

### **TEACH** Public Schools

### **TEACH Special Board Meeting**

#### **Date and Time**

Wednesday November 16, 2022 at 6:00 PM PST

#### Location

Beth Bulgeron is inviting you to a scheduled Zoom meeting. Topic: Special Board Meeting TEACH Public Schools Time: Nov 16, 2022 06:00 PM Pacific Time (US and Canada) Join Zoom Meeting https://teachpublicschools-org.zoom.us/j/86147582054 Meeting ID: 861 4758 2054 One tap mobile +12532158782,,86147582054# US (Tacoma) +16699006833,,86147582054# US (San Jose) Dial by your location +1 253 215 8782 US (Tacoma) +1 669 900 6833 US (San Jose) +1 719 359 4580 US +1 346 248 7799 US (Houston) +1 669 444 9171 US +1 564 217 2000 US +1 646 931 3860 US +1 689 278 1000 US +1 929 205 6099 US (New York) +1 301 715 8592 US (Washington DC) +1 309 205 3325 US +1 312 626 6799 US (Chicago) +1 360 209 5623 US +1 386 347 5053 US +1 507 473 4847 US Meeting ID: 861 4758 2054

Find your local number: https://teachpublicschools-org.zoom.us/u/kdhzJQ2c38

#### THE ORDER OF BUSINESS MAY BE CHANGED WITHOUT NOTICE

Notice is hereby given that the order of consideration of matters on this agenda may be change without prior notice.

#### REASONABLE LIMITATIONS MAY BE PLACED ON PUBLIC TESTIMONY

The Governing Board's presiding officer reserves the right to impose reasonable time limits on public testimony to ensure that the agenda is completed.

#### REASONABLE ACCOMMODATION WILL BE PROVIDED FOR ANY INDIVIDUAL WITH A DISABILITY

Pursuant to the Rehabilitation Act of 1973 and the American with Disabilities Act of 1990, any individual with a disability who requires reasonable accommodation to attend or participate in this meeting of the Governing Board may request assistance by contacting TEACH Public Schools during normal business hours at as far in advance as possible, but no later than 24 hours before the meeting.

#### FOR MORE INFORMATION

For more information concerning this agenda or for materials relating to this meeting, please contact TEACH Public Schools, 1846 W. Imperial Highway. Los Angeles, CA 90047; phone: 323-872-0808; fax 323-389-4898.

www.teachpublicschools.org

#### Agenda

	Purpose	Presenter	Time
I. Opening Items			6:00 PM
A. Record Attendance		Beth Bulgeron	2 m
<b>B.</b> Call the Meeting to Order		Cecilia Sandoval	
C. Public Comment		Cecilia Sandoval	5 m
II. Consent Items			6:07 PM

A. Consent Items: Approve the Current Approve Cecilia 3 m Agenda and Minutes From the October 26, Minutes Sandoval 2022 Board Meeting

Consent Items- Items included as Consent Items will be voted on in one motion, unless a member of the Board requests than an item be removed and voted on separately, in which case the Board Chair will determine when it will be called and considered for action.

	Purpose	Presenter	Time
<b>B.</b> Resolution to Hold Virtual Board Meetings	Vote	Cecilia Sandoval	3 m
III. Items Scheduled for Information and Potentia	I Action		6:13 PM
A. Board Certification of Compliance	Vote	Beth Bulgeron	5 m
B. Employee Retention Tax Credit Vendor Service Agreement	Vote	Matthew Brown	5 m
<b>C.</b> Employee Pay Raise of 5% Beginning January 1, 2023	Vote	Matthew Brown	5 m
IV. Closing Items			6:28 PM
A. Upcoming Meeting Date	FYI	Beth Bulgeron	
The next Regular Board Meeting is scheduled for Fe	ebruary 1, 20	)23 at 5 pm.	
<b>B.</b> Public Comment		Matthew Brown	5 m
C. Board Member Comments			5 m
<b>D.</b> Adjourn Meeting	Vote	Cecilia Sandoval	

### Coversheet

### Consent Items: Approve the Current Agenda and Minutes From the October 26, 2022 Board Meeting

 Section:
 II. Consent Items

 Item:
 A. Consent Items: Approve the Current Agenda and Minutes

 From the October 26, 2022 Board Meeting

 Purpose:
 Approve Minutes

 Submitted by:

 Related Material:

 Minutes for TEACH Governing Board Regular Meeting on October 26, 2022



### **TEACH** Public Schools

### **Minutes**

**TEACH Governing Board Regular Meeting** 

#### Date and Time

Wednesday October 26, 2022 at 5:00 PM

#### Location

Beth Bulgeron is inviting you to a scheduled Zoom meeting. **Topic: TEACH Governing Board Meeting** Time: Oct 26, 2022 05:00 PM Pacific Time (US and Canada) Join Zoom Meeting https://teachpublicschools-org.zoom.us/j/83604966359 Meeting ID: 836 0496 6359 One tap mobile +12532158782,,83604966359# US (Tacoma) +16694449171,,83604966359# US Dial by your location +1 253 215 8782 US (Tacoma) +1 669 444 9171 US +1 669 900 6833 US (San Jose) +1 719 359 4580 US +1 346 248 7799 US (Houston) +1 312 626 6799 US (Chicago) +1 386 347 5053 US +1 564 217 2000 US +1 646 931 3860 US +1 929 205 6099 US (New York) +1 301 715 8592 US (Washington DC) +1 309 205 3325 US Meeting ID: 836 0496 6359

Find your local number: https://teachpublicschools-org.zoom.us/u/kdbMj3AI7G

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www.teachpublicschools.org

#### **Directors Present**

A. Dragon (remote), C. Sandoval (remote), J. Lobdell (remote), S. Burrows (remote)

#### **Directors Absent**

None

#### **Guests Present**

B. Bulgeron (remote), K. McGregor, M. Brown, R. McNeel (remote)

#### I. Opening Items

#### A. Record Attendance

#### B. Call the Meeting to Order

J. Lobdell called a meeting of the board of directors of TEACH Public Schools to order on Wednesday Oct 26, 2022 at 5:07 PM.

#### C. Public Comment

There was no public comment.

#### II. Consent Items

## A. Consent Items: Approve the Current Agenda and Minutes From the August 24, 2022 Meeting

S. Burrows made a motion to approve the minutes from August 2022 Board Meeting TEACH Public Schools Regular Board Meeting on 08-24-22. J. Lobdell seconded the motion. The board **VOTED** to approve the motion.

#### Roll Call

J. Lobdell Aye A. Dragon Aye S. Burrows Aye C. Sandoval Aye

#### **Resolution to Hold Virtual Board Meetings**

S. Burrows made a motion to Approve the Resolution to hold virtual board meetings.J. Lobdell seconded the motion.The board **VOTED** to approve the motion.

#### Roll Call

- C. Sandoval Aye S. Burrows Aye
- A. Dragon Aye
- J. Lobdell Aye

#### III. Items Scheduled for Information and Potential Action

#### A. Fiscal Report

Richard McNeel presented the monthly fiscal report which included quarterly highlights - positive cash flow, projected to meet or exceed cash on hand requirements. He explained the COLA increase and walked the board through the financial status of each school as well as the CMO. Matt Brown added that TEACH was meeting bond covenants as well as the projected 5% surplus.

#### **B. Election of New Board Chair**

J. Lobdell made a motion to Approve Cecelia Sandoval is the new board chair. A. Dragon seconded the motion.

Matt introduced the issue and explained why former board chair, JJ Lewis, had to step down. Cecelia Sandoval expressed interest in taking over the role and the board expressed support for her.

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

#### Roll Call

S. Burrows Aye A. Dragon Aye C. Sandoval Aye J. Lobdell Aye

#### C. Potential Board Candidate Vote

J. Lobdell made a motion to Approve Sanjay Athalye to the board.

A. Dragon seconded the motion.

Matt Brown introduced Sanjay (whose resume and letter of interest had previously been presented to the board), and Sanjay told the board of his background and interest in serving.

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

#### Roll Call

- A. Dragon Aye
- S. Burrows Aye
- C. Sandoval Aye

J. Lobdell Aye

#### D. Presentation on Academic Data

CAO Kristen McGregor gave the academic data presentation. Dr. McGregor described the professional development that was taking place for writing, a half day PD with K-2 and a full day with 3-8th. She explained the goal to include both

writing and math across the curriculum. She stated that with the new data position, there is a huge data base of academic data available. She noted that were academic performance dips correlated to lack of fidelity with platforms.

She described the development of a cohesive evaluation and support system that covered the instructional planning, the learning environment, teaching and assessments, as well as aligned observation criteria and understanding. She emphasized that the observation focus was looking at teach-ing, not teachers.

In regards to academic data, she provided a high level overview of SBAC data, Advanced Placement performance and administration and teacher turnover rates. Board member Sandoval asked what steps were being taken to support administrators and what PD opportunities they were engaged in. Dr. McGregor explained that she was onsite providing support and that administrators have attended conference. Sandoval asked McGregor to describe her role and McGregor provided additional explanation of coaching and support for classroom walkthroughs.

The board also asked what was being done about high turnover and Matt Brown explained that TEACH was planning to raise teacher salaries to be more competitive.

#### E. Unaudited Actual Financial Reports 21-22

J. Lobdell made a motion to Approve the unaudited financial reports.A. Dragon seconded the motion.Matt Brown presented the unaudited financials and provided context.The board **VOTED** to approve the motion.

#### Roll Call

- J. Lobdell Aye
- S. Burrows Aye
- C. Sandoval Aye
- A. Dragon Aye

#### F. Common Application for Federal Programs

J. Lobdell made a motion to Approve the application for federal programs. A. Dragon seconded the motion.

Matt Brown presented the Common Application for Federal Programs and explained its function and contents to the board. The board **VOTED** to approve the motion.

#### Roll Call

- C. Sandoval Aye
- J. Lobdell Aye
- S. Burrows Aye
- A. Dragon Aye

#### G. Approve the Education Protection Accounts

J. Lobdell made a motion to Approve the EPA accounts.

A. Dragon seconded the motion.

Matt Brown explained the Education Protection accounts to the board and answered clarifying questions.

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

Roll Call C. Sandoval Aye Roll CallS. BurrowsAyeJ. LobdellAyeA. DragonAye

#### H. Approval of Updated Comprehensive School Safety Plans

J. Lobdell made a motion to Approve the updated Comprehensive School Safety Plans for each school.

C. Sandoval seconded the motion.

Beth Bulgeron presented the updated school safety plans and explained to the board that school site specific updates and key personnel within the plan were updated for each school.

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

#### Roll Call

C. Sandoval Aye

S. Burrows Aye

J. Lobdell Aye

A. Dragon Aye

#### I. Removal of Authorized Signers from TEACH Inc Bank Accounts

J. Lobdell made a motion to Removed specific signers from the TEACH bank accounts.

A. Dragon seconded the motion.

Matt Brown explained to the board that there were currently three signers- Lori Butler, former board chair, Mrs. Cunningham and xx to be removed from the accounts as an authorized signer. Board member Lobdell suggested that TEACH add a board member as an authorized signer. Matt agreed to add a member. The board **VOTED** to approve the motion.

#### Roll Call

C. Sandoval Aye J. Lobdell Aye A. Dragon Aye

S. Burrows Aye

#### J. 2022-2023 TEACH Employee Benefits Renewal Package

J. Lobdell made a motion to Approve the TEACH Employee Benefits Renewal Package.

C. Sandoval seconded the motion.

Matt Brown explained that TEACH is keeping the current benefits package with the exception of dental. The new dental program allows for 90% coverage for dental even when the dentist is out of program. This will be an improvement in benefits for staff. Board member Lobdell reflected that good benefits packages will help to attract talent.

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

#### Roll Call

- J. Lobdell Aye
- S. Burrows Aye
- A. Dragon Aye
- C. Sandoval Aye

#### K. Approval of Lottery Form for the 23-24 SY

C. Sandoval made a motion to Approve the Lottery Form.

J. Lobdell seconded the motion.

Matt Brown presented the Lottery Form which has been updated for the 23-24 SY. Board member Sandoval asked about the lottery process and Matt provided clarification.

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

#### Roll Call

- A. Dragon Aye
- J. Lobdell Aye
- S. Burrows Aye
- C. Sandoval Aye

#### L. TEACH Investment Policy

C. Sandoval made a motion to Approve the TEACH Investment Policy. J. Lobdell seconded the motion.

Matt Brown presented the Investment Policy which speaks to an investment strategy to maximize resources for the schools. The board **VOTED** to approve the motion.

#### Roll Call

- S. Burrows Aye J. Lobdell Aye A. Dragon Aye
- C. Sandoval Aye

#### M. CEO Report

Dr. Carranza was attending a facilities function and there was no CEO report for this meeting.

#### IV. Closing Items

#### A. Upcoming Meeting Date

The next Regular Scheduled meeting is December 14, 2022 but the board briefly discussed adding a special meeting in November for the salary increase.

#### **B. Public Comment**

There was no public comment.

#### C. Board Member Comments

Board member comments included gratitude and enthusiasm for Cecila Sandoval taking over as the new Board Chair.

#### D. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:06 PM.

Respectfully Submitted, M. Brown

#### Documents used during the meeting

None

### Coversheet

### **Resolution to Hold Virtual Board Meetings**

Section:II. Consent ItemsItem:B. Resolution to Hold Virtual Board MeetingsPurpose:VoteSubmitted by:Virtual\_Board\_Meeting\_Resolution.pdf

#### RESOLUTION OF THE BOARD OF DIRECTORS OF TEACH, INC. CONSIDERING THE CONTINUED STATE OF EMERGENCY AND CIRCUMSTANCES FOR BOARD MEETINGS BY TELECONFERENCE PURSUANT TO THE BROWN ACT

WHEREAS, meetings of the Board of Directors ("Board") of TEACH, Inc. ("TEACH") are called, held, and conducted in accordance with the Ralph M. Brown Act (Govt. Code § 54950, *et seq.*) (the "Brown Act"), as applicable.

WHEREAS, on or about March 4, 2020, Governor Newsom proclaimed a state of emergency in California in response to the coronavirus (COVID-19) outbreak. The state of emergency remains active, and state and local officials recommend health and safety measures to promote social distancing.

WHEREAS, on or about March 20, 2020, Governor Newsom issued Executive Order N-29-20 to temporarily suspend certain requirements under the Brown Act which, among other things, expanded flexibility to hold meetings by teleconference during the COVID-19 pandemic. Executive Order N-29-20 expired on September 30, 2021.

WHEREAS, following the recent enactment of Assembly Bill 361 (2021), revised Section 54953(e) of the Brown Act now provides modified conditions with regards to Board member and public participation by teleconference during a state of emergency in order to maintain social distancing.

NOW, THEREFORE, this Board hereby finds, resolves and orders as follows:

Section 1. After consideration or reconsideration, as applicable, of the circumstances of the ongoing state of emergency, this Board finds that such circumstances continue to directly impact the ability of Board members to meet safely in person, and that state and local health officials continue to recommend measures to promote social distancing.

Section 2. In light of these ongoing circumstances, meetings of the Board, and its committees, if any, shall be called, held and conducted in accordance with the teleconferencing requirements of Section 54953(e)(2) of the Brown Act, rather than Section 54953(b)(3).

Section 3. This resolution shall take effect immediately upon its adoption and shall remain effective for thirty (30) days, or until this Board adopts a subsequent resolution or otherwise makes findings by majority vote in accordance with Section 54953(e)(3) to extend the effective period by another thirty (30) days. The Board may delegate, by motion or other action of the Board, its authority to make findings in accordance with Section 54953(e)(3) to a Board committee.

Section 4. The officers of this Board, the Executive Director of TEACH, or their designee(s), are individually authorized and directed to take or cause to be taken such other actions as may be required to fulfill the purposes of this resolution.

# # #

#### **CERTIFICATE OF ADOPTION**

I, \_\_\_\_\_, Secretary of Board of Directors of TEACH, Inc., a California nonprofit public benefit corporation, County of Los Angeles, California, hereby certify as follows:

The attached is a full, true, and correct copy of the resolutions duly adopted at a regular meeting of the Board of Directors of TEACH, Inc., which was held on \_\_\_\_\_\_, 2021, at which all the members of the Board of Directors had due notice and at which a quorum was present; and at such meeting such resolutions were adopted by the following vote:

AYES: NOES: ABSTAIN: ABSENT:

WITNESS my hand this \_\_\_\_\_ day of \_\_\_\_\_, 2021.

Secretary, TEACH, Inc.

### Coversheet

### Board Certification of Compliance

Section:III. Items Scheduled for Information and Potential ActionItem:A. Board Certification of CompliancePurpose:VoteSubmitted by:Kelated Material:TAT Charter School Compliance Monitoring 2022-2023.pdfTTCHS 2022-23 Charter School Compliance Monitoring 2022-2023.pdfCompliance Monitoring 2022-2023.pdf

TEACH Public Schools - TEACH Special Board Meeting - Agenda - Wednesday November 16, 2022 at 6:00 PM



LOS ANGELES UNIFIED SCHOOL DISTRICT CHARTER SCHOOLS DIVISION

333 South Beaudry Avenue, 20<sup>th</sup> Floor, Los Angeles, CA 90017 Office: (213) 241-0399 ♦ Prop. 39: (213) 241-5130 ♦ Fax: (213) 241-2054 ALBERTO M. CARVALHO Superintendent

> VERONICA ARREGUIN Chief Strategy Officer

JOSÉ COLE-GUTIÉRREZ Director, Charter Schools Division

# CHARTER SCHOOL COMPLIANCE MONITORING 2022-2023

Dear Charter School Governing Board President and Charter School Leaders:

As part of oversight duties set forth in California Education Code § 47604.32, the LAUSD, through the Charter Schools Division (CSD), monitors each charter public school's compliance with applicable legal, charter, and policy requirements. To this end, the CSD's oversight process encompasses three important actions by each charter school:

- (1) <u>School Administrator's Certification</u>: As the CSD continues its focus on ensuring that the wellbeing of students remains first and foremost, **by October 28, 2022**, as part of the school's triannual electronic submission of documents, we request that the school site administrator submit the attached certification confirming the school's implementation of safety measures at the beginning of the school year. This beginning of the year certification by the school administrator informs the governing board and supports the school in ensuring that critical organizational and management systems are in place as the school year begins, as these requirements greatly impact students, staff, and the public. **Please submit the entire document to the CSD via Dropbox with** <u>only</u> **the school administrator's columns completed, along with the administrator's signature no later than October 28, 2022.**
- (2) <u>Certification of Board Compliance Review</u>: As in previous years, and as part of the Governing Board's fulfillment of its fiduciary governance responsibility to ensure that the charter school complies with all applicable laws and other requirements, it is critical that the school's Governing Board periodically review, discuss, monitor, and modify, if necessary, the school's policies and systems for compliance with such requirements. Please complete and sign the *final* certification at the end of the attached document, *Compliance Monitoring and Certification of Board Compliance Review 2022-2023*, and return the entire document including the administrator's certification from the first submission. Please include the relevant Board agenda(s) and minutes as evidence of the Governing Board's review of these items and submit to the CSD via Dropbox no later than January 13, 2023.

The CSD is very much aware and acknowledges that governing boards provide fiduciary oversight and hire a leader (or leaders) to execute day-to-day operations and appropriately delegated functions. Moreover, the charter school's governing board is the first line of charter school oversight. As part of the District's oversight process, this certification is intended to serve as a formal acknowledgement from charter school governing boards of their review and appropriate due diligence in these key areas as part of their own organizational oversight function. As stated in the *LAUSD Policy and Procedures for Charter Schools*, "While LAUSD is responsible to provide oversight of its charter schools and the entities managing charter schools, the primary oversight of each charter school must first and foremost be performed by the charter school's own governing board. The governing board of a charter school has an ongoing responsibility to oversee the operations of its charter school(s), ensuring that every charter school it oversees is providing a highquality educational program for students enrolled, is successfully fulfilling the terms of their charter, is fiscally sound, and complies with applicable laws, regulations, and court orders." This annual certification also provides charter governing boards an opportunity to confirm with their school leadership that systems are/remain in place to fulfill these critical requirements that impact students, staff, and the public.

(3) Documentation of Compliance: As we have historically done, the CSD will review documentation of compliance with several key legal requirements as part of this year's annual performance-based oversight visit to each charter school. To facilitate effective and efficient compliance review on the day of the visit, please adhere to the guidance provided in the *Annual Performance-Based Oversight Visit Preparation Guide 2022-2023* for the preparation of the school's compliance documentation. Please ensure that this documentation is current, complete, and accurate. The "Supporting Documentation" column of the table in the attached *Compliance Monitoring and Certification of Board Compliance Review 2022-2023* may provide useful support and assistance in this endeavor. Please be reminded that this list is not exhaustive, and it is the responsibility of the charter school and its board to ensure compliance will all applicable laws, policies, and regulations.

We appreciate your continued collaboration and cooperation as we work together so that all youth achieve in healthy and safe environments. Should you have questions, please contact your assigned CSD administrator.

Best wishes,

José Cole-Gutiérrez

José Cole-Gutiérrez Director, Charter Schools Division

### COMPLIANCE MONITORING AND CERTIFICATION OF BOARD COMPLIANCE REVIEW 2022-2023

School Name: TEACH Academy of Technologies

Board President Name: Cecilia Sandoval

Charter Management Organization: LAUSD Loc. Code:5982

**INSTRUCTIONS:** This Compliance Monitoring and Certification Checklist needs to be submitted twice but both certifications must be completed on the same form.

**First submission** should be completed by checking each appropriate box (Compliant **OR** In Process) for items 1-29; school administrator needs sign and date the certification page and submit all pages no later than October 28, 2022 via Dropbox.

<u>Second submission</u> needs to be completed by checking each appropriate items 1-29 under the board certification column, Board Chair needs to sign the certification page and submit with supporting documentation including the Board Agenda where checklist was discussed, Board Minutes and Board Agenda approving the minutes no later than January 13, 2023 via Dropbox.

**Note:** Checklist boxes cannot be left unchecked for any of the items unless you indicated Not Applicable (N/A). Compliance Certification with wet signatures must remain at the school site and be available for review upon request by the oversight team at any time.

	Compliance Dequirements	Supporting		ADMIN. BY ER 28, 2022	BOARD CERTIFICATION BY
	Compliance Requirements	Documentation	COMPLIANT	REQUIREMENT IN PROCESS	JANUARY 13, 2023
1.	The charter school maintains timely and current verification of <b>criminal background</b> <b>and TB clearances</b> for all employees (including substitutes, part-time staff, and temporary employees) and contracting entities (service providers, vendors, and independent	Documentation that the school has at least one DOJ-confirmed Custodian of Records.	K		
	contractors). See, e.g., Ed. Code § 47605(c) (5)(F); Ed. Code §§ 45122.1 and 45125.1; Ed. Code § 49406; Ed. Code § 44237.	Completed and signed "Certification of Clearances, Credentialing and Mandated Reporter Training 2022-2023" form			

Compliance Requirements	Supporting Documentation	ADMIN. BY ER 28, 2022	BOARD CERTIFICATION BY JANUARY 13, 2023
	Completed and signed "Criminal Background Clearance Certification" for each faculty and staff member to certify criminal background clearance prior to employment.		
	Certification of timely DOJ and TB clearances by all contracting entities.		
	Documentation of compliance with applicable volunteer clearance requirements, including tuberculosis (TB) risk assessment/clearance requirements. Ed Code § 49406; Health & Safety Code §§ 121525, 121535, 121545, and 121555.		
2. Teachers hold an EL Certification and a valid Commission on <b>Teacher Credentialing</b> Certificate, permit, or other documents equivalent to that which a teacher in other public schools would be required to hold per federal and state law, ESSA. See Ed. Code § 47605(1).	For each certificated staff member: Credential(s) are appropriate for the position(s) to which the person has been assigned, and are in alignment with Ed. Code § 47605(1) and other applicable law		
	Master schedule that shows all assignment(s) of each certificated staff member.		
2a. The administration and board have a system in place for reporting applicable employee misconduct to the Commission on Teacher Credentialing.	Internal human resources procedures.		
3. The Charter Schools Division (CSD) has been provided with, and parents have access to, the school's most current <b>contact information</b> for	Accurate and updated school contact information.		
each Governing Board member and the <b>2022</b> - <b>2023 Board meetings calendar</b> . See current	Accurate and updated list/roster of Governing		

	Compliance Requirements	Supporting Documentation	ADMIN. <b>BY</b> E <b>R 28, 2022</b>	BOARD CERTIFICATION BY JANUARY 13, 2023
	Federal, State, and District Required Language for Independent Charter School Petitions (New	Board members and contact information.		
	and Renewal) and Material Revisions (FSDRL).	Calendar of Governing Board meeting dates and location(s).		
4.	Charter school complies with the <b>pre- and post-</b> <b>lottery and enrollment forms</b> guidelines. See <i>Admissions Requirements and Materials</i> (August 2011).	Lottery form and enrollment packet.		
5.	Charter school shall ensure that staff receives annual <b>training on the charter school's health,</b> <b>safety, and emergency procedures</b> , and shall	Comprehensive Health, Safety, and Emergency Plan.		
	maintain a calendar for, and conduct, emergency response drills for students and staff including, but not limited to:	Documentation of emergency drills and preparedness training.		
	<ul> <li>a. Health, Safety and Emergency Preparedness Plan (School Safety Plan) (see, e.g., Ed Code §§ 32280-32289)</li> <li>b. Child Abuse Mandated Reporter training as</li> </ul>	Documentation of timely and compliant Child Abuse Mandated Reporter training.		
	<ul><li>outlined in Ed. Code § 44691; Penal Code § 11165.7</li><li>c. Blood borne Pathogens training (see 8 CCR § 1100)</li></ul>	Documentation of annual Blood borne Pathogens training.		
	<ul><li>5193)</li><li>d. Pupil Suicide Prevention Policy, as outlined in Ed. Code, § 215</li></ul>	Documentation of Pupil Suicide Prevention Policy training.		
6.	<b>Co-located Charter Schools only-</b> The school administrator and governing board acknowledges and understands that the independent charter school follows applicable District policy, including the District School Safety Plan, as a co- located charter school.	Participation in District and site level co- location meetings. Review of Policy Bulletin-5532.1 Meeting with local		
		district site principal for additional information and questions.		
7.	LAUSD Master Plan for English Learners and	EL Certification Form		
	<b>Standard English Learners</b> or updated and implemented its own master plan in accordance with English Language Master Plan requirements. See current FSDRL.	EL Master Plan has been updated (if the school has not adopted the LAUSD EL Master Plan).		

Compliance Requirements	Supporting Documentation	ADMIN. <b>BY</b> E <b>R 28, 2022</b>	BOARD CERTIFICATION BY JANUARY 13, 2023
8. The charter school's school climate and student discipline systems and procedures align with LAUSD's <b>Discipline Foundation Policy</b> and <b>School Climate Bill of Rights</b> . See current FSDRL.	Description of the school-wide student behavior and discipline system that aligns with Discipline Foundation Policy and School Climate Bill of Rights.		
	Evidence of tiered behavior intervention, alternatives to suspension, and school positive behavior support that the school provides.		
9. Charter School shall maintain all data involving placement, tracking, and monitoring of student suspensions, expulsions, and reinstatements, and make such outcome data readily available to the LAUSD upon request. The charter school submits student suspension and expulsion data to the Office of Data and Accountability on a monthly basis. See current FSDRL.	Monthly suspension and expulsion reports.		
10. Charter School ensures that any and all school <b>communications, including the Parent Student</b> <b>Handbook</b> , are consistent with the provisions of school's approved charter as well as applicable law (e.g., translation required in the target language if Charter School has 15% of more of Stakeholders who speak that language.)	Parent Student Handbook		
11. The charter school's occupancy and use of facilities shall be in compliance with applicable building codes, standards and regulations adopted by the city and/or county agencies responsible for building and safety standards, including but not limited to, the Americans with Disabilities Act. See 42 U.S.C.A. § 12182; Ed. Code § 47610. See current FSDRL.	Current and appropriate Certificate of Occupancy or equivalent; fire permit that certifies a thorough and comprehensive fire life safety inspection has been conducted annually; and other required documentation (for any school site not located on District property).		
<ul> <li>12. The charter school complies with all federal and state laws related to public entities, including, but not limited to:</li> <li>Ralph M. Brown Act, Gov. Code §§ 54950, et seq.</li> </ul>	Board meeting agendas and minutes for the past 12 months.		

Compliance Requirements	Supporting Documentation	ADMIN. <b>BY</b> E <b>R 28, 2022</b>	BOARD CERTIFICATION BY JANUARY 13, 2023
<ul> <li>Political Reform Act of 1974, Gov. Code §§ 81000, et seq.</li> <li>California Public Records Act, Gov. Code § 6250, et seq.</li> <li>Conflicts of Interest, Gov. Code § 1090. See</li> </ul>	Verification of compliant public posting of Board agendas, including on the school website.		
current FSDRL.	Evidence of Brown Act training.		
	Forms 700 (and any applicable required documents) filed with the Los Angeles County Board of Supervisors as required and maintained at the school site/organization. Remaining applicable employees forms 700 are maintained at the school site/ organization.		
	School policy for responding to Public Records Act requests.		
13. The charter school ensures that its <b>Articles of</b> <b>Incorporation</b> are current and appropriate for the operation of the charter school.	Corporate papers, including any and all Articles of Incorporation (initial documents and any subsequent amendments), for entities affiliated with the charter school.		
14. <b>By-laws</b> are current and consistent with approved charter, Governing Board-approved, and signed by the Governing Board secretary.	Current and signed Board-approved bylaws.		
<ul> <li>15. The charter school meets the provisions of eligibility and/or is a participant of state and federal programs and/or grants, which may include but not limited to, the following: Title I, II, III, and other programs, child nutrition programs, Proposition 20 – State Lottery (e.g., Gov. Code § 8880.4), Education Protection Act (Proposition 30), Special Education (Ed. Code § 56000, et seq.), Ed. Code § 47614.5, and all other federal and state programs in which the charter school participates.</li> </ul>	A list of current federal and/or state programs that the school is participating in and/or receiving grants from, and a certification that the school has met the provisions of eligibility and/or requirements of these programs.		
16. The charter school implements Uniform Complaint Procedure (UCP) policies and procedures with appropriate corresponding forms	The governing board has reviewed the school's:		

Compliance Requirements	Supporting Documentation	ADMIN. <b>BY</b> E <b>R 28, 2022</b>	BOARD CERTIFICATION BY JANUARY 13, 2023
and documents, readily available to stakeholders at the school site and on the school's website, that are compliant with federal and state requirements., See, e.g., guidance provided at http://www.cde.ca.gov/re/cp/uc/	<ul> <li>UCP policies</li> <li>UCP procedures</li> <li>UCP forms</li> </ul>		
<ul> <li>17. The charter school, as a recipient of federal reimbursement for the National School Lunch/Breakfast program and/or as a school on District property, has adopted a Local School Wellness Policy. See 42 U.S.C.A. § 1751, et seq.; 42 U.S.C.A. § 1771, et seq.</li> <li>Note: Even if the charter school is not participating in the National School Lunch or Breakfast program development and adoption of an equivalent Wellness Policy would benefit the school and its students.</li> </ul>	Local School Wellness Policy, including evidence of stakeholder input in the development of the policy and annual progress report.		
18. The governing board oversees the development of and approves/adopts the educational partner engagement process, goals, actions, measurable outcomes, and expenditures in the school's Local Control Accountability Plan (LCAP) and annual update in consultation with teachers, staff, administrators, parents, and students. See Ed. Code § 47606.5.	Documentation of educational partner engagement, including Board Meeting Agendas, Board Minutes, LCAP, and related documents (e.g., Supplement to the Annual Update to the 2021-22 Local Control and Accountability Plan, Budget Overview for Parents, etc.).		
<ul> <li>19. The charter school ensures compliance with the LAUSD's Keeping Parents Informed: Charter Public School Transparency Resolution of January 12, 2016, which includes documents available both manually and electronically, and if the charter school occupies a building on the AB300 list (seismic safety survey), it has posted a notice of such status in its main office. Ed. Code §§ 17280 to 17317.</li> </ul>	Documentation of discussion by the Governing Board including Board Meeting Agendas and Board Minutes and review that documentation is available both manually and electronically.		
20. The charter school ensures that it is in compliance with all applicable state law regarding students experiencing homelessness and foster youth, including but not limited to the provisions of Ed. Code §§ 48850, 48853, 48853.5, 49069.5, 51225.1, 51225.2 and , as amended from time to time.	Documentation of compliance with the requirements, which may include but is not limited to, the name of the charter school's designee and the partial credit policy, if applicable.		

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21. Schools Serving Grade 9 only: The charter school complies with all applicable requirements of Ed. Code § 51224.7.	Documentation of the adoption of the charter school's established policy in compliance with Education Code section 51224.7, including the Board Meeting Agendas and Board Minutes.		
22. The charter school complies with all applicable requirements of Ed. Code, § 215: Pupil Suicide Prevention Policies. (Schools serving Grades 7- 12). If the charter school is co-located on District property (Prop 39), the charter school must comply with the District's policy (BUL: 2637.4 <i>Suicide Prevention, Intervention, and</i> <i>Postvention</i> ) and must access training via the District's website through MyPLN.	Documentation of the adoption of the charter school's policy as outlined in Ed. Code, § 215, including the Board Meeting Agendas and Board Minutes.		
23. For High Schools Only: The charter school has obtained WASC accreditation and UCOP Doorways Course Approval.	Charter school approvals are listed on the WASC website and UCOP Doorways website.		
24. The charter school complies with all applicable requirements of Ed. Code §§ 231.5 and 231.6 regarding sexual harassment notifications (Schools serving Grades 9-12).	Verification of pupils being notified in accordance with applicable legal requirements (Ed. Code §§ 231.5 and 231.6), displaying a poster in bathrooms and locker rooms at the schoolsite.		
25. Charter school must comply with all online posting requirements related to the filing of a Title IX complaint pursuant to Education Code section 221.61.	Documentation of the charter school's online posting(s) containing all the required information set forth in Education Code section 221.61.		

Compliance Requirements	Supporting Documentation	ADMIN. <b>BY</b> E <b>R 28, 2022</b>	BOARD CERTIFICATION BY JANUARY 13, 2023
26. Charter school must comply with all Title IX federal requirements including the adoption and publishing of grievance procedures. These procedures are intended to provide for the prompt and equitable resolution of student and employee complaints set forth in 34 C.F.R. § 106.8.	Documentation of the charter school's adoption and publishing of its grievance procedures including the Board Meeting Agenda(s) and Board Minute(s).		
27. The charter school complies with all applicable requirements of Ed. Code § 56040.3 pertaining to school-purchased technology devices for individuals with exceptional needs.	Documentation of compliance with the requirements, which may include but is not limited to, how students were provided access to devices in order to receive a free appropriate public education.		
28. Commencing in Fiscal Year 2022-2023, charter schools must comply with all applicable requirements of Ed. Code § 49501.5 pertaining to statewide Universal Meals Program, whereby charter schools serving students in grades TK-12 provide two meals free of charge (breakfast and lunch) during each school day to students requesting a meal, regardless of their free or reduced-price meal eligibility.	Documentation of compliance with the requirements, which may include but is not limited to, how the charter school implemented a Universal Meals Program for school children, and whether the school participated in the federal National School Lunch Program (NSLP) and School Breakfast Program (SBP).		
29. The charter school complies with all applicable requirements of Ed. Code § 44258.9 related to the state's annual teacher assignment monitoring via the California Statewide Assignment Accountability System (CalSAAS), and engages in the CalSAAS to address any possible misassignments within the designated timelines. The charter school must correct misassignments within 30 calendar days.	Participation in the CalSAAS. Timely responses to the Monitoring Authority's questions/requests in the CalSAAS. Documentation of corrected misassignments.		

	LIANCE REVIEV riday, October 28, 2022)	N		
(by Fi	Date(s)	the School	l Administrator of	
Name of Charter School reviewed the school's compliance with legal, charter, and District policy requirements.				
Maricela Williams	Morthans			
Printed Name of School Administrator	Signature of School Admir	nistrator	Date Signed	
CERTIFICATION OF CERTIFICATION OF	BOARD COMPL riday, January 13, 2023)	IANCE I	REVIEW	
			REVIEW	
(By Fr The undersigned hereby certifies that, on _	riday, January 13, 2023)			
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TEACH Public Schools - TEACH Special Board Meeting - Agenda - Wednesday November 16, 2022 at 6:00 PM



LOS ANGELES UNIFIED SCHOOL DISTRICT CHARTER SCHOOLS DIVISION

333 South Beaudry Avenue, 20<sup>th</sup> Floor, Los Angeles, CA 90017 Office: (213) 241-0399 ♦ Prop. 39: (213) 241-5130 ♦ Fax: (213) 241-2054 ALBERTO M. CARVALHO Superintendent

> VERONICA ARREGUIN Chief Strategy Officer

JOSÉ COLE-GUTIÉRREZ Director, Charter Schools Division

# CHARTER SCHOOL COMPLIANCE MONITORING 2022-2023

Dear Charter School Governing Board President and Charter School Leaders:

As part of oversight duties set forth in California Education Code § 47604.32, the LAUSD, through the Charter Schools Division (CSD), monitors each charter public school's compliance with applicable legal, charter, and policy requirements. To this end, the CSD's oversight process encompasses three important actions by each charter school:

- (1) <u>School Administrator's Certification</u>: As the CSD continues its focus on ensuring that the wellbeing of students remains first and foremost, **by October 28, 2022**, as part of the school's triannual electronic submission of documents, we request that the school site administrator submit the attached certification confirming the school's implementation of safety measures at the beginning of the school year. This beginning of the year certification by the school administrator informs the governing board and supports the school in ensuring that critical organizational and management systems are in place as the school year begins, as these requirements greatly impact students, staff, and the public. **Please submit the entire document to the CSD via Dropbox with** <u>only</u> the school administrator's columns completed, along with the administrator's signature no later than October 28, 2022.
- (2) <u>Certification of Board Compliance Review</u>: As in previous years, and as part of the Governing Board's fulfillment of its fiduciary governance responsibility to ensure that the charter school complies with all applicable laws and other requirements, it is critical that the school's Governing Board periodically review, discuss, monitor, and modify, if necessary, the school's policies and systems for compliance with such requirements. Please complete and sign the *final* certification at the end of the attached document, *Compliance Monitoring and Certification of Board Compliance Review 2022-2023*, and return the entire document including the administrator's certification from the first submission. Please include the relevant Board agenda(s) and minutes as evidence of the Governing Board's review of these items and submit to the CSD via Dropbox no later than January 13, 2023.

The CSD is very much aware and acknowledges that governing boards provide fiduciary oversight and hire a leader (or leaders) to execute day-to-day operations and appropriately delegated functions. Moreover, the charter school's governing board is the first line of charter school oversight. As part of the District's oversight process, this certification is intended to serve as a formal acknowledgement from charter school governing boards of their review and appropriate due diligence in these key areas as part of their own organizational oversight function. As stated in the *LAUSD Policy and Procedures for Charter Schools*, "While LAUSD is responsible to provide oversight of its charter schools and the entities managing charter schools, the primary oversight of each charter school must first and foremost be performed by the charter school's own governing board. The governing board of a charter school has an ongoing responsibility to oversee the operations of its charter school(s), ensuring that every charter school it oversees is providing a highquality educational program for students enrolled, is successfully fulfilling the terms of their charter, is fiscally sound, and complies with applicable laws, regulations, and court orders." This annual certification also provides charter governing boards an opportunity to confirm with their school leadership that systems are/remain in place to fulfill these critical requirements that impact students, staff, and the public.

(3) Documentation of Compliance: As we have historically done, the CSD will review documentation of compliance with several key legal requirements as part of this year's annual performance-based oversight visit to each charter school. To facilitate effective and efficient compliance review on the day of the visit, please adhere to the guidance provided in the *Annual Performance-Based Oversight Visit Preparation Guide 2022-2023* for the preparation of the school's compliance documentation. Please ensure that this documentation is current, complete, and accurate. The "Supporting Documentation" column of the table in the attached *Compliance Monitoring and Certification of Board Compliance Review 2022-2023* may provide useful support and assistance in this endeavor. Please be reminded that this list is not exhaustive, and it is the responsibility of the charter school and its board to ensure compliance will all applicable laws, policies, and regulations.

We appreciate your continued collaboration and cooperation as we work together so that all youth achieve in healthy and safe environments. Should you have questions, please contact your assigned CSD administrator.

Best wishes,

José Cole-Gutiérrez

Jose Cole-Gutierrez Director, Charter Schools Division

### COMPLIANCE MONITORING AND CERTIFICATION OF BOARD COMPLIANCE REVIEW 2022-2023

School Name:	
Board President Name:	
Charter Management Organization:	
LAUSD Loc. Code:	

**INSTRUCTIONS:** This Compliance Monitoring and Certification Checklist needs to be submitted twice but both certifications must be completed on the same form.

<u>First submission</u> should be completed by checking each appropriate box (Compliant **OR** In Process) for items 1-29; school administrator needs sign and date the certification page and submit all pages no later than October 28, 2022 via Dropbox.

<u>Second submission</u> needs to be completed by checking each appropriate items 1-29 under the board certification column, Board Chair needs to sign the certification page and submit with supporting documentation including the Board Agenda where checklist was discussed, Board Minutes and Board Agenda approving the minutes no later than January 13, 2023 via Dropbox.

**Note:** Checklist boxes cannot be left unchecked for any of the items unless you indicated Not Applicable (N/A). Compliance Certification with wet signatures must remain at the school site and be available for review upon request by the oversight team at any time.

	Compliance Dequinements	Compliance Dequirements Supporting		SCHOOL ADMIN. BY OCTOBER 28, 2022	
	<b>Compliance Requirements</b>	Documentation	COMPLIANT	REQUIREMENT IN PROCESS	BY JANUARY 13, 2023
1.	The charter school maintains timely and current verification of <b>criminal background</b> <b>and TB clearances</b> for all employees (including substitutes, part-time staff, and temporary employees) and contracting entities (service providers, vendors, and independent	Documentation that the school has at least one DOJ-confirmed Custodian of Records.			
	contractors). See, e.g., Ed. Code § 47605(c) (5)(F); Ed. Code §§ 45122.1 and 45125.1; Ed. Code § 49406; Ed. Code § 44237.	Completed and signed "Certification of Clearances, Credentialing and Mandated Reporter Training 2022-2023" form			

Compliance Requirements	Supporting Documentation	ADMIN. <b>BY</b> E <b>R 28, 2022</b>	BOARD CERTIFICATION BY JANUARY 13, 2023
	Completed and signed "Criminal Background Clearance Certification" for each faculty and staff member to certify criminal background clearance prior to employment.		
	Certification of timely DOJ and TB clearances by all contracting entities.		
	Documentation of compliance with applicable volunteer clearance requirements, including tuberculosis (TB) risk assessment/clearance requirements. Ed Code § 49406; Health & Safety Code §§ 121525, 121535, 121545, and 121555.		
2. Teachers hold an EL Certification and a valid Commission on <b>Teacher Credentialing</b> Certificate, permit, or other documents equivalent to that which a teacher in other public schools would be required to hold per federal and state law, ESSA. See Ed. Code § 47605(1).	For each certificated staff member: Credential(s) are appropriate for the position(s) to which the person has been assigned, and are in alignment with Ed. Code § 47605(l) and other applicable law		
	Master schedule that shows all assignment(s) of each certificated staff member.		
2a. The administration and board have a system in place for reporting applicable employee misconduct to the Commission on Teacher Credentialing.	Internal human resources procedures.		
3. The Charter Schools Division (CSD) has been provided with, and parents have access to, the school's most current <b>contact information</b> for	Accurate and updated school contact information.		
each Governing Board member and the <b>2022</b> - <b>2023 Board meetings calendar</b> . See current	Accurate and updated list/roster of Governing		

	<b>Compliance Requirements</b>	Supporting Documentation	ADMIN. <b>By</b> E <b>R 28, 2022</b>	BOARD CERTIFICATION BY JANUARY 13, 2023
	Federal, State, and District Required Language for Independent Charter School Petitions (New	Board members and contact information.		
	and Renewal) and Material Revisions (FSDRL).	Calendar of Governing Board meeting dates and location(s).		
4.	Charter school complies with the <b>pre- and post-</b> <b>lottery and enrollment forms</b> guidelines. See <i>Admissions Requirements and Materials</i> (August 2011).	Lottery form and enrollment packet.		
5.	Charter school shall ensure that staff receives annual <b>training on the charter school's health,</b> <b>safety, and emergency procedures</b> , and shall	Comprehensive Health, Safety, and Emergency Plan.		
	maintain a calendar for, and conduct, emergency response drills for students and staff including, but not limited to:	Documentation of emergency drills and preparedness training.		
	<ul> <li>a. Health, Safety and Emergency Preparedness Plan (School Safety Plan) (see, e.g., Ed Code §§ 32280-32289)</li> <li>b. Child Abuse Mandated Reporter training as</li> </ul>	Documentation of timely and compliant Child Abuse Mandated Reporter training.		
	<ul><li>outlined in Ed. Code § 44691; Penal Code § 11165.7</li><li>c. Blood borne Pathogens training (see 8 CCR §</li></ul>	Documentation of annual Blood borne Pathogens training.		
	<ul><li>5193)</li><li>d. Pupil Suicide Prevention Policy, as outlined in Ed. Code, § 215</li></ul>	Documentation of Pupil Suicide Prevention Policy training.		
6.	<b>Co-located Charter Schools only-</b> The school administrator and governing board acknowledges and understands that the independent charter school follows applicable District policy, including the District School Safety Plan, as a co- located charter school.	Participation in District and site level co- location meetings. Review of Policy Bulletin-5532.1		
		Meeting with local district site principal for additional information and questions.		
7.	The charter school has either implemented the LAUSD Master Plan for English Learners and	EL Certification Form		
	<b>Standard English Learners</b> or updated and implemented its own master plan in accordance with English Language Master Plan requirements. See current FSDRL.	EL Master Plan has been updated (if the school has not adopted the LAUSD EL Master Plan).		

	Compliance Requirements Supporting Documentation		ADMIN. <b>BY</b> E <b>R 28, 2022</b>	BOARD CERTIFICATION BY
	The charter school's school climate and student discipline systems and procedures align with LAUSD's <b>Discipline Foundation Policy</b> and <b>School Climate Bill of Rights</b> . See current FSDRL.	Description of the school-wide student behavior and discipline system that aligns with Discipline Foundation Policy and School Climate Bill of Rights.		JANUARY 13, 2023
		Evidence of tiered behavior intervention, alternatives to suspension, and school positive behavior support that the school provides.		
	Charter School shall maintain all data involving placement, tracking, and monitoring of student <b>suspensions, expulsions, and reinstatements</b> , and make such outcome data readily available to the LAUSD upon request. The charter school submits student suspension and expulsion data to the Office of Data and Accountability on a monthly basis. See current FSDRL.	Monthly suspension and expulsion reports.		
	Charter School ensures that any and all school communications, including the Parent Student Handbook, are consistent with the provisions of school's approved charter as well as applicable law (e.g., translation required in the target language if Charter School has 15% of more of Stakeholders who speak that language.)	Parent Student Handbook		
11.	The charter school's occupancy and use of <b>facilities shall be in compliance</b> with applicable building codes, standards and regulations adopted by the city and/or county agencies responsible for building and safety standards, including but not limited to, the Americans with Disabilities Act. See 42 U.S.C.A. § 12182; Ed. Code § 47610. See current FSDRL.	Current and appropriate Certificate of Occupancy or equivalent; fire permit that certifies a thorough and comprehensive fire life safety inspection has been conducted annually; and other required documentation (for any school site not located on District property).		
	<ul> <li>The charter school complies with all federal and state laws related to public entities, including, but not limited to:</li> <li>Ralph M. Brown Act, Gov. Code §§ 54950, et seq.</li> </ul>	Board meeting agendas and minutes for the past 12 months.		

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	Forms 700 (and any applicable required documents) filed with the Los Angeles County Board of Supervisors as required and maintained at the school site/organization. Remaining applicable employees forms 700 are maintained at the school site/ organization.		
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	ANCE REVIEV	V	
(by Frida) The undersigned hereby certifies that, on	y, October 28, 2022)	the School A	dministrator of
The undersigned hereby certifies that, on	Date(s)		
TEACH Tech Charter	r High		
Nan reviewed the school's compliance with legal, ch	ne of Charter School arter, and District policy 1	equirements.	
I BY		1	
	êne		10-28-22
Printed Name of School Administrator	Signature of School Admini	strator	Date Signed
CERTIFICATION OF BC (By Friday	DARD COMPLI y, January 13, 2023)	ANCE RI	EVIEW
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(By Friday The undersigned hereby certifies that, on Name	y, January 13, 2023) Date(s) of Charter School	, the Gover	
(By Friday The undersigned hereby certifies that, on 	y, January 13, 2023) Date(s) of Charter School er, and District policy req	, the Gover	
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### **COMPLIANCE MONITORING AND CERTIFICATION OF BOARD COMPLIANCE REVIEW** 2022-2023

School Name:	TEACH I	EACH Preparatory Mildred S. Cunningham & Edith H. Morris Elementary School			
Board President	t Name:	Cecilia	a Sandoval		
Charter Manage	ement Org	anization:	TEACH Public Schools		
LAUSD Loc. C	ode:		2452		

INSTRUCTIONS: This Compliance Monitoring and Certification Checklist needs to be submitted twice but both certifications must be completed on the same form.

First submission should be completed by checking each appropriate box (Compliant OR In Process) for items 1-29; school administrator needs sign and date the certification page and submit all pages no later than October 28, 2022 via Dropbox.

Second submission needs to be completed by checking each appropriate items 1-29 under the board certification column, Board Chair needs to sign the certification page and submit with supporting documentation including the Board Agenda where checklist was discussed, Board Minutes and Board Agenda approving the minutes no later than January 13, 2023 via Dropbox.

Note: Checklist boxes cannot be left unchecked for any of the items unless you indicated Not Applicable (N/A). Compliance Certification with wet signatures must remain at the school site and be available for review upon request by the oversight team at any time.

	Compliance Requirements Supporting		orting SCHOOL A		BOARD CERTIFICATION BY
	Compliance Requirements	Documentation		REQUIREMENT IN PROCESS	B1 JANUARY 13, 2023
1.	The charter school maintains timely and current verification of <b>criminal background</b> <b>and TB clearances</b> for all employees (including substitutes, part-time staff, and temporary employees) and contracting entities (service providers, vendors, and independent	Documentation that the school has at least one DOJ-confirmed Custodian of Records.	V		
	contractors). See, e.g., Ed. Code § 47605(c) (5)(F); Ed. Code §§ 45122.1 and 45125.1; Ed. Code § 49406; Ed. Code § 44237.	Completed and signed "Certification of Clearances, Credentialing and Mandated Reporter Training 2022-2023" form			

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	Compliance Requirements	Supporting Documentation		ADMIN. BY IR 28, 2022	BOARD CERTIFICATION BY JANUARY 13, 2023
	·	Completed and signed "Criminal Background Clearance Certification" for each faculty and staff member to certify criminal background clearance prior to employment.			
		Certification of timely DOJ and TB clearances by all contracting entities.			
		Documentation of compliance with applicable volunteer clearance requirements, including tuberculosis (TB) risk assessment/clearance requirements. Ed Code § 49406; Health & Safety Code §§ 121525, 121535, 121545, and 121555.			
2.	Teachers hold an EL Certification and a valid Commission on <b>Teacher Credentialing</b> Certificate, permit, or other documents equivalent to that which a teacher in other public schools would be required to hold per federal and state law, ESSA. See Ed. Code § 47605(l).	For each certificated staff member: Credential(s) are appropriate for the position(s) to which the person has been assigned, and are in alignment with Ed. Code § 47605(l) and other applicable law			
		Master schedule that shows all assignment(s) of each certificated staff member.			
2a.	The administration and board have a system in place for reporting applicable employee misconduct to the Commission on Teacher Credentialing.	Internal human resources procedures.	$\checkmark$		
3.	The Charter Schools Division (CSD) has been provided with, and parents have access to, the school's most current <b>contact information</b> for	Accurate and updated school contact information.	$\checkmark$		
	each Governing Board member and the 2022- 2023 Board meetings calendar. See current	Accurate and updated list/roster of Governing	$\mathbf{k}$		

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	Compliance Requirements	Supporting Documentation	SCHOOL ADMIN, BY OCTOBER 28, 2022		BOARD CERTIFICATION BY JANUARY 13, 2023
	Federal, State, and District Required Language for Independent Charter School Petitions (New and Renewal) and Material Revisions (FSDRL).	Board members and contact information. Calendar of Governing			
		Board meeting dates and location(s).	$\checkmark$		
4.	Charter school complies with the pre- and post- lottery and enrollment forms guidelines. See Admissions Requirements and Materials (August 2011).	Lottery form and enrollment packet.			
5.	Charter school shall ensure that staff receives annual training on the charter school's health, safety, and emergency procedures, and shall	Comprehensive Health, Safety, and Emergency Plan.	$\checkmark$		
	maintain a calendar for, and conduct, emergency response drills for students and staff including, but not limited to:	Documentation of emergency drills and preparedness training.	$\checkmark$		
	<ul> <li>a. Health, Safety and Emergency Preparedness Plan (School Safety Plan) (see, e.g., Ed Code §§ 32280-32289)</li> <li>b. Child Abuse Mandated Reporter training as outlined in Ed. Code § 44691; Penal Code § 11165.7</li> <li>c. Blood borne Pathogens training (see 8 CCR §</li> </ul>	Documentation of timely and compliant Child Abuse Mandated Reporter training.	V		
		Documentation of annual Blood borne Pathogens training.	$\checkmark$		
	<ul> <li>5193)</li> <li>d. Pupil Suicide Prevention Policy, as outlined in Ed. Code, § 215</li> </ul>	Documentation of Pupil Suicide Prevention Policy training.	$\checkmark$		
6.	<b>Co-located Charter Schools only-</b> The school administrator and governing board acknowledges and understands that the independent charter school follows applicable District policy, including the District School Safety Plan, as a co- located charter school.	Participation in District and site level co- location meetings. Review of Policy Bulletin-5532.1 Meeting with local district site principal for additional information and questions.			
7.	The charter school has either implemented the LAUSD Master Plan for English Learners and	EL Certification Form	$\checkmark$		
	Standard English Learners or updated and implemented its own master plan in accordance with English Language Master Plan requirements. See current FSDRL.	EL Master Plan has been updated (if the school has not adopted the LAUSD EL Master Plan).			

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	Compliance Requirements	Supporting Documentation	SCHOOL ADMIN. BY OCTOBER 28, 2022		BOARD CERTIFICATION BY JANUARY 13, 2023	
8.	The charter school's school climate and student discipline systems and procedures align with LAUSD's <b>Discipline Foundation Policy</b> and <b>School Climate Bill of Rights</b> . See current FSDRL.	Description of the school-wide student behavior and discipline system that aligns with Discipline Foundation Policy and School Climate Bill of Rights.				
		Evidence of tiered behavior intervention, alternatives to suspension, and school positive behavior support that the school provides.				
9.	Charter School shall maintain all data involving placement, tracking, and monitoring of student <b>suspensions, expulsions, and reinstatements</b> , and make such outcome data readily available to the LAUSD upon request. The charter school submits student suspension and expulsion data to the Office of Data and Accountability on a monthly basis. See current FSDRL.	Monthly suspension and expulsion reports.				
10.	Charter School ensures that any and all school communications, including the Parent Student Handbook, are consistent with the provisions of school's approved charter as well as applicable law (e.g., translation required in the target language if Charter School has 15% of more of Stakeholders who speak that language.)	Parent Student Handbook	$\checkmark$			
11.	The charter school's occupancy and use of facilities shall be in compliance with applicable building codes, standards and regulations adopted by the city and/or county agencies responsible for building and safety standards, including but not limited to, the Americans with Disabilities Act. See 42 U.S.C.A. § 12182; Ed. Code § 47610. See current FSDRL.	Current and appropriate Certificate of Occupancy or equivalent; fire permit that certifies a thorough and comprehensive fire life safety inspection has been conducted annually; and other required documentation (for any school site not located on District property).				
12.	<ul> <li>The charter school complies with all federal and state laws related to public entities, including, but not limited to:</li> <li>Ralph M. Brown Act, Gov. Code §§ 54950, et seq.</li> </ul>	Board meeting agendas and minutes for the past 12 months.				

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Compliance Requirements	Supporting Documentation	SCHOOL ADMIN. BY OCTOBER 28, 2022		BOARD CERTIFICATION BY JANUARY 13, 2023
<ul> <li>Political Reform Act of 1974, Gov. Code §§ 81000, et seq.</li> <li>California Public Records Act, Gov. Code § 6250, et seq.</li> <li>Conflicts of Interest, Gov. Code § 1090. See</li> </ul>	Verification of compliant public posting of Board agendas, including on the school website. Evidence of Brown			
current FSDRL.	Act training.	$\checkmark$		
	Forms 700 (and any applicable required documents) filed with the Los Angeles County Board of Supervisors as required and maintained at the school site/organization. Remaining applicable employees forms 700 are maintained at the school site/ organization.			
	School policy for responding to Public Records Act requests.	$\checkmark$		
13. The charter school ensures that its Articles of Incorporation are current and appropriate for the operation of the charter school.	Corporate papers, including any and all Articles of Incorporation (initial documents and any subsequent amendments), for entities affiliated with the charter school.			
14. <b>By-laws</b> are current and consistent with approved charter, Governing Board-approved, and signed by the Governing Board secretary.	Current and signed Board-approved bylaws.	$\checkmark$		
15. The charter school meets the provisions of eligibility and/or is a participant of state and federal programs and/or grants, which may include but not limited to, the following: Title I, II, III, and other programs, child nutrition programs, Proposition 20 – State Lottery (e.g., Gov. Code § 8880.4), Education Protection Act (Proposition 30), Special Education (Ed. Code § 56000, et seq.), Ed. Code § 47614.5, and all other federal and state programs in which the charter school participates.	A list of current federal and/or state programs that the school is participating in and/or receiving grants from, and a certification that the school has met the provisions of eligibility and/or requirements of these programs.			
16. The charter school implements Uniform Complaint Procedure (UCP) policies and procedures with appropriate corresponding forms	The governing board has reviewed the school's:	$\checkmark$		

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Compliance Requirements	Supporting Documentation	ADMIN. BY IR 28, 2022	BOARD CERTIFICATION BY JANUARY 13, 2023
and documents, readily available to stakeholders at the school site and on the school's website, that are compliant with federal and state requirements., See, e.g., guidance provided at http://www.cde.ca.gov/re/cp/uc/	<ul> <li>UCP policies</li> <li>UCP procedures</li> <li>UCP forms</li> </ul>		
<ul> <li>17. The charter school, as a recipient of federal reimbursement for the National School Lunch/Breakfast program and/or as a school on District property, has adopted a Local School Wellness Policy. See 42 U.S.C.A. § 1751, et seq.; 42 U.S.C.A. § 1771, et seq.</li> <li>Note: Even if the charter school is not participating in the National School Lunch or Breakfast program development and adoption of an equivalent Wellness Policy would benefit the school and its students.</li> </ul>	Local School Wellness Policy, including evidence of stakeholder input in the development of the policy and annual progress report.		
18. The governing board oversees the development of and approves/adopts the educational partner engagement process, goals, actions, measurable outcomes, and expenditures in the school's Local Control Accountability Plan (LCAP) and annual update in consultation with teachers, staff, administrators, parents, and students. See Ed. Code § 47606.5.	Documentation of educational partner engagement, including Board Meeting Agendas, Board Minutes, LCAP, and related documents (e.g., Supplement to the Annual Update to the 2021-22 Local Control and Accountability Plan, Budget Overview for Parents, etc.).		
19. The charter school ensures compliance with the LAUSD's Keeping Parents Informed: Charter Public School Transparency Resolution of January 12, 2016, which includes documents available both manually and electronically, and if the charter school occupies a building on the AB300 list (seismic safety survey), it has posted a notice of such status in its main office. Ed. Code §§ 17280 to 17317.	Documentation of discussion by the Governing Board including Board Meeting Agendas and Board Minutes and review that documentation is available both manually and electronically.		
20. The charter school ensures that it is in compliance with all applicable state law regarding students experiencing homelessness and foster youth, including but not limited to the provisions of Ed. Code §§ 48850, 48853, 48853.5, 49069.5, 51225.1, 51225.2 and , as amended from time to time.	Documentation of compliance with the requirements, which may include but is not limited to, the name of the charter school's designee and the partial credit policy, if applicable.		

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<b>Compliance Requirements</b>	Supporting Documentation	SCHOOL ADMIN. BY OCTOBER 28, 2022		BOARD CERTIFICATION BY JANUARY 13, 2023
21. Schools Serving Grade 9 only: The charter school complies with all applicable requirements of Ed. Code § 51224.7.	Documentation of the adoption of the charter school's established policy in compliance with Education Code section 51224.7, including the Board Meeting Agendas and Board Minutes.			
22. The charter school complies with all applicable requirements of Ed. Code, § 215: Pupil Suicide Prevention Policies. (Schools serving Grades 7- 12). If the charter school is co-located on District property (Prop 39), the charter school must comply with the District's policy (BUL: 2637.4 <i>Suicide Prevention, Intervention, and</i> <i>Postvention</i> ) and must access training via the District's website through MyPLN.	Documentation of the adoption of the charter school's policy as outlined in Ed. Code, § 215, including the Board Meeting Agendas and Board Minutes.			
23. For High Schools Only: The charter school has obtained WASC accreditation and UCOP Doorways Course Approval.	Charter school approvals are listed on the WASC website and UCOP Doorways website.			
24. The charter school complies with all applicable requirements of Ed. Code §§ 231.5 and 231.6 regarding sexual harassment notifications (Schools serving Grades 9-12).	Verification of pupils being notified in accordance with applicable legal requirements (Ed. Code §§ 231.5 and 231.6), displaying a poster in bathrooms and locker rooms at the schoolsite.			
25. Charter school must comply with all online posting requirements related to the filing of a Title IX complaint pursuant to Education Code section 221.61.	Documentation of the charter school's online posting(s) containing all the required information set forth in Education Code section 221.61.			

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Compliance Requirements	Supporting Documentation	ADMIN. BY IR 28, 2022	BOARD CERTIFICATION BY JANUARY 13, 2023
26. Charter school must comply with all Title IX federal requirements including the adoption and publishing of grievance procedures. These procedures are intended to provide for the prompt and equitable resolution of student and employee complaints set forth in 34 C.F.R. § 106.8.	Documentation of the charter school's adoption and publishing of its grievance procedures including the Board Meeting Agenda(s) and Board Minute(s).		
27. The charter school complies with all applicable requirements of Ed. Code § 56040.3 pertaining to school-purchased technology devices for individuals with exceptional needs.	Documentation of compliance with the requirements, which may include but is not limited to, how students were provided access to devices in order to receive a free appropriate public education.		
28. Commencing in Fiscal Year 2022-2023, charter schools must comply with all applicable requirements of Ed. Code § 49501.5 pertaining to statewide Universal Meals Program, whereby charter schools serving students in grades TK-12 provide two meals free of charge (breakfast and lunch) during each school day to students requesting a meal, regardless of their free or reduced-price meal eligibility.	Documentation of compliance with the requirements, which may include but is not limited to, how the charter school implemented a Universal Meals Program for school children, and whether the school participated in the federal National School Lunch Program (NSLP) and School Breakfast Program (SBP).		
29. The charter school complies with all applicable requirements of Ed. Code § 44258.9 related to the state's annual teacher assignment monitoring via the California Statewide Assignment Accountability System (CalSAAS), and engages in the CalSAAS to address any possible misassignments within the designated timelines. The charter school must correct misassignments within 30 calendar days.	Participation in the CalSAAS. Timely responses to the Monitoring Authority's questions/requests in the CalSAAS. Documentation of corrected misassignments.		

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CERTIFICATION OF SCHOOL ADMINISTRATOR'S COMPLIANCE REVIEW (By Friday, October 28, 2022)         The undersigned hereby certifies that, on       10/18/2022 Date(s)       the School Administrator of         TEACH Preparatory Mildred S. Cunningham & Edith H. Morris Elementary School       10/18/2022			
	Name of Charter School		
reviewed the school's compliance with lega	ll, charter, and District policy requirer	nents.	
Mrs. Sharon Rhee Printed Name of School Administrator	Signatúre of School Administrator	10/18/2022 Date Signed	
	BOARD COMPLIANC riday, January 13, 2023)	CE REVIEW	
The undersigned hereby certifies that, on	, th Date(s)	ne Governing Board of	
TEACH Preparatory Mildred S. Cu	Inningham & Edith H. Morris I	Elementary School	
reviewed the school's compliance with legal, o	Name of Charter School charter, and District policy requirement	nts.	
This certification includes the following relevan	t documentation:		
Board Agenda where item was discussed			
Board Minutes			
Board Agenda Approving the Minutes			
Printed Name of Governing Board Chair	Signature of Governing Board Chair	Date Signed	

# Coversheet

# Employee Retention Tax Credit Vendor Service Agreement

III. Items Scheduled for Information and Potential Action
B. Employee Retention Tax Credit Vendor Service Agreement
Vote
Service Fee Agreement CFOMW Tax LLC ERC.pdf

### CFOMW Tax, LLC

# 38 29th Place

### Venice, CA 90291

### SERVICES FEE AGREEMENT

*Instructions: Review and sign the agreement below on a desktop computer.* 

Via Email: mbrown@teachps.org

**RE:** Fee Agreement and Engagement for Teach, Inc.

Dear Matthew Brown,

Thank you for selecting CFOMW Tax, LLC (the "Firm" or "we") to provide <u>Teach, Inc.</u> ("Client" or "you") with the tax consulting services set forth below. In connection with our engagement to perform this work, we require written acknowledgement of this agreement for our files and the relevant rules of professional conduct.

We feel that it is in the best interest of our clients that they be fully informed of our billing practices and what services we will be undertaking on their behalf. The purpose of this letter, therefore, is to set forth the scope of our engagement to you, to set forth the financial arrangements regarding our engagement, and to verify our agreement of the foregoing:

### 1. Scope of Engagement

Subject to the terms and conditions herein, including without limitation advance payment of the retainer and a signed copy of this agreement, the Firm will perform those services which you requested and, more specifically, calculating your potential refund claim related to the IRS Employee Retention Tax Credit ("ERTC"), prepare all related tax forms to obtain the ERTC, and, if necessary, provide audit representation related to the ERTC (the "Engagement"). We anticipate this work will require us to review your historical tax records and ask you various questions related to the Engagement.

# 2. <u>Responsibilities of the Parties</u>

The Firm will provide those services reasonably required to represent you in prosecuting the claims described in Paragraph 2 and will take reasonable steps to keep you informed of progress and developments, and to respond promptly to inquiries and communications. You agree to be truthful with the Firm, to cooperate, to keep the Firm informed of any information and developments which may come to your attention, to abide by this Agreement, to pay the Firm's bills for costs on time, and to keep the Firm advised of your address, telephone number and whereabouts. You agree to cooperate fully with the Firm in all matters related to the preparation and presentation of your claims.

### 3. <u>Fee for Representation</u>

Generally, we bill an hourly rate, however for this matter we will only bill you to complete the Engagement if the Engagement results in a refund of taxes or amounts previously paid or due related to a successful ERTC claim. In the event that you obtain a refund related to taxes or amounts paid pursuant to the ERTC claim, you shall pay a fee as follows:

Seven percent (7.0%) of the total refund amount received. For the avoidance of doubt, should you receive a refund of \$100,000; you shall pay me a fee of \$7,000. This fee is due immediately and payable within thirty (30) days of receipt of part or all of the refund you receive. Should your refund be overturned by the IRS on audit, the Firm will refund the fee previously paid pro-rata with the principal amount the Client repays to the IRS. For the avoidance of doubt, should the Client pay a fee to the Company of One Hundred Dollars \$100 and the IRS later overturns Ten Percent (10%) of the original refund principal amount, the Firm shall repay the Client Ten Dollars (\$10).

In the event we are required to do additional work outside the reasonably anticipated scope of this Engagement ("Out-of-Scope Services"), such work shall be on a separate hourly basis and may require a separate engagement letter; an hourly rate can be outlined in that agreement. Out-of-Scope Services shall include work on separate or distinct matters not contemplated initially by both parties at the time this Agreement was entered into, or rework or other updates to documents necessary to correct inaccurate statements or representations. If we anticipate the need to provide any significant Out-of-Scope Services in connection with Engagement, we will endeavor to notify you before commencing with such work and incurring expenses and time and may request that you sign a separate engagement letter for the additional services to be performed.

Out-of-Scope Services include, but are not limited to the following:

- Preparation of original or amended federal or state income tax returns other than those as outlined in the Engagement;
- Bookkeeping or financial record compilation services;
- Representation before state tax authorities concerning audits or formal examinations;
- Other business consulting services not related to the proposed Engagement;
- Preparing or drafting of other legal documents not specifically discussed earlier;
- Costs for subsequent state revenue authority appeals and audits, or costs incurred for filing in federal, District Court, or any other state

We do our best to see that our clients are satisfied not only with our services but also with the reasonableness of the fees and disbursements charged for these services. Therefore, if you have any questions about or objection to a statement or the basis for our fees to you, you should raise it promptly and not more than thirty (30) days after you receive a bill for discussion. If you object only to a portion of the statement, we ask you pay the remainder, which will not constitute a waiver of your objections.

#### **Disbursements** 4.

The performance of professional services generally involves costs and expenses, some of which must be paid to third parties. These expenses include, but are not limited to, administrative filing fees, court reporters, deposition fees, travel costs, copying costs, telecopier costs, messenger services, long distance telephone charges, computerized research expenses and expenses of experts whom we deem appropriate to assist in our representation of you. For purposes of this Engagement, we shall not charge any amounts for costs and expenses.

### 5. Retainer

No retainer is being requested as part of this Engagement.

No Guarantees 6.

The Firm and you understand and agree that no results have been guaranteed by the Firm or any of its employees and that this agreement is not based upon any such promises or anticipated results.

#### 7. **Disputes and Arbitration**

In the unlikely event you and the Firm are unable to resolve differences on the question of any fee and/or expense items, you hereby agree to make a good faith effort at resolving the dispute. If the dispute cannot be resolved, the parties agree to submit all disputes arising under this agreement to arbitration in Los Angeles, California before a single arbitrator of the American Arbitration Association ("AAA"). The arbitrator shall be selected by application of the rules of the AAA, or by mutual agreement of the parties, except that such arbitrator shall be an attorney admitted to practice law in California. No party to this agreement will challenge the jurisdiction or venue provisions as provided in this section. Nothing contained herein shall prevent the party from obtaining an injunction.

#### Withdrawal from Representation 8.

Our firm's relationship with you is one of mutual trust and confidence. If you, for whatever reason, wish us to cease representing you, you may request that we do so. If we feel we no longer wish to represent you, we will inform you in writing so you have sufficient time to find new representation. We generally will only do so in the following circumstances: (a) a lack of cooperation by you in promptly submitting necessary requested information; (b) your knowingly providing us, your adversaries or the government with false information; (c) your disregard of advice about matters of critical importance to your case; (d) your failure to promptly pay fees; or (e) for any other reason provided advance notice is provided.

Upon such termination, however, you would remain liable for any unpaid fees and costs. We also shall be authorized to reveal this agreement and any other necessary documents to any court or agency if the same should prove necessary to effect withdrawal or collection of our fees. Should you terminate the Engagement after the relevant forms required to file the ERTC are provided to you and a refund is later obtained, the fees stated above shall remain fully due and payable.

It is the policy of this firm to make every effort to have our clients feel that they are treated on a fair basis. We welcome an honest discussion of our fees and our services and encourage our clients to inquire about any matter relating to our fee arrangement or monthly statements that are in anyway unclear or appear unsatisfactory. If you have any questions, please do not hesitate to call us.

#### **Miscellaneous** 9.

This agreement will also apply to services rendered for such future matters that we agree will be handled by the Firm. If, however, such services, are substantially different from those to which this agreement applies (for instance, an appearance on your behalf in court), either party may request that a new agreement be executed, or that this agreement be re-acknowledged.

By executing this agreement, you acknowledge that fees received by the Firm may be utilized to pay employees or contractors associated with the Firm who assisted with the Engagement.

The Firm is not responsible for any errors or omissions regarding information, in whatever form, that you provide to the Firm; you agree that the Firm cannot verify the accuracy of your information and as such the Firm is in no way liable in any way for such provided information.

If this letter correctly sets forth your understanding of the scope of the services to be rendered to the company by the Firm and the manner by which fees will be charged and paid, and if the terms of the engagement are satisfactory, please execute the enclosed copy of this letter and return it to us. If the scope of the services described is incorrect or if the terms of the engagement set forth in this letter

are not satisfactory to you, please let us know in writing so that we can discuss either aspect.

By executing this agreement, you acknowledge that there is uncertainty concerning the outcome of this matter and that the Firm and the undersigned professionals have made no guarantees as to the disposition of any phase of this matter. All representations and expression relative to the outcome of this matter, are only expressions of the said professional's opinions and do not constitute guarantees. We look forward to continuing to work with you and thank you once again for the opportunity to serve.

Very truly yours,



Michael Williams

# READ, AGREED AND CONSENTED TO:

Signer Name \*

Matthew	Brown				
First Name	Last Name				
Signer Title *	Date *				
COO	11-04-2022	Ē			
	Date				
Signature * Sign Here					
	Clear				
S	Submit				

# Coversheet

# Employee Pay Raise of 5% Beginning January 1, 2023

Section:	III. Items Scheduled for Information and Potential Action
ltem:	C. Employee Pay Raise of 5% Beginning January 1, 2023
Purpose:	Vote
Submitted by:	
Related Material:	22-23 New_Teacher_Salary_Schedule 2-4.pdf



# 2022-2023 New Teacher Salary Schedule

11 Month Employee

Teachers New to TEACH	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6	YEAR 7	YEAR 8	YEAR 9	YEAR 10
	\$64,260	\$66,150	\$67,725	\$69,176	\$70,460	\$72,900	\$75,108	\$76,527	\$76,791	\$77,056
	YEAR 11	YEAR 12	YEAR 13	YEAR 14	YEAR 15	YEAR 16	YEAR 17	YEAR 18	YEAR 19	YEAR 20
	\$77,322	\$77,589	\$77,856	\$78,126	\$79,446	\$ <b>7</b> 9,717	\$79,988	\$80,261	\$80,534	\$80,809
	YEAR 21	YEAR 22	YEAR 23	YEAR 24	YEAR 25	YEAR 26	YEAR 27	YEAR 28	YEAR 29	YEAR 30
	\$81,084	\$81,361	\$81,639	\$81,917	\$83,245	\$83,526	\$84,858	\$85,130	85,638	\$86,100

#### **Salary Bonus**

• Teachers will be eligible earn up to a 2.5% bonus of base pay each semester their school meets budgeted ADA. (ADA target is based on 22-23 board approved annual budget. ADA is measured by P1 & P2 attendance reports.) Earned bonuses will be paid out in December and June. Bonuses are prorated for employees who start after July 1. Shortage Areas Bonuses

• Credentialed Math, Science & Special Education teachers are eligible for salary bonuses of up to \$1000 per semester. (Paid out in December & June)

Sick Days

•Teachers receive 6 sick days (48 hours) annually. Sick days may be cashed out at the end of the year at \$23 per hour.

BTSA

•TEACH will reimburse teachers up to \$1000 per semester towards teachers BTSA Induction Program. Reimbursements will be paid out in September of the year following BTSA completion.