



Board Meeting Agenda Annual Workshop Training

DATE 7/13/2020

6:00 p.m.

Encore Education Corporation
Phone: (760) 949-2036
Fax (760) 956-3338
www.encorehighschool.com

Sites:

www.encorehighschool.com

If you would like to speak during public comment, please email your full name, the item you would like to comment about, and your comment, to board@encoreedcorp.com. These comments will be read aloud during open session at the board meeting. The chance to add public comment through emails will close after the agenda is approved during the meeting.

Board Members:

Suzanne Cherry, Board President
Rob Gabler, Board Vice President
Kelly Ahmed, Board Secretary/Treasurer
Evelyn Rojas, Board Member
Mari Miller, Board Member

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 changed 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. For any person requiring a translator, this time will be doubled to account for translation time.

Reasonable Accommodation for any individual with a Disability: Pursuant to the Rehabilitation Act of 1973, any individual with a disability who requires reasonable accommodation to attend or to participate in this meeting of the Governing board may request assistance by contacting the EEC (760) 949-2036.

Public Documents relating to Open Session Agenda items are available for review by the public at the Reception Desk at Encore Education Corporation's Executive office or on the internet at www.encorehighschool.com. For more information concerning this agenda, please contact EEC (760) 949-2036.

1.0 CALL TO ORDER. The meeting was called to order at ____ (time).

2.0 OPEN GENERAL SESSION

ROLL CALL	Present	Absent
Suzanne Cherry	___	___
Kelly Ahmed	___	___
Rob Gabler	___	___
Evelyn Rojas	___	___
Mari Miller	___	___

3.0 APPROVAL OF THE AGENDA

MOTION: _____	Second: _____	Vote: _____	Approved/Denied _____
ROLL CALL	AYE	NAY	ABSTENTION ABSENT
Suzanne Cherry	___	___	___
Kelly Ahmed	___	___	___
Rob Gabler	___	___	___
Evelyn Rojas	___	___	___
Mari Miller	___	___	___

4.0 INVITATION TO ADDRESS THE BOARD, OPEN SESSION ITEMS. This is the time and place for the general public to address the Board of Directors on any matter within jurisdiction of the Board. Comments should be limited to 3 minutes. Unless an item has been placed on the published agenda in accordance with the Brown Act, there shall be no action taken, nor should there be comments on, responses to, or discussion of a topic not on the agenda. The Board members may: (1) acknowledge receipt of information/report; (2) refer to staff with no direction as to action or priority; or (3) refer the matter to the next agenda.

5.0 CONSENT ITEMS. It is recommended that the board considers approving a number of agenda items as a consent list. These items are routine in nature and can be enacted in one motion without further discussion. Consent items may be called up by any member at the meeting for clarification, discussion, or change.

5.1 BOARD MEETING MINUTES-06.08.2020

MOTION: _____	Second: _____	Vote: _____	Approved/Denied _____
ROLL CALL	AYE	NAY	ABSTENTION ABSENT
Suzanne Cherry	___	___	___
Kelly Ahmed	___	___	___
Rob Gabler	___	___	___
Evelyn Rojas	___	___	___
Mari Miller	___	___	___

6.0 INFORMATION ITEMS. There are no actions needed for any of these items. These items are presented for informational purposes.

7.0 ACTION ITEMS.

7.1 Board Appointments for the 20'-21' school year. Executive team recommends approval of this action.

Approve

MOTION: _____	Second: _____	Vote: _____	Approved/Denied _____
ROLL CALL	AYE	NAY	ABSTENTION ABSENT
Suzanne Cherry	_____	_____	_____
Kelly Ahmed	_____	_____	_____
Rob Gabler	_____	_____	_____
Evelyn Rojas	_____	_____	_____
Mari Miller	_____	_____	_____

7.2 School Calendars for the 20'-21' school year. Executive team recommends approval of this action.

Approve

MOTION: _____	Second: _____	Vote: _____	Approved/Denied _____
ROLL CALL	AYE	NAY	ABSTENTION ABSENT
Suzanne Cherry	_____	_____	_____
Kelly Ahmed	_____	_____	_____
Rob Gabler	_____	_____	_____
Evelyn Rojas	_____	_____	_____
Mari Miller	_____	_____	_____

7.3 2020-2021 Encore Budget. Executive team recommends approval of this action.

Approve

MOTION: _____	Second: _____	Vote: _____	Approved/Denied _____
ROLL CALL	AYE	NAY	ABSTENTION ABSENT
Suzanne Cherry	_____	_____	_____
Kelly Ahmed	_____	_____	_____
Rob Gabler	_____	_____	_____
Evelyn Rojas	_____	_____	_____
Mari Miller	_____	_____	_____

7.4 2020-2021 Salary Schedules. Executive team recommends approval of this action.

Approve

MOTION: _____	Second: _____	Vote: _____	Approved/Denied _____
ROLL CALL	AYE	NAY	ABSTENTION ABSENT
Suzanne Cherry	_____	_____	_____
Kelly Ahmed	_____	_____	_____
Rob Gabler	_____	_____	_____
Evelyn Rojas	_____	_____	_____
Mari Miller	_____	_____	_____

7.5 2020-2021 COVID-19 Planning Proposal. Executive team recommends approval of this action.

Approve				
MOTION: _____	Second: _____		Vote: _____	Approved/Denied _____
ROLL CALL	AYE	NAY	ABSTENTION	ABSENT
Suzanne Cherry	_____	_____	_____	_____
Kelly Ahmed	_____	_____	_____	_____
Rob Gabler	_____	_____	_____	_____
Evelyn Rojas	_____	_____	_____	_____
Mari Miller	_____	_____	_____	_____

7.6 Resignation of the School Board Member- Paula Gharib. Executive team recommends approval of this action.

Approve				
MOTION: _____	Second: _____		Vote: _____	Approved/Denied _____
ROLL CALL	AYE	NAY	ABSTENTION	ABSENT
Suzanne Cherry	_____	_____	_____	_____
Kelly Ahmed	_____	_____	_____	_____
Rob Gabler	_____	_____	_____	_____
Evelyn Rojas	_____	_____	_____	_____
Mari Miller	_____	_____	_____	_____

7.7 Removal of the School Board Member- Evelyn Rojas. Executive team recommends approval of this action.

Approve				
MOTION: _____	Second: _____		Vote: _____	Approved/Denied _____
ROLL CALL	AYE	NAY	ABSTENTION	ABSENT
Suzanne Cherry	_____	_____	_____	_____
Kelly Ahmed	_____	_____	_____	_____
Rob Gabler	_____	_____	_____	_____
Evelyn Rojas	_____	_____	_____	_____
Mari Miller	_____	_____	_____	_____

7.8 Installment of the new Encore School Board Member- Glenn Thackeray. Executive team recommends approval of this action.

Approve				
MOTION: _____	Second: _____		Vote: _____	Approved/Denied _____
ROLL CALL	AYE	NAY	ABSTENTION	ABSENT
Suzanne Cherry	_____	_____	_____	_____
Kelly Ahmed	_____	_____	_____	_____
Rob Gabler	_____	_____	_____	_____
Evelyn Rojas	_____	_____	_____	_____
Mari Miller	_____	_____	_____	_____

7.9 2020-2021 Organization chart. Executive team recommends approval of this action.

Approve				
MOTION: _____	Second: _____		Vote: _____	Approved/Denied _____
ROLL CALL	AYE	NAY	ABSTENTION	ABSENT
Suzanne Cherry	_____	_____	_____	_____
Kelly Ahmed	_____	_____	_____	_____
Rob Gabler	_____	_____	_____	_____
Evelyn Rojas	_____	_____	_____	_____
Mari Miller	_____	_____	_____	_____

7.10 Board on Track- Set up demo and quote. Executive team recommends approval of this action.

Approve				
MOTION: _____	Second: _____		Vote: _____	Approved/Denied _____
ROLL CALL	AYE	NAY	ABSTENTION	ABSENT
Suzanne Cherry	_____	_____	_____	_____
Kelly Ahmed	_____	_____	_____	_____
Rob Gabler	_____	_____	_____	_____
Evelyn Rojas	_____	_____	_____	_____
Mari Miller	_____	_____	_____	_____

8.0 BROWN ACT TRAINING- LEAD BY WAYNE STRUMPFER WITH MATERIALS PROVIDED BY YOUNG, MINNEY & CORR, LLP. THE CHARTER LAW FIRM.

9.0 BOARD COMMENTS / REPORTS. The Governing Board will take comments/updates from fellow board members, and the EEC Executive Administration for future agenda issues.

10.0 ADJOURN TO CLOSED SESSION.

11.0 RECONVENE AFTER CLOSED SESSION. At the conclusion of closed session, the Board will reconvene in open session for the purposes of disclosing in public session any actions taken during closed session regarding the outlined scope of closed session.

12.0 ADJOURNMENT

MOTION: _____	Second: _____		Vote: _____	Approved/Denied _____
ROLL CALL	AYE	NAY	ABSTENTION	ABSENT
Suzanne Cherry	_____	_____	_____	_____
Kelly Ahmed	_____	_____	_____	_____
Rob Gabler	_____	_____	_____	_____
Evelyn Rojas	_____	_____	_____	_____
Mari Miller	_____	_____	_____	_____

The meeting adjourned at _____ (time).

The next meeting is **Monday, August 24, 2020 at 6:00 pm.**



Exhibit 5.1

July 13, 2020

Encore Education Corporation

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Board Members:

Suzanne Cherry, Board President

Rob Gabler, Board Vice President

Kelly Ahmed, Board Secretary/Treasurer

Evelyn Rojas, Board Member

Mari Miller, Board Member

INFO:

Board Meeting Minutes- June 08, 2020



Board Meeting Agenda

DATE 6/8/2020

6:00 p.m.

Encore Education Corporation

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Kelly Ahmed, Board Secretary/Treasurer

Evelyn Rojas, Board Member

Paula Gharib, Board Member

Mari Miller, Board Member

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1.0 CALL TO ORDER. The meeting was called to order at 6:05 P.M (time).

2.0 OPEN GENERAL SESSION

ROLL CALL	Present	Absent
Suzanne Cherry	<u>X</u>	___
Kelly Ahmed	___	<u>X</u>
Rob Gabler	<u>X</u>	___
Paula Gharib	<u>X</u>	___
Evelyn Rojas	___	<u>X</u>
Mari Miller	<u>X</u>	___

3.0 APPROVAL OF THE AGENDA

MOTION: <u>Rob</u>	Second: <u>Paula</u>	Vote: <u>4/2</u>	Approved/Denied <u>Approved</u>
ROLL CALL	AYE	NAY	ABSTENTION
Suzanne Cherry	<u>X</u>	___	___
Kelly Ahmed	___	___	<u>X</u>
Rob Gabler	<u>X</u>	___	___
Paula Gharib	<u>X</u>	___	___
Evelyn Rojas	___	___	<u>X</u>
Mari Miller	<u>X</u>	___	___

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5.0 CONSENT ITEMS. It is recommended that the board considers approving a number of agenda items as a consent list. These items are routine in nature and can be enacted in one motion without further discussion. Consent items may be called up by any member at the meeting for clarification, discussion, or change.

5.1 STRS, PERS, 403b PAYMENTS

~~5.2 MONTHLY FISCAL REPORTS~~

5.3 DISCIPLINE REPORT- Dean of Students, Hesperia

5.4 DISCIPLINE REPORT- Dean of Students, Riverside

5.5 EXPENSE REPORTS

5.6 DATA REPORTS

5.7 MEETING MINUTES

5.8 AGENDAS OF ALL COMMITTEE AND STAFF MEETINGS

MOTION: <u>Mari</u>	Second: <u>Paula</u>	Vote: <u>5/1</u>	Approved/Denied <u>Approved</u>
ROLL CALL	AYE	NAY	ABSTENTION
Suzanne Cherry	<u>X</u>	___	___
Kelly Ahmed	___	___	<u>X</u>
Rob Gabler	<u>X</u>	___	___
Paula Gharib	<u>X</u>	___	___
Evelyn Rojas	<u>X</u>	___	___
Mari Miller	<u>X</u>	___	___

6.0 INFORMATION ITEMS. There are no actions needed for any of these items. These items are presented for informational purposes.

- 6.1 ASB DIRECTOR REPORT- Kiara Sampson, Hesperia
- 6.2 ASB DIRECTOR REPORT- Lisa Ball, Riverside
- 6.3 STAFF LIAISON REPORT – Jamie Waggoner, Hesperia
- 6.4 STAFF LIAISON REPORT – Wesley Willison, Riverside
- 6.5 DEAN OF STUDENTS REPORT – Steve Nutter, Hesperia
- 6.6 DEAN OF STUDENTS REPORT – Ramsey Hassen, Riverside
- 6.7 DEAN OF ACADEMICS REPORT – Julia Dolf
- 6.8 LEGAL BRIEFS
- 6.9 MASTER TEACHER PRESENTATION- A YEAR IN REVIEW- Department Chairs
- 6.10 SPED REPORT- Eric Buries

7.0 ACTION ITEMS.

- 7.1 Facilities Report-includes critical needs for the coming school year. Executive team recommends approval of this action. **This item was moved to Information Items.**

Approve

MOTION: _____	Second: _____		Vote: _____	Approved/Denied _____
ROLL CALL	AYE	NAY	ABSTENTION	ABSENT
Suzanne Cherry	___	___	___	___
Kelly Ahmed	___	___	___	___
Rob Gabler	___	___	___	___
Paula Gharib	___	___	___	___
Evelyn Rojas	___	___	___	___
Mari Miller	___	___	___	___

- 7.2 Encore Hesperia 2020-21 July Budget. This is a very preliminary estimate at this point, as the state budget and federal funding are still very much in the air. We will be coming back with an updated budget in July or August once we have sufficient visibility to fine-tune these assumptions. Executive team recommends approval of this action.

Approve

MOTION: <u>Mari</u>	Second: <u>Rob</u>		Vote: <u>6/0</u>	Approved/Denied <u>Approved</u>
ROLL CALL	AYE	NAY	ABSTENTION	ABSENT
Suzanne Cherry	<u>X</u>	___	___	___
Kelly Ahmed	<u>X</u>	___	___	___
Rob Gabler	<u>X</u>	___	___	___
Paula Gharib	<u>X</u>	___	___	___
Evelyn Rojas	<u>X</u>	___	___	___
Mari Miller	<u>X</u>	___	___	___

8.0 BOARD COMMENTS / REPORTS. The Governing Board will take comments/updates from fellow board members, and the EEC Executive Administration for future agenda issues.

9.0 ADJOURNMENT

MOTION: <u>Mari</u>	Second: <u>Paula</u>		Vote: <u>6/0</u>	Approved/Denied <u>Approved</u>	
ROLL CALL	AYE	NAY	ABSTENTION	ABSENT	
Suzanne Cherry	<u>X</u>	—	—	—	
Kelly Ahmed	<u>X</u>	—	—	—	
Rob Gabler	<u>X</u>	—	—	—	
Paula Gharib	<u>X</u>	—	—	—	
Evelyn Rojas	<u>X</u>	—	—	—	
Mari Miller	<u>X</u>	—	—	—	

The meeting adjourned at **7:51 P.M** (time).

The next meeting is **TBD**.



Exhibit 7.1

July 13, 2020

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Suzanne Cherry, Board President

Rob Gabler, Board Vice President

Kelly Ahmed, Board Secretary/Treasurer

Evelyn Rojas, Board Member

Mari Miller, Board Member

INFO:

Board Appointments for the 20'-21' school year.

Board Meeting Dates

Monday, August 24, 2020

Monday, September 14, 2020

Monday, October 19, 2020

Monday, November 9, 2020

Monday, January 11, 2021

Monday, February 8, 2021

Monday, March 8, 2021

Monday, April 12, 2021

Monday, May 10, 2021

Monday, June 14, 2021

Monday, July 12, 2021- Board Meeting Workshop



Exhibit 7.2

July 13, 2020

Encore Education Corporation

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Board Members:

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Rob Gabler, Board Vice President

Kelly Ahmed, Board Secretary/Treasurer

Evelyn Rojas, Board Member

Mari Miller, Board Member

INFO:

School Calendars for the 20'-21' school year

ADMINISTRATION AND OFFICE PERSONNEL

ENCORE HIGH SCHOOL (2020-2021)

July '20						
Su	M	Tu	W	Th	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	
						9

August '20						
Su	M	Tu	W	Th	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					11

September '20						
Su	M	Tu	W	Th	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			
						21

October '20						
Su	M	Tu	W	Th	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
						21

November '20						
Su	M	Tu	W	Th	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					
						16

December '20						
Su	M	Tu	W	Th	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		
						14

January '21						
Su	M	Tu	W	Th	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						19

February '21						
Su	M	Tu	W	Th	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						
						19

March '21						
Su	M	Tu	W	Th	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			
						18

April '21						
Su	M	Tu	W	Th	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	
						22

May '21						
Su	M	Tu	W	Th	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					21

June '21						
Su	M	Tu	W	Th	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			
						20

211	Employee Work Day	2	New Employee In-service Day
42	Offices Closed/Off Work	11	Holidays

Salaried Administration/Office Personnel	211 work days
Hourly Administration/Office Personnel	211 work days, 11 Holidays = 222 Paid Days

ADMINISTRATIVE COUNSELOR

ENCORE HIGH SCHOOL (2020-2021)

July '20						
Su	M	Tu	W	Th	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	
						0

August '20						
Su	M	Tu	W	Th	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					5

September '20						
Su	M	Tu	W	Th	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			
						21

October '20						
Su	M	Tu	W	Th	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
						21

November '20						
Su	M	Tu	W	Th	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					
						16

December '20						
Su	M	Tu	W	Th	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		
						14

January '21						
Su	M	Tu	W	Th	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						19

February '21						
Su	M	Tu	W	Th	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						
						19

March '21						
Su	M	Tu	W	Th	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			
						18

April '21						
Su	M	Tu	W	Th	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	
						22

May '21						
Su	M	Tu	W	Th	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					21

June '21						
Su	M	Tu	W	Th	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			
						20

196	Employee Work Day	2	New Employee Inservice Day
15	School Closed/Off Work	11	Holidays
42	Offices Closed/Off Work		

Administrative Counselors	196 work days
---------------------------	---------------

ASB

ENCORE HIGH SCHOOL (2020-2021)

July '20						
Su	M	Tu	W	Th	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	
						0

August '20						
Su	M	Tu	W	Th	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					15

September '20						
Su	M	Tu	W	Th	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			
						21

October '20						
Su	M	Tu	W	Th	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
						21

November '20						
Su	M	Tu	W	Th	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					
						16

December '20						
Su	M	Tu	W	Th	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		
						14

January '21						
Su	M	Tu	W	Th	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						19

February '21						
Su	M	Tu	W	Th	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						
						19

March '21						
Su	M	Tu	W	Th	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			
						18

April '21						
Su	M	Tu	W	Th	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	
						22

May '21						
Su	M	Tu	W	Th	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					21

June '21						
Su	M	Tu	W	Th	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			
						20

206	Employee Work Day	2	New Employee In-service Day
35	Offices Closed	11	Holidays
12	School Closed/Off Work		

Salaried ASB	206 work days
Hourly ASB	206 work days, 11 Holidays = 217 Paid Days

*Saturdays subject to change due to dances and other school events

CAFETERIA, BUS DRIVER, CAMPUS AIDE CALENDAR

ENCORE HIGH SCHOOL (2020-2021)

July '20						
Su	M	Tu	W	Th	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	
						2

August '20						
Su	M	Tu	W	Th	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					6

September '20						
Su	M	Tu	W	Th	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			
						21

October '20						
Su	M	Tu	W	Th	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
						21

November '20						
Su	M	Tu	W	Th	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					
						18

December '20						
Su	M	Tu	W	Th	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		
						16

January '21						
Su	M	Tu	W	Th	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						19

February '21						
Su	M	Tu	W	Th	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						
						19

March '21						
Su	M	Tu	W	Th	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			
						19

April '21						
Su	M	Tu	W	Th	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	
						22

May '21						
Su	M	Tu	W	Th	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					21

June '21						
Su	M	Tu	W	Th	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			
						20

204	Employee Work Day	2	New Employee In-service Day
12	School Closed/Off Work	11	Holidays
37	Offices Closed		

Salaried Administration/Office Personnel	204 work days
Hourly Administration/Office Personnel	204 work days, 11 Holidays = 215 Paid Days

EXECUTIVE and IT

ENCORE HIGH SCHOOL (2020-2021)

July '20						
Su	M	Tu	W	Th	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	
						9

August '20						
Su	M	Tu	W	Th	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					11

September '20						
Su	M	Tu	W	Th	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			
						21

October '20						
Su	M	Tu	W	Th	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
						21

November '20						
Su	M	Tu	W	Th	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					
						16

December '20						
Su	M	Tu	W	Th	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		
						14

January '21						
Su	M	Tu	W	Th	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						19

February '21						
Su	M	Tu	W	Th	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						
						19

March '21						
Su	M	Tu	W	Th	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			
						18

April '21						
Su	M	Tu	W	Th	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	
						22

May '21						
Su	M	Tu	W	Th	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					21

June '21						
Su	M	Tu	W	Th	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			
						20

214	Employee Work Day	2	New Employee In-service Day
42	Offices Closed/Off Work	11	Holidays

Salaried Administration/Office Personnel	214 work days
Hourly Executive and IT Personnel	214 work days, 11 Holidays = 225 Paid Days

TEACHER/INSTRUCTOR, SPED/INSTRUCTIONAL AIDE

ENCORE HIGH SCHOOL (2020-2021)

July '20						
Su	M	Tu	W	Th	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	
						0

August '20						
Su	M	Tu	W	Th	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					2

September '20						
Su	M	Tu	W	Th	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			
						21

October '20						
Su	M	Tu	W	Th	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
						21

November '20						
Su	M	Tu	W	Th	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					
						16

December '20						
Su	M	Tu	W	Th	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		
						14

January '21						
Su	M	Tu	W	Th	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						19

February '21						
Su	M	Tu	W	Th	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						
						19

March '21						
Su	M	Tu	W	Th	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			
						18

April '21						
Su	M	Tu	W	Th	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	
						22

May '21						
Su	M	Tu	W	Th	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					21

June '21						
Su	M	Tu	W	Th	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			
						18

18	School Closed	178	Employee Work Day (students)
13	Employee In-service Day	13	New Employee In-service Day
42	Offices Closed	11	Holiday

Full Time Teachers/ Instructors	191 work days
Full Time Instructional/SPED Aide	191 work days, 11 Holidays = 202 Paid Days
Part Time Instructional/SPED Aides	191 work days, 11 Holidays = 202 Paid Days

ENCORE JR HIGH SCHOOL | 2020-2021 CALENDAR

SEPTEMBER '20

S	M	T	W	Th	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			

9-11 New Stu Jump Start
14 First Day of School
18 Test Day
25 Test Day

13 days

MARCH '21

S	M	T	W	Th	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			

5 Test Day
12 Test Day
19 Test Day
22 - 26 Spring Break

18 days

OCTOBER '20

S	M	T	W	Th	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

2 Test Day
9 Test Day
12 Columbus Day
23 Test Day
30 Test Day
31 Halloween

21 days

APRIL '21

S	M	T	W	Th	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	

02 Good Friday
22 - 2 Spring Break
04 Easter Sunday
9 Test Day
16 Test Day
23 Test Day
30 Test Day

22 days

NOVEMBER '20

S	M	T	W	Th	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					

6 Test Day
7 Carnival
11 Veterans Day
20 Test Day
23 - 27 Fall Break
26 Thanksgiving Day

15 days

MAY '21

S	M	T	W	Th	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					

07 Test Day
09 Mother's Day
14 Test Day
21 Test Day
28 Test Day
31 Memorial Day

20 days

DECEMBER '20

S	M	T	W	Th	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		

4 Test Day
11 Test Day
18 Test Day
21 - 1 Winter Break
25 Christmas Day

14 days

JUNE '21

S	M	T	W	Th	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			

04 Test Day
11 Test Day
18 Last Day of School
18 8TH Grade Promotion
20 Father's Day

14 days

JANUARY '21

S	M	T	W	Th	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						

01 New Year's Day
21 - 1 Winter Break
8 Test Day
15 Test Day
18 M.L. King Day
29 Test Day

19 days

JULY '21

S	M	T	W	Th	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

04 Independence Day

FEBRUARY '21

S	M	T	W	Th	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						

5 Test Day
12 Test Day
15 Presidents' Day
26 Test Day

19 days

AUGUST '21

S	M	T	W	Th	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				

374 Instructional Minutes daily
175 Instructional Day
Total Minutes: 65,450
State Requirement: 64,800

ENCORE HIGH SCHOOL | 2020-2021 CALENDAR

SEPTEMBER '20						
S	M	T	W	Th	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			

11 New Stu Jump Start
14 First Day of School
18 Test Day
25 Test Day

13 days

MARCH '21						
S	M	T	W	Th	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			

5 Test Day
12 Test Day
19 Test Day
22 - 26 Spring Break

18 days

OCTOBER '20						
S	M	T	W	Th	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

2 Test Day
9 Test Day
12 Columbus Day
23 Test Day
30 Test Day
31 Halloween

21 days

APRIL '21						
S	M	T	W	Th	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	

02 Good Friday
22 - 2 Spring Break
04 Easter Sunday
9 Test Day
16 Test Day
23 Test Day
30 Test Day

22 days

NOVEMBER '20						
S	M	T	W	Th	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					

6 Test Day
7 Carnival
11 Veterans Day
20 Test Day
23 - 27 Fall Break
26 Thanksgiving Day

15 days

MAY '21						
S	M	T	W	Th	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					

07 Test Day
09 Mother's Day
14 Test Day
21 Test Day
28 Test Day
31 Memorial Day

20 days

DECEMBER '20						
S	M	T	W	Th	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		

4 Test Day
11 Test Day
18 Test Day
21 - 1 Winter Break
25 Christmas Day

14 days

JUNE '21						
S	M	T	W	Th	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			

04 Test Day
11 Test Day
12 Senior Graduation
18 Test Day
18 Last Day of School
20 Father's Day

14 days

JANUARY '21						
S	M	T	W	Th	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						

01 New Year's Day
21 - 1 Winter Break
8 Test Day
15 Test Day
18 M.L. King Day
29 Test Day

19 days

JULY '21						
S	M	T	W	Th	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

04 Independence Day

FEBRUARY '21						
S	M	T	W	Th	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						

5 Test Day
12 Test Day
15 Presidents' Day
26 Test Day

19 days

AUGUST '21						
S	M	T	W	Th	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				

374 Instructional Minutes daily
175 Instructional Day
Total Minutes: 65,450
State Requirement: 64,800



Exhibit 7.3

July 13, 2020

Encore Education Corporation

Phone: (760) 949-2036

Fax (760) 956-3338

www.encorehighschool.com

Sites:

www.encorehighschool.com

If you would like to speak during public comment, please email your full name, the item you would like to comment about, and your comment, to board@encoreedcorp.com. These comments will be read aloud during open session at the board meeting. The chance to add public comment through emails will close after the agenda is approved during the meeting.

Board Members:

Suzanne Cherry, Board President

Rob Gabler, Board Vice President

Kelly Ahmed, Board Secretary/Treasurer

Evelyn Rojas, Board Member

Mari Miller, Board Member

INFO:

2020-2021 Encore Budget

Charter Schools
Budget Submission Check List

Rev. 6/8/2021

Encore Jr/Sr High School for the Performing & Visual Arts

On or before July 1 Budget Report to Authorizing District (***Coordinate due date with District***)

Electronic - Required

CHARTER 2020-21 Budget/Interim Reporting Worksheet (all Budget tabs completed):

X	Budget - Certification
X	Budget - ADA Projections
X	Budget - Assumptions
X	Budget - Unrestricted MYP
X	Budget - Restricted MYP
X	Budget - Summary MYP
X	Budget - Debt (sheet has a field to report if <u>No Debt</u>)
X	Budget - Cash Flow Year 1
X	Budget - Cash Flow Year 2
X	LCFF calculator (using the most recent FCMAT release*)
n/a	LCAP

Hard Copy - Minimum Requirement (authorizing District may require additional documents):

X	Budget - Certification <i>Signed</i>
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* Be sure to use the most recent version of the calculator at:

<http://fcmat.org/local-control-funding-formula-resources/>

Charter School Name:	Encore Jr/Sr High School for the Performing & Visual Arts
CDS #:	35-75044-01166707
Charter Approving Entity:	Hesperia Unified School District
County:	San Bernardino
Charter #:	971

Rev. 6/8/2021

To the authorizing/oversight district:

2020-21 CHARTER SCHOOL INTERIM REPORT -- ALTERNATIVE FORM: This report has been approved, and is hereby filed by the charter school pursuant to Education Code Section 47604.33.

Signed: _____
Charter School Official
(Original signature required)

Date: _____

Printed Name: Denise Griffin

Title: CEO

To the County Superintendent of Schools:

2020-21 CHARTER SCHOOL INTERIM REPORT -- ALTERNATIVE FORM: This report has been reviewed pursuant to Education Code 47604.32(a) is hereby filed with the County Superintendent pursuant to Education Code Section 47604.33.

Signed: _____
Authorized Representative of
Charter Approving Entity
(Original signature required)

Date: _____

Printed Name: _____

Title: _____

2020-21 CHARTER SCHOOL INTERIM REPORT -- ALTERNATIVE FORM: This report has been received by the County Superintendent of Schools pursuant to Education Code Section 47604.33(1).

Signed: _____
County Superintendent/Designee
(Original signature required)

Date: _____

For additional information on the budget report, please contact:

For Approving Entity:

Name

Title

Telephone

E-mail address

For Charter School:

Karl Yoder
Name

CFO, DMS
Title

916-284-1382
Telephone

karl@charteradmin.com
E-mail address

Charter School Attendance

Rev. 6/8/2021

CHARTER NAME: Encore Jr/Sr High School for the Performing & Visual Arts

CHARTER #: 971

Fiscal Year 2020-21 Budget
Projected ADA

Charter Approving Entity: Hesperia Unified School District		2019-20		2020-21			2021-22			2022-23		
		Actual ADA P-2	Funded ADA *	Projected ADA P-2	Funded ADA *	% Change over Prior Year	Projected ADA P-2	Funded ADA *	% Change over Prior Year	Projected ADA P-2	Funded ADA *	% Change over Prior Year
Non Classroom Funding Determination Rate *	100%											
TK/K-3:												
Regular ADA	A-1											
Classroom-based ADA included in A-1	A-2											
Extended Year Special Ed	A-3											
Classroom-based ADA included in A-3	A-4											
Special Ed - NPS	A-5											
Classroom-based ADA included in A-5	A-6											
Extended Year Special Ed - NPS	A-7											
Classroom-based ADA included in A-7	A-8											
ADA Totals (A-1, A3, A5, A7)	A-9	-		-			-			-		
Classroom-based ADA Totals (A-2, A-4, A-6, A-8)	A-10	-	-	-	-		-	-		-	-	
Non classroom-based ADA Totals (Difference of A-9 and A-10)	A-11	-	-	-	-		-	-		-	-	
ADA for Students in Transitional Kindergarten (Lines A-1, A-3, A-5, and A-7, TK/K-3 Column, First Year ADA Only)	B-1											
Grades 4-6												
Regular ADA	A-1											
Classroom-based ADA included in A-1	A-2											
Extended Year Special Ed	A-3											
Classroom-based ADA included in A-3	A-4											
Special Ed - NPS	A-5											
Classroom-based ADA included in A-5	A-6											
Extended Year Special Ed - NPS	A-7											
Classroom-based ADA included in A-7	A-8											
ADA Totals (A-1, A3, A5, A7)	A-9	-		-			-			-		
Classroom-based ADA Totals (A-2, A-4, A-6, A-8)	A-10	-	-	-	-		-	-		-	-	
Non classroom-based ADA Totals (Difference of A-9 and A-10)	A-11	-	-	-	-		-	-		-	-	
Grades 7-8												
Regular ADA	A-1	342.10		323.00		-5.58%	323.00		0.00%	323.00		0.00%
Classroom-based ADA included in A-1	A-2	339.92		313.00		-7.92%	313.00		0.00%	313.00		0.00%
Extended Year Special Ed	A-3											
Classroom-based ADA included in A-3	A-4											
Special Ed - NPS	A-5											
Classroom-based ADA included in A-5	A-6											
Extended Year Special Ed - NPS	A-7											
Classroom-based ADA included in A-7	A-8											
ADA Totals (A-1, A3, A5, A7)	A-9	342.10		323.00		-5.58%	323.00		0.00%	323.00		0.00%
Classroom-based ADA Totals (A-2, A-4, A-6, A-8)	A-10	339.92	339.92	313.00	313.00	-7.92%	313.00	313.00	0.00%	313.00	313.00	0.00%
Non classroom-based ADA Totals (Difference of A-9 and A-10)	A-11	2.18	2.18	10.00	10.00	358.72%	10.00	10.00	0.00%	10.00	10.00	0.00%

Charter School Attendance

Rev. 6/8/2021

CHARTER NAME: Encore Jr/Sr High School for the Performing & Visual Arts

CHARTER #: 971

Fiscal Year 2020-21 Budget
Projected ADA

Charter Approving Entity: Hesperia Unified School District	Line	2019-20		2020-21			2021-22			2022-23		
		Actual ADA P-2	Funded ADA *	Projected ADA P-2	Funded ADA *	% Change over Prior Year	Projected ADA P-2	Funded ADA *	% Change over Prior Year	Projected ADA P-2	Funded ADA *	% Change over Prior Year
Grades 9-12												
Regular ADA	A-1	557.17		527.00		-5.41%	527.00		0.00%	527.00		0.00%
Classroom-based ADA included in A-1	A-2	543.56		517.00		-4.89%	517.00		0.00%	517.00		0.00%
Extended Year Special Ed	A-3											
Classroom-based ADA included in A-3	A-4											
Special Ed - NPS	A-5											
Classroom-based ADA included in A-5	A-6											
Extended Year Special Ed - NPS	A-7											
Classroom-based ADA included in A-7	A-8											
ADA Totals (A-1, A3, A5, A7)	A-9	557.17		527.00		-5.41%	527.00		0.00%	527.00		0.00%
Classroom-based ADA Totals (A-2, A-4, A-6, A-8)	A-10	543.56	543.56	517.00	517.00	-4.89%	517.00	517.00	0.00%	517.00	517.00	0.00%
Non classroom-based ADA Totals (Difference of A-9 and A-10)	A-11	13.61	13.61	10.00	10.00	-26.52%	10.00	10.00	0.00%	10.00	10.00	0.00%
Totals												
Regular ADA	A-1	899.27		850.00		-5.48%	850.00		0.00%	850.00		0.00%
Classroom-based ADA included in A-1	A-2	883.48		830.00		-6.05%	830.00		0.00%	830.00		0.00%
Extended Year Special Ed	A-3	-		-			-			-		
Classroom-based ADA included in A-3	A-4	-		-			-			-		
Special Ed - NPS	A-5	-		-			-			-		
Classroom-based ADA included in A-5	A-6	-		-			-			-		
Extended Year Special Ed - NPS	A-7	-		-			-			-		
Classroom-based ADA included in A-7	A-8	-		-			-			-		
ADA Totals (A-1, A3, A5, A7)	A-9	899.27		850.00		-5.48%	850.00		0.00%	850.00		0.00%
Classroom-based ADA Totals (A-2, A-4, A-6, A-8)	A-10	883.48	883.48	830.00	830.00	-6.05%	830.00	830.00	0.00%	830.00	830.00	0.00%
Non classroom-based ADA Totals (Difference of A-9 and A-10)	A-11	15.79	15.79	20.00	20.00	26.66%	20.00	20.00	0.00%	20.00	20.00	0.00%
Total Funded ADA			899.27		850.00			850.00			850.00	

* For non-classroom, P-2 ADA is multiplied by Funding Determination %. Use this amount in the LCFF calculator and any other ADA based revenue calculations.

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CHARTER NAME: Encore Jr/Sr High School for the Performing & Visual Arts
 CDS #: 35-75044-01166707
 CHARTER #: 971

Fiscal Year 2020-21 Budget
 Unrestricted MYP

Rev. 6/8/2021

DESCRIPTION		Estimated Actuals 2019-20	Adopted Budget 2020-21	Percent Change	Projected Budget 2021-22	Percent Change	Projected Budget 2022-23	Percent Change
REVENUES								
LCFF Sources								
LCFF	8011	7,684,346	6,553,851	-14.71%	6,535,130	-0.29%	6,551,882	0.26%
EPA	8012	1,247,851	1,179,482	-5.48%	1,179,482	0.00%	1,179,482	0.00%
State Aid - Prior Year	8019	61,979						
In Lieu Property Taxes	8096	352,482	333,170	-5.48%	333,170	0.00%	333,170	0.00%
Federal	8100-8299	-	-		-		-	
State								
Lottery - Unrestricted	8560	150,393	123,630	-17.80%	123,630	0.00%	123,630	0.00%
Lottery - Prop 20 - Restricted	8560							
Other State Revenue	8300-8599	32,640	31,882	-2.32%	32,265	1.20%	32,265	0.00%
Local								
Interest	8660	500						
AB602 Local Special Education Transfer	8792							
Other Local Revenues	8600-8799	55,000	50,000	-9.09%	51,050	2.10%	51,050	0.00%
Total Revenues		\$ 9,585,191	\$ 8,272,015	-13.70%	\$ 8,254,727	-0.21%	\$ 8,271,479	0.20%
EXPENDITURES								
Certificated Salaries	1000-1999	2,040,679	1,897,282	-7.03%	1,689,437	-10.95%	1,706,331	1.00%
Classified Salaries	2000-2999	1,594,351	1,676,643	5.16%	1,543,284	-7.95%	1,558,717	1.00%
Benefits	3000-3999	1,366,506	1,264,914	-7.43%	1,195,483	-5.49%	1,207,438	1.00%
Books & Supplies	4000-4999	115,476	167,169	44.77%	180,083	7.73%	181,884	1.00%
Contracts & Services	5000-5999	3,238,396	2,680,807	-17.22%	2,539,238	-5.28%	2,564,630	1.00%
Capital Outlay	6000-6599	173,463	176,828	1.94%	178,809	1.12%	180,811	1.12%
Other Outgo	7100-7299							
Debt Service (see Debt Form)	7400-7499	3,329	3,394	1.95%	3,432	1.12%	3,470	1.11%
Total Expenditures		\$ 8,532,200	\$ 7,867,037	-7.80%	\$ 7,329,765	-6.83%	\$ 7,403,281	1.00%
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES								
		\$ 1,052,991	\$ 404,978	-61.54%	\$ 924,961	128.40%	\$ 868,198	-6.14%
OTHER SOURCES & USES								
Other Sources/Contributions to Restricted Programs	8900	\$ (395,313)	\$ (325,709)		\$ (685,264)		\$ (714,551)	
Other Uses	7600							
Net Sources & Uses		\$ (395,313)	\$ (325,709)		\$ (685,264)		\$ (714,551)	
NET INCREASE (DECREASE) IN FUND BALANCE								
		\$ 657,678	\$ 79,269	-87.95%	\$ 239,697	202.39%	\$ 153,646	-35.90%

CHARTER NAME: Encore Jr/Sr High School for the Performing & Visual Arts
 CDS #: 35-75044-01166707
 CHARTER #: 971

Fiscal Year 2020-21 Budget
 Unrestricted MYP

Rev. 6/8/2021

DESCRIPTION		Estimated Actuals 2019-20	Adopted Budget 2020-21	Percent Change	Projected Budget 2021-22	Percent Change	Projected Budget 2022-23	Percent Change
FUND BALANCE, RESERVES								
Beginning Balance at Adopted Budget	9791	(97,422)	512,199		591,468	15.48%	831,165	40.53%
Adjustments for Unaudited Actuals	9792							
Beg Fund Balance at Unaudited Actuals								
Adjustments for Audit	9793							
Adjustments for Restatements	9795	(48,057)						
Beginning Fund Balance as per Audit Report +/- Restatements		(145,479)						
Ending Balance	9790	\$ 512,199	\$ 591,468	15.48%	\$ 831,165	40.53%	\$ 984,812	18.49%
Components of Ending Fund Balance (Budget):								
a. Nonspendable								
Revolving Cash	9711							
Stores	9712							
Prepaid Expenditures	9713							
All Others	9719							
b. Restricted	9740							
c. Committed								
Committed - Stabilization Arrangements	9750							
Committed - Other	9760							
d. Assignments	9780							
e. Unassigned								
Reserve for Economic Uncertainties	9789	512,199	591,468	15.48%	831,165	40.53%	984,812	18.49%
Undesignated / Unappropriated Amount / Unrestricted Net Position	9790	-	-		-		-	

CHARTER NAME: Encore Jr/Sr High School for the Performing & Visual Arts
 CDS #: 35-75044-01166707
 CHARTER #: 971

Fiscal Year 2020-21 Budget
 Unrestricted MYP

Rev. 6/8/2021

DESCRIPTION	Estimated Actuals 2019-20	Adopted Budget 2020-21	Percent Change	Projected Budget 2021-22	Percent Change	Projected Budget 2022-23	Percent Change
ASSUMPTIONS FOR UNRESTRICTED PROGRAMS:							
LIST FEDERAL UNRESTRICTED REVENUES (MOST FEDERAL PROGRAM REVENUES ARE RESTRICTED AND SHOULD BE ON RESTRICTED SHEET)							
1							
2							
3							
4							
5							
6							
7							
8							
9							
Total Federal Awards Budgeted:	\$ -	\$ -		\$ -		\$ -	
Lottery Unrestricted Allocation per ADA							
Lottery Unrestricted Estimated Award		\$ 139		\$ 139		\$ 139	
		\$ 123,630	-17.80%	\$ 123,630	0.00%	\$ 123,630	0.00%
LIST UNRESTRICTED STATE FUNDS BUDGETED IN "Other State Revenue"							
1 Mandate Block Grant	32,640	31,882	-2.32%	32,265	1.20%	32,265	0.00%
2							
3							
4							
5							
6							
7							
8							
9							
10							
11							
12							
13							
14							
15							
16							
17							
18							
Total Other State Revenue Funds Budgeted:	\$ 32,640	\$ 31,882	-2.32%	\$ 32,265	1.20%	\$ 32,265	0.00%
LIST OTHER UNRESTRICTED LOCAL REVENUES BUDGETED in "Other Local Revenues"							
1 Lab & Local Donations	55,000	50,000	-9.09%	51,050	2.10%	51,050	0.00%
2							
3							
4							
5							
6							
Total Other Local Revenue Funds Budgeted:	\$ 55,000	\$ 50,000	-9.09%	\$ 51,050	2.10%	\$ 51,050	0.00%

CHARTER NAME: Encore Jr/Sr High School for the Performing & Visual Arts
CDS #: 35-75044-01166707
CHARTER #: 971

Fiscal Year 2020-21 Budget
Restricted MYP

Rev. 6/8/2021

DESCRIPTION		Estimated Actuals 2019-20	Adopted Budget 2020-21	Percent Change	Projected Budget 2021-22	Percent Change	Projected Budget 2022-23	Percent Change
REVENUES								
LCFF Sources								
LCFF	8011							
EPA	8012							
State Aid - Prior Year	8019							
In Lieu Property Taxes	8096							
Federal	8100-8299	453,303	1,289,057	184.37%	438,869	-65.95%	438,869	0.00%
State								
Lottery - Unrestricted	8560							
Lottery - Prop 20 - Restricted	8560	41,304	21,049		21,049		21,049	0.00%
Other State Revenue	8300-8599	1,433,523	1,445,772	0.85%	1,463,121	1.20%	1,463,121	0.00%
Local								
Interest	8660							
AB602 Local Special Education Transfer	8792							
Other Local Revenues	8600-8799	8,000	6,500	-18.75%	6,637	2.10%	6,637	0.00%
Total Revenues		\$ 1,936,130	\$ 2,762,378	42.68%	\$ 1,929,676	-30.14%	\$ 1,929,676	0.00%
EXPENDITURES								
Certificated Salaries	1000-1999	569,419	762,211	33.86%	645,427	-15.32%	652,656	1.12%
Classified Salaries	2000-2999	444,878	673,572	51.41%	570,369	-15.32%	576,757	1.12%
Benefits	3000-3999	381,302	508,164	33.27%	430,305	-15.32%	435,124	1.12%
Books & Supplies	4000-4999	32,222	67,158	108.42%	56,868	-15.32%	57,505	1.12%
Contracts & Services	5000-5999	903,622	1,076,983	19.19%	911,970	-15.32%	922,185	1.12%
Capital Outlay	6000-6599							
Other Outgo	7100-7299							
Debt Service (see Debt Form)	7400-7499							
Total Expenditures		\$ 2,331,443	\$ 3,088,087	32.45%	\$ 2,614,940	-15.32%	\$ 2,644,227	1.12%
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES		\$ (395,313)	\$ (325,709)		\$ (685,264)		\$ (714,551)	
OTHER SOURCES & USES								
Other Sources/Contributions to Restricted Programs	8900	395,313	325,709	-17.61%	685,264	110.39%	714,551	4.27%
Other Uses	7600							
Net Sources & Uses		\$ 395,313	\$ 325,709	-17.61%	\$ 685,264	110.39%	\$ 714,551	4.27%
NET INCREASE (DECREASE) IN FUND BALANCE		\$ -	\$ -		\$ -		\$ -	

CHARTER NAME: Encore Jr/Sr High School for the Performing & Visual Arts
CDS #: 35-75044-01166707
CHARTER #: 971

Fiscal Year 2020-21 Budget
Restricted MYP

Rev. 6/8/2021

DESCRIPTION		Estimated Actuals 2019-20	Adopted Budget 2020-21	Percent Change	Projected Budget 2021-22	Percent Change	Projected Budget 2022-23	Percent Change
FUND BALANCE, RESERVES								
Beginning Balance at Adopted Budget	9791	-	-		-		-	
Adjustments for Unaudited Actuals	9792							
Beg Fund Balance at Unaudited Actuals								
Adjustments for Audit	9793							
Adjustments for Restatements	9795	-						
Beginning Fund Balance as per Audit Report +/- Restatements		-						
Ending Balance		\$ -	\$ -		\$ -		\$ -	
Components of Ending Fund Balance (Budget):								
a. Nonspendable								
Revolving Cash	9711							
Stores	9712							
Prepaid Expenditures	9713							
All Others	9719							
b. Restricted	9740	-	-		-		-	
c. Committed								
Committed - Stabilization Arrangements	9750							
Committed - Other	9760							
d. Assignments	9780							
e. Unassigned								
Reserve for Economic Uncertainties	9789							
Undesignated / Unappropriated Amount / Unrestricted Net Position	9790							

CHARTER NAME: Encore Jr/Sr High School for the Performing & Visual Arts
CDS #: 35-75044-01166707
CHARTER #: 971

Fiscal Year 2020-21 Budget
Restricted MYP

Rev. 6/8/2021

DESCRIPTION	Estimated Actuals 2019-20	Adopted Budget 2020-21	Percent Change	Projected Budget 2021-22	Percent Change	Projected Budget 2022-23	Percent Change
ASSUMPTIONS FOR RESTRICTED PROGRAMS:							
LIST FEDERAL RESTRICTED REVENUES							
1 ESSA (Title I-IV)	117,137	233,200	99.08%	233,200	0.00%	233,200	0.00%
2 IDEA SPED	102,734	138,169	34.49%	138,169	0.00%	138,169	0.00%
3 NSLP	233,432	67,500	-71.08%	67,500	0.00%	67,500	0.00%
4 One-Time Learning Loss Mitigation / ESSER		850,188					
5							
6							
7							
8							
9							
Total Federal Awards Budgeted:	\$ 453,303	\$ 1,289,057	184.37%	\$ 438,869	-65.95%	\$ 438,869	0.00%
Lottery Prop 20 Restricted Allocation per ADA		\$ 24		\$ 24		\$ 24	
Lottery Estimated Prop 20 Restricted Award		\$ 21,049		\$ 21,049	0.00%	\$ 21,049	0.00%
LIST RESTRICTED STATE FUNDS BUDGETED IN "Other State Revenue"							
1 AB 602	370,944	407,422	9.83%	412,311	1.20%	412,311	0.00%
2 State Lunch	12,785	9,000	-29.61%	9,108	1.20%	9,108	0.00%
3 Charter School Facility Grant Program	1,049,794	1,029,350	-1.95%	1,041,702	1.20%	1,041,702	0.00%
4				-		-	
5							
6							
7							
8							
9							
10							
11							
12							
13							
14							
15							
16							
17							
18							
Total Other State Revenue Funds Budgeted:	\$ 1,433,523	\$ 1,445,772	0.85%	\$ 1,463,121	1.20%	\$ 1,463,121	0.00%
LIST OTHER RESTRICTED LOCAL REVENUES BUDGETED in "Other Local Revenues"							
1 Student Lunch	8,000	6,500	-18.75%	6,637	2.10%	6,637	0.00%
2							
3							

CHARTER NAME: Encore Jr/Sr High School for the Performing & Visual Arts
 CDS #: 35-75044-01166707
 CHARTER #: 971

Fiscal Year 2020-21 Budget
 Restricted MYP

Rev. 6/8/2021

DESCRIPTION		Estimated Actuals 2019-20	Adopted Budget 2020-21	Percent Change	Projected Budget 2021-22	Percent Change	Projected Budget 2022-23	Percent Change
	4							
	5							
	6							
	Total Other Local Revenue Funds Budgeted:		\$ 8,000	\$ 6,500	-18.75%	\$ 6,637	2.10%	\$ 6,637

CHARTER NAME: Encore Jr/Sr High School for the Performing & Visual Arts
 CDS #: 35-75044-01166707
 CHARTER #: 971

Fiscal Year 2020-21 Budget
 Summary MYP

Rev. 6/8/2021

DESCRIPTION		Estimated Actuals 2019-20	Adopted Budget 2020-21	Percent Change	Projected Budget 2021-22	Percent Change	Projected Budget 2022-23	Percent Change
REVENUES								
LCFF Sources								
LCFF	8011	7,684,346	6,553,851	-14.71%	6,535,130	-0.29%	6,551,882	0.26%
EPA	8012	1,247,851	1,179,482	-5.48%	1,179,482	0.00%	1,179,482	0.00%
State Aid - Prior Year	8019	61,979	-		-		-	
In Lieu Property Taxes	8096	352,482	333,170	-5.48%	333,170	0.00%	333,170	0.00%
Federal	8100-8299	453,303	1,289,057	184.37%	438,869	-65.95%	438,869	0.00%
State								
Lottery - Unrestricted	8560	150,393	123,630	-17.80%	123,630	0.00%	123,630	0.00%
Lottery - Prop 20 - Restricted	8560	41,304	21,049	-49.04%	21,049	0.00%	21,049	0.00%
Other State Revenue	8300-8599	1,466,163	1,477,654	0.78%	1,495,386	1.20%	1,495,386	0.00%
Local								
Interest	8660	500	-		-		-	
AB602 Local Special Education Transfer	8792	-	-		-		-	
Other Local Revenues	8600-8799	63,000	56,500	-10.32%	57,687	2.10%	57,687	0.00%
Total Revenues		\$ 11,521,321	\$ 11,034,393	-4.23%	\$ 10,184,402	-7.70%	\$ 10,201,154	0.16%
EXPENDITURES								
Certificated Salaries	1000-1999	2,610,099	2,659,493	1.89%	2,334,864	-12.21%	2,358,987	1.03%
Classified Salaries	2000-2999	2,039,229	2,350,215	15.25%	2,113,653	-10.07%	2,135,474	1.03%
Benefits	3000-3999	1,747,808	1,773,078	1.45%	1,625,788	-8.31%	1,642,562	1.03%
Books & Supplies	4000-4999	147,697	234,327	58.65%	236,951	1.12%	239,389	1.03%
Contracts & Services	5000-5999	4,142,018	3,757,790	-9.28%	3,451,208	-8.16%	3,486,815	1.03%
Capital Outlay	6000-6599	173,463	176,828	1.94%	178,809	1.12%	180,811	1.12%
Other Outgo	7100-7299	-	-		-		-	
Debt Service (see Debt Form)	7400-7499	3,329	3,394	1.95%	3,432	1.12%	3,470	1.11%
Total Expenditures		\$ 10,863,643	\$ 10,955,124	0.84%	\$ 9,944,705	-9.22%	\$ 10,047,508	1.03%
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES		\$ 657,678	\$ 79,269	-87.95%	\$ 239,697	202.39%	\$ 153,646	-35.90%
OTHER SOURCES & USES								
Other Sources/Contributions to Restricted Programs	8900	-	-		-		-	
Other Uses	7600	-	-		-		-	
Net Sources & Uses		\$ -	\$ -		\$ -		\$ -	
NET INCREASE (DECREASE) IN FUND BALANCE		\$ 657,678	\$ 79,269	-87.95%	\$ 239,697	202.39%	\$ 153,646	-35.90%

CHARTER NAME: Encore Jr/Sr High School for the Performing & Visual Arts
 CDS #: 35-75044-01166707
 CHARTER #: 971

Fiscal Year 2020-21 Budget
 Summary MYP

Rev. 6/8/2021

DESCRIPTION		Estimated Actuals 2019-20	Adopted Budget 2020-21	Percent Change	Projected Budget 2021-22	Percent Change	Projected Budget 2022-23	Percent Change
FUND BALANCE, RESERVES								
Beginning Balance at Adopted Budget	9791	(97,422)	512,199		591,468	15.48%	831,165	40.53%
Adjustments for Unaudited Actuals	9792	-	-		-		-	
Beg Fund Balance at Unaudited Actuals		-	-		-		-	
Adjustments for Audit	9793	-	-		-		-	
Adjustments for Restatements	9795	(48,057)	-		-		-	
Beginning Fund Balance as per Audit Report +/- Restatements		(145,479)	-		-		-	
Ending Balance	9790	\$ 512,199	\$ 591,468	15.48%	\$ 831,165	40.53%	\$ 984,812	18.49%
Components of Ending Fund Balance (Budget):								
a. Nonspendable								
Revolving Cash	9711	-	-		-		-	
Stores	9712	-	-		-		-	
Prepaid Expenditures	9713	-	-		-		-	
All Others	9719	-	-		-		-	
b. Restricted	9740	-	-		-		-	
c. Committed								
Committed - Stabilization Arrangements	9750	-	-		-		-	
Committed - Other	9760	-	-		-		-	
d. Assignments	9780	-	-		-		-	
e. Unassigned								
Reserve for Economic Uncertainties	9789	512,199	591,468	15.48%	831,165	40.53%	984,812	18.49%
Undesignated / Unappropriated Amount / Unrestricted Net Position	9790	-	-		-		-	
Economic Uncertainty and Unappropriated Reserve Percentage (9789+9790)/(Total Expenditures + Other Uses)		4.71%	5.40%		8.36%		9.80%	

[illegible]

DATE PREPARED: 6/5/2020

CHARTER NAME: Encore Jr/Sr High School for the Performing & Visual Arts

2020-21 Budget Cash Flow

Rev. 6/8/2021

			July Estimated	% Bud	August Estimated	% Bud	September Estimated	% Bud	October Estimated	% Bud	November Estimated	% Bud	December Estimated	% Bud	January Estimated	% Bud
Beginning Cash Balance			July 1, Cash=		1,141,214		974,768		598,295		1,143,464		734,415		330,248	
REVENUE																
LCFF Sources																
LCFF	8011		368,036	5.62%	368,036	5.62%	662,464	10.11%	662,464	10.11%	662,464	10.11%	662,464	10.11%	662,464	10.11%
EPA	8012						398,507	33.79%					398,507	33.79%		
State Aid - Prior Year	8019															
In Lieu Property Taxes	8096				19,797	5.94%	39,594	11.88%	26,396	7.92%	26,396	7.92%	26,396	7.92%	26,396	7.92%
Federal	8100-8299						161,132	12.50%	85,937	6.67%	85,937	6.67%	163,986	12.72%	163,986	12.72%
State																
Lottery - Unrestricted	8560												30,908	25.00%		
Lottery - Prop 20 - Restricted	8560												5,262	25.00%		
Other State Revenue	8300-8599		91,103	6.17%	91,103	6.17%	163,986	11.10%	163,986	11.10%	163,986	11.10%	127,816	8.65%	163,986	11.10%
Local																
Interest	8660															
AB602 Local Special Education Transfer	8792															
Other Local Revenues	8600-8799		4,346	7.69%	4,346	7.69%	4,346	7.69%	4,346	7.69%	4,346	7.69%	4,346	7.69%	4,346	7.69%
Total Revenues			\$ 463,485	4.20%	\$ 483,282	4.38%	\$ 1,430,029	12.96%	\$ 943,129	8.55%	\$ 943,129	8.55%	\$ 1,419,685	12.87%	\$ 1,021,178	9.25%
EXPENDITURES																
Certificated Salaries	1000-1999		106,380	4.00%	216,219	8.13%	216,219	8.13%	216,219	8.13%	216,219	8.13%	216,219	8.13%	216,219	8.13%
Classified Salaries	2000-2999		146,888	6.25%	183,611	7.81%	183,611	7.81%	183,611	7.81%	183,611	7.81%	183,611	7.81%	183,611	7.81%
Benefits	3000-3999		89,639	5.06%	141,511	7.98%	141,511	7.98%	141,511	7.98%	141,511	7.98%	141,511	7.98%	141,511	7.98%
Books & Supplies	4000-4999		29,291	12.50%	33,475	14.29%	58,582	25.00%	19,527	8.33%	14,645	6.25%	10,651	4.55%	10,651	4.55%
Contracts & Services	5000-5999		284,681	7.58%	284,681	7.58%	284,681	7.58%	284,681	7.58%	284,681	7.58%	284,681	7.58%	284,681	7.58%
Capital Outlay	6000-6599															
Other Outgo	7100-7299															
Debt Service (see Debt Form)	7400-7499		257	7.57%	257	7.57%	257	7.57%	257	7.57%	257	7.57%	257	7.57%	257	7.57%
Total Expenditures			\$ 657,136	6.00%	\$ 859,754	7.85%	\$ 884,860	8.08%	\$ 845,806	7.72%	\$ 840,924	7.68%	\$ 836,930	7.64%	\$ 836,930	7.64%
OTHER SOURCES/USES																
Other Sources/Contributions to Restricted Programs	8900															
Other Uses	7600															
Net Sources & Uses			\$ -		\$ -		\$ -		\$ -		\$ -		\$ -		\$ -	
PRIOR YEAR TRANSACTIONS			July 1 - Beginning Balances	% Beg Bal	% Beg Bal	% Beg Bal	% Beg Bal	% Beg Bal	% Beg Bal	% Beg Bal	% Beg Bal	% Beg Bal	% Beg Bal	% Beg Bal	% Beg Bal	% Beg Bal
Accounts Receivable	9210		1,503,892	100.00%												
Prepaid Expenditures	9330															
Accounts Payable	9510		155,687	100.00%												
Line of Credit Payments	9640		3,957,034	33.38%					506,372	12.80%	506,372	12.80%	506,372	12.80%		
Deferred Revenue	9650															
NET PRIOR YEAR TRANSACTIONS			\$ (2,608,829)		\$ 27,205		\$ -		\$ (506,372)		\$ (506,372)		\$ (506,372)		\$ -	
OTHER ADJUSTMENTS (LIST)																
TOTAL MISC. ADJUSTMENTS			\$ -		\$ -		\$ -		\$ -		\$ -		\$ -		\$ -	
NET REVENUES LESS EXPENDITURES			\$ (166,446)		\$ (376,472)		\$ 545,169		\$ (409,049)		\$ (404,167)		\$ 76,383		\$ 184,248	
ENDING CASH BALANCE			\$ 974,768		\$ 598,295		\$ 1,143,464		\$ 734,415		\$ 330,248		\$ 406,631		\$ 590,879	

DATE PREPARED: 6/5/2020

CHARTER NAME: Encore Jr/Sr High School for the Performing & Visual Arts
2020-21 Budget Cash Flow

Rev. 6/8/2021

		February Estimated	% Bud	March Estimated	% Bud	April Estimated	% Bud	May Estimated	% Bud	June Estimated	% Bud	Estimated Accrual	Total	Projected Budget	Difference
Beginning Cash Balance		590,879		533,863		688,955		1,956,868		1,243,429		566,160	1,228,572		
REVENUE															
LCFF Sources															
LCFF	8011	501,092	7.65%	501,092	7.65%	385,841	5.89%					1,117,435	6,553,851	6,553,851	-
EPA	8012			191,235	16.21%							191,233	1,179,482	1,179,482	-
State Aid - Prior Year	8019											-	-	-	-
In Lieu Property Taxes	8096	26,396	7.92%	47,268	14.19%	23,634	7.09%	23,634	7.09%	23,634	7.09%	23,629	333,170	333,170	-
Federal	8100-8299	124,040	9.62%	124,040	9.62%	95,511	7.41%					284,488	1,289,057	1,289,057	-
State															
Lottery - Unrestricted	8560			30,908	25.00%					30,908	25.00%	30,908	123,630	123,630	-
Lottery - Prop 20 - Restricted	8560			5,262	25.00%					5,262	25.00%	5,262	21,049	21,049	-
Other State Revenue	8300-8599	124,040	8.39%	87,870	5.95%	95,511	6.46%	95,511	6.46%	95,511	6.46%	13,245	1,477,654	1,477,654	-
Local															
Interest	8660											-	-	-	-
AB602 Local Special Education Transfer	8792											-	-	-	-
Other Local Revenues	8600-8799	4,346	7.69%	4,346	7.69%	4,346	7.69%	4,346	7.69%	4,346	7.69%	4,348	56,500	56,500	-
Total Revenues		\$ 779,914	7.07%	\$ 992,021	8.99%	\$ 604,843	5.48%	\$ 123,491	1.12%	\$ 159,661	1.45%	\$ 1,670,547	\$ 11,034,393	\$ 11,034,393	\$ -
EXPENDITURES															
Certificated Salaries	1000-1999	216,219	8.13%	216,219	8.13%	216,219	8.13%	216,219	8.13%	216,219	8.13%	174,705	2,659,493	2,659,493	-
Classified Salaries	2000-2999	183,611	7.81%	183,611	7.81%	183,611	7.81%	183,611	7.81%	183,611	7.81%	183,611	2,350,215	2,350,215	-
Benefits	3000-3999	141,511	7.98%	141,511	7.98%	141,511	7.98%	141,511	7.98%	141,511	7.98%	126,818	1,773,078	1,773,078	-
Books & Supplies	4000-4999	10,651	4.55%	10,651	4.55%	10,651	4.55%	10,651	4.55%	10,651	4.55%	4,248	234,327	234,327	-
Contracts & Services	5000-5999	284,681	7.58%	284,681	7.58%	284,681	7.58%	284,681	7.58%	284,681	7.58%	341,617	3,757,790	3,757,790	-
Capital Outlay	6000-6599	-		-		-		-		-		176,828	176,828	176,828	-
Other Outgo	7100-7299											-	-	-	-
Debt Service (see Debt Form)	7400-7499	257	7.57%	257	7.57%	257	7.57%	257	7.57%	257	7.57%	309	3,394	3,394	-
Total Expenditures		\$ 836,930	7.64%	\$ 836,930	7.64%	\$ 836,930	7.64%	\$ 836,930	7.64%	\$ 836,930	7.64%	\$ 1,008,135	\$ 10,955,124	\$ 10,955,124	\$ -
OTHER SOURCES/USES															
Other Sources/Contributions to Restricted Programs	8900											-	-	-	-
Other Uses	7600											-	-	-	-
Net Sources & Uses		\$ -		\$ -		\$ -		\$ -		\$ -		\$ -	\$ -	\$ -	\$ -
PRIOR YEAR TRANSACTIONS															
			% Beg Bal		% Beg Bal		% Beg Bal		% Beg Bal		% Beg Bal			Remaining Balance	
Accounts Receivable	9210												1,503,892	-	-
Prepaid Expenditures	9330												-	-	-
Accounts Payable	9510												155,687	-	-
Line of Credit Payments	9640					(1,500,000)							1,340,116	2,616,918	-
Deferred Revenue	9650												-	-	-
NET PRIOR YEAR TRANSACTIONS		\$ -		\$ -		\$ 1,500,000		\$ -		\$ -		\$ -	\$ 8,089	\$ (2,616,918)	
OTHER ADJUSTMENTS (LIST)															
													-		
													-		
													-		
													-		
													-		
TOTAL MISC. ADJUSTMENTS		\$ -		\$ -		\$ -		\$ -		\$ -		\$ -	\$ -		
NET REVENUES LESS EXPENDITURES		\$ (57,016)		\$ 155,091		\$ 1,267,913		\$ (713,439)		\$ (677,269)		\$ 662,412	\$ 87,358		
ENDING CASH BALANCE		\$ 533,863		\$ 688,955		\$ 1,956,868		\$ 1,243,429		\$ 566,160		\$ 1,228,572			



Encore Jr/Sr High School For the Performing & Visual Arts

2020-21 July Budget

Encore Jr/Sr High School for the Performing & Visual Arts

2020-21 July Budget - Summary Analysis



SUMMARY OF RESULTS

This budget is based on preliminary information only and will be revised in July/August as more accurate budget and cash flow information is known.

This 2020-21 July Budget update projects a budget surplus of \$79,269.

This is an decrease of (\$578,409) from the prior 2019-20 Estimated Actuals projected surplus of \$657,678.

This will allow Encore Jr/Sr High School for the Performing & Visual Arts to end this fiscal year with a balance of \$591,468, which is 5.4% of annual expenditures.

SIGNIFICANT CHANGES IN REVENUE (Total Change from Prior Year = decrease of (\$486,926), or -4.2% of prior year revenues)

LCFF Entitlement: These "Local Control Funding Formula" revenues are the primary funding source for the school.

LCFF Entitlement projected revenues are (\$1,280,155) lower than in the prior year, due to average daily attendance (ADA) decreasing by 49.27.

Federal Revenues: This consists of Title I-IV "Every Student Succeeds Act" (ESSA) funding, federal special education, and federal food programs.

Federal Revenues are projected at \$835,754 higher than in the prior year.

Other State Revenues: These are the non-LCFF state revenues such as Lottery, Facility Grant, and one-time block grants.

Other State Revenues are projected at (\$35,526) lower than in the prior year.

Other Local Revenues: This category is primarily fundraising revenue, but includes any non-LCFF local revenue sources.

Other Local Revenues are projected at (\$7,000) lower than in the prior year.

SIGNIFICANT CHANGES IN EXPENSES (Total Change from Prior Year = increase of \$91,483, or 0.8% of prior year expenses)

Salaries and Benefits: This includes all employee pay, plus benefits such as retirement, healthcare, Medicare, Social Security, etc.

Salaries and Benefits costs are \$385,651 higher than in the prior cycle, reflecting budget adjustments to address changes in enrollment and other factors.

Books & Supplies: This category includes textbooks, computers, supplies, and other instructional and non-instructional materials and equipment.

Books & Supplies costs are projected at \$86,629 higher than in the prior year.

Services & Operating Expenses: These include all contracted services as well as travel, insurance, rent, legal costs, and other service-related expenses.

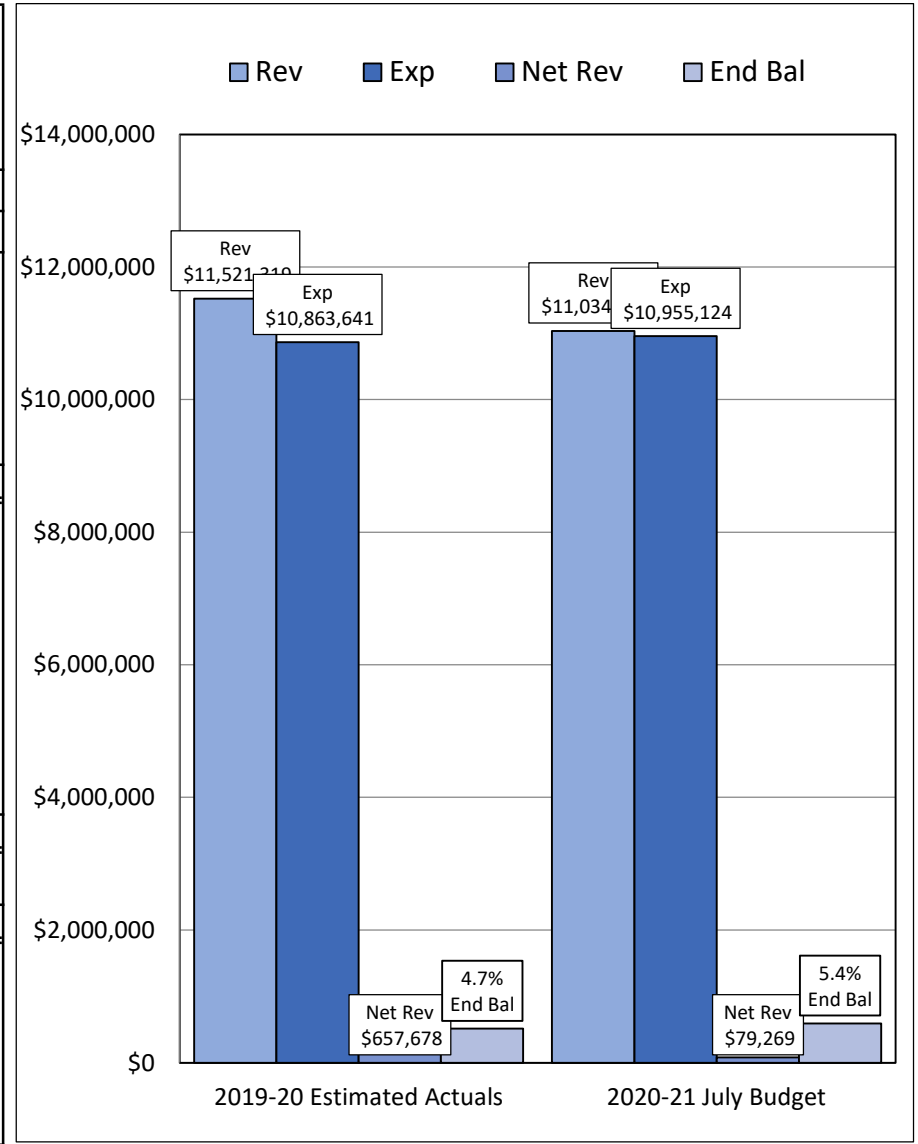
Services & Operating costs are projected to be (\$384,227) lower than in the prior year.

Depreciation, Capital Outlay, and Other Outgo: This category includes depreciation on fixed assets and interest on long-term debt.

These costs are projected at \$3,430 higher than in the prior year, reflecting updated depreciation and capital outlay projections.

Encore Jr/Sr High School for the Performing & Visual Arts
2020-21 July Budget
BUDGET SUMMARY

	2019-20 Estimated Actuals	2020-21 July Budget	Change
Projected Enrollment:	969	900	(69)
Projected P-2 ADA:	899.27	850.00	(49.27)
Revenues:			
General Purpose Entitlement	\$ 9,346,658	\$ 8,066,503	\$ (1,280,155)
Federal Revenue	453,303	1,289,057	835,754
Other State Revenue	1,657,859	1,622,333	(35,526)
Other Local Revenue	63,500	56,500	(7,000)
TTL Revenues	\$ 11,521,319	\$ 11,034,393	\$ (486,926)
Expenditures:			
Certificated Salaries	\$ 2,610,099	\$ 2,659,493	\$ 49,395
Non-Certificated Salaries	2,039,229	2,350,215	310,986
Benefits	1,747,808	1,773,078	25,271
Books/Supplies/Materials	147,697	234,327	86,629
Services/Operations	4,142,017	3,757,790	(384,227)
Capital Outlay	173,463	176,828	3,365
Other Outgo	3,329	3,394	65
TTL Expenditures	\$ 10,863,641	\$ 10,955,124	\$ 91,483
Net Revenues	\$ 657,678	\$ 79,269	\$ (578,409)
Beginning Balance July 1	\$ (145,479)	\$ 512,199	
Ending Balance June 30	\$ 512,199	\$ 591,468	
Ending Balance as % of Exp.:	4.7%	5.4%	



Encore Jr/Sr High School for the Performing & Visual Arts

2020-21 July Budget

FUNDING ASSUMPTIONS

ENROLLMENT/ADA ASSUMPTIONS:

1. By-grade enrollment projections are shown on the Enrollment & ADA Assumptions sheet.
2. ADA is assumed at 94.4% of enrollment throughout based on historical averages.
3. LCFF Unduplicated % estimated at 60.44% based on historical demographics.

FEDERAL FUNDING ASSUMPTIONS:

1. ESSA Participation (Title I Part A, Title II Part A, Title IV Part A) included.
2. ESSER Federal Stimulus Funding included at \$194,361 based on CDE.
3. Federal "Learning Loss Mitigation" funding estimated at \$655,827.
2. IDEA Special Education funding assumed at \$153.65 per ADA based on D/M SELPA May Revise estimate

STATE FUNDING ASSUMPTIONS:

1. LCFF funding is calculated using FCMAT's May Revise LCFF Calculator, assuming 7.92% cut from 2019-:
2. COLAs and gap rates taken from latest FCMAT LCFF Calculator.
3. Mandate Block Grant funding is assumed at \$16.86/PY ADA for TK-8, \$46.87/PY ADA for 9-12.
4. AB602 Funding through Desert/Mountain SELPA @ \$479.32/ADA.
5. No separate SPED Mental Health funding assumed until awarded.
6. SB740 Facility Grant funding assumed at 90% funding level.

LOCAL FUNDING ASSUMPTIONS:

1. No donations assumed at present.

MULTI-YEAR REVENUE ASSUMPTIONS:

1. Revenue COLA for Year 2 is projected at 1.20%.
2. Revenue COLA for Year 3 is projected at 0.00%.
3. ADA is anticipated to grow by 0.00% from Year 1 to Year 2.
4. ADA is anticipated to grow by 0.00% from Year 2 to Year 3.

CASH FLOW ASSUMPTIONS:

1. Assumes drawdown on existing CAM line of credit as needed during next 24 months.
2. Assumes June 2020 State Aid and EPA deferred to July 2020.
3. Assumes 23% of April, 100% of May, and 100% of June 2021 deferred to July.

**Encore Jr/Sr High School for the Performing & Visual Arts
2020-21 July Budget
ENROLLMENT AND A.D.A. ASSUMPTIONS**

	2020-21		2021-22		2022-23	
	ENROLL	ADA	ENROLL	ADA	ENROLL	ADA
Total K-3	-	-	-	-	-	-
Total 4-6	-	-	-	-	-	-
Total 7-8	342	323.00	342	323.00	342	323.00
Total 9-12	558	527.00	558	527.00	558	527.00
TTL Enrollment/ADA	900	850.00	900	850.00	900	850.00
ADA Ratio (average):		94.44%		94.44%		94.44%
Grade 7	155	146.39	155	146.39	155	146.39
Grade 8	187	176.61	187	176.61	187	176.61
Grade 9	153	144.50	153	144.50	153	144.50
Grade 10	152	143.56	152	143.56	152	143.56
Grade 11	145	136.94	145	136.94	145	136.94
Grade 12	108	102.00	108	102.00	108	102.00
TOTAL:	900	850.00	900	850.00	900	850.00

LCFF Unduplicated Calc:			
CALPADS Enrollment	900	900	900
Unduplicated Count	544	544	544
Unduplicated % (1-Year):	60.44%	60.44%	60.44%

Encore Jr/Sr High School for the Performing & Visual Arts
2020-21 July Budget
BUDGET DETAIL & PRIOR YEAR COMPARISON

Description	2019-20 Estimated Actuals	2020-21 July Budget	Change From Prior Year	Notes/Comments
Enrollment (CALPADS)	969	900	(69)	
Average Daily Attendance (P-2)	899.27	850.00	(49.27)	
REVENUES				
Local Control Funding Formula (LCFF)				
8011 LCFF: State Aid	7,684,346	6,553,851	(1,130,496)	
8012 LCFF: Education Protection Account	1,247,851	1,179,482	(68,368)	
8019 LCFF: Prior Year Corrections/Adjustments	61,979	-	(61,979)	
8096 LCFF: Funding in Lieu of Property Taxes	352,482	333,170	(19,312)	
TTL LCFF Funding	9,346,658	8,066,503	(1,280,155)	
Federal Revenue				
8181 Federal IDEA SpEd Revenue	102,734	138,169	35,435	
8220 School Nutrition Program - Federal	233,432	67,500	(165,932)	
8290 Other Federal Revenue	117,137	1,083,388	966,251	
TTL Federal Revenue	453,303	1,289,057	835,754	
Other State Revenue				
8311 AB602 State SpEd Revenue	370,944	407,422	36,478	
8520 School Nutrition Program - State	12,785	9,000	(3,785)	
8550 Mandated Cost Reimbursements	32,640	31,882	(758)	
8560 State Lottery Revenue	191,697	144,679	(47,018)	
8590 Other State Revenue	1,049,794	1,029,350	(20,444)	
TTL Other State Revenue	1,657,859	1,622,333	(35,526)	
Other Local Revenue				
8634 Student Lunch Fees	8,000	6,500	(1,500)	
8660 Interest Income	500	-	(500)	
8699 Other Revenue	55,000	50,000	(5,000)	
TTL Other Local Revenue	63,500	56,500	(7,000)	
TTL REVENUES	11,521,319	11,034,393	(486,926)	

Encore Jr/Sr High School for the Performing & Visual Arts
2020-21 July Budget
BUDGET DETAIL & PRIOR YEAR COMPARISON

Description	2019-20 Estimated Actuals	2020-21 July Budget	Change From Prior Year	Notes/Comments
EXPENDITURES				
1000 - Certificated Salaries				
1100 Teacher Compensation	1,859,741	1,839,626	(20,115)	
1130 Substitute Teacher Compensation	23,184	28,848	5,664	
1150 Teacher Stipends/Extra Duty	48,109	21,800	(26,309)	
1200 Student Support	259,590	293,219	33,629	
1300 Certificated Administrators	419,474	473,600	54,126	
1350 Administrator Stipends/Extra Duty	-	2,400	2,400	
TTL Certificated Salaries	2,610,099	2,659,493	49,395	
2000 - Non - Certificated Salaries				
2100 Instructional Aides	338,321	272,864	(65,457)	
2130 Classified Substitutes	32,091	22,536	(9,555)	
2150 Instructional Aides Stipends	13,571	6,200	(7,371)	
2160 Electives Instructional Aides	685,734	820,593	134,859	
2200 Pupil Support Administration	186,090	201,526	15,436	
2250 Pupil Support Stipends	-	2,220	2,220	
2300 Classified Administrators	260,237	347,400	87,163	
2350 Classified Administrator Stipends	-	89,580	89,580	
2400 Clerical & Technical Staff	523,185	583,695	60,510	
2450 Clerical & Technical Stipends	-	3,600	3,600	
TTL Non - Certificated Salaries	2,039,229	2,350,215	310,986	
3000 - Employee Benefits				
3101 STRS Certificated	411,771	397,846	(13,925)	
3102 STRS Classified	10,763	44,816	34,053	
3201 PERS Certificated	26,151	19,458	(6,693)	
3202 PERS Classified	373,619	417,700	44,081	
3301 OASDI/Medicare	195,486	50,654	(144,832)	
3302 OASDI/Medicare	-	162,579	162,579	
3401 Health Care Certificated	327,552	332,248	4,696	
3402 Health Care Classified	284,632	272,009	(12,623)	

Encore Jr/Sr High School for the Performing & Visual Arts
2020-21 July Budget
BUDGET DETAIL & PRIOR YEAR COMPARISON

Description	2019-20 Estimated Actuals	2020-21 July Budget	Change From Prior Year	Notes/Comments
3411 HC Benefit Adjustments Certificated	167	-	(167)	
3501 Unemployment Insurance	15,948	1,328	(14,621)	
3502 Unemployment Insurance	-	1,400	1,400	
3601 Workers' Comp Certificated	51,716	35,551	(16,165)	
3602 Workers' Comp Classified	44,521	37,488	(7,033)	
3901 Other Benefits Cert	1,582	-	(1,582)	
3902 Other Benefits Class	3,899	-	(3,899)	
TTL Employee Benefits	1,747,808	1,773,078	25,271	
4000 - Books/Supplies/Materials				
4100 Textbooks & Core Curriculum	23,109	23,103	(7)	
4310 Materials & Supplies	52,366	52,350	(15)	
4320 Office Supplies	26,862	26,854	(8)	
4330 Meals & Events	2,539	2,538	(1)	
4350 Other Supplies - Materials & Supplies	5,138	5,137	(2)	
4400 Non - Capitalized Equipment	13,249	99,918	86,669	
4700 School Nutrition Program	24,434	24,427	(7)	
TTL Books/Supplies/Materials	147,697	234,327	86,629	
5000 - Services & Operations				
5100 Subagreements For Services	-	9,403	9,403	
5200 Travel & Conferences	7,726	7,724	(2)	
5210 Mileage Reimbursements	18,635	18,630	(5)	
5300 Dues & Memberships	81,510	81,486	(24)	
5400 Insurance	231,368	231,300	(68)	
5500 Operations & Housekeeping	16,807	16,802	(5)	
5510 Utilities (General)	154,136	154,090	(45)	
5520 Janitorial Services	11,565	11,562	(3)	
5610 Facility Rents & Leases	1,239,734	1,152,803	(86,931)	
5620 Equipment Leases	24,103	24,096	(7)	
5630 Maintenance & Repair	53,516	53,500	(16)	
5800 Professional Services - Non - instructional	85,330	85,304	(25)	
5810 Legal	135,682	135,642	(40)	

Encore Jr/Sr High School for the Performing & Visual Arts
2020-21 July Budget
BUDGET DETAIL & PRIOR YEAR COMPARISON

Description	2019-20 Estimated Actuals	2020-21 July Budget	Change From Prior Year	Notes/Comments
5820 Audit & CPA	15,423	15,418	(5)	
5825 DMS Business Services	192,860	192,803	(57)	
5830 Non - Instructional Software Licenses/Fees	22,630	22,624	(7)	
5835 Field Trips - Bus Transportations	8,581	8,578	(3)	
5840 Advertising & Recruitment	39,724	39,713	(12)	
5855 Interest Expense - Short Term	340,787	240,000	(100,787)	
5860 Service Fees	373,080	195,260	(177,820)	
5865 General - Bus Transportation	872,705	845,000	(27,705)	
5870 Livescan Fingerprinting	107	107	(0)	
5880 Instructional Vendors & Consultants	23,771	23,764	(7)	
5890 Misc Other Outside Services	31,912	31,902	(9)	
5900 Communications	2,136	2,136	(1)	
5910 Telephone	23,121	23,114	(7)	
5920 Internet	114,927	114,894	(34)	
5930 Postage	20,141	20,135	(6)	
TTL Services & Operations	4,142,017	3,757,790	(384,227)	
6000 - Capital Outlay				
6900 Depreciation	173,463	176,828	3,365	
TTL Capital Outlay	173,463	176,828	3,365	
7000 - Other Outgo				
7438 Interest on Long-Term Debt	3,329	3,394	65	
TTL Other Outgo	3,329	3,394	65	
TTL EXPENDITURES	10,863,641	10,955,124	91,483	
Revenues less Expenditures	657,678	79,269	(578,409)	
Beginning Fund Balance	(145,479)	512,199		
Net Revenues	657,678	79,269		
ENDING BALANCE	512,199	591,468		
ENDING BALANCE AS % OF OUTGO	4.7%	5.4%		



Exhibit 7.4

July 13, 2020

Encore Education Corporation

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www.encorehighschool.com

Sites:

www.encorehighschool.com

If you would like to speak during public comment, please email your full name, the item you would like to comment about, and your comment, to board@encoreedcorp.com. These comments will be read aloud during open session at the board meeting. The chance to add public comment through emails will close after the agenda is approved during the meeting.

Board Members:

Suzanne Cherry, Board President

Rob Gabler, Board Vice President

Kelly Ahmed, Board Secretary/Treasurer

Evelyn Rojas, Board Member

Mari Miller, Board Member

INFO:

2020-2021 Salary Schedules

Administrative Salary Schedule 2020 – 2021 Fiscal Year

Dean of Students			Assistant Dean of Students		
Step	Current	Monthly Wage	Step	Current	Monthly Wage
1	\$105,600.00	\$ 8,800.00	1	\$ 91,200.00	\$ 7,600.00
2	\$109,440.00	\$ 9,120.00	2	\$ 95,040.00	\$ 7,920.00
3	\$113,280.00	\$ 9,440.00	3	\$ 97,920.00	\$ 8,160.00
4	\$118,080.00	\$ 9,840.00	4	\$101,760.00	\$ 8,480.00
5	\$122,880.00	\$ 10,240.00	5	\$106,560.00	\$ 8,880.00
6	\$125,760.00	\$ 10,480.00	6	\$109,440.00	\$ 9,120.00
School Counselor			Administrator		
Step	Current	Monthly Wage	Step	Current	Monthly Wage
1	\$ 78,720.00	\$ 6,560.00	1	\$ 67,200.00	\$ 5,600.00
2	\$ 81,600.00	\$ 6,800.00	2	\$ 69,120.00	\$ 5,760.00
3	\$ 84,480.00	\$ 7,040.00	3	\$ 71,040.00	\$ 5,920.00
4	\$ 87,360.00	\$ 7,280.00	4	\$ 72,960.00	\$ 6,080.00
5	\$ 89,280.00	\$ 7,440.00	5	\$ 74,880.00	\$ 6,240.00
6	\$ 91,200.00	\$ 7,600.00	6	\$ 76,800.00	\$ 6,400.00

In order to be considered for a step increase, the employee has to work 110 or more days during the regular administration calendar.

Administration is eligible for full employee benefits, including holiday pay, sick time accrual and personal leave days, and employer contribution up to \$15,000 per year for employee benefits. Employees will have 30 days from the date of hire to enroll in any benefit programs.

Employees must follow time sheet regulations as described during their training period and/or in the employee handbook. Timesheet pay, is calculated from the 1st to the 15th paid on the 25th and the 16th to the 30th or 31st (last day of the month) paid on the 10th day of the following month or the immediately preceding business day if the 10th or 25th falls on a weekend or holiday.

This salary schedule will be reviewed, edited and adopted by the School Board every 5 years.

This salary schedule includes a 2.5% COLA after completing a year of Step 6.

Encore Education Corporation does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender identity or expression, age, national origin (ancestry), ethnic group identification, mental and physical disability, marital or parental status, sex, sexual orientation, or military status, or genetic information in any of its activities or operations. The perception of one or more of such characteristics: or association with a person or group with one or more of these actual or perceived characteristics. Encore Education Corporation is an equal opportunity employer.

*Up for Board approval on July 13, 2020

Classified Instructor Salary Schedule 2020 – 2021 Fiscal Year

Industry Only				BA to 59			
Step	Annual Salary	Monthly Wage	Hourly Wage	Step	Annual Salary	Monthly Wage	Hourly Wage
0	\$ 40,320.00	\$ 3,665.45	\$ 24.95	0	\$ 42,240.00	\$ 3,840.00	\$ 26.14
1	\$ 44,160.00	\$ 4,014.55	\$ 27.33	1	\$ 47,040.00	\$ 4,276.36	\$ 29.11
2	\$ 46,080.00	\$ 4,189.09	\$ 28.51	2	\$ 48,960.00	\$ 4,450.91	\$ 30.30
3	\$ 48,000.00	\$ 4,363.64	\$ 29.70	3	\$ 50,880.00	\$ 4,625.45	\$ 31.49
4	\$ 49,920.00	\$ 4,538.18	\$ 30.89	4	\$ 52,800.00	\$ 4,800.00	\$ 32.67
5	\$ 51,840.00	\$ 4,712.73	\$ 32.08	5	\$ 54,720.00	\$ 4,974.55	
6	\$ 53,760.00	\$ 4,887.27		6	\$ 56,640.00	\$ 5,149.09	
7	\$ 55,680.00	\$ 5,061.82		7	\$ 58,560.00	\$ 5,323.64	
8	\$ 57,072.00	\$ 5,188.36		8	\$ 60,480.00	\$ 5,498.18	
9	\$ 58,498.80	\$ 5,318.07		9	\$ 52,400.00	\$ 4,763.64	
10	\$ 59,961.03	\$ 5,451.00		10	\$ 64,320.00	\$ 5,847.27	
11	\$ 61,460.06	\$ 5,587.28		11	\$ 65,928.00	\$ 5,993.45	
12	\$ 62,996.57	\$ 5,726.96		12	\$ 67,576.20	\$ 6,143.29	
13	\$ 64,571.48	\$ 5,870.13		13	\$ 69,265.61	\$ 6,296.87	
14	\$ 66,185.77	\$ 6,016.89		14	\$ 70,977.25	\$ 6,452.48	
15	\$ 67,840.41	\$ 6,167.31		15	\$ 72,772.18	\$ 6,615.65	

This Salary Scale is for 2008-2019 Hires only – This Scale expires 2025

Steps with an Hourly wage are required to keep a timesheet.

This salary schedule is for full time instructors that have been hired based on industry experience. These employees follow the Teacher / Instructor work calendar.

A Classified instructor that completes the State of California credentialing program will roll over into the certificated teacher pay scale the following school year.

This employee is eligible for full employee benefits, including holiday pay and sick time accrual, personal leave accrual and health benefits not to exceed \$12,000 per year total employer contribution.

Employees will have 30 days from the date of hire to enroll in any benefit programs.

Employees must follow time sheet regulations as described during their training period and/or in the employee handbook. Timesheet pay, is calculated from the 1st to the 15th paid on the 25th and the 16th to the 30th or 31st (last day of the month) paid on the 10th day of the following month or the immediately preceding business day if the 10th or 25th falls on a weekend or holiday.

This salary schedule will be reviewed, edited and adopted by the School Board every 5 years.

This salary schedule includes a 2.5% COLA.

Encore Education Corporation does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender identity or expression, age, national origin (ancestry), ethnic group identification, mental and physical disability, marital or parental status, sex, sexual orientation, or military status, or genetic information in any of its activities or operations. The perception of one or more of such characteristics: or association with a person or group with one or more of these actual or perceived characteristics. Encore Education Corporation is an equal opportunity employer.

*Up for Board approval on July 13, 2020

Salary Schedule continued on next page.

Classified Instructor Salary Schedule 2020 – 2021 Fiscal Year

MA or BA+60-74				MA+30 or BA+75			
Step	Annual Salary	Monthly Wage	Hourly Wage	Step	Annual Salary	Monthly Wage	Hourly Wage
0	\$ 44,160.00	\$ 4,014.55	\$ 27.33	0	\$45,120.00	\$ 4,101.82	\$ 27.92
1	\$ 48,000.00	\$ 4,363.64	\$ 29.70	1	\$50,880.00	\$ 4,625.45	\$ 31.49
2	\$ 49,920.00	\$ 4,538.18	\$ 30.89	2	\$53,760.00	\$ 4,887.27	
3	\$ 51,840.00	\$ 4,712.73	\$ 32.08	3	\$56,640.00	\$ 5,149.09	
4	\$ 53,760.00	\$ 4,887.27		4	\$59,520.00	\$ 5,410.91	
5	\$ 55,680.00	\$ 5,061.82		5	\$62,400.00	\$ 5,672.73	
6	\$ 57,600.00	\$ 5,236.36		6	\$65,280.00	\$ 5,934.55	
7	\$ 59,520.00	\$ 5,410.91		7	\$68,160.00	\$ 6,196.36	
8	\$ 61,440.00	\$ 5,585.45		8	\$71,040.00	\$ 6,458.18	
9	\$ 63,360.00	\$ 5,760.00		9	\$73,920.00	\$ 6,720.00	
10	\$ 65,280.00	\$ 5,934.55		10	\$76,800.00	\$ 6,981.82	
11	\$ 66,912.00	\$ 6,082.91		11	\$78,720.00	\$ 7,156.36	
12	\$ 68,584.80	\$ 6,234.98		12	\$82,560.00	\$ 7,505.45	
13	\$ 70,299.42	\$ 6,390.86		13	\$85,440.00	\$ 7,767.27	
14	\$ 72,056.90	\$ 6,550.63		14	\$88,320.00	\$ 8,029.09	
15	\$ 73,858.32	\$ 6,714.39		15	\$91,200.00	\$ 8,290.91	

This Salary Scale is for 2008-2019 Hires only – This Scale expires 2025

Steps with an Hourly wage are required to keep a timesheet.

This salary schedule is for full time instructors that have been hired based on industry experience. These employees follow the Teacher / Instructor work calendar.

A Classified instructor that completes the State of California credentialing program will roll over into the certificated teacher pay scale the following school year.

This employee is eligible for full employee benefits, including holiday pay and sick time accrual, personal leave accrual and health benefits not to exceed \$12,000 per year total employer contribution.

Employees will have 30 days from the date of hire to enroll in any benefit programs.

Employees must follow time sheet regulations as described during their training period and/or in the employee handbook. Timesheet pay, is calculated from the 1st to the 15th paid on the 25th and the 16th to the 30th or 31st (last day of the month) paid on the 10th day of the following month or the immediately preceding business day if the 10th or 25th falls on a weekend or holiday.

This salary schedule will be reviewed, edited and adopted by the School Board every 5 years.

This salary schedule includes a 2.5% COLA.

Encore Education Corporation does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender identity or expression, age, national origin (ancestry), ethnic group identification, mental and physical disability, marital or parental status, sex, sexual orientation, or military status, or genetic information in any of its activities or operations. The perception of one or more of such characteristics: or association with a person or group with one or more of these actual or perceived characteristics. Encore Education Corporation is an equal opportunity employer.

*Up for Board approval on July 13, 2020

Certificated Teacher Salary Schedule 2020 – 2021 Fiscal Year

CTE/BA to 44				MA or BA+45-59			
Step	Annual Salary	Monthly Wage	Hourly Wage	Step	Annual Salary	Monthly Wage	Hourly Wage
0	\$47,040.00	\$ 4,276.36	\$ 29.11	0	\$48,000.00	\$ 4,363.64	\$ 29.70
1	\$49,920.00	\$ 4,538.18	\$ 30.89	1	\$50,880.00	\$ 4,625.45	\$ 31.49
2	\$50,880.00	\$ 4,625.45	\$ 31.49	2	\$52,800.00	\$ 4,800.00	\$ 32.67
3	\$51,840.00	\$ 4,712.73	\$ 32.08	3	\$54,720.00	\$ 4,974.55	
4	\$53,760.00	\$ 4,887.27		4	\$56,640.00	\$ 5,149.09	
5	\$55,680.00	\$ 5,061.82		5	\$58,560.00	\$ 5,323.64	
6	\$57,600.00	\$ 5,236.36		6	\$60,480.00	\$ 5,498.18	
7	\$59,520.00	\$ 5,410.91		7	\$63,360.00	\$ 5,760.00	
8	\$61,440.00	\$ 5,585.45		8	\$65,280.00	\$ 5,934.55	
9	\$62,976.00	\$ 5,725.09		9	\$67,200.00	\$ 6,109.09	
10	\$64,550.40	\$ 5,868.22		10	\$70,080.00	\$ 6,370.91	
11	\$66,164.16	\$ 6,014.92		11	\$72,960.00	\$ 6,632.73	
12	\$68,778.26	\$ 6,252.57		12	\$75,840.00	\$ 6,894.55	
13	\$69,513.72	\$ 6,319.43		13	\$77,736.00	\$ 7,066.91	
14	\$71,251.56	\$ 6,477.41		14	\$79,679.40	\$ 7,243.58	
15	\$73,032.84	\$ 6,639.35		15	\$81,671.38	\$ 7,424.67	

This salary schedule is for credentialed teachers only. These employees follow the Teacher / Instructor work calendar.

Teachers holding an internship or emergency credential cannot go beyond step 0. This salary schedule includes a 2.5% COLA.

This employee is eligible for full employee benefits, including holiday pay and sick time accrual, personal leave accrual and health benefits not to exceed \$12,000 per year total employer contribution. Employees will have 30 days from the date of hire to enroll in any benefit programs.

Teachers and Instructors with 7 years plus of service credit to Encore Education Corporation will receive up to \$14,000 per year in employer contributions for health benefits. Employees will have 30 days from the date of hire to enroll in any benefit programs.

Employees must follow time sheet regulations as described during their training period and/or in the employee handbook. Timesheet pay, is calculated from the 1st to the 15th paid on the 25th and the 16th to the 30th or 31st (last day of the month) paid on the 10th day of the following month or the immediately preceding business day if the 10th or 25th falls on a weekend or holiday.

This salary schedule will be reviewed, edited and adopted by the School Board every 5 years.

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*Up for Board approval on July 13, 2020

Salary Schedule continued on next page.

Certificated Teacher Salary Schedule 2020 – 2021 Fiscal Year

MA+15 or BA+60				MA+30 or BA+75			
Step	Annual Salary	Monthly Wage	Hourly Wage	Step	Annual Salary	Monthly Wage	Hourly Wage
0	\$48,960.00	\$ 4,450.91	\$ 30.30	0	\$52,800.00	\$ 4,800.00	\$ 32.67
1	\$52,800.00	\$ 4,800.00	\$ 32.67	1	\$55,680.00	\$ 5,061.82	
2	\$55,680.00	\$ 5,061.82		2	\$57,600.00	\$ 5,236.36	
3	\$57,600.00	\$ 5,236.36		3	\$59,520.00	\$ 5,410.91	
4	\$59,520.00	\$ 5,410.91		4	\$62,400.00	\$ 5,672.73	
5	\$61,440.00	\$ 5,585.45		5	\$64,320.00	\$ 5,847.27	
6	\$63,360.00	\$ 5,760.00		6	\$67,200.00	\$ 6,109.09	
7	\$66,240.00	\$ 6,021.82		7	\$69,120.00	\$ 6,283.64	
8	\$69,120.00	\$ 6,283.64		8	\$72,000.00	\$ 6,545.45	
9	\$71,040.00	\$ 6,458.18		9	\$74,880.00	\$ 6,807.27	
10	\$73,920.00	\$ 6,720.00		10	\$76,800.00	\$ 6,981.82	
11	\$76,800.00	\$ 6,981.82		11	\$80,640.00	\$ 7,330.91	
12	\$78,720.00	\$ 7,156.36		12	\$83,520.00	\$ 7,592.73	
13	\$82,560.00	\$ 7,505.45		13	\$86,400.00	\$ 7,854.55	
14	\$84,480.00	\$ 7,680.00		14	\$90,240.00	\$ 8,203.64	
15	\$86,400.00	\$ 7,854.55		15	\$92,160.00	\$ 8,378.18	

This salary schedule is for credentialed teachers only. These employees follow the Teacher / Instructor work calendar.

Teachers holding an internship or emergency credential cannot go beyond step 0. This salary schedule includes a 2.5% COLA.

This employee is eligible for full employee benefits, including holiday pay and sick time accrual, personal leave accrual and health benefits not to exceed \$12,000 per year total employer contribution. Employees will have 30 days from the date of hire to enroll in any benefit programs.

Teachers and Instructors with 7 years plus of service credit to Encore Education Corporation will receive up to \$14,000 per year in employer contributions for health benefits. Employees will have 30 days from the date of hire to enroll in any benefit programs.

Employees must follow time sheet regulations as described during their training period and/or in the employee handbook. Timesheet pay, is calculated from the 1st to the 15th paid on the 25th and the 16th to the 30th or 31st (last day of the month) paid on the 10th day of the following month or the immediately preceding business day if the 10th or 25th falls on a weekend or holiday.

This salary schedule will be reviewed, edited and adopted by the School Board every 5 years.

Encore Education Corporation does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender identity or expression, age, national origin (ancestry), ethnic group identification, mental and physical disability, marital or parental status, sex, sexual orientation, or military status, or genetic information in any of its activities or operations. The perception of one or more of such characteristics: or association with a person or group with one or more of these actual or perceived characteristics. Encore Education Corporation is an equal opportunity employer.

*Up for Board approval on July 13, 2020

Certificated Teacher Salary Schedule 2020 – 2021 Fiscal Year

CTE/BA to 44				MA or BA+45-59			
Step	Annual Salary	Monthly Wage	Hourly Wage	Step	Annual Salary	Monthly Wage	Hourly Wage
0	\$47,040.00	\$ 4,276.36	\$ 29.11	0	\$48,000.00	\$ 4,363.64	\$ 29.70
1	\$49,920.00	\$ 4,538.18	\$ 30.89	1	\$50,880.00	\$ 4,625.45	\$ 31.49
2	\$50,880.00	\$ 4,625.45	\$ 31.49	2	\$52,800.00	\$ 4,800.00	\$ 32.67
3	\$51,840.00	\$ 4,712.73	\$ 32.08	3	\$54,720.00	\$ 4,974.55	\$ 33.86
4	\$53,760.00	\$ 4,887.27	\$ 33.27	4	\$56,640.00	\$ 5,149.09	\$ 35.05
5	\$55,680.00	\$ 5,061.82	\$ 34.46	5	\$58,560.00	\$ 5,323.64	\$ 36.24
6	\$57,600.00	\$ 5,236.36	\$ 35.64	6	\$60,480.00	\$ 5,498.18	\$ 37.43
7	\$59,520.00	\$ 5,410.91	\$ 36.83	7	\$63,360.00	\$ 5,760.00	\$ 39.21
8	\$61,440.00	\$ 5,585.45	\$ 38.02	8	\$65,280.00	\$ 5,934.55	\$ 40.40
9	\$62,976.00	\$ 5,725.09	\$ 38.97	9	\$67,200.00	\$ 6,109.09	\$ 41.58
10	\$64,550.40	\$ 5,868.22	\$ 39.94	10	\$70,080.00	\$ 6,370.91	\$ 43.37
11	\$66,164.16	\$ 6,014.92	\$ 40.94	11	\$72,960.00	\$ 6,632.73	\$ 45.15
12	\$68,778.26	\$ 6,252.57	\$ 42.56	12	\$75,840.00	\$ 6,894.55	\$ 46.93
13	\$69,513.72	\$ 6,319.43	\$ 43.02	13	\$77,736.00	\$ 7,066.91	\$ 48.10
14	\$71,251.56	\$ 6,477.41	\$ 44.09	14	\$79,679.40	\$ 7,243.58	\$ 49.31
15	\$73,032.84	\$ 6,639.35	\$ 45.19	15	\$81,671.38	\$ 7,424.67	\$ 50.54
MA+15 or BA+60				MA+30 or BA+75			
Step	Annual Salary	Monthly Wage	Hourly Wage	Step	Annual Salary	Monthly Wage	Hourly Wage
0	\$48,960.00	\$ 4,450.91	\$ 30.30	0	\$52,800.00	\$ 4,800.00	\$ 32.67
1	\$52,800.00	\$ 4,800.00	\$ 32.67	1	\$55,680.00	\$ 5,061.82	\$ 34.46
2	\$55,680.00	\$ 5,061.82	\$ 34.46	2	\$57,600.00	\$ 5,236.36	\$ 35.64
3	\$57,600.00	\$ 5,236.36	\$ 35.64	3	\$59,520.00	\$ 5,410.91	\$ 36.83
4	\$59,520.00	\$ 5,410.91	\$ 36.83	4	\$62,400.00	\$ 5,672.73	\$ 38.61
5	\$61,440.00	\$ 5,585.45	\$ 38.02	5	\$64,320.00	\$ 5,847.27	\$ 39.80
6	\$63,360.00	\$ 5,760.00	\$ 39.21	6	\$67,200.00	\$ 6,109.09	\$ 41.58
7	\$66,240.00	\$ 6,021.82	\$ 40.99	7	\$69,120.00	\$ 6,283.64	\$ 42.77
8	\$69,120.00	\$ 6,283.64	\$ 42.77	8	\$72,000.00	\$ 6,545.45	\$ 44.55
9	\$71,040.00	\$ 6,458.18	\$ 43.96	9	\$74,880.00	\$ 6,807.27	\$ 46.34
10	\$73,920.00	\$ 6,720.00	\$ 45.74	10	\$76,800.00	\$ 6,981.82	\$ 47.52
11	\$76,800.00	\$ 6,981.82	\$ 47.52	11	\$80,640.00	\$ 7,330.91	\$ 49.90
12	\$78,720.00	\$ 7,156.36	\$ 48.71	12	\$83,520.00	\$ 7,592.73	\$ 51.68
13	\$82,560.00	\$ 7,505.45	\$ 51.09	13	\$86,400.00	\$ 7,854.55	\$ 53.47
14	\$84,480.00	\$ 7,680.00	\$ 52.28	14	\$90,240.00	\$ 8,203.64	\$ 55.84
15	\$86,400.00	\$ 7,854.55	\$ 53.47	15	\$92,160.00	\$ 8,378.18	\$ 57.03

This salary schedule is for credentialed teachers only. These employees follow the Teacher / Instructor work calendar.

Teachers holding an internship or emergency credential cannot go beyond step 0. This salary schedule includes a 2.5% COLA.

This employee is eligible for full employee benefits, including holiday pay and sick time accrual, personal leave accrual and health benefits not to exceed \$12,000 per year total employer contribution.

Teachers and Instructors with 7 years plus of service credit to Encore Education Corporation will receive up to \$14,000 per year in employer contributions for health benefits.

Employees will have 30 days from the date of hire to enroll in any benefit programs.

Employees must follow time sheet regulations as described during their training period and/or in the employee handbook. Timesheet pay, is calculated from the 1st to the 15th paid on the 25th and the 16th to the 30th or 31st (last day of the month) paid on the 10th day of the following month or the immediately preceding business day if the 10th or 25th falls on a weekend or holiday.

This salary schedule will be reviewed, edited and adopted by the School Board every 5 years.

*Up for Board Approved on July 13, 2020

Classified Hourly Instructor Salary Schedule 2020 – 2021 Fiscal Year

Industry Only			
Step	Annual Wage	Monthly Wage	Hourly Wage
1	\$ 29,032.00	\$ 2,639.27	\$ 19.00
2	\$ 30,560.00	\$ 2,778.18	\$ 20.00
3	\$ 32,088.00	\$ 2,917.09	\$ 21.00
4	\$ 46,000.00	\$ 4,181.82	\$ 30.10
5	\$ 48,000.00	\$ 4,363.64	\$ 31.41

TIME SHEET POSITION

This salary schedule is for Full/Part Time Instructors that have been hired based on industry experience. These employees follow the Teacher / Instructor work calendar.

A Classified instructor that completes the State of California credentialing program will roll over into the certificated teacher pay scale. This employee is eligible for full employee benefits, including holiday pay and sick time accrual, personal leave accrual and health benefits not to exceed \$12,000 per year total employer contribution. Employees will have 30 days from the date of hire to enroll in any benefit programs.

Employees must follow time sheet regulations as described during their training period and/or in the employee handbook. Timesheet pay, is calculated from the 1st to the 15th paid on the 25th and the 16th to the 30th or 31st (last day of the month) paid on the 10th day of the following month or the immediately preceding business day if the 10th or 25th falls on a weekend or holiday.

This salary schedule will be reviewed, edited and adopted by the School Board every 5 years.

This salary schedule includes a 2.5% COLA.

Encore Education Corporation does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender identity or expression, age, national origin (ancestry), ethnic group identification, mental and physical disability, marital or parental status, sex, sexual orientation, or military status, or genetic information in any of its activities or operations. The perception of one or more of such characteristics: or association with a person or group with one or more of these actual or perceived characteristics. Encore Education Corporation is an equal opportunity employer.

*Up for Board approval on July 13, 2020



Hourly Salary Schedule 2020 – 2021 Fiscal Year

Administrative		Aide	
Step	Hourly	Step	Hourly
0	\$ 13.44	0	\$ 13.44
1	\$ 15.36	1	\$ 14.40
2	\$ 16.32	2	\$ 15.36
3	\$ 16.32	3	\$ 16.32
4	\$ 17.28	4	\$ 17.28
5	\$ 18.24	5	\$ 17.28
6	\$ 19.20	6	\$ 18.24
7	\$ 20.16	7	\$ 19.20
8	\$ 21.12	8	\$ 20.16
9	\$ 21.12	9	\$ 21.12
10	\$ 22.08	10	\$ 22.08
11	\$ 23.04	11	\$ 23.04
12	\$ 24.00	12	\$ 23.04
13	\$ 24.96	13	\$ 24.00
14	\$ 25.92	14	\$ 24.96
15	\$ 25.92	15	\$ 25.92

This salary schedule is for hourly paid employees, Part Time and Full Time. Part Time employees are classified as anyone that works less than 30 hours per week.

Employees must follow time sheet regulations as described during their training period and/or in the employee handbook. Timesheet pay, is calculated from the 1st to the 15th paid on the 25th and the 16th to the 30th or 31st (last day of the month) paid on the 10th day of the following month or the immediately preceding business day if the 10th or 25th falls on a weekend or holiday.

40 hour plus employees are eligible for full employee benefits, including holiday pay and sick time accrual, and health benefits not to exceed \$10,000 per year maximum school payout Employees working 30-39 hours a week are eligible for employee benefits, including holiday pay and sick time accrual at a pro-rated amount and health benefits not to exceed \$7,000 per year maximum. Eligible employees will have 30 days from date of hire to enroll in any benefit programs.

This salary schedule will be reviewed, edited and adopted by the School Board every 5 years.

This salary schedule includes a 2.5% COLA after completing a year of Step 15 with your position.

Encore Education Corporation does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender identity or expression, age, national origin (ancestry), ethnic group identification, mental and physical disability, marital or parental status, sex, sexual orientation, or military status, or genetic information in any of its activities or operations. The perception of one or more of such characteristics: or association with a person or group with one or more of these actual or perceived characteristics. Encore Education Corporation is an equal opportunity employer.

*Up for Board approval on July 13, 2020

Executive Salary Schedule 2020 – 2021 Fiscal year

CEO			COO/CMO		
Step	Salary	Monthly Wage	Step	Salary	Monthly Wage
1 - 2	\$ 153,600.00	\$ 12,800.00	1 - 2	\$ 144,000.00	\$ 12,000.00
3 - 4	\$ 163,200.00	\$ 13,600.00	3 - 4	\$ 153,600.00	\$ 12,800.00
5 - 6	\$ 172,800.00	\$ 14,400.00	5 - 6	\$ 163,200.00	\$ 13,600.00
7 - 8	\$ 182,400.00	\$ 15,200.00	7 - 8	\$ 172,800.00	\$ 14,400.00
9 - 10	\$ 187,200.00	\$ 15,600.00	9 - 10	\$ 177,600.00	\$ 14,800.00
11 - 12	\$ 192,000.00	\$ 16,000.00	11 - 12	\$ 182,400.00	\$ 15,200.00
Officer			Director		
Step	Salary	Monthly Wage	Step	Salary	Monthly Wage
1 - 2	\$ 110,400.00	\$ 9,200.00	1 - 2	\$ 100,800.00	\$ 8,400.00
3 - 4	\$ 115,200.00	\$ 9,600.00	3 - 4	\$ 150,600.00	\$ 12,550.00
5 - 6	\$ 120,960.00	\$ 10,080.00	5 - 6	\$ 111,360.00	\$ 9,280.00
7 - 8	\$ 125,760.00	\$ 10,480.00	7 - 8	\$ 116,160.00	\$ 9,680.00
9 - 10	\$ 131,520.00	\$ 10,960.00	9 - 10	\$ 121,920.00	\$ 10,160.00
11 - 12	\$ 134,400.00	\$ 11,200.00	11 - 12	\$ 124,800.00	\$ 10,400.00

In order to be considered for a step increase, the employee has to work 110 or more days during the regular administration calendar.

Administration is eligible for full employee benefits, including holiday pay, sick time accrual and personal leave days, and employer contribution up to \$15,000 per year for employee benefits.

Employees will have 30 days from the date of hire to enroll in any benefit programs.

Employees must follow time sheet regulations as described during their training period and/or in the employee handbook. Timesheet pay, is calculated from the 1st to the 15th paid on the 25th and the 16th to the 30th or 31st (last day of the month) paid on the 10th day of the following month or the immediately preceding business day if the 10th or 25th falls on a weekend or holiday.

This salary schedule will be reviewed, edited and adopted by the School Board every 5 years.

This salary schedule includes a 2.5% COLA after completing a year of Step 12 with your position.

Encore Education Corporation does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender identity or expression, age, national origin (ancestry), ethnic group identification, mental and physical disability, marital or parental status, sex, sexual orientation, or military status, or genetic information in any of its activities or operations. The perception of one or more of such characteristics: or association with a person or group with one or more of these actual or perceived characteristics. Encore Education Corporation is an equal opportunity employer.

*Up for Board approval on July 13, 2020

Salary Schedule continued on next page.

Executive Salary Schedule 2020 – 2021 Fiscal year

Manager			Support			
Step	Salary	Monthly Wage	Step	Salary	Monthly Wage	Hourly Rate
1 - 2	\$ 74,880.00	\$ 6,240.00	1 - 2	\$ 48,000.00	\$ 4,000.00	\$26.67
3 - 4	\$ 78,720.00	\$ 6,560.00	3 - 4	\$ 49,920.00	\$ 4,160.00	\$27.73
5 - 6	\$ 80,640.00	\$ 6,720.00	5 - 6	\$ 51,840.00	\$ 4,320.00	\$28.80
7 - 8	\$ 83,520.00	\$ 6,960.00	7 - 8	\$ 53,760.00	\$ 4,480.00	\$29.87
9 - 10	\$ 86,400.00	\$ 7,200.00	9 - 10	\$ 55,680.00	\$ 4,640.00	\$30.93
11 - 12	\$ 88,320.00	\$ 7,360.00	11 - 12	\$ 57,600.00	\$ 4,800.00	\$32.00
Assistant Manager			Assistant			
Step	Salary	Monthly Wage	Step	Salary	Monthly Wage	Hourly Rate
1 - 2	\$ 62,400.00	\$ 5,200.00	1 - 2	\$ 33,600.00	\$ 2,800.00	\$18.67
3 - 4	\$ 65,280.00	\$ 5,440.00	3 - 4	\$ 35,520.00	\$ 2,960.00	\$19.73
5 - 6	\$ 67,200.00	\$ 5,600.00	5 - 6	\$ 37,440.00	\$ 3,120.00	\$20.80
7 - 8	\$ 69,120.00	\$ 5,760.00	7 - 8	\$ 39,360.00	\$ 3,280.00	\$21.87
9 - 10	\$ 71,040.00	\$ 5,920.00	9 - 10	\$ 41,280.00	\$ 3,440.00	\$22.93
11 - 12	\$ 72,960.00	\$ 6,080.00	11 - 12	\$ 43,200.00	\$ 3,600.00	\$24.00

In order to be considered for a step increase, the employee has to work 110 or more days during the regular administration calendar.

Administration is eligible for full employee benefits, including holiday pay, sick time accrual and personal leave days, and employer contribution up to \$15,000 per year for employee benefits.

Employees will have 30 days from the date of hire to enroll in any benefit programs.

Employees must follow time sheet regulations as described during their training period and/or in the employee handbook. Timesheet pay, is calculated from the 1st to the 15th paid on the 25th and the 16th to the 30th or 31st (last day of the month) paid on the 10th day of the following month or the immediately preceding business day if the 10th or 25th falls on a weekend or holiday.

This salary schedule will be reviewed, edited and adopted by the School Board every 5 years.

This salary schedule includes a 2.5% COLA after completing a year of Step 12 with your position.

Encore Education Corporation does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender identity or expression, age, national origin (ancestry), ethnic group identification, mental and physical disability, marital or parental status, sex, sexual orientation, or military status, or genetic information in any of its activities or operations. The perception of one or more of such characteristics: or association with a person or group with one or more of these actual or perceived characteristics. Encore Education Corporation is an equal opportunity employer.

*Up for Board approval on July 13, 2020



Day Rate Salary Schedule 2020 – 2021 Fiscal Year

Daily Substitute			Long Term Substitute		
Step	Current	Hourly	Step	Current	Hourly
1	\$134.40	\$16.80	1	\$153.60	\$19.20
2	\$139.20	\$17.40	2	\$158.40	\$19.80
3	\$144.00	\$18.00	3	\$163.20	\$20.40
Daily Certified Teacher					
Step	Current	Hourly			
1	\$134.40	\$16.80			
2	\$163.20	\$20.40			
3	\$172.80	\$21.60			
4	\$177.60	\$22.20			

TIME SHEET POSITION

Employees must follow time sheet regulations as described during their training period and/or in the employee handbook. Timesheet pay, is calculated from the 1st to the 15th paid on the 25th and the 16th to the 30th or 31st (last day of the month) paid on the 10th day of the following month or the immediately preceding business day if the 10th or 25th falls on a weekend or holiday.

**Long Term Substitutes are defined as working in a classroom up to 30 days consecutively.

This salary schedule will be reviewed, edited and adopted by the School Board every 5 years.

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*Up for Board approval on July 13, 2020



Exhibit 7.5

July 13, 2020

Encore Education Corporation

Phone: (760) 949-2036

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www.encorehighschool.com

Sites:

www.encorehighschool.com

If you would like to speak during public comment, please email your full name, the item you would like to comment about, and your comment, to board@encoreedcorp.com. These comments will be read aloud during open session at the board meeting. The chance to add public comment through emails will close after the agenda is approved during the meeting.

Board Members:

Suzanne Cherry, Board President

Rob Gabler, Board Vice President

Kelly Ahmed, Board Secretary/Treasurer

Evelyn Rojas, Board Member

Mari Miller, Board Member

INFO:

2020-2021 COVID-19 Planning Proposal

STRONGER TOGETHER: ENCORE HIGH SCHOOL'S COVID PLANNING 20/21

The California Department of Education with the help of the CDC released a Guidebook in June of 2020 to help schools make plans for reopening in the fall. Encore Education Corporation has used this guidebook to build the framework for what reopening will look like in the fall. Encore is going to build a tiered approach to opening as the “best practices” and guidelines are still changing as the world learns more about the virus. These plans are subject to change.

Encore has pulled a lot of this document directly from the “Stronger Together” frameworks manual created by the CDE with the help of the CDC. The sections of the CDE Guidebook that are not addressed in this document that have to do with departmental plans for curriculum and support are being followed and used as basis for professional development departmentally. The purpose for this document is to help provide stakeholders information regarding instructional programs for the fall under COVID and how Encore plans to maintain safety on campus.

This checklist will cover the following main categories:

1

1. Local Conditions to Guide Reopening Decisions
2. Plan to Address Positive COVID-19 Cases or Community Surges
3. Injury and Illness Prevention Plan
4. Campus Access
5. Hygiene
6. Protective Equipment
7. Physical Distancing
8. Cleaning / Disinfecting
9. Employee Issues
10. Communication with Students, Parents, Employees, Public Health Officials, and the Community

***STRONGER TOGETHER:
ENCORE HIGH SCHOOL'S COVID PLANNING 20/21***

Local Conditions to Guide Reopening Decisions

In order for Encore High School to resume operations, local condition metrics must be met including:

- a. Flexibility or lifting of state stay at home order. (The state has lifted or relaxed the stay at home order to allow schools to physically reopen.)
- b. Flexibility or lifting of county stay at home order. (The county has lifted or relaxed the stay at home or shelter in place order to allow schools to physically reopen.)
- c. Local Public Health clearance. Local public health officials have made determinations, including but not limited to the following:
 - a. Testing availability – Adequate tests and tracking are available for schools to reopen. Employees have access to COVID_19 testing at regular and ongoing intervals.
 - b. Sufficient duration of decline or stability of confirmed cases, hospitalizations, and deaths.
 - c. Sufficient surge capacity exists in local hospitals
- d. Equipment Availability
 - a. Have sufficient protective equipment to comply with California Department of Public Health (CDPH) guidance for students and staff appropriate for each classification or duty, as well as relevant OSHA requirements.
 - b. No touch thermal scan thermometers are in place for symptom screenings
 - c. Consider differing requirements of PPE/EPG for the differing populations of students with disabilities
- e. Cleaning Supply Availability
 - a. Have enough school appropriate cleaning supplies to continuously disinfect the school site in accordance with CDPH guidance.
 - b. Ensure sufficient supplies of hand sanitizers, soap, handwashing stations, tissues, no touch trash cans, and paper towels.

***STRONGER TOGETHER:
ENCORE HIGH SCHOOL'S COVID PLANNING 20/21***

Plan to Address Positive COVID-19 Cases or Community Surges

1. *Establish a plan to close schools again for physical attendance of students, if necessary, based on public health guidance and in coordination with local public health officials.*
 - a. In the event that Encore school is closed again for physical attendance once the school year has started in September:
 - i. Encore will establish at the beginning of the school year which students do not have access to streaming internet for Zoom classes.
 1. Varying levels of internet will be recognized so the students can receive their work appropriately. (example: email access only, full access, accessibility but at odd times, no access)
 2. Students identified as having internet issues will be placed on an education plan that supports their needs.
 3. Encore will open up limited “phone in” tutoring / class capabilities for students that do not have access to the internet.
 4. Encore will establish a limited number of hotspots for students, however, some of the connectivity issues established during the spring closure had more to do with proximity of residence than financial ability for access.
 5. Encore will work with local internet providers to get families knowledge about internet access.
 - ii. Encore will continue the class day as normal, but remotely using Zoom.
 1. Teachers will teach classes remotely in real-time.

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ENCORE HIGH SCHOOL'S COVID PLANNING 20/21***

2. At least one recording of the lesson will be placed on the teacher Google classroom so students can watch the lesson again or watch it if they missed for any reason.
 3. Teachers will establish email lists for each class/subject (parents and students). At the beginning of the school day, teachers will send the assignments for that class to all of the students/parents so teachers can give daily access to the classwork.
 4. Dependent on the student educational plan, various “turn in” methods will occur for student coursework including: online course completion, email, USPS mail, office drop off.
- iii. Encore will offer students/parents the option of traditional grading or “credit/no credit” during the times of closure.
1. Encore will invoke the alternate shut down grading policies.
 2. These policies eliminate final exam testing percentages in the grading and makes all final exams count the same as a quiz.
 3. Students have until the end of the grading period to complete any assignment for full credit during a quarter.
 4. Honors and AP classes must be completed by the end of each quarter fully and only traditional grading will be allowed for Honors and AP. Students wanting “credit/no credit” can only complete regular paced or remediation courses.
- iv. Teaching staff will work from home in the event of full closure.
1. SPED staff will have assigned tutoring times for helping students complete coursework via Zoom.
 2. SPED teachers will have weekly meetings with students (parents optional) to help keep the students on target.

***STRONGER TOGETHER:
ENCORE HIGH SCHOOL'S COVID PLANNING 20/21***

3. IEP meetings will happen via Zoom.
 4. Other support will be offered remotely.
 5. Teaching staff will be required to attend a weekly Zoom meeting with the Dean of Academics AND at least one of the CEO's daily meeting each week.
 6. Teaching staff will have tutoring every morning from 8 – 8:30 am.
 - v. Classified staff will have a skeleton crew (essential crew) that will work in rotation to make sure the appropriate support is still available for students, staff, and parents.
 - vi. Any staff or student that has a medical condition should notify human resources so job duties can be outlined for work from home during the closure to avoid risk factors.
 - b. Encore will continue to serve meals to students during times of closure.
 - i. The Student Services Manager will establish two days per week for meals to be delivered to students and families.
 - ii. The route for pickup will be established by the Student Services Manager and advertised via all call, student email, and Constant Contact email
 - c. Encore will follow all protocols for reopening as outlined by the CDC.
2. *In accordance with CDPH guidance, when a student, teacher, or staff member or a member of their household tests positive for COVID-19 and has exposed others at the school implement the following steps:*
- a. Encore's Risk Manager will contact the local public health officials to consult about exposure to determine the level of risk as based on the local public health officer advice.
 - b. Encore's Risk Manager will then consult with Encore's Executive team to determine whether or not a school closure is warranted and the length of time for the school closure based on the risk level within

***STRONGER TOGETHER:
ENCORE HIGH SCHOOL'S COVID PLANNING 20/21***

the specific community as determined by the local public health officer.

- c. After Board adoption of this plan, Encore will not need to seek Board approval for closure, but will notify the Board of the closure procedures, time of closure, and the steps taken for the closure.
- d. In accordance with standard guidance for isolation at home after close contact, the classroom or office where the COVID-19 positive individual was based will typically need to close temporarily as students or staff isolate.
- e. Additional close contacts at school outside of a classroom should also isolate at home.
- f. Encore's Risk Manager will work with the COO to determine which areas of the campus will need to be closed temporarily for cleaning and disinfection based on the COVID-19 positive individual(s) visitation to alternate campus areas.
- g. In the event that only part of the school is shut down or if only some of the staff/students are subjected to "closure", the COO will consult:
 - i. The Dean of Academics for the plan for continuity in education.
 - ii. The school nurse for the continuation of medical services (if applicable)
 - iii. School Counseling for the continuation of social services (if applicable)
 - iv. SPED Director for change of educational settings (If applicable)
 - v. Student Services Manager for change and continuation of meal services.
 - vi. The Risk Manager for disinfection processes for the affected areas.

STRONGER TOGETHER: ENCORE HIGH SCHOOL'S COVID PLANNING 20/21

Injury and Illness Prevention Program (IIPP)

Encore's Risk Manager will the update the IIPP to address unique circumstances during COVID-19 and make updates accessible to employees, students, and parents.

Campus Access

Develop a plan to minimize access to campus, and limit nonessential visitors, facility use permits, and volunteers.

1. *Exclude any student, parent, caregiver, visitor, or staff showing symptoms of COVID-19 (reference CDC and CDPH guidelines for COVID-19 symptoms) . Staff should discuss with the parent or caregiver and refer to the student's health history form or emergency card to identify whether the student has a history of allergies, which would not be a reason to exclude*

a. When campus is not in session:

- i. Anyone entering the campus must come through the A Building.
- ii. Upon entry to the A Building, everyone is required to wash their hands.
- iii. There is a stanchion that does not permit people to pass until they have a health check.
- iv. All entrants must have their temperature taken. A log is kept at the desk where temperatures are taken.
- v. Any person with a fever over 99 degrees is not permitted on campus.
- vi. Any person entering campus is required to wear a mask.
- vii. Any person on campus is required to social distance.
- viii. The reception desk is protected with a clear vinyl barrier.
- ix. Signage outside calls for people not to enter the building if they are displaying any symptoms or have been exposed to anyone with COVID-19.

***STRONGER TOGETHER:
ENCORE HIGH SCHOOL'S COVID PLANNING 20/21***

- x. Visitors waiting for things (like transcripts) will check in at the front desk.
 - 1. The person that the visitor is waiting to see will be notified.
 - 2. The person will be asked to wait in their car and the receptionist will call them on their cell phone when they are ready for their appointment.
- b. When campus is in session:**
 - i. Staff will enter through the A Building and follow the same procedures as when the campus is not in session.
 - ii. Students will enter through assigned gate according to grade level. More information will be explained in point 3.
- 2. *Monitor staff and students throughout the day for signs of illness.*
Determine any special or unique needs for students with disabilities related to planned district or schoolwide procedures.
 - a. When school resumes, all students and staff will be trained on how to monitor themselves for the virus and how to pay attention to changes in their health. The Risk Manager will orchestrate this training.
 - b. Staff will be trained by the Risk Manager on how to watch for people developing symptoms throughout the day.
 - i. When a staff member sees someone with symptoms during the day, they will send that person to the A Building where they will call home and wait for parents.
 - ii. People that are sent to the office with symptoms will be placed in an outside waiting area whenever possible until their parent comes to pick them up.
 - iii. When outside is not possible, the person will be placed in an area away from people, wear a mask, and the area will be sanitized upon departure.
- 3. *Students – Entering campus.*

***STRONGER TOGETHER:
ENCORE HIGH SCHOOL'S COVID PLANNING 20/21***

a. PARENTS - Passive Screening.

- i. Parents will be instructed to check temperatures of their children prior to leaving for school (check for temperature to ensure temperatures below 100 degrees Fahrenheit)
- ii. Parents will be asked to look for symptoms consistent with Covid-19
- iii. Parents must keep students at home if they have symptoms consistent with COVID-19 or if they have had close contact with a person diagnosed with COVID-19.

b. BUSES – Active Screening.

- i. Upon entry onto any transportation from Encore, students will have temperatures taken (must be less than 100 degrees Fahrenheit).
- ii. Students will be asked if they have had any COVID-19 symptoms in the last 24 hours and whether or not anyone in their home has had COVID-19 symptoms or a positive test.
- iii. If the students do not pass either of these screenings, they will not be allowed to enter the bus or school that school day.
- iv. Students will be required to wash or sanitize their hands upon entry onto the bus
- v. Students will be required to wear a mask to enter the bus and must keep the bus on during the entire bus trip.
- vi. When available, windows will be opened on the bus to keep ventilation at a maximum.

c. CAMPUS ENTRY – Active Screening.

- i. Students will be given a specific gate to enter based on their grade level. Students riding the bus will have a separate line since they were already screened prior to riding the bus.
- ii. Markers will be placed on the ground to help students maintain social distance of 6 feet while they wait to enter the campus.

***STRONGER TOGETHER:
ENCORE HIGH SCHOOL'S COVID PLANNING 20/21***

- iii. Students will be able to enter the campus starting at 7:50 am each day.
- iv. Temperature screening will take place upon entry.
- v. Students will sanitize their hands upon entry.
- vi. Students will be required to wear face masks.

d. WHILE ON CAMPUS – Supervision and best practices.

- i. Encore will provide supervised, sufficient points of access to avoid large gatherings.
- ii. Encore will place clear screens and privacy board when it is practical.
- iii. Encore will have doors and windows open in classrooms when practical.
- iv. Encore will have limited outdoor spaces available for teachers to take classes outside when weather permits.
- v. Teachers are responsible for having students wash the desks and chairs at the beginning and the end of each class period. The Risk Manager is responsible for making sure that product is available in every classroom.

e. WHEN A PERSON IS SYMPTOMATIC – Guidelines

- i. Staff or any other adult showing symptoms will be immediately sent off campus.
- ii. Students who develop symptoms of illness while at school will be separated from others right away.
 - 1. Encore will put a lunch bench by the A Building gate under the awning where symptomatic students will sit until a parent can come and pick them up.
 - 2. When a student is placed outside, the Risk Manager will be notified and the Risk Manager will be responsible for making sure the student is supervised until pickup.

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ENCORE HIGH SCHOOL'S COVID PLANNING 20/21***

3. If weather does not permit the outside seating arrangement, the student will wait in health office isolation room.
- iii. If more than one student is in an isolation area, ensure physical distancing.
- iv. Any students or staff exhibiting symptoms will be required to wear a face covering and wait in an isolation area until they can be transported home or to a health care facility.
- v. Students will remain in isolation with continued supervision and care until picked up by an authorized adult.
- vi. Students in the health office for triage will be helped, recognizing that not all symptoms are COVID-19 related.
- vii. Parents will be advised by the school nurse that sick students are not to return until they have met the CDC Criteria to discontinue home isolation.
- viii. Staff will be excluded from work if they are exhibiting symptoms.
 1. Staff showing symptoms should go to medical care.
 2. Encore's Dean of Academics will make sure that there are emergency sub plans in place for all teachers / instructors in the event of teacher/instructor absences.
 3. Encore's Risk Manager and Human Resources will develop a procedure for reporting reasons for exclusions.
 4. Human Resources will advise sick staff members not to return until they have met CDC criteria to discontinue home isolation.

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f. OUTSIDE VISITORS AND GROUPS

- i. Access to campus for parents and other visitors will be extremely limited.

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ENCORE HIGH SCHOOL'S COVID PLANNING 20/21***

- ii. Once Encore's campus reopens for classes, Encore will withhold facilities usage until second semester of the 20/21 school year AND pending CDPH guidance.
- iii. When the facilities usage resumes, the Risk Manager and the COO will establish common facility protocols for all users of the facility.
- iv. The Risk Manager and the COO will establish protocols for accepting deliveries safely.

Hygiene

Plan to address hygiene practices to ensure personal health and safety in school facilities and vehicles.

a. HANDWASHING

- a. Encore will establish frequent places where handwashing / sanitizing stations will be freely available for students and staff to meet handwashing frequency guidance. These sanitation stations will be decided on by the COO and the Risk Manager.
- b. Train staff and students on proper handwashing techniques and PPE/EPG use, including the following:
 - i. Scrub with soap for at least 20 seconds or use hand sanitizer if soap and water are not accessible. Staff and students should use paper towels to dry hands thoroughly.
 - ii. Wash hands when: arriving and leaving home, arriving at and leaving school, after playing outside, after having close contact with other, after using shared surfaces or tools; before and after using restroom' after blowing nose, coughing, and sneezing, and before and after eating and preparing foods.
 - iii. CDC guidance on proper PPE use.
 - iv. The COO, Risk Manager, and Encore's Film Teacher will work together to create a comprehensive training cartoon on:

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ENCORE HIGH SCHOOL'S COVID PLANNING 20/21***

1. handwashing according to the CDC
2. Using tissue to wipe the nose and cough and sneeze inside the tissue
3. Avoid touching your face and face covering
4. Proper use, removal, and washing of cloth face coverings
5. During the mask wearing training for students and staff, reasons that people may not wear a mask due to medical reasons will also be trained to everyone.

Protective Equipment

Plan to address protective equipment needs to ensure personal health and safety in school facilities and vehicles.

a. According to CDC guidance:

- a. Face coverings are not recommended for anyone who has trouble breathing or is unconscious, incapacitated, or otherwise unable to remove covering without assistance.
- b. Encore will make reasonable accommodations such as a face shield for people unable to wear a cloth face covering for medical reasons. (Per Cal/OSHA, considerations for face shields should include a cloth drape attached across the bottom and tucked in the shirt.
- c. Cloth face coverings are meant to protect other people in case the wearer is unknowingly infected (many people carry COVID-19 but do not have symptoms). Cloth face coverings are not surgical masks, respirators, or personal protective equipment.

b. Staff Protective Equipment

- a. All staff will wear face coverings.
- b. Encore will provide all staff with a face shield that they can wear instead of a mask that will enable students to see their faces and avoid potential barriers to phonological instruction.

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- c. Encore will have face masks available if employees or students do not have clean face coverings.
- d. Encore will provide other protective equipment as appropriate for work assignments. The Risk Manager will be responsible for making sure that this equipment is available.
 - i. Staff working on symptom screening and food service will be provided with masks, face shields, and disposable gloves.
 - ii. Front office employees will have face coverings and disposable gloves.
 - iii. COVID staff working on cleaning and disinfecting will have specific equipment:
 - 1. Surface cleaning will have disposable gloves.
 - 2. Deep cleaning and disinfecting will have disposable gowns, gloves, eye protection, and a reusable respirator mask)
 - 3. Any product that is used that requires additional PPE, will be brought to the attention of the Risk Manager and they will make sure that the PPE is provided.
 - 4. All cleaning products will be stored in a space with restricted access.
 - 5. Cal/OSHA requires that PPE be provided and worn to effectively protect employees from hazards of the cleaning products used and training be provided to staff on the hazards of chemicals. The Risk Manager is responsible for scheduling and executing all training.
- e. **Student Protective Equipment**
 - i. Students will be required to wear a face covering while on campus, on the bus, and any place where physical distancing cannot be maintained.
 - ii. Students will be allowed to remove their masks when:

***STRONGER TOGETHER:
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1. They are outside and physical distance can be adhered to.
2. They are in class and physical distance can be adhered to AND the door and windows are open in the classroom.
- iii. Students that have a medical reason for not wearing a mask will be allowed to work from home for their protection or will be allowed to not wear a mask.
- iv. During the mask wearing training for students and staff, reasons that people may not wear a mask due to medical reasons will also be trained to everyone.
- v. Bus drivers will have access to surplus masks to provide to students who have lost their mask.

Physical Distancing

Plan to meet physical distancing standards in school facilities and vehicles .Clearly define how staff can honor physical distancing recommendations, yet meet student medical, personal, or support needs . Determine how adequate space and facilities will be utilized to maintain health and safety of students and staff, especially when tending to individual student medical or personal needs.

- a. Encore will work with CDC Guidelines to create campus space to be accommodating of physical distancing. There are multiple ways that Encore plans to make this happen that is dependent on the current restrictions put into place.
- b. Encore will work with the CDC Guidelines to maintain safety. Encore will also work to provide the least restrictive environment possible to create a traditional education model as much as possible while staying within CDC Guidelines.
- c. Encore will follow current guidelines regarding busing.
 - a. Parents and students will be advised to recognize the six foot social distance at bus stops.

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- b. Students and parents should wear face coverings at bus stops.
- d. Outside Spaces, Circus, and Athletics
 - a. Encore's Risk Manager will determine which class equipment is OK to use because there is an ability to sanitize appropriately. (example: Circus students using the lyra instead of the tissu.)
 - b. Encore will purchase additional equipment when plausible to allow students and staff to have the ability to sanitize and wash equipment. (example: Circus Tissu)
 - c. Supervision will work to maintain social distancing at outdoor spaces as prescribed by the CDC.
- e. Classrooms
 - a. Encore will follow the current CDC Guidelines for classroom spaces.
 - b. Encore will work to arrange desks to minimize face-to-face contact.
 - c. Encore will broadcast to other classrooms and students distance learning at home.
 - d. Encore will train students and staff about physical distancing while changing classrooms
- f. Food Service
 - a. For the 20/21 school year, Encore is separating junior high and high school lunch times. This will reduce the amount of students in the quad by one half.
 - b. Encore will paint marks on the ground for students to stand in line to get lunch that will show them appropriate social distancing.
 - c. Encore will work with current food service supplier to make all options "grab and go" options with no "buffet style" service available.
 - d. If possible, Encore will increase the number of picnic tables and benches available and place them throughout the allowed campus space to provide appropriate distancing.
 - e. Students will continue to eat outside when available.

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- f. The Campus Aides will be responsible for sanitizing the tables and benches between lunches and after lunch. The Student Services Manager will be responsible for assigning the appropriate Campus Aide duties for the purposes of lunch sanitation.
- g. Staff
 - a. Encore's staff meetings will largely be held remotely using Zoom platform.
 - b. Encore will be briefed on how to appropriately social distance. This briefing will be held during inservice with the COO and the Risk Manager.
 - c. When in person meetings are happening, staff will need to be socially distanced.
 - d. If necessary and depending on current CDC restrictions, staff members may be required to work from home to complete their duties.
 - e. When necessary, Encore will add physical barriers to separate workspaces to maintain social distancing.

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Cleaning and Disinfecting

Plan to meet cleanliness and disinfecting standards in school facilities and vehicles.

- a. Overall Cleanliness Standards – Risk Manager and COO will work with the staff using the CDC Guidelines so Encore will meet the high cleanliness standards prior to reopening and maintain a high level during the school year.
- b. Encore has one to one technology, so all students will have access to their own personal computer.
- c. Any learning aids that are shared will need to be sanitized between uses.
 - a. The Risk Manager will train the teachers on how to do this.

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- b. The teachers and instructors will be responsible for making sure that sanitation is ongoing.
- c. The Risk Manager will check in with teachers and instructors to make sure that proper sanitation is ongoing.
- d. Encore's Risk Manager will need to work with the Circus Teachers and the Costume Design Teachers to make sure that there is a written plan with Guidelines in place on how to properly sanitize and use equipment that is difficult to clean or sanitize.
- e. Encore's Risk Manager is responsible for creating and executing training for proper use of materials in accordance with the CDC and the CDPR.
 - a. A safe and correct application of disinfectants using personal protective equipment and ventilation recommended for cleaning.
 - b. How to disinfect surfaces between uses such as
 - i. Desks and tables
 - ii. Chairs
 - iii. Seats on the bus, Highlander
 - iv. Keyboards, phones, headsets, copy machines
 - c. Disinfecting frequently – at least daily – high touch surfaces such as:
 - i. Door handles
 - ii. Hand rails
 - iii. Drinking fountains
 - iv. Sink handles
 - v. Restroom surfaces
 - vi. Toys, games, art supplies, instructional materials
 - vii. Playground equipment
 - d. When choosing disinfecting products, using those approved for use against COVID-19 from the EPA. Encore's Risk Manager is responsible for ordering.
 - i. To reduce the risk of asthma related to disinfecting, programs should aim to select disinfectant products on the EPA List N with asthma-safer ingredients.

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- ii. Use disinfectants labeled to be effective against emerging viral pathogens
- e. Plan to do thorough cleaning when children are not present.
- f. Close off areas used by sick people and do not use before cleaning and disinfection. To reduce the risk of exposure, wait 24 hours before cleaning and disinfecting.
- f. Make a plan for adequate outdoor air circulation
 - a. Encores' Risk Manager will work with an HVAC third party for a maintenance contract to maintain proper ventilation.
 - b. Each classroom will have a fan installed that can help circulate outdoor air.
 - c. All classrooms that have windows that open are encouraged to open windows whenever possible.
 - d. Classroom doors should be propped open whenever possible to help with fresh air circulation.
 - e. The Risk Manager will take steps to ensure that all water systems are safe to use after prolonged facility shutdown.
 - f. Student belongings need to be kept separate: under their desk, or in a cubby or basket. All belongings need to be taken home daily to be cleaned.

Employee Issues

Engage employees on COVID-19 plans and provide necessary training and accommodations.

- a. Staffing
 - a. Encore's CEO will work to ensure that staffing is appropriate to meet the needs of the school according to CDC guidelines.
 - b. The Risk Manager and the COO will provide staff training and the state-provided training on
 - i. Disinfecting

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- ii. Physical distancing
- iii. Symptom screening
- iv. Updates to the IIPP
- v. State and Local health standards
 - 1. Protective equipment
 - 2. Cough and sneeze etiquette
 - 3. Not touching your face
 - 4. Handwashing
 - 5. Confidentiality around health recording and reporting
- vi. Health staff on clinical manifestation
- c. The counseling department will provide training on trauma-informed practices and suicide prevention.
- b. If there are any COVID-19 concerns, staff members should immediately report it to the Risk Manager, Human Resources, of the Staff Liaison.
- c. Reasonable Accommodations
 - a. For staff that are higher risk for sever illness or have other extenuating circumstances regarding their risk on campus should approach human resources about their needs.
 - i. Encore will work to provide work options including telework or negotiated change in classification or duties.
 - ii. If reasonable accommodations are not practical, Encore will work with the employee to develop a flexible leave plan that endeavors to avoid exhausting the employee's earned leave.

Communication with Students, Parents, Employees, Public Health Officials, and the Community

- a. School leaders will engage a variety of stakeholders to formulate and implement plans for COVID-19.
- b. Encore will use a variety of ways to communicate COVID-19 protocols including:

***STRONGER TOGETHER:
ENCORE HIGH SCHOOL'S COVID PLANNING 20/21***

- a. Proper use of PPE/EPG
- b. Cleanliness and Disinfection
- c. Transmission and Prevention
- d. Guidelines when to keep students home
- e. Self-reporting symptoms
- f. Criteria and plan to close schools again for physical attendance of students
- g. The Risk Manager will oversee the transmission of all such messaging. The school nurse will help with the transmission of this messaging.
- c. Encore's EL/504 Coordinator and SPED Director will make sure that communication is targeted for vulnerable members of the school community.
- d. In the event of a positive COVID-19 case:
 - a. Encore's Risk Manager will notify and coordinate with public health officials to document, report, track and trace infections.
 - b. Encore's Risk Manager will work with the CEO to determine how the staff and families will immediately be notified of any possible cases of COVID-19.
 - i. Encore's CEO will review legal responsibilities and privacy rights for communicating about cases of the virus.
 - c. Encore will provide written and oral guidance via blog, constant contact, and all call to parents, teachers, and staff to remind them the importance of community physical distancing measures while the school is closed.
 - d. Encore's human resources will provide information to parents regarding labor laws, disability insurance, paid family leave, and unemployment insurance.
 - e. The Risk Manager for students and Human Resources for staff will advise sick persons to not return until they have met CDC criteria to discontinue home isolation.

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- f. The Risk Manager, working with the executive team, will inform those who have had close contact with the person diagnosed with COVID-19 to stay home and self-monitor for symptoms and to follow CDC Guidance if symptoms develop. If a person does not have symptoms follow appropriate CDC guidance for home isolation.

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INSTRUCTIONAL PROGRAMS

Encore has made multiple plans for COVID-19 as the new school year starts. With the uncertainty of the virus, Encore is planning multiple ways to make sure that appropriate learning instruction happens regardless of the current needs of the virus.

Encore is going to approach the instruction programs in hopes of providing the least restrictive and most traditional school model possible.

Encore's overall precautions for all models:

1. Encore changed the school year schedule to commence on September 14, 2020. This choice is about four weeks later than the regular calendar. This choice was made in hopes of letting the virus run its course for an additional month prior to Encore's opening.
2. Encore changed the bell schedule to start at 8:30 am to allow time for arrival on campus.
3. Encore will require face coverings while on campus inside and outside when six feet of distance cannot be maintained.
4. Encore will require temperature screenings for the entry onto all buses and campus.

STRONGER TOGETHER: ENCORE HIGH SCHOOL'S COVID PLANNING 20/21

Instruction Scheduling Model Options:

Least Restrictive Model: FAMILY CHOICE
Encore sent out a survey offering families the choice of how their student will attend school in the fall. Family choice will determine how the student will receive academic instruction.
<ul style="list-style-type: none"> • Traditional Seat Based Program: Students attend school with the CDC recommendations while attending school five days per week for the entire school day.
<ul style="list-style-type: none"> • Hybrid Program: Students attend school 2 – 3 days per week and then take courses online from home on the other school days.
<ul style="list-style-type: none"> • Independent Study Program: Students come on campus one day per week for three hours.
<ul style="list-style-type: none"> • COVID Independent Study Program: Students attend classes in real time via ZOOM and online study until their family is ready to return to school or the Covid threat subsides.

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Most Restrictive Model: CDC REQUIRED COMPLETE SCHOOL CLOSURE
In the event that CDC closes the school to on campus instruction at the beginning of the year or in the event of a surge in cases, families will engage in the following academic programs.
<ul style="list-style-type: none"> • Traditional Seat Based Programs: Students that were enrolled in the traditional seat based programs prior to the CDC complete campus closure will be placed on the COVID Independent Study Program. This means that students will attend classes in real time via ZOOM and online study until school is ready to reopen.
<ul style="list-style-type: none"> • Hybrid Program: Students will move to the COVID Independent Study Program.
<ul style="list-style-type: none"> • Independent Study Program: Students will continue on their original plan, except the three hours weekly meeting will be replaced with a weekly online Zoom meeting.
<ul style="list-style-type: none"> • COVID Independent Study Program: will continue as outlined.

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<p>Medium Low Restrictive Model: ENCORE CHOOSES THE SCHOOL SCHEDULE</p>
<p>If the CDC limits how many people can come on campus or how often people can come on campus, Encore will impose restrictions based on how the student enrolled under the least restrictive model.</p>
<ul style="list-style-type: none"> • Traditional Seat Based Program: Students that chose the traditional seat based program will be placed into virtual academic classes where they will study from home in real time during the week. Students will then be scheduled to come on campus 1 – 3 days per week for their career arts classes based on their conservatory level.
<ul style="list-style-type: none"> • Hybrid Program: Students that chose the Hybrid program will be placed into virtual academic classes where they will study from home in real time during the week. Students will then be scheduled to come on campus 1 – 3 days per week for their career arts classes based on their conservatory level.
<ul style="list-style-type: none"> • Independent Study Program: Students will continue on their original plan, except the three hours weekly meeting will be replaced with a weekly online Zoom meeting.
<ul style="list-style-type: none"> • COVID Independent Study Program: Students attend classes in real time via ZOOM and online study until their family is ready to return to school or the Covid threat subsides.

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Medium High Restrictive Model: CDC ALLOWS OPENING UNDER VERY RESTRICTIVE GUIDELINES

If the CDC impresses strict limitations on the overall population on campus, Encore might impose restrictions based on grade level and conservatory. Student will be placed on a track based on what the original program chosen by the family was.

- **Traditional Seat Based Program:**
 - Juniors and Seniors will attend class every day on campus as designated.
 - All other grade levels will take classes in real time online via Zoom during the week.
 - Ninth and Tenth grade will attend class on campus on Mondays and Tuesdays.
 - Seventh and Eighth grade students will attend class on campus on Wednesdays and Thursdays.
 - Conservatory Students Level 2+ will attend classes on Fridays.
- **Hybrid Program:**
 - Juniors and Seniors will attend class on campus as designated.
 - All other grade levels will take classes in real time online via Zoom during the week as designated.
 - Ninth and Tenth grade will attend class on campus on Mondays and Tuesdays as designated
 - Seventh and Eighth grade students will attend class on campus on Wednesdays and Thursdays as designated
 - Conservatory Students Level 2+ will attend classes on Fridays.
- **Independent Study Program:** Students come on campus one day per week for three hours.
- **COVID Independent Study Program:** Students attend classes in real time via ZOOM and online study until their family is ready to return to school or the Covid threat subsides.

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Exhibit 7.6

July 13, 2020

Encore Education Corporation

Phone: (760) 949-2036

Fax (760) 956-3338

www.encorehighschool.com

Sites:

www.encorehighschool.com

If you would like to speak during public comment, please email your full name, the item you would like to comment about, and your comment, to board@encoreedcorp.com. These comments will be read aloud during open session at the board meeting. The chance to add public comment through emails will close after the agenda is approved during the meeting.

Board Members:

Suzanne Cherry, Board President

Rob Gabler, Board Vice President

Kelly Ahmed, Board Secretary/Treasurer

Evelyn Rojas, Board Member

Mari Miller, Board Member

INFO:

Resignation of the School Board Member- Paula Gharib

June 9, 2020

Dear Suzanne,

I hope this letter finds you well. I will be resigning from my position on the Encore school board effective today June 9, 2020. It has been my pleasure to serve on this board for 2 years but the time has come for me to move on to other endeavors. Thank you so much for this opportunity. Encore is family and will always be a part of my heart.

Sincerely,

Paula Gharib



Exhibit 7.7

July 13, 2020

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Board Members:

Suzanne Cherry, Board President

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Kelly Ahmed, Board Secretary/Treasurer

Evelyn Rojas, Board Member

Mari Miller, Board Member

INFO:

Removal of the School Board Member- Evelyn Rojas



Exhibit 7.8

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Board Members:

Suzanne Cherry, Board President

Rob Gabler, Board Vice President

Kelly Ahmed, Board Secretary/Treasurer

Evelyn Rojas, Board Member

Mari Miller, Board Member

INFO:

Installment of the new School Board Member- Glenn Thackeray



Exhibit 7.9

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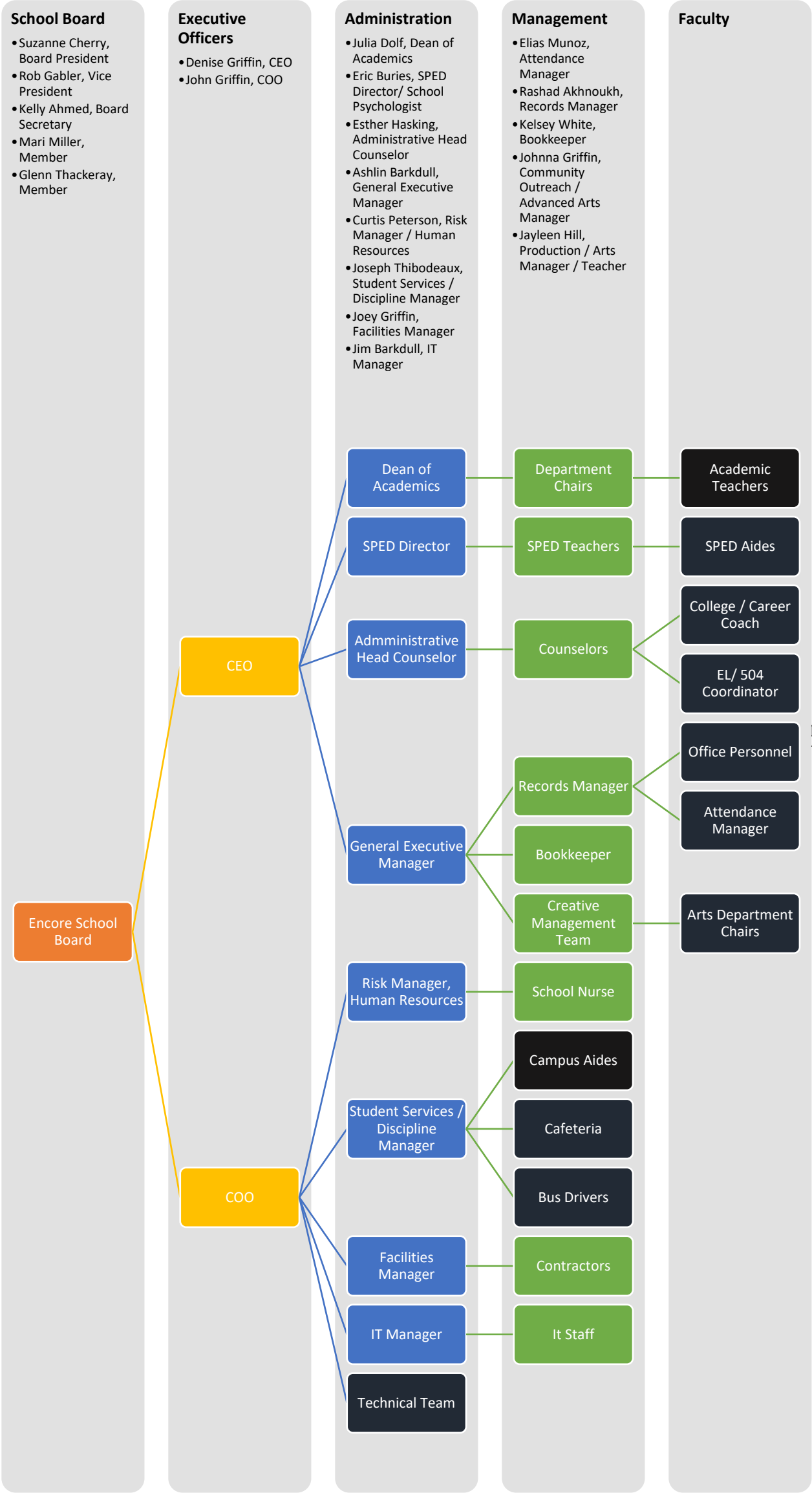
Evelyn Rojas, Board Member

Mari Miller, Board Member

INFO:

Organization Chart for the 20'-21' school year

ORGANIZATIONAL CHART 2020/2021



BASIC JOB DUTIES

Encore School Board – Volunteer Board that oversees all operations of Encore Education Corporation. Meets for a public meeting monthly and serve two year terms.

Executive Officers – Manage and execute all operations of the organization. Report to the Board monthly and throughout the month. Executive Officers' direct report is the School Board.

- **Chief Executive Officer (CEO)** – Writes policy, logistics, reports, finance, plans. Deals with all professional development, training, marketing, enrollment, and coordination of curriculum and arts programs. Creates annual calendars and sets all special events, arts programs, academic contests.
- **Chief Operations Officer (COO)** – Oversees campus operations and discipline. Manages Public Relations, District Communication, Facility Maintenance, and day to day on campus operations. This role has changed this year because it has absorbed the role of Dean of Students as the organization reduced campuses.

Administration – Works directly with the Executive Officers to help operate and manage school operations in a specific department.

- **Dean of Academics** – Oversees all professional development, curriculum, academic testing, benchmarks, and academic teachers. Their direct report is the CEO.
- **SPED Director** – Oversees all aspects of the SPED Department including SPED teachers, SPED Administrative Assistant, and SPED Aides. They are also responsible for communication between Encore and SELPA. Their direct report is the CEO.
- **Administrative Head Counselor** – Oversees all aspects of master scheduling, CALPADS reporting, counseling, college and career readiness, course approvals, PSAT and SAT testing, ASVAB, a mental health awareness. Their direct report is the CEO.
- **General Executive Manager** – This position works closely with the CEO and the COO to manage all calendars, the classified office staff, accounts payable reporting to the backoffice provider, marketing/enrollment, special events, and the logistics of the arts programs. This position will be transitioning in the 20/21 school year and will be spending a lot of time in training to help train Human Resources. Their direct report is the CEO.
- **Risk Manager / Human Resources** – This position works closely with the COO, CEO, and the General Executive Manager. They are responsible for overseeing the health and safety plans, completing and overseeing the campus risk assessments, the updates and implementation of the IIPP, professional development for CPR/First Aid, and general human resources. This position will be transitioning in the 20/21 school year and will be spending a lot of time in training to help learn Human Resources. Their direct report is the COO.
- **Student Services / Discipline Manager** – This position oversees the management of transportation and food services. They also work directly with the COO for student discipline. Their direct report is the COO.
- **Facilities Manager** – This position is responsible for the maintenance, remodel, and construction of the campus facility. They work directly with the COO and the COO is their direct report.
- **IT Manager** – This position is responsible for the implementation, upkeep, and troubleshooting of technology on the campus for staff and students. Their direct report is the COO.

Management – Works with the Executive and Administrative team in specific areas of the organization operations.

- **Department Chairs** – Work directly with the Dean of Academics and the General Executive Manager to help complete personnel reviews, train, and oversee departments. They manage the teachers in their department.
- **SPED Teachers** – Manage their caseload of students and support them in a full inclusion environment. They work together to manage the SPED Aides. Their direct report is the SPED Director.
- **Counselors** – Are responsible for meeting with students and managing scheduling, college/career planning, and mental health. They manager the College/ Career Coach and the 504/EL Coordinator. Their direct report is the Administrative Head Counselor.
- **Attendance Manager** – Is responsible for all things attendance. Their direct report is the General Executive Manager.
- **Records Manager** – Is responsible for all things student / staff records. They are also responsible for managing the office personnel for weekly meetings, staff attendance, and lunches/breaks. This will be a transition year for this position because the intake of staff records for this department is new this year. Their direct report is the General Executive Manager.
- **Bookkeeper** – Is responsible for cash handling and recording/accounting for cash and money that comes on campus. They report monthly to the school board. In the 20/21 school year, they will also act as the ASB Assistant. Their direct report is the General Executive Manager.
- **Creative Management Team** – Is responsible for Encore’s special advanced arts programs. The oversee, produce, and implement these programs.
 - **Community Outreach / Advanced Arts Manager** – Is responsible for the creation and implementation of the annual school tours, the international and domestic student travel tours, and the implementation of the advanced career technical education for professional artist development. Their direct report is the General Executive Manager.
 - **Production / Arts Manager** – Is responsible for overseeing the management and implementation of all competition teams, shows, productions, and assessments. They also teach a couple classes. Their direct report is the General Executive Manager.
- **School Nurse** – Works closely with the Risk Manager to help implement all health and safety measures on campus. They also work directly with students, staff, and parents to triage students. Their direct report is the Risk Manager.



Exhibit
7.10

July 13, 2020

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Sites:

www.encorehighschool.com

If you would like to speak during public comment, please email your full name, the item you would like to comment about, and your comment, to board@encoreedcorp.com. These comments will be read aloud during open session at the board meeting. The chance to add public comment through emails will close after the agenda is approved during the meeting.

Board Members:

Suzanne Cherry, Board President

Rob Gabler, Board Vice President

Kelly Ahmed, Board Secretary/Treasurer

Evelyn Rojas, Board Member

Mari Miller, Board Member

INFO:

Set up demo and quote of Board on Track



- **HOW IT WORKS**
- **CHARTER SCHOOLS**
- **RESOURCES**
- **ABOUT US**
- **BOOK A DEMO**

The Only Board Management Platform Built For Charter School Boards

BoardOnTrack is the intuitive, easy-to-use, all-in-one online board management platform for every public charter school board.

Help your board deliver exceptional results.

And govern for growth at every stage, from pre-doors open charter start-up, and onward through charter management organization.

MEASURE YOUR BOARD'S PERFORMANCE

Is your board on track? Get data-driven confirmation that your board is functioning at the highest level — with your Priorities, People, Process, Performance, and Performance all on target.

[Reports](#) > [OnTrack Score](#)

OnTrack Score

School Year 19-20



Priorities

Maintain focus on what matters by defining and aligning the board's and CEO's priorities.

Active Goals this SY



Target: 3

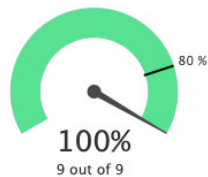
[Show detail](#)



People

Grow strategically and sustainably with the right people in the right roles.

Member Profiles Completed



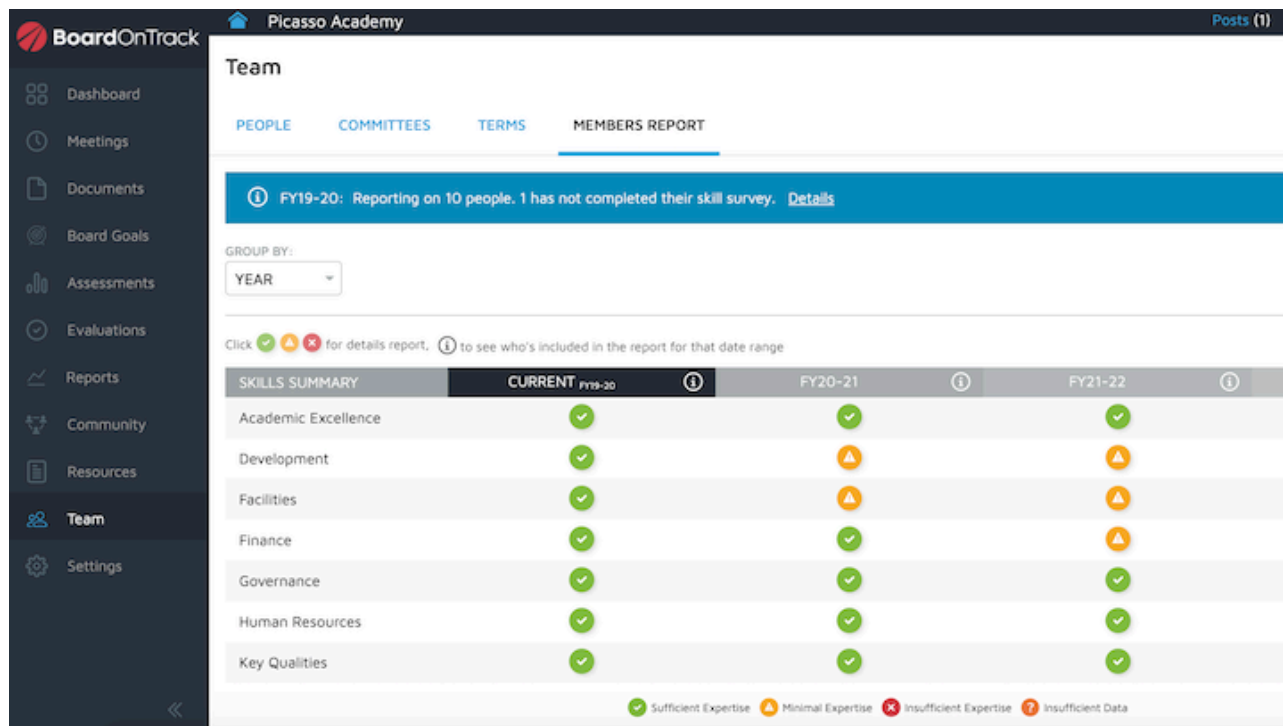
Target: 80%

[Show detail](#)

Leadership Roles Assigned



Target: 4

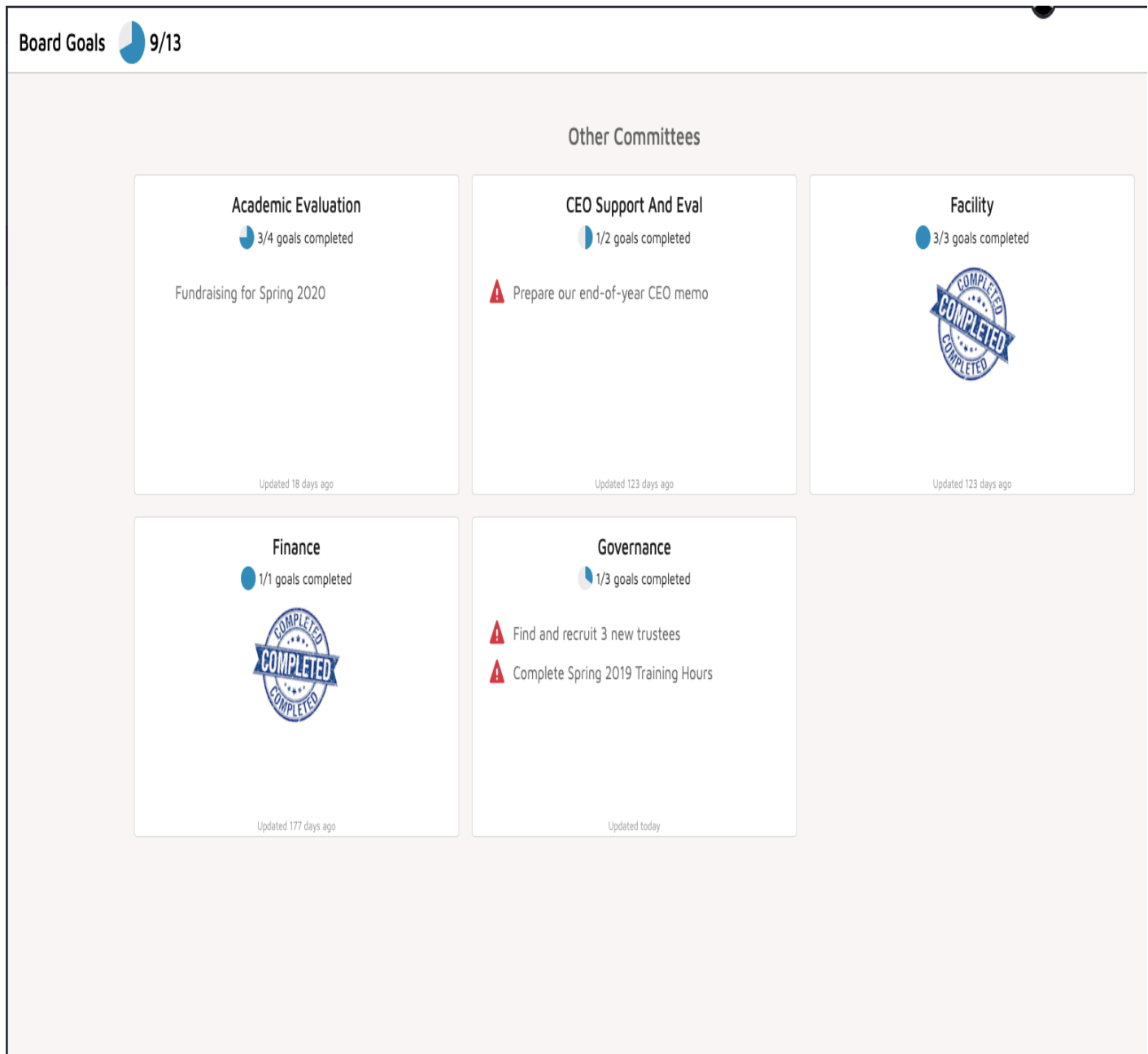


Recruit The Right Trustees

See your board's recruiting needs, tabulated and quantified for you and made visible at a glance in a three-year recruiting roadmap.

Focus On Progress, Not Personalities

Establish each committee's goals, assign tasks to trustees or key players, and track your progress towards meeting those goals.



Demonstrating Integrity



[MORE DETAILS →](#)

Cultivating a Culture of Excellence



3% didn't know

[MORE DETAILS →](#)

Driving Academic Excellence/Student Performance



[MORE DETAILS →](#)

Leading the Educational Program



Participants

CEO



Board Members



Direct Reports



Evaluate Your CEO Effectively

Guided by built-in tools, run an annual CEO support & evaluation process that your board feels confident in, and your CEO looks forward to receiving again and again.

Operate Transparently And Efficiently

With the click of a button, post your agendas and minutes on time, every time, straight to your website. This is open meeting law compliance for the modern public charter school board.

Meetings

< >

FY18-19 Q3 [Go to current quarter](#)

VIEW: All Meetings

January

17

JAN

Governance Committee Meeting

22

JAN

Board Meeting

February

28

FEB

Finance Committee Meeting

March

4

MAR

Board Meeting

21

MAR

Governance Committee Meeting

The Croft School

Documents

Home > ... > FY18-19 > 11-14-

Name

PACKET READY

The Croft School

Regular Board Meeting

Date and Time

Wednesday November 14, 2018 at 7:00 PM EST

Location

179 Wayland Avenue, Providence RI 02906

Meetings are held in the main conference room on the 2nd floor of 179 Wayland Ave. For public comment, please give notice via email (board@croftschool.org) 4 hours before the meeting is to begin.

Agenda

	Purpose	Presenter	Time
I. Opening Items			
A. Record Attendance and Guests		Rob Lacsap	2 m
B. Call the Meeting to Order		Karen Mueller	1 m
C. Approve Minutes	Approve Minutes	Michael Goldstein	2 m
II. Fall Update			
A. State of the school	FYI	David Buffum	15 m
David will present his annual fall state of the school update, with discussion to follow if/as needed.			
III. CEO Support And Eval			
A. Present plan for consideration	Discuss	Susan Greenspan	5 m

DOWNLOAD

DOWNLOAD AGENDA ONLY

Run Better Board Meetings

BoardOnTrack is a revolutionary group collaboration tool; built for an environment where regulations limit collaboration.

Build agendas easily off of past agendas, saving time and maintaining focus. Take meeting minutes in real time, distribute for approval, and ensure everyone can access them before the next meeting.

Store all of your board's documents, and let the platform organize it all for you. Each team member can only see the documents they have permission to see. Our system keeps you in the know without any clutter.



Exhibit 8.0

July 13, 2020

Encore Education Corporation

Phone: (760) 949-2036

Fax (760) 956-3338

www.encorehighschool.com

Sites:

www.encorehighschool.com

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Kelly Ahmed, Board Secretary/Treasurer

Evelyn Rojas, Board Member




Mari Miller, Board Member

INFO:

Brown Act Training



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Encore Education Corporation Brown Act Training

Presented by:
Wayne K. Strumpfer
Young, Minney & Corr, LLP
655 University Ave., Suite 150
Sacramento, CA 95825
(916) 646-1400
wstrumpfer@mycharterlaw.com
www.mycharterlaw.com

THE CHARTER LAW FIRM


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Education Code 47604.1



New Law on Charter School Transparency


- Makes express law that charter schools must comply with Public Records Act, Brown Act, Political Reform Act, and Government Code 1090 being applicable to charter schools and entities managing/operating charter schools.
- A Board operating a single charter school shall meet within the boundaries of the county in which the charter school is located.




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Education Code 47604.1




- Allows an employee of a charter school to be on the charter school board as long as they *abstain from voting on or influencing or attempting to influence another member of the governing body regarding, all matters uniquely affecting that member's employment.*
- *Still concerned about having employees on the Board....*



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Governor's Executive Order



A charter school board may hold teleconference meetings without adhering to all of the requirements of the Brown Act. To make it easier for charter schools boards to convene meetings during this challenging time, Executive Order N-29-20 allows the following flexibility in teleconference meetings:


- The agenda does not need to provide notice of each teleconference location nor do agendas need to be posted at each location;
- A quorum of board members need not be located in the Charter School jurisdiction; and
- Governing board members may participate in a teleconference meeting from places that are not publicly accessible.



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Governor's Executive Order



The charter school board may take advantage of this additional flexibility in teleconference meetings so long as the school complies with the following:

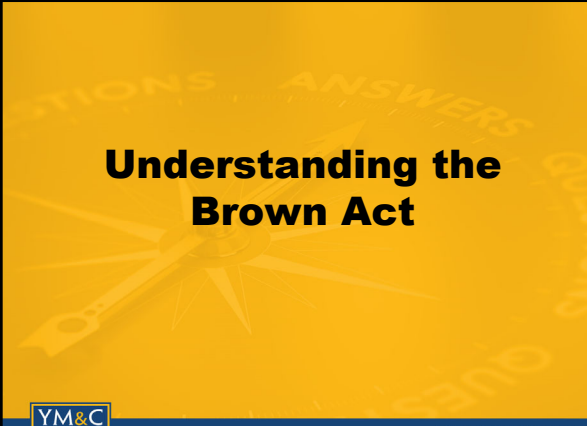
- The public has access via internet and/or telephone to the Board meeting and can provide public comment in some electronic form.
- The charter school uses its sound discretion and makes reasonable efforts to adhere, as closely as possible, to the other provisions of the Brown Act in order to maximize transparency and provide public access.




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Understanding the Brown Act





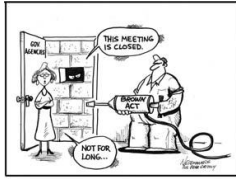
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Purpose of The Brown Act

directorship, stewardship, he
integrity
noun 1. adheren
principles; sou

What Is the Purpose of the Brown Act?

- To Foster Broad Public Access



"... The people of this State do not yield their sovereignty to the agencies which serve them. The people, in delegating authority, do not give their public servants the right to decide what is good for the people to know and what is not good for them to know. The people insist on remaining informed so that they may retain control over the instruments they have created."



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Roadmap



- Meetings
- Notice & Agendas
- Rights of the Public
- Closed Sessions
- Penalties



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Meetings



Brown Act Applies to Meetings of the Board

- Basic Definition
 - When any congregation of a majority of the members of the body meet to hear, discuss, deliberate, or take action on any item of Charter School business



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Meetings



Board Committees

Nearly all committees must comply with the Brown Act

Exception:

A Committee that is:


- Advisory (not decision making)
- Composed of only Board members
- Less than a quorum of the Board
- Must not be a standing committee




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Meetings




- A Majority of the Board Can Attend:
 - Other Body's Public Meeting
 - Public Conferences of General Interest
 - Purely Social or Ceremonial Gatherings
- So Long as Charter School Business is Not Discussed



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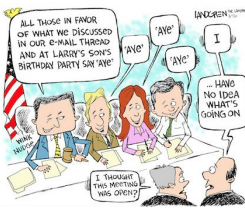
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Meetings



Serial Meetings

- Serial Meetings Are Prohibited
 - Majority of Board members
 - Engaging in a series of communications
 - Outside Board meeting
 - Through direct communications or intermediaries or technology
 - To discuss, deliberate, or take action on any item of business (including relaying comments or position of other Board members)






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Meetings




Serial Meetings

- Examples: Hub or Chain
- Technology may result in meetings at times you might not expect
 - E-mails
 - Text messages
 - Social media
 - Website postings
 - Online forums
 - Telephone calls
 - Faxes


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Meetings



Serial Meetings


- Limit on One-Way Communications

While an employee or official may engage in separate conversations or communications with other members of the Board in order to answer questions or provide information regarding a matter of Charter School business, that person may not communicate to members of the Board the comments or position of any other member or members of the Board.


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Meetings



Teleconference Meetings

Six Additional Requirements:

1. Agenda must be posted at all teleconference locations.
2. Each teleconference location must be identified in the notice and agenda of the meeting.


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Meetings



Teleconference Meetings

3. All votes taken must be by roll call.
4. Each teleconference location must be accessible to the public. (ADA-compliance required.)
5. Members of the public must be able to hear and must have the right to address the Board directly from each teleconference location.
6. A quorum of the Board must participate from within the county in which the Charter School is located.



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Meetings



Executive Compensation

- Approval of CEO/Executive Director's compensation must occur at a regular (not special) meeting
- Govt. Code 54953: Prior to final action, Board must orally report a summary of the recommendation for final action, including the salary, salary schedule, and fringe benefits, during the open meeting where final action will be taken.
- Final action in open session



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Notice Requirements



Notice and Agendas

General Rule: The agenda shall be posted properly in advance of a meeting and must include a brief description of items to be transacted or discussed. With a few exceptions, if an item is not on the agenda, the Board cannot discuss it.

Contents

- Brief description = usually not more than 20 words
- "Safe Harbor" language for closed sessions
- How to request disability-related accommodation
- Location for inspection of docs distributed to Board



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Notice Requirements



Notice and Agendas

When?

- Regular meetings – 72 hours notice
- Special meetings – 24 hours notice
- Emergency meetings – 1 hour notice (rare)

Where to Post?

- Physically at a publicly accessible location within the jurisdiction during the entire posting period
- At all teleconference locations, if any
- On the website – homepage (new law – took effect for meetings on or after Jan. 1, 2019)



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Notice Requirements



Govt. Code 54954.2(a)(2): "It is in the public interest to ensure that members of the public can easily and quickly find and access meeting agendas of legislative bodies ... on the Internet homepage of those certain local agencies."

- Applies to meetings on or after Jan. 1, 2019
- Prominent, direct link to agenda on homepage
- If agency uses an "integrated agenda management platform," current agenda must be at the top.
- Agenda must be (1) retrievable, downloadable, indexable, and electronically searchable; (2) platform independent and machine readable; and (3) available to the public free of charge.



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Notice Requirements



Exceptions

1. Upon a determination by a majority vote of the Board that an "emergency situation" exists (54956.5)
2. Upon a determination by a 2/3 vote of the Board or a unanimous vote of those present if less than 2/3 of the members are present that:
 - There is a need to take immediate action; and
 - The need for action came to the attention of the "agency" (i.e. entire Charter School) after the agenda was posted.



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Rights of the Public



Rights to enable access and participation


- Give oral testimony at meeting
 - Addressing disruptive speakers
- Audio record and broadcast
- Limitations on conditions of public attendance
- Non-discriminatory facilities
(reasonable accommodations under ADA)
- Copies of agendas and other public writings

Govt. Code 54954.3(b)(2): Must provide 2x the time for public testimony to persons utilizing a translator to ensure equal opportunity.




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Closed Sessions




What Are the Permissible Closed Sessions?

1. Pending/anticipated litigation
(conference with legal counsel)
2. Pupil discipline (Education Code)
3. Personnel (appointment, employment, evaluation, discipline, dismissal)
 - Caveat: 24-hour written notice to employee is required if Board will hear complaints and/or charges
4. Real estate negotiations
5. Labor negotiations
6. Public security




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Closed Session




Requirements

- Use "Safe Harbor" agenda language (GC 54954.5)
- Prior to Closed Session:
 - Board Must Make a Public Announcement of Reasons for Closed Session Prior to Closed Session
 - Public Must Have an Opportunity to Comment
- After Closed Session:
 - Board Must Make a Public Report of Action Taken in Closed Session and Vote or Abstention of Every Board Member
- Semi-closed meetings are prohibited
- Confidentiality is required




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Enforcement



Complaints and Challenges

- Notice of Concern
 - Often brought by Charter Authorizer
 - Short turnaround to respond
 - Seek advice from legal counsel on response
- Notice and Demand for Cure or Cease and Desist
 - Can be brought by DA or member of the public
 - Board must cure/respond within 30 days
 - Seek advice from legal counsel on response


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THE CHARTER LAW FIRM

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916.646.1400 • INFO@MYCHARTERLAW.COM • WWW.MYCHARTERLAW.COM



QUESTIONS AND RESPONSES

THANKS FOR ATTENDING TODAY!

SACRAMENTO OFFICE:
 655 UNIVERSITY AVENUE
 SUITE 150
 SACRAMENTO, CA 95825

LOS ANGELES OFFICE:
 5200 LANKERSHIM BLVD.
 SUITE 370
 NORTH HOLLYWOOD, CA 91601

SAN DIEGO OFFICE:
 591 CAMINO DE LA REINA
 SUITE 910
 SAN DIEGO, CA 92108

WALNUT CREEK OFFICE:
 500 YGNACIO VALLEY ROAD
 SUITE 190
 WALNUT CREEK, CA 94596
