITTEN REQUEST TO THE DIRECTOR OF OPERATIONS.

DRAFT

Form **8868**
(Rev. January 2019)

Application for Automatic Extension of Time To File an Exempt Organization Return

OMB No. 1545-1709

Department of the Treasury
Internal Revenue Service

▶ **File a separate application for each return.**
▶ **Go to www.irs.gov/Form8868 for the latest information.**

Electronic filing (e-file). You can electronically file Form 8868 to request a 6-month automatic extension of time to file any of the forms listed below with the exception of Form 8870, Information Return for Transfers Associated With Certain Personal Benefit Contracts, for which an extension request must be sent to the IRS in paper format (see instructions). For more details on the electronic filing of this form, visit www.irs.gov/e-file-providers/e-file-for-charities-and-non-profits.

Automatic 6-Month Extension of Time. Only submit original (no copies needed).

All corporations required to file an income tax return other than Form 990-T (including 1120-C filers), partnerships, REMICs, and trusts must use Form 7004 to request an extension of time to file income tax returns.

| | | Enter filer's identifying number |
|---|--|--|
| Type or print File by the due date for filing your return. See instructions. | Name of exempt organization or other filer, see instructions. NAVIGATOR SCHOOLS | Employer identification number (EIN) or 27-4238843 |
| | Number, street, and room or suite no. If a P.O. box, see instructions. 650 SAN BENITO ST, SUITE 230 | Social security number (SSN) |
| | City, town or post office, state, and ZIP code. For a foreign address, see instructions. HOLLISTER, CA 95023 | |

Enter the Return Code for the return that this application is for (file a separate application for each return) 0 | 1

| Application Is For | Return Code | Application Is For | Return Code |
|--|-------------|-----------------------------------|-------------|
| Form 990 or Form 990-EZ | 01 | Form 990-T (corporation) | 07 |
| Form 990-BL | 02 | Form 1041-A | 08 |
| Form 4720 (individual) | 03 | Form 4720 (other than individual) | 09 |
| Form 990-PF | 04 | Form 5227 | 10 |
| Form 990-T (sec. 401(a) or 408(a) trust) | 05 | Form 6069 | 11 |
| Form 990-T (trust other than above) | 06 | Form 8870 | 12 |

KEVIN SVED

- The books are in the care of ▶ **277 IOOF AVE - GILROY, CA 95020**
Telephone No. ▶ **408-337-5445** Fax No. ▶ _____
- If the organization does not have an office or place of business in the United States, check this box
- If this is for a Group Return, enter the organization's four digit Group Exemption Number (GEN) _____. If this is for the whole group, check this box . If it is for part of the group, check this box and attach a list with the names and EINs of all members the extension is for.

1 I request an automatic 6-month extension of time until **MAY 15, 2020** , to file the exempt organization return for the organization named above. The extension is for the organization's return for:
▶ calendar year _____ or
▶ tax year beginning **JUL 1, 2018** , and ending **JUN 30, 2019** .

2 If the tax year entered in line 1 is for less than 12 months, check reason: Initial return Final return
 Change in accounting period

| | | | |
|---|-----------|----|----|
| 3a If this application is for Forms 990-BL, 990-PF, 990-T, 4720, or 6069, enter the tentative tax, less any nonrefundable credits. See instructions. | 3a | \$ | 0. |
| b If this application is for Forms 990-PF, 990-T, 4720, or 6069, enter any refundable credits and estimated tax payments made. Include any prior year overpayment allowed as a credit. | 3b | \$ | 0. |
| c Balance due. Subtract line 3b from line 3a. Include your payment with this form, if required, by using EFTPS (Electronic Federal Tax Payment System). See instructions. | 3c | \$ | 0. |

Caution: If you are going to make an electronic funds withdrawal (direct debit) with this Form 8868, see Form 8453-EO and Form 8879-EO for payment instructions.

LHA **For Privacy Act and Paperwork Reduction Act Notice, see instructions.**

Form **8868** (Rev. 1-2019)

TAXABLE YEAR

2018

California Exempt Organization Annual Information Return

828941 12-12-18
FORM

199

Calendar Year 2018 or fiscal year beginning (mm/dd/yyyy) **07/01/2018**, and ending (mm/dd/yyyy) **06/30/2019**

| | | | |
|---|-------------------------------|---|--|
| Corporation/Organization name NAVIGATOR SCHOOLS | | California corporation number 3334747 | |
| Additional information. See instructions. | | FEIN 27-4238843 | |
| Street address (suite or room) 650 SAN BENITO ST, SUITE 230 | | PMB no. | |
| City HOLLISTER | State CA | ZIP code 95023 | |
| Foreign country name | Foreign province/state/county | Foreign postal code | |

| | |
|--|---|
| <p>A First Return <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p> <p>B Amended Return <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p> <p>C IRC Section 4947(a)(1) trust <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p> <p>D Final Information Return? <input type="checkbox"/> Dissolved <input type="checkbox"/> Surrendered (Withdrawn) <input type="checkbox"/> Merged/Reorganized Enter date: (mm/dd/yyyy)</p> <p>E Check accounting method: (1) <input type="checkbox"/> Cash (2) <input checked="" type="checkbox"/> Accrual (3) <input type="checkbox"/> Other</p> <p>F Federal return filed? (1) <input type="checkbox"/> 990T (2) <input type="checkbox"/> 990PF (3) <input type="checkbox"/> Sch H (990) (4) <input checked="" type="checkbox"/> Other 990 series</p> <p>G Is this a group filing? See instructions <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p> <p>H Is this organization in a group exemption <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If "Yes," what is the parent's name?</p> <p>I Did the organization have any changes to its guidelines not reported to the FTB? See instructions <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p> | <p>J If exempt under R&TC Section 23701d, has the organization engaged in political activities? See instructions. <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p> <p>K Is the organization exempt under R&TC Section 23701g? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If "Yes," enter the gross receipts from nonmember sources \$ _____</p> <p>L If organization is a public charity exempt under R&TC Section 23701d and meets the filing fee exception, check box. No filing fee is required <input checked="" type="checkbox"/></p> <p>M Is the organization a Limited Liability Company? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p> <p>N Did the organization file Form 100 or Form 109 to report taxable income? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p> <p>O Is the organization under audit by the IRS or has the IRS audited in a prior year? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p> <p>P Is federal Form 1023/1024 pending? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Date filed with IRS _____</p> |
|--|---|

Part I Complete Part I unless not required to file this form. See General Information B and C.

| | | | | | |
|------------------------------|----|--|----|------------|----|
| Receipts and Revenues | 1 | Gross sales or receipts from other sources. From Side 2, Part II, line 8 | 1 | 172,522 | 00 |
| | 2 | Gross dues and assessments from members and affiliates | 2 | | 00 |
| | 3 | Gross contributions, gifts, grants, and similar amounts received STMT 1 | 3 | 11,446,812 | 00 |
| | 4 | Total gross receipts for filing requirement test. Add line 1 through line 3. This line must be completed. If the result is less than \$50,000, see General Information B | 4 | 11,619,334 | 00 |
| | 5 | Cost of goods sold | 5 | | 00 |
| | 6 | Cost or other basis, and sales expenses of assets sold | 6 | | 00 |
| | 7 | Total costs. Add line 5 and line 6 | 7 | | 00 |
| | 8 | Total gross income. Subtract line 7 from line 4 | 8 | 11,619,334 | 00 |
| Expenses | 9 | Total expenses and disbursements. From Side 2, Part II, line 18 | 9 | 11,225,398 | 00 |
| | 10 | Excess of receipts over expenses and disbursements. Subtract line 9 from line 8 | 10 | 393,936 | 00 |
| Filing Fee | 11 | Total payments | 11 | | 00 |
| | 12 | Use tax. See General Information K | 12 | | 00 |
| | 13 | Payments balance. If line 11 is more than line 12, subtract line 12 from line 11 | 13 | | 00 |
| | 14 | Use tax balance. If line 12 is more than line 11, subtract line 11 from line 12 | 14 | | 00 |
| | 15 | Filing fee \$10 or \$25. See General Information F | 15 | N/A | 00 |
| | 16 | Penalties and Interest. See General Information J | 16 | | 00 |
| | 17 | Balance due. Add line 12, line 15, and line 16. Then subtract line 11 from the result | 17 | | 00 |

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than taxpayer) is based on all information of which preparer has any knowledge.

| | | | | |
|---------------------------------|--|--|---|---|
| Sign Here | Signature of officer | Title EXECUTIVE DIRE | Date | <input type="checkbox"/> Telephone |
| Paid Preparer's Use Only | Preparer's signature | WADE MCMULLEN, CPA | Date 04/22/20 | <input type="checkbox"/> PTIN P00541671 |
| | Firm's name (or yours, if self-employed) and address | CLIFTONLARSONALLEN LLP 2210 EAST ROUTE 66 GLEN DORA, CA 91740 | Check if self-employed <input type="checkbox"/> | Firm's FEIN 41-0746749 |
| | | | | Telephone (626) 857-7300 |

May the FTB discuss this return with the preparer shown above? See instructions Yes No

NAVIGATOR SCHOOLS

27-4238843

Part II Organizations with gross receipts of more than \$50,000 and private foundations regardless of amount of gross receipts - complete Part II or furnish substitute information.

828951 12-12-18

SEE PART II SUBSTITUTE ATTACHMENT

| | | | | | | | |
|------------------------------------|-----------------------------------|--|---|----|----|------|----|
| Receipts from Other Sources | 1 | Gross sales or receipts from all business activities. See instructions | • | 1 | | 00 | |
| | 2 | Interest | • | 2 | | 00 | |
| | 3 | Dividends | • | 3 | | 00 | |
| | 4 | Gross rents | • | 4 | | 00 | |
| | 5 | Gross royalties | • | 5 | | 00 | |
| | 6 | Gross amount received from sale of assets (See Instructions) | • | 6 | | 00 | |
| | 7 | Other income | • | 7 | | 00 | |
| | 8 | Total gross sales or receipts from other sources. Add line 1 through line 7. Enter here and on Side 1, Part I, line 1 | | 8 | | 00 | |
| | 9 | Contributions, gifts, grants, and similar amounts paid | • | 9 | | 00 | |
| | 10 | Disbursements to or for members | • | 10 | | 00 | |
| | 11 | Compensation of officers, directors, and trustees | • | 11 | | 0 00 | |
| | 12 | Other salaries and wages | • | 12 | | 00 | |
| | Expenses and Disbursements | 13 | Interest | • | 13 | | 00 |
| | | 14 | Taxes | • | 14 | | 00 |
| | | 15 | Rents | • | 15 | | 00 |
| | | 16 | Depreciation and depletion (See instructions) | • | 16 | | 00 |
| | | 17 | Other Expenses and Disbursements | • | 17 | | 00 |
| | | 18 | Total expenses and disbursements. Add line 9 through line 17. Enter here and on Side 1, Part I, line 9 | | 18 | | 00 |

| Schedule L Balance Sheet | Beginning of taxable year | | End of taxable year | |
|--|---------------------------|-----|---------------------|-----|
| | (a) | (b) | (c) | (d) |
| Assets | | | | |
| 1 Cash | | | | • |
| 2 Net accounts receivable | | | | • |
| 3 Net notes receivable | | | | • |
| 4 Inventories | | | | • |
| 5 Federal and state government obligations | | | | • |
| 6 Investments in other bonds | | | | • |
| 7 Investments in stock | | | | • |
| 8 Mortgage loans | | | | • |
| 9 Other investments | | | | • |
| 10 a Depreciable assets | | | | |
| b Less accumulated depreciation | () | () | | |
| 11 Land | | | | • |
| 12 Other assets | | | | • |
| 13 Total assets | | | | |
| Liabilities and net worth | | | | |
| 14 Accounts payable | | | | • |
| 15 Contributions, gifts, or grants payable | | | | • |
| 16 Bonds and notes payable | | | | • |
| 17 Mortgages payable | | | | • |
| 18 Other liabilities | | | | |
| 19 Capital stock or principal fund | | | | • |
| 20 Paid-in or capital surplus. Attach reconciliation | | | | • |
| 21 Retained earnings or income fund | | | | • |
| 22 Total liabilities and net worth | | | | |

Schedule M-1 Reconciliation of income per books with income per return

Do not complete this schedule if the amount on Schedule L, line 13, column (d), is less than \$50,000.

| | | | |
|--|---|---|---|
| 1 Net income per books | • | 7 Income recorded on books this year not included in this return | • |
| 2 Federal income tax | • | 8 Deductions in this return not charged against book income this year | • |
| 3 Excess of capital losses over capital gains | • | 9 Total. Add line 7 and line 8 | |
| 4 Income not recorded on books this year | • | 10 Net income per return. | |
| 5 Expenses recorded on books this year not deducted in this return | • | Subtract line 9 from line 6 | |
| 6 Total. Add line 1 through line 5 | | | |

NAVIGATOR SCHOOLS

27-4238843

CA 199

CASH CONTRIBUTIONS
INCLUDED ON PART I, LINE 3

STATEMENT 1

| <u>CONTRIBUTOR'S NAME</u> | <u>CONTRIBUTOR'S ADDRESS</u> | <u>DATE OF GIFT</u> | <u>AMOUNT</u> |
|----------------------------|---|---------------------|-----------------|
| CHARTER SCHOOL GROWTH FUND | 10901 W 120TH AVENUE #450 BROOMFIELD, CA 80021 | 07/01/18 | 300,000. |
| SILICON SCHOOLS FUND | 827 BROADWAY, STE 300 OAKLAND, CA 94607 | 07/01/18 | 100,000. |
| WALTON FAMILY FOUNDATION | PO BOX 2030 BENTONVILLE, AR 72712 | 07/01/18 | 325,000. |
| NEWSCHOOLS VENTURE FUND | 1616 FRANKLIN ST, 2ND FLOOR OAKLAND, CA 94612 | 11/01/18 | 78,000. |
| TOTAL INCLUDED ON LINE 3 | | | <u>803,000.</u> |

DRAFT

022

Date Accepted _____

DO NOT MAIL THIS FORM TO THE FTB

TAXABLE YEAR
2018

California e-file Return Authorization for Exempt Organizations

FORM
8453-EO

| | |
|--------------------------|--------------------|
| Exempt Organization name | Identifying number |
| NAVIGATOR SCHOOLS | 27-4238843 |

Part I Electronic Return Information (whole dollars only)

| | | |
|---|---|-------------------|
| 1 Total gross receipts (Form 199, line 4) | 1 | <u>11,619,334</u> |
| 2 Total gross income (Form 199, line 8) | 2 | <u>11,619,334</u> |
| 3 Total expenses and disbursements (Form 199, line 9) | 3 | <u>11,225,398</u> |

Part II Settle Your Account Electronically for Taxable Year 2018

| | | |
|--|-----------|---------------------------------|
| 4 <input type="checkbox"/> Electronic funds withdrawal | 4a Amount | 4b Withdrawal date (mm/dd/yyyy) |
|--|-----------|---------------------------------|

Part III Banking Information (Have you verified the exempt organization's banking information?)

| | |
|------------------------|---|
| 5 Routing number _____ | 7 Type of account: <input type="checkbox"/> Checking <input type="checkbox"/> Savings |
| 6 Account number _____ | |

Part IV Declaration of Officer

I authorize the exempt organization's account to be settled as designated in Part II. If I check Part II, Box 4, I authorize an electronic funds withdrawal for the amount listed on line 4a.

Under penalties of perjury, I declare that I am an officer of the above exempt organization and that the information I provided to my electronic return originator (ERO), transmitter, or intermediate service provider and the amounts in Part I above agree with the amounts on the corresponding lines of the exempt organization's 2018 California electronic return. To the best of my knowledge and belief, the exempt organization's return is true, correct, and complete. If the exempt organization is filing a balance due return, I understand that if the Franchise Tax Board (FTB) does not receive full and timely payment of the exempt organization's fee liability, the exempt organization will remain liable for the fee liability and all applicable interest and penalties. I authorize the exempt organization return and accompanying schedules and statements be transmitted to the FTB by the ERO, transmitter, or intermediate service provider. **If the processing of the exempt organization's return or refund is delayed, I authorize the FTB to disclose to the ERO or intermediate service provider the reason(s) for the delay.**

Sign Here Signature of officer _____ Date _____ **EXECUTIVE DIRECTOR** Title _____

Part V Declaration of Electronic Return Originator (ERO) and Paid Preparer.

I declare that I have reviewed the above exempt organization's return and that the entries on form FTB 8453-EO are complete and correct to the best of my knowledge. (If I am only an intermediate service provider, I understand that I am not responsible for reviewing the exempt organization's return. I declare, however, that form FTB 8453-EO accurately reflects the data on the return.) I have obtained the organization officer's signature on form FTB 8453-EO before transmitting this return to the FTB; I have provided the organization officer with a copy of all forms and information that I will file with the FTB, and I have followed all other requirements described in FTB Pub. 1345, 2018 Handbook for Authorized e-file Providers. I will keep form FTB 8453-EO on file for **four** years from the due date of the return or **four** years from the date the exempt organization return is filed, whichever is later, and I will make a copy available to the FTB upon request. If I am also the paid preparer, under penalties of perjury, I declare that I have examined the above exempt organization's return and accompanying schedules and statements, and to the best of my knowledge and belief, they are true, correct, and complete. I make this declaration based on all information of which I have knowledge.

| | | | | |
|--|--|---|---|---|
| ERO ERO's signature | Date | Check if also paid preparer <input checked="" type="checkbox"/> | Check if self-employed <input type="checkbox"/> | ERO's PTIN P00541671 |
| Must Sign Firm's name (or yours if self-employed) and address | CLIFTONLARSONALLEN LLP 2210 EAST ROUTE 66 GLENORA, CA | | | FEIN 41-0746749 ZIP code 91740 |

Under penalties of perjury, I declare that I have examined the above organization's return and accompanying schedules and statements, and to the best of my knowledge and belief, they are true, correct, and complete. I make this declaration based on all information of which I have knowledge.

| | | | |
|--|------|---|----------------------|
| Paid Preparer Paid preparer's signature | Date | Check if self-employed <input type="checkbox"/> | Paid preparer's PTIN |
| Must Sign Firm's name (or yours if self-employed) and address | | | FEIN ZIP code |

For Privacy Notice, get FTB 1131 ENG/SP.

FTB 8453-EO 2018

Coversheet

New Board Member Election

Section: II. Committee Items
Item: B. New Board Member Election
Purpose: Vote
Submitted by:
Related Material: BR 2020_12 Election of Ian Connell.pdf

BOARD RESOLUTION 2020-12

June 16, 2020

ELECTION OF IAN CONNELL TO THE BOARD OF DIRECTORS OF NAVIGATOR SCHOOLS

A RESOLUTION OF THE BOARD OF DIRECTORS of Navigator Schools regarding the election of Ian Connell to serve on the Board of Directors of Navigator Schools:

WHEREAS Navigator Schools will seek to ensure that Board members represent a broad area of expertise and a broad cross-section of the school communities and community-at-large, including financial expertise, community and educational leadership, real estate, law, educational pedagogy, public accountancy, business, and philanthropy,

WHEREAS each director shall hold office for two (2) years and until a successor director has been designated and qualified,

WHEREAS the Governance Committee will identify existing vacancies, or vacancies that are bound to arise due to expiring Board terms,

WHEREAS no Board member shall serve for more than three consecutive terms, or six years,

WHEREAS the full Board will vote to approve new members by majority vote,

RESOLVED, the Navigator Schools Board by majority vote approves the election of Ian Connell to the board of Directors of Navigator Schools for a first term, to begin and end according to the dates listed below

- July 1, 2020 - July 1, 2022

This resolution shall take effect immediately upon its adoption.

PASSED AND ADOPTED by the Board of Directors of Navigator Schools at its regular meeting held on June 16, 2020 via teleconference due to the COVID-19 pandemic.

Caitrin Wright
Board Chair, Navigator Schools, a California Nonprofit Public Benefit Corporation

The Secretary of the Corporation certifies that the above is true and copy of the resolution that was duly adopted at the dated meeting of the board of directors.

John Flaherty, Secretary

Date

Coversheet

Renewal of Board Member Terms

Section: II. Committee Items
Item: C. Renewal of Board Member Terms
Purpose: Vote
Submitted by:
Related Material: BR 2020_11 Third Terms for Two Board Members.pdf

BOARD RESOLUTION 2020-11

June 16, 2020

ELECTION OF BOARD MEMBERS JP ANDERSON AND NORA CRIVELLO TO THIRD TERMS

A RESOLUTION OF THE BOARD OF DIRECTORS of Navigator Schools regarding a vote to approve third terms for JP Anderson and Nora Crivello:

WHEREAS Navigator Schools will seek to ensure that Board members represent a broad area of expertise and a broad cross-section of the school communities and community-at-large, including financial expertise, community and educational leadership, real estate, law, educational pedagogy, public accountancy, business, and philanthropy,

WHEREAS each director shall hold office for two (2) years and until a successor director has been designated and qualified,

WHEREAS the Governance Committee will identify existing vacancies, or vacancies that are bound to arise due to expiring Board terms,

WHEREAS no Board member shall serve for more than three consecutive terms, or six years,

WHEREAS the full Board will vote to approve members by majority vote,

RESOLVED, the Navigator Schools Board by majority vote approves the election of JP Anderson and Nora Crivello to the Navigator Schools Board for third terms, to begin and end according to the dates listed below

- JP Anderson: June 3, 2020 - June 3, 2022
- Nora Crivello: June 3, 2020 - June 3, 2022

This resolution shall take effect immediately upon its adoption.

PASSED AND ADOPTED by the Board of Directors of Navigator Schools at its regular meeting held on June 16, 2020 held via teleconference due to the COVID-19 pandemic.

Caitrin Wright
Board Chair, Navigator Schools, a California Nonprofit Public Benefit Corporation

The Secretary of the Corporation certifies that the above is true and copy of the resolution that was duly adopted at the dated meeting of the board of directors.

John Flaherty, Secretary

Date

Coversheet

Election of Board Chair

Section: II. Committee Items
Item: D. Election of Board Chair
Purpose: Vote
Submitted by:
Related Material: BR 2020_13 Resolution Board Chair.pdf

BOARD RESOLUTION 2020-13

June 16, 2020

ELECTION OF JOHN FLAHERTY TO THE OFFICE OF BOARD CHAIR

A RESOLUTION OF THE BOARD OF DIRECTORS of Navigator Schools regarding the election of John Flaherty to the office of Chair of the Board of Directors of Navigator Schools:

WHEREAS the Navigator Schools Board of Directors Bylaws call for annual election of Board Officers, and

WHEREAS the Governance Committee discussed and recommended John Flaherty be elected board Chair for the 2020-21 fiscal year,

RESOLVED, that John Flaherty is elected to the office of Board Chair to serve until his successor shall be duly elected, unless he resigns, is removed from office, or is otherwise disqualified from serving as an officer of this corporation, for an annual term to commence July 1, 2020.

The officers of this corporation are authorized to perform the acts to carry out this resolution. This resolution shall take effect on July 1, 2020.

PASSED AND ADOPTED by the Board of Directors of Navigator Schools at its regular meeting held on June 16, 2020 via teleconference due to the COVID-19 pandemic.

Caitrin Wright
Board Chair, Navigator Schools, a California Nonprofit Public Benefit Corporation

The Secretary of the Corporation certifies that the above is true and copy of the resolution that was duly adopted at the dated meeting of the board of directors.

John Flaherty, Secretary

Date

Coversheet

Election of Board Secretary

Section: II. Committee Items
Item: E. Election of Board Secretary
Purpose: Vote
Submitted by:
Related Material: BR 2020_14 Resolution Board Secretary.pdf

BOARD RESOLUTION 2020-14

June 16, 2020

ELECTION TO THE OFFICE OF BOARD SECRETARY

A RESOLUTION OF THE BOARD OF DIRECTORS of Navigator Schools regarding the election of _____ to the office of Secretary of the Board of Directors of Navigator Schools:

WHEREAS the Navigator Schools Board of Directors Bylaws call for annual election of Board Officers,

RESOLVED, that _____ is elected to the office of Board Secretary to serve until her/his successor shall be duly elected, unless he/she resigns, is removed from office, or is otherwise disqualified from serving as an officer of this corporation, for an annual term to commence July 1, 2020.

The officers of this corporation are authorized to perform the acts to carry out this resolution. This resolution shall take effect on July 1, 2020.

PASSED AND ADOPTED by the Board of Directors of Navigator Schools at its regular meeting held on June 16, 2020 via teleconference due to the COVID-19 pandemic.

Caitrin Wright
Board Chair, Navigator Schools, a California Nonprofit Public Benefit Corporation

The Secretary of the Corporation certifies that the above is true and copy of the resolution that was duly adopted at the dated meeting of the board of directors.

John Flaherty, Secretary

Date

Coversheet

Board Meeting Schedule 2020-21

Section: II. Committee Items
Item: F. Board Meeting Schedule 2020-21
Purpose: Vote
Submitted by:
Related Material: Draft Board Meeting Schedule 2020-21.pdf

2019-20 NS Board Meeting Schedule

- Special Meeting placeholder June 30th (1 hr)

2020-21 NS Board Meeting Schedule

- Special Meeting placeholder July 16th (1 hr)

Regular board meetings are held from 6:00 PM to 9:00 PM unless otherwise noted.

| <i>Date</i> | <i>Activity/Agenda Items</i> |
|-------------|---|
| August 25 | <ul style="list-style-type: none"> ● Survey results Staff report will include analysis, and next steps (15) ● CEO Evaluation, Closed Session (15 min) ● Start of Year Updates (first day of school is planned for Aug. 17) ● Possible budget revisions (based on newest information) |
| October 6 | <ul style="list-style-type: none"> ● MAP Data ● Charter School Governance Training ● 2020-21 LCAP review ● Approval of Board Goals |
| December 8 | <ul style="list-style-type: none"> ● 2019-20 audit approval (30 min) ● 2020-21 LCAP Approval (due to CDE on 12/15/2020) ● Priority Updates: (30 min) |
| February 2 | <ul style="list-style-type: none"> ● School Accountability Report Card (consent agenda if needed) ● Draft 2021-22 Org Priorities (10 min) ● Preliminary 2021-22 budget, salary authorizations (15 min) ● Annual SELPA agreement (consent agenda if needed) ● Selection and approval of auditor (consent agenda) ● Form 700 Reminder |
| April 20 | <ul style="list-style-type: none"> ● Draft 2021-22 LCAP; 2021-22 draft budget ● STRS Agreements ● Consolidated Application ● IRS Form 990 Approval |
| June 15 | <ul style="list-style-type: none"> ● Election of board officers ● Topical Items (95 min) ● 2020-21 LCAP and budget approval (20) ● CEO evaluation (closed session) |

Coversheet

COVID-19 2019-20 Distance Learning and Operations Report

Section: III. Topical Items
Item: A. COVID-19 2019-20 Distance Learning and Operations Report
Purpose: Vote
Submitted by:
Related Material: COVID-19 Operations Written Report.pdf



Date: June 16, 2020
To: Navigator Schools Board
From: Ami Ortiz, Director of Business & Finance
Subject: COVID-19 Operations Written Report

Recommendation

It is recommended the Board adopt the COVID-19 Operations Written Report for Gilroy Prep, Hollister Prep and Watsonville Prep.

Background

COVID-19 Operations Written Report Overview Executive Order (EO) N-56-20 was established on April 22, 2020, to address the impact of continued school closures in response to the COVID-19 pandemic and the local educational agencies' ability to conduct meaningful annual planning, and the ability to meaningfully engage stakeholders in these processes.

EO N-56-20 issued timeline and approval waivers for the Local Control and Accountability Plan (LCAP) and Budget Overview for Parents as well as waiving certain budgetary requirements. The Executive Order also established the requirement that a local educational agency (LEA) adopt a written report (COVID-19 Operations Written Report) explaining to its community the changes to program offerings the LEA has made in response to school closures to address the COVID-19 emergency and the major impacts of such closures on students and families.

Summary

The COVID-19 Operations Written Report for each site must be adopted by the local governing board in conjunction with the adopted annual budget by July 1, 2020.

COVID-19 Operations Written Report

| Local Educational Agency (LEA) Name | Contact Name and Title | Email and Phone | Date of Adoption |
|-------------------------------------|------------------------|--|------------------|
| Gilroy Prep School | Ami Ortiz | ami.ortiz@navigatorschools.org 831-217-4881 | June 16, 2020 |

Descriptions provided should include sufficient detail yet be sufficiently succinct to promote a broader understanding of the changes your LEA has put in place. LEAs are strongly encouraged to provide descriptions that do not exceed 300 words.

Provide an overview explaining the changes to program offerings that the LEA has made in response to school closures to address the COVID-19 emergency and the major impacts of the closures on students and families.

Navigator's closure significantly impacted the offerings that we could provide during the COVID-19 emergency. We went to a full distance learning program from one day to the next. As we proceeded, we moved from Phase 1 to Phase 2 over the course of the two weeks. Initially, students just worked on physical packets or online packets. In Phase 2 we added Khan Academy, Google Classroom, Zoom meetings and writing projects. These offerings were new to our program and replaced our face to face direct instruction.

Below is a list of major impacts that occurred:

Students

- Face to face instruction ended
- Science and social studies instruction were minimized
- Student small group instruction was reduced
- Assessment of common core standards was at a minimum
- Grading changed from letter grades to effort and participation marks
- Collaborative student work decreased
- Counselling and SPED services were no longer held in person

Families

- Parents became partners in educating their children and were primarily responsible for work quantity and quality
- Parents without wifi were provided hot spots
- Parents who were essential workers had to obtain childcare
- Teaching parents struggled to instruct remotely with their own children present

Provide a description of how the LEA is meeting the needs of its English learners, foster youth and low-income students.

Navigator has continued to provide high levels of service to our vulnerable populations of students. A site task force was formed to ensure our disengaged students were supported from the start of the stay at home order began. Families have been provided internet hotspots and an iPad so that students could continue with their daily instruction. Staff has conducted home visits to support students who are struggling to participate in distance learning. These site visits have served the purpose of family tech training, social-emotional support, and learning support.

Instructional and counseling staff has been trained to use Zoom to conduct small group instruction or provide 1:1 support as needed. Students have daily schedules that allow families to anticipate meeting times to ensure that students are engaged in distance learning. Each grade level has been assigned an additional instructor as well to help keep ratios low. Utilizing small group instruction through Zoom, our vulnerable populations of students receive “just right instruction” and support.

Provide a description of the steps that have been taken by the LEA to continue delivering high-quality distance learning opportunities.

Navigator developed a three phase roll-out for distance learning to ensure our staff, students and families have an optimal distance learning experience. Phase I included a heroic effort to distribute technology and wifi to all students along with a simple learning schedule to ease the transition stress for both students and parents. We also used Phase I to provide professional development for staff so they would be prepared to use the tools and techniques required for successful distance learning. Teachers received training for:

- Google Classroom
- Zoom
- Screencasting
- Using Teach Like a Champion virtually

In Phase II we added Google Classroom which is a Learning Management System (LMS), as well as synchronous and asynchronous lessons for all students. Our operations team added a technology help line to ensure families were well supported with the new shifts.

We studied the implementation of Phase II to make decisions around the optimal distance learning plan to be rolled out as Phase III in August. Major shifts for August include:

- New math curriculum that is more conducive to online learning
 - Zearn K-5
 - Eureka 6-8
- Distance Learning Coaching

Though we understand there is no perfect substitute for face to face (F2F) instruction, Phase III takes all of the academic and social emotional elements from our successful Navigator model and translates each one into the most optimal distance learning format. By doing so we are able to maintain a consistent experience for both the students who will be attending F2F and our virtual learners.

Provide a description of the steps that have been taken by the LEA to provide school meals while maintaining social distancing practices.

Navigator Schools has continued to provide school meals during this season. The program has changed by providing meals once a week on Mondays. Five days of breakfast and five days of lunch are provided to our families.

Provide a description of the steps that have been taken by the LEA to arrange for supervision of students during ordinary school hours.

In compliance with the CDC and County Health Department guidelines, the Operational Department has developed protocols for how the staff will supervise students during school hours. To maintain social distancing, the staff to student ratio, at present, will be one adult to eleven students, in a cohort. The staff member will remain with the group of students during the time the students are at the school. There will be additional staff assigned to monitor socially distant student transitions to and from the classroom, to their parents, the restroom, playground or to the office.

California Department of Education
May 2020

COVID-19 Operations Written Report

| Local Educational Agency (LEA) Name | Contact Name and Title | Email and Phone | Date of Adoption |
|-------------------------------------|------------------------|--|------------------|
| Watsonville Prep School | Ami Ortiz | ami.ortiz@navigatorschools.org 831-217-4881 | June 16, 2020 |

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California Department of Education
May 2020

COVID-19 Operations Written Report

| Local Educational Agency (LEA) Name | Contact Name and Title | Email and Phone | Date of Adoption |
|-------------------------------------|------------------------|--|------------------|
| Hollister Prep School | Ami Ortiz | ami.ortiz@navigatorschools.org 831-217-4881 | June 16, 2020 |

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California Department of Education
May 2020

Coversheet

2020-21 COVID-19 Task Force Recommendations

Section: III. Topical Items
Item: B. 2020-21 COVID-19 Task Force Recommendations
Purpose: Discuss
Submitted by:
Related Material:

2. Academic Update Phase III DL.pdf
1. Overview of 2020-21 Planning Efforts.pdf
3. Stakeholder Engagement Task Force Update.pdf
4. HR Task Force Committee Update.pdf



Date: June 8, 2020

To: Navigator Schools Board of Directors

From: James Dent, Chief Academic Officer

Subject: School Model 2020-21

Objectives

- 1) Review the academic team goals for launching our 2020-21 hybrid model
- 2) Highlight shifts from Phase II to Phase III
- 3) Outline potential scenarios for the 2020-21 instructional model
- 4) Communicate next steps

Academic Team Goals

Information is changing rapidly, but there is one thing we know: we will need to plan for several contingencies and be nimble enough to pivot quickly as guidelines change. Our academic team goals for the 2020-21 school year focus on preparedness for rapid change while ensuring minimal impact to the outstanding service we have always provided to students and families.

1. **Model:** Design a flexible, equitable hybrid model for the 2020-21 school year that meets Navigators goals for academic excellence while honoring social distancing.
2. **Logistics:** Ensure a seamless operational transition from regular classroom instruction to a new hybrid model that leverages the use of technology.
3. **Staff Development:** Develop top tier teams of educators who can bring excellence to our traditional, hybrid, and distance learning models.
4. **Results:** Ensure both traditional classroom and hybrid models are producing phenomenal outcomes as shown by the data.

Model Component Shifts

Navigator leaders and staff are working hard to determine best practices for the design of Phase III. We are using our findings from Phase I and II to help us design a hybrid model that will include face-to-face instruction and distance learning in observance of the recommendations from our state and local governments. Table 1 indicates the major shifts that will occur in Phase III.

Table 1 :

| Program Components | Phase I March-April | Phase II April-June | Phase III August |
|--|--------------------------------|--------------------------------|-----------------------------|
| Navigator Distance Learning Homepage | X | X | X |
| Daily Blended Learning | X | X | X |
| Google Classroom | X | X | TBD |
| Student Packets | X | | |
| 1:1 Technology | X | X | X |
| Synchronous (Live) Direct Instruction | | X | X |
| Synchronous (Live) Office Hours | | X | X |
| Student Workbooks | | | X |
| R&D of Best Practices | X | X | X |
| Face-to-Face Instruction | | | X |
| Academic Coaching | | X | X |
| Performance Management | | | X |
| Zearn/Other K-5 Math Curriculum | | | X |
| Eureka 6-8 Math Curriculum | | | X |
| Newsela for 3-8 | | | TBD |
| Additional Early Literacy Online Program | | | TBD |
| Data: Tracking Student Engagement | | X | X |
| Data: Tracking Student Growth | | | X |
| Data: Grading | | X | X |

Key questions we are considering as we design Phase III academic model:

There are numerous questions to consider as we plan for an instructional model that can be implemented as full distance learning, hybrid, or full face to face depending on health recommendations. We are aiming at a moving target while designing next year's model. However, there are a few key questions we can focus on that will help us prepare for all three scenarios:

- 1) What Phase III face-to-face (F2F) student schedule and calendar will best accommodate the needs of our families while staying within the state and local social distance and safety guidelines? (See Table 2)
- 2) How can we keep the daily student schedule consistent in all three variations to help build student autonomy through predictable expectations and routines?
- 3) Will we be able to build in more F2F time for K-1 students to both acclimate to school and learn to read?

- 4) Which instructional components are necessary to do face-to-face and which can be done virtually?
- 5) What additional curriculum adjustments will be needed for a successful hybrid instructional model?
- 6) How will we continue to develop top tier teams of educators with a new set of criteria?
- 7) How will we know if what we are doing is working for all students and how will we use that data to inform next steps?

Two Potential Model Scenarios

We have designed a “Flexible 2-Day Model” draft with a consistent daily schedule that we believe can transition seamlessly in each of the three scenarios as well as a “Half-Day” option that would allow us to deliver our core content F2F four days a week. This [2020-21 Model Drafts Slideshow](#) gives an overview of both model considerations The [Complete Daily Schedule Draft](#) provides an additional level of detail

Next Steps

The following actions are planned to further the 2020-21 academic efforts:

1. Hold a Town Hall for staff followed by a survey to get input
2. Hold a Town Hall for families followed by a survey to get input
3. Continue to refine best practices and codify professional development for those practices
4. Source and purchase appropriate curriculum for existing gaps presented by new distance learning format, and
5. Pilot resources and procedures in summer school and use data and learnings to iterate models for August.



Date: June 11, 2020
 To: Navigator Schools Board
 From: Kevin Sved, CEO
 Subject: 2020-21 Planning

The COVID-19 crisis is having and will continue to have a major impact on public schools. Navigator Schools created a Task Force to plan for operating in 2020-21 based on the best information we have available to us at this time. [This guidance](#) from the California Department of Education (CDE) was released on June 8, 2020 and is still under review. Our commitment is to provide the best education possible under the difficult circumstances while adhering to state and county health department requirements to reduce the spread of COVID-19 and keep our students, staff, and school communities as safe as possible.

We are planning to operate with the following scenarios:

- 1) Continue with distance learning. This may be required if it is not deemed safe to reopen, if we have confirmed cases that necessitate closing after reopening, or for families who prefer to have children in a distance learning program until they deem it safe.
- 2) Operating a hybrid model with social distancing in place, with 12-15 students in a classroom at a time. This would require staggered scheduling on school sites (such as an AM group and a PM group), with distance learning for the remainder of the student's schedule.

It is important to note that information and guidance related to COVID-19 can change quickly. Additionally, we must also be able to adapt to changing situations in the local context.

Task Force work was distributed among the following committees: Academics, Fiscal Impact, Stakeholder Engagement, Human Resources, and Operations. The result from the Fiscal Impact committee was the development of the proposed 2020-21 budget that incorporates a 10% reduction in Local Control Funding Formula (LCFF) per pupil funding and additional expenses related to COVID-19 such as personal protective equipment. The Operations committee developed a draft [manual](#) to operate schools in the fall, and is now focused on implementing that plan. Reports from the Academics, Stakeholder Engagement, and Human Resources committees are attached.

Our plan for the June 16 Board meeting is to engage Board members in discussion around three specific topics which will help guide staff in preparing a final set of recommendations to come back to the board for consideration during a special Board meeting on June 30, 2020.

1) Hybrid schedule with AM and PM sessions four days a week

Staff have considered and analyzed a variety of options for providing instruction with social distancing guidelines that limit the number of students per classroom to 12-15. Ultimately, the model we are currently leaning towards is a half-day model so that we can engage students in person as many days as possible with the highest leverage face-to-face instruction taking place

four days per week. Full-day models with two days of instruction each week are easier for logistics, including transportation and cleaning, but will not be as effective instructionally.

In this model, students in each grade will be divided into four groups (usually we have two classes per grade level). Two groups would attend class in the morning and the two other groups would attend in the afternoon. A simplistic example is in Table 1 below.

Table 1. Sample half-day schedule: Monday, Tuesday, Thursday, Friday

| | 2nd Grade Group 1 | 2nd Grade Group 2 | 2nd Grade Group 3 | 2nd Grade Group 4 |
|-------------|---|--------------------------|--------------------------|--------------------------|
| 8:15-11:30 | Face-to-Face on Campus | Face-to-Face on Campus | Distance Learning | Distance Learning |
| 11:30-12:30 | AM groups: pick up Classrooms: CLEANING and DISINFECTING PM groups drop off | | | |
| 12:30-3:30 | Distance Learning | Distance Learning | Face-to-Face on Campus | Face-to-Face on Campus |

In this scenario, school sites would be closed to students and most staff on Wednesdays, so that deep cleaning can take place. Students will be engaged with distance learning. Professional development, coaching, and planning time for teachers would also be scheduled on Wednesdays.

2) Core Subject Teaching vs. Self-Contained

We currently have two teachers at each grade level, dividing curriculum into two core areas. One teaches math and science as part of STEM. The other teaches reading, writing, and social studies as part of humanities. By dividing the curriculum up this way, we decrease the amount of intellectual prep time required from the teachers. Teachers are able to deliver curriculum more effectively when they are able to focus their preparation on fewer subjects.

This model has been a key part of the success of Navigator students. However, in the COVID-19 environment, it is necessary to consider a self-contained model as a way to reduce the risk of spreading the virus. While the core subject model requires teachers to interact with up to 60 students each day, a self-contained class will reduce that number by half. Guidelines regarding cohorts recommend that teachers and students be limited to “the extent practicable.” We believe that changing our subject-based model is not practicable, particularly when considering the new curriculum that is being added to adjust to the distance learning and hybrid environment. We will minimize the risk of infection by having our students stay in cohorts and in the same room, with teachers moving from class to class as described in Table 2.

Table 2. Students stay in same room with teacher moving (Showing AM group only)

| | 2nd Grade Group 1, Room A | 2nd Grade Group 2, Room B |
|------------|---------------------------|---------------------------|
| 8:15-9:45 | STEM Teacher | Humanities Teacher |
| 9:45-9:55 | Break | |
| 9:55-11:15 | Humanities Teacher | STEM Teacher |

In the COVID-19 environment, most middle and high schools will continue to have single-subject teachers teaching multiple groups of students (often as many as 180). Most of these schools will also be minimizing spread by keeping student cohorts together and keeping students in the same classroom while teachers change rooms throughout the day. Table 3 shows a more detailed schedule.

Table 3. Detailed sample schedule

| | Monday, Tuesday, Thursday, Friday | | Wednesday |
|------------------------|--|-----------------------|--|
| AM Group (8:15-11:15) | Community Meeting | Community Meeting | <ul style="list-style-type: none"> • Teacher Planning • Distance Learning • Clubs |
| | Group A1 ELA | Group A2 STEM | |
| | Group A1 STEM | Group A2 ELA | |
| | Cleaning/ Staff Lunch | Cleaning/ Staff Lunch | |
| PM Group (12:15 -3:15) | Community Meeting | Community Meeting | |
| | Group B1 ELA | Group B2 STEM | |
| | Group B1 STEM | Group B2 ELA | |
| | Cleaning | | |
| | Home Study (Blended and Reading Primarily) | | Cleaning |

3) Adjusting to Local Conditions

Navigator’s three schools operate in three different districts and counties. While we have been able to effectively operate as one network with common school calendars and professional development, COVID-19 will likely create situations where we will need to respond differently based on local circumstances. For example, there may be multiple active cases at one campus which could require that campus to temporarily close and shift to distance learning. Closing other campuses in that scenario would not be necessary. A more challenging scenario might be if each county or district (where we share campuses) adopt different standards for operating and managing risk. A question to consider is whether we would align our standards to the most stringent standards or adjust our approach to align with the local district. For example, one district school might have a strict adherence to the six-foot social distancing requirements in each classroom while another may be more flexible when interpreting the “to the extent practicable” guidelines.

I look forward to discussing these topics and any others you may have as we move toward developing our educational and operational plans for 2020-21.



Date: June 9, 2020
To: Board of Directors
Submitted By: Kirsten Carr
Subject: Stakeholder Engagement Task Force Update

Background

As Navigator works to design and create the format and model for our schools for the next school year, the Stakeholder Engagement Task Force has been working to ensure all voices are heard during this time. In addition, the task force has been working to provide support and services for families struggling with this new normal.

Actions

The Stakeholder Engagement Task Force, made up of members of the Student Services and Engagement teams, had several areas of focus which included relaying information to and gathering information from the various impacted parties as well as providing this feedback to the other task forces.

District Coordination

As the actions of our local districts will have an impact on Navigator activities, staff members have been actively participating in weekly meetings with other educators from San Benito and Santa Cruz counties as well as being in regular contact with Gilroy Unified School District. These meetings have been beneficial as sources of information as well as providing opportunities for long term collaboration.

Parent Outreach

Parents across the three sites have been greatly impacted by the distance learning delivery of education for the past three months and will continue to be impacted by the various models being discussed for the next school year. Families have received regular updates on COVID-related activities through emails, ParentSquare messages, and social media. They have also participated in COVID-related surveys regarding Navigator's response and their thoughts for areas of improvement. Staff attended virtual parent coffees to provide updates and answer questions. Navigator will be hosting virtual town hall meetings on June 17th to provide the most current information and answer parent questions.

In addition to providing details about 2020-21 plans, the task force is also working on ways to help parents be true partners in the distance learning journey. Navigator has launched a parent Facebook group to provide a forum for blended learning questions and other distance learning challenges. Zoom office hours and parent classes will be launched in August 2020 to go hand-in-hand with the launch of the new educational model.

The task force will be in close contact with site office staff to engage immediately, if needed, to increase enrollment due to families choosing to pull children for any reason.

Family Support Services

Families are continuing to face numerous challenges as unemployment numbers rise. The task force has continued to follow up with families identified as needing assistance beyond educational support. Communication through ParentSquare and social media has included meal assistance opportunities, community service resources, and mental health referrals.

Organizational Culture

For an organization with culture at the top of its compass, navigating through Zoom meetings, physical separation, and additional responsibilities while also maintaining a strong relationship with one another is paramount and challenging.

The Directors and Chiefs (DC) have continued to attend the daily Zoom site huddles to both listen to the needs of sites and share any cascading messages from the daily DC meetings. The weekly all-staff Zoom meetings have provided a vehicle for both complete transparency as well as staff bonding. The task force subcommittees all provide reports which include Q-and-A periods as well as polls to gauge support on various models. Break-out rooms have been utilized to have in-depth conversations on various aspects of the proposed models and the feedback then incorporated into the next iteration. The team games, dance contests, and fun activities have both created a stronger tie among staff, the occasional sharing of them on social media has provided smiles for students and families alike.

Staff opinion has been solicited numerous times on all aspects of current distance learning activities as well as future suggestions. A staff town hall will be held on Friday, June 12 to share the proposed models the board will be reviewing as well as provide one last chance for staff input before they disperse for the summer.



Date: June 11, 2020
 To: Board of Directors
 Submitted By: Melissa Alatorre Alnas
 Re: Task Force: HR Committee Update

Goals

The goals of this committee are to:

1. Ensure a successful 2020-2021 school opening by providing clarity for all roles and responsibilities during COVID-19 (including virtual, hybrid , and in-person reporting)
2. Refine Navigator's performance management system to clarify expectations during hybrid model implementation
3. Partner with all other Task Force committees to achieve their goals (as they pertain to HR)
4. Ensure Navigator Schools success during the 2020-2021 school year by executing all HR functions while also adhering to COVID-19 mandates

Goal 1 Update: Role Clarity

To gather as much information as possible to bring clarity to roles and responsibilities during COVID-19, a survey has been administered to all staff. Survey questions included:

1. Specifically, during this time of virtual and hybrid reporting, which aspects of your job do you feel you need more clarity?
2. During the last few months (since 3.16.2020), what has been the most frustrating or challenging part of work at Navigator Schools?

Overall, staff expressed that they felt very supported and unified during this difficult time. Staff asked for more guidance on training for virtual and hybrid roles, training and clear expectations regarding social distancing safety guidelines, and level of accountability for families and students.

The committee will continue to work with instructional and non-instructional leaders to review and update job descriptions and decide upon changes in responsibility for each role in our organization. To ensure that clarity is achieved for all staff, leadership and coaches will work with staff in July 2020 and August 2020 to make sure that all changes in responsibility are understood and successfully implemented.

Goal 2 Update: Meeting HR Requirements and COVID-19 Mandates

The following HR functions are being focused on in light of COVID-19 mandates and social distancing guidelines:

1. Benefits
 - a. planning an all-virtual open enrollment process
2. Recruitment and Hiring
 - a. virtual recruitment fairs
 - b. Zoom interviews
 - c. virtual school/organization tour
 - d. alternatives to observation and sample teach experience
 - e. hybrid or all-virtual new employee onboarding

3. Performance Management in COVID-19, hybrid program environment
4. Credentialing
 - a. Variable Term Waivers (VTW) for some due to Shelter-in-Place (SIP) requirements
 - b. Electronic acquisition of Temporary County Certificate in San Benito County
5. Leaves and Coverage
 - a. Succession plan for all positions
6. Compensation
 - a. Salary freeze for 2020-2021
7. Personnel Issues
 - a. Supported in the same manner, with social distancing or Zoom practices

The committee will continue to work through the summer to complete work. A new section has also been created in the HR Playbook to document COVID-19 practices for future references. Updates will be given to staff as necessary and a general review of pertinent functions will be shared with staff at the opening of the 2020-2021 school year.

Next Steps

Updates will continue to be presented to the Task Force on a weekly basis. Committee members will work to meet all goals by July 15, 2020. Site Leadership will work with the HR Committee to make final refinements when they return from break at the end of July 2020. Updates will be shared with staff when they return at the beginning of August 2020. Organizational and site leadership, supervisors, and coaches will support staff in the successful implementation of changes as we begin the school year 2020-2021.

Coversheet

2020-21 Budget Approval

| | |
|--------------------------|----------------------------|
| Section: | III. Topical Items |
| Item: | C. 2020-21 Budget Approval |
| Purpose: | Vote |
| Submitted by: | |
| Related Material: | 2020-21 Draft Budget.pdf |



2020-21 Draft Budget Narrative
June 2020
Board of Directors Meeting

2020-21 Proposed Budget Narrative

| | Net Income (GAAP) | Projected Beginning Fund Balance | Projected Ending Fund Balance |
|--|----------------------|-------------------------------------|----------------------------------|
| Charter Management Organization (CMO) | 128K | 426K | 554K |
| Gilroy Prep School (GPS) | 125K | 2M | 2.1M |
| Hollister Prep School (HPS) | 14K | 2M | 2M |
| Watsonville Prep School (WPS) | 163K | 64K | 226K |
| Total | 430K | 4.5M | 4.9M |

- CMO Proposed Budget
 - Donations & Grants total is 670k which includes \$600k of which is secured or probable and \$70k in general fundraising
 - Management fees are as follows:
 - HPS - 14% - down from 16% in 2019-20
 - GPS - 14%- down from 16% in 2019-20
 - WPS - 14% - remains the same
 - Salaries include a total of 15.95 Full Time Equivalent (FTE) compared to 17.75 FTEs in 2019-20
 - Eliminating Manager of Auxiliary Engagement position
 - Change in role from Director of Curriculum & Instruction to Model Implementation Coordinator
 - Eliminating Dissemination Associate
 - Adding .20 to CMO Custodial
 - There are no budgeted salary increases
 - Additional \$50k in 5821 “non-instructional consultant” for a fundraising consultant, which is offset by expected increase in donations.
 - Various reductions in travel, professional development, food, and other non-essential expenses



■ GPS Proposed Budget

- Using the latest Fiscal Crisis & Management Assistance Team (FCMAT) calculator for Local Control Funding Formula (LCFF) revenue which includes the state's -10% COLA (-7.7% after factoring in the previous projected 2.3% COLA increase)
 - Calculated with enrollment as 568 and ADA of 545
- GPS will staff a total of 63 FTEs compared to 63 FTEs in 2019-20
- There are no budgeted salary increases
- Field Trip expenses and revenues have been eliminated
- \$85k has been added to the 4502 "Operations - Supplies" for sanitizing supplies and personal protective equipment (PPE)
- 200 iPad replacements have been added in 4501 "Tech Supplies" at an expense of \$80k due to Gen 1 iPad becoming obsolete
 - unable to be updated
 - Apple will no longer support app updates
 - diminished battery life
- All 4720 "other food" expenses have been eliminated, with the exception of some budget for parent coffees or parent meetings
- Various reductions in travel, professional development and other non-essential expense

■ HPS Proposed Budget

- Using the latest Fiscal Crisis & Management Assistance Team (FCMAT) calculator for Local Control Funding Formula (LCFF) revenue which includes the state's -10% COLA (-7.7% after factoring in the previous projected 2.3% COLA increase)
 - Calculated with enrollment as 568 and ADA of 545
- HPS will staff a total of 63 FTEs compared to 62.55 FTEs in 2019-20
 - additional .40 to speech
- There are no budgeted salary increases
- Field Trip expenses and revenues have been eliminated
- \$85k has been added to the 4502 "Operations - Supplies" for sanitizing supplies and personal protective equipment (PPE)
- 100 iPad replacements have been added in 4501 "Tech Supplies" at an expense of \$40k due to Gen 1 iPad becoming obsolete
 - unable to be updated
 - Apple will no longer support app updates
 - diminished battery life
- All 4720 "other food" expenses have been eliminated, with the exception of some budget for parent coffees or parent meetings



- Various reductions in travel, professional development and other non-essential expenses
- WPS Proposed Budget
 - Using the latest FCMAT calculator for LCFF revenue which includes the state's -10% COLA (-7.7% after factoring in the previous projected 2.3% COLA increase)
 - Calculated with enrollment of 228 and ADA of 214
 - \$200k fundraising from Silicon School Fund, \$100k from The Louis Calder Foundation, and \$25k in general fundraising
 - WPS will staff a total of 39.85 FTEs compared to 26.70 FTEs in 2019-20 due to growing a grade level and 60 students
 - 2 Teachers
 - 1 SGI
 - 1 Teacher in Training
 - 3 Paraprofessionals (SPED)
 - 1 Assistant Office Manager (2nd site)
 - 1 Operations Lead (2nd site)
 - .50 Speech Intern
 - 2 FTE Yard Duty (due to split site)
 - 1 Food Service/Custodian (2nd site)
 - There are no budgeted salary increases
 - Field Trip expenses and revenues have been eliminated
 - \$45k has been added to the 4502 "Operations - Supplies" for sanitizing supplies and personal protective equipment (PPE)
 - All 4720 "other food" expenses have been eliminated, with the exception of some budget for parent coffees or parent meetings
 - Technology has been added to account for the incoming staff and students due to adding a grade level
 - Various reductions in travel, professional development and other non-essential expense

| | 2020-21 | | | | |
|---|---|------------------|------------------|------------------|------------------|
| | Total Navi | GPS | HPS | WPS | CMO |
| Enrollment | 1,364 | 568 | 568 | 228 | |
| ADA | GPS/HPS 96% WPS 94% of enrollment | 545 | 545 | 214 | |
| REVENUE: | | | | | |
| Total 8000 · Gnl Purpose Entitlement LCFF | 11,843,462 | 4,698,880 | 4,839,878 | 2,304,704 | 0 |
| Total 8100 · 8299 Federal Revenue | 1,276,509 | 399,931 | 304,898 | 571,680 | 0 |
| Total 8300 · 8599 State Revenues | 1,070,361 | 457,228 | 424,865 | 188,268 | 0 |
| Total 8600 · 8699 Other Local Revenue | 1,836,671 | 87,307 | 49,537 | 18,742 | 1,681,085 |
| Total 8800-89 · Donations/Fundraising | 1,039,300 | 6,800 | 37,500 | 325,000 | 670,000 |
| Total Revenue | 17,066,303 | 5,650,146 | 5,656,678 | 3,408,394 | 2,351,085 |
| EXPENSES: | | | | | |
| Total 1000 - 2999 Salaries | 9,260,385 | 3,048,457 | 3,012,851 | 1,671,084 | 1,527,993 |
| Total 3000 - 3999 Taxes & benefits | 2,381,555 | 753,192 | 756,823 | 436,945 | 434,595 |
| Total 4000 · 4999 Books & Supplies | 1,265,426 | 472,163 | 399,890 | 378,473 | 14,900 |
| Total 5000 · 5999 Services & Other Oper. Exp | 3,729,180 | 1,251,490 | 1,473,122 | 759,137 | 245,432 |
| TOTAL EXPENSES | 16,636,546 | 5,525,302 | 5,642,686 | 3,245,639 | 2,222,920 |
| NET REVENUE | 429,756 | 124,844 | 13,992 | 162,755 | 128,165 |
| Beginning of Year Fund Balance | 4,502,283 | 2,018,685 | 1,993,748 | 63,595 | 426,255 |
| End of Year Fund Balance | 4,932,039 | 2,143,529 | 2,007,740 | 226,350 | 554,420 |
| | | 3% of expenses | | | |
| | GPS | 165,759 | | | |
| | HPS | 169,281 | | | |
| | WPS | 97,369 | | | |
| | CMO | 66,688 | | | |

Coversheet

2020-21 School Calendars

Section: III. Topical Items
Item: D. 2020-21 School Calendars
Purpose: Vote
Submitted by:
Related Material: Draft 2020-21 Navigator Schools Calendar.pdf

Navigator Schools 2020-2021 Academic Calendar

DRAFT

| July 2020 | | | | | | |
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| August 2020 | | | | | | |
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| September 2020 | | | | | | |
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| | |
|-----|-----------------------------------|
| 1-6 | No School, Winter Break |
| 15 | Minimum Day |
| 18 | No School, Martin Luther King Jr. |
| 16 | |

| | |
|-------|---------------------------|
| 12 | Minimum Day |
| 15-19 | No School, February Break |
| 15 | |

| | |
|----|----------------------------------|
| 14 | Daylight Savings Time |
| 19 | No School, Staff Development Day |
| 22 | |

| | |
|-----|-------------------------|
| 2 | Minimum Day |
| 5-9 | No School, Spring Break |
| 17 | |

| | |
|----|-------------------------|
| 28 | Minimum Day |
| 31 | No School, Memorial Day |
| 20 | |

| | |
|------|--------------------|
| 9-11 | Minimum Days |
| 11 | Last Day of School |
| 9 | |

| | |
|---|---|
| 5 | Minimum Day Wednesdays (K-8) |
| | Minimum Day (K-8) |
| | No School for Students, Staff Development Day |
| | No School for Students, Holiday |

3 Independence Day Observed

17 First Day of School
17-19 Minimum Days

4 Minimum Day
7 No School, Labor Day
18 No School, Staff Development Day

26-30 Minimum Days
26-30 Parent Teacher Conferences

1 Daylight Savings Time End
2-5 Parent Teacher Conferences
6 No School, Staff Development Day
11 No School, Veterans Day
20 Minimum Day
23-27 No School, Thanksgiving Break

18 Minimum Day
21-31 No School, Winter Break

SCHOOL DAYS
180

Adopted by the Navigator Schools Board on: DRAFT



Navigator Schools 2020-2021 Instructional Calendar

DRAFT

| July 2020 | | | | | | |
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| March 2021 | | | | | | |
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| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 | 31 | | | |

| April 2021 | | | | | | |
|------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | | | 1 | 2 | 3 |
| 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | |

| May 2021 | | | | | | |
|----------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | | | | | 1 |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | 31 | | | | | |

| June 2021 | | | | | | |
|-----------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | 1 | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | | | |

3 Independence Day Observed

3-7 Navi 101
10-14 Navi 201
17 First Day of School
17-19 Minimum Days

4 Minimum Day
7 No School, Labor Day
18 No School, Staff Development Day

26-30 Minimum Days
26-30 Parent Teacher Conferences

1 Daylight Savings Time End
2-5 Parent Teacher Conferences
6 No School, Staff Development Day
11 No School, Veterans Day
20 Minimum Day
23-27 No School, Thanksgiving Break

18 Minimum Day
21-31 No School, Winter Break

1-4 No School, Winter Break
5-6 No School, Staff Development Days
15 Minimum Day
18 No School, Martin Luther King Jr. Day

12 Minimum Day
15-19 No School, February Break

14 Daylight Savings Time
19 No School, Staff Development Day

2 Minimum Day
5-9 No School, Spring Break

28 Minimum Day
31 No School, Memorial Day

9-11 Minimum Days
11 Last Day of School

| | |
|---|---|
| 5 | Minimum Day Wednesdays (K-8) |
| | Minimum Day (K-8) |
| | Staff Development Day, No School for Students |
| | Holiday, No School for Students and Staff |
| | Non-Working Day |

| | |
|--------------------|-----|
| SCHOOL DAYS | 180 |
|--------------------|-----|

| | |
|----------------------------|-----|
| M-F Work Days | 261 |
| Holidays | 31 |
| Non-working Days | 35 |
| Working Days with Navi 101 | 195 |
| Working Days with Navi 201 | 190 |

This Calendar pertains to Teachers, TNTs, SGIs, Paras, PE, AR, Psychologist



Adopted by the Navigator Schools Board on

Navigator Schools 2020-2021 Admin Calendar

DRAFT

| July 2020 | | | | | | |
|-----------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | | 1 | 2 | 3 | 4 |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | 31 | |

| August 2020 | | | | | | |
|-------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | | | | | 1 |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | 31 | | | | | |

| September 2020 | | | | | | |
|----------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | 1 | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | | | |

| October 2020 | | | | | | |
|--------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | | | 1 | 2 | 3 |
| 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | 31 |

| November 2020 | | | | | | |
|---------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| 29 | 30 | | | | | |

| December 2020 | | | | | | |
|---------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | 1 | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | 31 | | |

| January 2021 | | | | | | |
|--------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | | | | 1 | 2 |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| 31 | | | | | | |

| February 2021 | | | | | | |
|---------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | | | | | | |

| March 2021 | | | | | | |
|------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 | 31 | | | |

| April 2021 | | | | | | |
|------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | | | 1 | 2 | 3 |
| 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | |

| May 2021 | | | | | | |
|----------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | | | | | 1 |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | 31 | | | | | |

| June 2021 | | | | | | |
|-----------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | 1 | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | | | |

| | |
|----|-------------------------------|
| 3 | Independence Day Observed |
| 27 | Admin and Office Staff Return |

| | |
|-------|---------------------|
| 3-7 | Navi 101 |
| 10-14 | Navi 201 |
| 17 | First Day of School |
| 17-19 | Minimum Days |

| | |
|----|----------------------------------|
| 4 | Minimum Day |
| 7 | No School, Labor Day |
| 18 | No School, Staff Development Day |

| | |
|-------|----------------------------|
| 26-30 | Minimum Days |
| 26-30 | Parent Teacher Conferences |

| | |
|-------|----------------------------------|
| 1 | Daylight Savings Time End |
| 2-5 | Parent Teacher Conferences |
| 6 | No School, Staff Development Day |
| 11 | No School, Veterans Day |
| 20 | Minimum Day |
| 23-27 | No School, Thanksgiving Break |

| | |
|-------|-------------------------|
| 18 | Minimum Day |
| 21-31 | No School, Winter Break |

| | |
|-----|---------------------------------------|
| 1 | No School, Winter Break |
| 4 | Admin and Office Staff Return |
| 5-6 | No School, Staff Development |
| 15 | Minimum Day |
| 18 | No School, Martin Luther King Jr. Day |

| | |
|-------|---------------------------|
| 12 | Minimum Day |
| 15-19 | No School, February Break |

| | |
|----|----------------------------------|
| 14 | Daylight Savings Time |
| 19 | No School, Staff Development Day |

| | |
|-----|-------------------------|
| 2 | Minimum Day |
| 5-9 | No School, Spring Break |

| | |
|----|-------------------------|
| 28 | Minimum Day |
| 31 | No School, Memorial Day |

| | |
|------|---------------------------------|
| 9-11 | Minimum Days |
| 11 | Last Day of School |
| 18 | Admin and Office Staff Last Day |

| | |
|-------------|---|
| 5 | Minimum Day Wednesdays (K-8) |
| Light Green | Minimum Day (K-8) |
| Orange | Staff Development Day, No School for Students |
| Grey | Holiday, No School for Students and Staff |
| Yellow | Non-Working Day |
| Red | Return Day/Last Day |

| | |
|--------------------|-----|
| SCHOOL DAYS | 180 |
|--------------------|-----|

| | |
|------------------|-----|
| M-F Work Days | 261 |
| Holidays | 30 |
| Non-working Days | 25 |
| Working Days | 206 |

This Calendar pertains to Principals, Vice Principals, SGI Coach, MTSS Coordinator, Sped Coordinator, Athletic Director, Office Managers, and Office Assistants.



Adopted by the Navigator Schools Board on

Navigator Schools 2020-2021 D&C Calendar

DRAFT

| July 2020 | | | | | | |
|-----------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | | 1 | 2 | 3 | 4 |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | 31 | |

| August 2020 | | | | | | |
|-------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | | | | | 1 |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | 31 | | | | | |

| September 2020 | | | | | | |
|----------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | 1 | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | | | |

| October 2020 | | | | | | |
|--------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | | | 1 | 2 | 3 |
| 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | 31 |

| November 2020 | | | | | | |
|---------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| 29 | 30 | | | | | |

| December 2020 | | | | | | |
|---------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | 1 | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | 31 | | |

| January 2021 | | | | | | |
|--------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | | | | 1 | 2 |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| 31 | | | | | | |

| February 2021 | | | | | | |
|---------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | | | | | | |

| March 2021 | | | | | | |
|------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 | 31 | | | |

| April 2021 | | | | | | |
|------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | | | 1 | 2 | 3 |
| 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | |

| May 2021 | | | | | | |
|----------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | | | | | 1 |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | 31 | | | | | |

| June 2021 | | | | | | |
|-----------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | 1 | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | | | |

| | |
|-------|-------------------------------|
| 3 | Independence Day Observed |
| 22-31 | Required Work Days |
| 27 | Admin and Office Staff Return |

| | |
|-------|--------------------------|
| 3-21 | Required Work Days |
| 3-7 | Navi 101 |
| 10-14 | Navi 201 |
| 17 | First Day of School |
| 17-19 | Minimum Days for Schools |

| | |
|----|----------------------------------|
| 4 | Quarterly Off-Site |
| 4 | Minimum Day for Schools |
| 7 | Non-Work Day, Labor Day |
| 18 | No School, Staff Development Day |

| | |
|-------|----------------------------|
| 26-30 | Minimum Days for Schools |
| 26-30 | Parent Teacher Conferences |

| | |
|-------|-----------------------------------|
| 1 | Daylight Savings Time End |
| 2-5 | Parent Teacher Conferences |
| 6 | No School, Staff Development Day |
| 11 | Non-Work Day, Veterans Day |
| 20 | Minimum Day for Schools |
| 25-27 | Non-Work Days, Thanksgiving Break |

| | |
|-------|-----------------------------|
| 18 | Minimum Day for Schools |
| 21-31 | Non-Work Days, Winter Break |

| | |
|-----|---------------------------------------|
| 1 | Non-Work Day, Winter Break |
| 1-6 | No School, Winter Break |
| 4 | Admin and Office Staff Return |
| 5-6 | No School, Staff Development Days |
| 15 | Minimum Day for Schools |
| 18 | No School, Martin Luther King Jr. Day |

| | |
|-------|-------------------------------|
| 3-4 | Special 2 Day Off-Site |
| 12 | Minimum Day at Schools |
| 15-19 | Non-Work Day, President's Day |
| 15-19 | No School, February Break |

| | |
|----|------------------------------|
| 12 | Quarterly Off-Site |
| 14 | Daylight Savings Time |
| 19 | No School, Staff Development |

| | |
|-----|-------------------------|
| 2 | Minimum Day at Schools |
| 5-9 | No School, Spring Break |

| | |
|----|----------------------------|
| 7 | Quarterly Off-Site |
| 28 | Minimum Day at Schools |
| 31 | Non-Work Day, Memorial Day |

| | |
|-------|---------------------------------|
| 9-11 | Minimum Days at Schools |
| 11 | Last Day of School |
| 18 | Admin and Office Staff Last Day |
| 14-18 | Required Work Days |

| | |
|---|---|
| 5 | Minimum Day Wednesdays (K-8) |
| | Holiday, no school for students and staff |
| | Organizational Holiday |
| | Required Work Day |

SCHOOL DAYS
180

| | |
|--------------------------|-----|
| M-F Work Days | 261 |
| Holidays | 11 |
| Org Holidays | 8 |
| *Scheduled Non-work days | 18 |
| Working Days | 232 |

*Up to 8 days of the non-work days can be used on instructional days.

Adopted by the Navigator Schools Board on



Navigator Schools
Charting a new course in education

Navigator Schools 2020-2021 SO Calendar

DRAFT

| July 2020 | | | | | | |
|-----------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | | 1 | 2 | 3 | 4 |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | 31 | |

| August 2020 | | | | | | |
|-------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | | | | | 1 |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | 31 | | | | | |

| September 2020 | | | | | | |
|----------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | 1 | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | | | |

| October 2020 | | | | | | |
|--------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | | | 1 | 2 | 3 |
| 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | 31 |

| November 2020 | | | | | | |
|---------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| 29 | 30 | | | | | |

| December 2020 | | | | | | |
|---------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | 1 | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | 31 | | |

| January 2021 | | | | | | |
|--------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | | | | 1 | 2 |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| 31 | | | | | | |

| February 2021 | | | | | | |
|---------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | | | | | | |

| March 2021 | | | | | | |
|------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 | 31 | | | |

| April 2021 | | | | | | |
|------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | | | 1 | 2 | 3 |
| 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | |

| May 2021 | | | | | | |
|----------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | | | | | 1 |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | 31 | | | | | |

| June 2021 | | | | | | |
|-----------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | 1 | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | | | |

| | |
|-------|-------------------------------|
| 3 | Independence Day Observed |
| 22-31 | Required Work Days |
| 27 | Admin and Office Staff Return |

| | |
|-------|--------------------------|
| 3-21 | Required Work Days |
| 3-7 | Navi 101 |
| 10-14 | Navi 201 |
| 17 | First Day of School |
| 17-19 | Minimum Days for Schools |

| | |
|----|----------------------------------|
| 4 | Minimum Day for Schools |
| 7 | Non-Work Day, Labor Day |
| 18 | No School, Staff Development Day |

| | |
|-------|----------------------------|
| 26-30 | Minimum Days for Schools |
| 26-30 | Parent Teacher Conferences |

| | |
|-------|-----------------------------------|
| 1 | Daylight Savings Time End |
| 2-5 | Parent Teacher Conferences |
| 6 | No School, Staff Development Day |
| 11 | Non-Work Day, Veterans Day |
| 20 | Minimum Day for Schools |
| 25-27 | Non-Work Days, Thanksgiving Break |

| | |
|-------|-----------------------------|
| 18 | Minimum Day for Schools |
| 21-31 | Non-Work Days, Winter Break |

| | |
|-----|---------------------------------------|
| 1 | Non-Work Day, Winter Break |
| 1-6 | No School, Winter Break |
| 4 | Admin and Office Staff Return |
| 5-6 | No School, Staff Development Days |
| 15 | Minimum Day for Schools |
| 18 | No School, Martin Luther King Jr. Day |

| | |
|-------|-------------------------------|
| 12 | Minimum Day at Schools |
| 15 | Non-Work Day, President's Day |
| 15-19 | No School, February Break |

| | |
|----|------------------------------|
| 14 | Daylight Savings Time |
| 19 | No School, Staff Development |

| | |
|-----|-------------------------|
| 2 | Minimum Day at Schools |
| 5-9 | No School, Spring Break |

| | |
|----|----------------------------|
| 28 | Minimum Day at Schools |
| 31 | Non-Work Day, Memorial Day |

| | |
|-------|---------------------------------|
| 9-11 | Minimum Days at Schools |
| 11 | Last Day of School |
| 18 | Admin and Office Staff Last Day |
| 14-18 | Required Work Days |

| | |
|---|---|
| 5 | Minimum Day Wednesdays (K-8) |
| | Holiday, no school for students and staff |
| | Organizational Holiday |
| | Required Work Day |
| | Non-Work Day |

| | |
|--------------------------|-----|
| M-F Work Days | 261 |
| Holidays | 11 |
| Org Holidays | 8 |
| *Scheduled Non-work days | 18 |
| Working Days | 232 |

*Up to 8 days of the non-work days can be used on instructional days.

SCHOOL DAYS
178



Navigator Schools 2020-2021 ITOM Calendar

DRAFT

| July 2020 | | | | | | |
|-----------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | | 1 | 2 | 3 | 4 |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | 31 | |

| August 2020 | | | | | | |
|-------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | | | | | 1 |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | 31 | | | | | |

| September 2020 | | | | | | |
|----------------|----|----|----|----|----|----|
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| | | 1 | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | | | |

| October 2020 | | | | | | |
|--------------|----|----|----|----|----|----|
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| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | 31 |

| November 2020 | | | | | | |
|---------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| 29 | 30 | | | | | |

| December 2020 | | | | | | |
|---------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | 1 | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | 31 | | |

| | |
|-------|-------------------------------|
| 3 | Independence Day Observed |
| 22-31 | Required Work Days |
| 27 | Admin and Office Staff Return |
| 6 | ITOM Leader Strategic Meeting |

| | |
|-------|--------------------------|
| 3-21 | Required Work Days |
| 3-7 | Navi 101 |
| 10-14 | Navi 201 |
| 17 | First Day of School |
| 17-19 | Minimum Days for Schools |

| | |
|----|----------------------------------|
| 4 | Minimum Day for Schools |
| 7 | Non-Work Day, Labor Day |
| 18 | No School, Staff Development Day |
| 18 | ITOM PD DAY |

| | |
|-------|-------------------------------|
| 26-30 | Minimum Days for Schools |
| 26-30 | Parent Teacher Conferences |
| 14 | ITOM PD DAY |
| 2 | ITOM Leader Strategic Meeting |

| | |
|-------|-----------------------------------|
| 1 | Daylight Savings Time End |
| 2-5 | Parent Teacher Conferences |
| 6 | No School, Staff Development Day |
| 6 | ITOM PD DAY |
| 11 | Non-Work Day, Veterans Day |
| 20 | Minimum Day for Schools |
| 25-27 | Non-Work Days, Thanksgiving Break |

| | |
|-------|-----------------------------|
| 18 | Minimum Day for Schools |
| 21-31 | Non-Work Days, Winter Break |

| January 2021 | | | | | | |
|--------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | | | | 1 | 2 |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| 31 | | | | | | |

| February 2021 | | | | | | |
|---------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | | | | | | |

| March 2021 | | | | | | |
|------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 | 31 | | | |

| April 2021 | | | | | | |
|------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | | | 1 | 2 | 3 |
| 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | |

| May 2021 | | | | | | |
|----------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | | | | | 1 |
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| 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | 31 | | | | | |

| June 2021 | | | | | | |
|-----------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | | 1 | 2 | 3 | 4 |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | | |

| | |
|-----|---------------------------------------|
| 1 | Non-Work Day, Winter Break |
| 1-6 | No School, Winter Break |
| 4 | Admin and Office Staff Return |
| 5-6 | No School, Staff Development Days |
| 6 | ITOM PD DAY |
| 8 | ITOM Leader Strategic Meeting |
| 15 | Minimum Day for Schools |
| 18 | No School, Martin Luther King Jr. Day |

| | |
|-------|-------------------------------|
| 12 | Minimum Day at Schools |
| 15 | Non-Work Day, President's Day |
| 15-19 | No School, February Break |

| | |
|----|------------------------------|
| 14 | Daylight Savings Time |
| 19 | No School, Staff Development |

| | |
|-----|-------------------------------|
| 2 | Minimum Day at Schools |
| 5-9 | No School, Spring Break |
| 14 | ITOM PD DAY |
| 2 | ITOM Leader Strategic Meeting |

| | |
|----|----------------------------|
| 28 | Minimum Day at Schools |
| 31 | Non-Work Day, Memorial Day |

| | |
|-------|---------------------------------|
| 9-11 | Minimum Days at Schools |
| 11 | Last Day of School |
| 18 | Admin and Office Staff Last Day |
| 14-18 | Required Work Days |

| | |
|---|---|
| 5 | Minimum Day Wednesdays (K-8) |
| | Holiday, no school for students and staff |
| | Organizational Holiday |
| | Required Work Day |
| | Non-Work Day |

| | |
|--------------------------|-----|
| M-F Work Days | 261 |
| Holidays | 11 |
| Org Holidays | 8 |
| *Scheduled Non-work days | 18 |
| Working Days | 232 |

| | |
|-------------|-----|
| SCHOOL DAYS | 180 |
|-------------|-----|

*Up to 8 days of the non-work days can be used on instructional days.



Adopted by the Navigator Schools Board on
Navigator Schools
 Charting a new course in education

Navigator Schools 2020-2021 Custodial Calendar

DRAFT

| July 2020 | | | | | | |
|-----------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | | 1 | 2 | 3 | 4 |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | 31 | |

| August 2020 | | | | | | |
|-------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | | | | | 1 |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | 31 | | | | | |

| September 2020 | | | | | | |
|----------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | 1 | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | | | |

| October 2020 | | | | | | |
|--------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | | | 1 | 2 | 3 |
| 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | 31 |

| November 2020 | | | | | | |
|---------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| 29 | 30 | | | | | |

| December 2020 | | | | | | |
|---------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | 1 | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | 31 | | |

| January 2021 | | | | | | |
|--------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | | | | 1 | 2 |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| 31 | | | | | | |

| February 2021 | | | | | | |
|---------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | | | | | | |

| March 2021 | | | | | | |
|------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 | 31 | | | |

| April 2021 | | | | | | |
|------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | | | 1 | 2 | 3 |
| 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | |

| May 2021 | | | | | | |
|----------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
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| 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | 31 | | | | | |

| June 2021 | | | | | | |
|-----------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | 1 | 2 | 3 | 4 | 5 |
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| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | | | |

3 Independence Day Observed

27 Admin and Office Staff Return

3-7 Navi 101

10-14 Navi 201

17 First Day of School

17-19 Minimum Days

4 Minimum Day

7 Non-Work Day, Labor Day

18 No School, Staff Development Day

26-30 Minimum Days

26-30 Parent Teacher Conferences

1 Daylight Savings Time End

2-5 Parent Teacher Conferences

6 No School, Staff Development Day

11 Non-Work Day, Veterans Day

20 Minimum Day

26-27 Non-Work Days, Thanksgiving

18 Minimum Day

21-31 No School, Winter Break

24-25 Non-Work Days, Winter Break

1 Non-Work Day, Winter Break

1-6 No School, Winter Break

4 Admin and Office Staff Return

5-6 No School, Staff Development Days

15 Minimum Day for Schools

18 No School, Martin Luther King Jr. Day

12 Minimum Day

15 Non-Work Day, President's Day

15-19 No School, February Break

14 Daylight Savings Time

19 No School, Staff Development Day

2 Minimum Day

5-9 No School, Spring Break

28 Minimum Day

31 Non-Work Day, Memorial Day

9-11 Minimum Days

11 Last Day of School

18 Admin and Office Staff Last Day

| | |
|--------|---|
| 5 | Minimum Day Wednesdays (K-8) |
| Green | Minimum Day (K-8) |
| Orange | Staff Development Day, No School for Students |
| Grey | Holiday, No School for Students and Staff |
| Yellow | Non-Working Day |
| Red | Return Day/Last Day |

SCHOOL DAYS

180



Navigator Schools 2020-2021 Food Service Calendar

DRAFT

| July 2020 | | | | | | |
|-----------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | | 1 | 2 | 3 | 4 |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | 31 | |

| August 2020 | | | | | | |
|-------------|----|----|----|----|----|----|
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| 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | 31 | | | | | |

| September 2020 | | | | | | |
|----------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | 1 | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | | | |

| October 2020 | | | | | | |
|--------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | | | 1 | 2 | 3 |
| 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | 31 |

| November 2020 | | | | | | |
|---------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| 29 | 30 | | | | | |

| December 2020 | | | | | | |
|---------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | 1 | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | 31 | | |

| January 2021 | | | | | | |
|--------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | | | | 1 | 2 |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| 31 | | | | | | |

| February 2021 | | | | | | |
|---------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
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| 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | | | | | | |

| March 2021 | | | | | | |
|------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 | 31 | | | |

| April 2021 | | | | | | |
|------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | | | 1 | 2 | 3 |
| 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | |

| May 2021 | | | | | | |
|----------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
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| 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | 31 | | | | | |

| June 2021 | | | | | | |
|-----------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | 1 | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | | | |

3 Independence Day Observed

12 Food Service Coord. Returns
17 First Day of School
17-19 Minimum Days

4 Minimum Day
7 Non-Work Day, Labor Day
18 No School, Staff Development Day

26-30 Minimum Days
26-30 Parent Teacher Conferences

1 Daylight Savings Time End
2-5 Parent Teacher Conferences
6 No School, Staff Development Day
11 Non-Work Day, Veterans Day
20 Minimum Day
26-27 Non-Work Days, Thanksgiving

18 Minimum Day
21-31 No School, Winter Break
24-25 Holidays, Winter Break

1 Non-Work Day, New Years Day
18 Non-Work Day, Martin Luther King Jr.
15 Minimum Day

12 Minimum Day
15 Non-Work Day, President's Day
15-19 No School, February Break

14 Daylight Savings Time
19 No School, Staff Development Day

2 Minimum Day
5-9 No School, Spring Break

28 Minimum Day
31 Non-Work Day, Memorial Day

9-11 Minimum Days
11 Last Day of School
15 Food Service Coord. Last Day

| | |
|---|---|
| 5 | Minimum Day Wednesdays (K-8) |
| | Minimum Day (K-8) |
| | Staff Development Day, No School for Students |
| | Holiday, No School for Students and Staff |
| | Non-Working Day |
| | Return Day/Last Day |

SCHOOL DAYS
180



Coversheet

Federal Emergency Management Agency Funds

Section: III. Topical Items
Item: E. Federal Emergency Management Agency Funds
Purpose: Vote
Submitted by:
Related Material: FEMA Application.pdf



Date: June 16, 2020
To: Navigator Schools Board
From: Ami Ortiz, Director of Business & Finance
Subject: FEMA Application

Recommendation

It is recommended that the Board approve a FEMA application to cover Covid-19 related costs.

Background

In accordance with section 502 of the Robert T. Stafford Disaster Relief and Emergency Assistance Act, 42 U.S.C. 5121-5207 (the "Stafford Act"), eligible emergency protective measures taken to respond to the COVID-19 emergency at the direction or guidance of public health officials may be reimbursed under Category B of FEMA's Public Assistance program.

Under the COVID-19 Emergency Declaration described above, FEMA may provide assistance for emergency protective measures including, but not limited to, the following:

- Subscription costs for online learning platforms
- Chromebooks and hotspots that were purchased
- Cleaning supplies
- Headsets for teacher computers with microphones
- Covering internet and phones for staff to work from home
- Legal costs
- Substitute teachers you have had to bring on staff due to absences from COVID

Summary

Due to the increased costs of operating school during Covid-19, it is recommended that Navigator Schools apply for FEMA Public Assistance to offset the decreased revenues and increased expenditures.

Coversheet

Board Communications

Section: III. Topical Items
Item: F. Board Communications
Purpose: FYI
Submitted by:
Related Material:

1. Required Audit Communication.pdf
3. Dissemination Update.pdf
2. Compensation Study Update June 2020.pdf



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2210 East Route 66
Glendora, CA 91740
626.857.7300 | fax 626.857.7302
CLAconnect.com

To the Board and Management of
Navigator Schools

We are engaged to audit the financial statements of Navigator Schools as of and for the year ended June 30, 2020. Professional standards require that we communicate to you the following information related to our audit. We ask that if you have any questions or need clarification you email either Wade.McMullen@claconnect.com, Derrick.Debruyne@claconnect.com or Lili.Huang@claconnect.com, since a two-way dialogue can provide valuable information for the audit process.

Timelines and Deadlines

Audit reports must be filed with the CDE, the State Controller's Office (SCO), the local County Superintendent of Schools, and, if applicable, the chartering entity, by **December 15th** of each year.

We request that basic financial information (**trial balance and general ledger as of June 30, 2020 and general ledger for the next fiscal year**) be transmitted to us no later than **October 1st**.

In order to file the report on or before the December 15 state deadline, **all audit information requests made prior to October 25th should be received no later than October 31st**. This will allow us the time needed to complete the audit and submit our working-papers to our national assurance quality control team.

If a *significant amount* of the audit information requests are not received by the specified date, we will send a letter to Board and Management specifying the extent of outstanding information and possibly recommend notifying Navigator Schools authorizer that an audit report filing extension to **January 15th** is needed. The decision to apply for this extension is solely the responsibility of Navigator Schools Board and Management.

Our responsibility under Auditing Standards Generally Accepted in the United States of America

Our responsibilities, as described by professional standards, are as follows:

- Forming and expressing an opinion about whether the financial statements prepared by management with your oversight are fairly presented, in all material respects, in conformity with accounting principles generally accepted in the United States of America.
- Considering, as part of planning and performing our audit, the entity's internal control over financial reporting in order to determine our auditing procedures for the purpose of expressing our opinion on the financial statements and not to provide assurance on the internal control over financial reporting.
- Planning and performing the audit to obtain reasonable, rather than absolute, assurance about whether the financial statements as a whole are free from material misstatement.
- Performing, as part of obtaining reasonable assurance about whether the entity's financial statements are free of material misstatement, tests of the entity's compliance with certain provisions of laws, regulations, contracts, and grants, noncompliance with which could have a direct and material effect on the determination of financial statement amounts. However, providing an opinion on compliance with those provisions is not an objective of our audit.

- Communicating significant matters related to the financial statement audit that are, in our professional judgment, relevant to your responsibilities in overseeing the financial reporting process. However, we are not required to design procedures specifically to identify such matters.
- Communicating matters required by law, regulation, agreement, or other requirements.
- Communicating any matters relevant to compliance with the *California State K-12 Audit Guide*.

Our audit of the financial statements does not relieve you or management of your responsibilities.

We gave significant consideration to assisting management with the preparation of the financial statements to be provided, which may reasonably be thought to bear on independence, in reaching the conclusion that independence has not been impaired.

Our responsibility for other supplementary information accompanying the financial statements, as described by professional standards, is to evaluate the presentation of the supplementary information in relation to the financial statements as a whole and to report on whether the supplementary information is fairly stated, in all material respects, 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 information to determine whether the information complies with accounting principles generally accepted in the United States of America, 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 supplementary information to the underlying accounting records used to prepare the financial statements or to the financial statements themselves.

Our auditors' opinion, the audited financial statements, and the notes to financial statements should only be used in their entirety. Inclusion of the audited financial statements in a document you prepare, such as an annual report, should be done only with our prior approval and review of the document. Our responsibility for other information in documents containing the entity's financial statements and our auditors' report does not extend beyond the financial information identified in the report. 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 such documents. We are required by professional standards to read the other information in order to identify material inconsistencies between the audited financial statements and the other information because the credibility of the audited financial statements and our report may be undermined by material inconsistencies between the audited financial statements and other information.

Planned scope and timing of the audit

An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements; therefore, our audit will involve judgment about the number of transactions to be examined and the areas to be tested.

Our audit of the financial statements will include obtaining an understanding of the entity and its environment, including internal control, sufficient to assess the risks of material misstatement of the financial statements and to design the nature, timing, and extent of further audit procedures. Material misstatements may result 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. We will generally communicate our significant findings at the conclusion of the audit.

However, some matters may be communicated sooner, particularly if significant difficulties are encountered during the audit where assistance is needed to overcome the difficulties or if the difficulties may lead to a modified opinion. We will also communicate any internal control related matters that are required to be communicated under professional standards.

Our responsibility under Title 2 U.S. Code of Federal Regulations Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards

If we determine that Navigator Schools has expended more than \$750,000 in federal funds during the course of the year being audited, the additional following responsibilities apply:

Our responsibilities, as described by professional standards, are as follows:

- Considering internal control over compliance with requirements that could have a direct and material effect on a major federal program in order to determine our auditing procedures for the purpose of expressing our opinion on compliance and to test and report on internal control over compliance in accordance with Title 2 U.S. Code of Federal Regulations Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance).
- Examining, in accordance with the Uniform Guidance on a test basis, evidence about the entity's compliance with the types of compliance requirements described in the "U.S. Office of Management and Budget (OMB) Compliance Supplement" applicable to each of its major federal programs for the purpose of expressing an opinion on the entity's compliance with those requirements. While our audit will provide a reasonable basis for our opinion, it will not provide a legal determination on the entity's compliance with those requirements.

Our responsibility for the schedule of expenditures of federal awards (SEFA) accompanying the financial statements, as described by professional standards, is to evaluate the presentation of the SEFA in relation to the financial statements as a whole and to report on whether the SEFA is fairly stated, in all material respects, 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 SEFA to determine whether the SEFA complies with the requirements of the Uniform Guidance, the method of preparing it has not changed from the prior period, and the SEFA is appropriate and complete in relation to our audit of the financial statements. We will compare and reconcile the SEFA to the underlying accounting records used to prepare the financial statements or to the financial statements themselves.

We expect to begin our audit in the Spring and issue our report no later than December 15th.

Other planning matters

Recognizing the importance of two-way communication, we encourage you to provide us with information you consider relevant to the audit. This may include, but is not limited to, the following items:

- Your views about the following matters:
 - The appropriate person(s) in the entity's governance structure with whom we should communicate.
 - The allocation of responsibilities between those charged with governance and management.

- The entity's objectives and strategies and the related business risks that may result in material misstatements.
- Matters you believe warrant particular attention during the audit and any areas for which you request additional procedures to be undertaken.
- Significant communications with regulators.
- Other matters you believe are relevant to the audit of the financial statements.
- The attitudes, awareness, and actions of those charged with governance concerning (a) the entity's internal control and its importance in the entity, including how those charged with governance oversee the effectiveness of internal control, and (b) the detection or the possibility of fraud.
- The actions of those charged with governance in response to developments in law, accounting standards, corporate governance practices, and other related matters.
- The actions of those charged with governance in response to previous communications with the auditor.
- Your understanding of the risks of fraud and the controls in place to prevent and detect fraud, including your views on the following matters:
 - The “tone at the top” conveyed by management.
 - The risk that the entity’s financial statements or schedule of expenditures of federal awards might be materially misstated due to fraud.
 - Programs and controls that the entity has established to mitigate identified fraud risks or that otherwise help to prevent, deter, and detect fraud.
 - How and how often you review the entity’s policies on fraud prevention and detection.
 - If a fraud hotline is in place, how it is monitored and how you are notified of allegations or concerns.
 - How you exercise oversight of management’s processes for identifying and responding to the risks of fraud and the programs and controls management has established to mitigate those risks.
 - The risks of fraud at the entity, including any specific fraud risks the entity has identified or account balances, classes of transactions, or disclosures for which a risk of fraud may be likely to exist.
 - Examples of fraud-related discussions management has had with you.
 - Any actual or suspected fraud affecting the entity or its federal award programs that you are aware of, including measures taken to address the fraud.

- Any allegations of fraud (e.g., received in communications from employees, former employees, analysts, regulators, grantors, or others) that you are aware of.
- Any knowledge of possible or actual policy violations or abuses of broad programs and controls occurring during the period being audited or the subsequent period.
- Any accounting policies or procedures applied to smooth earnings, meet debt covenants, minimize taxes, or achieve budget, bonus, or other financial targets that you are aware of; and whether you are aware of any accounting policies that you consider aggressive.
- How you oversee the entity's (1) compliance with laws, regulations, and provisions of contracts and grant agreements (2) policies relative to the prevention of noncompliance and illegal acts, and (3) use of directives (for example, a code of ethics) and periodic representations obtained from management-level employees about compliance with laws, regulations, and provisions of contracts and grant agreements.
- Whether you are aware of any noncompliance with laws, regulations, contracts, and grant agreements, including measures taken to address the noncompliance.
- If the entity uses a service organization, your knowledge of any fraud, noncompliance, or uncorrected misstatements affecting the entity's financial statements or federal award programs reported by the service organization or otherwise known to you.

* * *

This communication is intended solely for the information and use of the Board of Directors and management of Navigator Schools and is not intended to be, and should not be, used by anyone other than these specified parties.

Sincerely,

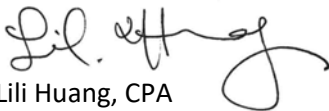
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Date: June 9, 2020

To: Navigator Schools Board of Directors

From: James Dent, CAO and Heather Parsons, Director of Curriculum & Instruction

Subject: Dissemination Update

Objectives

- 1) The Board is updated on a new grant award
- 2) The Board is updated on current partnership status
- 3) The Board is briefed on recommended next steps for dissemination as we look to 2020-21, the second year of the board-approved two-year dissemination pilot

Grant Update

Navigator received a grant from the New Schools Venture Fund in the amount of \$175,000 in May, 2020 with the intent to continue to increase our impact through dissemination. The grant award is for one year and will sustain dissemination efforts through the 2020-21 school year. Funding received for dissemination efforts have allowed Navigator to pay for salaries that are benefiting our partner schools as well as Navigator's in many ways, including improved materials and coaching.

Current Partnership Work

We continue to work with:

- Cerra Vista (Hollister)
- Gem Prep Nampa (Idaho)
- Healdsburg Unified School District
 - Healdsburg Charter
 - Healdsburg Elementary

During this COVID crisis we have reached out to and have been working with our current partners in whatever capacity that they feel helpful. We have offered flexible agendas that include collaboration on distance learning models, curriculum, technology, and coaching. Our top priority at this time is to continue building relationships and community with our partners and offer relevant and caring discussions.

Next Steps

1. We have begun strategic planning with our partners for the 2020-21 school year. We are engaged with leadership teams to establish summer training activities for leaders and teachers at our partners' sites.
2. The Cerra Vista principal, Gabriela Armenta, has accepted a position of Director of Curriculum and Instruction for a neighboring district. We are sad to see her leave and she has expressed interest in bringing components of our middle school model to her new district. Her replacement, Colleen Meyers, was once a finalist for a leadership position at HPS. She is moving from the San Benito County Office of Education to Cerra

Vista. Over the years she has partnered with Navigator to bring our coaching training to the SCCOE. We anticipate a continued strong relationship with Cerra Vista but are giving some space for the transition to occur.

Partnership Development for 2020-21

The following organizations have requested support for the 2020-21:

- Hayward Collegiate (Hayward)
- Yu-Ming Charter School (Oakland)
- Wonderful Prep School (2 schools - Delano)
- Healdsburg Unified (2 schools - Healdsburg)

Additionally, a charter management organization, Gem Prep in Idaho, has requested a partnership in which we provide coaching, support and training to the organization's principal manager, as opposed to supporting the principals directly. This approach has interesting benefits as it could increase capacity at a more senior level in the organization which could strengthen sustainability of Navigator model implementation while also potentially increasing the number of principals and students impacted.

While many of the organizations will be significantly subsidized by the New Schools Venture Fund Grant, Wonderful Prep is intending to pay full-price for Navigator's services in the amount of \$80,000 for support at their two elementary schools.

Recommendation

Navigator staff recommends that we directly support the four partners and six schools listed above for the 2020-21 school year. We additionally recommend that we explore the learning opportunity that the Gem Prep affords us to begin expanding our services to upper management of an organization. We would consider the Gem Prep a "light touch" partnership for 2020-21.

We believe that the reorganization of our academic team, namely shifting Melissa Alatorre Alnas to Navigator's Principal Manager, has allowed us to increase capacity at both our sites and within our dissemination team. Crystal Toriumi will be lead on dissemination and Melissa will be lead support for our principals. James Dent will supervise both of them as we strengthen our internal capacity.



Date: June 11, 2020
To: Board of Directors
Submitted By: Melissa Alatorre Alnas
Re: Compensation Study Update

Background

In October of 2019, Navigator Schools Board of Directors authorized the CEO to utilize paid consultancy during the Navigator Schools compensation study. Since then, Navigator Schools has entered into a partnership with Edgility Consulting to implement a thorough study that will result in a comprehensive compensation program where employees feel valued, are supported in their professional growth, and know that their wages are competitive with neighboring districts and charter schools.

Study Status

As of June 9, 2020, Edgility has completed external benchmarking and structure design portions of the study. This portion of the study will be presented to Navigator within the next few weeks. Structure design and client support will be completed by the end of June 2020.

Structure Design

Edgility has built a recommended salary structure for each position and level within the organization and also provides suggestions for benefits policies and other employee supports.

Client Support

Edgility, with Navigator's feedback on initial recommendations, has developed final recommendations. The recommendations will be presented for approval to site and organizational leadership on June 15, 2020. Implementation support is also part of the compensation study partnership agreement. This includes:

- an implementation plan,
- frameworks and tools to guide future compensation decisions, and
- developing an implementation plan for a phased rollout approach.

Next Steps

Edgility's final steps in the compensation study process are as follows:

- Support Navigator in the implementation of a new compensation program where fiscally feasible
- Support Navigator in the creation of a multi-year rollout plan because all elements of the program are not feasible for implementation at this time

Summary

Navigator Schools is a strong charter school organization that has achieved much success. Acknowledging the dedication, hard work, and perseverance that our employees in all positions put into our schools and organization every day is crucial to Navigator's continued success. Navigator Schools leadership looks forward to continuing to work with Edgility to implement a multi-year rollout plan that immediately addresses elements of the findings that are not connected to monetary compensation, and phases in payroll changes as soon as fiscally possible with NS Board approval.