

The Classical Academy

Board of Directors Meeting



**Tuesday, January 24, 2017
6:30 p.m.**

**Classical Academy Online
355 East Valley Parkway
Escondido, California 92025**



THE CLASSICAL ACADEMIES

- ESCONDIDO | VISTA | OCEANSIDE | ONLINE -

Board of Directors Meeting

Tuesday, January 24, 2017 at 6:30 pm
Online Café 355 East Grand Avenue, Escondido, CA 92025

AGENDA

1. Executive Session (Closed Meeting) **5:30 pm**
 - o No items scheduled
2. Report from Executive Session
3. Open Public Meeting with Pledge of Allegiance **6:30 pm**
4. Review and Approval of Past Minutes
 - o Meeting of December 6, 2016
5. Correspondence
 - o Written
 - o Oral – 2 minute maximum per speaker
6. Student Voice: Update from Jacob Mizel, ASB President
7. Treasurer's Report
 - o State Funding Update
 - o Financial Update
8. New Business
 - o Economic Impact Report Presentation – Cal State San Marcos
 - o Quality Assurance Program Draft – Dr. Nancy Beeman
 - o College Readiness Grant – Dana Moen
 - o Retirement Update: PERS & STRS
 - o Severance Policy Review & Adoption
 - o California's Meeting Law Update
9. Old Business
 - o Enrollment
10. Adjournment - Next meeting Tuesday, March 28, 2017

"Partnering With Parents For Quality Education"

A California Public Charter School Serving North County San Diego Since 1999
Accredited by the Schools Commission of the Western Association of Schools and Colleges WASC



CLASSICAL ACADEMY

ESCONDIDO

BOARD OF DIRECTORS

Date	December 6, 2016	Call to Order Pledge of Allegiance	6:30 PM
Board Members Present:	Mark Reardon, via Skype, Patricia Huerta, Paul Donovan, Frances Overstreet, Cameron Curry		
Board Members Absent:			
Staff Members Present:	Cameron Curry, Sandra Reeve, Sonia Ryan		
Note taker:	Karen Namy		

Agenda for December 6, 2016

Report on Executive Session (Closed Session)

Executive Session was held at 5:30 pm ,in which a Personnel issue was discussed.

Review and Approval of Past Minutes for August 30, 2016

Motion	Moved	Second	Vote	Passed	Denied
Motion to approve past meeting minutes as presented.	Mark Reardon	Frances Overstreet	4-0	✓	

Correspondence

Written: None Presented
Oral: **Student Voice**

ASB President Jake Mizel spoke to the board shared the success of various student activities including Homecoming and Freshman Day, where incoming students toured the campus. Both events were a huge success. He also spoke about the upcoming Christmas Assembly which will feature a guest speaker who will focus on the theme of "giving back". Additionally, Jake spoke about the various athlete teams and their victories.

Treasurer's Report

Treasurer's Report: State Funding Update; Financial Update: 1st Interim Report

Sandra Reeve, Director of Finance, presented the financial update to the board, providing handouts detailing her report.

Motion	Moved	Second	Vote	Passed	Denied
Motion to approve the Treasurer's Report as presented.	Paul Donovan	Frances Overstreet	4-0	✓	

Special Education Reallocation of Funding

Cori Coffey requested that funds be reallocated for Special Education and provided an explanation for this request.

Motion	Moved	Second	Vote	Passed	Denied
Motion to reallocate funds for Special Education as requested.	Frances Overstreet	Paul Donovan	4-0	✓	



CLASSICAL ACADEMY

ESCONDIDO

December 31, 2016 Set Aside Revenue
Cameron recommended setting aside \$90,120.

Motion	Moved	Second	Vote	Passed	Denied
Motion to set aside revenue as presented.	Frances Overstreet	Patricia Huerta	4-0	✓	

New Business

Adoption of Instructional Calendar for 2017/2018 and 2018-2019

Cameron provided and report to the Board members outlining the background, history and proposal for the new Instructional Calendars. Jalyn Hall presented the new calendar and provided insight as to the changes being made and the process that was taken to arrive at this new proposed calendar.

Motion	Moved	Second	Vote	Passed	Denied
Motion to accept the Instructional Calendar for 2017/2018 and 2018-2019	Frances Overstreet	Paul Donovan	4-0	✓	<input type="checkbox"/>

State Testing Results Presentation

Jalyn Hall provided a handout showing the 2016 State test Results. The testing included the Classical Academies Elementary Programs in grades 3-8 in the English Language Arts/Literary and Math. Additionally, it provided a snapshot of the 11th grade only in the English Language Arts/Literary, Math & Science. The Chart provided a comparison of Classical Academies to SD County and CA Average in which Classical Academy ranked higher. Per Nancy Beeman, Director of Curriculum, the test results will be reviewed by the team will make changes as needed to curriculum based on test results. Additionally, she spoke to teaching and testing to standard tests, and reviewing concept order, i.e. Math, and learn in order.

Clinical Practices Agreement: Special Education

Cori Coffey presented the board with a report and sample of the agreement for clinical practices (Student Teaching) for their approval. This provides The Classical Academies the opportunity to partner with Cal State University San Marcos to help train up teachers. This would be beneficial in training teachers within the organization and having them learn the culture.

Motion	Moved	Second	Vote	Passed	Denied
Motion to accept the Clinical Practice Agreement as stated.	Paul Donovan	Patricia Huerta	4-0	✓	<input type="checkbox"/>

Workplace Dynamics Presentation: Awarded Top Place to Work in SD County 2016

Mark Kalpakgian provided a handout outlining the 2016 results of Workplace Dynamics which included 7 categories. The overall organizational health is +4% over the 2014 results. He emphasized they improved the most in the areas they invested the most.

Old Business

Enrollment

Cameron Curry presented the board with a report of the enrollment period of December 1, 2016. There is a deficit of 22 students. Most likely to capture more students in the Spring. Conversations will take place regarding how to better improve these numbers.

Adjournment

7:18 pm Meeting Adjourned
Next Meeting is scheduled for Tuesday, January 24, 2017

The Classical Academy, Inc.
Financial Statements
November 30, 2016

The Classical Academy, Inc.

Balance Sheet

as of November 30, 2016

			<u>Nov 2016</u>
ASSETS			
Current Assets			
Checking/Savings			
Cash in County Treasury	9110		1,435,739.13
Cash TCA-PWB-Pacific Western Bank	9121		1,567,470.90
Cash LLC-PWB-Pacific Western Bank	9122		940.39
Cash in BanksPetty Cash	9131		<u>2,500.00</u>
Total Checking/Savings			3,006,650.42
Accounts Receivable			
Accounts Receivable	9201		250.00
Accrued Receivables	9202		67,637.00
Due From CAHS	9312		420,890.00
Revenue Fund-Bond	9342-01		662,583.34
Bond Payments Reserve	9343-01		<u>2,108,189.16</u>
Total Accounts Receivable			3,259,549.50
Other Current Assets			
Organizational Costs	9320		3,130.00
Organizational Costs: Accum Amort	9321		(3,130.00)
Prepaid Expenditures	9330		12,270.50
Security Deposit (Rent)	9332		47,206.05
Bond Issuance Costs	9347		711,619.00
Accum Amort-Bond Issuance	9348		<u>(81,098.25)</u>
Total Other Current Assets			689,997.30
Total Current Assets			<u>6,956,197.22</u>
Fixed Assets			
Land-New Facilities (Bond-Penn)	9410-01		2,496,000.00
Land Improv (TCA Bear Valley)	9420		46,560.14
Land Improv (Bond-Penn)	9420-01		26,690.00
Land Improv (TCAMS 144-146 Woodward)	9420-02		7,900.00
Building (TCAMS 146 Woodward)	9430		474,171.50
Building Improv (TCAMS 144-146 Woodward)	9431		12,147.22
Building (TCAMS 144 Woodward)	9432		574,467.67
Bldg Improv (TCA Bear Valley)	9434		854,783.66
Leasehold Improv (TCAMS Washington)	9434-01		132,054.57
Accum Deprec Bldg (TCA & TCAMS)	9435		(265,905.15)
Bldg Improv (Vista)	9437		68,806.21
Books & Equipment (TCA & TCAMS)	9440		210,160.11
Books & Equipment (Vista)	9440-02		14,866.00
Furniture and Fixtures (TCA & TCAMS)	9441		135,320.01
Library Books (TCA & TCAMS)	9442		22,280.16
Textbooks (TCA & TCAMS)	9443		259,878.01
Accum Deprec Equip (TCA & TCAMS)	9445		(434,305.18)
Accum Deprec F&F (TCA & TCAMS)	9446		(129,703.50)
Accum Deprec Improv (TCA & TCAMS)	9447		(290,808.04)
Accum Deprec (Washington)	9447-01		(11,202.99)
Accum Deprec Improv (Vista)	9449		(27,984.39)

The Classical Academy, Inc.

Balance Sheet

as of November 30, 2016

		<u>Nov 2016</u>
Building-New Facilities (Bond-Penn)	9451-01	18,321,728.85
Furniture and Fixtures (Vista)	9452	11,516.71
Accum Deprec F&F (Vista)	9453	(10,402.34)
Accum Deprec Equip (Vista)	9456	(14,866.45)
Accum Deprec Improv (Bond-Penn)	9459	(2,391.63)
Accum Deprec New Facilities (Bond-Penn)	9460	(802,736.08)
Total Fixed Assets		<u>21,679,025.07</u>
Total ASSETS		<u><u>28,635,222.29</u></u>
 LIABILITIES		
Current Liabilities		
Accounts Payable		
Accounts Payables	9500	93,996.95
Accounts Payables	9501	250.00
Accrued Payables	9502	<u>57,870.00</u>
Total Accounts Payable		152,116.95
Other Current Liabilities		
Sales Use/Tax	9503	(124.66)
Accrued STRS	9562	80,817.51
Accrued PERS	9563	28,598.11
Accrued U/I	9569	(642.80)
Accrued W/C	9570	6,157.15
Garnishments	9573	95.00
Accrued-Medical	9580-01	56,007.66
Accrued-Dental/Vision Elite	9580-02	707.88
Accrued-Dental/Vision Saver	9580-03	(738.19)
Accrued-Chiro Insurance	9580-04	(853.26)
Accrued-Life Insurance	9580-05	(4,401.79)
Accrued-Aflac	9581-01	320.81
Accrued-Flex Amer Fidelity	9581-02	254.16
Accrued-American Fidelity	9581-03	120.58
Accrued-Pre-Paid Legal	9581-04	103.62
Accrued-Unum Voluntary	9581-05	127.74
Accrued-SDCOE/FBC	9581-06	8,022.00
Accrued Sales/Use Tax	9599	2,119.45
Due To Coastal	9611	4,327.20
Due To CAHS	9612	360.00
Security Deposits	9630	<u>1,000.00</u>
Total Other Current Liabilities		<u>182,378.17</u>
Total Current Liabilities		334,495.12
Long Term Liabilities		
Bonds Payable	9664-01	<u>24,792,500.00</u>
Total Long Term Liabilities		<u>24,792,500.00</u>
Total LIABILITIES		<u>25,126,995.12</u>

The Classical Academy, Inc.

Balance Sheet

as of November 30, 2016

		<u>Nov 2016</u>
EQUITY		
Beginning Net Assets		
Design. Economic Uncertainties	9770	352,285.00
CA Energy Reserves	9783	160,574.64
Mandated/Common Core Reserves	9785	244,653.53
Educator Effectiveness Reserves	9786	52,091.00
Facilities Reserves	9799	<u>3,451,029.84</u>
Total Beginning Net Assets		4,260,634.01
Net Income		<u>(752,406.84)</u>
Total EQUITY		<u>3,508,227.17</u>
LIABILITIES & EQUITY		<u><u>28,635,222.29</u></u>

The Classical Academy, Inc.

Statements of Income

for one month ended November 30, 2016 and year to date

		<u>Nov 2016</u>	<u>Jul - Nov 2016</u>
Revenue			
Prop EPA Income	8012	-	417,772.00
Gen Purpose Ent State Aid	8015	493,278.00	2,027,920.00
In Lieu Property Tax Current	8096	237,853.20	929,742.58
Mandated Cost Reimbursment	8550	18,596.00	18,596.00
State Lottery P/Y Unrestricted Revenue	8561-03	-	3,089.05
State Lottery P/Y Restricted Revenue	8561-06	-	4,019.49
STAR Testing Reimbursement	8590-01	-	2,336.60
Student ID Maintenance	8590-10	322.99	322.99
Arts & Music	8590-11	-	378.29
Special Ed	8590-90	56,503.00	236,848.00
Leadership Income	8699-01	489.00	6,010.00
Yearbook Income	8699-04	-	3,650.00
Fundraising Events Income	8699-07	5,276.84	12,308.84
Fundraising Lunch Program	8699-08	10.00	912.55
Lost Book Recovery Income	8699-09	(234.92)	1,031.94
Donations Income-Labs	8699-11	150.00	922.00
Rental Income	8699-13	-	1,350.00
Rebates	8699-18	3.15	24.93
Volunteer Hours	8699-20	150.00	160.00
Staff Appreciation	8699-25	145.00	145.00
Shirt Sales	8699-30	115.00	994.98
Electives	8699-31	120.00	3,400.00
Facility Use	8699-34	2,505.00	8,815.00
Electives	8699-37	-	202.00
Donation from NCEF	8699-45	-	30.00
Musical Theatre Income	8699-50	3,150.00	25,671.50
Class Trip Income 4th grade	8699-60	10,400.00	12,675.00
Class Trip Income 5th grade	8699-61	1,625.00	1,625.00
Class Trip Income 6th grade	8699-62	6,250.00	9,075.00
Class Trip Income 7th grade	8699-63	(300.00)	10,265.00
Class Trip Income 8th grade	8699-64	659.26	34,372.26
Field Trip Income Leadership	8699-65	290.00	290.00
Field Trip Income Biz Town	8699-67	64.00	3,050.00
Field Trip Income Legoland	8699-68	4,077.00	12,690.00
Field Trip Income General	8699-69	-	8,524.00
Staff Track	8699-72	-	220.00
Misc. Income	8699-99	(272.00)	7,492.00
Total Revenue		841,225.52	3,806,932.00
Expense			
Certificated Salaries 1000			
Teachers' Salaries	1100	222,000.60	887,729.90
Sub Teachers Salaries	1101	2,690.00	8,883.75
Pupil Services	1200	14,211.66	55,622.47
Certificated Administration	1300	31,865.00	159,325.00

The Classical Academy, Inc.
Statements of Income
for one month ended November 30, 2016 and year to date

		<u>Nov 2016</u>	<u>Jul - Nov 2016</u>
Other Certificated Salaries	1900	8,518.66	38,534.63
Other Instr'l Supp C'lectives	1901	9,280.00	33,868.75
Total Certificated Salaries 1000		288,565.92	1,183,964.50
Classified Salaries 2000			
Instructional Aide	2100	46,778.47	184,386.22
Classified Support Salaries	2200	22,910.27	107,931.77
Classified Administration	2300	28,958.32	144,791.60
Clk, Tech, & Office Salaries	2400	51,964.62	245,673.34
Other Classified Salaries	2900	7,776.25	37,925.00
Total Classified Salaries 2000		158,387.93	720,707.93
Employee Benefits 3000			
STRS Certificated	3101	35,059.70	144,259.01
PERS Classified	3202	19,288.71	91,578.84
FICA/Medicare Certificated	3301	4,714.25	19,790.54
FICA/Medicare Classified	3302	11,982.53	54,696.31
H&W Benefits Certificated	3401	40,688.92	175,375.47
H&W Benefits Classified	3402	20,644.02	102,468.41
Unemployment Ins Certificated	3501	262.20	1,511.66
Workers Comp Certificated	3601	4,029.04	20,419.94
Workers Comp Classified	3602	2,196.14	10,091.75
Total Employee Benefits 3000		138,865.51	620,191.93
Books & Supplies 4000			
Approved Curricula Material Textbooks 4100			
Textbooks General A/B Track	4100-01	(1.36)	(1.36)
Math-non-consumable	4100-30	332.35	9,591.48
Math-consumable	4100-31	-	33,457.80
Social Science-non-consumable	4100-34	1,510.67	6,154.55
English/LA-non-consumable	4100-36	749.14	1,860.02
English/LA-consumable	4100-37	10,697.11	31,964.78
Approved Other Core	4100-38	-	77.52
Total Approved Curricula Material Textbooks 4100		13,287.91	83,104.79
Non-Approved Curricula Material 4200			
Book Other Than Textbooks Other books C Track	4200-02	-	16.60
Math-non-consumable	4200-30	678.98	5,046.85
Math-consumable	4200-31	2,945.92	11,475.48
Science-non-consumable	4200-32	120.80	1,311.42
Science-consumable	4200-33	1,956.72	4,740.72
Social Science-non-consumable	4200-34	425.60	896.98
Social Science-consumable	4200-35	917.42	2,582.28
English/LA-non-consumable	4200-36	2,673.78	8,141.84
English/LA-consumable	4200-37	2,867.74	8,862.33
Non Approved Other Core	4200-38	241.29	816.36
Non Approved Electives	4200-39	698.36	1,537.32
Total Non-Approved Curricula Material 4200		13,526.61	45,428.18
Instr'l Material & Supplies 4300			
Instr'l Material & Supplies	4300	-	663.11

The Classical Academy, Inc.

Statements of Income

for one month ended November 30, 2016 and year to date

		<u>Nov 2016</u>	<u>Jul - Nov 2016</u>
Instr'l Materials A/B Track	4300-01	2,048.15	6,456.98
Instr'l Materials C Track	4300-02	257.99	342.66
Instr'l Materials All	4300-03	1,368.22	3,411.70
C'lectives supplies	4300-04	999.62	3,414.61
Art in Action supplies	4300-05	-	582.87
Lab Supplies	4300-06	495.50	716.80
Instr'l Mat. & Supp. Awrds/Rec	4300-07	88.99	96.82
Fundraising Mat. & Supplies	4300-10	3,947.05	4,643.65
Lunch Program Supplies	4300-11	-	65.60
Staff Track Supplies	4300-12	45.74	45.74
Office Material & Supplies	4301	1,436.01	6,596.45
Janitorial/Maint Supplies	4302	5,780.35	21,035.16
Musical Theatre Supplies	4305-01	16,425.56	30,159.72
Choir Supplies	4305-02	110.22	261.31
Jr. Musical Theatre Supplies	4305-03	-	5,631.51
Band Supplies	4305-07	-	82.06
Leadership Other Supplies	4306-02	-	189.97
Meals	4311	129.42	4,410.94
Parent Volunteer Supplies	4312	27.85	1,780.01
Robotics Supplies	4317	-	1,031.91
Building Improvement Supplies	4325	1,712.59	15,228.27
Jumpstart Supplies	4360	-	569.51
Total Instr'l Material & Supplies 4300		<u>34,873.26</u>	<u>107,417.36</u>
Total Books & Supplies 4000		61,687.78	235,950.33
NonCap F&E 4400			
Equipment Computers	4402	1,243.92	83,598.52
Equipment Other (IT)	4403	1,819.09	4,206.24
F&F Tables & Chairs	4404	1,182.60	4,880.30
F&F Other	4405	-	(553.67)
Total NonCap F&E 4400		<u>4,245.61</u>	<u>92,131.39</u>
Services & Other Operating Exp. 5000			
Dues & Subscriptions	5300	8,263.13	9,151.45
Insurance	5400	-	49,129.00
Total Services & Other Operating Exp. 5000		<u>8,263.13</u>	<u>58,280.45</u>
Travel Expenses 5200			
Travel & Conferences	5201	1,752.89	13,822.92
Auto Allowance	5203	1,935.00	9,330.00
Mileage	5210	271.30	458.68
Total Travel Expenses 5200		<u>3,959.19</u>	<u>23,611.60</u>
Operations & Housekeeping 5500			
Janitorial Services	5501	6,917.00	23,388.46
Trash Disposal	5502	1,030.86	5,154.30
Landscaping	5503	320.00	5,092.00
Utilities SDG&E	5504	5,812.76	26,148.03
Utilities Water	5505	1,108.82	4,514.04
Pest Control	5506	85.00	1,100.00

See Accountant's Compilation

The Classical Academy, Inc.

Statements of Income

for one month ended November 30, 2016 and year to date

		<u>Nov 2016</u>	<u>Jul - Nov 2016</u>
Facilities Maint. Painting	5507	-	600.00
Facilities Maint Pool	5509	885.00	2,833.95
Other Maint Exp	5510	2,809.75	13,070.57
Total Operations & Housekeeping 5500		18,969.19	81,901.35
Rental, Leases & Repair 5600			
Rentals	5601	938.42	9,834.60
Office Equipment Repairs	5602	-	195.00
Building Repairs & Maint Agrmnt	5603	639.00	22,259.54
Copier Usage	5605-01	1,026.57	3,970.53
Copier Lease	5605-02	6,481.16	24,773.53
Building Lease	5606	60,839.54	290,580.50
Building Improvements	5607	-	10,772.00
Other Equipment Repairs	5608	-	290.00
Relocatable Leases	5610	657.80	11,834.56
Total Rental, Leases & Repair 5600		70,582.49	374,510.26
Consult, Serv & Operation Exp 5800			
Field Trip Expense 5808			
Field Trip Expense	5808	1,112.75	1,112.75
Field Trip th/Catalina	5808-07	1,011.10	18,146.30
Field Trip th/DC	5808-08	21,121.81	110,627.87
Field Trip Leadership	5808-09	-	1,967.00
Field Trip Biz Town	5808-67	1,119.04	1,119.04
Field Trip Legoland	5808-68	-	18,282.24
Field Trip Other	5808-99	-	1,467.00
Total Field Trip Expense 5808		24,364.70	152,722.20
Music Programs 5811			
Musical Theatre	5811-01	11,765.88	23,936.98
Choir	5811-02	-	361.52
Jr Musical Theatre	5811-03	1,721.80	1,721.80
Total Music Programs 5811		13,487.68	26,020.30
Consult, Serv & Other Operation 5800			
Track C Electives	5801	1,806.59	4,424.50
ASB-Surf Club	5806-03	-	1,833.34
Awards & Recognition	5810	386.27	2,573.17
Accounting Services	5825	650.00	3,470.00
Advertising/Community Marketing	5826	3,241.67	8,223.98
Audit	5827	2,132.00	2,132.00
Bank Service Fees	5828	827.67	3,236.25
Board Allowance	5832	-	500.00
Consultants Other	5837	-	3,774.54
Consultants-Special Ed	5837-01	19,016.01	26,897.51
Staff Development	5842	1,100.00	7,187.98
Contracted Services Other	5849	833.33	36,645.87
LEAD-On Contract	5849-01	628.58	7,179.23
Contracted Services-Maintenance	5849-02	5,280.00	20,772.00
Fingerprinting/FBI DOJ	5851	1,535.00	3,280.80

The Classical Academy, Inc.

Statements of Income

for one month ended November 30, 2016 and year to date

		<u>Nov 2016</u>	<u>Jul - Nov 2016</u>
Late Fees & Finance Charges	5852	-	1.80
Legal Expense	5853	154.00	484.60
Payroll Services	5855	-	192.00
Printing & Reproduction	5856	1,023.30	3,056.13
Property Tax Assessment	5857	-	1,460.04
SDCOE SIS Expense	5860	-	3,666.93
Security System/Services	5862	530.00	2,797.00
Computer Software	5863	183.00	13,144.72
Licenses & Perm	5864	-	65.25
NWEA testing & license	5864-01	-	12,000.00
Licensing & Permits Other	5864-02	-	19,351.89
Edgenuity License	5864-03	-	7,945.00
Brain Pop	5864-05	-	2,295.00
Discovery Ed	5864-06	-	2,483.25
Reading PLUS/Lexia	5864-08	4,850.00	12,154.00
Schoology	5864-09	-	9,526.00
Turn it in/i-Paradigms	5864-11	-	1,033.74
Bottled Water	5865	120.00	340.00
NP Abila Service	5873	-	2,890.33
Shred-It Services	5875	35.69	366.69
SpEd Assessments	5887	1,343.57	1,343.57
Facility Lease-LLC	5897	-	548,853.75
Total Consult, Serv & Other Operation 5800		<u>45,676.68</u>	<u>777,582.86</u>
Total Consult, Serv & Operation Exp 5800		83,529.06	956,325.36
Communications 5900			
Postage & Delivery	5901	11.09	855.23
Telephone Expense	5902	3,582.47	(1,162.57)
Cell Phone Expense	5903	3,149.63	14,887.67
Internet Web Services	5904	4,601.82	11,176.76
Total Communications 5900		<u>11,345.01</u>	<u>25,757.09</u>
Capital Outlay 6000			
Site Improvement	6100	-	3,950.00
Depreciation Expense	6900	46,447.75	232,238.75
Amortization Expense	6910	1,987.25	9,936.25
Total Capital Outlay 6000		<u>48,435.00</u>	<u>246,125.00</u>
Total Expense		896,835.82	4,619,457.19
Other Local Revenue 8600			
Interest Income	8660	-	5,269.35
Total Other Local Revenue 8600		<u>-</u>	<u>5,269.35</u>
Net Ordinary Income		(55,610.30)	(807,255.84)
Other Financing Uses 7600			
Bond Interest Expense	7699-01	-	914,756.25
LLC Accounting Services	7699-05	-	145.00
LLC Taxes and Fees	7699-07	-	6.00
Total Other Financing Uses 7600		<u>-</u>	<u>914,907.25</u>

See Accountant's Compilation

The Classical Academy, Inc.

Statements of Income

for one month ended November 30, 2016 and year to date

		<u>Nov 2016</u>	<u>Jul - Nov 2016</u>
Other Financing Sources 8900			
LLC Rental Income from TCA	8979-02	-	548,853.75
LLC Rental Income CAHS	8979-03	-	420,902.50
Total Other Financing Sources 8900		-	969,756.25
Net Income (Loss)		<u>(55,610.30)</u>	<u>(752,406.84)</u>

The Classical Academy
Recap

2nd Interim Budget 2016/17 ENROLLMENT	SACS Obj# 1041	2nd Interim Budget 2016-17 (C)	1st Interim Budget 2016-17 (E)	Actuals To Date 12/31/2016	Variance Budget C-E	% Budget G/E
Revenue						
General Purpose State Aid	8011	\$ 3,495,229	\$ 3,946,673	\$ 2,027,920.00	\$ (451,444)	-11.44%
In-Lieu Property Tax	8096	\$ 2,641,898	\$ 2,201,533	\$ 929,742.58	\$ 440,365	20.00%
EPA Prop 30	8012	\$ 1,289,094	\$ 1,278,013	\$ 417,772.00	\$ 11,081	0.87%
Special Education	8590-00	\$ -	\$ -	\$ -	\$ -	0.00%
Mandate/Common Core	8550-01	\$ 216,244	\$ 216,244	\$ -	\$ -	0.00%
Energy Grant Prop 39	8590-15	\$ 143,302	\$ 143,302	\$ -	\$ -	0.00%
Lottery	8560	\$ 195,701	\$ 195,701	\$ 7,108.54	\$ (0)	0.00%
Mandated Cost Block Grant	8550	\$ 15,364	\$ 15,364	\$ 18,596.00	\$ 0	0.00%
Ed Effectiveness Grant	8590-16	\$ -	\$ -	\$ -	\$ -	0.00%
Interest Income	8660	\$ 2,500	\$ 2,500	\$ 5,269.35	\$ -	0.00%
Other Local Income	8699-8799	\$ 512,903	\$ 514,909	\$ 92,729.64	\$ (2,007)	-0.39%
General Contribution SpEd	8980	\$ -	\$ -	\$ -	\$ -	0.00%
Other Financing Income-Bond	8979	\$ 2,094,512	\$ 2,104,544	\$ 969,756.25	\$ (10,032)	-0.48%
Total		\$ 10,606,746	\$ 10,618,783	\$ 4,468,894.36	\$ (12,037)	-0.11%
Salaries						
Certificated Salaries	1100	\$ 1,980,400	\$ 1,950,700	\$ 835,846.25	\$ 29,700	1.52%
Certificated Pupil Support	1200	\$ -	\$ -	\$ 13,290.00	\$ -	0.00%
Certificated Admin	1300	\$ 271,000	\$ 271,000	\$ 137,300.04	\$ -	0.00%
Certificated Other	1900	\$ 172,491	\$ 202,434	\$ 68,407.50	\$ (29,943)	-14.79%
Total		\$ 2,423,891	\$ 2,424,134	\$ 1,054,843.79	\$ (243)	-0.01%
Classified Instr'l Aides	2100	\$ 166,600	\$ 164,805	\$ 133,747.67	\$ 1,795	1.09%
Classified Support	2200	\$ 182,349	\$ 191,479	\$ 110,270.36	\$ (9,130)	-4.77%
Classified Admin	2300	\$ 220,500	\$ 220,500	\$ 176,049.92	\$ -	0.00%
Classified Clerical	2400	\$ 618,631	\$ 613,000	\$ 232,411.14	\$ 5,831	0.95%
Classified Instr'l Salaries	2900	\$ 147,500	\$ 147,500	\$ 46,010.00	\$ -	0.00%
Total		\$ 1,335,781	\$ 1,337,284	\$ 698,489.09	\$ (1,503)	-0.11%
Employee Benefits						
STRS	3101	\$ 304,926	\$ 304,956	\$ 127,584.92	\$ (30)	-0.01%
PERS	3202	\$ 200,367	\$ 200,592	\$ 84,685.55	\$ (225)	-0.11%
Medicare & OASDI	3301/02	\$ 137,334	\$ 137,452	\$ 70,811.92	\$ (118)	-0.09%
Health&Welfare	3401/02	\$ 413,490	\$ 480,239	\$ 236,733.45	\$ (66,749)	-13.90%
UI	3501/02	\$ 14,880	\$ 14,881	\$ 1,511.66	\$ (1)	-0.01%
Workers Comp	3601/02	\$ 51,508	\$ 51,531	\$ 27,291.43	\$ (23)	-0.05%
Total		\$ 1,122,504	\$ 1,189,651	\$ 548,618.93	\$ (67,147)	-5.64%
Book and Supplies						
Textbooks/Core Curricula	4100	\$ 66,552	\$ 66,552	\$ 61,997.04	\$ -	0.00%
Books Other Than Textbooks	4200	\$ 81,600	\$ 81,600	\$ 51,161.78	\$ -	0.00%
Materials & Supplies	4300	\$ 121,650	\$ 121,650	\$ 61,341.28	\$ -	0.00%
Non-Cap Equipment	4400	\$ 18,540	\$ 18,540	\$ 9,471.69	\$ -	0.00%
Child Nutrition	4700	\$ -	\$ -	\$ -	\$ -	0.00%
Total		\$ 288,342	\$ 288,342	\$ 183,971.79	\$ -	0.00%
Service & Other Op. Exp						
Travel and Conferences	5200	\$ 63,360	\$ 63,360	\$ 22,023.73	\$ -	0.00%
Dues & Memberships	5300	\$ 28,335	\$ 28,335	\$ 9,102.53	\$ -	0.00%
Insurance	5400	\$ 48,144	\$ 64,712	\$ 49,129.00	\$ (16,568)	-25.60%
Operations Housekeeping	5500	\$ 129,981	\$ 129,981	\$ 70,441.55	\$ -	0.00%
Rental, Leases, Repairs	5600	\$ 861,861	\$ 847,387	\$ 429,788.47	\$ 14,474	1.71%
Oversight Fee	5850	\$ 79,525	\$ 79,525	\$ -	\$ 0	0.00%
Operating Expenses	5800	\$ 1,658,850	\$ 1,666,549	\$ 801,261.55	\$ (7,699)	-0.46%
Communications	5900	\$ 73,796	\$ 73,796	\$ 18,030.37	\$ -	0.00%
Total		\$ 2,943,852	\$ 2,953,645	\$ 1,399,777.20	\$ (9,793)	-0.33%
Capital Outlay						
Site/Building Improvement	6100/6200	\$ -	\$ -	\$ -	\$ -	0.00%
Equipment	6400	\$ -	\$ -	\$ -	\$ -	0.00%
Depreciation Expense	6900	\$ 325,000	\$ 325,000	\$ 242,175.00	\$ -	0.00%
Total		\$ 325,000	\$ 325,000	\$ 242,175.00	\$ -	0.00%
Other Outgo						
Debt Service-Interest	7438	\$ -	\$ -	\$ -	\$ -	0.00%
Debt Service-Principal	7439	\$ -	\$ -	\$ -	\$ -	0.00%
Apple Lease #5 Payment	74xx	\$ 22,611	\$ 22,611	\$ 22,611.00	\$ 0	0.00%
Apple Lease #6 Payment	74xx	\$ 29,992	\$ 29,992	\$ 29,992.00	\$ 0	0.00%
Debt Service-Bond Prin & Int	7699	\$ 2,094,512	\$ 2,104,544	\$ 915,052.25	\$ (10,032)	-0.48%
Temporary Loan-CAHS	7xxx	\$ -	\$ -	\$ -	\$ -	0.00%
Total		\$ 2,147,115	\$ 2,157,147	\$ 967,655.25	\$ (10,032)	-0.47%
Revenues		\$ 10,606,746	\$ 10,618,783	\$ 4,468,894.36		
Expenditures		\$ 10,586,485	\$ 10,675,203	\$ 5,095,531.05		
Reserves		\$ 318,202	\$ 318,563			
Undesignated		\$ (297,941)	\$ (374,983)	\$ (626,636.69)		
Prior Year Reserves		\$ 4,260,634	\$ 4,260,634	Less SpEd		
Est Year-End Reserves		\$ 4,280,895	\$ 4,204,214			
ssr 1-10-17		OK	OK	OK		

The Classical Academy-Middle School
Recap

2nd Interim Budget 2016/17 ENROLLMENT	SACS Obj# 261	2nd Interim Budget 2016-17 (C)	Adopted Budget 2016-17 (E)	Actuals To Date 12/31/2016	Variance Budget C-E	% Budget G/E
Revenue						
General Purpose State Aid	8011	\$ 885,476	\$ 995,884	\$ -	\$ (110,408)	-11.09%
In-Lieu Property Tax	8780	\$ 662,449	\$ 552,040	\$ -	\$ 110,409	20.00%
EPA Prop 30	8012	\$ 313,932	\$ 313,932	\$ -	\$ -	0.00%
Special Education	8590-00	\$ -	\$ -	\$ -	\$ -	0.00%
Mandate/Common Core	8550-01	\$ 45,494	\$ 45,494	\$ -	\$ -	0.00%
Energy Grant Prop 39	8590-15	\$ -	\$ -	\$ -	\$ -	0.00%
Lottery	8560	\$ 41,172	\$ 41,172	\$ -	\$ 0	0.00%
Mandated Cost Block Grant	8550	\$ 3,232	\$ 3,232	\$ -	\$ 0	0.01%
Ed Effectiveness Grant	8590-16	\$ -	\$ -	\$ -	\$ -	0.00%
Interest Income	8660	\$ -	\$ -	\$ -	\$ -	0.00%
Other Local Income	8699-8799	\$ 109,532	\$ 109,532	\$ 111,623.01	\$ -	0.00%
Total		\$ 2,061,287 OK	\$ 2,061,286	\$ 111,623.01	\$ 1	0.00%
Salaries						
Certificated Salaries	1100	\$ 643,139	\$ 671,265	\$ 230,580.81	\$ (28,127)	-4.19%
Certificated Pupil Support	1200	\$ -	\$ -	\$ 13,790.00	\$ -	0.00%
Certificated Admin	1300	\$ 75,740	\$ 75,740	\$ 37,049.96	\$ -	0.00%
Certificated Other	1900	\$ 20,000	\$ 20,000	\$ 3,983.33	\$ -	0.00%
Total		\$ 738,879 OK	\$ 767,005	\$ 285,404.10	\$ (28,127)	-3.67%
Classified Instr'l Aides	2100	\$ 118,355	\$ 118,355	\$ 52,017.88	\$ -	0.00%
Classified Support	2200	\$ 41,592	\$ 41,592	\$ 23,990.92	\$ (0)	0.00%
Classified Admin	2300	\$ -	\$ -	\$ -	\$ -	0.00%
Classified Clerical	2400	\$ 117,168	\$ 117,168	\$ 57,704.43	\$ 0	0.00%
Classified Instr'l Salaries	2900	\$ -	\$ -	\$ -	\$ -	0.00%
Total		\$ 277,115 OK	\$ 277,115	\$ 133,713.23	\$ 0	0.00%
Employee Benefits						
STRS	3101	\$ 92,951	\$ 96,489	\$ 35,756.21	\$ (3,538)	-3.67%
PERS	3202	\$ 41,567	\$ 41,567	\$ 16,735.45	\$ 0	0.00%
Medicare & OASDI	3301/02	\$ 31,913	\$ 32,321	\$ 13,824.76	\$ (408)	-1.26%
Health & Welfare	3401/02	\$ 121,100	\$ 94,553	\$ 63,619.08	\$ 26,547	28.08%
UI	3501/02	\$ 13,508	\$ 13,522	\$ -	\$ (14)	-0.10%
Workers Comp	3601/02	\$ 13,919	\$ 14,304	\$ 6,582.46	\$ (385)	-2.69%
Total		\$ 314,958 OK	\$ 292,756	\$ 136,517.96	\$ 22,202	7.58%
Book and Supplies						
Textbooks/Core Curricula	4100	\$ 20,633	\$ 20,633	\$ 21,225.25	\$ -	0.00%
Books Other Than Textbooks	4200	\$ -	\$ -	\$ 2,775.03	\$ -	0.00%
Materials & Supplies	4300	\$ 38,000	\$ 38,000	\$ 52,403.37	\$ -	0.00%
Non-Cap Equipment	4400	\$ 27,474	\$ 27,474	\$ 485.08	\$ -	0.00%
Child Nutrition	4700	\$ -	\$ -	\$ -	\$ -	0.00%
Total		\$ 86,107 OK	\$ 86,107	\$ 76,888.73	\$ -	0.00%
Service & Other Op. Exp						
Travel and Conferences	5200	\$ 13,925	\$ 13,925	\$ 1,887.10	\$ -	0.00%
Dues & Memberships	5300	\$ 2,200	\$ 2,200	\$ 152.50	\$ -	0.00%
Insurance	5400	\$ -	\$ -	\$ -	\$ -	0.00%
Operations Housekeeping	5500	\$ 73,961	\$ 73,961	\$ 36,397.16	\$ (0)	0.00%
Rental, Leases, Repairs	5600	\$ 159,302	\$ 144,179	\$ 68,133.80	\$ 15,123	10.49%
Oversight Fee	5850	\$ -	\$ -	\$ -	\$ -	0.00%
Operating Expenses	5800	\$ 117,094	\$ 117,094	\$ 153,093.89	\$ 0	0.00%
Communications	5900	\$ 44,135	\$ 44,135	\$ 19,356.45	\$ -	0.00%
Total		\$ 410,617 OK	\$ 395,494	\$ 279,020.90	\$ 15,123	3.82%
Capital Outlay						
Depreciation Expense	6900	\$ -	\$ -	\$ -	\$ -	0.00%
Total		\$ - OK	\$ -	\$ -	\$ -	0.00%
Other Outgo						
Apple Lease Payment	74xx	\$ 22,371	\$ 22,371	\$ 22,371.00	\$ (0)	0.00%
Total		\$ 22,371 OK	\$ 22,371	\$ -	\$ (0)	0.00%
Revenues		\$ 2,061,287	\$ 2,061,286	\$ 111,623.01		
Expenditures		\$ 1,850,046	\$ 1,840,848	\$ 933,915.92		
Reserves		\$ 61,839	\$ 61,839			
Undesignated		\$ 149,401	\$ 158,599	\$ (822,292.91)		
Prior Year Reserves		\$ -	\$ -			
Est Year-End Reserves		\$ 211,240	\$ 220,438			
ssr 1-10-17		OK	OK	OK		

The Classical Academy Special Education
Recap

SpEd 2nd Interim Budget 2016/17	SACS Obj#	2nd Interim Budget	1st Interim Budget	Actuals	Variance	%
ENROLLMENT	1280	2016-17	2016-17	To Date	Budget	Budget
Revenue		(C)	(E)	12/31/2016	C-E	G/E
General Purpose State Aid	8015	\$ -	\$ -	\$ -	\$ -	0.00%
In-Lieu Property Tax	8780	\$ -	\$ -	\$ -	\$ -	0.00%
EPA Prop 30	8012	\$ -	\$ -	\$ -	\$ -	0.00%
Special Education	8590-00	\$ 606,754	\$ 603,514	\$ 236,983.00	\$ 3,240	0.54%
Federal IDEA	8181-00	\$ 166,000	\$ 166,000	\$ -	\$ -	0.00%
Interest Income	8660	\$ 209	\$ 209	\$ -	\$ -	0.00%
Other Local Income	8699-8799	\$ 16,439	\$ 15,359	\$ -	\$ 1,080	7.03%
Total		\$ 789,402	\$ 785,082	\$ 236,983.00	\$ 4,320	0.00%
Salaries						
Certificated Salaries	1100	\$ 186,972	\$ 213,461	\$ 102,240.00	\$ (26,489)	-12.41%
Certificated Pupil Support	1200	\$ 123,176	\$ 122,696	\$ 49,843.88	\$ 480	0.39%
Certificated Admin	1300	\$ 42,960	\$ 43,440	\$ 15,930.00	\$ (480)	-1.10%
Certificated Other	1900	\$ 40,287	\$ 40,287	\$ 35,297.95	\$ (1)	0.00%
Total		\$ 393,394	\$ 419,884	\$ 203,311.83	\$ (26,490)	0.00%
Classified Instr'l Aides	2100	\$ 105,609	\$ 105,226	\$ 63,634.47	\$ 383	0.36%
Classified Support	2200	\$ -	\$ -	\$ -	\$ -	0.00%
Classified Admin	2300	\$ -	\$ -	\$ -	\$ -	0.00%
Classified Clerical	2400	\$ -	\$ -	\$ 6,644.00	\$ -	0.00%
Classified Instr'l Salaries	2900	\$ -	\$ -	\$ -	\$ -	0.00%
Total		\$ 105,609	\$ 105,226	\$ 70,278.47	\$ 383	0.00%
Employee Benefits						
STRS	3101	\$ 49,489	\$ 52,821	\$ 22,003.21	\$ (3,332)	-6.31%
PERS	3202	\$ 15,841	\$ 21,138	\$ 12,207.73	\$ (5,297)	-25.06%
Medicare & OASDI	3301/02	\$ 12,803	\$ 7,614	\$ 10,004.61	\$ 5,189	68.15%
Health & Welfare	3401/02	\$ 72,105	\$ 47,620	\$ 21,444.26	\$ 24,485	51.42%
UI	3501/02	\$ 250	\$ 263	\$ -	\$ (13)	-5.13%
Workers Comp	3601/02	\$ 6,836	\$ 7,352	\$ 4,046.91	\$ (516)	-7.01%
Total		\$ 157,325	\$ 136,808	\$ 69,706.72	\$ 20,517	0.00%
Book and Supplies						
Textbooks/Core Curricula	4100	\$ 400	\$ 400	\$ -	\$ -	0.00%
Books Other Than Textbooks	4200	\$ 400	\$ 400	\$ 119.90	\$ -	0.00%
Materials & Supplies	4300	\$ 12,677	\$ 11,993	\$ 3,566.07	\$ 684	5.70%
Non-Cap Equipment	4400	\$ 4,229	\$ 4,229	\$ 3,150.22	\$ -	0.00%
Child Nutrition	4700	\$ -	\$ -	\$ -	\$ -	0.00%
Total		\$ 17,706	\$ 17,022	\$ 6,836.19	\$ 684	4.02%
Service & Other Op. Exp						
Travel and Conferences	5200	\$ 500	\$ 500	\$ 1,289.63	\$ -	0.00%
Dues & Memberships	5300	\$ -	\$ -	\$ 1,131.92	\$ -	0.00%
Insurance	5400	\$ -	\$ -	\$ -	\$ -	0.00%
Operations Housekeeping	5500	\$ -	\$ -	\$ -	\$ -	0.00%
Rental, Leases, Repairs	5600	\$ -	\$ -	\$ -	\$ -	0.00%
Oversight Fee	5850	\$ -	\$ -	\$ -	\$ -	0.00%
Operating Expenses	5800	\$ 114,368	\$ 105,142	\$ 45,328.90	\$ 9,226	8.77%
Communications	5900	\$ 500	\$ 500	\$ 956.35	\$ -	0.00%
Total		\$ 115,368	\$ 106,142	\$ 48,706.80	\$ 9,226	8.69%
Capital Outlay						
Depreciation Expense	6900	\$ -	\$ -	\$ -	\$ -	0.00%
Total		\$ -	\$ -	\$ -	\$ -	0.00%
Other Outgo						
Loan Interest	7438	\$ -	\$ -	\$ -	\$ -	0.00%
Loan Principal	7439	\$ -	\$ -	\$ -	\$ -	0.00%
Total		\$ -	\$ -	\$ -	\$ -	0.00%
Revenues		\$ 789,402	\$ 785,082	\$ 236,983.00		
Expenditures		\$ 789,402	\$ 785,082	\$ 398,840.01		
Reserves		\$ -	\$ -	\$ -		
Undesignated		\$ (0)	\$ -	\$ (161,857.01)		
Prior Year Reserves		\$ -	\$ -	\$ -		
Est Year-End Reserves		\$ (0)	\$ -	\$ -		

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THE CLASSICAL ACADEMIES

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Board Report

Quality Assurance Program Draft

Background:

In May of 2012 the Executive Director informed the School Board that the decision had been made to discontinue K-8 participation in the Western Association of Schools and Colleges (WASC) accreditation process. It was determined through working with the school's leadership team that the savings in time and cost far outweighed the benefits of the program. It was also considered in that discussion that not one traditional elementary school, in any of our chartering school districts, undertook the process for their schools. In lieu of WASC Accreditation, it was decided that we would develop and implement our own K-8 site evaluation process that would ensure an awareness of program strengths and areas of need, as well as the development of goals and action plans for continuous measurable improvement targeted towards student learning. Classical Academy High School would continue with the WASC Accreditation process, as this is a standard practice and necessity for high schools in the state of California.

Report:

Attached to this page, you will find a draft of our new *Quality Assurance Process*.

Highlights of the TK-8 Quality Assurance Process for School Evaluation and Strategic Improvement:

- Three-year evaluation and school improvement plan
- Results oriented
- Three SET phases (SET- Strategic Evaluation Template)
 - Survey Input and Data Collection
 - Review of Findings and Development of Improvement Plan
 - Implementation of Improvement Plan and Evaluation of Impact
- All school staff involved in at least one phase of the plan
- Parents and students involved
- A multi-layered evaluation instrument
 - Layer 1: Rating
 - Layer 2: Evidence
 - Layer 3: Verification

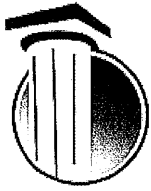
- Focus on five key areas of school procedures, impact, and outcomes
 1. School Culture
 2. Student Success
 3. Personnel
 4. Operations
 5. Parent Partnership

Action Required by the Board:

This is an informational update to the Board and no action is required at this time. It is encouraged that the Board will review and provide feedback, as the program will be launched in the fall of 2017.


Cameron Curry
Executive Director

01/16/2017



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Board Report

Rising Retirement Costs for Employee & Employer

Background:

The Classical Academies elected in 1999 to offer credentialed teachers access to the California State Teachers Retirement System (CALSTRS) for their retirement. Classified employees were offered access to the California State Public Employers Retirement System (CALPERS). In the opening of Coastal Academy in 2003, and Classical Academy High School in 2006, the same arrangements were made for these public school employees too.

Report:

Monthly we create and submit retirement reports to the San Diego County Office of Education (SDCOE). In turn, SDCOE reports our totals to CALSTRS and CALPERS. In the event that we have an employee leave the organization, we are required with the next reporting period to inform SDCOE, CALSTRS and CALPERS of the employee's separation from the organization. We have a dedicated employee in the finance department that is our retirement specialist who has done an excellent job with creating, distributing, and tracking this information for us as an organization.

On January 11, 2017 I distributed to the organization the attached report reflecting the rising cost of the programs and the impact on the employee and the employer. It was my hope that all interested parties would have a better understanding on their retirement programs as a result. The final line on the attachment summarizes the reason that I shared it. *"How will all public organizations and their employees afford to achieve this is something that leaders statewide are discussing and a solution is not coming easy."*

Action Required by the Board:

This is an information only update and the Board requires no action at this time.

Cameron Curry
Executive Director

01/16/2017



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Did You Know? In most cases when it comes to retirement, classified employees participate in CalPERS (Public Employee Retirement System) and credentialed teachers participate in CalSTRS (State Teachers Retirement System). Both the employee and the Classical Academies pay into the retirement systems with each payroll. Classified employees also pay into Social Security and credentialed teachers do not.

With each year the contributions from both the employee and the Classical Academies continue to rise based on the fact that the retirement systems are underfunded and the growing deficits are impacting all public employees in California.

Classified Employee	Years	Years	Years	Years	Years
CalPERS Contribution Rates	15-16	16-17	17-18	18-19	19-20
Employer Rate:	11.847%	13.888%	15.8%	17.7%	19.7%
Employee Rate:	7%	7%	7%	7%	7%
State:	0%	0%	0%	0%	0%

That means that Classical Academies contributes 11.847% to 21% of the employees salary into retirement and the employee contributes 7 percent. So in 2020/2021 a total of 28% of the employee's salary will be contributed to retirement to maintain the current system to pay out benefits at 100% at the time of retirement.

Credentialed Teacher	Years	Years	Years	Years	Years
CalSTRS Contribution Rates	15-16	16-17	17-18	18-19	19-20
Employer Rate:	10.73%	12.58%	14.43%	16.28%	18.13%
Employee Rate:	9.2%	10.25%	10.25%	10.25%	10.25%
State:	2.87%	4.31%	May increase state rate by .05% annually		

That means that Classical Academies contributes 10.73% to 19.10% of the employees salary into retirement and the employee contributes 9.2% to 10.25%. So in 2020/2021 a total of 29.35% of the teacher's salary will be contributed to retirement to maintain the current system to pay out benefits at 100% at the time of retirement. How will all public organizations and their employees afford to achieve this is something that leaders statewide are discussing and a solution is not coming easy.



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Board Report

Severance Policy for Departing Employees

Background:

The Classical Academies has offered employees leaving the organization severance based on their length of service. There is also attention paid to the reason that they left and if the circumstances deem, we have offered severance. It is our obligation as an employer to coach every employee up to his or her next opportunity, even if that opportunity is outside this organization. It has been a long-standing practice that we provide support to the employee through the transition process in leaving The Classical Academies and it is time to formalize a policy on severance so that we are consistent in our practice.

Report:

The attached Severance Policy was created by the Director of Human Resources, Melissa Morey, and reviewed by myself. I am in agreement with the policy language that leaves room for a leader's best judgment when to pay severance and not create a mandatory payout when an employee leaves the organization. Be assured that when an employee leaves due to theft, fraud, or inappropriate actions with a student or fellow employee, severance will not be paid under any circumstances. I see our policy as one of caring and support to help transition an employee out of the organization.

Action Required by the Board:

I recommend that the Board review and approve this Severance Policy that will become part of the employee handbook for The Classical Academies.

Cameron Curry
Executive Director

01/16/2017



THE CLASSICAL ACADEMIES

-Human Resources-

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Draft

SEVERANCE POLICY

Upon employee termination, The Classical Academies, though not required to, may choose to consider providing a severance package. Considerations of severance may include, but are not limited to: circumstances of separation, budget and financial forecast, position, length of employment.

While The Classical Academies does not extend any promise of severance or implication thereof, this policy will serve as a guideline of any offer. Offers exceeding these terms must be presented (by the Executive Director or Director of Human Resources) and approved by The Classical Academies' governing board or board president before being extended to an employee.

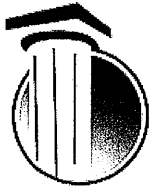
In situations where severance is offered, it will commence only after the signing by both employee and employer of a "Separation Agreement and Release of Claims" which is a legally binding document.

Severance may be calculated in the following ways:

- i. An employee working five (5) years or less may be eligible for up to one (1) week paid severance per year completed.
- ii. An employee working more than five (5) years may be eligible for up to one (1) week paid severance per year completed up to five (5), and up to two (2) weeks paid severance per year completed for additional years.
- iii. An employee in management or a leadership role may be eligible for up to two (2) weeks paid severance per year completed.

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Board Report

California's Open Meeting Law Update

Background:

Annually the legislature creates new bills that are either vetoed or approved by the Governor. We rely on our advocates and professional associations to keep us informed as changes happen that will impact our leadership at the Board level for The Classical Academies.

Report:

Effective January 1, 2017, the California State Legislature has enacted the following updates to California's Open Meeting Law, known as the Ralph M. Brown Act ("Brown Act").

- **Executive Compensation** (SB 1436/Gov. Code § 54953)
Prior to the governing board taking final action in open session on executive compensation, the board must orally report a summary of the recommended salary, salary schedule, or compensation paid in the form of fringe benefits.
- **Public Comment** (AB 1787/Gov. Code § 54954.3)
When a charter school's governing board limits the time for public comment (for example, three (3) minutes per speaker), the board must provide at least twice the allotted time to a member of the public who utilizes a translator to ensure that non-English speakers receive the same opportunity to directly address the board as do English speakers.

Also, for meetings occurring on or after January 1, 2019, there are new requirements for posting the agenda on the charter school's website.

- **Agenda Posting Requirements** (AB 2257/ Gov. Code § 54954.2)
A prominent, direct link to the current board meeting agenda must be posted on the charter school's primary internet website homepage. Additional technical requirements apply to the electronic agenda, and if the charter school uses an "integrated agenda management platform," as defined by statute.

Action Required by the Board:

This is an informational update only and the Board requires no action at this time.

Cameron Curry
Executive Director

01/16/2017

Enrollment Report – January 2017

The Classical Academy & Middle School

Grades	TCA	CAMS
TK	20	0
0	111	0
1	98	0
2	106	0
3	125	0
4	144	0
5	156	0
6	152	0
7	63	135
8	66	126
9	0	0
10	0	0
11	0	0
12	0	0
Total	1,041	261
Adopted Budget	1,060	260
Variance	-19	1

bs 1/3/17