

RONALD REAGAN CHARTER SCHOOL ALLIANCE
Sycamore Academy of Science and Cultural Arts
Regular Board Meeting Agenda
Renaissance Plaza
32326 Clinton Keith Road, Suite 202
Wildomar, CA 92595
Phone: (951) 678-5217
June 12, 2014 @6:00 p.m.

Board Members

William Sampson, President
Roland Skumawitz, Secretary/Treasurer
Ingrid Flores
Elizabeth Halikis
Vacant

1.0 CALL TO ORDER

Introduction of Guests

The meeting was called to order by the Board Chair at _____.

2.0 OPEN GENERAL SESSION

ROLL CALL

Present Absent

Mr. William Sampson	_____	_____
Mr. Roland Skumawitz	_____	_____
Dr. Ingrid Flores	_____	_____
Mrs. Elizabeth Halikis	_____	_____

Other guests present:

3.0 PLEDGE OF ALLEGIANCE

4.0 APPROVAL OF THE AGENDA

Motion: _____ Second: _____ Vote: _____

ROLL CALL

Aye Nay Abstentions

Mr. William Sampson	_____	_____	_____
Mr. Roland Skumawitz	_____	_____	_____
Dr. Ingrid Flores	_____	_____	_____
Mrs. Elizabeth Halikis	_____	_____	_____

5.0 INVITATION TO ADDRESS THE BOARD, OPEN SESSION ITEMS:

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.

6.0 INFORMATION SESSION:

6.1 Ed Tec Financial Update Report (Attachment 6.1)

Presentation of the status of our school's finances and progress on next year's budget.

Presented by: Jennie Bartkowiak, Ed Tec, Client Manager

6.2 Salary Analysis (Attachment 6.2)

Presentation of Salary Analysis

Presented by: Jennie Bartkowiak, Ed Tec, Client Manager

6.3 School Report/Special Education Report

Report on school business and Special Education.

Presented by: Barbara Hale, Director/Principal and SASCA's Special Education Liaison

6.4 Facility and Construction Report

Facility and construction update.

Presented by: Barbara Hale, Director/Principal

6.5 Enrollment Data and Attendance Report (Attachment 6.5)

Presentation of current enrollment data and data submission.

Presented by: Laura Girard, Secretary

7.0 ACTION ITEMS:

7.1 Review and approve the Director/Principal Contract for 2014/15 (Attachment 7.1)

Review and approve the Director/Principal Contract for the 2014/15 school year.

Presented by: Barbara Hale, Director/Principal

Motion: _____ Second: _____ Vote: _____

ROLL CALL	Aye	Nay	Abstentions
Mr. William Sampson	_____	_____	_____
Mr. Roland Skumawitz	_____	_____	_____
Dr. Ingrid Flores	_____	_____	_____
Mrs. Elizabeth Halikis	_____	_____	_____

7.2 Review and approve the Teachers Contracts for 2014/15 (Attachment 7.2)

Review and approve the Teachers Contracts for the 2014/15 school year.

Presented by: Barbara Hale, Director/Principal

Motion: _____ Second: _____ Vote: _____

ROLL CALL	Aye	Nay	Abstentions
Mr. William Sampson	_____	_____	_____
Mr. Roland Skumawitz	_____	_____	_____
Dr. Ingrid Flores	_____	_____	_____
Mrs. Elizabeth Halikis	_____	_____	_____

7.3 Board Member Election for Ronald Reagan Charter School Alliance, Inc.

Board Member Election for open seat on the Ronald Reagan Charter School Alliance Board.

Presented by: Barbara Hale, Director/Principal

Motion: _____ Second: _____ Vote: _____

ROLL CALL	Aye	Nay	Abstentions
Mr. William Sampson	_____	_____	_____
Mr. Roland Skumawitz	_____	_____	_____
Dr. Ingrid Flores	_____	_____	_____
Mrs. Elizabeth Halikis	_____	_____	_____

7.4 Review and approve Con App (Attachment 7.4)

Review and approve Con App

Presented by: Barbara Hale, Director/Principal

Motion: _____ Second: _____ Vote: _____

ROLL CALL	Aye	Nay	Abstentions
Mr. William Sampson	_____	_____	_____
Mr. Roland Skumawitz	_____	_____	_____
Dr. Ingrid Flores	_____	_____	_____
Mrs. Elizabeth Halikis	_____	_____	_____

7.5 Review and approve LCAP (Attachment 7.5)

Review and approve LCAP

Presented by: Barbara Hale, Director/Principal

Motion: _____ Second: _____ Vote: _____

ROLL CALL	Aye	Nay	Abstentions
Mr. William Sampson	_____	_____	_____
Mr. Roland Skumawitz	_____	_____	_____
Dr. Ingrid Flores	_____	_____	_____
Mrs. Elizabeth Halikis	_____	_____	_____

8.0 CONSENT CALENDAR

8.1 Approval of the Minutes: May 20, 2014 (Attachment 8.1)

8.2 Approval of the Check Register for May 2014 (Attachment 8.2)

Motion: _____ Second: _____ Vote: _____

ROLL CALL	Aye	Nay	Abstentions
Mr. William Sampson	_____	_____	_____
Mr. Roland Skumawitz	_____	_____	_____
Dr. Ingrid Flores	_____	_____	_____
Mrs. Elizabeth Halikis	_____	_____	_____

9.0 INVITATION TO ADDRESS THE BOARD, CLOSED SESSION ITEMS: 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.

10.0 CLOSED SESSION:

Adjourn to closed session at _____ (time).

The Governing Board will meet in Closed Session to consider matters of student discipline, personnel matters, labor negotiations, litigation and facilities and/or land acquisition.

10.1 Public Employment/Public Employee Performance Evaluation (Govt. Code 44664)

Title: Director/Principal

11.0 RECONVENE OPEN GENERAL SESSION:

The board reconvened to General Session at _____ (time).

12.0 REPORT OUT OF CLOSED SESSION, IF APPLICABLE:

13.0 ADJOURNMENT

Motion: _____ Second: _____ Vote: _____

ROLL CALL	Aye	Nay	Abstentions
Mr. William Sampson	_____	_____	_____
Mr. Roland Skumawitz	_____	_____	_____
Dr. Ingrid Flores	_____	_____	_____
Mrs. Elizabeth Halikis	_____	_____	_____

The meeting was adjourned at _____.

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.

SPECIAL PRESENTATIONS MAY BE MADE

Notice is hereby given that, consistent with the requirements of the Bagley-Keene Open Meeting Act, special presentations not mentioned in the agenda may be made at this meeting. However, any such presentation will be for information only.

REASONABLE ACCOMMODATION WILL BE PROVIDED FOR ANY INDIVIDUAL WITH A DISABILITY

Pursuant to the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, any individual with a disability who requires reasonable accommodation to attend or participate in this meeting of the Governing Board may request assistance by contacting Sycamore Academy of Science and Cultural Arts

Telephone, (951) 678-5217;

FOR MORE INFORMATION

For more information concerning this agenda, please contact Sycamore Academy of Science and Cultural Arts
Telephone, (951) 678-5217.

Sycamore Academy of Science & Cultural Arts

Financial Update



Business and Development Specialists
for Charter Schools

June 12, 2014

Jennie Bartkowiak

Agenda

- Forecast Update
- YTD Actuals
- Cash Flow & Financing
- Exhibits
 - ▣ Cash Flow
 - ▣ May 2014 YTD Financials
 - ▣ May 2014 Check Register

Forecast Update

Current Revenue Forecast: May YTD Update

Revenues have increased since last month's update.

- **Increases to Revenue Forecast = \$3k**
 - ▣ \$3k increase for Book Fair revenues
- **Fundraising Update**
 - ▣ 13-14 budgeted goal = \$26k
 - ▣ To date (as of 5/31), SASCA has raised \$23.3k and has also raised an additional \$6.3k just for field trips

Current Revenue Forecast

- + 3k more than last month's forecast
- + \$112k more than board approved budget (Oct.)

Current Expense Forecast: May YTD Update

Expenses have increased since last month's update, primarily due to board-approved increase to bonus pool.

- ❑ **Increases to Expense Forecast: \$17.5k**
 - ❑ \$11k for board-approved increase to bonus pool (\$10k + taxes)
 - ❑ \$1.6k increase to Books & Supplies to cover yearbook purchase
 - ❑ \$3.6k increase to Internet/Website to pre-pay Edlio 14-15 (will be booked as 13-14 expense)
 - ❑ \$1.3k increase to Consultants for final Eduneering invoice
- ❑ **Decreases to Expense Forecast: \$7k**
 - ❑ Decreases to the following categories that are tracking under budget:
 - \$3k Travel/Lodging
 - \$2k Dues/Memberships
 - \$2k Licenses/Other Fees (Sales & Use Tax was significantly less than last year)
 - ❑ Note: Additional savings may be realized in other categories at June 30 (see pg 8)

Current Expense Forecast

- + \$10.5K more than last month's forecast
- + \$231K more than board approved budget (Oct.)

2013-14 Current Forecast: May Update

The current forecast for operating income is \$280k after depreciation and capitalization, down \$7k from last month's update.

SUMMARY		Approved Budget (Oct)	Previous Month's Forecast	Current Forecast	Variance (Previous vs. Current Forecast)	Variance (Budget vs. Current Forecast)
Revenue						
	General Block Grant	1,856,000	1,941,824	1,941,824	-	85,824
	Federal Revenue	-	-	22	22	22
	Other State Revenues	110,678	129,114	129,119	5	18,441
	Local Revenues	206,221	210,683	213,860	3,176	7,639
	Fundraising and Grants	26,189	26,189	26,189	-	-
	Total Revenue	2,199,088	2,307,811	2,311,014	3,203	111,926
Expenses						
	Compensation and Benefits	1,067,282	1,057,959	1,068,954	(10,995)	(1,671)
	Books and Supplies	102,970	106,068	106,984	(916)	(4,014)
	Services and Other Operating Expenditures	785,733	813,242	811,807	1,434	(26,075)
	Capital Outlay	-	200,000	200,000	-	(200,000)
	Total Expenses	1,955,985	2,177,268	2,187,745	(10,477)	(231,760)
	Operating Income (excluding Depreciation)	243,104	130,543	123,269	(7,274)	(119,834)
	<i>Operating Income (including Depreciation)</i>	200,427	287,866	280,592	(7,274)	80,166
Fund Balance						
	Beginning Balance (Audited)	658,425	658,425	658,425		
	Operating Income (including Depreciation)	200,427	287,866	280,592		
	Ending Fund Balance (including Depreciation)	858,852	946,291	939,017		

YTD Actuals

2013-14 YTD Actuals: May Update

SASCA is tracking approximately \$50k ahead of the board approved budget, before capitalization (ahead = more positive).

- **Revenues: \$88k ahead of board approved budget**
 - ▣ Local Control is ahead of budget due to ADA forecast increase since October
 - ▣ Recent BTSA reimbursements were unbudgeted
- **Expenses: \$36k faster than board approved budget**
 - ▣ Slower than planned spending on some expense categories, including textbooks, travel, dues/memberships, fines/penalties, SIS, postage
 - Some categories have already been adjusted, some will be spent down in June, and others may result in savings at year-end
 - ▣ District billing for oversight is about one month behind
 - ▣ Employee health and welfare is under budget (forecast has been adjusted)
 - ▣ This is off-set by pre-construction costs (capital outlay), which were unbudgeted

YTD Actuals

+ \$50K ahead of the board approved budget (Oct.)

[Only impacts timing, not overall forecast]

2013-14 YTD Actuals: May Update

SASCA is tracking approximately \$50k ahead of the board approved budget, before capitalization (ahead = more positive).

	Actual YTD	Budget YTD	Variance (YTD less Budget)
SUMMARY			
Revenue			
General Block Grant	1,472,469	1,408,939	63,530
Federal Revenue	-	-	-
Other State Revenues	102,786	84,739	18,047
Local Revenues	17,046	10,358	6,688
Fundraising and Grants	23,343	23,570	(228)
Total Revenue	1,615,644	1,527,607	88,038
Expenses			
Compensation and Benefits	897,234	922,702	25,468
Books and Supplies	92,823	97,921	5,098
Services and Other Operating Expenditures	588,323	638,034	49,711
Capital Outlay	117,153	-	(117,153)
Total Expenses	1,695,533	1,658,657	(36,876)
Operating Income (excluding Depreciation)	(79,889)	(131,050)	51,161
<i>Operating Income (including Depreciation)</i>	37,264	(131,050)	168,314



Cash Flow & Financing



Cash Flow & Financing

SASCA is still expected to have a positive cash balance in all months of the school year.

- Cash flow has been updated with P-1 certified apportionment schedule
- Under current assumptions, SASCA will not have a cash need in 13-14
- \$195K is expected from LEUSD in June for the in-lieu agreement
 - If this payment does not arrive in June, Sycamore can still make payroll and all planned expenses, including \$130k encroachment due to LEUSD
- Construction Impact:
 - Cash flow assumes \$200k cash outlay for pre-construction costs through June 30
 - The \$200k term loan has been booked in March, and is reflected in the cash flow forecast (expected repayment = August at the latest)
 - This results in average ending cash balance of \$600k in May-June

- Cash Flow
- May 2014 YTD Financials
- May 2014 Check Register

EXHIBITS

2013/14

2013/14

Sycamore Academy of Science & Cultural Arts

Teacher Payroll Analysis



Business and Development Specialists
for Charter Schools

June 2014

Jennie Bartkowiak

Competitive Teacher Salaries

Local District – current step and column, effective January 1, 2015

Step	*CREDENTIAL LONG TERM AND INTERN	CREDENTIAL BA CLASS A	**CREDENTIAL BA-30 CLASS B	CREDENTIAL BA-45 OR MASTER CLASS C	CREDENTIAL BA-60 INC MASTER OR MA +15 CLASS D	CREDENTIAL BA-75 INC MASTER OR MA +30 CLASS E	****CREDENTIAL CLASS BA-75 INC MASTER OR MA +30 CLASS R
1	40,223	44,670	48,162	51,083	53,971	56,300	
2	42,273	45,228	50,437	53,216	56,102	58,546	
3	44,325	47,470	52,709	55,407	58,242	60,796	
4		49,747	54,986	57,544	60,372	62,985	
5		52,017	57,256	59,703	62,507	65,232	
6		54,263	59,554	61,838	64,643	67,530	
7		56,533	61,828	63,973	66,777	69,665	
8		58,750	64,128	66,105	68,942	71,851	
9			66,402	68,287	71,252	73,988	
10				70,813	73,796	76,907	
11					76,447	79,665	
12						82,377	
13						84,966	101,197
14						86,885	103,115
18****						91,331	107,561
22****						93,999	110,230
26****						97,127	113,358

Sycamore Teacher Salaries

Current teacher pay = base + stipend + bonus

Under current assumptions, all three portions grow at 2% COLA each year

Base

- Prelim. Credential \$37.5k
- 3-5 Years \$40k
- 5+ Years \$45k

Average SASCA Teacher in 14-15
\$43.5k

Stipend

- Based on extra duties
- Increases with impact of work

Average SASCA Teacher in 14-15
\$2.8k

Bonus

- Based on performance
- Depends on size of bonus pool

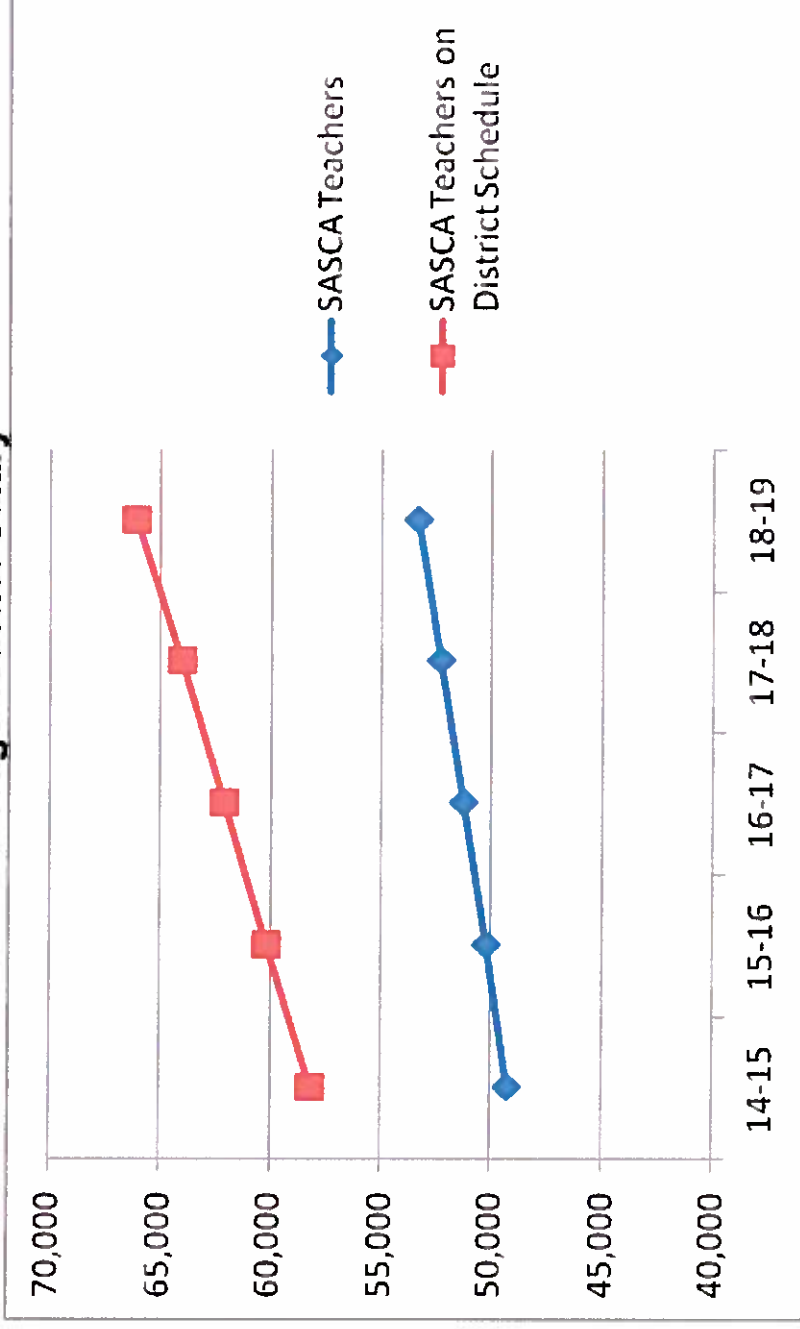
Average SASCA Teacher in 14-15
\$3k

Average SASCA Teacher in 14-15
Total Pay = \$49.3k

Current State Comparison

- Under current assumptions, SASCA salaries (base, stipend and bonus) grow at 2% COLA per year
- The current district schedule includes “step” increases that exceed 3% each year (no COLA is assumed, though COLA may be added each year)

Average Teacher Salary



Sycamore Current 5 Year Budget

Current budget assumes 2% COLA each year

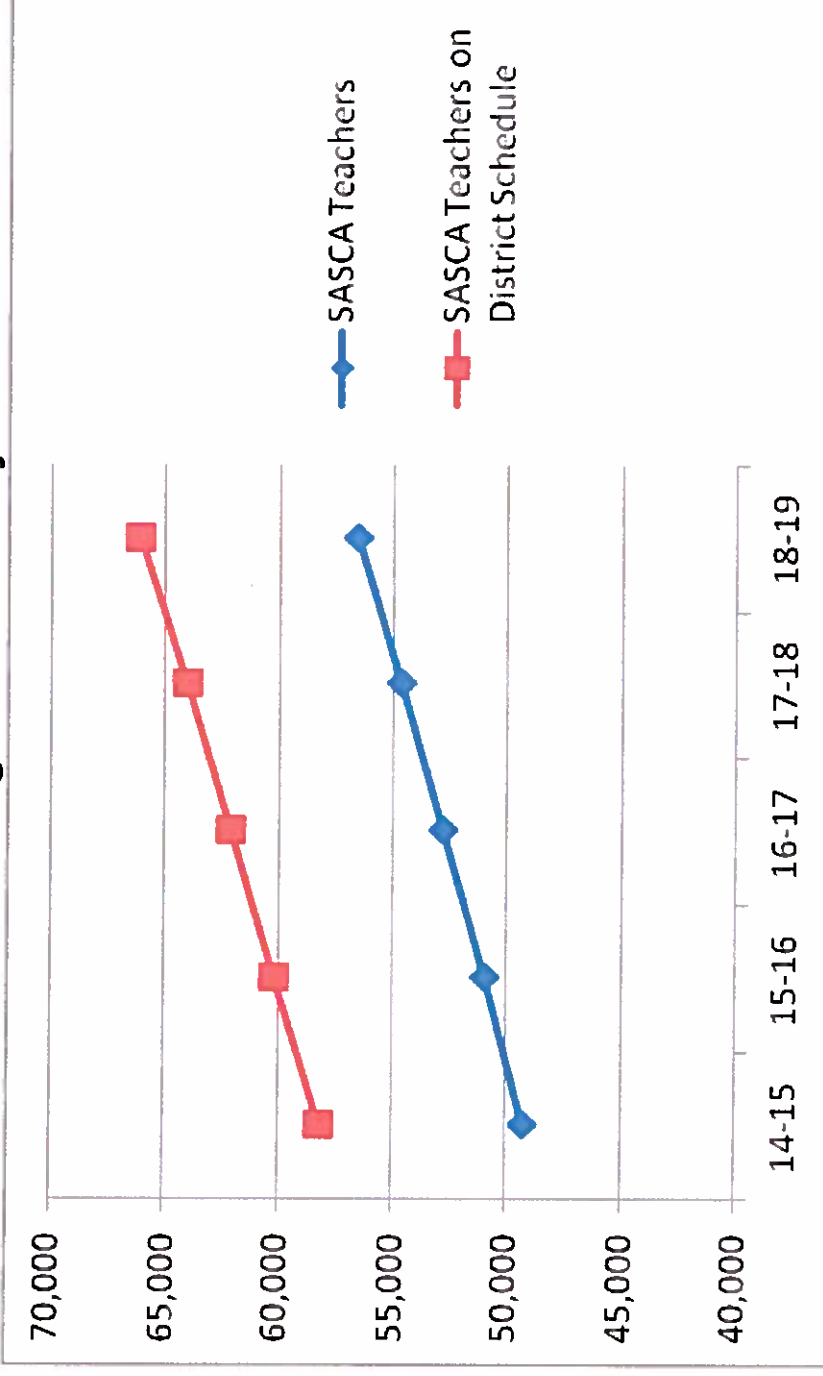
	Current 5 Year Budget				
	Approved Budget 2014-15	2% COLA Preliminary Budget 2015-16	2% COLA Preliminary Budget 2016-17	2% COLA Preliminary Budget 2017-18	2% COLA Preliminary Budget 2018-19
Revenue					
General Block Grant	2,432,649	3,137,782	3,476,596	3,712,573	3,930,686
Federal Revenue	-	-	-	-	-
Other State Revenues	57,257	69,088	74,054	76,683	81,054
Local Revenues	211,144	203,620	9,239	9,567	9,759
Fundraising and Grants	26,189	26,189	26,189	26,189	26,713
Total Revenue	2,727,238	3,436,678	3,586,077	3,825,012	4,048,212
Expenses					
Compensation and Benefits	1,272,802	1,519,218	1,636,023	1,911,756	1,983,622
Books and Supplies	77,114	105,427	91,074	93,676	95,550
Services and Other Operating Expenditures	986,639	1,155,354	1,242,030	1,298,510	1,343,008
Capital Outlay	-	-	-	-	-
Total Expenses	2,336,555	2,779,999	2,969,127	3,303,943	3,422,180
Depreciation	101,052	53,333	53,333	53,333	53,333
Operating Income (excluding Depreciation)	390,683	656,680	616,951	521,069	626,032
Operating Income (including Depreciation)	289,630	603,347	563,617	467,735	572,699
Fund Balance					
Beginning Balance (Unaudited)	935,296	1,224,926	1,828,273	2,391,890	2,859,626
Operating Income (including Depreciation)	289,630	603,347	563,617	467,735	572,699
Ending Fund Balance (including Depreciation)	1,224,926	1,828,273	2,391,890	2,859,626	3,432,324
Net Income Target	223,602	142,602	108,602	90,602	80,102
Met?	Yes	Yes	Yes	Yes	Yes

Scenario 1

Increase COLA to 3.5% in 15-16; district growth assumptions do not change

- No net operating flexibility in 14-15
- Flexibility in out-years due to Local Control Funding increases

Average Teacher Salary



Scenario 1 – 5 Year Budget

Assumes 3.5% COLA starting in 15-16

[Assumes 3.5% COLA to all three portions of pay; could vary the COLA for each portion]

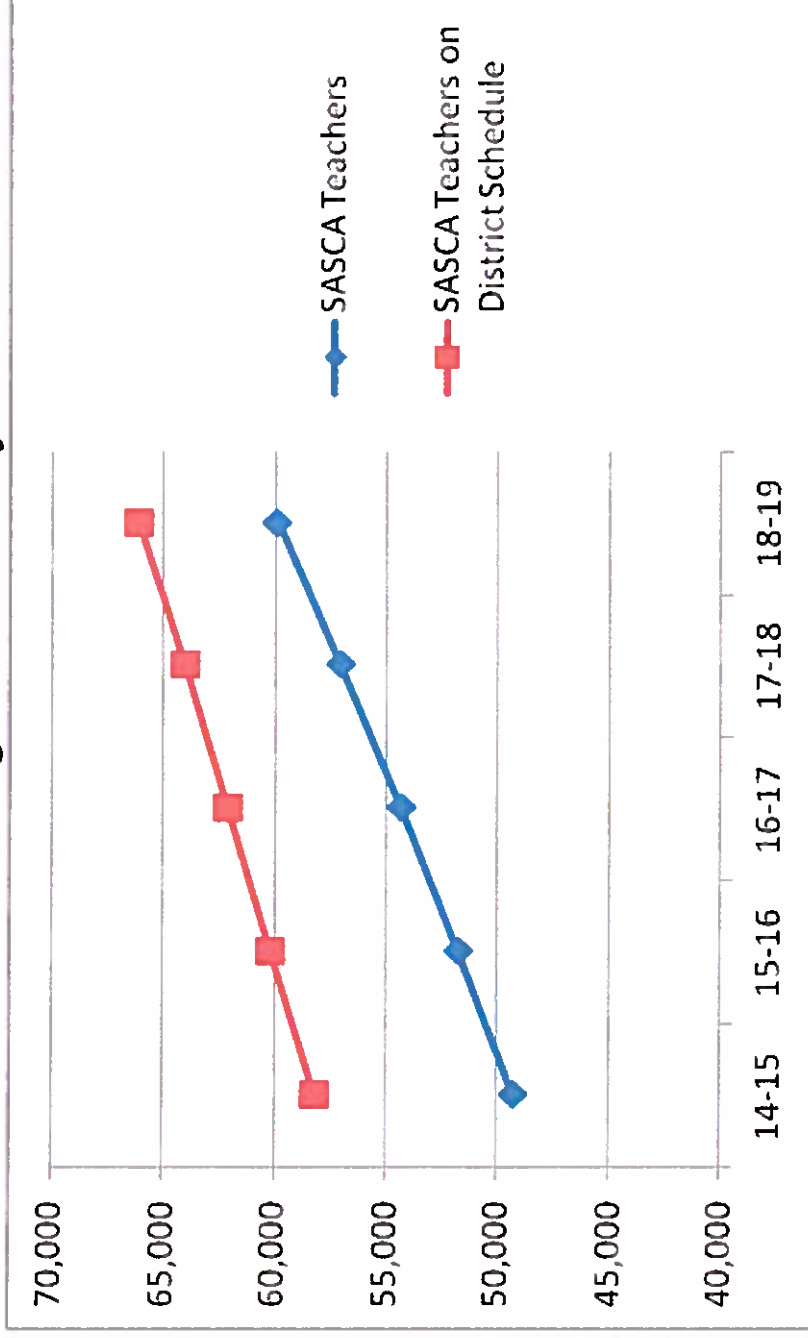
Scenario 1: 5 Year Budget						
	Approved Budget 2014-15	3.5% COLA Preliminary Budget 2015-16	3.5% COLA Preliminary Budget 2016-17	3.5% COLA Preliminary Budget 2017-18	3.5% COLA Preliminary Budget 2018-19	
Revenue						
General Block Grant	2,432,649	3,137,782	3,476,596	3,712,573	3,930,686	
Federal Revenue	-	-	-	-	-	
Other State Revenues	57,257	69,088	74,054	76,683	81,054	
Local Revenues	211,144	203,620	9,239	9,567	9,759	
Fundraising and Grants	26,189	26,189	26,189	26,189	26,713	
Total Revenue	2,727,238	3,436,678	3,586,077	3,825,012	4,048,212	
Expenses						
Compensation and Benefits	1,272,802	1,535,100	1,671,351	1,968,615	2,066,026	
Books and Supplies	77,114	105,427	91,074	93,676	95,550	
Services and Other Operating Expenditures	986,639	1,155,354	1,242,030	1,298,510	1,343,008	
Capital Outlay	-	-	-	-	-	
Total Expenses	2,336,555	2,795,881	3,004,454	3,360,802	3,504,584	
Depreciation	101,052	53,333	53,333	53,333	53,333	
Operating Income (excluding Depreciation)	390,683	640,798	581,623	464,209	543,628	
Operating Income (including Depreciation)	289,630	587,465	528,290	410,876	490,294	
Fund Balance						
Beginning Balance (Unaudited)	935,296	1,224,926	1,812,391	2,340,680	2,751,557	
Operating Income (including Depreciation)	289,630	587,465	528,290	410,876	490,294	
Ending Fund Balance (including Depreciation)	1,224,926	1,812,391	2,340,680	2,751,557	3,241,851	
Net Income Target	223,602	142,602	108,602	90,602	80,102	
Met?	Yes	Yes	Yes	Yes	Yes	Yes

Scenario 2

Increase COLA to 5% in 15-16; district growth assumptions do not change

- No net operating flexibility in 14-15
- Flexibility in out-years due to Local Control Funding increases

Average Teacher Salary



Scenario 2 – 5 Year Budget

Assumes 5% COLA starting in 15-16

[Assumes 5% COLA to all three portions of pay; could vary the COLA for each portion]

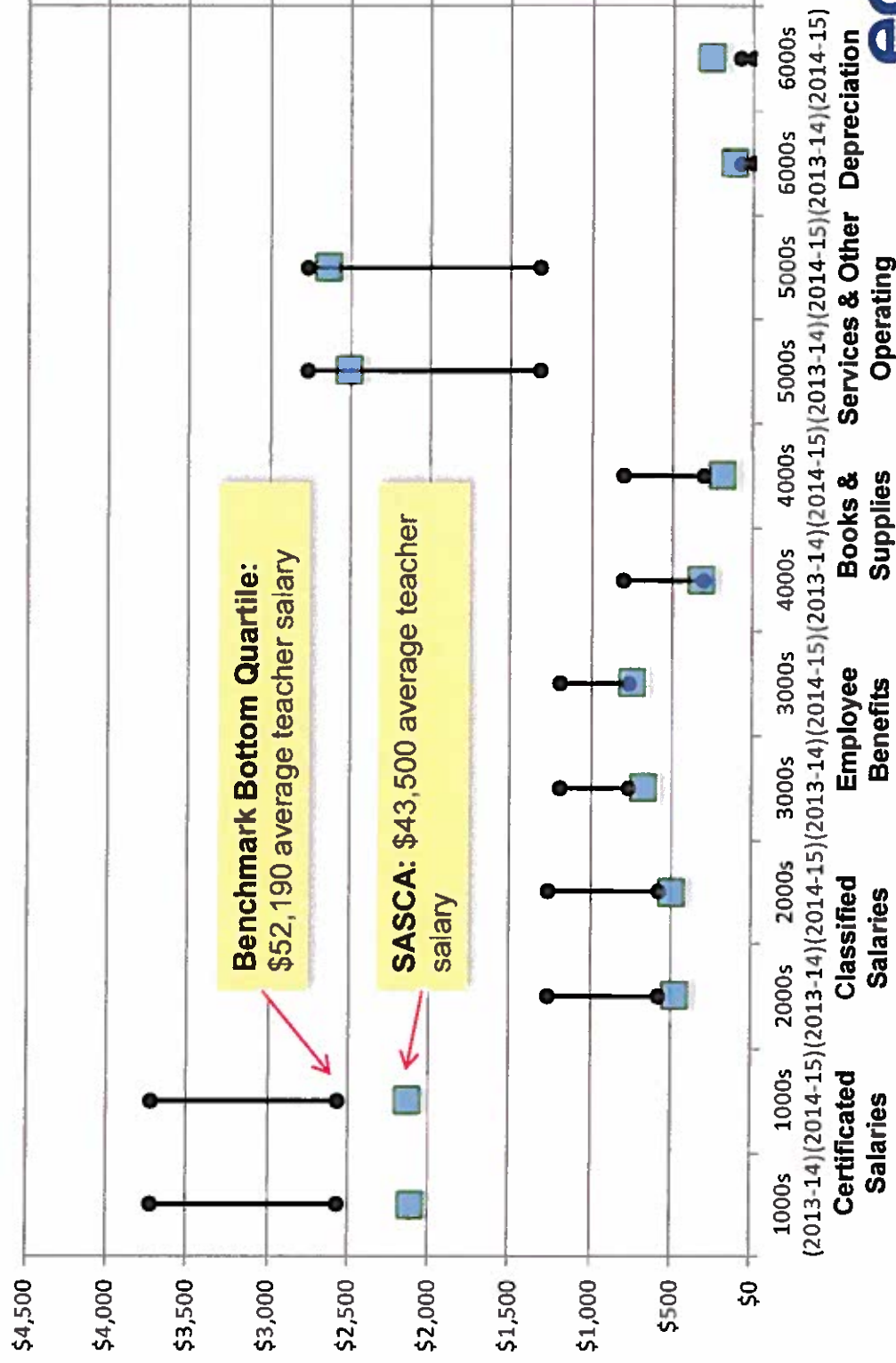
Scenario 1: 5 Year Budget						
	Approved Budget 2014-15	5% COLA Preliminary Budget 2015-16	5% COLA Preliminary Budget 2016-17	5% COLA Preliminary Budget 2017-18	5% COLA Preliminary Budget 2018-19	
Revenue						
General Block Grant	2,432,649	3,137,782	3,476,596	3,712,573	3,930,686	
Federal Revenue	-	-	-	-	-	
Other State Revenues	57,257	69,088	74,054	76,683	81,054	
Local Revenues	211,144	203,620	9,239	9,567	9,759	
Fundraising and Grants	26,189	26,189	26,189	26,189	26,713	
Total Revenue	2,727,238	3,436,678	3,586,077	3,825,012	4,048,212	
Expenses						
Compensation and Benefits	1,272,802	1,550,982	1,707,158	2,027,043	2,151,764	
Books and Supplies	77,114	105,427	91,074	93,676	95,550	
Services and Other Operating Expenditures	986,639	1,155,354	1,242,030	1,298,510	1,343,008	
Capital Outlay	-	-	-	-	-	
Total Expenses	2,336,555	2,811,763	3,040,261	3,419,229	3,590,322	
Depreciation	101,052	53,333	53,333	53,333	53,333	
Operating Income (excluding Depreciation)	390,683	624,916	545,816	405,782	457,890	
Operating Income (including Depreciation)	289,630	571,582	492,483	352,449	404,556	
Fund Balance						
Beginning Balance (Unaudited)	935,296	1,724,926	1,796,509	2,288,991	2,641,440	
Operating Income (including Depreciation)	289,630	571,582	492,483	352,449	404,556	
Ending Fund Balance (including Depreciation)	1,224,926	1,796,509	2,288,991	2,641,440	3,045,997	
Net Income Target Met?	223,602 Yes	142,602 Yes	108,602 Yes	90,602 Yes	80,102 Yes	Yes

Charter School Benchmarking

SASCA vs. Stand Alone Charter Schools

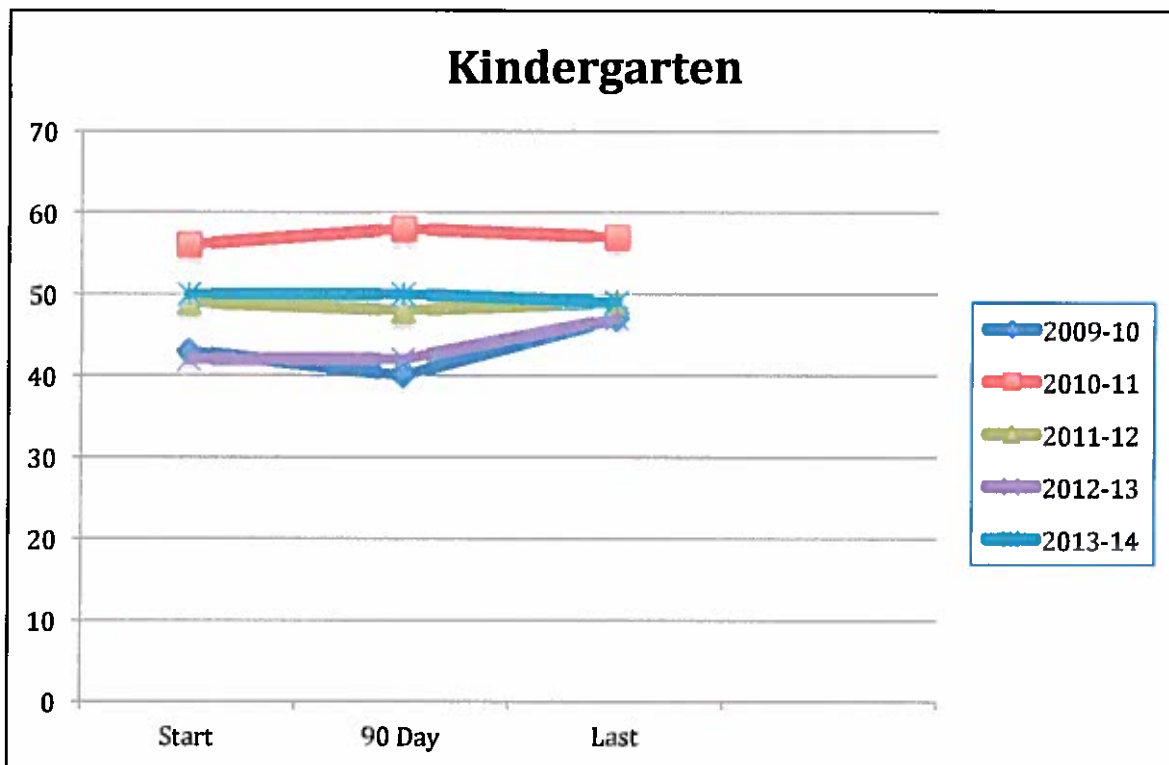
SASCA has traditionally spent below the benchmark on Certificated Salaries. Many variables are at play, including cost of living/geography. SASCA will move slightly closer to the benchmark in 14-15.

SASCA's per ADA spending

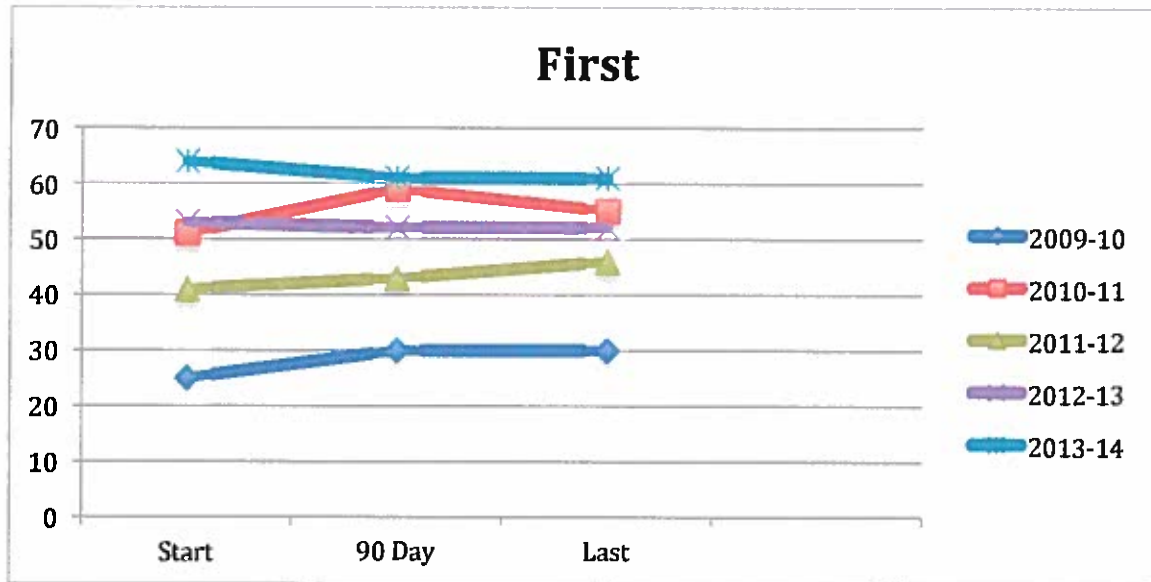


June 12, 2014 Enrollment Comparison Report

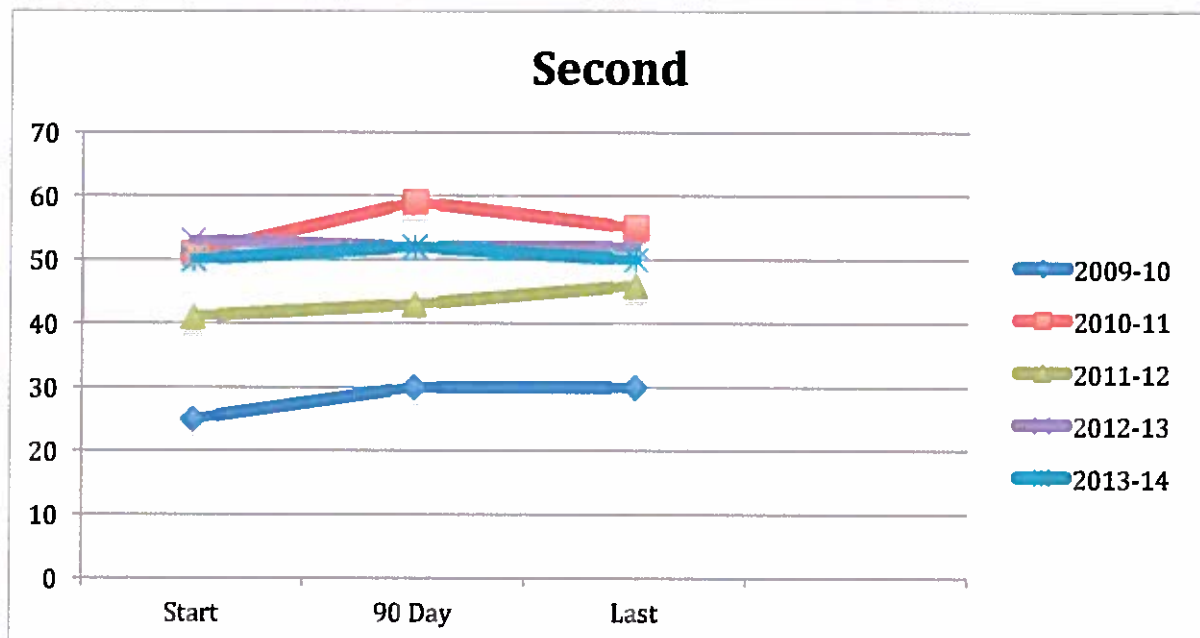
	2009-10	2010-11	2011-12	2012-13	2013-14
Start	43	56	49	42	50
90 Day	40	58	48	42	50
Last	47	57	49	47	49



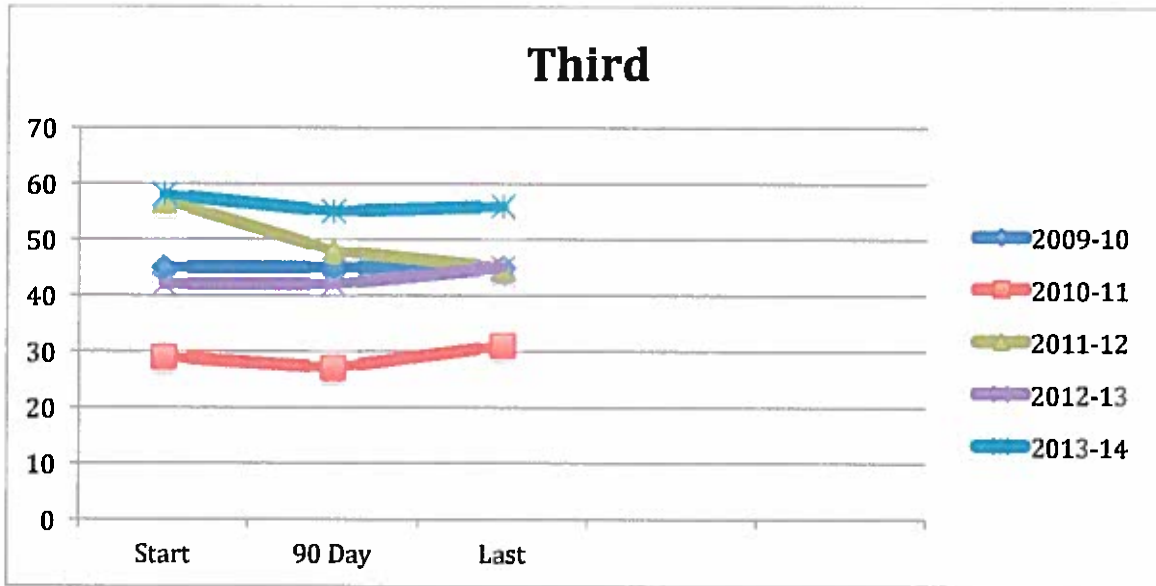
	2009-10	2010-11	2011-12	2012-13	2013-14
Start	43	53	55	53	64
90 Day	48	52	54	52	61
Last	52	52	54	53	61



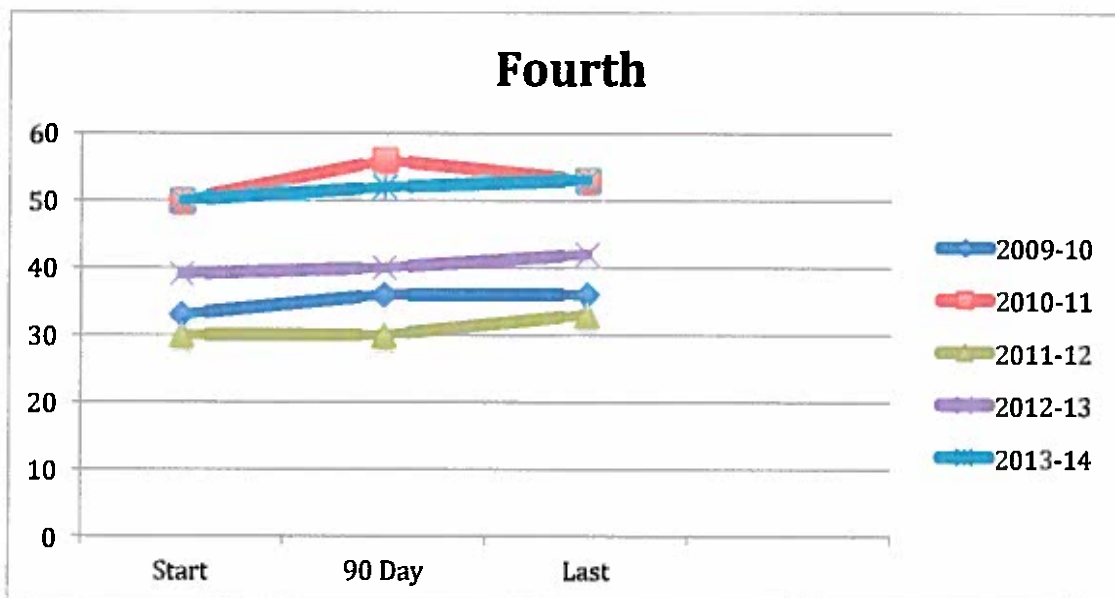
	2009-10	2010-11	2011-12	2012-13	2013-14
Start	25	51	41	53	50
90 Day	30	59	43	52	52
Last	30	55	46	52	50



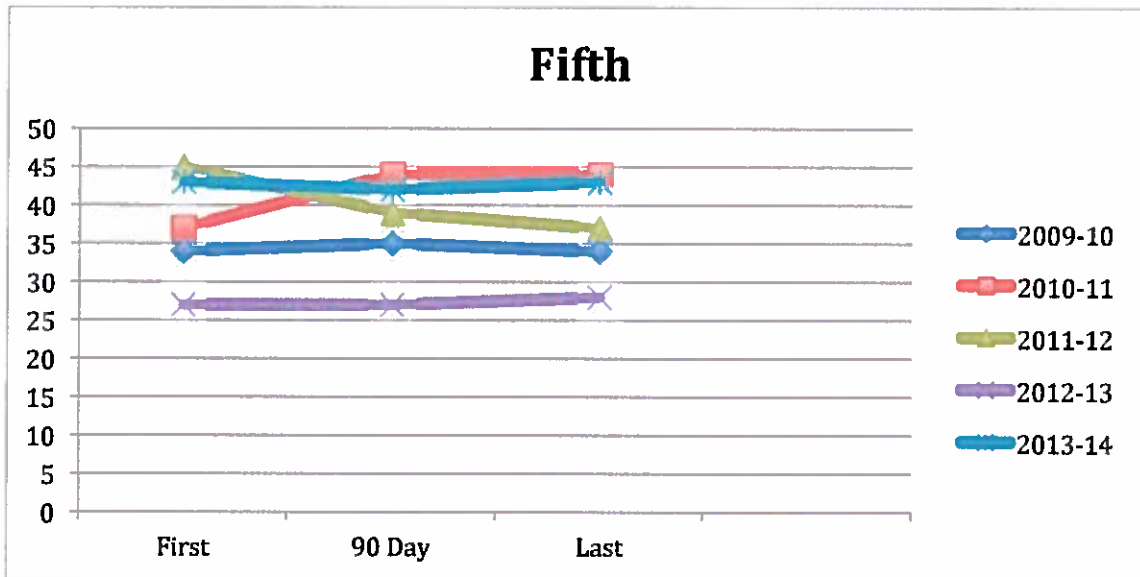
	2009-10	2010-11	2011-12	2012-13	2013-14
Start	45	29	57	42	58
90 Day	45	27	48	42	55
Last	45	31	45	45	56



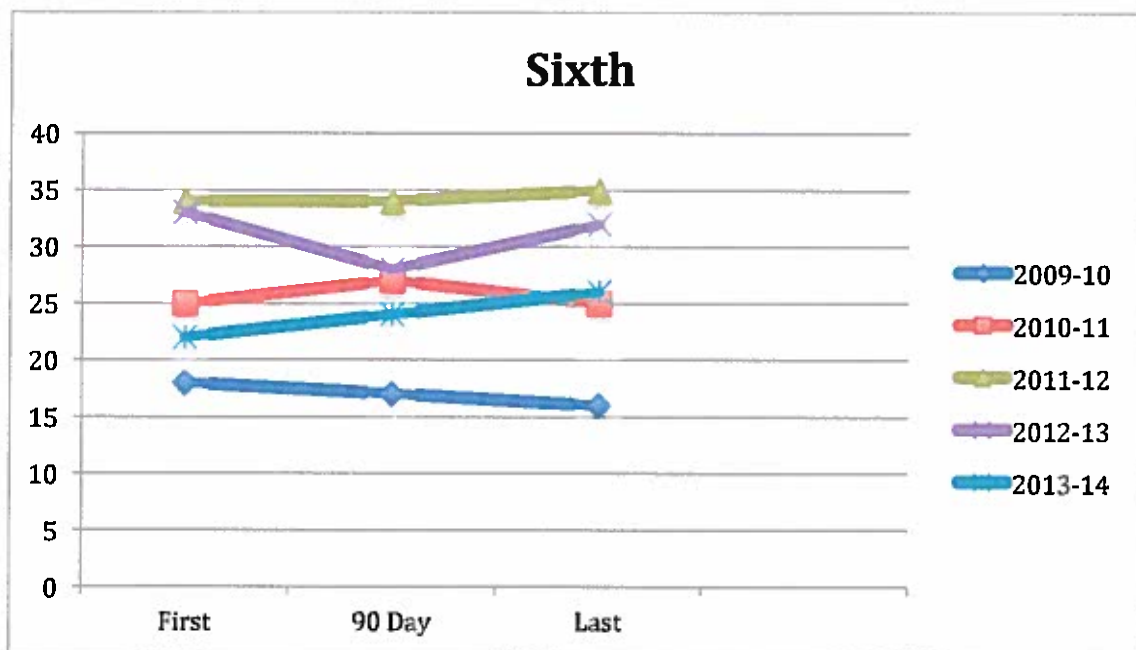
	2009-10	2010-11	2011-12	2012-13	2013-14
Start	33	50	30	39	50
90 Day	36	56	30	40	52
Last	36	53	33	42	53



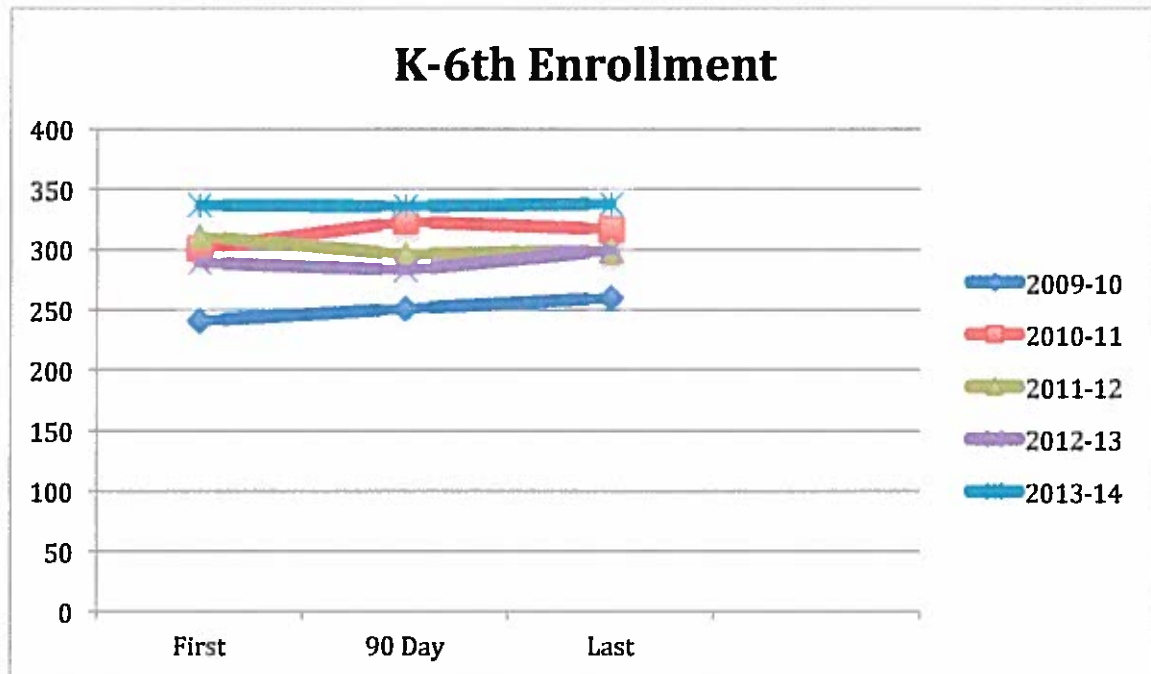
	2009-10	2010-11	2011-12	2012-13	2013-14
First	34	37	45	27	43
90 Day	35	44	39	27	42
Last	34	44	37	28	43



	2009-10	2010-11	2011-12	2012-13	2013-14
First	18	25	34	33	22
90 Day	17	27	34	28	24
Last	16	25	35	32	26



	2009-10	2010-11	2011-12	2012-13	2013-14
First	241	301	311	289	337
90 Day	251	323	296	283	336
Last	260	317	299	299	338



AT-WILL EMPLOYMENT AGREEMENT FOR:

PRINCIPAL/DIRECTOR

Between **Sycamore Academy of Science and Cultural Arts**

And

BARBARA HALE

THIS EMPLOYMENT AGREEMENT ("Agreement") is entered into by and between BARBARA HALE ("Employee") and Sycamore Academy of Science and Cultural Arts ("SASCA"), a California public charter school. SASCA desires to hire Employees who will assist SASCA in achieving the goals and meeting the requirements of SASCA's Charter. The Board desires to engage the services of the Employee for purposes of assisting SASCA in implementing its purposes, policies, and procedures. The parties recognize that SASCA is not governed by the provisions of the California Education Code, except as expressly set forth in the Charter Schools Act of 1992.

WHEREAS, SASCA and Employee wish to enter into an at-will employment relationship under the conditions set forth herein, the parties hereby agree as follows:

A. STATUTORY PROVISIONS RELATING TO CHARTER SCHOOL EMPLOYMENT

1. SASCA has been established and operates pursuant to the Charter Schools Act of 1992, Cal. Ed. Code section 47600, et seq. SASCA's Charter is provided to you separately as a PDF file and is incorporated by reference herein. Employee agrees to read and become familiar with the provisions of SASCA's Charter and to act always in accordance with the educational mission, policies and procedures described therein.
2. Employee understands that SASCA is the exclusive public school employer of the Employee for purposes of Cal. Govt. Code section 3540.1.
3. Employee understands that, pursuant to Cal. Ed. Code section 47610, SASCA must comply with all of the provisions set forth in its charter, but is otherwise exempt from the laws governing school districts except as specified in Education Code section 47610 and as specified in SASCA's Charter.

B. EMPLOYMENT AT-WILL

At any time during the course of this agreement, SASCA may terminate this Agreement with or without cause by written notice to the Employee.

Employee also may be demoted or disciplined and the terms of his or her employment may be altered at any time, with or without cause, at the discretion of SASCA.

No one other than the Board of SASCA has the authority to alter this arrangement, to enter into an agreement for employment for a specified period of time, or to make any agreement contrary to the term of this Agreement, and any such agreement must be in writing and must be signed by the Board of SASCA and by the affected Employee and must specifically state the intention to alter this "at-will" relationship.

C. EMPLOYMENT TERMS AND CONDITIONS

1. Duties

Employee will perform such duties as SASCA may reasonably assign and Employee will abide by all of SASCA's policies and procedures as adopted and amended from time to time. Employee further agrees to abide by the provisions of SASCA's charter and perform the duties of this position as stated in the job description attached as EXHIBIT A and incorporated by reference herein.

2. Term of Employment and Work Schedule

The current school year calendar is attached as EXHIBIT B and incorporated by reference herein.

Subject to earlier termination as an at-will Employee and as provided in this agreement, Employee agrees to begin working on July 1, 2014. Unless terminated earlier, this agreement shall terminate automatically at midnight on the final day of the school year as specified in the school calendar.

The Employee shall work a total of two hundred and thirty (230) workdays during the 2014-2015 school calendar year, which calendar year is shown in EXHIBIT B. Employee understands that the workdays during a school year include paid professional development days, as specified in the school calendar and that the Employee must work days preceding and following the school year, as shown on the school calendar in Exhibit B, to fulfill all the obligations of this agreement. START TIME IS 30 MINUTES PRIOR TO STUDENT ARRIVAL, END TIME IS UPON COMPLETION OF DUTIES.

3. Preclusion of Outside Business Activities

Employee will not render services in person or by electronic means, paid or otherwise, for any other person or entity during contracted work hours with SASCA.

4. Compensation

Employee will receive a daily rate of **\$442.00** for teaching duties.

SASCA shall withhold all required deductions from an employee's compensation.

TOTAL ANNUAL COMPENSATION IS ESTIMATED TO BE APPROXIMATELY \$101,660.00

5. Employee Benefits

Upon hire for full-time employment, Employee will be entitled to participate in designated Employee benefit programs and plans established by SASCA (subject to program and eligibility requirements) for the benefit of its Employees, which from time to time may be amended and modified by SASCA.

6. Employee Rights

Employment rights and benefits for employment at SASCA shall only be as specified in this Employment Agreement, SASCA's charter, the Charter Schools Act and SASCA's Employment Handbook, which from time to time may be amended and modified by SASCA. Employment rights and benefits may be affected by other applicable agreements or directives or advisories from the California Department of Education or State Board of Education and other applicable law.

AT-WILL EMPLOYMENT AGREEMENT – SYCAMORE ACADEMY OF SCIENCE AND CULTURAL ARTS

7. Tenure

During the term of this Agreement, Employee shall not acquire or accrue tenure, or any employment rights with SASCA.

8. Licensure

Employee understands that employment is contingent upon verification and maintenance of any applicable licensure or credentials.

9. Child Abuse and Neglect Reporting

Cal. Penal Code section 11166 requires any child care custodian who has knowledge of, or observes, a child in his or her professional capacity or within the scope of his or her employment whom he or she knows or reasonably suspects has been the victim of child abuse to report the known or suspected instance of child abuse to a child protective agency immediately, or as soon as practically possible, by telephone and to prepare and send a written report thereof within thirty-six (36) hours of receiving the information concerning the incident.

By executing this Agreement, the Employee acknowledges he or she is a child care custodian and is certifying that he or she has knowledge of California Penal Code section 11166 and will comply with its provisions.

D. GENERAL PROVISIONS

1. Waiver of Breach

The waiver by either party, or the failure of either party to claim a breach of any provision of this Agreement, will not operate or be construed as a waiver of any subsequent breach.

2. Assignment

This Agreement is not assignable by either party without prior written consent of the other party.

3. Governing Law

This Agreement will be governed by, construed, and enforced in accordance with the laws of the State of California.

4. Severability

If any provision of this Agreement is found to be invalid or unenforceable by any court, the remaining provisions hereof will remain in effect unless such partial invalidity or unenforceability would defeat an essential business purpose of the Agreement.

E. ACCEPTANCE OF EMPLOYMENT

By signing below, Employee declares as follows:

1. I have read this Agreement and accept employment with SASCA on the terms specified herein.
2. I have read the SASCA charter school petition.
3. All information I have provided to SASCA related to my employment is true and accurate.
4. I have received all Exhibits outlined in this contract.
5. This is a final and complete agreement between SASCA and me and there are no other agreements, oral or written, express or implied, concerning the subject matter of this Agreement.

Employee Signature: _____ Date: _____

Address: _____

Telephone: () _____

Board Approval: _____ Date: _____

Board Secretary

This Employment Agreement has been approved by the Governing Board of the Ronald Reagan Charter School Alliance, Inc ("RRCSA"), which operates as Sycamore Academy of Science and Cultural Arts.

SYCAMORE ACADEMY OF SCIENCE AND CULTURAL ARTS

AT-WILL EMPLOYMENT AGREEMENT FOR:
ELEMENTARY TEACHER

Between **Sycamore Academy of Science and Cultural Arts**

And

TEACHER NAME

THIS AT-WILL EMPLOYMENT AGREEMENT ("Agreement") is entered into by and between **TEACHER NAME** ("Employee"), an educator holding a valid California teaching credential and the Board of Directors ("Board") of Sycamore Academy of Science and Cultural Arts ("SASCA"), a California public charter school approved by the Lake Elsinore Unified School District ("District"). SASCA desires to hire Employees who will assist SASCA in achieving the goals and meeting the requirements of SASCA's Charter. The Board desires to engage the services of the Employee for purposes of assisting SASCA in implementing its purposes, policies, and procedures. The parties recognize that SASCA generally exempt from the provisions of the California Education Code, except as expressly set forth in the Charter Schools Act of 1992 or other relevant law.

WHEREAS, SASCA and Employee wish to enter into an at-will employment relationship under the conditions set forth herein, the parties hereby agree as follows:

A. STATUTORY PROVISIONS RELATING TO CHARTER SCHOOL EMPLOYMENT

1. SASCA has been established and operates pursuant to the Charter Schools Act of 1992, Cal. Ed. Code section 47600, et seq. SASCA's Charter is provided to you separately in a soft copy file and is incorporated by reference herein. Employee agrees to read and become familiar with the provisions of SASCA's Charter and to act always in accordance with the educational mission, policies and procedures described therein. SASCA has been duly approved by the Board of Education of the District.
2. Employee understands that SASCA a separate legal entity from the District and is the exclusive public school employer of the Employee for purposes of Cal. Govt. Code section 3540.1. The District is not liable for any debts or obligations of SASCA, and Employee expressly recognizes that he/she is being employed by SRA and not the District.
3. Employee understands that, pursuant to Cal. Ed. Code section 47610, SASCA must comply with all of the provisions set forth in its charter, but is otherwise is

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SYCAMORE ACADEMY OF SCIENCE AND CULTURAL ARTS

generally exempt from the laws governing school districts except as specified in Education Code section 47610, in SASCA's Charter or other relevant law.

Employee is willing and qualified to provide the services referenced above. SASCA has need of the Employee's services and therefore desires to employ the Employee.

Employment terms are governed by this Agreement and the current SASCA charter, handbooks, policies, procedures, rules or regulations as adopted and amended from time to time by the Board.

B. EMPLOYMENT AT-WILL

At any time during the course of this agreement, SASCA may terminate this Agreement with or without cause by written notice to the Employee.

Employee also may be demoted or disciplined and the terms of his or her employment may be altered at any time, with or without cause, at the discretion of SASCA.

No one other than the Board of SASCA has the authority to alter this arrangement, to enter into an agreement for employment for a specified period of time, or to make any agreement contrary to the term of this Agreement, and any such agreement must be in writing and must be signed by the Board of SASCA and by the affected Employee and must specifically state the intention to alter this "at-will" relationship.

C. EMPLOYMENT TERMS AND CONDITIONS

1. Duties

Employee will perform such duties as SASCA may reasonably assign and Employee will abide by all of SASCA's policies and procedures as adopted and amended from time to time. Employee further agrees to abide by the provisions of SASCA's charter and perform the duties of this position as stated in the TEACHER job description, attached as *EXHIBIT A* to this Agreement.

The Employee further agrees that he/she shall at all times faithfully, industriously, and to the best of his/her ability perform all of the duties that may be required of the Employee pursuant to the express and implicit terms of this Agreement, including but not limited to:

1. Teaching students at SASCA as assigned by the Teacher's Administrator;
2. Assisting the Teacher's Administrator to achieve specified objectives;

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SYCAMORE ACADEMY OF SCIENCE AND CULTURAL ARTS

3. Fulfilling the functions enumerated in the Teacher's job description;
4. Such other duties as assigned by the Board or SASCA or the Teacher's Administrator as necessary in SASCA's sole discretion and judgment to effectuate the purposes of this Agreement. The Teacher understands that SASCA may at times make assignments that are in addition to those expressly described in this Agreement. In addition, the Teacher shall attend any planned school events or training or planning sessions before or during the school year;
5. The Teacher will perform such duties as SASCA may reasonably assign and will abide by all SASCA's policies and procedures as adopted and amended from time to time. Teacher further agrees to abide by the provisions of SASCA's charter.

Teachers will comply with SASCA's policies and procedures related to Independent Study including but not limited to:

- Provide assignment representative of classroom instruction;
- Sign contracts prior to start date;
- Collect work within 20 school days;
- Notify administration if a student misses three (3) assignments;
- Provide work samples to the office that are signed and evaluated with a notation of time value.

Employee understands that participation in events outside of "normal" business hours, on normal business days, is required and such participation is part of their duties as a teacher. These events include but are not limited to Showcases, P.I.E. events, Carnival, at least one Board meeting per school year and parent-student-teacher conferences. Teachers are also strongly encouraged to participate in PTC sponsored events.

2. Term of Employment and Work Schedule

The current school year calendar is attached as *EXHIBIT B* and incorporated by reference herein.

Subject to earlier termination as an at-will Employee and as provided in this agreement, Employee agrees to begin working on July 28, 2014. Unless terminated earlier, this agreement shall terminate automatically at midnight on the final day of the school year as specified in the school calendar.

The Employee shall work a total of one hundred ninety (190) workdays during the 2014-2015 school calendar year. Employee understands that the workdays during a school year include paid professional development days, as specified in the school calendar and that the Employee must work days preceding and following the school

Board Approve XX/XX/XXXX

SYCAMORE ACADEMY OF SCIENCE AND CULTURAL ARTS

year, as shown on the school calendar in *EXHIBIT B*, to fulfill all the obligations of this agreement. START TIME IS 30 MINUTES PRIOR TO STUDENT ARRIVAL, END TIME IS UPON COMPLETION OF DUTIES.

3. Preclusion of Outside Business Activities

Employee will not render services in person or by electronic means, paid or otherwise, for any other person or entity during contracted work hours with SASCA.

4. Compensation

Employee will receive a daily rate of **\$XXX.XX** for teaching duties.

TOTAL ANNUAL COMPENSATION IS ESTIMATED TO BE APPROXIMATELY **\$XX,XXX.XX**

Compensation earned will be paid to Employee on Employer's regular paydays, subject to legally required withholdings and deductions and such other withholdings and deductions authorized by Employee. If the Employee fails to complete the Term of this Agreement for any reason whatsoever, Employee is entitled to be paid the annual salary prorated to the amount of work actually performed.

5. Stipends (See EXHIBIT C)

Stipends are earned throughout the calendar year as each task (or tasks) or project (or projects) required to earn a Stipend is completed. Earned Stipends are paid throughout the calendar year at a frequency that is determined by the type of stipend. Stipends are subject to pro rata reductions for tasks or projects not completed.

6. Employee Benefits

Upon hire for full-time employment, Employee will be entitled to participate in designated Employee benefit programs and plans established by SASCA for the benefit of its Employees, which from time to time may be amended and modified by SASCA. The total benefit package for the 2014-2015 school year is estimated to be \$8,800.00.

SYCAMORE ACADEMY OF SCIENCE AND CULTURAL ARTS

Please initial your election or non-election of the SASCA Employee Benefit package below.

Yes, I want to sign up for the employee benefits package. _____initial

No, I do not want to sign up for the employee benefits package; I have health insurance through other means. I prefer the pay-out option (50% of the package amount). _____initial

7. Qualifications

The Teacher must maintain a valid California teaching credential at all times while Teacher is employed by SRA. Employee understands that employment is contingent upon verification and maintenance of applicable licensure, credentials (compliant with NCLB) and other legally required qualifications, including but not limited to fingerprint clearance from the Bureau of Criminal Identification and Information, Civil Check, and T.B. testing.

8. Employee Rights

Employment at SASCA is "at will." Employment rights and benefits at SASCA shall only be as specified in this Employment Agreement, SASCA's Charter, the Charter Schools Act and SASCA's Employment Handbook, which from time to time may be amended and modified by SASCA and do not create any property right or entitlement. Employment rights and benefits may be affected by other applicable agreements or directives or advisories from the California Department of Education or State Board of Education and other applicable state and federal law, including state and federal laws prohibiting discrimination or harassment in the workplace.

9. Intellectual Property

1. *Ownership.* All intellectual property developed by or for SASCA under this Agreement will be owned by SASCA including, without limitation, works of authorship (e.g., writings, graphic designs and computer programs); inventions (whether tangible or intangible); and, trademarks. However, the following intellectual property is *excluded* from ownership by SASCA under this Agreement, absent further agreement with Teacher:
 - a. That which is developed without use of equipment, supplies, facilities or trade secret information of SASCA, and entirely on Teacher's own time, which also (a) does not relate (1) to the business of SASCA; (2) to SASCA's actual or demonstrably anticipated research or development; or (b) which does not

Board Approve XX/XX/XXXX

SYCAMORE ACADEMY OF SCIENCE AND CULTURAL ARTS

result from work performed by Teacher for SASCA. (See California Labor Code Section 2870)

2. *Protection.* SASCA may, at its sole discretion and at its own expense, choose to seek, obtain, maintain, enforce, or forego any form of protection for intellectual property owned by it under this Agreement.
3. *Cooperation.* At SASCA's expense, Teacher will cooperate with SASCA to facilitate the provisions of this section of the Agreement, without limitation, through execution of assignments, execution of formal documents to support applications for intellectual property protection, and providing testimony in litigation to enforce or defend SASCA's intellectual property rights.

10. Proprietary Property

SASCA's proprietary property is the personal property of SASCA and constitutes confidential trade secrets and curriculum, which comprises the substance of SASCA's business. As part of the consideration for Teacher's employment and the compensation received from SASCA, Teacher agrees at all times, both during or after termination of employment, except as necessary in the ordinary course of performing duties as an employee of SASCA:

1. Teacher shall keep in the strictest confidence and trust all proprietary information.
2. Teacher shall not knowingly use, reproduce, disseminate, disclose, publish, or do anything related to any proprietary information or rights for any unauthorized purpose.
3. Teacher shall at all times during employment promptly advise SASCA of any knowledge that employee may have of any unauthorized release or use of SASCA's proprietary information.

"Proprietary Information" means information (a) that is not known by actual or potential competitors of SASCA or is generally unavailable to the public, (b) that has been created, discovered, developed, or otherwise conveyed to SASCA, and (c) that has material economic value or potential material economic value to SASCA's present and future educational operations. "Proprietary Information" shall include trade secrets (as that term is defined under California Civil code Section 3426.1) and all other discoveries, developments, designs, improvements, inventions, formulas, software programs, processes, techniques, know-how, data, research, techniques, technical data, and any modifications or enhancements of any of the foregoing, and all program,

SYCAMORE ACADEMY OF SCIENCE AND CULTURAL ARTS

marketing, sales, or other financial or business information disclosed to employee by SASCA.

11. Evaluation

SASCA shall evaluate and assess in writing the performance of the Teacher as specified in SASCA personnel policies and pursuant to any other formally adopted evaluation procedures

12. Tenure

During the term of this Agreement, Employee shall not acquire or accrue tenure, or any employment rights with SASCA.

13. Licensure

Employee understands that employment is contingent upon verification and maintenance of any applicable licensure or credentials.

14. Child Abuse and Neglect Reporting

Cal. Penal Code section 11166 requires any child care custodian who has knowledge of, or observes, a child in his or her professional capacity or within the scope of his or her employment whom he or she knows or reasonably suspects has been the victim of child abuse to report the known or suspected instance of child abuse to a child protective agency immediately, or as soon as practically possible, by telephone and to prepare and send a written report thereof within thirty-six (36) hours of receiving the information concerning the incident.

By executing this Agreement, the Employee acknowledges he or she is a childcare custodian and is certifying that he or she has knowledge of California Penal Code section 11166 and will comply with its provisions.

D. GENERAL PROVISIONS

1. Waiver of Breach

The waiver by either party, or the failure of either party to claim a breach of any provision of this Agreement, will not operate or be construed as a waiver of any subsequent breach.

SYCAMORE ACADEMY OF SCIENCE AND CULTURAL ARTS

2. Assignment

This Agreement is not assignable by either party without prior written consent of the other party.

3. Governing Law

This Agreement will be governed by, construed, and enforced in accordance with the laws of the State of California.

4. Entire Agreement

This Agreement, together with the exhibits and schedules hereto, constitutes the entire understandings and agreements of and between the parties with respect to the subject matter hereof and supersedes all prior contemporaneous agreements or understandings, inducements or conditions, express implied, written or oral, between the parties. There are no oral understandings, terms, or conditions, and neither party has relied upon any representations, express or implied, not contained in the Agreement. The express terms of this Agreement control and supersede any course of performance or usage of the trade inconsistent with any of the terms of this Agreement.

5. Modifications

Any modifications or amendments of any of the terms and conditions of this Agreement must be expressly made by the parties hereto in writing

6. Severability

If any provision of this Agreement is found to be invalid or unenforceable by any court, the remaining provisions hereof will remain in effect unless such partial invalidity or unenforceability would defeat an essential business purpose of the Agreement.

7. Arbitration

Any controversy, dispute or claim arising out of or relating to Teacher's employment by SASCA shall be settled through binding arbitration, pursuant to SYCAMORE ACADEMY OF SCIENCE AND CULTURAL ARTS EMPLOYER/EMPLOYEE ARBITRATION AGREEMENT, incorporated by reference herein and attached to this agreement.

Board Approve XX/XX/XXXX

SYCAMORE ACADEMY OF SCIENCE AND CULTURAL ARTS

E. ACCEPTANCE OF EMPLOYMENT

By signing below, Employee declares as follows:

1. I have read this Agreement and accept employment with SASCA on the terms specified herein.
2. I have read the SASCA charter school petition.
3. All information I have provided to SASCA related to my employment is true and accurate.
4. I have received the following EXHIBITS to this Agreement and related documents in electronic form, including EXHIBIT A (the TEACHER job description), EXHIBIT B (the school calendar), EXHIBIT C (Stipends), the SASCA Employee Handbook and SASCA Charter.

Employee Signature: _____

Address: _____

Telephone: _____

Teacher Credential Number: _____

Date: _____

SASCA Approval (Director/Principal): _____

Date: _____

This Employment Agreement has been approved by the Governing Board of SASCA.

Signature of Board President

Board Approve XX/XX/XXXX

2014-15 Application for Funding**CDE Program Contact:**Anne Daniels, Education Data Office, adaniels@cde.ca.gov, 916-319-0640**Local Governing Board Approval**

The LEA is required to review and receive approval of their Application for Funding selections with their local governing board.

Date of approval by local governing board	
---	--

District English Learner Advisory Committee (DELAC) Review

Per Title 5 of the California Code of Regulations Section 11308, if your district has more than 50 English learners the district must establish a District English Learner Advisory Committee (DELAC) and involve them in the application for funding for programs that serve English learners.

DELAC representative's full name	
DELAC review date	
Meeting minutes web address Please enter the Web address of DELAC review meeting minutes. If a Web address is not available, the LEA must keep the minutes on file which indicates that the application is approved by the committee.	
DELAC comment If an advisory committee refused to review the application, or if DELAC review is not applicable, enter a comment.	DELAC is not applicable to this charter school, because this charter school has less than 50 English language learners.

Application for Categorical Programs

To receive specific categorical funds for a school year the LEA must apply for the fund by selecting Yes. Only the categorical funds the LEA is eligible to receive are displayed.

Title I Part A (Basic Grant) ESEA Sec. 1111 et seq. SACS 3010	No
Title II Part A (Teacher Quality) ESEA Sec. 2101 SACS 4035	No
Title III Part A Immigrant ESEA Sec. 3102 SACS 4201	No
Title III Part A LEP	No

California Department of Education

Sycamore Academy of Science and Cultural Arts (33 75176 0120204)

Consolidated Application

Status: Draft
Saved by: Milada Rakilian
Date: 6/9/2014 2:18 PM

2014-15 Application for Funding

CDE Program Contact:

Anne Daniels, Education Data Office, adaniels@cde.ca.gov, 916-319-0640

ESEA Sec. 3102 SACS 4203	
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2014-15 Certification of Assurances

Submission of Certification of Assurances is required every fiscal year. A complete list of legal and program assurances for the fiscal year can be found at <http://www.cde.ca.gov/fg/aa/co/ca14asstoc.asp>

CDE Program Contact:

Anne Daniels, Education Data Office, adaniels@cde.ca.gov, 916-319-0640

LEA Plan

An LEA that receives Title III funds, or any LEA that receives Title I funds and is in Program Improvement corrective action must certify that its LEA Plan, including any Addenda to the Plan, is current and provide the local online web address for their LEA Plan. An LEA that receives Title III funds and is in Title III Improvement status must post their Improvement Plan in the California Accountability and Improvement System (CAIS) at <http://www.cde.ca.gov/ta/ac/ca/>.

State Board of Education approval date	No Data
LEA Plan Web page	

Consolidated Application Certification Statement

I hereby certify that all of the applicable state and federal rules and regulations will be observed by this applicant; that to the best of my knowledge the information contained in this application is correct and complete; and I agree to have the use of these funds reviewed and/or audited according to the standards and criteria set forth in the California Department of Education's Categorical Program Monitoring (CPM) Manual. Legal assurances for all programs are accepted as the basic legal condition for the operation of selected projects and programs and copies of assurances are retained on site. I certify that we accept all assurances except for those for which a waiver has been obtained or requested. A copy of all waivers or requests is on file. I certify that actual ink signatures for this page are on file.

Authorized Representative's Full Name	
Authorized Representative's Signature	
Authorized Representative's Title	
Authorized Representative Signature Date	

2013-14 Homeless Education Policy, Requirements and Implementation

The purpose of this data collection is to meet federal requirements specified in ESEA Section 722. This collection includes 1) monitoring LEAs and their compliance with key provisions of the Education for Homeless Children and Youths Act and 2) collecting contact information for each required designated LEA's homeless liaison.

CDE Program Contact:

Leanne Wheeler, Improvement & Accountability Division, lwheeler@cde.ca.gov, 916-319-0383
Mary Donnelly-Ortega, Improvement & Accountability Division, MDonnellyortega@cde.ca.gov, 916-323-5113

Homeless Education Certification

The LEA hereby assures and certifies to the California State Board of Education that the LEA has met the following requirements:

1. Designated a staff person as the liaison for homeless children and youths
2. Developed a written policy that supports the enrollment and retention of homeless children and youths in schools of the LEA which:
 - a) Includes policies and practices to ensure that homeless children and youths are not stigmatized or segregated on the basis of their status as homeless
 - b) Includes a dispute resolution process
 - c) Ensures that transportation is provided for a homeless child or youth to and from the school of origin if requested by the parent, guardian or homeless liaison
3. Disseminated public notice of the educational rights of homeless children and youths where such children and youths receive services under the provisions of the Education for Homeless Children and Youths Act.

Homeless Liaison Contact Information

Contact first name	Angela
Contact last name	Putulowski
Contact title	Office Manager
Contact email address (format: abc@xyz)	Angelap@SycamoreAcademyCharter.org
Contact telephone number (format: 999-999-9999)	951-678-5217

Homeless Education Policy and Requirements

Does the LEA have a written homeless education policy	Yes
No policy comment	

2013-14 Homeless Education Policy, Requirements and Implementation

The purpose of this data collection is to meet federal requirements specified in ESEA Section 722. This collection includes 1) monitoring LEAs and their compliance with key provisions of the Education for Homeless Children and Youths Act and 2) collecting contact information for each required designated LEA's homeless liaison.

CDE Program Contact:

Leanne Wheeler, Improvement & Accountability Division, lwheeler@cde.ca.gov, 916-319-0383

Mary Donnelly-Ortega, Improvement & Accountability Division, MDonnellyortega@cde.ca.gov, 916-323-5113

Provide an explanation why the LEA does not have a homeless education policy. (Maximum 500 characters)	
Date LEA's board approved the homeless education policy	08/20/2013
Does the LEA meet the above federal requirements	Yes
Compliance comment	
Provide an explanation why the LEA does not comply with federal requirements. (Maximum 500 characters)	

Title I, Part A Homeless Expenditures

2013-14 Title I, Part A Entitlement	\$0
2013-14 Title I, Part A direct or indirect services to homeless children reservation	\$0
Amount of 2013-14 Title I, Part A funds expended or encumbered for direct or indirect services to homeless children	
No expenditures or encumbrances comment	
Provide an explanation why there is no Title I, Part A expenditures or encumbrances for homeless services. (Maximum 500 characters)	

§ 15497. Local Control and Accountability Plan and Annual Update Template.

Introduction:

LEA: Sycamore Academy of Science and Cultural Arts
 LCAP Year: 2014-15
 Contact: Barbara Hale, Director/Principal 951-678-5217



Local Control and Accountability Plan and Annual Update Template

The Local Control and Accountability Plan (LCAP) and annual update template shall be used to provide details regarding local educational agencies' (LEAs) actions and expenditures to support pupil outcomes and overall performance pursuant to Education Code sections 52060, 52066, 47605, 47605.5, and 47606.5.

Charter schools, pursuant to Education Code sections 47605, 47605.5, and 47606.5, must describe goals and specific actions to achieve those goals for all pupils and each subgroup of pupils identified in Education Code section 52052, including pupils with disabilities, for each of the state priorities as applicable and any locally identified priorities. For charter schools, the inclusion and description of goals for state priorities in the LCAP may be modified to meet the grade levels served and the nature of the programs provided, including modifications to reflect only the statutory requirements explicitly applicable to charter schools in the Education Code.

The LCAP is intended to be a comprehensive planning tool. LEAs may reference and describe actions and expenditures in other plans and funded by a variety of other fund sources when detailing goals, actions, and expenditures related to the state and local priorities. LCAPs must be consistent with school plans submitted pursuant to Education Code section 64001. The information contained in the LCAP, or annual update, may be supplemented by information contained in other plans (including the LEA plan pursuant to Section 1112 of Subpart 1 of Part A of Title I of Public Law 107-110) that are incorporated or referenced as relevant in this document.

For each section of the template, LEAs should comply with instructions and use the guiding questions as prompts (but not limits) for completing the information as required by statute. Guiding questions do not require separate narrative responses. Data referenced in the LCAP must be consistent with the school accountability report card where appropriate. LEAs may resize pages or attach additional pages as necessary to facilitate completion of the LCAP.

State Priorities

The state priorities listed in Education Code sections 52060 and 52066 can be categorized as specified below for planning purposes, however, school districts and county offices of education must address each of the state priorities in their LCAP. Charter schools must address the priorities in Education Code section 52060(d) that apply to the grade levels served, or the nature of the program operated, by the charter school.

A. Conditions of Learning:

Basic: degree to which teachers are appropriately assigned pursuant to Education Code section 44258.9, and fully credentialed in the subject areas and for the pupils they are teaching; pupils have access to standards-aligned instructional materials pursuant to Education Code section 60119; and school facilities are maintained in good repair pursuant to Education Code section 17002(d). (Priority 1)

Implementation of State Standards: implementation of academic content and performance standards adopted by the state board for all pupils, including English learners. (Priority 2)

Course access: pupil enrollment in a broad course of study that includes all of the subject areas described in Education Code section 51210 and subdivisions (a) to (i), inclusive, of Section 51220, as applicable. (Priority 7)

Expelled pupils (for county offices of education only): coordination of instruction of expelled pupils pursuant to Education Code section 48926. (Priority 9)

Foster youth (for county offices of education only): coordination of services, including working with the county child welfare agency to share information, responding to the needs of the juvenile court system, and ensuring transfer of health and education records. (Priority 10)

B. Pupil Outcomes:

Pupil achievement: performance on standardized tests, score on Academic Performance Index, share of pupils that are college and career ready, share of English learners that become English proficient, English learner reclassification rate, share of pupils that pass Advanced Placement exams with 3 or higher, share of pupils determined prepared for college by the Early Assessment Program. (Priority 4)

Other pupil outcomes: *pupil outcomes in the subject areas described in Education Code section 51210 and subdivisions (a) to (i), inclusive, of Education Code section 51220, as applicable. (Priority 8)*

C. Engagement:

Parent involvement: *efforts to seek parent input in decision making, promotion of parent participation in programs for unduplicated pupils and special need subgroups. (Priority 3)*

Pupil engagement: *school attendance rates, chronic absenteeism rates, middle school dropout rates, high school dropout rates, high school graduations rates. (Priority 5)*

School climate: *pupil suspension rates, pupil expulsion rates, other local measures including surveys of pupils, parents and teachers on the sense of safety and school connectedness. (Priority 6)*

Section 1: Stakeholder Engagement

Meaningful engagement of parents, pupils, and other stakeholders, including those representing the subgroups identified in Education Code section 52052, is critical to the LCAP and budget process. Education Code section 47606.5 specifies the minimum requirements for charter schools. In addition, Education Code section 48985 specifies the requirements for translation of documents.

Involvement Process	Impact on LCAP
Beginning in December of 2013, Sycamore faculty and staff analyzed student performance data and reflected on the 2013-14 progress toward annual and charter goals to create the framework for discussions with other stakeholders. School Site Council was then engaged. This group has a parent representative for ELL families, Special Needs families, and three other parents representing various parent-selected interests. The other half of the group represents the faculty and staff of the school. SSC reviewed the information provided from the faculty and staff and then created the surveys to garner information in areas specific to LCAP priorities and inline with the mission and vision of the school. A parent survey, staff survey and student survey were all administered in the spring. The parent survey was organized in to 5 categories: School Safety, School Culture, Academic Program, Support Services and Communication. The survey consisted of mostly multiple-choice questions, however, space was provided for optional written responses for each category. The student survey focused on safety, school climate and student engagement. This survey consisted of multiple-choice, checkboxes, short response and rating scales. The staff survey provided opportunity for feedback on professional support, school culture, working environment and instructional practices. This survey had multiple-choice and checkbox questions but was mostly short response. The results of these surveys were disaggregated and organized by topic. Patterns and/or similarities were identified and discussed and this information was used to develop the LCAP and plan for improvement. A public hearing was held by the governing board of Sycamore Academy for the purpose of allowing an additional means of contributing to the final product. No public member came to comment.	*Faculty and staff discussions Identified and prioritized areas of focus related to the educational program and the mission and vision of the charter school. *Collaboration amongst other stakeholders focused on the identification and prioritization of needs related to the school climate, stakeholder participation and additional support services. *The use of the SSC in developing survey questions was intentional to ensure that we garner information from various stakeholders and perspectives. *The use of a variety of question types contributed to Identifying areas in need of additional data collection and analysis. *The results of all surveys, once disaggregated and organized, contributed to the professional development plan for the new school year. *Comments from the various surveys were used to determine actions and services needed to meet the goals.

Section 2: Goals and Progress Indicators

Identified Need and Metric	Goals			Annual Update: Baseline 2013-2014	What will be different/improved for students?			Related State and Local Priorities
	Description of Goal	Applicable Pupil Subgroups	School(s) Affected		LCAP YEAR Year 1: 2014-15	Year 2: 2015-16	Year 3: 2016-17	
LCAP Focus Goal #1 – Ensure that the school is welcoming an inclusive for all students and their families, so that the mission and vision of the charter is apparent throughout the school and a truly student-centered learning environment is achieved.								
Need: Students need to participate in a safe, supportive environment to be academically successful.	GOAL 1.1 Improve student attendance while decreasing Independent Study	ALL	ALL	Baseline 97.3% ADA with 3.8% from Independent Study resulting in 93.5% site based ADA	97.5% ADA with 3.5% or less from Independent Study resulting in 94% site based ADA	98% ADA with 3.2% or less from Independent Study resulting in 94.8% site based ADA	98.3% ADA with 3% or less from Independent Study resulting in 95.3% site based ADA	Implementation of State Standards (Priority 2) Pupil Engagement (Priority 5)
	GOAL 1.2 Ensure that all stakeholders are aware and adhere to policies and procedures related to safety and school culture			Baseline: On average, 83% of stakeholders positively rate the school staff on ensuring student safety.	On average, 87% of stakeholders will positively rate the school on ensuring student safety according to survey results	On average, 90% of stakeholders will positively rate the school on ensuring student safety according to survey results	On average, 93% of stakeholders will positively rate the school on ensuring student safety according to survey results	Charter Goal Basic Conditions (Priority 1) School Climate (Priority 6) Charter mission
Metric: Annual parent, student, and staff survey results				Baseline: On average, 91% of stakeholders positively rate the school climate	On average, 93% of stakeholders will positively rate the school climate	On average, 94% of stakeholders will positively rate the school climate	On average, 95% of stakeholders will positively rate the school climate	
Metric: The % of parent volunteers								
Metric: % of surveys completed by stakeholders								

	GOAL 1.3 Parent participation will increase each year.			60% of families have at least one parent volunteer	65% of families have at least one parent volunteer	70% of families have at least one parent volunteer	75% of families have at least one parent volunteer	Parent Involvement (Priority 3) Charter mission
				50% of parents completed the annual survey	60% of parents complete the annual survey	70% of parents complete the annual survey	75% of parents complete the annual survey	
LCAP Focus Goal #2 – Maintain consistent, relevant communication between school and home to increase student support and promote student academic success.								
Need: Stakeholder surveys revealed the need to improve school to home communication	GOAL 2.1 Provide parents with relevant information regarding academic expectations and student performance	ALL	ALL	Baseline: 60% of student scores below proficiency received teacher comments on how to improve	65% of student scores below proficiency will receive teacher comments on how to improve	70% of student scores below proficiency will receive teacher comments on how to improve	75% of student scores below proficiency will receive teacher comments on how to improve	Basic Conditions (Priority 1) Pupil Achievement (Priority 4) Other Pupil Outcomes (Priority 8) Charter mission
	Metric: Annual survey results			Baseline: 46% of parents signed up to receive weekly PS reports	55% of parents will receive weekly PS reports	60% of parents will receive weekly PS reports	65% of parents will receive weekly PS reports	
Metric: PowerSchool Access Statistics reports	2.2 Provide parents with information relevant to student mastery of CCSS			Baseline: 81% of parents report that they have information regarding academic expectations	85% of parents will receive information regarding academic expectations	88% of parents will receive information regarding academic expectations	90% of parents will receive information regarding academic expectations	Parent Involvement (Priority 3) Charter mission
	2.3 Post school event information at least 10 days in advance.			Baseline: 60% of events were publicized at least 5 days in advance	70% of events will be publicized at least 10 days in advance	80% of events will be publicized at least 10 days in advance	90% of events will be publicized at least 10 days in advance	Parent Involvement (Priority 3) School Climate (Priority 6)
Metric: Attendance at Parent Information Exchanges (PIE)								

LCAP Focus Goal #3 – Provide high quality instruction of the Common Core State Standards in a student-centered, problem-based, experiential and collaborative environment.							
Need: Students need to leave Sycamore prepared for high school with a solid foundation in literacy, math, and critical skills Metric: CAASP results, API/AYP Metric: Rubric scores Metric: Local assessments	3.1 Provide standards based instruction in literacy aligned to SBAC range of rigor and format.	ALL	ALL	Baseline: To be established in spring of 2015	Establish baseline student performance in ELA as measured by CAASPP	Increase from baseline student performance in ELA as measured by CAASPP	Increase student performance in ELA as measured by CAASPP
	3.2 Provide standards based instruction in mathematics aligned to SBAC range of rigor and format.			Baseline: To be established in spring of 2015	Establish baseline student performance in Math as measured by CAASPP	Increase from baseline student performance in Math as measured by CAASPP	Increase student performance in Math as measured by CAASPP
	3.3 Provide problem based, integrated units of study that promote college and career readiness			N/A	Develop measurement tool and establish baseline for measurement of skills and dispositions	Increase from previous year's student performance according to locally developed matrix	Increase from previous year's student performance according to locally developed matrix
							Implementation of State Standards (Priority 2) Pupil Achievement (Priority 4) Course Access (Priority 7) Charter Goal
							Implementation of State Standards (Priority 2) Pupil Achievement (Priority 4) Course Access (Priority 7) Charter Goal
							Implementation of State Standards (Priority 2) Pupil Achievement (Priority 4) Other Pupil Outcomes (Priority 8) Charter mission

Section 3: Actions, Services, and Expenditures for all students and ethnic subgroups and students with disabilities

Goal		Related State and Local Priorities (from Section 2)	Actions and Services	Level of Service	Annual Update: Review of actions/ services	What actions are performed or services provided in each year? What are the anticipated expenditures for each action?		
						LCAP YEAR Year 1: 2014-15	Year 2: 2015-16	Year 3: 2016-17
LCAP Focus Goal #1 – Ensure that the school is welcoming an inclusive for all students and their families, so that the mission and vision of the charter is apparent throughout the school and a truly student-centered learning environment is achieved.								
GOAL 1.1 Improve student attendance while decreasing Independent Study	Implementation of State Standards (Priority 2) Pupil Engagement (Priority 5) Charter mission	Ongoing communication and education for parents on the importance of school attendance and explanation of the school attendance policy.	School-wide	N/A	Assign Attendance clerk to enforce policy P.I.E. meetings Not to exceed \$40K GP/LC	Assign Attendance clerk to enforce policy P.I.E. meetings Not to exceed \$50K GP/LC	Assign Attendance clerk to enforce policy P.I.E. meetings Not to exceed \$60K GP/LC	
GOAL 1.2 Ensure stakeholders are aware & adhere to policies/procedures related to safety and school culture	Basic Conditions (Priority 1) School Climate (Priority 6) Charter mission	Ongoing Parent Information Exchanges (PIE) Ensure publication of school policies on school website			P.I.E. meetings Personnel Materials dissemination (paper/electronic, etc.) Not to exceed \$25K GP/LC	P.I.E. meetings Personnel Materials dissemination (paper/electronic, etc.) Not to exceed \$30K GP/LC	P.I.E. meetings Personnel Materials dissemination (paper/electronic, etc.) Not to exceed \$35K GP/LC	
GOAL 1.3 Parent participation will increase each year.	Parent Involvement (Priority 3) Charter mission	Providing additional means of participation relevant to parent strengths and resources			Marketing Implementation of new programs Training/consultants PIE Not to exceed \$32K GP/LC	Marketing Implementation of new programs Training/consultants PIE Not to exceed \$38K GP/LC	Marketing Implementation of new programs Training/consultants PIE Not to exceed \$43K GP/LC	

LCAP Focus Goal #2 – Maintain consistent, relevant communication between school and home to increase student support and promote student academic success.						
GOAL 2.1 Provide parents with relevant information regarding academic expectations and student performance	Basic Conditions (Priority 1) Pupil Achievement (Priority 4) Other Pupil Outcomes (Priority 8) Charter mission				PowerSchool PS training/support Computer lab Personnel Not to exceed \$53K GP/LC	PowerSchool PS training/support Computer lab Personnel Not to exceed \$65K GP/LC
2.2 Provide parents with information relevant to student mastery of CCSS	Parent Involvement (Priority 3) Charter mission				Coordinators stipends, Supplies, consultants fees Not to exceed \$25K GP/LC	Coordinators stipends, Supplies, consultants fees Not to exceed \$25K GP/LC
2.3 Post school event information at least 10 days in advance.	Parent Involvement (Priority 3) School Climate (Priority 6)				Marketing, translation, personnel, internet, website Not to exceed \$10K GP/LC	Marketing, translation, personnel, internet, website Not to exceed \$10K GP/LC
LCAP Focus Goal #3 – Provide high quality instruction of the Common Core State Standards in a student-centered, problem-based, experiential and collaborative environment.						
3.1 Provide standards based instruction in literacy aligned to SBAC range of rigor and format.	Implementation of State Standards (Priority 2) Pupil Achievement (Priority 4) Course Access (Priority 7) Charter Goal				Professional Development, PLC, After school tutoring, Personnel, Classroom resources and supplies Not to exceed \$55K GP/LC	Professional Development, PLC, After school tutoring, Personnel, Classroom resources and supplies Not to exceed \$80K GP/LC
3.2 Provide standards based	Implementation of State				Professional Development, PLC,	Professional Development, PLC,

instruction in mathematics aligned to SBAC range of rigor and format.	Standards (Priority 2) Pupil Achievement (Priority 4) Course Access (Priority 7) Charter Goal				After school tutoring, Personnel, Classroom resources and supplies Not to exceed \$55K GP/LC	After school tutoring, Personnel, Classroom resources and supplies Not to exceed \$75K GP/LC	After school tutoring, Personnel, Classroom resources and supplies Not to exceed \$80K GP/LC
3.3 Provide problem based, integrated units of study that promote college and career readiness	Implementation of State Standards (Priority 2) Pupil Achievement (Priority 4) Other Pupil Outcomes (Priority 8) Charter mission				Professional Development, PLC, After school tutoring, Personnel, Classroom resources and supplies Not to exceed \$55K GP/LC	Professional Development, PLC, After school tutoring, Personnel, Classroom resources and supplies Not to exceed \$75K GP/LC	Professional Development, PLC, After school tutoring, Personnel, Classroom resources and supplies Not to exceed \$80K GP/LC

Section 3B: Supplemental Actions, Services, and Expenditures for Low Income, English Learners and Foster Youth

Goal (Include and identify all goals from Section 2, if applicable)	Related State and Local Priorities (from Section 2)	Actions and Services	Level of Service (Indicate if school-wide or LEA-wide)	Annual Update: Review of actions/ services	What actions are performed or services provided in each year? What are the anticipated expenditures for each action?		
					LCAP YEAR Year 1: 2014-15	Year 2: 2015-16	Year 3: 2016-17
GOAL 1.1 Improve student attendance while decreasing Independent Study	Implementation of State Standards (Priority 2) Pupil Engagement (Priority 5) Charter Goal	For low income pupils, English Learners and Foster Youth: Connect families for carpooling to and from school Provide referrals to outside organizations for assistance as needed	School-wide	N/A	Support services personnel Not to exceed \$20K GP/LC	Support services personnel Not to exceed \$35K GP/LC	Support services personnel Not to exceed \$20K GP/LC
3.1 Provide standards based instruction in literacy aligned to SBAC range of rigor and format.	Implementation of State Standards (Priority 2) Pupil Achievement (Priority 4) Course Access (Priority 7)	For low income pupils, English Learners and Foster Youth: Provide after school tutoring Provide referrals to outside organizations for assistance as needed Provide access to technology before and after school Provide support staff as needed		N/A	Technology, wifi, software, personnel, Not to exceed \$20K GP/LC,	Technology, wifi, software, personnel, Not to exceed \$35K GP/LC,	Technology, wifi, software, personnel, Not to exceed \$20K GP/LC,

3.2 Provide standards based instruction in mathematics aligned to SBAC range of rigor and format.	Implementation of State Standards (Priority 2) Pupil Achievement (Priority 4) Course Access (Priority 7)	For low income pupils, English Learners and Foster Youth: Provide after school tutoring Provide referrals to outside organizations for assistance as needed Provide access to technology before and after school Provide support staff as needed	N/A	Technology, wifi, software, personnel, Not to exceed \$20K GP/LC,	Technology, wifi, software, personnel, Not to exceed \$35K GP/LC,	Technology, wifi, software, personnel, Not to exceed \$20K GP/LC,
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- A. Describe the LEA's increase in funds in the LCAP year calculated on the basis of the number and concentration of low income, foster youth, and English learner pupils as determined pursuant to 5 CCR 15496(a)(5). Describe how the LEA is expending these funds in the LCAP year. Include a description of, and justification for, the use of any funds in a districtwide, schoolwide, countywide, or charterwide manner as specified in 5 CCR 15496. For school districts with below 55 percent of enrollment of unduplicated pupils in the district or below 40 percent of enrollment of unduplicated pupils at a school site in the LCAP year, when using supplemental and concentration funds in a districtwide or schoolwide manner, the school district must additionally describe how the services provided are the most effective use of funds to meet the district's goals for unduplicated pupils in the state priority areas. (See 5 CCR 15496(b) for guidance.)

The charter school will receive additional funding in the amounts of \$54K in 2014-15, \$92K in 2015-16 and \$113K in 2016-17. The charter school will utilize this money to provide additional support services and resources directly to the students and their families and provide a minimum of 5% additional training to the support staff that will work with these students, specifically focused on identified needs of these pupils.

- B. Consistent with the requirements of 5 CCR 15496, demonstrate how the services provided in the LCAP year for low income pupils, foster youth, and English learners provide for increased or improved services for these pupils in proportion to the increase in funding provided for such pupils in that year as calculated pursuant to 5 CCR 15496(a)(7). Identify the percentage by which services for unduplicated pupils must be increased or improved as compared to the services provided to all pupils in the LCAP year as calculated pursuant to 5 CCR 15496(a). An LEA shall describe how the proportionality percentage is met using a quantitative and/or qualitative description of the increased and/or improved services for unduplicated pupils as compared to the services provided to all pupils.

The school will utilize LCFF supplemental funding to provide additional support services and resources to low income pupils, foster youth, and English learners including but not limited to: additional technology, before/after school tutoring, resource referrals, additional informational sessions specific to pupil needs, etc.

Sycamore Academy of Science & Cultural Arts			
	2014-15	2015-16	2016-17
Total Local Control	\$2,432,649	\$3,137,782	\$3,476,596
Amount to Spend on High Need Pupils	\$53,795	\$92,172	\$112,654
Minimum Proportionality %	2.26%	3.03%	3.35%

NOTE: Authority cited: Sections 42238.07 and 52064, Education Code. Reference: Sections 2574, 2575, 42238.01, 42238.02, 42238.03, 42238.07, 47605, 47605.5, 47606.5, 48926, 52052, 52060-52077, and 64001, Education Code; 20 U.S.C. Section 6312.

RONALD REAGAN CHARTER SCHOOL ALLIANCE
Sycamore Academy of Science and Cultural Arts
Regular Board Meeting Minutes
Renaissance Plaza
32326 Clinton Keith Road, Suite 202
Wildomar, CA 92595
Phone: (951) 678-5217
May 20, 2014 @6:00 p.m.

Board Members

William Sampson, President
Roland Skumawitz, Secretary/Treasurer
Ingrid Flores
Elizabeth Halikis
Vacant

1.0 CALL TO ORDER

Introduction of Guests

The meeting was called to order by the Board Chair at 6:06 p.m.

2.0 OPEN GENERAL SESSION

ROLL CALL	Present	Absent
Mr. William Sampson	<u>X</u>	<u> </u>
Mr. Roland Skumawitz	<u>X</u>	<u> </u>
Dr. Ingrid Flores	<u>X</u>	<u> </u>
Mrs. Elizabeth Halikis	<u>X</u>	<u> </u>

Other guests present: None

3.0 INVITATION TO ADDRESS THE BOARD, CLOSED SESSION ITEMS: No comments.

4.0 CLOSED SESSION:

Adjourn to closed session at 6:07 p.m.

The Governing Board will meet in Closed Session to consider matters of student discipline, personnel matters, labor negotiations, litigation and facilities and/or land acquisition.

4.1 Public Employee Performance Evaluation (Govt. Code 54957)

Title: Director/Principal

4.2 Lease Negotiations Pursuant to Government Code Section 54956.8

Property: 32326 Clinton Keith Road, Wildomar, CA 92595

Agency Negotiator: Barbara Hale, Director/Principal

Negotiating Parties: Kathy Everhart, Ortega Trails Youth Center

Under Negotiation: Instructions to agency negotiator regarding price and terms of payment

5.0 RECONVENE OPEN GENERAL SESSION:

The board reconvened to General Session at 7:24 p.m.

6.0 PLEDGE OF ALLEGIANCE

7.0 APPROVAL OF THE AGENDA

Motion: Mr. Skumawitz Second: Dr. Flores Vote: 4 - 0

ROLL CALL	Aye	Nay	Abstentions
Mr. William Sampson	<u>X</u>	<u> </u>	<u> </u>
Mr. Roland Skumawitz	<u>X</u>	<u> </u>	<u> </u>
Dr. Ingrid Flores	<u>X</u>	<u> </u>	<u> </u>
Mrs. Elizabeth Halikis	<u>X</u>	<u> </u>	<u> </u>

8.0 REPORT OUT OF CLOSED SESSION, IF APPLICABLE:

Approved increasing bonuses to \$71,000 for Admin, teachers and staff, to include \$10,000 for the director/principal. Edtec directed to complete an analysis to determine time frame needed to bring staff to marketable salaries by the June 12th meeting.

9.0 INVITATION TO ADDRESS THE BOARD, OPEN SESSION ITEMS:

No comments.

10.0 PUBLIC HEARING

Public hearing open at 7:27 p.m.

re: Local Control Funding Formula (LCAP)

This hearing is intended to allow for additional public comments and recommendations regarding school expenditures.

Public hearing closed at 7:29 p.m.

11.0 INFORMATION SESSION:

11.1 Ed Tec Financial Update Report (Attachment 11.1)

Presentation of the status of our school's finances and progress on next year's budget.

Presented by: Jennie Bartkowiak, Ed Tec, Client Manager

11.2 Special Education Analysis (Attachment 11.2)

Presentation of Special Education Analysis

Presented by: Jennie Bartkowiak, Ed Tec, Client Manager

11.3 Survey Results

Presentation of survey results.

Presented by: Barbara Hale, Director/Principal

11.4 School Report/Special Education Report

Report on school business and Special Education.

Presented by: Barbara Hale, Director/Principal and SASCA's Special Education Liaison

11.5 Facility and Construction Report

Facility and construction update.

Presented by: Barbara Hale, Director/Principal and Richard Hansberger, HK School Law

12.0 PRESENTATION ITEMS:

12.1 Presentation of the School Site Committee Regarding the Slate of Proposed Board Members Presented to the Governing Board

Pursuant to the Ronald Reagan Charter School Alliance, Articles of Incorporation and Bylaws, the School Site Committee Chair will present the proposed slate of board member candidates to the Governing Board members for consideration and action.

13.0 ACTION ITEMS:

13.1 Review and approve the Contract for Ed Tec (Attachment 13.1)

Review and approve the contract for Ed Tec

Presented by: Barbara Hale, Director/Principal

Motion: Mr. Sampson Second: Dr. Flores Vote: 4 - 0

ROLL CALL	Aye	Nay	Abstentions
Mr. William Sampson	<u>X</u>	<u> </u>	<u> </u>
Mr. Roland Skumawitz	<u>X</u>	<u> </u>	<u> </u>
Dr. Ingrid Flores	<u>X</u>	<u> </u>	<u> </u>
Mrs. Elizabeth Halikis	<u>X</u>	<u> </u>	<u> </u>

13.2 Review and Approve the Calendar and Bell Schedule for 2014/15 (Attachment 13.2)

Review and approve the Calendar and Bell Schedule for the 2014/15 school year.

Presented by: Barbara Hale, Director/Principal

Motion: Mr. Skumawitz Second: Dr. Flores Vote: 4 - 0

ROLL CALL	Aye	Nay	Abstentions
Mr. William Sampson	<u>X</u>	<u> </u>	<u> </u>
Mr. Roland Skumawitz	<u>X</u>	<u> </u>	<u> </u>
Dr. Ingrid Flores	<u>X</u>	<u> </u>	<u> </u>
Mrs. Elizabeth Halikis	<u>X</u>	<u> </u>	<u> </u>

13.3 Review and approve the Budget for 2014/15 (Attachment 13.3)

Review and approve the Budget for the 2014/15 school year.

Presented by: Barbara Hale, Director/Principal

Motion: Mr. Skumawitz Second: Mrs. Halikis Vote: 4 - 0

ROLL CALL	Aye	Nay	Abstentions
Mr. William Sampson	<u>X</u>	<u> </u>	<u> </u>
Mr. Roland Skumawitz	<u>X</u>	<u> </u>	<u> </u>
Dr. Ingrid Flores	<u>X</u>	<u> </u>	<u> </u>
Mrs. Elizabeth Halikis	<u>X</u>	<u> </u>	<u> </u>

13.4 Review and approve the Staffing Plan for 2014/15 (Attachment 13.4)

Review and approve the Staffing Plan for the 2014/15 school year.

Presented by: Barbara Hale, Director/Principal

Motion: Dr. Flores Second: Mrs. Halikis Vote: 4 - 0

ROLL CALL	Aye	Nay	Abstentions
Mr. William Sampson	<u>X</u>	<u> </u>	<u> </u>
Mr. Roland Skumawitz	<u>X</u>	<u> </u>	<u> </u>
Dr. Ingrid Flores	<u>X</u>	<u> </u>	<u> </u>
Mrs. Elizabeth Halikis	<u>X</u>	<u> </u>	<u> </u>

13.5 Review and approve Financial Policy (Attachment 13.5)

Review and approve Financial Policy

Presented by: Barbara Hale, Director/Principal

Motion: Mr. Skumawitz Second: Mrs. Halikis Vote: 4 - 0

ROLL CALL	Aye	Nay	Abstentions
Mr. William Sampson	<u>X</u>	<u> </u>	<u> </u>
Mr. Roland Skumawitz	<u>X</u>	<u> </u>	<u> </u>
Dr. Ingrid Flores	<u>X</u>	<u> </u>	<u> </u>
Mrs. Elizabeth Halikis	<u>X</u>	<u> </u>	<u> </u>

13.6 Review and approve Records Retention Policy (Attachment 13.6)

Review and approve Records Retention Policy

Presented by: Barbara Hale, Director/Principal

Motion: Mr. Sampson Second: Mrs. Halikis Vote: 4 - 0

ROLL CALL	Aye	Nay	Abstentions
Mr. William Sampson	<u>X</u>	<u> </u>	<u> </u>
Mr. Roland Skumawitz	<u>X</u>	<u> </u>	<u> </u>
Dr. Ingrid Flores	<u>X</u>	<u> </u>	<u> </u>
Mrs. Elizabeth Halikis	<u>X</u>	<u> </u>	<u> </u>

13.7 Board Member Election for Ronald Reagan Charter School Alliance, Inc.

Board Member Election for open seat on the Ronald Reagan Charter School Alliance Board.

Presented by: Barbara Hale, Director/Principal

Slate: Daniel Leavitt – Tabled until June 12th, 2014 meeting.

Motion: Mrs. Halikis Second: Dr. Flores Vote: 4 - 0

ROLL CALL	Aye	Nay	Abstentions
Mr. William Sampson	<u>X</u>	<u> </u>	<u> </u>
Mr. Roland Skumawitz	<u>X</u>	<u> </u>	<u> </u>
Dr. Ingrid Flores	<u>X</u>	<u> </u>	<u> </u>
Mrs. Elizabeth Halikis	<u>X</u>	<u> </u>	<u> </u>

13.8 Review and approve Resolution No. 2013-14-0004 for the Annual Meeting (Attachment 13.8)

Review and approve the date and time for the Governing Board's annual meeting.

Presented by: Barbara Hale, Director/Principal

Motion: Mr. Skumawitz Second: Dr. Flores Vote: 4 - 0

ROLL CALL	Aye	Nay	Abstentions
Mr. William Sampson	<u>X</u>	<u> </u>	<u> </u>
Mr. Roland Skumawitz	<u>X</u>	<u> </u>	<u> </u>
Dr. Ingrid Flores	<u>X</u>	<u> </u>	<u> </u>
Mrs. Elizabeth Halikis	<u>X</u>	<u> </u>	<u> </u>

13.9 Review and approve Resolution No. 2013-14-0005 for the 2014/15 board meeting schedule (Attachment 13.9)

Review and approve the schedule for board meetings during the 2014/15 school year.

Presented by: Barbara Hale, Director/Principal

Motion: Mr. Sampson Second: Mrs. Halikis Vote: 4 - 0

ROLL CALL

	Aye	Nay	Abstentions
Mr. William Sampson	<u>X</u>	<u> </u>	<u> </u>
Mr. Roland Skumawitz	<u>X</u>	<u> </u>	<u> </u>
Dr. Ingrid Flores	<u>X</u>	<u> </u>	<u> </u>
Mrs. Elizabeth Halikis	<u>X</u>	<u> </u>	<u> </u>

13.10 Review and approve Resolution No. 2013-14-0007 (Attachment 13.10)

Review and approve Resolution of the Board of Directors of Ronald Reagan Charter School Alliance, Incorporated in Connection with California Municipal Finance Authority Bond Issuance to establish a limited liability company of which the Corporation will be the sole member, for the purpose of holding title to certain real property, including the Land, and managing, operating, leasing, and otherwise dealing with such property, and to assign and delegate said real property under the Land Contract to the limited liability company.

Presented by: Barbara Hale, Director/Principal

Motion: Mr. Sampson Second: Mrs. Halikis Vote: 4 - 0

ROLL CALL

	Aye	Nay	Abstentions
Mr. William Sampson	<u>X</u>	<u> </u>	<u> </u>
Mr. Roland Skumawitz	<u>X</u>	<u> </u>	<u> </u>
Dr. Ingrid Flores	<u>X</u>	<u> </u>	<u> </u>
Mrs. Elizabeth Halikis	<u>X</u>	<u> </u>	<u> </u>

13.11 Review and approve Resolution No. 2013-14-0006 (Attachment 13.11)

Review and approve Resolution of Official Intent of the Board of Directors of Ronald Reagan Charter School Alliance/Sycamore Academy of Science and Cultural Arts to reimburse itself for certain expenditures previously paid from sources other than bond proceeds during the course of construction of the facility for Sycamore Academy of Science and Cultural Arts charter school grade K-8.

Presented by: Barbara Hale, Director/Principal

Motion: Mr. Sampson Second: Dr. Flores Vote: 4 - 0

ROLL CALL

	Aye	Nay	Abstentions
Mr. William Sampson	<u>X</u>	<u> </u>	<u> </u>
Mr. Roland Skumawitz	<u>X</u>	<u> </u>	<u> </u>
Dr. Ingrid Flores	<u>X</u>	<u> </u>	<u> </u>
Mrs. Elizabeth Halikis	<u>X</u>	<u> </u>	<u> </u>

13.12 Review and approve Commercial Sub-Lease Agreement (Attachment 13.12)

Review and approve Commercial Sub-Lease Agreement between Sycamore Academy and Ortega Trails Youth Centers

Presented by: Barbara Hale, Director/Principal

Motion: Dr. Flores Second: Mrs. Halikis Vote: 4 - 0

ROLL CALL

	Aye	Nay	Abstentions
Mr. William Sampson	<u>X</u>	<u> </u>	<u> </u>
Mr. Roland Skumawitz	<u>X</u>	<u> </u>	<u> </u>
Dr. Ingrid Flores	<u>X</u>	<u> </u>	<u> </u>
Mrs. Elizabeth Halikis	<u>X</u>	<u> </u>	<u> </u>

14.0 CONSENT CALENDAR

14.1 Approval of the Minutes: April 15, 2014 (Attachment 14.1)

14.2 Approval of the Check Register for April 2014 (Attachment 14.2)

Motion: Mr. Skumawitz Second: Dr. Flores Vote: 4 - 0

ROLL CALL

	Aye	Nay	Abstentions
Mr. William Sampson	<u>X</u>	<u> </u>	<u> </u>
Mr. Roland Skumawitz	<u>X</u>	<u> </u>	<u> </u>
Dr. Ingrid Flores	<u>X</u>	<u> </u>	<u> </u>
Mrs. Elizabeth Halikis	<u>X</u>	<u> </u>	<u> </u>

15.0 ADJOURNMENT

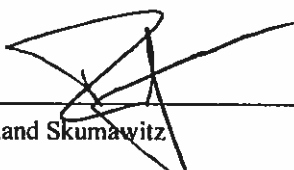
Motion: Mrs. Halikis Second: Dr. Flores Vote: 4 - 0

ROLL CALL

	Aye	Nay	Abstentions
Mr. William Sampson	<u>X</u>	<u> </u>	<u> </u>
Mr. Roland Skumawitz	<u>X</u>	<u> </u>	<u> </u>
Dr. Ingrid Flores	<u>X</u>	<u> </u>	<u> </u>
Mrs. Elizabeth Halikis	<u>X</u>	<u> </u>	<u> </u>

The meeting was adjourned at 9:22 p.m.

I, Roland Skumawitz, attest and certify these minutes to be true and factual.



Roland Skumawitz

6-12-14
Date

Budget vs. Actuals
As of most recent monthly close

6/11/2014

As of most recent monthly close

8096 Charter Schools in Lieu of Prop. Tax

TOTAL REVENUE

Sycamore Academy

Budget vs. Actuals

As of most recent monthly close

	Budget vs. Actual			Budget			Forecast
	Actual	YTD	Budget	YTD less Budget	Approved Budget (Oct.)	Previous Month's Forecast	
EXPENSES							
Compensation & Benefits							
1000							
1100	46,551	454,927	469,833	14,905	516,816	516,816	51,889
1103	5,888	26,713	13,091	(13,622)	14,400	14,400	(12,313)
1300	12,603	87,057	85,909	(1,148)	94,500	94,500	7,443
1400	-	12,250	-	(12,250)	55,000	55,000	42,750
SUBTOTAL - Certificated Employees	65,042	580,947	568,833	(12,114)	680,716	680,716	89,788
2000							
2100	8,686	66,514	65,454	(1,060)	72,000	85,000	5,485
2400	4,842	33,478	43,036	10,158	48,000	35,000	1,522
2600	-	-	-	(4,500)	6,000	6,000	1,500
2900	3,142	21,698	20,618	(1,080)	22,680	22,680	982
2935	1,781	8,696	1,455	(7,242)	1,800	7,600	(7,096)
SUBTOTAL - Classified Employees	18,451	134,887	131,163	(3,723)	150,280	156,280	15,393
3000							
3100	4,400	46,085	43,137	(2,948)	51,622	51,622	5,536
3200	600	5,998	5,701	(297)	6,768	7,463	770
3300	2,362	18,848	20,958	2,110	24,887	26,211	1,324
3400	7,378	91,192	126,000	34,808	126,000	109,200	16,800
3500	41	418	7,797	7,379	7,992	7,992	194
3600	1,438	18,659	19,113	454	19,113	19,251	138
3900	-	200	-	(200)	-	-	(200)
SUBTOTAL - Employee Benefits	16,220	181,400	222,704	41,305	238,286	229,893	8,608
4000							
4100	-	4,335	14,725	10,390	15,060	14,697	363
4200	181	1,563	997	(566)	1,020	1,383	317
4315	938	7,972	4,165	(3,806)	4,544	7,047	2,243
4320	299	3,178	2,473	(705)	2,529	2,879	350
4325	710	11,957	14,574	2,617	16,193	12,068	4,125
4330	(181)	9,137	11,672	2,535	12,733	12,689	44
4335	-	1,607	1,550	(56)	1,585	1,630	45
4345	3,207	10,132	4,728	(5,404)	4,833	6,924	2,091
4352	-	1,004	2,250	1,246	2,500	2,500	-
4410	-	4,196	3,491	(695)	3,570	4,186	616
4420	5,455	32,518	34,393	1,875	35,175	35,175	2,662
4430	-	211	44	(167)	49	211	142
4710	332	4,992	2,861	(2,131)	3,179	4,659	1,488
4720	-	-	-	-	-	-	-
SUBTOTAL - Books and Supplies	10,973	82,823	97,821	5,088	102,970	105,068	12,097
SUBTOTAL	10,973	82,823	97,821	5,088	102,970	105,068	12,097

Sycamore Academy

Budget vs. Actuals
As of most recent monthly close

	Actual			Budget vs. Actual			Variance			Budget			Variance			Forecast		
	May	Actual YTD	Budget YTD	Budget YTD	(YTD less Budget)	Approved Budget (Oct.)	Previous Month's Forecast	Current Forecast	Variance (Previous vs. Current Forecast)	Budget Remaining	Variance (Budget vs. Current Forecast)	Forecast Remaining	Budget Remaining	Variance (Budget vs. Current Forecast)	Forecast Remaining	Budget Remaining	Variance (Budget vs. Current Forecast)	Forecast Remaining
Services & Other Operating Expenses																		
5210 Conference Fees	-	645	574	(71)	638	645	645	645	-	(7)	-	-	645	-	(7)	-	-	-
5215 Travel - Mileage, Parking, Tolls	275	1,042	2,112	1,070	2,347	2,347	2,347	2,347	-	-	-	1,305	2,347	-	1,305	-	1,305	-
5220 Travel - Lodging	175	2,508	5,220	2,712	5,900	5,900	5,900	5,900	-	-	-	3,292	5,900	-	3,292	-	3,292	-
5225 Travel - Meals & Entertainment	-	523	2,185	1,673	2,439	2,439	2,439	2,439	-	-	-	1,917	2,439	-	1,917	-	1,917	-
5305 Dues & Membership - Professional	-	1,525	5,060	3,525	5,611	5,611	5,611	5,611	-	-	-	4,086	5,611	-	4,086	-	4,086	-
5310 Subscriptions	-	130	275	146	306	306	306	306	-	-	-	176	306	-	176	-	176	-
5450 Insurance - Other	-	12,381	16,965	4,584	17,311	17,311	17,311	17,311	-	-	-	4,590	17,311	-	4,590	-	4,590	-
5510 Utilities - Gas and Electric	2,045	19,956	22,000	2,044	24,000	24,000	24,000	24,000	-	-	-	4,044	24,000	-	4,044	-	4,044	-
5515 Janitorial, Gardening Services & Supplies	1,094	10,039	11,567	1,518	11,607	11,607	11,607	11,607	-	-	-	2,568	11,607	-	2,568	-	2,568	-
5520 Security	273	3,247	1,672	(1,575)	1,824	1,824	1,824	1,824	-	-	-	1,568	1,824	-	1,568	-	1,568	-
5605 Equipment Leases	850	8,655	5,208	(3,448)	9,899	9,899	9,899	9,899	-	-	-	833	9,899	-	833	-	833	-
5610 Rent	25,384	304,610	304,610	-	304,610	304,610	304,610	304,610	-	-	-	1,284	304,610	-	1,284	-	1,284	-
5615 Repairs and Maintenance - Building	4,468	10,231	10,101	(130)	11,111	11,111	11,111	11,111	-	-	-	880	11,111	-	880	-	880	-
5617 Repairs and Maintenance - Other Equipment	304	545	1,352	807	1,502	1,502	1,502	1,502	-	-	-	957	1,502	-	957	-	957	-
5699 Other Rentals, Leases and Repairs	-	378	378	378	420	420	420	420	-	-	-	420	420	-	420	-	420	-
5803 Accounting Fees	-	4,782	6,885	2,103	7,650	7,650	7,650	7,650	-	-	-	2,868	7,650	-	2,868	-	2,868	-
5809 Banking Fees	338	1,176	194	(982)	216	216	216	216	-	-	-	880	216	-	880	-	880	-
5812 Business Services	-	72,832	117,223	44,392	127,860	127,860	127,860	127,860	-	-	-	55,049	127,860	-	55,049	-	55,049	-
5820 Consultants - Non Instructional - Custom	-	107	107	(107)	107	107	107	107	-	-	-	107	107	-	107	-	107	-
5824 District Oversight Fees	2,401	14,656	17,013	2,358	18,560	18,560	18,560	18,560	-	-	-	61,139	18,560	-	61,139	-	61,139	-
5830 Field Trips Expenses	-	3,464	3,181	(284)	3,534	3,534	3,534	3,534	-	-	-	3,904	3,534	-	3,904	-	3,904	-
5833 Fines and Penalties	14	124	2,700	2,576	3,000	3,000	3,000	3,000	-	-	-	70	3,000	-	70	-	70	-
5836 Fundraising Expenses	-	510	162	(348)	180	180	180	180	-	-	-	2,876	180	-	2,876	-	2,876	-
5839 Interest - Loans Less than 1 Year	2,781	11,208	11,823	618	13,137	13,137	13,137	13,137	-	-	-	1,931	13,137	-	1,931	-	1,931	-
5843 Legal Fees	1,619	12,367	9,319	(3,048)	9,897	9,897	9,897	9,897	-	-	-	2,470	9,897	-	2,470	-	2,470	-
5845 Licenses and Other Fees	360	13,121	13,969	788	15,300	15,300	15,300	15,300	-	-	-	2,179	15,300	-	2,179	-	2,179	-
5851 Marketing and Student Recruiting	-	1,162	3,876	2,715	4,307	4,307	4,307	4,307	-	-	-	3,145	4,307	-	3,145	-	3,145	-
5854 Consultants - Other	25	6,559	2,367	(3,292)	6,438	6,438	6,438	6,438	-	-	-	3,029	6,438	-	3,029	-	3,029	-
5857 Payroll Fees	1,500	8,750	6,791	(1,959)	7,439	7,439	7,439	7,439	-	-	-	1,204	7,439	-	1,204	-	1,204	-
5860 Printing and Reproduction	186	2,678	3,613	936	4,015	4,015	4,015	4,015	-	-	-	1,337	4,015	-	1,337	-	1,337	-
5863 Professional Development	-	110	946	836	1,051	1,051	1,051	1,051	-	-	-	941	1,051	-	941	-	941	-
5872 Special Education Enrichment	1,937	17,530	16,500	(1,030)	18,000	18,000	18,000	18,000	-	-	-	119,506	18,000	-	119,506	-	119,506	-
5875 Staff Recruiting	-	-	-	-	953	953	953	953	-	-	-	953	953	-	953	-	953	-
5878 Student Assessment	-	4,345	4,202	(143)	4,345	4,345	4,345	4,345	-	-	-	143	4,345	-	143	-	143	-
5881 Student Information System	-	11,676	15,234	3,558	15,234	15,234	15,234	15,234	-	-	-	3,558	15,234	-	3,558	-	3,558	-
5884 Substitutes	-	480	-	(480)	480	480	480	480	-	-	-	480	480	-	480	-	480	-
5887 Technology Services	1,123	1,546	1,046	(500)	1,141	1,141	1,141	1,141	-	-	-	405	1,141	-	405	-	405	-
5888 Internet/Website consulting	3,600	7,200	3,600	(3,600)	3,600	3,600	3,600	3,600	-	-	-	3,600	3,600	-	3,600	-	3,600	-
5889 Bad Debt Expense	-	-	-	-	1,193	1,193	1,193	1,193	-	-	-	1,193	1,193	-	1,193	-	1,193	-
5898 Miscellaneous Operating Expenses	2,960	10,030	-	(10,030)	833	833	833	833	-	-	-	10,030	833	-	10,030	-	10,030	-
5910 Communications - Internet / Website Fees	450	833	241	(592)	1,897	1,897	1,897	1,897	-	-	-	570	1,897	-	570	-	570	-
5915 Postage and Delivery	-	875	1,729	854	5,628	5,628	5,628	5,628	-	-	-	1,022	5,628	-	1,022	-	1,022	-
5920 Communications - Telephone & Fax	497	5,069	5,342	274	-	-	-	-	-	-	-	759	-	-	759	-	759	-
SUBTOTAL - Services & Other Operating Exp.	54,691	588,322	638,034	49,711	785,733	813,242	813,242	811,807	1,434	(28,075)	187,410	223,484	187,410	(28,075)	223,484	-	223,484	-
Capital Outlay																		
6000 Sales & Improvement of Sales	38,345	117,153	-	(117,153)	200,000	200,000	200,000	200,000	-	-	-	82,847	200,000	-	82,847	-	82,847	-
SUBTOTAL - Capital Outlay	38,345	117,153	-	(117,153)	200,000	200,000	200,000	200,000	-	-	-	82,847	200,000	-	82,847	-	82,847	-
TOTAL EXPENSES																		
6900 Total Depreciation (includes Prior Years)	202,701	1,695,533	1,695,067	(466)	1,955,095	2,117,359	2,117,359	2,117,745	(386)	(10,477)	(231,760)	492,212	260,453	(231,760)	492,212	-	492,212	-
TOTAL EXPENSES including Depreciation	186,268	1,578,280	1,690,067	80,277	1,866,881	2,019,845	2,019,845	2,030,422	(10,477)	(31,760)	420,281	452,042	420,281	(31,760)	452,042	-	452,042	-