



Blue Ridge Academy

955 Stanislaus Street, Maricopa, CA 93252

Ph (661) 525-1178 | Fax (661) 465-4544

Regular Scheduled Board Meeting

Blue Ridge Academy

April 20, 2020 – 6:00 pm

1740 Huntington Dr. #205

Duarte, CA 91010

Through Teleconference

Join Zoom Meeting

<https://zoom.us/j/8425998091>

Meeting ID: 842 599 8091

Dial by your location

+1 669 900 6833 US (San Jose)

Meeting ID: 842 599 8091

Find your local number: <https://zoom.us/u/aItkI693v>

AGENDA

1. Call to Order
2. Approval of the Agenda
3. Public Comments
4. Closed Session – Conference with Legal Counsel – Anticipated Litigation
5. Executive Director / Principal's Report
 - a. Enrollment and School Lottery
 - b. Distance Learning and Services Updates
 - c. Special Education Spotlight
 - d. State Testing
 - e. Organizational Chart
6. Discussion and Potential Action on the March Board Meeting Minutes
7. Discussion and Potential Action on the March Financials



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8. Discussion and Potential Action on the ICS Invoices
9. Discussion and Potential Action on the 2020 – 2021 Benefits Renewals
10. Discussion and Potential Action on the Finance Adhoc Committee
11. Discussion and Potential Action on the LCAP Goals
12. Discussion and Potential Action on the Board Resolution Regarding Executive Director Authority 2020 - 5
13. Discussion and Potential Action on the Executive Director Evaluation Timeline
14. Discussion and Potential Action on the First Amended Bylaws
15. Discussion and Potential Action on the Charter Petition Material Revision
16. Discussion and Potential Action on the Employment Contracts
17. Discussion and Potential Action on the Salary Schedules
18. Discussion and Potential Action on the Certificated Support Team Salary Schedule
19. Discussion and Potential Action on the Regional Coordinator Salary Schedule
20. Discussion and Potential Action on the Field Trip Policy
21. Discussion and Potential Action on the Withdrawal Policy
22. Discussion and Potential Action on the Teacher Certification Policy
23. Discussion and Potential Action on the Lottery Policy
24. Discussion and Potential Action on the Board Resolution – High School Graduation Requirements 2020 – 6
25. Discussion and Potential Action the Board Resolution around Enrollment Growth 2020 -7
26. Discussion and Potential Action on Board Meeting Travel Stipend
27. Board of Director's Requests
28. Announcement of Next Regular Scheduled Board Meeting
29. Adjournment



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Public comment rules: Members of the public may address the Board on agenda or non-agenda items through the teleconference platform, zoom. Zoom does not require the members of the public to have an account or login. Please either utilize the chat option to communicate with the administrative team your desire to address the board or simply communicate orally your desire to address the board when the board asks for public comments. Speakers may be called in the order that requests are received. We ask that comments are limited to 2 minutes each, with no more than 15 minutes per single topic so that as many people as possible may be heard. By law, the Board is allowed to take action only on items on the agenda. The Board may, at its discretion, refer a matter to district staff or calendar the issue for future discussion.

Note: Blue Ridge Academy Governing Board encourages those with disabilities to participate fully in the public meeting process. If you need a disability-related modification or accommodation, including auxiliary aids or services, to participate in the public meeting, please contact the Governing Board Office at 951-290-3013 at least 48 hours before the scheduled board meeting so that we may make every reasonable effort to accommodate you. (Government Code § 54954.2; Americans with Disabilities Act of 1990, § 202 (42 U.S.C. § 12132)).



Principal's Report

The Blue Ridge Academy

April Board Meeting

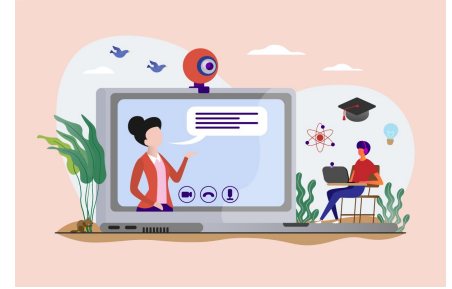
ALONE we can
do so LITTLE;
TOGETHER we can
do so MUCH
-HELEN KELLER

Enrollment

- Opened 4/1/2020
- As of now, we have a total of 979 applicants
- Of those applicants, 353 are siblings
- Working with ICS to collect data on student transfers in/out of school
- Will most likely need to hold a lottery
 - Siblings updates



Distance Learning Updates



- Additional Resources for families- [Blue Ridge website](#)
- Vendors-transitioning to online platforms
 - Many have reached out for support
 - We are helping to share out updates vendors have for families
- High School grades
 - Options for p/f for students
 - Dialogue with teachers and families



Special Education spotlight



The CDE has been sharing regular updates to schools across the state via live meetings. These meetings have also included discussion around sharing resources and strategies to support special education students through distance learning.

A presentation outlining SPED support at Blue Ridge Academy was submitted and the CDE has accepted it and will be sharing it out to schools across the state!



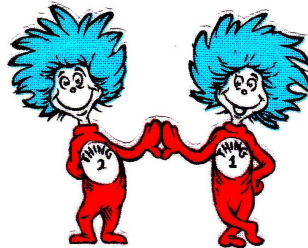
State Testing

- Governor Gavin Newsom issued an executive order to waive this year's statewide testing
 - Includes CASSPP and ELPAC
 - ACT and SATs either getting rescheduled or cancelled
 - Many colleges waiving these requirements for new applicants
 - may also receive a waiver from the requirement that testing data be used in the statewide accountability system
 - **Pending federal approval

Job Descriptions

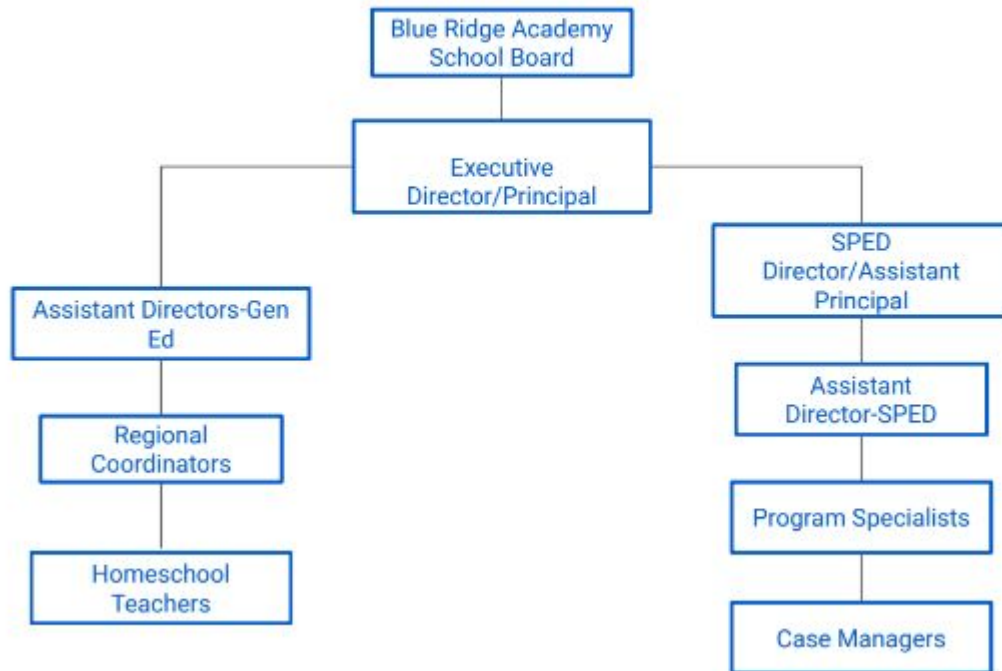
Executive Director/Principal (remains the same as previously presented)

Special Education Director/Vlce Principal (supportive duties are main additions)



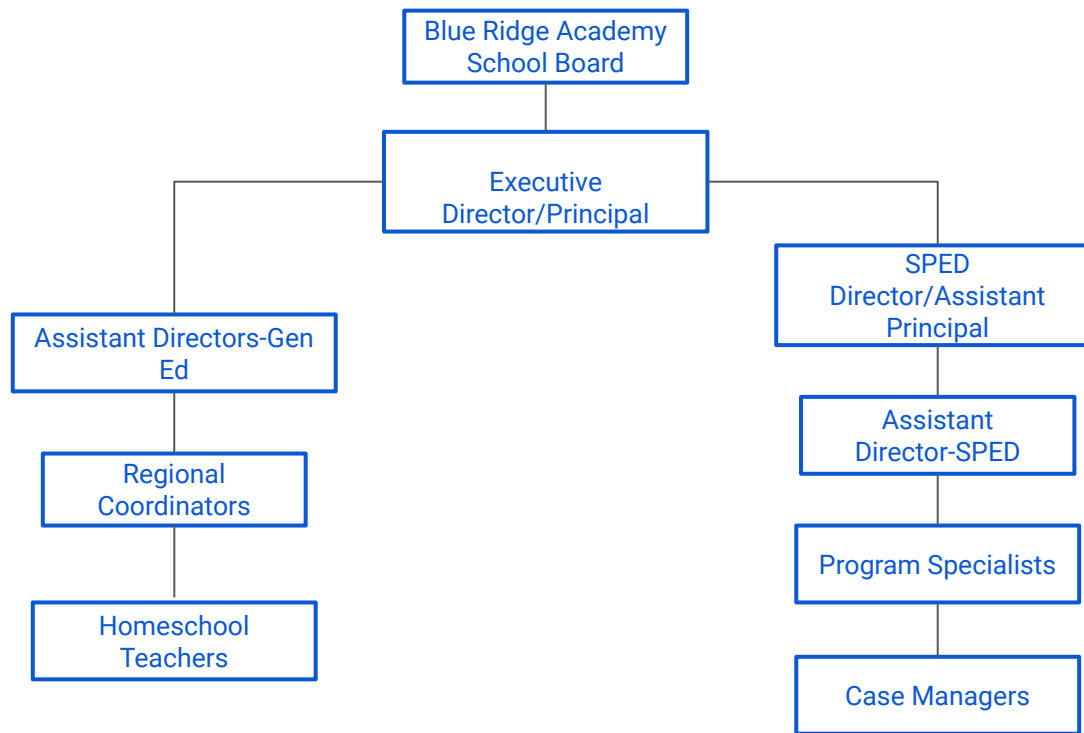
Blue Ridge Academy

Organizational Chart



Blue Ridge Academy

Organizational Chart



	Sue Byars (Conejo Valley)	Megan Miller (Ventura)	Laura Armbruster (Simi Valley)	Elaine Rodriguez (SFV)	Terri Budke (AV)	Tiffney DeNuccio (AV)	Heidi Hernandez (SCV)	Lisa Salazar (SCV)	Sofia Turin (SCV)
1	Darrah, Veronica	Armstrong, Cheri	Battle, Sabrina	Anderson, Marcus	Eden, Gina	Fisher, Susan	Alvis, Hernan	Bennett, Erin	Albano, Eduvigis
2	Glienke, Jennifer	Doule, Sofia	Bubee-Toschi, Heather	Camacho, Maru	Estrada, Julie	Gillespie, Maribeth (CC)	Anderson, Jacquelyn (Virtual)	Connors, Erin	Andrews, Jennie (TT)
3	Greenfield, Amu	Fournier, Nicole	Floud, Ella	Dearu, Desiree	Martin, Sheri	Gonzales, Yvonne (Mader)	Burgess, Michele	Curiel, Erin (CC)	Backes, Shelleu
4	Gunner, Kellie	Kingsburu, Kellu	Freeland, Shannon (RCC)	Denison, Lori	McClure, Tim	Gordon, Kim	Chezum, Sarah	Garwood, Nina	Butler, Brenda
5	Hammerschmitt, Staci	Leichtfus, Danielle	Hagenbach, Stephanie	Dieffenbach, Heather	McClure, Vicki	Kenyon, Nickie	Davis, Jeanine	Gilliam, Jasmin (Virtual)	Kreuzberger, Amanda
6	Hees, Tara	Nelson, April	Hoenes, Kari	Ising, Mercu (CC)	Mitchell, Melody	Kott, Amber	Hernandez, Megan	Gutierrez, Angela	Meija, Kelli
7	Hill, Meredith	Phillipps, Leah	Jordan, Kelsey	Jacobs, Jessica	Prudhomme, Pamela	LaPaglia, Katrina	Hinze, Tiffany	Hepburn, Leane	Robinson, Kristy (CC)
8	Jackels, Sally (TT)	Puls-Gonsales, Carole	Kaya, Debbie	Lee, Grace	Steele-Adriano, Elizabeth	Reed, Shanna	Hutchins, Nicolena	Houchin, Kauleigh	Schoenfield, Erin
9	Lawson, Keri	Roman, Amu	Knudsen, Shireen	Lindeman, Rebecca	Stidfole, Bonnie	Templeton, Meagan	McCollum, Amu	Lopez, Heather	Turk-Delger, Maru
10	Outmesquine, Angela	Schurmer, Katie	Marron, Jennifer (CC)	Moreira, Azalia	Yockey, Breeana	Westlake, Kellu	Meeker, Shelbu	Martinsen, Sarah	White, Barrie
11	Rake, Suzu (CC)	Starin, Cecilia	Pratt, Alicia	Ogilvie, Gina		Winheim, Elsie	Moulin, Bari	McNeil, Amu	Wike, Sonia (CC)
12	Rileu, Laura	Stark, Tiffanu	Rowleu, Jen	Ortiz, Cunthia			Robinson, Cherul	Oppenheim, Laura	Wood, Michelle
13	San Jose, Marni	Stewart, Jacalun	Theobald, Wendu	Powers, Allison			White, Bobbi		
14	Sharp, Amu	Trent, Jessica (CC)		Turquand, Melanie					
15									
	Katie Lucas (Pasadena)	Desiree Ramirez (Glendora)	Erin Kyle (La Verne)	Monica Shakin (S. Bay)	Rachael Sullivan (WLA)	Julie Leroux (Central LA)	Shelly Pocinich (Long Beach)	Nicole Burwell (Lakewood)	Carole Shaw (Diamond Bar)
1	Bahadarian, Annie	Gomez, Elizabeth	Bulmer, Tricia (RCC)	Avelleura, Tanya	Asai, Lisa	Berman, Debbie	Bechtel, Deborah	Cisneros, Gabrielle	Apffel, Sally
2	Burton, Erin	Graham, Jessica	Colera, Shani	Bernard, Maru	Belkin, Mandu	Boateng, Annie	Carson, Diane	Givens-Crespo, Ruthie	Bradbury, Lisa
3	Fujii, Terra	Matias, Dave	Horsley, Sara A	Bradley, Vivian	Bozanic, Gretchen	Chavez, Angela	Daquro, Harmonu	Huffaker, Yvonne	Hasan, Rizwana
4	Gee, Darlene	Morse, Joan	Leigh-Schmelebeck, Jamie	Buford, Laura	Chandler, Brianne	Galvan, Lorena	Dunn, Mindu	Huisman, Rebecca	Mitchell, Dawnel (CC)
5	Huahes, Jennifer	Radsick, Krista (CC)	Morton, Lori	Chong, Helen	Clingaingsmith, Jennifer	Gibbs, Lauren	Elizondo, Jennifer	Jauasinghe, Tracu	Mullin, Mia
6	Jones, Eric	Rahardio, Linda	Plowman, Ashleu	Darley, Harriet	Hust, Amanda	Wike, Sonia (CC)	Gantt, Alussa	Lin, Brian	Munoz, Armando
7	Liu, Sharon	Torres, Melissa	Rosas, Michelle	Dunn, Michelle	Justice, Jordan	Jaques, Katelynn	Gwinn, Ashleu	Palmer, Cayla	Robinson, Julie
8	Menivar, Angela	Verner, Marie	Saenz, Wendy	Hart, Krista	Kewish, Claire	Jones, Erika	Henry, Brooke	Peck, Briana	
9	Phillips, Matthew	Wilson, Melissa	Tuler, Rachel	Holman, Dana	Mallers, Jessie	Kane, Tiffany	Jefferson, Niema	Phillips, Jackie	
10	Phung, Julia			Kira, Jennifer	Palatucci, Heather	Loorua, Julee (Parnasus)	Jones, Rachel	Samuel, Marisa	
11	Portillo, Sophia			Koncki, John (CC)	Pinner, Lee Anne	Marsh, Katie	Levin, Maui	Soto, Alicia	
12	Rhine, Kate			Matsunami, Aubreu	Roberts, Meredith	Mau, Janet (Parnasus)	Madla, Heather		
13	Savage, Kristie (TT)			Oh, Jane	Tibbits, Therese	Mores, Shana	Ruan, Erin (CC)		
14	Savage, Moraan			Puo, Susie	Zipper, Kerru	Ordenez, Anna	Salcedo-Adame, Carolina		
15	Stein, Linda			Scarborough, Sandy		Petlak, Lisa	Zalk, Marianne		
16				Silva, Gwendelun		Webb, Angele			
17				Steiner-Dowling, Allyson		Wilde, Laura			
18									
Administration									
Hollie Smith			*Community Coordinators	Teacher Trainers areas of focus			Family Liaisons		SPED
Samantha Haynes			Shannon & Tricia	Sally	Jennie	Kristie	Anna Aguilar (SGV)		Program Specialists
Cruz, Emily			Kristy Robinson (Santa Clarita)	Sue Byars (Conejo Valley)	Terri Budke (AV)	Katie Lucas (Pasadena)	Kathryn Neale (Ventura)		Erin Letham
Gordon, Dawn			Jen Marron (Simi Valley)	Megan Miller (Ventura)	Tiffney DeNuccio (AV)	Desiree Ramirez (Glendora)	Nicole Peattie (Ventura)		Elisa Hendricks
Kohlenberger, Nikki			Suzu Rake (Thousand Oaks)	Laura Armbruster (Simi Valley)	Heidi Hernandez (SCV)	Erin Kyle (La Verne)	Carie Sipka (AV/SCV)		Bethany Swanson
Newcomb, Sara			Jessica Trent (Ventura)	Elaine Rodriguez (SFV)	Lisa Salazar (SCV)	Carole Shaw (Diamond Bar)	Catherine Hanna (LA)		Jill Jaramillo
Rankin, Laura			Krista Radsick (Glendora)	Rachael Sullivan (WLA)	Sofia Turin (SCV)	Nicole Burwell (Lakewood)	Janet Jackson (LA)		Nicole Balogh
			Carly Creley (Burbank)	Monica Shakin (S. Bay)		Shelly Pocinich (Long Beach)	Racheli Munchnik (Ventura)		Neda Burleigh
			Mercy Ising (Pasadena)			Julie Leroux (Central LA)	Ronna Yelin (LA)		
			Erin Curiel (Burbank)				Shannon Eaves (AV/SCV)		
			Dawnel Mitchell (Whittier)						
			Maribeth Gillespie (Landcaster)						
			John Koncki (South Bay)						
			Erin Ryan (Long Beach)						



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Special Board Meeting - Blue Ridge Academy
March 17, 2020 – 12:00
1740 Huntington Dr. #205, Duarte, CA 91010

Attendance: Nicole Zolfo, Arlene Nelson, Jessie Maron
Absent: Nikki Sanchez, May Hampton
Also Present: Samantha Haynes, Hollie Smith, Dr. Loretta Burns

Call to Order:

Jessie Maron called the meeting to order at 12:04 PM.

Approval of the Agenda:

Jessie Maron motioned to approve the agenda. Arlene Nelson seconded.
-Unanimous.

Public Comments:

None.

Discussion and Potential Action on the Board Resolution: School Closure:

Jessie Maron motioned to approve the Board Resolution: School Closure with the following amendments: Add Hollie Smith as the other Co-Principal listed and any decisions and/or actions made by the Principal must be communicated to and also approved by Jessie Maron, Blue Ridge Academy Board President. Arlene Nelson seconded.
-Unanimous.

Discussion and Potential Action on the Board Resolution: Establishment of Accounts at Wells Fargo:

Arlene Nelson motioned to approve the Board Resolution: Establishment of Accounts at Wells Fargo. Jessie Maron seconded
-Unanimous



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Discussion and Potential Action on the Board Resolution: Affirming Board Positions:

Jessie Maron motioned to approve the Board Resolution: Affirming Board Positions.

Arlene Nelson seconded.

-Unanimous.

Adjournment:

Jessie Maron motioned to adjourn the meeting at 1:28 PM. Arlene Nelson seconded

-Unanimous

Prepared by:
Bryanna Brossman

Noted by:

Board Secretary



Blue Ridge Academy

Monthly Financial Presentation – March 2020

BLUE RIDGE – Highlights

- Annual Projected Revenue: Reduced by 336k (-1.4%)
- Annual Project Expenses: Increased by 196k (-1.63%)
- Annual Projected Surplus: \$847k

- SB740 Requirements:

In Compliance

Cert.	Inst.
48.0%	89.5%
5,489,926	6,506,324

*Must exceed
40% / 80%*

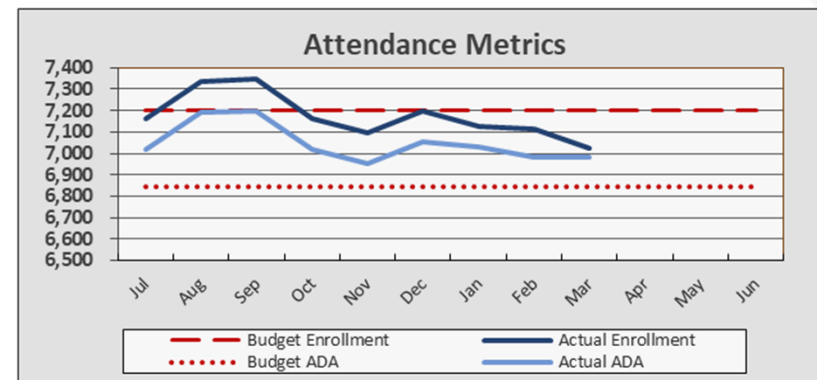
In Compliance

Pupil:Teacher Ratio
21.48 :1

*Must be equal to or less than
25:1*

BLUE RIDGE – Attendance

Enrollment & Per Pupil Data			
	Actual	Forecast	Budget
Average Enrollment	7174	7114	7203
ADA	7048	6982	6843
Attendance Rate	98.2%	98.1%	95.0%
Unduplicated %	31.9%	31.9%	31.9%
Revenue per ADA		\$9,798	\$9,869
Expenses per ADA		\$9,677	\$9,822



- Forecasted Annual Daily Attendance (ADA) – P2
- Unduplicated Pupil % - Unchanged

BLUE RIDGE – Revenue

- Year-to-date federal revenue due to timing.
- Annual (+) variance due to higher ADA vs budget.
- -336k decrease between January and March due to ADA adjustment (ADA reduction of 47)

Revenue

Year-to-Date		
Actual	Budget	Fav/(Unf)
\$ 27,862,788	\$ 27,997,813	\$ (135,025)
-	219,301	(219,301)
2,566,987	2,314,660	252,327
30	-	30
\$ 30,429,806	\$ 30,531,774	\$ (101,968)

Annual/Full Year		
Forecast	Budget	Fav/(Unf)
\$ 62,623,814	\$ 62,077,262	\$ 546,552
438,721	438,602	119
5,348,053	5,016,904	331,149
30	-	30
\$ 68,410,618	\$ 67,532,768	\$ 877,850

BLUE RIDGE – Expenses

- Overall expenses are favorable year-to-date.
- Salary forecast based on payroll through 3/31.
- Staffing adjusted and 1 of 2 MOU adjustment reflected in actuals
 - Increase in projected salary costs in June account for majority of increase from January to March.
 - Pending unapproved SPED MOU of approx. 1.54 MM favorable. (*Not in current forecast projections*)

Expenses

Year-to-Date			Annual/Full Year		
Actual	Budget	Fav/(Unf)	Forecast	Budget	Fav/(Unf)
\$ 18,108,903	\$ 16,830,956	\$ (1,277,947)	\$ 24,559,054	\$ 22,441,274	\$ (2,117,780)
686,064	138,375	(547,689)	933,711	184,500	(749,211)
5,009,600	4,630,345	(379,256)	6,862,981	6,153,409	(709,572)
3,203,521	6,809,216	3,605,695	7,513,352	8,098,128	584,777
15,406,436	13,499,330	(1,907,106)	21,536,892	19,839,418	(1,697,474)
83,715	340,968	257,253	141,796	454,624	312,828
8,086	572,693	564,607	8,086	763,591	755,504
2,527,322	4,928,483	2,401,161	4,972,364	7,836,110	2,863,746
8,231	11,436	3,206	10,974	15,248	4,274
892,289	1,157,888	265,599	1,024,616	1,424,850	400,234
<u>\$ 45,934,167</u>	<u>\$ 48,919,689</u>	<u>\$ 2,985,521</u>	<u>\$ 67,563,825</u>	<u>\$ 67,211,151</u>	<u>\$ (352,674)</u>

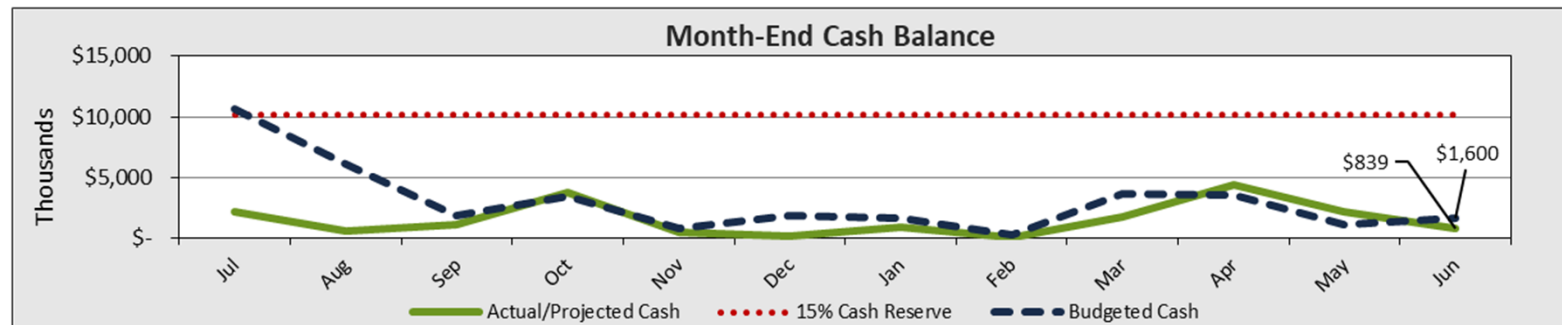
BLUE RIDGE – Fund Balance

- Ending fund balance is slightly under State requirements
- Annual surplus is 1.5% of total revenue

	Year-to-Date			Annual/Full Year		
	Actual	Budget	Fav/(Unf)	Forecast	Budget	Fav/(Unf)
Total Surplus(Deficit)	\$ (15,504,361)	\$ (18,387,915)	\$ 2,883,553	\$ 846,793	\$ 321,617	\$ 525,176
Beginning Fund Balance	<u>187,083</u>	<u>187,083</u>		<u>187,083</u>	<u>187,083</u>	
Ending Fund Balance	<u>\$ (15,317,278)</u>	<u>\$ (18,200,832)</u>		<u>\$ 1,033,876</u>	<u>\$ 508,700</u>	
As a % of Annual Expenses	-22.7%	-27.1%		1.5%	0.8%	

BLUE RIDGE – Cash Balance

- Cash balance remains positive at year end
- Payback from schools and District Office included in projections
- RAN payback payments in months May, June, and July



BLUE RIDGE – Compliance Reporting

Area	Due Date	Description	Completed By	Board Must Approve	Signature Required
FINANCE	April 1st extended to June 1st	File a Form 700 - Statement of Economic Interests (SEI): The requirement is part of the Political Reform Act enacted in 1974, which was passed by California voters to promote integrity in state and local government by helping agency decision makers avoid conflicts between their personal interests and official duties. Depending on your local authorizer's conflict of interest policies, certain charter school officers and employees may be required to file Statements of Economic Interest with a filing officer by the April 1 deadline. Due to the current COVID-19 pandemic, the Fair Political Practices Commission is allowing a 60-day extension until June 1, 2020 for those required to file a 2019 annual Statement of Economic Interests (Form 700). http://www.fppc.ca.gov/media/press-releases/2020-news-releases/press-release-extend-form700.html	Blue Ridge with Charter Impact support	Yes	Yes
FINANCE	Apr-22	Federal Expenditure Report #2 (Special Education) - Interim financial reporting for actuals through March 31 are due to El Dorado Charter SELPA.	Charter Impact	No	No
DATA	Apr-24	CALPADS - Fall 2 amendment deadline (EXTENDED) - Please be mindful that Level-2 certification within CALPADS means that these data have been reviewed and approved by your superintendent or IRC administrator. Failure to properly review and amend these data in CALPADS within the allotted amendment window will result in the improper certification of official Fall 2 data within CALPADS, which can impact a number of things, including LCFF funding, student course enrollments, staff assignments and English learner education services.	Blue Ridge	No	No
DATA	Apr-30	Period 2 (P2) Attendance Report - P2 ADA is total ADA from the beginning of the school year through the last school month ending on or before April 15. For the purpose of preventing losses of attendance based funding as a result of reductions in ADA due to COVID-19, SB 117 provides that the ADA used for both the second period and the annual period apportionment includes all full school months from July 1, 2019 to February 29, 2020.	Blue Ridge	No	Yes
FINANCE	May-15	Extended Due Date - Form 990 - The IRS Form 990 is the annual information return filed by most non-profit charter schools. The form should be reviewed and accepted by the Board prior to filing.	Blue Ridge/Audit firm	Yes	No
DATA	May-31	English Language Proficiency Assessments for California (ELPAC) - Suspending Summative ELPAC testing If your school is closed due to the unprecedented circumstances surrounding coronavirus disease 2019 (COVID-19), you should not worry about any statewide testing this school year. Governor's Executive Order N-30-20: Education Code section 60641 (a), requiring that all pupils be administered academic assessments in mathematics, English language arts, and science, as provided for in Education Code section 60640, is waived for the 2019-2020 school year for all schools in the state for which the United States Department of Education approves, based on the impact of the COVID-19 pandemic on students and school communities throughout California, a federal waiver of requirements to administer those academic assessments. The ELPAC is the required state test for English language proficiency (ELP) that must be given to students whose primary language is a language other than English. State and federal law require that local educational agencies administer a state test of ELP to eligible students in kindergarten through grade twelve. The California Department of Education (CDE) transitioned from the California English Language Development Test (CELDT) to the ELPAC as the state ELP assessment in 2018. The ELPAC is aligned with the 2012 California English Language Development Standards. It consists of two separate ELP assessments: one for the initial identification of students as English learners (ELs), and a second for the annual summative assessment to measure a student's progress in learning English and to identify the student's level of ELP.	Blue Ridge	No	No

BLUE RIDGE – Appendix

- Monthly Cash Flow / Forecast 19-20
- Budget vs. Actual
- Statement of Financial Position
- Statement of Cash Flows
- Due (To)/From All Inspire School Locations
- AP Aging

Blue Ridge Academy
Monthly Cash Flow/Forecast FY19-20
Revised 04/18/20

ADA = 6981.75

Revenues

State Aid - Revenue Limit

8011	LCFF State Aid	-	1,588,495	1,588,435	2,859,184	2,859,184	2,859,184	2,859,184	2,859,184	8,669,907	8,669,907	8,669,907	8,669,907	8,121,225	60,273,703
8012	Education Protection Account	-	-	184,725	-	-	-	184,724	-	672,430	-	-	-	354,471	1,396,350
8019	State Aid - Prior Year	-	-	-	-	-	-	-	-	68	68	68	68	61	333
8096	In Lieu of Property Taxes	-	56,094	112,186	74,791	74,791	74,791	74,791	74,791	135,849	67,920	67,920	67,920	71,584	953,428
		-	1,644,589	1,885,346	2,933,975	2,933,975	2,933,975	3,118,699	2,933,975	9,478,254	8,737,895	8,737,895	8,737,895	8,547,341	62,623,814

Federal Revenue

8181	Special Education - Entitlement	-	-	-	-	-	-	-	-	-	-	-	109,680	329,041	438,721
		-	-	-	-	-	-	-	-	-	-	-	109,680	329,041	438,721

Other State Revenue

8311	State Special Education	96,621	96,621	-	-	-	-	695,676	-	1,195,169	545,177	545,177	545,177	(104,816)	3,614,801
8550	Mandated Cost	-	-	-	-	-	78,094	-	-	-	-	-	-	-	78,094
8560	State Lottery	-	-	-	-	-	-	194,871	-	-	191,190	-	-	1,059,162	1,445,222
8598	Prior Year Revenue	-	5,234	-	-	-	-	76,826	-	11,725	-	-	-	-	93,785
8599	Other State Revenue	-	-	-	-	-	-	-	116,151	-	-	-	-	-	116,151
		96,621	101,855	-	-	-	78,094	967,372	116,151	1,206,894	736,366	545,177	545,177	954,346	5,348,053

Other Local Revenue

8699	School Fundraising	-	30	-	-	-	-	-	-	-	-	-	-	-	30
		-	30	-	-	-	-	-	-	-	-	-	-	-	30

Total Revenue

	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Year-End Accruals	Annual Forecast
Revenues														
State Aid - Revenue Limit														
8011 LCFF State Aid	-	1,588,495	1,588,435	2,859,184	2,859,184	2,859,184	2,859,184	2,859,184	8,669,907	8,669,907	8,669,907	8,669,907	8,121,225	60,273,703
8012 Education Protection Account	-	-	184,725	-	-	-	184,724	-	672,430	-	-	-	354,471	1,396,350
8019 State Aid - Prior Year	-	-	-	-	-	-	-	-	68	68	68	68	61	333
8096 In Lieu of Property Taxes	-	56,094	112,186	74,791	74,791	74,791	74,791	74,791	135,849	67,920	67,920	67,920	71,584	953,428
	-	1,644,589	1,885,346	2,933,975	2,933,975	2,933,975	3,118,699	2,933,975	9,478,254	8,737,895	8,737,895	8,737,895	8,547,341	62,623,814
Federal Revenue														
8181 Special Education - Entitlement	-	-	-	-	-	-	-	-	-	-	-	109,680	329,041	438,721
	-	-	-	-	-	-	-	-	-	-	-	109,680	329,041	438,721
Other State Revenue														
8311 State Special Education	96,621	96,621	-	-	-	-	695,676	-	1,195,169	545,177	545,177	545,177	(104,816)	3,614,801
8550 Mandated Cost	-	-	-	-	-	78,094	-	-	-	-	-	-	-	78,094
8560 State Lottery	-	-	-	-	-	-	194,871	-	-	191,190	-	-	1,059,162	1,445,222
8598 Prior Year Revenue	-	5,234	-	-	-	-	76,826	-	11,725	-	-	-	-	93,785
8599 Other State Revenue	-	-	-	-	-	-	-	116,151	-	-	-	-	-	116,151
	96,621	101,855	-	-	-	78,094	967,372	116,151	1,206,894	736,366	545,177	545,177	954,346	5,348,053
Other Local Revenue														
8699 School Fundraising	-	30	-	-	-	-	-	-	-	-	-	-	-	30
	-	30	-	-	-	-	-	-	-	-	-	-	-	30
Total Revenue	96,621	1,746,474	1,885,346	2,933,975	2,933,975	3,012,069	4,086,071	3,050,126	10,685,148	9,474,261	9,283,071	9,392,752	9,830,728	68,410,618

Expenses

Certificated Salaries

1100	Teachers' Salaries	1,318,515	1,504,669	1,530,041	1,567,500	1,752,329	1,734,324	1,630,269	1,622,210	1,650,090	1,614,771	1,614,771	1,614,771	-	19,154,259
1170	Teachers' Substitute Hours	-	-	-	-	-	1,000	800	-	-	1,745	1,745	1,745	-	7,036
1175	Teachers' Extra Duty/Stipends	44,950	114,187	215,452	224,772	275,969	233,326	228,460	223,627	486,752	242,216	242,216	482,216	-	3,014,143
1200	Pupil Support Salaries	17,049	44,884	53,902	61,217	56,963	112,328	65,843	64,213	67,246	65,843	65,843	65,843	-	741,175
1300	Administrators' Salaries	75,250	79,554	83,350	87,183	144,358	113,806	111,967	124,133	111,919	111,967	111,967	111,967	-	1,267,420
1900	Other Certificated Salaries	13,538	27,053	32,848	33,509	33,509	33,509	33,509	33,509	33,509	33,509	33,509	33,509	-	375,021
		1,469,302	1,770,346	1,915,595	1,974,181	2,263,129	2,228,294	2,070,848	2,067,693	2,349,515	2,070,050	2,070,050	2,310,050	-	24,559,054

Classified Salaries

2100	Instructional Salaries	44,423	25,086	32,575	16,380	18,626	83,973	34,883	29,231	36,244	36,383	36,383	36,383	-	430,570
2200	Support Salaries	9,013	20,579	23,835	17,652	(646)	51,400	23,516	20,481	22,504	19,396	19,396	19,396	-	246,522
2900	Other Classified Salaries	-	9,574	13,088	28,032	25,316	25,442	26,770	24,660	23,426	26,770	26,770	26,770	-	256,618
		53,436	55,239	69,499	62,063	43,296	160,815	85,169	74,372	82,174	82,549	82,549	82,549	-	933,711

Benefits

3101	STRS	247,496	296,668	320,321	118,452	390,766	366,397	348,929	346,969	367,825	358,012	358,012	399,519	-	3,919,367
3301	OASDI	3,592	3,680	4,526	3,759	2,642	7,295	5,154	4,485	4,956	5,701	5,701	5,701	-	57,190
3311	Medicare	21,519	25,919	27,951	28,637	32,636	33,283	30,328	30,122	34,293	31,625	31,625	35,151	-	363,089
3401	Health and Welfare	(41,289)	257,791	195,021	213,478	132,261	273,779	193,677	183,007	153,404	166,833	166,833	166,833	-	2,061,629
3501	State Unemployment	40,024	20,357	7,438	5,602	2,825	(504)	93,651	25,417	4,264	8,943	8,943	8,943	-	225,902
3601	Workers' Compensation	-	33,834	16,917	16,948	16,917	17,265	17,265	4,044	16,000	30,534	30,534	33,939	-	233,850
3901	Other Benefits	-	-	1,954	-	-	-	-	-	-	-	-	-	-	1,954
		271,342	638,249	574,127	386,876	578,047	697,166	689,005	594,044	580,742	601,648	601,648	650,085	-	6,862,981

Books and Supplies

4302	School Supplies	138,897	329,733	434,260	491,154	344,579	284,030	289,596	307,666	343,920	430,763	479,784	248,765	368,196	4,491,343
4305	Software	11,587	10,363	33,035	2,936	43,204	25,086	26,791	27,124	20,553	28,729	28,729	28,729	-	286,865
4310	Office Expense	719	2,772	3,087	4,577	4,810	1,807	5,030	2,303	4,400	5,012	5,012	5,012	-	44,539
4311	Business Meals	-	11	-	62	-	81	-	-	52	219	219	219	-	862
4400	Noncapitalized Equipment	240	66	-	284	551	25	1,139	4,964	2,031	795,995	824,374	427,433	632,642	2,689,743
		151,443	342,945	470,382	499,013	393,143	311,029	322,555	342,057	370,955	1,260,718	1,338,118	710,157	1,000,837	7,513,352

Subagreement Services

5102	Special Education	30,122	164,646	105,602	216,722	240,801	281,048	472,137	149,268	480,657	293,645	293,645	293,645	-	3,021,937
5106	Other Educational Consultants	142,868	235,082	519,639	1,220,558	764,921	1,186,684	1,304,654	1,192,516	1,044,669	1,043,873	1,162,666	602,835	892,253	11,313,216
5107	Instructional Services	11,111	213,285	1,770,568	664,988	664,988	664,988	562,024	562,024	539,866	508,568	519,663	519,663	-	7,201,739
		184,101	613,013	2,395,809	2,102,268	1,670,710	2,132,720	2,338,815	1,903,808	2,065,191	1,846,085	1,975,974	1,416,143	892,253	21,536,892

Operations and Housekeeping

5201	Auto and Travel	208	1,988	519	2,180	545	646	1,727	1,048	1,027	788	788	788	-	12,251
5300	Dues & Memberships	3,195	4,265	-	(60)	-	-	-	-	60	-	-	-	-	7,460
5400	Insurance	171	8,259	4,215	4,734	4,215	4,215	8,011	18,985	5,899	18,573	18,573	18,573	-	114,424
5501	Utilities	-	2,848	-	3,307	-	-	-	-	-	-	-	-	-	6,155
5502	Janitorial Services	630	-	-	-	-	-	-	-	-	-	-	-	-	630
5900	Communications	-	-	570	-	-	-	-	-	-	-	-	-	-	570
5901	Postage and Shipping	42	-	-	-	-	5	168	91	-	-	-	-	-	306
		4,246	17,360	5,305	10,162	4,760	4,866	9,906	20,124	6,986	19,360	19,360	19,360	-	141,796

Blue Ridge Academy
Monthly Cash Flow/Forecast FY19-20
Revised 04/18/20

ADA = 6981.75

Facilities, Repairs and Other Leases

5601	Rent	18,650	11,482	25,630	(55,361)	1,400	(4,200)	619	(619)	-	-	-	-	(2,400)
5604	Other Leases	450	-	353	-	1,689	8,780	(1,985)	39	926	-	-	-	10,251
5610	Repairs and Maintenance	-	-	132	-	-	-	-	103	-	-	-	-	235

Professional/Consulting Services

5802	Audit & Taxes	-	-	-	-	5,400	-	-	-	-	-	-	-	5,400
5803	Legal	206,703	1,013	13,165	14,235	4,039	-	21,778	2,633	12,811	13,727	13,727	13,727	317,557
5804	Professional Development	-	-	1,857	30	-	-	-	-	-	-	-	-	1,887
5805	General Consulting	152,492	1,718	-	2,000	750	2,000	58,787	2,565	441	4,830	4,830	4,830	235,243
5806	Special Activities/Field Trips	43,065	66,043	98,090	36,592	19,534	5,943	4,379	7,187	4,584	10,486	11,679	6,055	322,599
5807	Bank Charges	-	-	999	869	2,513	584	157	352	236	79	79	79	5,946
5808	Printing	-	-	510	-	19	31	45	22	69	713	713	713	2,836
5809	Other taxes and fees	-	(15)	65	10,228	50	20	-	-	-	-	-	-	10,348
5811	Management Fee	3,382	64,913	538,869	202,388	202,388	202,388	171,051	171,051	164,307	157,033	157,033	157,033	2,191,833

Depreciation

6900	Depreciation Expense	915	915	915	915	915	915	915	915	915	915	915	915	10,974
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Interest

7438	Interest Expense	535,288	44,109	46,315	44,553	44,569	44,460	44,454	44,431	44,109	44,109	44,109	44,109	1,024,616
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Total Expenses

3,094,814	3,627,329	6,157,615	5,291,012	5,230,951	5,801,211	5,816,498	5,231,291	5,683,447	6,112,301	6,320,783	5,415,806	3,780,768	67,563,825
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Monthly Surplus (Deficit)

(2,998,193)	(1,880,854)	(4,272,269)	(2,357,037)	(2,296,976)	(2,789,142)	(1,730,427)	(2,181,165)	5,001,701	3,361,960	2,962,288	3,976,946	6,049,960	846,793
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Cash Flow Adjustments

Monthly Surplus (Deficit)	(2,998,193)	(1,880,854)	(4,272,269)	(2,357,037)	(2,296,976)	(2,789,142)	(1,730,427)	(2,181,165)	5,001,701	3,361,960	2,962,288	3,976,946	6,049,960	846,793
Cash flows from operating activities														1%
Depreciation/Amortization	915	915	915	915	915	915	915	915	915	915	915	915	-	10,974
Public Funding Receivables	3,574,279	343,329	-	224,667	-	-	(333)	-	-	233,575	-	-	(9,830,728)	(5,455,211)
Grants and Contributions Rec.	-	-	-	-	-	-	-	-	(350)	-	-	-	-	(350)
Due To/From Related Parties	(19,372,083)	1,900,961	6,340,900	5,297,524	1,491,607	4,515,576	2,799,304	282,868	110,800	(100,000)	44,284	(275,315)	-	3,036,424
Prepaid Expenses	20,478	(45,545)	(1,629)	(107,068)	137,407	221	(15,503)	(708)	(167,894)	-	-	-	-	(180,240)
Other Assets	-	1,150	-	-	-	(500)	-	-	-	-	-	-	-	650
Accounts Payable	(972,382)	157,719	54,678	116,993	(43,643)	(190,235)	1,439,235	55,403	(750,926)	-	-	1,000,000	3,780,768	4,647,610
Accrued Expenses	(340,431)	(794,476)	(162,010)	31,012	50,775	659,402	783,731	934,265	(2,536,372)	-	(176,436)	(176,436)	-	(1,726,978)
Other Liabilities	6,617	-	-	5,421	-	-	-	-	-	-	-	-	-	12,038
Cash flows from financing activities														
Proceeds from Factoring	7,719,600	-	-	-	-	-	-	-	-	-	-	-	-	7,719,600
Payments on Factoring	(1,868,400)	(1,373,200)	(1,429,800)	(2,573,700)	(2,573,200)	(2,573,200)	(2,573,200)	-	-	-	-	-	-	(14,964,700)
Proceeds from Debt	15,898,227	44,109	44,109	1,989,109	44,109	44,109	44,109	44,109	44,109	44,109	44,109	44,109	-	18,328,427
Payments on Debt	-	-	(20,833)	(20,833)	(20,833)	(20,833)	(20,833)	(20,833)	-	-	(5,934,241)	(5,934,241)	-	(11,993,479)

Total Change in Cash

1,668,626	(1,645,894)	554,061	2,607,002	(3,209,839)	(353,687)	726,998	(885,146)	1,701,982	3,540,559	(3,059,081)	(1,364,023)		
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Cash, Beginning of Month

557,662	2,226,288	580,394	1,134,455	3,741,457	531,618	177,931	904,929	19,783	1,721,765	5,262,324	2,203,243		
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Cash, End of Month

2,226,288	580,394	1,134,455	3,741,457	531,618	177,931	904,929	19,783	1,721,765	5,262,324	2,203,243	839,220		
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Blue Ridge Academy

Budget vs Actual

For the period ended March 31, 2020

	Current Period Actual	Current Period Budget	Current Period Variance	Current Year Actual	YTD Budget	YTD Budget Variance	Total Budget
Revenues							
State Aid - Revenue Limit							
LCFF State Aid	\$ 8,669,907	\$ 8,287,931	\$ 381,976	\$ 26,142,757	\$ 25,852,070	\$ 290,687	\$ 59,003,794
Education Protection Account	672,430	657,079	15,352	1,041,879	1,026,428	15,452	1,368,570
State Aid - Prior Year	68	-	68	68	-	68	-
In Lieu of Property Taxes	135,849	195,193	(59,344)	678,084	1,119,316	(441,232)	1,704,896
Total State Aid - Revenue Limit	9,478,254	9,140,203	338,051	27,862,788	27,997,813	(135,025)	62,077,262
Federal Revenue							
Special Education - Entitlement	-	219,301	(219,301)	-	219,301	(219,301)	438,602
Total Federal Revenue	-	219,301	(219,301)	-	219,301	(219,301)	438,602
Other State Revenue							
State Special Education	1,195,169	498,224	696,945	2,084,087	2,048,215	35,872	3,542,886
Mandated Cost	-	-	-	78,094	78,077	17	78,077
State Lottery	-	-	-	194,871	188,368	6,503	1,395,941
Prior Year Revenue	11,725	-	11,725	93,785	-	93,785	-
Other State Revenue	-	-	-	116,151	-	116,151	-
Total Other State Revenue	1,206,894	498,224	708,670	2,566,987	2,314,660	252,327	5,016,904
Other Local Revenue							-
School Fundraising	-	-	-	30	-	30	-
Total Other Local Revenue	-	-	-	30	-	30	-
Total Revenues	\$ 10,685,148	\$ 9,857,728	\$ 827,420	\$ 30,429,806	\$ 30,531,774	\$ (101,968)	\$ 67,532,768
Expenses							
Certificated Salaries							
Teachers' Salaries	1,650,090	\$ 1,485,000	\$ (165,090)	\$ 14,309,947	\$ 13,365,000	\$ (944,947)	\$ 17,820,000
Teachers' Substitute Hours	-	-	-	1,800	-	(1,800)	-
Teachers' Extra Duty/Stipends	486,752	297,000	(189,752)	2,047,496	2,673,000	625,504	3,564,000
Pupil Support Salaries	67,246	10,523	(56,723)	543,646	94,705	(448,940)	126,274
Administrators' Salaries	111,919	77,583	(34,335)	931,521	698,250	(233,271)	931,000
Other Certificated Salaries	33,509	-	(33,509)	274,493	-	(274,493)	-
Total Certificated Salaries	2,349,515	1,870,106	(479,409)	18,108,903	16,830,955	(1,277,947)	22,441,274
Classified Salaries							
Instructional Salaries	36,244	15,375	(20,869)	321,421	138,375	(183,046)	184,500
Support Salaries	22,504	-	(22,504)	188,335	-	(188,335)	-
Other Classified Salaries	23,426	-	(23,426)	176,309	-	(176,309)	-
Total Classified Salaries	82,174	15,375	(66,799)	686,064	138,375	(547,689)	184,500
Benefits							
State Teachers' Retirement System, certificated pos	367,825	312,308	(55,518)	2,803,825	2,810,770	6,945	3,747,693
OASDI/Medicare/Alternative, certificated positions	4,956	953	(4,002)	40,088	8,579	(31,509)	11,439
Medicare/Alternative, certificated positions	34,293	27,339	(6,954)	264,689	246,055	(18,633)	328,074
Health and Welfare Benefits, certificated positions	153,404	130,000	(23,404)	1,561,129	1,170,000	(391,129)	1,560,000
State Unemployment Insurance, certificated positic	4,264	15,288	11,024	199,074	129,948	(69,126)	152,880
Workers' Compensation Insurance, certificated pos	16,000	26,397	10,397	138,842	237,571	98,728	316,761
Other Benefits, certificated positions	-	3,047	3,047	1,954	27,422	25,468	36,563
Total Benefits	580,742	515,332	(65,410)	5,009,600	4,630,345	(379,256)	6,153,409
Books & Supplies							
Books and Reference Materials	-	-	-	-	488,158	488,158	488,158
School Supplies	343,920	453,130	109,211	2,963,835	4,088,252	1,124,417	4,801,525
Software	20,553	119,979	99,426	200,678	1,079,811	879,133	1,439,748
Office Expense	4,400	9,875	5,475	29,504	88,873	59,369	118,497
Business Meals	52	295	243	206	2,656	2,450	3,541
Noncapitalized Equipment	2,031	117,650	115,620	9,298	1,061,467	1,052,169	1,246,660
Total Books & Supplies	370,955	700,929	329,975	3,203,521	6,809,216	3,605,695	8,098,128
Subagreement Services							
Special Education	480,657	239,440	(241,217)	2,141,853	2,154,961	13,108	2,873,282
Other Educational Consultants	1,044,669	868,212	(176,457)	7,610,739	7,833,215	222,476	9,199,868
Instructional Services	539,866	1,133,639	593,773	5,653,844	3,511,154	(2,142,690)	7,766,268
Total Subagreement Services	2,065,191	2,241,290	176,099	15,406,436	13,499,330	(1,907,106)	19,839,418
Operations & Housekeeping							
Auto and Travel	1,027	8,934	7,907	9,889	80,404	70,516	107,206
Dues & Memberships	60	5,059	4,999	7,460	45,527	38,067	60,702
Insurance	5,899	18,700	12,801	58,706	168,296	109,590	224,394
Utilities	-	1,838	1,838	6,155	16,539	10,384	22,052
Janitorial Services	-	647	647	630	5,826	5,196	7,768
Communications	-	34	34	570	303	(267)	404
Postage and Shipping	-	2,675	2,675	306	24,073	23,767	32,097
Total Operations & Housekeeping	6,986	37,885	30,899	83,715	340,968	257,253	454,624

Blue Ridge Academy

Budget vs Actual

For the period ended March 31, 2020

	Current Period Actual	Current Period Budget	Current Period Variance	Current Year Actual	YTD Budget	YTD Budget Variance	Total Budget
Facilities, Repairs & Other Leases							
Rent	(619)	63,274	63,893	(2,400)	569,468	571,868	759,291
Additional Rent	-	358	358	-	3,225	3,225	4,300
Other Leases	926	-	(926)	10,251	-	(10,251)	-
Repairs and Maintenance	103	-	(103)	235	-	(235)	-
Total Facilities, Repairs & Other Leases	410	63,633	63,222	8,086	572,693	564,607	763,591
Professional/Consulting Services							
IT	-	517	517	-	4,652	4,652	6,203
Audit & Taxes	-	-	-	5,400	20,472	15,072	20,472
Legal	12,811	1,145	(11,666)	276,844	10,307	(266,537)	13,743
Professional Development	-	5,969	5,969	1,887	50,740	48,853	68,648
General Consulting	441	22,347	21,906	220,285	189,951	(30,333)	256,993
Special Activities/Field Trips	4,584	290,726	286,141	285,417	2,622,999	2,337,582	3,080,630
Bank Charges	236	3	(233)	5,709	24	(5,685)	33
Printing	69	940	870	696	7,987	7,291	10,807
Other Taxes and Fees	-	11,346	11,346	10,348	96,438	86,089	130,475
Management Fee	164,307	345,020	180,713	1,720,736	1,068,612	(652,123)	2,363,647
District Oversight Fee	-	274,206	274,206	-	839,934	839,934	1,862,318
Public Relations/Recruitment	-	1,925	1,925	-	16,366	16,366	22,142
Total Professional/Consulting Services	182,449	954,145	771,696	2,527,322	4,928,483	2,401,161	7,836,110
Depreciation							
Depreciation Expense	915	1,271	356	8,231	11,436	3,206	15,248
Total Depreciation	915	1,271	356	8,231	11,436	3,206	15,248
Interest							
Interest Expense	44,109	88,988	44,878	892,289	1,157,888	265,599	1,424,850
Total Interest	44,109	88,988	44,878	892,289	1,157,888	265,599	1,424,850
Total Expenses	\$ 5,683,447	\$ 6,488,954	\$ 805,507	\$ 45,934,167	\$ 48,919,689	\$ 2,985,521	\$ 67,211,151
Change in Net Assets	5,001,701	3,368,774	1,632,927	(15,504,361)	(18,387,915)	2,883,553	321,617
Net Assets, Beginning of Period	(20,318,980)			187,083			
Net Assets, End of Period	\$ (15,317,278)			\$ (15,317,278)			

Blue Ridge Academy

Statement of Financial Position

March 31, 2020

	Current Balance	Beginning Year Balance	YTD Change	YTD % Change
Assets				
Current Assets				
Cash & Cash Equivalents	\$ 1,721,765	\$ 557,662	\$ 1,164,103	209%
Accounts Receivable	40,716	46,650	(5,934)	-13%
Public Funding Receivables	233,575	4,375,850	(4,142,275)	-95%
Due To/From Related Parties	2,634,467	6,001,923	(3,367,456)	-56%
Prepaid Expenses	235,790	55,550	180,240	324%
Total Current Assets	4,866,313	11,037,634	(6,171,321)	-56%
Long-Term Assets				
Property & Equipment, Net	38,409	46,640	(8,231)	-18%
Deposits	215,166	215,816	(650)	0%
Total Long Term Assets	253,575	262,455	(8,881)	-3%
Total Assets	\$ 5,119,888	\$ 11,300,090	\$ (6,180,202)	-55%
Liabilities				
Current Liabilities				
Accounts Payable	\$ 880,840	\$ 1,013,998	\$ (133,158)	-13%
Accrued Liabilities	1,175,593	2,549,698	(1,374,105)	-54%
Deferred Revenue	59,631	7,299,310	(7,239,679)	-99%
Notes Payable, Current Portion	18,196,102	125,000	18,071,102	14457%
Total Current Liabilities	20,312,167	10,988,006	9,324,160	85%
Long-Term Liabilities				
Notes Payable, Net of Current Portion	125,000	125,000	-	0%
Total Long-Term Liabilities	125,000	125,000	-	0%
Total Liabilities	20,437,167	11,113,006	9,324,160	84%
Total Net Assets	(15,317,278)	187,083	(15,504,362)	-8287%
Total Liabilities and Net Assets	\$ 5,119,888	\$ 11,300,090	\$ (6,180,202)	-55%

Blue Ridge Academy

Statement of Cash Flows

For the period ended March 31, 2020

	Month Ended 03/31/20	YTD Ended 03/31/20
Cash Flows from Operating Activities		
Change in Net Assets	\$ 5,001,701	\$ (15,504,362)
Adjustments to reconcile change in net assets to net cash flows from operating activities:		
Depreciation	915	8,231
Decrease/(Increase) in Operating Assets:		
Public Funding Receivable	-	4,142,275
Grants, Contributions & Pledges Receivable	(350)	5,934
Due from Related Parties	110,800	3,367,456
Prepaid Expenses	(167,894)	(180,240)
Other Assets	-	650
(Decrease)/Increase in Operating Liabilities:		
Accounts Payable	(750,926)	(133,158)
Accrued Expenses	(2,536,372)	(1,374,105)
Deferred Revenue	-	(7,239,679)
Total Cash Flows from Operating Activities	1,657,873	(16,906,999)
 Cash Flows from Financing Activities		
Proceeds from (payments on) Long-Term Debt	44,109	18,071,102
Total Cash Flows from Financing Activities	44,109	18,071,102
 Change in Cash & Cash Equivalents	1,701,982	1,164,103
Cash & Cash Equivalents, Beginning of Period	19,783	557,662
 Cash and Cash Equivalents, End of Period	\$ 1,721,765	\$ 1,721,765

Blue Ridge Academy

Due (To)/From All Inspire Charter School Locations

For the period ended March 31, 2020

	Account Balance
Due (to)/from Inspire LA	\$ 2,374,515
Due (to)/from Cabrillo Point Academy	(465,976)
Due (to)/from Feather River Charter School	44,284
Due (to)/from Winship Community School	199
Due (to)/from Yosemite Valley Charter School	18,735
Due (to)/from Inspire Clarksville Charter School	(612)
Due (to)/from Pacific Coast Academy	6,903
Due (to)/from Inspire Charter Services	6,303,653
Due (to)/from Jitterbug Learning	320,000
Due (to)/from Heartland Charter School	(1,525,315)
Due (to)/from Granite Mountain Charter School	(3,166,191)
Due (to)/from Lake View Charter School	30
Due (to)/from Mission Vista Academy	(29,606)
Due (to)/from Monarch River Academy	(501,239)
Due (to)/from The Cottonwood School	<u>(499,912)</u>
Total Due (to)/from Balance	<u>\$ 2,879,467</u>

Blue Ridge Academy

Accounts Payable Aging

For the period ended March 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Xochitl Brizuela Spanish and more	2020-090679-21	3/11/2010	4/10/2010	\$ -	\$ -	\$ -	\$ -	\$ 60	\$ 60
Kumon of Brea	ZACAND48	12/12/2019	1/11/2019	-	-	-	-	(375)	(375)
Diamond Bar Pony Baseball	110R	3/11/2019	4/10/2019	-	-	-	-	225	225
Marlina Trevor	006	8/1/2019	8/31/2019	-	-	-	-	(275)	(275)
Marlina Trevor	007	8/2/2019	9/1/2019	-	-	-	-	(300)	(300)
Speech Language & Educational Associates	103267	8/31/2019	9/30/2019	-	-	-	-	(1,050)	(1,050)
LUVZ2SIGN	3	9/4/2019	10/4/2019	-	-	-	-	165	165
ASU Preparatory Academy	INV01037	9/19/2019	10/19/2019	-	-	-	-	1,050	1,050
Home Science Tools	950317A	9/20/2019	10/20/2019	-	-	-	-	20	20
Rock Tree Sky	1954	10/29/2019	11/28/2019	-	-	-	-	(50)	(50)
Rock Tree Sky	1953	10/29/2019	11/28/2019	-	-	-	-	(50)	(50)
Rock Tree Sky	1951	10/29/2019	11/28/2019	-	-	-	-	(50)	(50)
Rock Tree Sky	1952	10/29/2019	11/28/2019	-	-	-	-	(50)	(50)
West Valley Family YMCA	2019-419077	10/29/2019	11/28/2019	-	-	-	-	(231)	(231)
Town of Apple Valley Park and Recreation Department	1805	11/7/2019	12/7/2019	-	-	-	62	-	62
West Valley Family YMCA	2019-436654	11/14/2019	12/14/2019	-	-	-	(120)	-	(120)
Evan-Moor	RTN003794	11/22/2019	12/22/2019	-	-	-	(64)	-	(64)
ASU Preparatory Academy	INV01130	12/3/2019	1/2/2020	-	-	350	-	-	350
Pearson Education Inc.	6001558270	12/27/2019	1/26/2020	-	-	(14)	-	-	(14)
Pearson Education Inc.	6001558048	12/27/2019	1/26/2020	-	-	(14)	-	-	(14)
Pearson Education Inc.	6001558269	12/27/2019	1/26/2020	-	-	(148)	-	-	(148)
Pearson Education Inc.	6001558271	12/27/2019	1/26/2020	-	-	(172)	-	-	(172)
Specialized Therapy Services	INSP02-1119	11/30/2019	1/29/2020	-	-	66,834	-	-	66,834
Pearson Education Inc.	6001558944	1/3/2020	2/2/2020	-	(16)	-	-	-	(16)
Pearson Education Inc.	6001558943	1/3/2020	2/2/2020	-	(41)	-	-	-	(41)
Pearson Education Inc.	6001558945	1/3/2020	2/2/2020	-	(14)	-	-	-	(14)
Golden Art Studio	2020-02 GPS	1/15/2020	2/14/2020	-	617	-	-	-	617
Red Hat Cowgirl	RHC1139	1/17/2020	2/16/2020	-	360	-	-	-	360
Red Hat Cowgirl	RHC1140	1/17/2020	2/16/2020	-	960	-	-	-	960
Red Hat Cowgirl	RHC1141	1/17/2020	2/16/2020	-	480	-	-	-	480
Markley Chaffin	57	1/21/2020	2/19/2020	-	270	-	-	-	270
McColgan & Associates Inc.	3496	2/26/2020	2/26/2020	-	906	-	-	-	906
Thanh Erway	ERWA022820	2/28/2020	2/28/2020	-	153	-	-	-	153
AYSO	REGZDM03024	2/28/2020	2/28/2020	-	1,660	-	-	-	1,660
Katherine Frame-Coleman	FRAM022920	2/29/2020	2/29/2020	340	-	-	-	-	340
Speech Language & Educational Associates	103741	1/31/2020	2/29/2020	8,010	-	-	-	-	8,010
Sports Academy LLC	INV-0098868	3/1/2020	3/1/2020	199	-	-	-	-	199
Kirsten Anderson	ANDE030120	3/1/2020	3/1/2020	58	-	-	-	-	58
OC Performing Arts	45388	3/1/2020	3/1/2020	135	-	-	-	-	135
Sports Academy LLC	INV-0098867	3/1/2020	3/1/2020	30	-	-	-	-	30
Josh Titone	TITO030120	3/1/2020	3/1/2020	668	-	-	-	-	668
Larissa Isayo	ISAY030220	3/2/2020	3/2/2020	105	-	-	-	-	105

Blue Ridge Academy

Accounts Payable Aging

For the period ended March 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Nicole Calas	18	3/2/2020	3/2/2020	128	-	-	-	-	128
Royal Griffith Farms, Inc.	0832	3/3/2020	3/3/2020	270	-	-	-	-	270
Tonya Hill	HILL030320	3/3/2020	3/3/2020	85	-	-	-	-	85
Little Passports	111308070	2/3/2020	3/4/2020	210	-	-	-	-	210
Brave Writer, LLC	65736457	3/4/2020	3/4/2020	149	-	-	-	-	149
Center for Developing Kids	108206	3/5/2020	3/5/2020	1,155	-	-	-	-	1,155
Kids Connections Developmental Therapy Center	8164	3/6/2020	3/6/2020	610	-	-	-	-	610
Kids Connections Developmental Therapy Center	8167	3/6/2020	3/6/2020	490	-	-	-	-	490
Kids Connections Developmental Therapy Center	8154	3/6/2020	3/6/2020	612	-	-	-	-	612
Kids Connections Developmental Therapy Center	8156	3/6/2020	3/6/2020	490	-	-	-	-	490
Kids Connections Developmental Therapy Center	8163	3/6/2020	3/6/2020	857	-	-	-	-	857
Kids Connections Developmental Therapy Center	8166	3/6/2020	3/6/2020	490	-	-	-	-	490
Kids Connections Developmental Therapy Center	8165	3/6/2020	3/6/2020	427	-	-	-	-	427
Home Science Tools	983006A	2/5/2020	3/6/2020	55	-	-	-	-	55
Tina Mcneely	MCNE030620	3/6/2020	3/6/2020	150	-	-	-	-	150
Kids Connections Developmental Therapy Center	8153	3/6/2020	3/6/2020	490	-	-	-	-	490
Kids Connections Developmental Therapy Center	8160	3/6/2020	3/6/2020	367	-	-	-	-	367
Procopio, Cory, Hargreaves & Savitch LLP	707382	3/6/2020	3/6/2020	3,348	-	-	-	-	3,348
Kids Connections Developmental Therapy Center	8152	3/6/2020	3/6/2020	367	-	-	-	-	367
Kids Connections Developmental Therapy Center	8161	3/6/2020	3/6/2020	857	-	-	-	-	857
Kids Connections Developmental Therapy Center	8155	3/6/2020	3/6/2020	550	-	-	-	-	550
Kids Connections Developmental Therapy Center	8157	3/6/2020	3/6/2020	457	-	-	-	-	457
Kids Connections Developmental Therapy Center	8162	3/6/2020	3/6/2020	427	-	-	-	-	427
SoCal Tutors	159	3/6/2020	3/7/2020	674	-	-	-	-	674
Jennifer Dunlap	0021	3/8/2020	3/8/2020	220	-	-	-	-	220
Jennifer Dunlap	0023	3/8/2020	3/8/2020	220	-	-	-	-	220
Jennifer Dunlap	0025	3/8/2020	3/8/2020	220	-	-	-	-	220
Center for Vision Development Optometry Inc	2632	2/7/2020	3/8/2020	185	-	-	-	-	185
Jennifer Dunlap	0022	3/8/2020	3/8/2020	80	-	-	-	-	80
Jennifer Dunlap	0024	3/8/2020	3/8/2020	220	-	-	-	-	220
Jennifer McQuarrie	2564	3/9/2020	3/9/2020	572	-	-	-	-	572
Sounds Roads Music LLC	224	3/2/2020	3/9/2020	260	-	-	-	-	260
Brave Writer, LLC	66723385	3/9/2020	3/9/2020	249	-	-	-	-	249
Brave Writer, LLC	66823386	3/9/2020	3/9/2020	149	-	-	-	-	149
Movies By Kids	2102	3/9/2020	3/9/2020	2,740	-	-	-	-	2,740
McColgan & Associates Inc.	3526	3/9/2020	3/9/2020	2,863	-	-	-	-	2,863
Sounds Roads Music LLC	225	3/2/2020	3/9/2020	260	-	-	-	-	260
Knauer Music School	03102020	3/10/2020	3/10/2020	288	-	-	-	-	288
Center for Vision Development Optometry Inc	2646	2/10/2020	3/11/2020	185	-	-	-	-	185
Delano Athletica Gymnastics	INV-272	3/11/2020	3/11/2020	420	-	-	-	-	420
Platinum Sports Center	PLAT03122020	3/12/2020	3/12/2020	28	-	-	-	-	28
A.V. Children's Choir	2753	3/12/2020	3/12/2020	200	-	-	-	-	200
NEW FORM TRAINING - Redondo Beach	001214	3/13/2020	3/12/2020	23	-	-	-	-	23
Platinum Sports Center	CalebCApr20Reg	3/12/2020	3/12/2020	125	-	-	-	-	125
Platinum Sports Center	SierraCD19JF20	3/12/2020	3/12/2020	399	-	-	-	-	399

Blue Ridge Academy

Accounts Payable Aging

For the period ended March 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Platinum Sports Center	NatalieEFeb20	3/12/2020	3/12/2020	88	-	-	-	-	88
Audiology Solutions LA	0000118	3/12/2020	3/12/2020	1,500	-	-	-	-	1,500
White Hall Arts Academy, Inc.	5083	3/12/2020	3/12/2020	170	-	-	-	-	170
Platinum Sports Center	PLAT031220	3/12/2020	3/12/2020	25	-	-	-	-	25
White Hall Arts Academy, Inc.	5084	3/12/2020	3/12/2020	35	-	-	-	-	35
Monka Soccer Academy Inc.	2226	3/12/2020	3/12/2020	275	-	-	-	-	275
Center for Vision Development Optometry Inc	2652	2/11/2020	3/12/2020	185	-	-	-	-	185
Victorum Athletics	000276-R-0009	3/12/2020	3/12/2020	150	-	-	-	-	150
White Hall Arts Academy, Inc.	5085	3/12/2020	3/12/2020	200	-	-	-	-	200
NEW FORM TRAINING - Redondo Beach	001213	3/13/2020	3/12/2020	23	-	-	-	-	23
NEW FORM TRAINING - Redondo Beach	001215	3/13/2020	3/12/2020	23	-	-	-	-	23
Maureen Garrett	5	3/13/2020	3/13/2020	170	-	-	-	-	170
Budget Rent A Car Systems, Inc	BUDG031420-U55471265	3/14/2020	3/14/2020	235	-	-	-	-	235
Center for Vision Development Optometry Inc	2665	2/13/2020	3/14/2020	895	-	-	-	-	895
Playa Music Lessons	000535	3/16/2020	3/16/2020	345	-	-	-	-	345
Conejo Recreation and Park District	AQUATICS # 65	3/17/2020	3/17/2020	28	-	-	-	-	28
Conejo Recreation and Park District	AQUATICS # 57	3/17/2020	3/17/2020	150	-	-	-	-	150
Conejo Recreation and Park District	AQUATICS # 70	3/17/2020	3/17/2020	87	-	-	-	-	87
Conejo Recreation and Park District	AQUATICS # 69	3/17/2020	3/17/2020	87	-	-	-	-	87
Sports Academy LLC	INV-0098861	3/17/2020	3/17/2020	338	-	-	-	-	338
Sports Academy LLC	INV-0098862	3/17/2020	3/17/2020	559	-	-	-	-	559
Total Education Solutions, dba TES Therapy	2433984	2/12/2020	3/18/2020	10,309	-	-	-	-	10,309
Opus Music School	28	2/17/2020	3/18/2020	3,717	-	-	-	-	3,717
A.V. Children's Choir	2762	3/18/2020	3/18/2020	225	-	-	-	-	225
Camarillo Family YMCA	1092627.007	2/18/2020	3/19/2020	165	-	-	-	-	165
Kingi Ohana House	001	2/18/2020	3/19/2020	1,652	-	-	-	-	1,652
Kumon Math and Reading Centers - Moorpark	1007-12	3/20/2020	3/20/2020	840	-	-	-	-	840
Autism Learning Partners	2498612	3/6/2020	3/20/2020	2,380	-	-	-	-	2,380
Jan Ball Performance Horse Inc	BRA 00008	3/20/2020	3/20/2020	662	-	-	-	-	662
Kumon Math and Reading Centers - Moorpark	1007-13	3/20/2020	3/20/2020	840	-	-	-	-	840
Vault PK	2043	3/11/2020	3/21/2020	347	-	-	-	-	347
Center for Vision Development Optometry Inc	2702	2/20/2020	3/21/2020	185	-	-	-	-	185
Maureen Garrett	6	3/21/2020	3/21/2020	220	-	-	-	-	220
Vault PK	2045	3/11/2020	3/21/2020	120	-	-	-	-	120
Vault PK	2047	3/11/2020	3/21/2020	369	-	-	-	-	369
Vault PK	2048	3/11/2020	3/21/2020	120	-	-	-	-	120
Vault PK	2049	3/11/2020	3/21/2020	120	-	-	-	-	120
Santa Anita Family YMCA	19	2/20/2020	3/21/2020	65	-	-	-	-	65
Vault PK	2050	3/11/2020	3/21/2020	120	-	-	-	-	120
Vault PK	2044	3/11/2020	3/21/2020	120	-	-	-	-	120
Learn Beyond the Book, Inc.	7709	2/21/2020	3/22/2020	595	-	-	-	-	595
Learn Beyond the Book, Inc.	7710	2/21/2020	3/22/2020	310	-	-	-	-	310
Learn Beyond the Book, Inc.	7717	2/21/2020	3/22/2020	310	-	-	-	-	310
Learn Beyond the Book, Inc.	7724	2/21/2020	3/22/2020	310	-	-	-	-	310
Learn Beyond the Book, Inc.	7701	2/21/2020	3/22/2020	30	-	-	-	-	30

Blue Ridge Academy

Accounts Payable Aging

For the period ended March 31, 2020

Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Learn Beyond the Book, Inc.	7712	2/21/2020	3/22/2020	310	-	-	-	-	310
Learn Beyond the Book, Inc.	7714	2/21/2020	3/22/2020	310	-	-	-	-	310
Learn Beyond the Book, Inc.	7715	2/21/2020	3/22/2020	255	-	-	-	-	255
Learn Beyond the Book, Inc.	7713	2/21/2020	3/22/2020	310	-	-	-	-	310
Learn Beyond the Book, Inc.	7716	2/21/2020	3/22/2020	310	-	-	-	-	310
Learn Beyond the Book, Inc.	7720	2/21/2020	3/22/2020	310	-	-	-	-	310
Dance Image	1028	3/22/2020	3/22/2020	120	-	-	-	-	120
Learn Beyond the Book, Inc.	7705	2/21/2020	3/22/2020	320	-	-	-	-	320
Learn Beyond the Book, Inc.	7723	2/21/2020	3/22/2020	310	-	-	-	-	310
Learn Beyond the Book, Inc.	7726	2/21/2020	3/22/2020	310	-	-	-	-	310
Learn Beyond the Book, Inc.	7702	2/21/2020	3/22/2020	120	-	-	-	-	120
Learn Beyond the Book, Inc.	7711	2/21/2020	3/22/2020	310	-	-	-	-	310
Learn Beyond the Book, Inc.	7718	2/21/2020	3/22/2020	225	-	-	-	-	225
Learn Beyond the Book, Inc.	7721	2/21/2020	3/22/2020	310	-	-	-	-	310
Learn Beyond the Book, Inc.	7706	2/21/2020	3/22/2020	595	-	-	-	-	595
Learn Beyond the Book, Inc.	7722	2/21/2020	3/22/2020	310	-	-	-	-	310
Arts Development School of Music	7955	3/11/2020	3/23/2020	690	-	-	-	-	690
Enlightened Learning	4089	3/23/2020	3/23/2020	40	-	-	-	-	40
Autism Learning Partners	2501625	3/9/2020	3/23/2020	120	-	-	-	-	120
Enlightened Learning	4090	3/23/2020	3/23/2020	60	-	-	-	-	60
Star of California	2502112	3/9/2020	3/23/2020	90	-	-	-	-	90
Golden Star Educational Services	02222020	2/22/2020	3/23/2020	8,105	-	-	-	-	8,105
Star of California	2502113	3/9/2020	3/23/2020	120	-	-	-	-	120
Shine Studio, LLC	1	2/25/2020	3/26/2020	175	-	-	-	-	175
Star of California	2515443	3/12/2020	3/26/2020	60	-	-	-	-	60
Nicole Villarreal	VILL032620	3/26/2020	3/26/2020	(750)	-	-	-	-	(750)
Teacher Synergy, LLC	113892306	3/6/2020	3/27/2020	18	-	-	-	-	18
Teacher Synergy, LLC	113893854	3/6/2020	3/27/2020	4	-	-	-	-	4
Teacher Synergy, LLC	113895829	3/6/2020	3/27/2020	4	-	-	-	-	4
Teacher Synergy, LLC	113897308	3/6/2020	3/27/2020	10	-	-	-	-	10
Teacher Synergy, LLC	113893541	3/6/2020	3/27/2020	15	-	-	-	-	15
KiwiCo Inc	ST-INVR554Q	2/12/2020	3/28/2020	66	-	-	-	-	66
KiwiCo Inc	ST-ILXJKNXA	2/7/2020	3/28/2020	130	-	-	-	-	130
KiwiCo Inc	ST-IN3VM7HA	2/12/2020	3/28/2020	237	-	-	-	-	237
KiwiCo Inc	ST-IGOR6Y3A	2/13/2020	3/29/2020	99	-	-	-	-	99
KiwiCo Inc	ST-IGPVSB2A	2/13/2020	3/29/2020	66	-	-	-	-	66
Braille Consultants, Inc.	58	2/28/2020	3/29/2020	10,260	-	-	-	-	10,260
KiwiCo Inc	ST-IL5DG37Y	2/28/2020	3/29/2020	121	-	-	-	-	121
KiwiCo Inc	ST-IGRK67IQ	2/13/2020	3/29/2020	118	-	-	-	-	118
Jennifer McKay, MS, CCC-SLP	108-018	2/29/2020	3/30/2020	520	-	-	-	-	520
Laity Institute of the Arts	LIA0088	3/20/2020	3/30/2020	60	-	-	-	-	60
Teacher Synergy, LLC	114105896	3/9/2020	3/30/2020	26	-	-	-	-	26
The Vivid Canvas Art Studio	210	2/29/2020	3/30/2020	170	-	-	-	-	170
Sociabilities	15	2/29/2020	3/30/2020	1,787	-	-	-	-	1,787
Fine Art Classes, Inc.	0928952-IN	2/29/2020	3/30/2020	48	-	-	-	-	48

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Fine Art Classes, Inc.	0928961-IN	2/29/2020	3/30/2020	205	-	-	-	-	205
Fine Art Classes, Inc.	0928965-IN	2/29/2020	3/30/2020	139	-	-	-	-	139
E-Therapy LLC	0404-16022020-342188-369	2/29/2020	3/30/2020	2,820	-	-	-	-	2,820
Bitsbox	2508	1/30/2020	3/30/2020	129	-	-	-	-	129
Rainbow Resource Center	2807508	1/30/2020	3/30/2020	53	-	-	-	-	53
Murphy Language Arts LLC	INV0099	2/29/2020	3/30/2020	940	-	-	-	-	940
Lorena Pinal	February	2/29/2020	3/30/2020	50	-	-	-	-	50
Little Passports	111548823	2/29/2020	3/30/2020	164	-	-	-	-	164
Laura Fischer	2056BRADH2	2/29/2020	3/30/2020	60	-	-	-	-	60
Little Passports	111433110	2/29/2020	3/30/2020	229	-	-	-	-	229
Little Passports	111433112	2/29/2020	3/30/2020	196	-	-	-	-	196
Carlos Angeles	052	2/29/2020	3/30/2020	2,214	-	-	-	-	2,214
Breakthrough Sports	22920a	2/29/2020	3/30/2020	235	-	-	-	-	235
Nancy R. Borelli, MA, CCC-SLP	16	2/29/2020	3/30/2020	1,020	-	-	-	-	1,020
Fine Art Classes, Inc.	0928948-IN	2/29/2020	3/30/2020	185	-	-	-	-	185
Jennifer McKay, MS, CCC-SLP	119-14	2/29/2020	3/30/2020	195	-	-	-	-	195
Growing Healthy Children Therapy Services Inc.	IBRA-2002	2/29/2020	3/30/2020	914	-	-	-	-	914
Fine Art Classes, Inc.	0928960-IN	2/29/2020	3/30/2020	103	-	-	-	-	103
Fine Art Classes, Inc.	0928963-IN	2/29/2020	3/30/2020	139	-	-	-	-	139
Fine Art Classes, Inc.	0928964-IN	2/29/2020	3/30/2020	139	-	-	-	-	139
eDynamic Learning	20-2037	2/28/2020	3/30/2020	180	-	-	-	-	180
Rainbow Resource Center	2845350	1/30/2020	3/30/2020	600	-	-	-	-	600
Kumon of Ontario	20200229-2	2/29/2020	3/30/2020	540	-	-	-	-	540
Little Passports	111548806	2/29/2020	3/30/2020	196	-	-	-	-	196
Jennifer McKay, MS, CCC-SLP	118--015	2/29/2020	3/30/2020	520	-	-	-	-	520
Jennifer McKay, MS, CCC-SLP	29-44A	2/29/2020	3/30/2020	1,040	-	-	-	-	1,040
Inspire Communication, Inc.	IN2020229	2/29/2020	3/30/2020	600	-	-	-	-	600
All About Learning Press, Inc.	901853	1/30/2020	3/30/2020	33	-	-	-	-	33
The Vivid Canvas Art Studio	207	2/29/2020	3/30/2020	375	-	-	-	-	375
Universal Martial Arts Centers - Chino Hills	FS022020	2/29/2020	3/30/2020	125	-	-	-	-	125
Jennifer McKay, MS, CCC-SLP	105--021	2/29/2020	3/30/2020	520	-	-	-	-	520
Fine Art Classes, Inc.	0928950-IN	2/29/2020	3/30/2020	205	-	-	-	-	205
Fine Art Classes, Inc.	0928954-IN	2/29/2020	3/30/2020	48	-	-	-	-	48
Fine Art Classes, Inc.	0928956-IN	2/29/2020	3/30/2020	194	-	-	-	-	194
Fine Art Classes, Inc.	0928962-IN	2/29/2020	3/30/2020	200	-	-	-	-	200
Moken Enterprises Inc.	8005	2/29/2020	3/30/2020	1,246	-	-	-	-	1,246
Little Passports	111433238	2/29/2020	3/30/2020	227	-	-	-	-	227
Little Passports	111548751	2/29/2020	3/30/2020	128	-	-	-	-	128
Rainbow Resource Center	2845432	1/30/2020	3/30/2020	551	-	-	-	-	551
The Vivid Canvas Art Studio	211	2/29/2020	3/30/2020	160	-	-	-	-	160
Universal Martial Arts Centers - Chino Hills	MS022020	2/29/2020	3/30/2020	125	-	-	-	-	125
Speech 4 Kids	4898	2/29/2020	3/30/2020	850	-	-	-	-	850
The Vivid Canvas Art Studio	205	2/29/2020	3/30/2020	115	-	-	-	-	115
The Vivid Canvas Art Studio	206	2/29/2020	3/30/2020	165	-	-	-	-	165
The Vivid Canvas Art Studio	208	2/29/2020	3/30/2020	250	-	-	-	-	250

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The Claremont Club	124	2/29/2020	3/30/2020	2,680	-	-	-	-	2,680
Teacher Synergy, LLC	114079062	3/9/2020	3/30/2020	10	-	-	-	-	10
The Arbor Learning Community	BRAFeb2020	2/28/2020	3/30/2020	8,290	-	-	-	-	8,290
The Little Dance World, Inc	2	2/29/2020	3/30/2020	1,524	-	-	-	-	1,524
Jazz Hands for Autism	010	2/29/2020	3/30/2020	360	-	-	-	-	360
Jump and Schout Therapy	18311	2/29/2020	3/30/2020	390	-	-	-	-	390
Rainbow Resource Center	2845347	1/30/2020	3/30/2020	46	-	-	-	-	46
Rainbow Resource Center	2845433	1/30/2020	3/30/2020	227	-	-	-	-	227
Fine Art Classes, Inc.	0928949-IN	2/29/2020	3/30/2020	205	-	-	-	-	205
Fine Art Classes, Inc.	0928955-IN	2/29/2020	3/30/2020	194	-	-	-	-	194
Fine Art Classes, Inc.	0928957-IN	2/29/2020	3/30/2020	205	-	-	-	-	205
Little Passports	111432968	2/29/2020	3/30/2020	125	-	-	-	-	125
Little Passports	111555296	2/29/2020	3/30/2020	161	-	-	-	-	161
Charter's Choice Educational Services	378	2/29/2020	3/30/2020	23,695	-	-	-	-	23,695
Coding with Kids, LLC	3844	3/15/2020	3/30/2020	98	-	-	-	-	98
Slays Skate Academy	003	2/29/2020	3/30/2020	135	-	-	-	-	135
School Pathways, LLC	64023	2/29/2020	3/30/2020	15,637	-	-	-	-	15,637
Universal Martial Arts Centers - Chino Hills	KS022020	2/29/2020	3/30/2020	125	-	-	-	-	125
Sunset Learning Studio	1182	2/29/2020	3/30/2020	360	-	-	-	-	360
The Vivid Canvas Art Studio	209	2/29/2020	3/30/2020	115	-	-	-	-	115
Rainbow Resource Center	2807519	1/30/2020	3/30/2020	53	-	-	-	-	53
Hands 4 Building, LLC	1556	2/29/2020	3/30/2020	138	-	-	-	-	138
Jennifer McKay, MS, CCC-SLP	106-023	2/29/2020	3/30/2020	585	-	-	-	-	585
Jennifer McKay, MS, CCC-SLP	109-17	2/29/2020	3/30/2020	390	-	-	-	-	390
Fine Art Classes, Inc.	0928951-IN	2/29/2020	3/30/2020	48	-	-	-	-	48
Fine Art Classes, Inc.	0928953-IN	2/29/2020	3/30/2020	48	-	-	-	-	48
Fine Art Classes, Inc.	0928958-IN	2/29/2020	3/30/2020	205	-	-	-	-	205
Fine Art Classes, Inc.	0928959-IN	2/29/2020	3/30/2020	205	-	-	-	-	205
Kumon of Brea	ZACAND59	2/29/2020	3/30/2020	125	-	-	-	-	125
Little Passports	111433154	2/29/2020	3/30/2020	131	-	-	-	-	131
Little Passports	111548794	2/29/2020	3/30/2020	165	-	-	-	-	165
Little Passports	111555254	2/29/2020	3/30/2020	131	-	-	-	-	131
Little School of Music	02292020	2/29/2020	3/30/2020	126	-	-	-	-	126
Lorena Pinal	January	2/29/2020	3/30/2020	150	-	-	-	-	150
Math-U-See, Inc.	0594933-IN	1/30/2020	3/30/2020	56	-	-	-	-	56
Modern Music School	04-2020	2/29/2020	3/30/2020	169	-	-	-	-	169
Orange County Speech Services Inc	1513	2/29/2020	3/30/2020	630	-	-	-	-	630
Mathnasium of Calabasas	2550	11/27/2019	3/31/2020	308	-	-	-	-	308
Learn Beyond the Book, Inc.	7646	3/1/2020	3/31/2020	9,450	-	-	-	-	9,450
Common Thread Claremont	i45Q-R-0001	3/4/2020	3/31/2020	115	-	-	-	-	115
Common Thread Claremont	sPAR TU203	3/4/2020	3/31/2020	150	-	-	-	-	150
Ni Hao Chinese	16571	3/1/2020	3/31/2020	627	-	-	-	-	627
Encore Dance Centre	32020	3/1/2020	3/31/2020	50	-	-	-	-	50
Rainbow Resource Center	2841101	1/23/2020	3/31/2020	163	-	-	-	-	163
Rainbow Resource Center	2841579	1/23/2020	3/31/2020	116	-	-	-	-	116

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Rainbow Resource Center	2841728	1/23/2020	3/31/2020	862	-	-	-	-	862
Rainbow Resource Center	2841731	1/23/2020	3/31/2020	90	-	-	-	-	90
Rainbow Resource Center	2842254	1/24/2020	3/31/2020	15	-	-	-	-	15
Rainbow Resource Center	2842255	1/24/2020	3/31/2020	122	-	-	-	-	122
Victory Sports Center	115	3/1/2020	3/31/2020	1,100	-	-	-	-	1,100
Weiss Math Centers 2 LLC	1883	3/1/2020	3/31/2020	346	-	-	-	-	346
Rainbow Resource Center	2837262	1/15/2020	3/31/2020	354	-	-	-	-	354
Rainbow Resource Center	2837872	1/16/2020	3/31/2020	16	-	-	-	-	16
Rainbow Ridge Ranch	2 960	3/1/2020	3/31/2020	320	-	-	-	-	320
Studio Claremont	BRA030120	3/1/2020	3/31/2020	560	-	-	-	-	560
Common Thread Claremont	lvhh-R-0001	3/4/2020	3/31/2020	115	-	-	-	-	115
Makoto Dojo School of Aikido, Inc	3857	3/1/2020	3/31/2020	446	-	-	-	-	446
Math-U-See, Inc.	0595002-IN	1/31/2020	3/31/2020	166	-	-	-	-	166
Extensions Performing Arts Academy LLC	471	3/1/2020	3/31/2020	150	-	-	-	-	150
Central Music	11164	3/1/2020	3/31/2020	110	-	-	-	-	110
JM Moonwalker INC	22BE	3/1/2020	3/31/2020	129	-	-	-	-	129
Joe Ferrante Music Academy	2042	3/1/2020	3/31/2020	608	-	-	-	-	608
Rainbow Resource Center	2846072	1/31/2020	3/31/2020	76	-	-	-	-	76
Waterworks Aquatics	76	3/1/2020	3/31/2020	985	-	-	-	-	985
Waterworks Aquatics Sierra Madre	78	3/1/2020	3/31/2020	449	-	-	-	-	449
Rainbow Resource Center	2841695	1/23/2020	3/31/2020	108	-	-	-	-	108
Rainbow Resource Center	2841734	1/23/2020	3/31/2020	597	-	-	-	-	597
Rainbow Resource Center	2842165	1/24/2020	3/31/2020	185	-	-	-	-	185
Rainbow Resource Center	2842168	1/24/2020	3/31/2020	124	-	-	-	-	124
Rainbow Resource Center	2842496	1/24/2020	3/31/2020	71	-	-	-	-	71
Rainbow Resource Center	2842502	1/24/2020	3/31/2020	106	-	-	-	-	106
Rainbow Resource Center	2842532	1/24/2020	3/31/2020	184	-	-	-	-	184
Rainbow Resource Center	2837273	1/15/2020	3/31/2020	51	-	-	-	-	51
Rainbow Resource Center	2837279	1/15/2020	3/31/2020	61	-	-	-	-	61
Weiss Math Centers 2 LLC	1881	3/1/2020	3/31/2020	376	-	-	-	-	376
The Art Studio	11044	3/1/2020	3/31/2020	200	-	-	-	-	200
Teacher Synergy, LLC	114172861	3/10/2020	3/31/2020	4	-	-	-	-	4
Waterworks Aquatics Pasadena	77	3/1/2020	3/31/2020	432	-	-	-	-	432
Central Music	11155	3/1/2020	3/31/2020	110	-	-	-	-	110
Rockstars of Tomorrow	01-062020-BRA	3/1/2020	3/31/2020	870	-	-	-	-	870
Teacher Synergy, LLC	114213426	3/10/2020	3/31/2020	42	-	-	-	-	42
Rainbow Resource Center	2845722	1/31/2020	3/31/2020	12	-	-	-	-	12
Rainbow Resource Center	2845725	1/31/2020	3/31/2020	57	-	-	-	-	57
Rainbow Resource Center	2841704	1/23/2020	3/31/2020	79	-	-	-	-	79
Rainbow Resource Center	2841735	1/23/2020	3/31/2020	118	-	-	-	-	118
Rainbow Resource Center	2842257	1/24/2020	3/31/2020	70	-	-	-	-	70
Rainbow Resource Center	2842531	1/24/2020	3/31/2020	147	-	-	-	-	147
Rainbow Resource Center	2837266	1/15/2020	3/31/2020	84	-	-	-	-	84
Rainbow Resource Center	2807567	1/31/2020	3/31/2020	14	-	-	-	-	14
Rainbow Resource Center	2807574	1/31/2020	3/31/2020	38	-	-	-	-	38

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Rainbow Resource Center	2807586	1/31/2020	3/31/2020	158	-	-	-	-	158
Rainbow Resource Center	2807589	1/31/2020	3/31/2020	202	-	-	-	-	202
Selena Khan Abdullah	004	3/1/2020	3/31/2020	1,000	-	-	-	-	1,000
mini yogis yoga for kids	3742	3/1/2020	3/31/2020	400	-	-	-	-	400
Ni Hao Chinese	16570	3/1/2020	3/31/2020	500	-	-	-	-	500
Ni Hao Chinese	16572	3/1/2020	3/31/2020	241	-	-	-	-	241
Beautiful Feet Books, Inc.	11524	1/31/2020	3/31/2020	20	-	-	-	-	20
Mamba Sports Academy	INV-0098863	3/1/2020	3/31/2020	199	-	-	-	-	199
Mathnasium of Glendora	4036	2/28/2020	3/31/2020	1,906	-	-	-	-	1,906
KidsArt	INS220-80221LR	3/1/2020	3/31/2020	141	-	-	-	-	141
Weiss Math Centers 2 LLC	1882	3/1/2020	3/31/2020	376	-	-	-	-	376
Bitsbox	2510	1/31/2020	3/31/2020	252	-	-	-	-	252
Teacher Synergy, LLC	114220763	3/10/2020	3/31/2020	18	-	-	-	-	18
Sampa Brazilian Jiu Jitsu School	028	3/1/2020	3/31/2020	4,539	-	-	-	-	4,539
Rainbow Resource Center	2841100	1/23/2020	3/31/2020	216	-	-	-	-	216
Rainbow Resource Center	2841703	1/23/2020	3/31/2020	150	-	-	-	-	150
Rainbow Resource Center	2841705	1/23/2020	3/31/2020	102	-	-	-	-	102
Rainbow Resource Center	2841729	1/23/2020	3/31/2020	97	-	-	-	-	97
Rainbow Resource Center	2841757	1/23/2020	3/31/2020	112	-	-	-	-	112
Rainbow Resource Center	2842019	1/24/2020	3/31/2020	191	-	-	-	-	191
Rainbow Resource Center	2842490	1/24/2020	3/31/2020	39	-	-	-	-	39
Rainbow Resource Center	2845726	1/31/2020	3/31/2020	21	-	-	-	-	21
KidsArt	INS12020-48CL	3/1/2020	3/31/2020	266	-	-	-	-	266
KidsArt	INS220-80217CR	3/1/2020	3/31/2020	141	-	-	-	-	141
Rainbow Resource Center	2845943	1/31/2020	3/31/2020	119	-	-	-	-	119
Rainbow Resource Center	2845962	1/31/2020	3/31/2020	85	-	-	-	-	85
Rainbow Resource Center	2846110	1/31/2020	3/31/2020	98	-	-	-	-	98
Rainbow Resource Center	2841583	1/23/2020	3/31/2020	224	-	-	-	-	224
Rainbow Resource Center	2841700	1/23/2020	3/31/2020	218	-	-	-	-	218
Rainbow Resource Center	2842153	1/24/2020	3/31/2020	25	-	-	-	-	25
Rainbow Resource Center	2842156	1/24/2020	3/31/2020	46	-	-	-	-	46
Rainbow Resource Center	2842159	1/24/2020	3/31/2020	65	-	-	-	-	65
Rainbow Resource Center	2842160	1/24/2020	3/31/2020	118	-	-	-	-	118
Rainbow Resource Center	2807565	1/31/2020	3/31/2020	25	-	-	-	-	25
Rainbow Resource Center	2807570	1/31/2020	3/31/2020	24	-	-	-	-	24
Rainbow Resource Center	2837168	1/15/2020	3/31/2020	118	-	-	-	-	118
Rainbow Resource Center	2837275	1/15/2020	3/31/2020	22	-	-	-	-	22
Rainbow Resource Center	2837669	1/16/2020	3/31/2020	54	-	-	-	-	54
BIONERDS, Inc	INV-10239	3/1/2020	3/31/2020	42	-	-	-	-	42
Creative Creatures & Co.	BR-5-CC&C	3/1/2020	3/31/2020	3,225	-	-	-	-	3,225
Cheri Sintay	200301BRA	3/1/2020	3/31/2020	180	-	-	-	-	180
Common Thread Claremont	IFmk-R-0001	3/4/2020	3/31/2020	150	-	-	-	-	150
HomeSchool Concierge	591-65	3/1/2020	3/31/2020	6,300	-	-	-	-	6,300
Creative Learning Place	307	3/1/2020	3/31/2020	9,938	-	-	-	-	9,938
Ni Hao Chinese	16573	3/1/2020	3/31/2020	1,260	-	-	-	-	1,260

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Miss Ayla Music	202002	3/1/2020	3/31/2020	780	-	-	-	-	780
Central Music	11152	3/1/2020	3/31/2020	110	-	-	-	-	110
KidsArt	INS0220-82949KB	3/1/2020	3/31/2020	74	-	-	-	-	74
Maestro Performance Products	2-20	3/1/2020	3/31/2020	1,994	-	-	-	-	1,994
Math-U-See, Inc.	0594995-IN	1/31/2020	3/31/2020	116	-	-	-	-	116
Math-U-See, Inc.	0595107-IN	1/31/2020	3/31/2020	41	-	-	-	-	41
Math-U-See, Inc.	0595117-IN	1/31/2020	3/31/2020	41	-	-	-	-	41
Math-U-See, Inc.	0595118-IN	1/31/2020	3/31/2020	41	-	-	-	-	41
Veronika's Piano Studio	112	3/1/2020	3/31/2020	910	-	-	-	-	910
Mundo Academy	25	3/1/2020	3/31/2020	480	-	-	-	-	480
Opus Music School	10236	3/1/2020	3/31/2020	785	-	-	-	-	785
Rainbow Resource Center	2807584	1/31/2020	3/31/2020	26	-	-	-	-	26
Rainbow Resource Center	2837667	1/16/2020	3/31/2020	163	-	-	-	-	163
Candis Berens	1	3/1/2020	3/31/2020	555	-	-	-	-	555
Central Music	11135	3/1/2020	3/31/2020	110	-	-	-	-	110
Sound Smart Speech Therapy	SSST0220F	3/1/2020	3/31/2020	520	-	-	-	-	520
Rainbow Resource Center	2842166	1/24/2020	3/31/2020	159	-	-	-	-	159
Rainbow Resource Center	2842253	1/24/2020	3/31/2020	34	-	-	-	-	34
Rainbow Resource Center	2845732	1/31/2020	3/31/2020	37	-	-	-	-	37
Rainbow Resource Center	2837220	1/15/2020	3/31/2020	25	-	-	-	-	25
Rainbow Resource Center	2837371	1/15/2020	3/31/2020	482	-	-	-	-	482
Rainbow Resource Center	2838098	1/16/2020	3/31/2020	349	-	-	-	-	349
Oak Creek Corral	023258	2/2/2020	4/1/2020	320	-	-	-	-	320
Pasadena Roving Archers	191101	3/2/2020	4/1/2020	30	-	-	-	-	30
Outschool, Inc.	13562	3/2/2020	4/1/2020	155	-	-	-	-	155
Outschool, Inc.	13565	3/2/2020	4/1/2020	45	-	-	-	-	45
Outschool, Inc.	13567	3/2/2020	4/1/2020	20	-	-	-	-	20
Outschool, Inc.	13575	3/2/2020	4/1/2020	150	-	-	-	-	150
Outschool, Inc.	13584	3/2/2020	4/1/2020	120	-	-	-	-	120
San Pedro Ballet School	800	3/2/2020	4/1/2020	530	-	-	-	-	530
Sylvan Learning Center West Covina	WC220	3/2/2020	4/1/2020	800	-	-	-	-	800
Coach Patty's Gymnastics Inc	458	3/2/2020	4/1/2020	92	-	-	-	-	92
CharterSafe	30438	4/1/2020	4/1/2020	1,899	-	-	-	-	1,899
Barnabas Robotics	BR200001439	3/2/2020	4/1/2020	73	-	-	-	-	73
Barnabas Robotics	BR200001472	3/2/2020	4/1/2020	66	-	-	-	-	66
Depot Fitness Sunset LLC	9	3/2/2020	4/1/2020	220	-	-	-	-	220
Art To Grow On Children's Art Center, Inc	Winter5	3/2/2020	4/1/2020	140	-	-	-	-	140
Bakersfield Swim Academy	BR43892BSA	3/2/2020	4/1/2020	496	-	-	-	-	496
Barnabas Robotics	BR200001440	3/2/2020	4/1/2020	73	-	-	-	-	73
Barnabas Robotics	BR200001460	3/2/2020	4/1/2020	66	-	-	-	-	66
Play-Well TEKologies	BRA- 83911	3/2/2020	4/1/2020	3,717	-	-	-	-	3,717
Outschool, Inc.	13568	3/2/2020	4/1/2020	8	-	-	-	-	8
Outschool, Inc.	13571	3/2/2020	4/1/2020	80	-	-	-	-	80
Outschool, Inc.	13574	3/2/2020	4/1/2020	25	-	-	-	-	25
Outschool, Inc.	13583	3/2/2020	4/1/2020	80	-	-	-	-	80

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Learn Beyond the Book, Inc.	7893	3/2/2020	4/1/2020	291	-	-	-	-	291
Mary Converse	2020010ICS	3/2/2020	4/1/2020	400	-	-	-	-	400
Lynne Alba Speech Therapy Solutions, P.C.	INSAB0320	3/2/2020	4/1/2020	403	-	-	-	-	403
Mallory Perry	SHO6	3/2/2020	4/1/2020	524	-	-	-	-	524
Mamba Sports Academy	INV-0098865	4/1/2020	4/1/2020	199	-	-	-	-	199
Math Learning of Rolling Hills	3279	3/2/2020	4/1/2020	357	-	-	-	-	357
Lenny Gee Giacheilo	001	3/2/2020	4/1/2020	150	-	-	-	-	150
Logic of English	INV8671	3/2/2020	4/1/2020	197	-	-	-	-	197
Learn Beyond the Book, Inc.	7889	3/2/2020	4/1/2020	325	-	-	-	-	325
Lynne Alba Speech Therapy Solutions, P.C.	INSCG0320	3/2/2020	4/1/2020	605	-	-	-	-	605
Dance Street West	0000077	3/2/2020	4/1/2020	50	-	-	-	-	50
Home Science Tools	988355A	3/2/2020	4/1/2020	136	-	-	-	-	136
Intro 2 Skateboarding	59	3/2/2020	4/1/2020	1,500	-	-	-	-	1,500
Craft Bar	3	3/2/2020	4/1/2020	275	-	-	-	-	275
Barnabas Robotics	BR200001453	3/2/2020	4/1/2020	66	-	-	-	-	66
Art To Grow On Children's Art Center, Inc	Winter7	3/2/2020	4/1/2020	280	-	-	-	-	280
Art To Grow On Children's Art Center, Inc	Winter8	3/2/2020	4/1/2020	280	-	-	-	-	280
Pasadena Roving Archers	191104	3/2/2020	4/1/2020	30	-	-	-	-	30
Katherine Friedman	011	3/2/2020	4/1/2020	769	-	-	-	-	769
Shoot 360 Inc.	109	3/2/2020	4/1/2020	225	-	-	-	-	225
Stephen Petree	1708	3/2/2020	4/1/2020	360	-	-	-	-	360
Stephen Petree	1709	3/2/2020	4/1/2020	540	-	-	-	-	540
Teacher Synergy, LLC	113395129	3/2/2020	4/1/2020	31	-	-	-	-	31
Barnabas Robotics	BR200001442	3/2/2020	4/1/2020	69	-	-	-	-	69
Barnabas Robotics	BR200001470	3/2/2020	4/1/2020	110	-	-	-	-	110
Amy Van Leuven	072	3/2/2020	4/1/2020	990	-	-	-	-	990
West Coast Music Academy	27	3/2/2020	4/1/2020	1,830	-	-	-	-	1,830
Art To Grow On Children's Art Center, Inc	Winter6	3/2/2020	4/1/2020	140	-	-	-	-	140
Barnabas Robotics	BR200001449	3/2/2020	4/1/2020	69	-	-	-	-	69
Barnabas Robotics	BR200001469	3/2/2020	4/1/2020	66	-	-	-	-	66
Barnabas Robotics	BR200001471	3/2/2020	4/1/2020	66	-	-	-	-	66
Hugos GymFitness	333	3/2/2020	4/1/2020	2,240	-	-	-	-	2,240
DG Therapy Group	2021645062NH	3/2/2020	4/1/2020	500	-	-	-	-	500
DG Therapy Group	2021723732JP	3/2/2020	4/1/2020	830	-	-	-	-	830
Healthy Fit Kids	7	3/2/2020	4/1/2020	151	-	-	-	-	151
Math Learning of Rolling Hills	3280	3/2/2020	4/1/2020	200	-	-	-	-	200
Alea Wade	1	3/2/2020	4/1/2020	60	-	-	-	-	60
Accomplish Math Learning Center	1629	3/2/2020	4/1/2020	195	-	-	-	-	195
Applause Foundation	GARAY 2-2020	3/1/2020	4/1/2020	195	-	-	-	-	195
Outschool, Inc.	13570	3/2/2020	4/1/2020	50	-	-	-	-	50
Coach Patty's Gymnastics Inc	457	3/2/2020	4/1/2020	294	-	-	-	-	294
Singapore Math Inc.	351630	3/2/2020	4/1/2020	67	-	-	-	-	67
Singapore Math Inc.	351633	3/2/2020	4/1/2020	66	-	-	-	-	66
Lexia Learners with Coach Jess	183	3/2/2020	4/1/2020	190	-	-	-	-	190
Learn Beyond the Book, Inc.	7894	3/2/2020	4/1/2020	511	-	-	-	-	511

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Lauridsen Ballet Centre	172	3/2/2020	4/1/2020	335	-	-	-	-	335
Lauridsen Ballet Centre	173	3/2/2020	4/1/2020	365	-	-	-	-	365
Outschool, Inc.	13566	3/2/2020	4/1/2020	120	-	-	-	-	120
Outschool, Inc.	13572	3/2/2020	4/1/2020	55	-	-	-	-	55
Outschool, Inc.	13577	3/2/2020	4/1/2020	25	-	-	-	-	25
Outschool, Inc.	13580	3/2/2020	4/1/2020	9	-	-	-	-	9
Outschool, Inc.	13581	3/2/2020	4/1/2020	150	-	-	-	-	150
Teacher Synergy, LLC	114273356	3/11/2020	4/1/2020	48	-	-	-	-	48
The Salvation Army	066	3/2/2020	4/1/2020	270	-	-	-	-	270
Strum4Fun	12	3/2/2020	4/1/2020	70	-	-	-	-	70
Ralph Alberstrom	111324	3/2/2020	4/1/2020	165	-	-	-	-	165
Shoot 360 Inc.	110	3/2/2020	4/1/2020	225	-	-	-	-	225
Starfall Education Foundation	1495-3211-4609	3/2/2020	4/1/2020	35	-	-	-	-	35
Sylvan Learning Center 08573	LB220	3/2/2020	4/1/2020	600	-	-	-	-	600
Teaching Textbooks	26991	3/2/2020	4/1/2020	67	-	-	-	-	67
The Dance Company	226	3/2/2020	4/1/2020	534	-	-	-	-	534
YMCA of Greater Whittier	99	3/2/2020	4/1/2020	502	-	-	-	-	502
Outschool, Inc.	13564	3/2/2020	4/1/2020	17	-	-	-	-	17
Outschool, Inc.	13573	3/2/2020	4/1/2020	60	-	-	-	-	60
Outschool, Inc.	13576	3/2/2020	4/1/2020	13	-	-	-	-	13
Outschool, Inc.	13585	3/2/2020	4/1/2020	170	-	-	-	-	170
Teaching Textbooks	26990	3/2/2020	4/1/2020	67	-	-	-	-	67
Santa Monica Academy of Music	00023404	3/18/2020	4/1/2020	520	-	-	-	-	520
Singapore Math Inc.	351629	3/2/2020	4/1/2020	65	-	-	-	-	65
Rolling Robots, Inc	320200302	3/2/2020	4/1/2020	320	-	-	-	-	320
Samurai Academy	014	3/2/2020	4/1/2020	600	-	-	-	-	600
Pacific Coast Driving Academy	113-BRA	3/2/2020	4/1/2020	400	-	-	-	-	400
Hands 4 Building, LLC	1557	3/2/2020	4/1/2020	237	-	-	-	-	237
Inland Conservatory For The Performing Arts	201920-119	3/2/2020	4/1/2020	975	-	-	-	-	975
Innovation Academy	2759	3/1/2020	4/1/2020	300	-	-	-	-	300
Outschool, Inc.	13560	3/2/2020	4/1/2020	6	-	-	-	-	6
Outschool, Inc.	13561	3/2/2020	4/1/2020	120	-	-	-	-	120
Outschool, Inc.	13563	3/2/2020	4/1/2020	36	-	-	-	-	36
Outschool, Inc.	13569	3/2/2020	4/1/2020	15	-	-	-	-	15
Outschool, Inc.	13579	3/2/2020	4/1/2020	30	-	-	-	-	30
Outschool, Inc.	13586	3/2/2020	4/1/2020	15	-	-	-	-	15
Coach Patty's Gymnastics Inc	459	3/2/2020	4/1/2020	92	-	-	-	-	92
Learning A-Z	2236273	3/2/2020	4/1/2020	210	-	-	-	-	210
Crafty School Crates	17634	3/2/2020	4/1/2020	93	-	-	-	-	93
Mathnasium of Burbank	1534-200383	3/2/2020	4/1/2020	215	-	-	-	-	215
Strum4Fun	9	3/2/2020	4/1/2020	80	-	-	-	-	80
Singapore Math Inc.	351631	3/2/2020	4/1/2020	134	-	-	-	-	134
Singapore Math Inc.	351632	3/2/2020	4/1/2020	134	-	-	-	-	134
Singapore Math Inc.	351667	3/2/2020	4/1/2020	134	-	-	-	-	134
Ralph Alberstrom	20001215	3/2/2020	4/1/2020	110	-	-	-	-	110

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Rolling Robots, Inc	20200301	3/2/2020	4/1/2020	130	-	-	-	-	130
Rolling Robots, Inc	20200303	3/2/2020	4/1/2020	180	-	-	-	-	180
Walter Pridgen	144	3/2/2020	4/1/2020	300	-	-	-	-	300
Play-Well TEKologies	BRA- 83810	3/2/2020	4/1/2020	472	-	-	-	-	472
Play-Well TEKologies	BRA- 83811	3/2/2020	4/1/2020	826	-	-	-	-	826
Play-Well TEKologies	BRA84824	3/2/2020	4/1/2020	225	-	-	-	-	225
HomeSchool Concierge	591-69	3/2/2020	4/1/2020	51	-	-	-	-	51
Crafty School Crates	17631	3/2/2020	4/1/2020	143	-	-	-	-	143
Dvora Kravitz	207	3/2/2020	4/1/2020	1,000	-	-	-	-	1,000
DG Therapy Group	2021649957MB	3/2/2020	4/1/2020	500	-	-	-	-	500
Learn Beyond the Book, Inc.	7890	3/2/2020	4/1/2020	325	-	-	-	-	325
Mamba Sports Academy	INV-0098864	4/1/2020	4/1/2020	199	-	-	-	-	199
Logic of English	INV8670	3/2/2020	4/1/2020	210	-	-	-	-	210
Math Learning Redondo Beach	5191	3/2/2020	4/1/2020	250	-	-	-	-	250
Outschool, Inc.	13578	3/2/2020	4/1/2020	60	-	-	-	-	60
Outschool, Inc.	13582	3/2/2020	4/1/2020	90	-	-	-	-	90
Outschool, Inc.	13587	3/2/2020	4/1/2020	150	-	-	-	-	150
Monarchs Gymnastics	58 Reyes	3/3/2020	4/2/2020	58	-	-	-	-	58
Monica Basurto	126R	3/2/2020	4/2/2020	380	-	-	-	-	380
Learning A-Z	2236740	3/3/2020	4/2/2020	79	-	-	-	-	79
Kumon of Brea	ZACAND60	3/3/2020	4/2/2020	125	-	-	-	-	125
KiwiCo Inc	ST-IFKQ32GI	2/18/2020	4/2/2020	172	-	-	-	-	172
Dynamic Therapy Solutions and Dyslexia Center, PC	8115-02-2020	3/3/2020	4/2/2020	70	-	-	-	-	70
Educational Foundations	JH 3032020	3/3/2020	4/2/2020	1,088	-	-	-	-	1,088
Children's Therapy Network, Inc.	202289763KV	3/3/2020	4/2/2020	281	-	-	-	-	281
Frank Velasquez	1053	3/3/2020	4/2/2020	720	-	-	-	-	720
Frazier Martial Arts	061	3/3/2020	4/2/2020	138	-	-	-	-	138
Jimmy Murn	JM-44	3/3/2020	4/2/2020	225	-	-	-	-	225
Kingi Ohana House	002	3/3/2020	4/2/2020	532	-	-	-	-	532
James Avis	Henson-4	3/3/2020	4/2/2020	350	-	-	-	-	350
Mathnasium of Burbank	1034-200381	3/3/2020	4/2/2020	240	-	-	-	-	240
West End YMCA	16	3/2/2020	4/2/2020	154	-	-	-	-	154
victorytkdcenter	4	3/3/2020	4/2/2020	1,659	-	-	-	-	1,659
Teaching Textbooks	27029	3/3/2020	4/2/2020	43	-	-	-	-	43
Sunset Learning Studio	1183	3/3/2020	4/2/2020	350	-	-	-	-	350
Sunset Theatre Company	6	3/3/2020	4/2/2020	830	-	-	-	-	830
Singapore Math Inc.	351682	3/3/2020	4/2/2020	33	-	-	-	-	33
Mathnasium of Burbank	1655-200382	3/3/2020	4/2/2020	330	-	-	-	-	330
Moving Beyond the Page	210930	3/3/2020	4/2/2020	466	-	-	-	-	466
Natalie Meza	5027	3/3/2020	4/2/2020	1,207	-	-	-	-	1,207
DanAlex, Inc.	1	3/3/2020	4/2/2020	375	-	-	-	-	375
Children's Therapy Network, Inc.	202290970LJ	3/3/2020	4/2/2020	1,875	-	-	-	-	1,875
Children's Therapy Network, Inc.	202292703EB	3/3/2020	4/2/2020	188	-	-	-	-	188
Discount School Supply	P39336870101	3/3/2020	4/2/2020	154	-	-	-	-	154
Elements of Movement Studio, Ojai	002	3/3/2020	4/2/2020	698	-	-	-	-	698

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Fontana Aquatics Club	03032020RL	3/3/2020	4/2/2020	240	-	-	-	-	240
Jamie Butterworth	CC20-3220	3/2/2020	4/2/2020	260	-	-	-	-	260
Inland Pacific Ballet Academy	BRA-0320	3/3/2020	4/2/2020	5,095	-	-	-	-	5,095
RD Equine	BRA-2020-004	3/3/2020	4/2/2020	875	-	-	-	-	875
Teaching Textbooks	27028	3/3/2020	4/2/2020	67	-	-	-	-	67
Torrance-South Bay YMCA	1387749.003	3/3/2020	4/2/2020	1,446	-	-	-	-	1,446
Teacher Synergy, LLC	113551835	3/3/2020	4/2/2020	27	-	-	-	-	27
San Pedro & Peninsula YMCA	30220202	3/3/2020	4/2/2020	237	-	-	-	-	237
Strum4Fun	10	3/2/2020	4/2/2020	80	-	-	-	-	80
Teacher Synergy, LLC	114384019	3/12/2020	4/2/2020	36	-	-	-	-	36
Teacher Synergy, LLC	114384524	3/12/2020	4/2/2020	74	-	-	-	-	74
West Valley Family YMCA	2020-007678	3/3/2020	4/2/2020	258	-	-	-	-	258
Teacher Synergy, LLC	114384398	3/12/2020	4/2/2020	75	-	-	-	-	75
Childrens Therapy Network - Ventura	202290193JS	3/3/2020	4/2/2020	875	-	-	-	-	875
Childrens Therapy Network - Ventura	202290212DS	3/3/2020	4/2/2020	625	-	-	-	-	625
Broadway Gymnastics School, Inc	5040	3/3/2020	4/2/2020	1,176	-	-	-	-	1,176
Monarchs Gymnastics	57 Reyes	3/3/2020	4/2/2020	118	-	-	-	-	118
Monarchs Gymnastics	6 Invoice	3/3/2020	4/2/2020	118	-	-	-	-	118
ABA Works, LLC	294	3/3/2020	4/2/2020	585	-	-	-	-	585
All About Learning Press, Inc.	902128	3/3/2020	4/2/2020	182	-	-	-	-	182
Mary Converse	2020011ICS	3/3/2020	4/2/2020	450	-	-	-	-	450
Frog Creek Adventure School	2005	3/3/2020	4/2/2020	7,856	-	-	-	-	7,856
Evan-Moor	INV268477	3/3/2020	4/2/2020	100	-	-	-	-	100
Jimmy Murn	JM-41	3/3/2020	4/2/2020	750	-	-	-	-	750
Kim Eaves	35	3/3/2020	4/2/2020	480	-	-	-	-	480
Barnabas Robotics	BR200001484	3/3/2020	4/2/2020	69	-	-	-	-	69
Amanda J. Kos	12	3/3/2020	4/2/2020	1,150	-	-	-	-	1,150
Activities for Learning, Inc.	379715	3/3/2020	4/2/2020	330	-	-	-	-	330
Barnabas Robotics	BR200001483	3/3/2020	4/2/2020	69	-	-	-	-	69
Activities for Learning, Inc.	379716	3/3/2020	4/2/2020	100	-	-	-	-	100
Teacher Synergy, LLC	113481091	3/3/2020	4/2/2020	25	-	-	-	-	25
The Dance Shop	0220	3/3/2020	4/2/2020	750	-	-	-	-	750
Spanish In Action	MC032020	3/3/2020	4/2/2020	160	-	-	-	-	160
James Avis	Gabourel-1	3/3/2020	4/2/2020	525	-	-	-	-	525
WriteAtHome, Inc.	20152520	3/3/2020	4/2/2020	179	-	-	-	-	179
Discount School Supply	P39338390101	3/3/2020	4/2/2020	50	-	-	-	-	50
Coastal Kids Enrichment Program	0020	3/3/2020	4/2/2020	85	-	-	-	-	85
Children's Therapy Network, Inc.	202288597AZ	3/3/2020	4/2/2020	875	-	-	-	-	875
Evan-Moor	INV268480	3/3/2020	4/2/2020	100	-	-	-	-	100
Creative Creatures & Co.	BR-6-CC&C	3/3/2020	4/2/2020	357	-	-	-	-	357
Dustin Arth	20	3/3/2020	4/2/2020	225	-	-	-	-	225
Dynamic Therapy Solutions and Dyslexia Center, PC	8121-02-2020	3/3/2020	4/2/2020	420	-	-	-	-	420
Dynamic Therapy Solutions and Dyslexia Center, PC	8125-02-2020	3/3/2020	4/2/2020	280	-	-	-	-	280
Dynamic Therapy Solutions and Dyslexia Center, PC	8239-02-2020	3/3/2020	4/2/2020	300	-	-	-	-	300
Megan Litz Private Tutoring	13	3/3/2020	4/2/2020	700	-	-	-	-	700

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Melanie Lopez	10	3/3/2020	4/2/2020	2,400	-	-	-	-	2,400
Children's Therapy Network, Inc.	202288476TB	3/3/2020	4/2/2020	813	-	-	-	-	813
Children's Therapy Network, Inc.	202288575DZ	3/3/2020	4/2/2020	463	-	-	-	-	463
Children's Therapy Network, Inc.	202289004JO	3/3/2020	4/2/2020	473	-	-	-	-	473
Children's Therapy Network, Inc.	202292885GB	3/3/2020	4/2/2020	94	-	-	-	-	94
Lighthouse Therapy LLC	147	3/3/2020	4/2/2020	25,777	-	-	-	-	25,777
Loving Learning	0016JFEB2020	3/3/2020	4/2/2020	550	-	-	-	-	550
Ocean First Education	2020-0009	3/3/2020	4/2/2020	20	-	-	-	-	20
Evan-Moor	INV268484	3/3/2020	4/2/2020	100	-	-	-	-	100
Firestorm Freerunning & Acrobatics	02-202	3/3/2020	4/2/2020	1,402	-	-	-	-	1,402
Art Experience Studio	2020002	3/3/2020	4/2/2020	352	-	-	-	-	352
Children's Therapy Network, Inc.	202276183AJ	3/3/2020	4/2/2020	500	-	-	-	-	500
Children's Therapy Network, Inc.	202280581MS	3/3/2020	4/2/2020	250	-	-	-	-	250
Children's Therapy Network, Inc.	202288454IB	3/3/2020	4/2/2020	500	-	-	-	-	500
Children's Therapy Network, Inc.	202288925DR	3/3/2020	4/2/2020	486	-	-	-	-	486
Teacher Synergy, LLC	114384160	3/12/2020	4/2/2020	8	-	-	-	-	8
Teacher Synergy, LLC	114789062	3/18/2020	4/2/2020	58	-	-	-	-	58
The Lab BJJ	INV-032020	3/3/2020	4/2/2020	660	-	-	-	-	660
SE23 Studios	11	3/3/2020	4/2/2020	649	-	-	-	-	649
Singapore Math Inc.	351604	3/2/2020	4/2/2020	105	-	-	-	-	105
Power of One - Lakewood	0013	3/3/2020	4/2/2020	960	-	-	-	-	960
KiwiCo Inc	ST-IFRGPQAI	2/18/2020	4/3/2020	120	-	-	-	-	120
Rainbow Resource Center	2846266	2/3/2020	4/3/2020	51	-	-	-	-	51
Evan-Moor	INV268667	3/4/2020	4/3/2020	17	-	-	-	-	17
Barnabas Robotics	BR200001494	3/4/2020	4/3/2020	115	-	-	-	-	115
Legacy Academy	0023	3/4/2020	4/3/2020	5,981	-	-	-	-	5,981
Live Education Inc.	9894	3/4/2020	4/3/2020	503	-	-	-	-	503
Chef Tech Cooking School	49417	3/4/2020	4/3/2020	170	-	-	-	-	170
Nishalogic, LLC	43	3/4/2020	4/3/2020	150	-	-	-	-	150
Nishalogic, LLC	44	3/4/2020	4/3/2020	150	-	-	-	-	150
Nishalogic, LLC	46	3/4/2020	4/3/2020	150	-	-	-	-	150
Institute for Excellence in Writing	650660	3/3/2020	4/3/2020	60	-	-	-	-	60
Freckled Frog	Blue 02-2020	3/4/2020	4/3/2020	125	-	-	-	-	125
Faith Seymour	19.20.BRA-03	3/4/2020	4/3/2020	2,954	-	-	-	-	2,954
HuckleBerry Center for Creative Learning	6918	3/4/2020	4/3/2020	275	-	-	-	-	275
Jimmy Murn	JM-37	3/4/2020	4/3/2020	225	-	-	-	-	225
Club Champion Gymnastics	232	3/4/2020	4/3/2020	889	-	-	-	-	889
Chef Tech Cooking School	49423	3/4/2020	4/3/2020	170	-	-	-	-	170
Dancin' in Acton	1012	3/4/2020	4/3/2020	1,992	-	-	-	-	1,992
Rainbow Resource Center	2846258	2/3/2020	4/3/2020	171	-	-	-	-	171
Rainbow Resource Center	2846260	2/3/2020	4/3/2020	104	-	-	-	-	104
Rainbow Resource Center	2846513	2/3/2020	4/3/2020	21	-	-	-	-	21
Rainbow Resource Center	2846561	2/3/2020	4/3/2020	49	-	-	-	-	49
Rainbow Resource Center	2846658	2/3/2020	4/3/2020	201	-	-	-	-	201
All About Learning Press, Inc.	901863	2/3/2020	4/3/2020	98	-	-	-	-	98

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Institute for Excellence in Writing	650651	3/3/2020	4/3/2020	139	-	-	-	-	139
Jimmy Murn	JM-38	3/4/2020	4/3/2020	770	-	-	-	-	770
Live Education Inc.	9896	3/4/2020	4/3/2020	525	-	-	-	-	525
Rock Tree Sky	2299	3/4/2020	4/3/2020	900	-	-	-	-	900
Rock Tree Sky	2302	3/4/2020	4/3/2020	900	-	-	-	-	900
The Red Couch Reading Room	1920101	3/4/2020	4/3/2020	65	-	-	-	-	65
All About Learning Press, Inc.	901865	2/3/2020	4/3/2020	141	-	-	-	-	141
Blue Learning	SINV1289	3/4/2020	4/3/2020	200	-	-	-	-	200
40 Love Foundation	3042020	3/4/2020	4/3/2020	660	-	-	-	-	660
A to Z Soccer Academy	205	3/4/2020	4/3/2020	750	-	-	-	-	750
All About Learning Press, Inc.	901866	2/3/2020	4/3/2020	261	-	-	-	-	261
KiwiCo Inc	ST-IFMGIXUY	2/18/2020	4/3/2020	118	-	-	-	-	118
KiwiCo Inc	ST-IFTNWB6I	2/18/2020	4/3/2020	66	-	-	-	-	66
KidsArt, Inc - Los Angeles DBA Drawn2Art	2.2020.br	3/3/2020	4/3/2020	248	-	-	-	-	248
LA Galaxy Soccer Center	279666	3/4/2020	4/3/2020	150	-	-	-	-	150
My Gym	40824	3/4/2020	4/3/2020	510	-	-	-	-	510
Oaks Volleyball Club, LLC	3032020	3/4/2020	4/3/2020	120	-	-	-	-	120
Center Stage Players and Arts Repertory	AKreps030420	3/4/2020	4/3/2020	900	-	-	-	-	900
The Speech and Language Group, Inc	February 2020	3/4/2020	4/3/2020	1,000	-	-	-	-	1,000
Torres Fine Arts Instruction	BR2-20	3/4/2020	4/3/2020	520	-	-	-	-	520
Rock Tree Sky	2298	3/4/2020	4/3/2020	200	-	-	-	-	200
Rock Tree Sky	2301	3/4/2020	4/3/2020	900	-	-	-	-	900
Teacher Synergy, LLC	113672119	3/4/2020	4/3/2020	20	-	-	-	-	20
LA Galaxy Soccer Center	279663	3/4/2020	4/3/2020	164	-	-	-	-	164
Rock Tree Sky	2303	3/4/2020	4/3/2020	900	-	-	-	-	900
Play-Well TEKologies	20207-82983	3/4/2020	4/3/2020	1,800	-	-	-	-	1,800
San Pedro Ballet School	850	3/4/2020	4/3/2020	500	-	-	-	-	500
Paramount Academy of Music	138	3/3/2020	4/3/2020	500	-	-	-	-	500
Pearson Education Inc.	6800251187	3/4/2020	4/3/2020	14	-	-	-	-	14
Rock Tree Sky	2296	3/4/2020	4/3/2020	3,000	-	-	-	-	3,000
Rock Tree Sky	2297	3/4/2020	4/3/2020	900	-	-	-	-	900
Rainbow Resource Center	2846264	2/3/2020	4/3/2020	37	-	-	-	-	37
Rainbow Resource Center	2846515	2/3/2020	4/3/2020	35	-	-	-	-	35
Rainbow Resource Center	2846654	2/3/2020	4/3/2020	30	-	-	-	-	30
Golden Oak Music Studios	BRA-2019-2020W	3/4/2020	4/3/2020	550	-	-	-	-	550
HuckleBerry Center for Creative Learning	6919	3/4/2020	4/3/2020	260	-	-	-	-	260
Educational Development Corporation	DIR5582591	3/4/2020	4/3/2020	246	-	-	-	-	246
Enlightened Learning	4088	3/4/2020	4/3/2020	240	-	-	-	-	240
David Christensen	10	3/4/2020	4/3/2020	65	-	-	-	-	65
Blue Learning	SINV1295	3/4/2020	4/3/2020	200	-	-	-	-	200
MK Innovations, Inc.	MK_82	3/4/2020	4/3/2020	600	-	-	-	-	600
Marnie Cooper School of Acting	FARRAR5	3/4/2020	4/3/2020	555	-	-	-	-	555
Rock Tree Sky	2300	3/4/2020	4/3/2020	900	-	-	-	-	900
Thrive Academics, Inc.	INS-BRA0220	3/4/2020	4/3/2020	1,738	-	-	-	-	1,738
Timberdoodle.com	311951	2/3/2020	4/3/2020	250	-	-	-	-	250

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Nishalogic, LLC	45	3/4/2020	4/3/2020	150	-	-	-	-	150
Nishalogic, LLC	47	3/4/2020	4/3/2020	150	-	-	-	-	150
Oak Meadow Inc.	99628	3/4/2020	4/3/2020	580	-	-	-	-	580
Chef Tech Cooking School	50571	3/4/2020	4/3/2020	170	-	-	-	-	170
Drivers Ed Direct	1115	3/4/2020	4/3/2020	439	-	-	-	-	439
Live Education Inc.	9895	3/4/2020	4/3/2020	1,057	-	-	-	-	1,057
Manhattan Beach Nursery School	Myers-200201	3/4/2020	4/3/2020	1,116	-	-	-	-	1,116
M & M Surfing School	MM-342020-BRA	3/4/2020	4/3/2020	580	-	-	-	-	580
KiwiCo Inc	ST-INZ3YWRI	2/19/2020	4/4/2020	66	-	-	-	-	66
Dance Tech	006	3/5/2020	4/4/2020	780	-	-	-	-	780
Conejo Recreation and Park District	2037	3/5/2020	4/4/2020	436	-	-	-	-	436
Cornerstone Music Conservatory	CMC141	3/5/2020	4/4/2020	162	-	-	-	-	162
Code Ninjas - Palos Verdes	352020	3/5/2020	4/4/2020	259	-	-	-	-	259
Code Ninjas - Palos Verdes	3520201	3/5/2020	4/4/2020	400	-	-	-	-	400
KiwiCo Inc	ST-IDVRUQEY	2/19/2020	4/4/2020	66	-	-	-	-	66
HuckleBerry Center for Creative Learning	6922	3/4/2020	4/4/2020	270	-	-	-	-	270
Rainbow Resource Center	2847604	2/4/2020	4/4/2020	161	-	-	-	-	161
Teacher Synergy, LLC	113735245	3/5/2020	4/4/2020	9	-	-	-	-	9
VoogDesigns	IN200305	3/5/2020	4/4/2020	977	-	-	-	-	977
Watersafe Swim School	305	3/5/2020	4/4/2020	238	-	-	-	-	238
Watersafe Swim School	307	3/5/2020	4/4/2020	119	-	-	-	-	119
Watersafe Swim School	315	3/5/2020	4/4/2020	208	-	-	-	-	208
USA TaeKwonDo Center	00012	3/5/2020	4/4/2020	2,055	-	-	-	-	2,055
Ventura Family YMCA	601	3/5/2020	4/4/2020	285	-	-	-	-	285
Ventura Family YMCA	607	3/5/2020	4/4/2020	270	-	-	-	-	270
Ventura Family YMCA	609	3/5/2020	4/4/2020	70	-	-	-	-	70
Rainbow Resource Center	2839293	1/20/2020	4/4/2020	274	-	-	-	-	274
Rolling Robots, Inc	020200304	3/5/2020	4/4/2020	200	-	-	-	-	200
Math-U-See, Inc.	0595407-IN	2/4/2020	4/4/2020	47	-	-	-	-	47
Mathnasium of Calabasas	2775	3/5/2020	4/4/2020	439	-	-	-	-	439
Canvas & Clay	LWein0220	3/5/2020	4/4/2020	155	-	-	-	-	155
Cornerstone Music Conservatory	CMC145, February 2020	3/5/2020	4/4/2020	162	-	-	-	-	162
Cornerstone Music Conservatory	CMC146 February 2020	3/5/2020	4/4/2020	170	-	-	-	-	170
Cornerstone Music Conservatory	CMC147	3/5/2020	4/4/2020	340	-	-	-	-	340
Cornerstone Music Conservatory	CMC149	3/5/2020	4/4/2020	225	-	-	-	-	225
Rainbow Resource Center	2847600	2/4/2020	4/4/2020	28	-	-	-	-	28
Rainbow Resource Center	2847721	2/4/2020	4/4/2020	219	-	-	-	-	219
Rolling Robots, Inc	20200305	3/5/2020	4/4/2020	375	-	-	-	-	375
Rainbow Resource Center	2838680	1/17/2020	4/4/2020	64	-	-	-	-	64
Rainbow Resource Center	2838825	1/17/2020	4/4/2020	28	-	-	-	-	28
Ventura Family YMCA	600	3/5/2020	4/4/2020	35	-	-	-	-	35
Ventura Family YMCA	602	3/5/2020	4/4/2020	35	-	-	-	-	35
Watersafe Swim School	311	3/5/2020	4/4/2020	179	-	-	-	-	179
Watersafe Swim School	313	3/5/2020	4/4/2020	119	-	-	-	-	119
Second City of Los Angeles Inc	03052020	3/5/2020	4/4/2020	1,340	-	-	-	-	1,340

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Watersafe Swim School	309	3/5/2020	4/4/2020	213	-	-	-	-	213
Ventura Family YMCA	608	3/5/2020	4/4/2020	285	-	-	-	-	285
Rainbow Resource Center	2838533	1/17/2020	4/4/2020	113	-	-	-	-	113
Rainbow Resource Center	2838539	1/17/2020	4/4/2020	35	-	-	-	-	35
Rainbow Resource Center	2838552	1/17/2020	4/4/2020	227	-	-	-	-	227
Rainbow Resource Center	2838743	1/17/2020	4/4/2020	214	-	-	-	-	214
Rainbow Resource Center	2839485	1/20/2020	4/4/2020	40	-	-	-	-	40
Rainbow Resource Center	2847724	2/4/2020	4/4/2020	64	-	-	-	-	64
Rancho Simi Recreation and Park District	1882.2	3/5/2020	4/4/2020	428	-	-	-	-	428
Lotus Educational Services, Inc.	1476	3/5/2020	4/4/2020	1,177	-	-	-	-	1,177
Teacher Synergy, LLC	113731826	3/5/2020	4/4/2020	61	-	-	-	-	61
Teaching Textbooks	27060	3/5/2020	4/4/2020	67	-	-	-	-	67
SE23 Studios	12	3/5/2020	4/4/2020	215	-	-	-	-	215
Tutu Ballet Academy LLC	119	3/5/2020	4/4/2020	225	-	-	-	-	225
Teacher Synergy, LLC	113731151	3/5/2020	4/4/2020	40	-	-	-	-	40
Canvas & Clay	TWein0220	3/5/2020	4/4/2020	155	-	-	-	-	155
The Salvation Army	067	3/5/2020	4/4/2020	300	-	-	-	-	300
Watersafe Swim School	308	3/5/2020	4/4/2020	119	-	-	-	-	119
Watersafe Swim School	314	3/5/2020	4/4/2020	94	-	-	-	-	94
Mission Tennis Academy	MTA030420	3/5/2020	4/4/2020	600	-	-	-	-	600
Conejo Recreation and Park District	2036	3/5/2020	4/4/2020	99	-	-	-	-	99
Cal Heights Music	38	3/5/2020	4/4/2020	2,060	-	-	-	-	2,060
Canvas & Clay	BWein0220	3/5/2020	4/4/2020	145	-	-	-	-	145
Canvas & Clay	GArviso0220	3/5/2020	4/4/2020	260	-	-	-	-	260
Alberto La Torre Jr	2020-100540	3/5/2020	4/4/2020	50	-	-	-	-	50
KiwiCo Inc	ST-IN4UY46Y	2/19/2020	4/4/2020	66	-	-	-	-	66
Iceoplex	030520	3/5/2020	4/4/2020	720	-	-	-	-	720
Cornerstone Music Conservatory	CMC140	3/5/2020	4/4/2020	162	-	-	-	-	162
Cornerstone Music Conservatory	CMC148	3/5/2020	4/4/2020	170	-	-	-	-	170
Creative Learning Place	102	3/5/2020	4/4/2020	6,048	-	-	-	-	6,048
Flipside Gymnastics	ARuddActMA2020	3/5/2020	4/4/2020	146	-	-	-	-	146
HuckleBerry Center for Creative Learning	6923	3/4/2020	4/4/2020	265	-	-	-	-	265
Ventura Family YMCA	499	3/5/2020	4/4/2020	35	-	-	-	-	35
Ventura Family YMCA	605	3/5/2020	4/4/2020	35	-	-	-	-	35
Watersafe Swim School	304	3/5/2020	4/4/2020	214	-	-	-	-	214
Watersafe Swim School	306	3/5/2020	4/4/2020	119	-	-	-	-	119
Watersafe Swim School	310	3/5/2020	4/4/2020	119	-	-	-	-	119
Axiom Education Services	9	3/5/2020	4/4/2020	160	-	-	-	-	160
Teacher Synergy, LLC	113733207	3/5/2020	4/4/2020	11	-	-	-	-	11
Rhonda J Cemo	31	3/5/2020	4/4/2020	80	-	-	-	-	80
Rainbow Resource Center	2839474	1/20/2020	4/4/2020	35	-	-	-	-	35
Rainbow Resource Center	2840622	1/22/2020	4/4/2020	150	-	-	-	-	150
Rainbow Resource Center	2841002	1/22/2020	4/4/2020	138	-	-	-	-	138
Rainbow Resource Center	2841052	1/22/2020	4/4/2020	151	-	-	-	-	151
Rainbow Resource Center	2841062	1/22/2020	4/4/2020	567	-	-	-	-	567

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Stagelight Performing Arts	0320GARAA	3/5/2020	4/4/2020	200	-	-	-	-	200
Rainbow Resource Center	2847387	2/4/2020	4/4/2020	229	-	-	-	-	229
Alberto La Torre Jr	2020-098479	3/5/2020	4/4/2020	200	-	-	-	-	200
Alberto La Torre Jr	2020-100538	3/5/2020	4/4/2020	50	-	-	-	-	50
Rainbow Resource Center	2847602	2/4/2020	4/4/2020	121	-	-	-	-	121
Rainbow Resource Center	2838528	1/17/2020	4/4/2020	122	-	-	-	-	122
Rainbow Resource Center	2838545	1/17/2020	4/4/2020	432	-	-	-	-	432
Rainbow Resource Center	2838824	1/17/2020	4/4/2020	51	-	-	-	-	51
Rainbow Resource Center	2840732	1/22/2020	4/4/2020	280	-	-	-	-	280
Rainbow Resource Center	2840992	1/22/2020	4/4/2020	49	-	-	-	-	49
Rainbow Resource Center	2841031	1/22/2020	4/4/2020	429	-	-	-	-	429
Cornerstone Music Conservatory	CMC144	3/5/2020	4/4/2020	162	-	-	-	-	162
Center for Vision Development Optometry Inc	2790	3/5/2020	4/4/2020	330	-	-	-	-	330
John Tracy Center	INV-3675	3/10/2020	4/4/2020	2,510	-	-	-	-	2,510
HuckleBerry Center for Creative Learning	6920	3/4/2020	4/4/2020	275	-	-	-	-	275
HuckleBerry Center for Creative Learning	6921	3/4/2020	4/4/2020	280	-	-	-	-	280
Educational Development Corporation	DIR5582599	3/5/2020	4/4/2020	132	-	-	-	-	132
Frank Velasquez	1058	3/17/2020	4/4/2020	960	-	-	-	-	960
MEL Science LTD	AB202003052	3/5/2020	4/4/2020	100	-	-	-	-	100
MORE Academies	0062	3/5/2020	4/4/2020	6,600	-	-	-	-	6,600
Canvas & Clay	OBarber0220	3/5/2020	4/4/2020	115	-	-	-	-	115
KM Learning Center, INC.	102	3/5/2020	4/4/2020	600	-	-	-	-	600
Mastery Quest Academy	2020-03	3/4/2020	4/4/2020	4,875	-	-	-	-	4,875
Alberto La Torre Jr	2020-098483	3/5/2020	4/4/2020	200	-	-	-	-	200
All About Learning Press, Inc.	901882	2/4/2020	4/4/2020	159	-	-	-	-	159
Rainbow Resource Center	2838542	1/17/2020	4/4/2020	119	-	-	-	-	119
Watersafe Swim School	312	3/5/2020	4/4/2020	184	-	-	-	-	184
Dance Tech	005	3/5/2020	4/4/2020	520	-	-	-	-	520
Flipside Gymnastics	ARuddTapMA2020	3/5/2020	4/4/2020	163	-	-	-	-	163
Home Science Tools	982931A	2/4/2020	4/4/2020	27	-	-	-	-	27
Center for Vision Development Optometry Inc	2796	3/5/2020	4/4/2020	660	-	-	-	-	660
Cornerstone Music Conservatory	CMC142	3/5/2020	4/4/2020	162	-	-	-	-	162
Cornerstone Music Conservatory	CMC143	3/5/2020	4/4/2020	162	-	-	-	-	162
Code Ninjas - Palos Verdes	3520202	3/5/2020	4/4/2020	249	-	-	-	-	249
ArteLuta Capoeira	40	3/5/2020	4/4/2020	110	-	-	-	-	110
Arabic Homeschool	2335	3/5/2020	4/4/2020	144	-	-	-	-	144
Petra Poschmann	16	3/5/2020	4/4/2020	234	-	-	-	-	234
Red Hat Cowgirl	RHC1144	3/5/2020	4/4/2020	1,260	-	-	-	-	1,260
Timberdoodle.com	311999	2/4/2020	4/4/2020	66	-	-	-	-	66
Ventura Family YMCA	603	3/5/2020	4/4/2020	35	-	-	-	-	35
Ventura Family YMCA	604	3/5/2020	4/4/2020	105	-	-	-	-	105
Teacher Synergy, LLC	113733518	3/5/2020	4/4/2020	178	-	-	-	-	178
Teaching Textbooks	27069	3/5/2020	4/4/2020	67	-	-	-	-	67
Rainbow Resource Center	2838534	1/17/2020	4/4/2020	12	-	-	-	-	12
Rainbow Resource Center	2840889	1/22/2020	4/4/2020	27	-	-	-	-	27

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Rainbow Resource Center	2840933	1/22/2020	4/4/2020	635	-	-	-	-	635
Rainbow Resource Center	2841057	1/22/2020	4/4/2020	162	-	-	-	-	162
Rainbow Resource Center	2752803	1/20/2020	4/4/2020	127	-	-	-	-	127
Kanor Driving School, Inc.	163	3/6/2020	4/5/2020	120	-	-	-	-	120
Savage Elite Gymnastics	3062020	3/6/2020	4/5/2020	3,084	-	-	-	-	3,084
Beautiful Feet Books, Inc.	11539	2/5/2020	4/5/2020	263	-	-	-	-	263
Cassandra Bradford	Bradford C. Jan-BR 2020	3/6/2020	4/5/2020	5,000	-	-	-	-	5,000
Bitsbox	2515	2/5/2020	4/5/2020	129	-	-	-	-	129
Chris Byers, MA, CCC-SLP	HARTOUNIANH220	3/6/2020	4/5/2020	1,480	-	-	-	-	1,480
Get Mathy	BRA3620AZ	3/6/2020	4/5/2020	330	-	-	-	-	330
eat2explore	100705	3/6/2020	4/5/2020	110	-	-	-	-	110
Piano4Everyone, Westlake Village	20192020	3/6/2020	4/5/2020	770	-	-	-	-	770
Math-U-See, Inc.	0595737-IN	2/5/2020	4/5/2020	281	-	-	-	-	281
Little Surf Co	1145	3/6/2020	4/5/2020	454	-	-	-	-	454
KiwiCo Inc	ST-I1Y7DGQY	2/20/2020	4/5/2020	131	-	-	-	-	131
Kitchen Stewardship LLC	213	3/6/2020	4/5/2020	150	-	-	-	-	150
LA Galaxy Soccer Center	279794	3/6/2020	4/5/2020	164	-	-	-	-	164
Cheri Sintay	200306BRA	3/6/2020	4/5/2020	800	-	-	-	-	800
Chris Byers, MA, CCC-SLP	LIFSCHITZB220	3/6/2020	4/5/2020	925	-	-	-	-	925
Money Munchkids	57	3/6/2020	4/5/2020	88	-	-	-	-	88
Hamsa Studio	1005	3/6/2020	4/5/2020	270	-	-	-	-	270
Chef Tech Cooking School	51932	3/6/2020	4/5/2020	170	-	-	-	-	170
Chef Tech Cooking School	52501	3/6/2020	4/5/2020	170	-	-	-	-	170
Chris Byers, MA, CCC-SLP	BOPPL220	3/6/2020	4/5/2020	1,110	-	-	-	-	1,110
Samurai Academy	40	3/6/2020	4/5/2020	250	-	-	-	-	250
San Pedro Ballet School	855	3/6/2020	4/5/2020	255	-	-	-	-	255
Teaching Textbooks	27089	3/6/2020	4/5/2020	43	-	-	-	-	43
Beautiful Feet Books, Inc.	11540	2/5/2020	4/5/2020	221	-	-	-	-	221
Activities for Learning, Inc.	379744	3/6/2020	4/5/2020	150	-	-	-	-	150
Braille Abilities, LLC,	14003	3/6/2020	4/5/2020	263	-	-	-	-	263
Activities for Learning, Inc.	379743	3/6/2020	4/5/2020	34	-	-	-	-	34
Kanor Driving School, Inc.	162	3/6/2020	4/5/2020	205	-	-	-	-	205
All About Learning Press, Inc.	901849	2/5/2020	4/5/2020	209	-	-	-	-	209
Math-U-See, Inc.	0595735-IN	2/5/2020	4/5/2020	265	-	-	-	-	265
Chef Tech Cooking School	52500	3/6/2020	4/5/2020	105	-	-	-	-	105
Chris Byers, MA, CCC-SLP	B-WBE220	3/6/2020	4/5/2020	740	-	-	-	-	740
Chris Byers, MA, CCC-SLP	LANIJ220	3/6/2020	4/5/2020	1,480	-	-	-	-	1,480
Singapore Math Inc.	351735	3/6/2020	4/5/2020	111	-	-	-	-	111
Rock Tree Sky	2304	3/6/2020	4/5/2020	200	-	-	-	-	200
Teaching Textbooks	27090	3/6/2020	4/5/2020	43	-	-	-	-	43
Samurai Academy	41	3/6/2020	4/5/2020	125	-	-	-	-	125
LA Acting Studios	177	3/6/2020	4/5/2020	230	-	-	-	-	230
KiwiCo Inc	ST-IGMNPZDI	2/14/2020	4/5/2020	66	-	-	-	-	66
Logic of English	INV8697	3/6/2020	4/5/2020	108	-	-	-	-	108
Singapore Math Inc.	351736	3/6/2020	4/5/2020	89	-	-	-	-	89

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Samurai Academy	42	3/6/2020	4/5/2020	225	-	-	-	-	225
Procopio, Cory, Hargreaves & Savitch LLP	707383	3/6/2020	4/5/2020	2,736	-	-	-	-	2,736
Teaching Textbooks	27082	3/6/2020	4/5/2020	43	-	-	-	-	43
Peace Hill Press dba Well Trained Mind Press	51946	3/6/2020	4/5/2020	85	-	-	-	-	85
WriteAtHome, Inc.	20152523	3/6/2020	4/5/2020	179	-	-	-	-	179
Chris Byers, MA, CCC-SLP	HAWKINSO220	3/6/2020	4/5/2020	1,480	-	-	-	-	1,480
Chris Byers, MA, CCC-SLP	VARGASK220	3/6/2020	4/5/2020	740	-	-	-	-	740
Mr. D Math, LLC	1223	3/6/2020	4/5/2020	591	-	-	-	-	591
Math-U-See, Inc.	0595741-IN	2/5/2020	4/5/2020	120	-	-	-	-	120
Get Mathy	BRA3620ED	3/6/2020	4/5/2020	325	-	-	-	-	325
Heavens Ranch Rescue	852	3/6/2020	4/5/2020	495	-	-	-	-	495
Scoil Rince Daryl Rose	2	3/6/2020	4/5/2020	60	-	-	-	-	60
Timberdoodle.com	312014	2/5/2020	4/5/2020	378	-	-	-	-	378
Get Mathy	BRA3620MZ	3/6/2020	4/5/2020	330	-	-	-	-	330
Home School Coaches	1920BRA012	3/6/2020	4/5/2020	388	-	-	-	-	388
Chris Byers, MA, CCC-SLP	FERGESENG220	3/6/2020	4/5/2020	1,110	-	-	-	-	1,110
Chris Byers, MA, CCC-SLP	LANIJ220Mediation	3/6/2020	4/5/2020	370	-	-	-	-	370
Claremont Chefs Academy	14024	3/6/2020	4/5/2020	780	-	-	-	-	780
KiwiCo Inc	ST-IJC7QXHY	2/20/2020	4/5/2020	119	-	-	-	-	119
LA Galaxy Soccer Center	279795	3/6/2020	4/5/2020	189	-	-	-	-	189
KiwiCo Inc	ST-IE4OLMHA	2/21/2020	4/6/2020	186	-	-	-	-	186
Teacher Synergy, LLC	114648497	3/16/2020	4/6/2020	19	-	-	-	-	19
SoCal Tutors	158	3/6/2020	4/6/2020	674	-	-	-	-	674
Gymnastics Olympica USA	00129	3/7/2020	4/6/2020	1,025	-	-	-	-	1,025
Lilli Witczak	6072020	3/7/2020	4/6/2020	1,951	-	-	-	-	1,951
Teacher Synergy, LLC	114625658	3/16/2020	4/6/2020	23	-	-	-	-	23
Talent House Academy Inc	21	3/7/2020	4/6/2020	945	-	-	-	-	945
KiwiCo Inc	ST-IE2HE2JA	2/21/2020	4/6/2020	186	-	-	-	-	186
Math-U-See, Inc.	0595921-IN	2/6/2020	4/6/2020	56	-	-	-	-	56
KiwiCo Inc	ST-IE6DYJVQ	2/21/2020	4/6/2020	66	-	-	-	-	66
Gymnastics Olympica USA	00130	3/7/2020	4/6/2020	1,050	-	-	-	-	1,050
Azusa Conservatory of Music	107	2/6/2020	4/6/2020	40	-	-	-	-	40
Rebecca Scott	030720201	3/7/2020	4/6/2020	1,725	-	-	-	-	1,725
Rainbow Resource Center	2849011	2/6/2020	4/6/2020	321	-	-	-	-	321
Juni Learning, Inc	J-1009	3/7/2020	4/6/2020	880	-	-	-	-	880
Rainbow Resource Center	2848733	2/6/2020	4/6/2020	149	-	-	-	-	149
Rainbow Resource Center	2848734	2/6/2020	4/6/2020	50	-	-	-	-	50
Christine Hom	010	3/7/2020	4/6/2020	37	-	-	-	-	37
Azusa Conservatory of Music	108	2/6/2020	4/6/2020	40	-	-	-	-	40
Elite Dance Studios	2020-101	2/6/2020	4/6/2020	420	-	-	-	-	420
KiwiCo Inc	ST-IEW4K7MA	2/21/2020	4/6/2020	120	-	-	-	-	120
KiwiCo Inc	ST-IFDD7CBA	2/21/2020	4/6/2020	99	-	-	-	-	99
Rainbow Resource Center	2849257	2/7/2020	4/7/2020	20	-	-	-	-	20
Elements of Movement Studio, Ojai	003	3/8/2020	4/7/2020	744	-	-	-	-	744
Learn Beyond the Book, Inc.	7984	3/8/2020	4/7/2020	30	-	-	-	-	30

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Learn Beyond the Book, Inc.	7987	3/8/2020	4/7/2020	30	-	-	-	-	30
A Lotte Horses	22	3/8/2020	4/7/2020	2,785	-	-	-	-	2,785
Encore Dance Centre	012020	3/8/2020	4/7/2020	161	-	-	-	-	161
Lewis Music Academy	1081	3/8/2020	4/7/2020	2,450	-	-	-	-	2,450
Teacher Synergy, LLC	114699361	3/17/2020	4/7/2020	54	-	-	-	-	54
Encore Dance Centre	022020	3/8/2020	4/7/2020	161	-	-	-	-	161
Math-U-See, Inc.	0596090-IN	2/7/2020	4/7/2020	263	-	-	-	-	263
Math-U-See, Inc.	0596092-IN	2/7/2020	4/7/2020	56	-	-	-	-	56
Nancy Sanchez	2011	3/8/2020	4/7/2020	240	-	-	-	-	240
Mathnasium of South Pasadena	33286	3/16/2020	4/7/2020	1,035	-	-	-	-	1,035
Mathnasium of South Pasadena	33271	3/9/2020	4/7/2020	903	-	-	-	-	903
Math-U-See, Inc.	0596095-IN	2/7/2020	4/7/2020	153	-	-	-	-	153
Rainbow Resource Center	2849471	2/7/2020	4/7/2020	79	-	-	-	-	79
Rainbow Resource Center	2849285	2/7/2020	4/7/2020	202	-	-	-	-	202
Rainbow Resource Center	2849475	2/7/2020	4/7/2020	103	-	-	-	-	103
Learn Beyond the Book, Inc.	7985	3/8/2020	4/7/2020	30	-	-	-	-	30
Learn Beyond the Book, Inc.	7986	3/8/2020	4/7/2020	30	-	-	-	-	30
Los Angeles Intensive Pediatric Therapy	57 LS	3/9/2020	4/8/2020	500	-	-	-	-	500
Los Angeles Intensive Pediatric Therapy	58 LS	3/9/2020	4/8/2020	750	-	-	-	-	750
Marsha Bradbury	0309HBG	3/9/2020	4/8/2020	600	-	-	-	-	600
Mathnasium of La Verne	2054	3/9/2020	4/8/2020	369	-	-	-	-	369
Outschool, Inc.	13743	3/9/2020	4/8/2020	20	-	-	-	-	20
Outschool, Inc.	13748	3/9/2020	4/8/2020	111	-	-	-	-	111
Outschool, Inc.	13760	3/9/2020	4/8/2020	6	-	-	-	-	6
Outschool, Inc.	13762	3/9/2020	4/8/2020	212	-	-	-	-	212
Outschool, Inc.	13773	3/9/2020	4/8/2020	220	-	-	-	-	220
Outschool, Inc.	13784	3/9/2020	4/8/2020	7	-	-	-	-	7
Outschool, Inc.	13785	3/9/2020	4/8/2020	59	-	-	-	-	59
Outschool, Inc.	13786	3/9/2020	4/8/2020	18	-	-	-	-	18
Outschool, Inc.	13790	3/9/2020	4/8/2020	60	-	-	-	-	60
Home Science Tools	986535A	3/9/2020	4/8/2020	59	-	-	-	-	59
History Unboxed LLC	wc-6544HU	3/9/2020	4/8/2020	170	-	-	-	-	170
Noelle Catiller	2-BRA	3/9/2020	4/8/2020	133	-	-	-	-	133
Teacher Synergy, LLC	114781514	3/18/2020	4/8/2020	28	-	-	-	-	28
Singapore Math Inc.	351752	3/9/2020	4/8/2020	114	-	-	-	-	114
Wonder Crate	I082	3/9/2020	4/8/2020	81	-	-	-	-	81
The Rage Entertainment Complex	ES73248-07	3/9/2020	4/8/2020	350	-	-	-	-	350
Outschool, Inc.	13733	3/9/2020	4/8/2020	12	-	-	-	-	12
Outschool, Inc.	13735	3/9/2020	4/8/2020	100	-	-	-	-	100
Outschool, Inc.	13740	3/9/2020	4/8/2020	17	-	-	-	-	17
Outschool, Inc.	13745	3/9/2020	4/8/2020	100	-	-	-	-	100
Outschool, Inc.	13754	3/9/2020	4/8/2020	180	-	-	-	-	180
Outschool, Inc.	13767	3/9/2020	4/8/2020	120	-	-	-	-	120
Outschool, Inc.	13768	3/9/2020	4/8/2020	16	-	-	-	-	16
Outschool, Inc.	13770	3/9/2020	4/8/2020	150	-	-	-	-	150

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Outschool, Inc.	13771	3/9/2020	4/8/2020	20	-	-	-	-	20
Outschool, Inc.	13776	3/9/2020	4/8/2020	15	-	-	-	-	15
Outschool, Inc.	13778	3/9/2020	4/8/2020	21	-	-	-	-	21
Outschool, Inc.	13779	3/9/2020	4/8/2020	12	-	-	-	-	12
Outschool, Inc.	13783	3/9/2020	4/8/2020	100	-	-	-	-	100
Los Angeles Intensive Pediatric Therapy	1	3/9/2020	4/8/2020	625	-	-	-	-	625
Los Angeles Intensive Pediatric Therapy	56 LS	3/9/2020	4/8/2020	375	-	-	-	-	375
myT	1000	3/9/2020	4/8/2020	800	-	-	-	-	800
Evan-Moor	INV269111	3/9/2020	4/8/2020	61	-	-	-	-	61
Outschool, Inc.	13736	3/9/2020	4/8/2020	65	-	-	-	-	65
Outschool, Inc.	13737	3/9/2020	4/8/2020	35	-	-	-	-	35
Outschool, Inc.	13739	3/9/2020	4/8/2020	17	-	-	-	-	17
Outschool, Inc.	13747	3/9/2020	4/8/2020	48	-	-	-	-	48
Outschool, Inc.	13749	3/9/2020	4/8/2020	55	-	-	-	-	55
Outschool, Inc.	13752	3/9/2020	4/8/2020	45	-	-	-	-	45
Outschool, Inc.	13753	3/9/2020	4/8/2020	260	-	-	-	-	260
Outschool, Inc.	13772	3/9/2020	4/8/2020	45	-	-	-	-	45
Outschool, Inc.	13780	3/9/2020	4/8/2020	195	-	-	-	-	195
Outschool, Inc.	13782	3/9/2020	4/8/2020	45	-	-	-	-	45
Outschool, Inc.	13789	3/9/2020	4/8/2020	12	-	-	-	-	12
NEW FORM TRAINING - Redondo Beach	001209	3/9/2020	4/8/2020	23	-	-	-	-	23
Starz, LLC, dba: Junior Gym	2309	3/9/2020	4/8/2020	240	-	-	-	-	240
Starz, LLC, dba: Junior Gym	2308	3/9/2020	4/8/2020	280	-	-	-	-	280
Karate 4 Kids USA	80080	3/9/2020	4/8/2020	300	-	-	-	-	300
Melissa Christensen Tutoring	899	3/9/2020	4/8/2020	560	-	-	-	-	560
Outschool, Inc.	13741	3/9/2020	4/8/2020	78	-	-	-	-	78
Outschool, Inc.	13744	3/9/2020	4/8/2020	100	-	-	-	-	100
Outschool, Inc.	13746	3/9/2020	4/8/2020	13	-	-	-	-	13
Outschool, Inc.	13750	3/9/2020	4/8/2020	75	-	-	-	-	75
Outschool, Inc.	13758	3/9/2020	4/8/2020	17	-	-	-	-	17
Outschool, Inc.	13759	3/9/2020	4/8/2020	150	-	-	-	-	150
Outschool, Inc.	13766	3/9/2020	4/8/2020	32	-	-	-	-	32
Outschool, Inc.	13769	3/9/2020	4/8/2020	78	-	-	-	-	78
Outschool, Inc.	13774	3/9/2020	4/8/2020	50	-	-	-	-	50
Outschool, Inc.	13777	3/9/2020	4/8/2020	17	-	-	-	-	17
Outschool, Inc.	13787	3/9/2020	4/8/2020	10	-	-	-	-	10
Outschool, Inc.	13788	3/9/2020	4/8/2020	80	-	-	-	-	80
GymnastiKids	103	3/9/2020	4/8/2020	175	-	-	-	-	175
Home Science Tools	986697B	3/9/2020	4/8/2020	132	-	-	-	-	132
Kumon of Valencia Copper Hill	03092020	3/9/2020	4/8/2020	145	-	-	-	-	145
Kumon of Valencia Copper Hill	031020	3/9/2020	4/8/2020	450	-	-	-	-	450
Kumon of Westchester	21	3/9/2020	4/8/2020	1,960	-	-	-	-	1,960
A+ In Home Tutors	2574	3/9/2020	4/8/2020	260	-	-	-	-	260
Alyce's Art Studio	27-2020	3/9/2020	4/8/2020	847	-	-	-	-	847
Youth United	MB01062020	3/9/2020	4/8/2020	650	-	-	-	-	650

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Dollar Driving School of Ventura	1019	3/9/2020	4/8/2020	315	-	-	-	-	315
Crescendo Performing Arts Academy	BRAFEB2020	3/9/2020	4/8/2020	2,685	-	-	-	-	2,685
Cerritos Yamaha Music School	405728	3/9/2020	4/8/2020	102	-	-	-	-	102
Cecilia Kazol	560	3/9/2020	4/8/2020	710	-	-	-	-	710
Karate 4 Kids USA	80081	3/9/2020	4/8/2020	250	-	-	-	-	250
Heidi Shorts	1	3/9/2020	4/8/2020	390	-	-	-	-	390
Little Composers Academy	023	3/9/2020	4/8/2020	1,117	-	-	-	-	1,117
Krushal Kiddz Dance Company	04-062020MYJ	3/9/2020	4/8/2020	405	-	-	-	-	405
Los Angeles Intensive Pediatric Therapy	11 F-M.M	3/9/2020	4/8/2020	250	-	-	-	-	250
Charlotte McMillan	10	3/9/2020	4/8/2020	35	-	-	-	-	35
Monarchs Gymnastics	59 Snider	3/9/2020	4/8/2020	499	-	-	-	-	499
Educational Development Corporation	DIR5586020	3/9/2020	4/8/2020	35	-	-	-	-	35
Dance Magic Studios	BRA2019-20-06	3/9/2020	4/8/2020	1,155	-	-	-	-	1,155
History Unboxed LLC	wc-6538HU	3/9/2020	4/8/2020	470	-	-	-	-	470
Erin Titone	35	3/9/2020	4/8/2020	188	-	-	-	-	188
Colleen Dominis	9	3/9/2020	4/8/2020	490	-	-	-	-	490
Broadway Gymnastics School, Inc	5039	3/9/2020	4/8/2020	582	-	-	-	-	582
MozArt Music Academy	2	3/9/2020	4/8/2020	420	-	-	-	-	420
NEW FORM TRAINING - Redondo Beach	001210	3/9/2020	4/8/2020	23	-	-	-	-	23
Outschool, Inc.	13734	3/9/2020	4/8/2020	24	-	-	-	-	24
Outschool, Inc.	13751	3/9/2020	4/8/2020	212	-	-	-	-	212
Outschool, Inc.	13761	3/9/2020	4/8/2020	51	-	-	-	-	51
Outschool, Inc.	13764	3/9/2020	4/8/2020	16	-	-	-	-	16
Outschool, Inc.	13775	3/9/2020	4/8/2020	15	-	-	-	-	15
Outschool, Inc.	13781	3/9/2020	4/8/2020	7	-	-	-	-	7
Outschool, Inc.	13738	3/9/2020	4/8/2020	25	-	-	-	-	25
Outschool, Inc.	13742	3/9/2020	4/8/2020	50	-	-	-	-	50
Outschool, Inc.	13755	3/9/2020	4/8/2020	212	-	-	-	-	212
Outschool, Inc.	13756	3/9/2020	4/8/2020	156	-	-	-	-	156
Outschool, Inc.	13757	3/9/2020	4/8/2020	15	-	-	-	-	15
Outschool, Inc.	13763	3/9/2020	4/8/2020	20	-	-	-	-	20
Outschool, Inc.	13765	3/9/2020	4/8/2020	156	-	-	-	-	156
NEW FORM TRAINING - Redondo Beach	001208	3/9/2020	4/8/2020	23	-	-	-	-	23
PDGA USA, Inc.	623	3/10/2020	4/9/2020	129	-	-	-	-	129
CATF	2017	3/10/2020	4/9/2020	250	-	-	-	-	250
Cheryl A Scheer	KJ-03102020	3/10/2020	4/9/2020	300	-	-	-	-	300
Glissando Music School	142	3/10/2020	4/9/2020	1,200	-	-	-	-	1,200
Elana Gallup	122-20	3/10/2020	4/9/2020	430	-	-	-	-	430
Conejo Recreation and Park District	8000	3/10/2020	4/9/2020	52	-	-	-	-	52
Conejo Recreation and Park District	8003	3/10/2020	4/9/2020	55	-	-	-	-	55
Conejo Valley YMCA	031020a	3/10/2020	4/9/2020	83	-	-	-	-	83
Conejo Valley YMCA	031020c	3/10/2020	4/9/2020	83	-	-	-	-	83
MEL Science LTD	JB202003109	3/10/2020	4/9/2020	298	-	-	-	-	298
LUVZ2SIGN	17	3/10/2020	4/9/2020	220	-	-	-	-	220
LUVZ2SIGN	14	3/10/2020	4/9/2020	220	-	-	-	-	220

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Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
First Field Farm	44	3/10/2020	4/9/2020	240	-	-	-	-	240
First Field Farm	47	3/10/2020	4/9/2020	475	-	-	-	-	475
Cal Heights Music	40	3/10/2020	4/9/2020	750	-	-	-	-	750
Conejo Valley YMCA	031020b	3/10/2020	4/9/2020	83	-	-	-	-	83
Dorothy McCandliss	20200310-2	3/10/2020	4/9/2020	350	-	-	-	-	350
Academic Chess	113	3/10/2020	4/9/2020	744	-	-	-	-	744
Pearson Education Inc.	6800251249	3/10/2020	4/9/2020	14	-	-	-	-	14
Lexia Learners with Coach Jess	185	3/10/2020	4/9/2020	495	-	-	-	-	495
Khiree Johns	3	3/10/2020	4/9/2020	500	-	-	-	-	500
HomeSchool Concierge	591-78	3/10/2020	4/9/2020	53	-	-	-	-	53
BioBox Labs LLC	1151	3/10/2020	4/9/2020	423	-	-	-	-	423
Teaching Textbooks	27115	3/10/2020	4/9/2020	67	-	-	-	-	67
Singapore Math Inc.	351797	3/10/2020	4/9/2020	68	-	-	-	-	68
KiwiCo Inc	ST-IH44W6AA	2/24/2020	4/9/2020	64	-	-	-	-	64
Justine Sherman & Associates Inc	01206260364	3/10/2020	4/9/2020	585	-	-	-	-	585
Justine Sherman & Associates Inc	01209090077	3/10/2020	4/9/2020	650	-	-	-	-	650
Home Science Tools	990293A	3/10/2020	4/9/2020	717	-	-	-	-	717
Home Science Tools	990294A	3/10/2020	4/9/2020	238	-	-	-	-	238
GS Family Music LLC	BRA-2020-3	3/10/2020	4/9/2020	290	-	-	-	-	290
First Field Farm	43	3/10/2020	4/9/2020	120	-	-	-	-	120
Fresh Education Inc.	0220GG2009	3/10/2020	4/9/2020	250	-	-	-	-	250
Natalie Meza	5028	3/10/2020	4/9/2020	76	-	-	-	-	76
Claremont Community School of Music	2002BRA	3/10/2020	4/9/2020	809	-	-	-	-	809
Conejo Recreation and Park District	8002	3/10/2020	4/9/2020	73	-	-	-	-	73
Coastal Kids Enrichment Program	0021	3/10/2020	4/9/2020	365	-	-	-	-	365
Cheryl A Scheer	HM-03102020	3/10/2020	4/9/2020	150	-	-	-	-	150
LUVZ2SIGN	11	3/10/2020	4/9/2020	220	-	-	-	-	220
LUVZ2SIGN	15	3/10/2020	4/9/2020	220	-	-	-	-	220
LUVZ2SIGN	16	3/10/2020	4/9/2020	220	-	-	-	-	220
LUVZ2SIGN	18	3/10/2020	4/9/2020	220	-	-	-	-	220
BioBox Labs LLC	1157	3/10/2020	4/9/2020	261	-	-	-	-	261
MEL Science LTD	KK202003108	3/10/2020	4/9/2020	100	-	-	-	-	100
MEL Science LTD	LT202003106	3/10/2020	4/9/2020	298	-	-	-	-	298
LUVZ2SIGN	12	3/10/2020	4/9/2020	220	-	-	-	-	220
LUVZ2SIGN	8	3/10/2020	4/9/2020	165	-	-	-	-	165
KiwiCo Inc	ST-IAYBRYWI	2/24/2020	4/9/2020	120	-	-	-	-	120
KiwiCo Inc	ST-IHMYPL6Q	2/24/2020	4/9/2020	132	-	-	-	-	132
Logic of English	INV8706	3/10/2020	4/9/2020	298	-	-	-	-	298
Monarchs Gymnastics	36 Michel	3/10/2020	4/9/2020	118	-	-	-	-	118
Golden Art Studio	07-2020 CSTANLEY	3/10/2020	4/9/2020	25	-	-	-	-	25
First Field Farm	46	3/10/2020	4/9/2020	225	-	-	-	-	225
Fit Kids Gymnastics Center	34	3/10/2020	4/9/2020	317	-	-	-	-	317
HomeSchool Concierge	591-72	3/10/2020	4/9/2020	35	-	-	-	-	35
HomeSchool Concierge	591-74	3/10/2020	4/9/2020	288	-	-	-	-	288
Musicland	JK2020Feb	3/10/2020	4/9/2020	125	-	-	-	-	125

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Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
MEL Science LTD	SC202003102	3/10/2020	4/9/2020	298	-	-	-	-	298
Conejo Recreation and Park District	8001	3/10/2020	4/9/2020	108	-	-	-	-	108
Conejo Recreation and Park District	8004	3/10/2020	4/9/2020	59	-	-	-	-	59
LUVZ2SIGN	10	3/10/2020	4/9/2020	220	-	-	-	-	220
LUVZ2SIGN	13	3/10/2020	4/9/2020	220	-	-	-	-	220
Teacher Synergy, LLC	114818972	3/19/2020	4/9/2020	30	-	-	-	-	30
Teacher Synergy, LLC	114819175	3/19/2020	4/9/2020	4	-	-	-	-	4
School of Rock Santa Clarita	1	3/10/2020	4/9/2020	205	-	-	-	-	205
Santa Anita Family YMCA	14	3/10/2020	4/9/2020	225	-	-	-	-	225
Singapore Math Inc.	351785	3/10/2020	4/9/2020	75	-	-	-	-	75
PDGA USA, Inc.	619	3/10/2020	4/9/2020	100	-	-	-	-	100
PDGA USA, Inc.	620	3/10/2020	4/9/2020	115	-	-	-	-	115
Genesis Gymnastics	37-BRA	3/10/2020	4/9/2020	940	-	-	-	-	940
MEL Science LTD	IO202003107	3/10/2020	4/9/2020	298	-	-	-	-	298
LUVZ2SIGN	7	3/10/2020	4/9/2020	220	-	-	-	-	220
LUVZ2SIGN	9	3/10/2020	4/9/2020	220	-	-	-	-	220
Krushal Kiddz Dance Company	04-062020MJ	3/10/2020	4/9/2020	405	-	-	-	-	405
Kim's Hapkido	22	3/11/2020	4/10/2020	180	-	-	-	-	180
Dance 1	D1-0188	3/11/2020	4/10/2020	140	-	-	-	-	140
T.K. Taekwondo	19	3/11/2020	4/10/2020	462	-	-	-	-	462
Teaching Textbooks	27148	3/11/2020	4/10/2020	251	-	-	-	-	251
The Writtenburg Door	FEBMARBRA	3/11/2020	4/10/2020	14,742	-	-	-	-	14,742
Ventura County Music Academy	23	3/11/2020	4/10/2020	130	-	-	-	-	130
Ventura County Music Academy	24	3/11/2020	4/10/2020	130	-	-	-	-	130
Mamba Sports Academy	INV-0098758	3/11/2020	4/10/2020	537	-	-	-	-	537
Xochitl Brizuela Spanish and more	2020-089114-20	3/11/2020	4/10/2020	180	-	-	-	-	180
Learning Without Tears	INV57787	3/11/2020	4/10/2020	29	-	-	-	-	29
Mathnasium of Calabasas	2716	2/10/2020	4/10/2020	308	-	-	-	-	308
MoxieBox Art	5662	3/11/2020	4/10/2020	153	-	-	-	-	153
Ventura County Music Academy	25	3/11/2020	4/10/2020	130	-	-	-	-	130
The Rinks Lakewood ICE	4	3/11/2020	4/10/2020	1,035	-	-	-	-	1,035
The Dancing School	6	3/11/2020	4/10/2020	449	-	-	-	-	449
Threefold Village Corp	1661	4/10/2020	4/10/2020	1,411	-	-	-	-	1,411
T.K. Taekwondo	20	3/11/2020	4/10/2020	399	-	-	-	-	399
Teacher Synergy, LLC	114887413	3/20/2020	4/10/2020	5	-	-	-	-	5
Teaching Textbooks	27155	3/11/2020	4/10/2020	43	-	-	-	-	43
Rock City Studios	7545	3/11/2020	4/10/2020	315	-	-	-	-	315
Language Cabana	2020-03-11-4	3/11/2020	4/10/2020	288	-	-	-	-	288
Mamba Sports Academy	INV-0098757	3/11/2020	4/10/2020	597	-	-	-	-	597
Rainbow Resource Center	2818232	2/12/2020	4/10/2020	53	-	-	-	-	53
Rainbow Resource Center	2851601	2/12/2020	4/10/2020	358	-	-	-	-	358
Rainbow Resource Center	2851753	2/12/2020	4/10/2020	52	-	-	-	-	52
Singapore Math Inc.	351805	3/11/2020	4/10/2020	64	-	-	-	-	64
Star Dance Center	905	3/11/2020	4/10/2020	67	-	-	-	-	67
Star Dance Center	906	3/11/2020	4/10/2020	302	-	-	-	-	302

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A Little Patch of Earth	20205	3/11/2020	4/10/2020	120	-	-	-	-	120
Charlotte McMillan	11	3/11/2020	4/10/2020	208	-	-	-	-	208
Creative Minds Preschool	001	2/10/2020	4/10/2020	385	-	-	-	-	385
Dance 1	D1-0186	3/11/2020	4/10/2020	80	-	-	-	-	80
Fired Up Arts	807A8379-0002	3/11/2020	4/10/2020	405	-	-	-	-	405
Kim's Hapkido	21	3/11/2020	4/10/2020	180	-	-	-	-	180
Teaching Textbooks	27154	3/11/2020	4/10/2020	55	-	-	-	-	55
Rosemary Johnson & Associate Clinic	FEB20	3/11/2020	4/10/2020	3,625	-	-	-	-	3,625
Rainbow Resource Center	2851600	2/12/2020	4/10/2020	94	-	-	-	-	94
Rainbow Resource Center	2851755	2/12/2020	4/10/2020	136	-	-	-	-	136
Ballet Academy Ventura	AFehr4-20BRA	3/11/2020	4/10/2020	240	-	-	-	-	240
Beautiful Feet Books, Inc.	11663	3/11/2020	4/10/2020	39	-	-	-	-	39
Ballet Academy Ventura	FFehr4-20BRA	3/11/2020	4/10/2020	240	-	-	-	-	240
Ballet Academy Ventura	AFehr3-20BRA	3/11/2020	4/10/2020	240	-	-	-	-	240
Ballet Academy Ventura	FFehr3-20BRA	3/11/2020	4/10/2020	240	-	-	-	-	240
Ballet Academy Ventura	FFehr5-20BRA	3/11/2020	4/10/2020	240	-	-	-	-	240
Xochitl Brizuela Spanish and more	2020-109272-19	3/11/2020	4/10/2020	180	-	-	-	-	180
Beautiful Feet Books, Inc.	11550	2/11/2020	4/10/2020	312	-	-	-	-	312
Threefold Village Corp	1659	3/11/2020	4/10/2020	500	-	-	-	-	500
Threefold Village Corp	1660	3/11/2020	4/10/2020	1,329	-	-	-	-	1,329
A Little Patch of Earth	20204	3/11/2020	4/10/2020	240	-	-	-	-	240
Xochitl Brizuela Spanish and more	2020-055790-25	3/11/2020	4/10/2020	60	-	-	-	-	60
Xochitl Brizuela Spanish and more	2020-079437-23	3/11/2020	4/10/2020	180	-	-	-	-	180
Rainbow Resource Center	2818230	2/12/2020	4/10/2020	246	-	-	-	-	246
Colleen Sharpe	609	3/11/2020	4/10/2020	540	-	-	-	-	540
Gymnastics World	1000	3/11/2020	4/10/2020	702	-	-	-	-	702
Diamond Bar Pony Baseball	1012R	3/11/2020	4/10/2020	400	-	-	-	-	400
Homeschool Buyers Co-op	1077941	3/11/2020	4/10/2020	150	-	-	-	-	150
Dance 1	D1-0184	3/11/2020	4/10/2020	80	-	-	-	-	80
Elemental Science	IN-2099	3/11/2020	4/10/2020	87	-	-	-	-	87
Colleen Sharpe	315	3/11/2020	4/10/2020	540	-	-	-	-	540
West Valley Family YMCA	2019-462416	3/11/2020	4/10/2020	139	-	-	-	-	139
Xochitl Brizuela Spanish and more	2020-078986-24	3/11/2020	4/10/2020	60	-	-	-	-	60
Xochitl Brizuela Spanish and more	2020-079452-22	3/11/2020	4/10/2020	120	-	-	-	-	120
Young Actors Space	98	3/11/2020	4/10/2020	595	-	-	-	-	595
Pleasant Valley Recreation and Park District	202002	3/11/2020	4/10/2020	90	-	-	-	-	90
Pleasant Valley Recreation and Park District	202002REV	3/11/2020	4/10/2020	762	-	-	-	-	762
Rainbow Resource Center	2818231	2/12/2020	4/10/2020	111	-	-	-	-	111
Pasadena Piano Academy	MMENDEZ31120	3/11/2020	4/10/2020	480	-	-	-	-	480
Kim's Hapkido	23	3/11/2020	4/10/2020	180	-	-	-	-	180
Rainbow Resource Center	2849718	2/10/2020	4/10/2020	120	-	-	-	-	120
Rainbow Resource Center	2850661	2/11/2020	4/11/2020	17	-	-	-	-	17
Valerie Marich Music	Dec 19-04	3/12/2020	4/11/2020	60	-	-	-	-	60
The Piano Studio of Katy Beth Unger, LLC	2	3/12/2020	4/11/2020	160	-	-	-	-	160
STIX Ride Shop	11790	3/12/2020	4/11/2020	240	-	-	-	-	240

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Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Kumon of Thousand Oaks North	0006	3/12/2020	4/11/2020	480	-	-	-	-	480
Wonderland Stage & Screen, LLC	1001	3/12/2020	4/11/2020	175	-	-	-	-	175
Wonderland Stage & Screen, LLC	1003	3/12/2020	4/11/2020	170	-	-	-	-	170
Evan-Moor	INV269164	3/12/2020	4/11/2020	98	-	-	-	-	98
Irish Rose Farms	8	3/12/2020	4/11/2020	180	-	-	-	-	180
Irish Rose Farms	9	3/12/2020	4/11/2020	180	-	-	-	-	180
Donna Carroll Horsemanship	101	3/12/2020	4/11/2020	400	-	-	-	-	400
Monarchs Gymnastics	51 Field	3/12/2020	4/11/2020	59	-	-	-	-	59
Morumbi Jiu Jitsu Academy	JKMarch	3/12/2020	4/11/2020	250	-	-	-	-	250
Maker Empire, Inc. dba Elements Dance Space	00562	3/12/2020	4/11/2020	990	-	-	-	-	990
KiwiCo Inc	ST-IOUENXTY	2/26/2020	4/11/2020	120	-	-	-	-	120
KiwiCo Inc	ST-IOW5N6BI	2/26/2020	4/11/2020	241	-	-	-	-	241
Rainbow Resource Center	2850663	2/11/2020	4/11/2020	75	-	-	-	-	75
Rainbow Resource Center	2850664	2/11/2020	4/11/2020	18	-	-	-	-	18
Rainbow Resource Center	2851855	2/13/2020	4/11/2020	54	-	-	-	-	54
John Henny Productions	BENN456-20	3/12/2020	4/11/2020	783	-	-	-	-	783
KiwiCo Inc	ST-IOPWATXY	2/26/2020	4/11/2020	120	-	-	-	-	120
Timberdoodle.com	312513	2/11/2020	4/11/2020	215	-	-	-	-	215
Valerie Marich Music	Dec 19-06	3/12/2020	4/11/2020	60	-	-	-	-	60
Rainbow Resource Center	2850665	2/11/2020	4/11/2020	339	-	-	-	-	339
Singapore Math Inc.	351823	3/12/2020	4/11/2020	64	-	-	-	-	64
KiwiCo Inc	ST-IOM5ANKI	2/26/2020	4/11/2020	182	-	-	-	-	182
Dance 1	D1-0192	3/12/2020	4/11/2020	80	-	-	-	-	80
Andrea Campbell	1002	2/11/2020	4/11/2020	300	-	-	-	-	300
Morumbi Jiu Jitsu Academy	LKMarch	3/12/2020	4/11/2020	250	-	-	-	-	250
A Lotte Horses	23	3/12/2020	4/11/2020	500	-	-	-	-	500
1st Class Martial Arts	20200006	3/12/2020	4/11/2020	1,104	-	-	-	-	1,104
Rancho Simi Recreation and Park District	1884	3/11/2020	4/11/2020	979	-	-	-	-	979
Rainbow Resource Center	2850660	2/11/2020	4/11/2020	226	-	-	-	-	226
Rainbow Resource Center	2850662	2/11/2020	4/11/2020	19	-	-	-	-	19
Math-U-See, Inc.	0596523-IN	2/11/2020	4/11/2020	116	-	-	-	-	116
KiwiCo Inc	ST-IOSPA2FI	2/26/2020	4/11/2020	66	-	-	-	-	66
Lavalle Actors Workshop Inc.	108	3/12/2020	4/11/2020	600	-	-	-	-	600
Lavalle Actors Workshop Inc.	109	3/12/2020	4/11/2020	400	-	-	-	-	400
Seaside Learning Center	SKnight031220	3/12/2020	4/11/2020	744	-	-	-	-	744
Safety First Driving School	111	3/12/2020	4/11/2020	717	-	-	-	-	717
Valerie Marich Music	February 02	3/12/2020	4/11/2020	60	-	-	-	-	60
Timberdoodle.com	312389	2/11/2020	4/11/2020	462	-	-	-	-	462
Valerie Marich Music	Dec 19-05	3/12/2020	4/11/2020	45	-	-	-	-	45
Valerie Marich Music	February 03	3/12/2020	4/11/2020	60	-	-	-	-	60
Wonderland Stage & Screen, LLC	1005	3/12/2020	4/11/2020	170	-	-	-	-	170
Math-U-See, Inc.	0596519-IN	2/11/2020	4/11/2020	96	-	-	-	-	96
Dance 1	D1-0189	3/12/2020	4/11/2020	20	-	-	-	-	20
Dance 1	D1-0190	3/12/2020	4/11/2020	20	-	-	-	-	20
Dance 1	D1-0191	3/12/2020	4/11/2020	20	-	-	-	-	20

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Valerie Marich Music	February 01-20	3/12/2020	4/11/2020	120	-	-	-	-	120
Wonderland Stage & Screen, LLC	1002	3/12/2020	4/11/2020	200	-	-	-	-	200
Wonderland Stage & Screen, LLC	1004	3/12/2020	4/11/2020	170	-	-	-	-	170
Ventura Music School	2	3/12/2020	4/11/2020	745	-	-	-	-	745
Rock City Studios	7558	3/12/2020	4/11/2020	60	-	-	-	-	60
Musicland	JK2019NOV	3/12/2020	4/11/2020	125	-	-	-	-	125
Rainbow Resource Center	2852260	2/13/2020	4/11/2020	193	-	-	-	-	193
Deborah L Sipos - Music Matterz	03122020	3/12/2020	4/11/2020	1,041	-	-	-	-	1,041
Irish Rose Farms	10	3/12/2020	4/11/2020	90	-	-	-	-	90
Educational Development Corporation	DIR5607206	3/12/2020	4/11/2020	100	-	-	-	-	100
Kumon of Thousand Oaks North	0007	3/12/2020	4/11/2020	480	-	-	-	-	480
Lavalle Actors Workshop Inc.	107	3/12/2020	4/11/2020	600	-	-	-	-	600
LaVine Equestrian	1495	3/13/2020	4/12/2020	300	-	-	-	-	300
Lauridsen Ballet Centre	175	3/13/2020	4/12/2020	385	-	-	-	-	385
Marshall Canyon Golf Course	031320	3/13/2020	4/12/2020	150	-	-	-	-	150
Exponential Tutoring	3017	3/13/2020	4/12/2020	550	-	-	-	-	550
History Unboxed LLC	wc-6612HU	3/13/2020	4/12/2020	112	-	-	-	-	112
Irish Rose Farms	12	3/13/2020	4/12/2020	140	-	-	-	-	140
Dimitar Tennis Academy	202002_3587	3/13/2020	4/12/2020	400	-	-	-	-	400
One Spark Academy	1980	3/13/2020	4/12/2020	1,720	-	-	-	-	1,720
One Spark Academy	1982	3/13/2020	4/12/2020	685	-	-	-	-	685
Moving Mindz	HS-NOB002	3/13/2020	4/12/2020	199	-	-	-	-	199
Rainbow Resource Center	2851235	2/12/2020	4/12/2020	262	-	-	-	-	262
Rainbow Resource Center	2818373	2/12/2020	4/12/2020	147	-	-	-	-	147
Rocket Science Educational Services	1003	3/13/2020	4/12/2020	638	-	-	-	-	638
Success Learning Center	2020-36	3/13/2020	4/12/2020	350	-	-	-	-	350
Timberdoodle.com	312591	2/12/2020	4/12/2020	100	-	-	-	-	100
Rainbow Resource Center	2818317	2/12/2020	4/12/2020	179	-	-	-	-	179
True Note Music, LLC	11931	3/13/2020	4/12/2020	140	-	-	-	-	140
Success Learning Center	2020-33	3/13/2020	4/12/2020	780	-	-	-	-	780
MEL Science LTD	SJ202003133	3/13/2020	4/12/2020	100	-	-	-	-	100
Learning Without Tears	INV58040	3/13/2020	4/12/2020	19	-	-	-	-	19
Young Actors Space	99	3/13/2020	4/12/2020	419	-	-	-	-	419
Math-U-See, Inc.	0596756-IN	2/12/2020	4/12/2020	89	-	-	-	-	89
Honor Roll BJJ	1443	3/13/2020	4/12/2020	150	-	-	-	-	150
Exponential Tutoring	3020	3/13/2020	4/12/2020	200	-	-	-	-	200
Dimitar Tennis Academy	202002 3586	3/13/2020	4/12/2020	400	-	-	-	-	400
Math-U-See, Inc.	0596690-IN	2/12/2020	4/12/2020	149	-	-	-	-	149
MEL Science LTD	ZW202003132	3/13/2020	4/12/2020	100	-	-	-	-	100
Moving Mindz	HS-LB002	3/13/2020	4/12/2020	199	-	-	-	-	199
Valerie Marich Music	Jan 20-05	3/13/2020	4/12/2020	60	-	-	-	-	60
Valerie Marich Music	Jan 20-07	3/13/2020	4/12/2020	60	-	-	-	-	60
West Coast Shotokan Karate Assn	006	3/11/2020	4/12/2020	440	-	-	-	-	440
The End Result Tutoring	77649	3/13/2020	4/12/2020	957	-	-	-	-	957
The End Result Tutoring	77650	3/13/2020	4/12/2020	1,440	-	-	-	-	1,440

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True Note Music, LLC	12107	3/13/2020	4/12/2020	160	-	-	-	-	160
Success Learning Center	2020-34	3/13/2020	4/12/2020	350	-	-	-	-	350
Success Learning Center	2020-35	3/13/2020	4/12/2020	350	-	-	-	-	350
Logic of English	INV8724	3/13/2020	4/12/2020	255	-	-	-	-	255
LaVine Equestrian	1496	3/13/2020	4/12/2020	240	-	-	-	-	240
Math-U-See, Inc.	0596750-IN	2/12/2020	4/12/2020	116	-	-	-	-	116
Rainbow Resource Center	2819431	2/13/2020	4/12/2020	25	-	-	-	-	25
MHI-SM	004	3/13/2020	4/12/2020	1,250	-	-	-	-	1,250
One Spark Academy	1976	3/13/2020	4/12/2020	215	-	-	-	-	215
Educational Development Corporation	DIR5610675	3/13/2020	4/12/2020	50	-	-	-	-	50
Home Science Tools	990294B	3/13/2020	4/12/2020	27	-	-	-	-	27
Honor Roll BJJ	1442	3/13/2020	4/12/2020	150	-	-	-	-	150
KiwiCo Inc	ST-IEJNM3GY	1/28/2020	4/12/2020	120	-	-	-	-	120
Irish Rose Farms	13	3/13/2020	4/12/2020	140	-	-	-	-	140
The Aerial Studio, LLC	58848-C002LanF	3/13/2020	4/12/2020	200	-	-	-	-	200
Valerie Marich Music	Jan 20-06	3/13/2020	4/12/2020	60	-	-	-	-	60
Urban Homeschoolers	S20-IM-1143	3/13/2020	4/12/2020	256	-	-	-	-	256
Time4Writing.com	T4W11017	3/13/2020	4/12/2020	357	-	-	-	-	357
Axiom Education Services	10	3/13/2020	4/12/2020	740	-	-	-	-	740
Lauridsen Ballet Centre	174	3/13/2020	4/12/2020	385	-	-	-	-	385
Joanna Ezrin Music	ONGM2020- 2	3/13/2020	4/12/2020	200	-	-	-	-	200
Honor Roll BJJ	1447	3/13/2020	4/12/2020	150	-	-	-	-	150
ACE, L.L.C.	BRAACESPR20	3/13/2020	4/12/2020	11,159	-	-	-	-	11,159
Rainbow Resource Center	2851239	2/12/2020	4/12/2020	125	-	-	-	-	125
Dimitar Tennis Academy	202002-3588	3/13/2020	4/12/2020	400	-	-	-	-	400
Honor Roll BJJ	1446	3/13/2020	4/12/2020	150	-	-	-	-	150
LA Acting Studios	178	3/13/2020	4/12/2020	230	-	-	-	-	230
LA Acting Studios	179	3/13/2020	4/12/2020	230	-	-	-	-	230
Moving Mindz	HS-NIB002	3/13/2020	4/12/2020	199	-	-	-	-	199
Exponential Tutoring	3019	3/13/2020	4/12/2020	250	-	-	-	-	250
Irish Rose Farms	11	3/13/2020	4/12/2020	360	-	-	-	-	360
Honor Roll BJJ	1444	3/13/2020	4/12/2020	150	-	-	-	-	150
Honor Roll BJJ	1445	3/13/2020	4/12/2020	150	-	-	-	-	150
Exponential Tutoring	3018	3/13/2020	4/12/2020	1,650	-	-	-	-	1,650
Educational Development Corporation	DIR5610674	3/13/2020	4/12/2020	97	-	-	-	-	97
Morumbi Jiu Jitsu Academy	GSJan	3/13/2020	4/12/2020	100	-	-	-	-	100
One Spark Academy	1978	3/13/2020	4/12/2020	264	-	-	-	-	264
Ovid Maximus	006	3/13/2020	4/12/2020	2,500	-	-	-	-	2,500
Rainbow Resource Center	2818325	2/12/2020	4/12/2020	287	-	-	-	-	287
KiwiCo Inc	ST-IJ6LZBJI	2/27/2020	4/12/2020	65	-	-	-	-	65
Valerie Marich Music	Jan 20-04	3/13/2020	4/12/2020	60	-	-	-	-	60
Teacher Synergy, LLC	115006364	3/23/2020	4/13/2020	353	-	-	-	-	353
Rainbow Resource Center	2852355	2/13/2020	4/13/2020	64	-	-	-	-	64
KiwiCo Inc	ST-IJJDHG3I	2/28/2020	4/13/2020	241	-	-	-	-	241
KiwiCo Inc	ST-IGY73BDI	2/28/2020	4/13/2020	66	-	-	-	-	66

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Joanna Ezrin Music	ONGK2020-2	3/14/2020	4/13/2020	560	-	-	-	-	560
Rainbow Resource Center	2819440	2/13/2020	4/13/2020	115	-	-	-	-	115
Rainbow Resource Center	2819441	2/13/2020	4/13/2020	53	-	-	-	-	53
Rainbow Resource Center	2819435	2/13/2020	4/13/2020	139	-	-	-	-	139
Rainbow Resource Center	2819438	2/13/2020	4/13/2020	84	-	-	-	-	84
Rainbow Resource Center	2819442	2/13/2020	4/13/2020	110	-	-	-	-	110
eDynamic Learning	20-2061	3/14/2020	4/13/2020	85	-	-	-	-	85
Amy Manchel	PM3	3/14/2020	4/13/2020	320	-	-	-	-	320
Money Munchkids	69	3/14/2020	4/13/2020	170	-	-	-	-	170
KiwiCo Inc	ST-IGWG22VY	2/28/2020	4/13/2020	161	-	-	-	-	161
Rainbow Resource Center	2819436	2/13/2020	4/13/2020	19	-	-	-	-	19
Rainbow Resource Center	2852329	2/13/2020	4/13/2020	220	-	-	-	-	220
Rainbow Resource Center	2852367	2/13/2020	4/13/2020	210	-	-	-	-	210
KiwiCo Inc	ST-IMHVOBGI	2/28/2020	4/13/2020	119	-	-	-	-	119
Rainbow Resource Center	2852369	2/13/2020	4/13/2020	43	-	-	-	-	43
Generation Genius, Inc	GG0023404	3/14/2020	4/13/2020	120	-	-	-	-	120
Cerritos Yamaha Music School	408040	3/14/2020	4/13/2020	2,621	-	-	-	-	2,621
Mercurius	87284	2/13/2020	4/13/2020	44	-	-	-	-	44
KiwiCo Inc	ST-IJ6HVRII	2/28/2020	4/13/2020	120	-	-	-	-	120
Jennifer Prado	010	3/14/2020	4/13/2020	510	-	-	-	-	510
Soheir Rockn	6	3/14/2020	4/13/2020	360	-	-	-	-	360
Quicksilver Hill Sports Academy	1	2/13/2020	4/13/2020	200	-	-	-	-	200
Rainbow Resource Center	2819437	2/13/2020	4/13/2020	146	-	-	-	-	146
Rainbow Resource Center	2819475	2/13/2020	4/13/2020	116	-	-	-	-	116
Teresa Richards	27	3/14/2020	4/13/2020	360	-	-	-	-	360
Rainbow Resource Center	2819434	2/13/2020	4/13/2020	56	-	-	-	-	56
Rainbow Resource Center	2819439	2/13/2020	4/13/2020	79	-	-	-	-	79
Rainbow Resource Center	2852251	2/13/2020	4/13/2020	49	-	-	-	-	49
KiwiCo Inc	ST-ILGJLUEI	2/28/2020	4/13/2020	120	-	-	-	-	120
Lucky Duck Swim School	0071	3/15/2020	4/14/2020	5,896	-	-	-	-	5,896
Little Passports	111791110	3/15/2020	4/14/2020	198	-	-	-	-	198
James Duran	56	3/15/2020	4/14/2020	280	-	-	-	-	280
James Duran	62	3/15/2020	4/14/2020	135	-	-	-	-	135
Rainbow Resource Center	2820523	2/14/2020	4/14/2020	43	-	-	-	-	43
Rainbow Resource Center	2852465	2/14/2020	4/14/2020	218	-	-	-	-	218
Rainbow Resource Center	2852935	2/14/2020	4/14/2020	31	-	-	-	-	31
Rainbow Resource Center	2852470	2/14/2020	4/14/2020	55	-	-	-	-	55
Rainbow Resource Center	2852671	2/14/2020	4/14/2020	47	-	-	-	-	47
Rainbow Resource Center	2852936	2/14/2020	4/14/2020	124	-	-	-	-	124
Rose Bowl Aquatics Center	1604	3/15/2020	4/14/2020	128	-	-	-	-	128
Math-U-See, Inc.	0597083-IN	2/14/2020	4/14/2020	56	-	-	-	-	56
Little Passports	111556363	3/15/2020	4/14/2020	125	-	-	-	-	125
Little Passports	111559723	3/15/2020	4/14/2020	131	-	-	-	-	131
Little Passports	111559761	3/15/2020	4/14/2020	275	-	-	-	-	275
Little Passports	111791108	3/15/2020	4/14/2020	112	-	-	-	-	112

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Little Passports	111559746	3/15/2020	4/14/2020	198	-	-	-	-	198
Little Passports	111559758	3/15/2020	4/14/2020	308	-	-	-	-	308
Rainbow Resource Center	2820549	2/14/2020	4/14/2020	53	-	-	-	-	53
Rose Bowl Aquatics Center	1602	3/15/2020	4/14/2020	128	-	-	-	-	128
Rose Bowl Aquatics Center	1603	3/15/2020	4/14/2020	128	-	-	-	-	128
Timberdoodle.com	312670	2/14/2020	4/14/2020	378	-	-	-	-	378
The Advantage Program	TAP20001	3/15/2020	4/14/2020	2,985	-	-	-	-	2,985
James Duran	57	3/15/2020	4/14/2020	280	-	-	-	-	280
James Duran	58	3/15/2020	4/14/2020	280	-	-	-	-	280
Little Passports	111559109	3/15/2020	4/14/2020	236	-	-	-	-	236
Little Passports	111791144	3/15/2020	4/14/2020	192	-	-	-	-	192
Rainbow Resource Center	2852468	2/14/2020	4/14/2020	87	-	-	-	-	87
Rainbow Resource Center	2852792	2/14/2020	4/14/2020	36	-	-	-	-	36
Beautiful Feet Books, Inc.	11559	2/13/2020	4/14/2020	34	-	-	-	-	34
Rainbow Resource Center	2820520	2/14/2020	4/14/2020	89	-	-	-	-	89
James Duran	59	3/15/2020	4/14/2020	90	-	-	-	-	90
James Duran	60	3/15/2020	4/14/2020	90	-	-	-	-	90
James Duran	61	3/15/2020	4/14/2020	135	-	-	-	-	135
Little Passports	111559088	3/15/2020	4/14/2020	210	-	-	-	-	210
Little Passports	111791148	3/15/2020	4/14/2020	161	-	-	-	-	161
Little Passports	111791106	3/15/2020	4/14/2020	231	-	-	-	-	231
James Duran	55	3/15/2020	4/14/2020	280	-	-	-	-	280
Rainbow Resource Center	2820525	2/14/2020	4/14/2020	167	-	-	-	-	167
Rainbow Resource Center	2820530	2/14/2020	4/14/2020	816	-	-	-	-	816
Rainbow Resource Center	2820550	2/14/2020	4/14/2020	23	-	-	-	-	23
Rainbow Resource Center	2820528	2/14/2020	4/14/2020	134	-	-	-	-	134
Rainbow Resource Center	2852473	2/14/2020	4/14/2020	55	-	-	-	-	55
Rainbow Resource Center	2852932	2/14/2020	4/14/2020	390	-	-	-	-	390
Rainbow Resource Center	2852933	2/14/2020	4/14/2020	20	-	-	-	-	20
Singapore Math Inc.	351851	3/16/2020	4/15/2020	51	-	-	-	-	51
Jiu-Jitsu Defense Inc.	29084-C002	3/16/2020	4/15/2020	450	-	-	-	-	450
Jiu-Jitsu Defense Inc.	76353-C005	3/16/2020	4/15/2020	296	-	-	-	-	296
Outschool, Inc.	14069	3/16/2020	4/15/2020	120	-	-	-	-	120
Outschool, Inc.	14082	3/16/2020	4/15/2020	55	-	-	-	-	55
Outschool, Inc.	14099	3/16/2020	4/15/2020	60	-	-	-	-	60
Outschool, Inc.	14103	3/16/2020	4/15/2020	175	-	-	-	-	175
Outschool, Inc.	14106	3/16/2020	4/15/2020	100	-	-	-	-	100
Mystery Science Inc.	76106	3/16/2020	4/15/2020	69	-	-	-	-	69
Outschool, Inc.	14066	3/16/2020	4/15/2020	50	-	-	-	-	50
Outschool, Inc.	14070	3/16/2020	4/15/2020	65	-	-	-	-	65
Outschool, Inc.	14072	3/16/2020	4/15/2020	45	-	-	-	-	45
Outschool, Inc.	14075	3/16/2020	4/15/2020	30	-	-	-	-	30
Outschool, Inc.	14086	3/16/2020	4/15/2020	60	-	-	-	-	60
Outschool, Inc.	14090	3/16/2020	4/15/2020	48	-	-	-	-	48
Outschool, Inc.	14093	3/16/2020	4/15/2020	80	-	-	-	-	80

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Otschool, Inc.	14095	3/16/2020	4/15/2020	75	-	-	-	-	75
Otschool, Inc.	14105	3/16/2020	4/15/2020	45	-	-	-	-	45
Otschool, Inc.	14107	3/16/2020	4/15/2020	96	-	-	-	-	96
Otschool, Inc.	14110	3/16/2020	4/15/2020	16	-	-	-	-	16
Fly Studios Kidz Aerial Arts	48	3/16/2020	4/15/2020	135	-	-	-	-	135
Kassidy Mueller	5	3/16/2020	4/15/2020	175	-	-	-	-	175
Jiu-Jitsu Defense Inc.	34753-C005	3/16/2020	4/15/2020	420	-	-	-	-	420
Jiu-Jitsu Defense Inc.	73216-C003	3/16/2020	4/15/2020	540	-	-	-	-	540
Fly Studios Kidz Aerial Arts	50	3/16/2020	4/15/2020	135	-	-	-	-	135
Christine Hawkins	18	3/16/2020	4/15/2020	198	-	-	-	-	198
Jiu-Jitsu Defense Inc.	24653-C009	3/16/2020	4/15/2020	120	-	-	-	-	120
Jiu-Jitsu Defense Inc.	34751-C005	3/16/2020	4/15/2020	420	-	-	-	-	420
Jiu-Jitsu Defense Inc.	24653-C004	3/16/2020	4/15/2020	240	-	-	-	-	240
Jiu-Jitsu Defense Inc.	53381-C006	3/16/2020	4/15/2020	165	-	-	-	-	165
Kanor Driving School, Inc.	167	3/16/2020	4/15/2020	324	-	-	-	-	324
Kanor Driving School, Inc.	168	3/16/2020	4/15/2020	324	-	-	-	-	324
Kanor Driving School, Inc.	169	3/16/2020	4/15/2020	324	-	-	-	-	324
Taekwondo	21	3/16/2020	4/15/2020	492	-	-	-	-	492
Ventura County Rugby Club dba Orca Youth Rugby	2020-2	3/16/2020	4/15/2020	125	-	-	-	-	125
Cal Heights Music	41	3/16/2020	4/15/2020	518	-	-	-	-	518
Simi Valley Aquatics	SVA03162020	3/16/2020	4/15/2020	938	-	-	-	-	938
Playa Music Lessons	000452-R-0004	3/16/2020	4/15/2020	224	-	-	-	-	224
Mathnasium of North Santa Clarita	BRA-17	3/16/2020	4/15/2020	299	-	-	-	-	299
Otschool, Inc.	14064	3/16/2020	4/15/2020	75	-	-	-	-	75
Otschool, Inc.	14080	3/16/2020	4/15/2020	55	-	-	-	-	55
Otschool, Inc.	14088	3/16/2020	4/15/2020	50	-	-	-	-	50
Otschool, Inc.	14098	3/16/2020	4/15/2020	40	-	-	-	-	40
Otschool, Inc.	14101	3/16/2020	4/15/2020	20	-	-	-	-	20
Otschool, Inc.	14108	3/16/2020	4/15/2020	120	-	-	-	-	120
Otschool, Inc.	14111	3/16/2020	4/15/2020	30	-	-	-	-	30
Otschool, Inc.	14112	3/16/2020	4/15/2020	9	-	-	-	-	9
Burbank Dance Academy	8	3/16/2020	4/15/2020	1,367	-	-	-	-	1,367
Celine Gietzen	17	3/16/2020	4/15/2020	750	-	-	-	-	750
Jiu-Jitsu Defense Inc.	34752-C006	3/16/2020	4/15/2020	420	-	-	-	-	420
Jiu-Jitsu Defense Inc.	53381-C005	3/16/2020	4/15/2020	165	-	-	-	-	165
Institute of Reading Development	2028944-0320	3/16/2020	4/15/2020	602	-	-	-	-	602
Otschool, Inc.	14065	3/16/2020	4/15/2020	55	-	-	-	-	55
Otschool, Inc.	14077	3/16/2020	4/15/2020	30	-	-	-	-	30
Otschool, Inc.	14078	3/16/2020	4/15/2020	100	-	-	-	-	100
Otschool, Inc.	14081	3/16/2020	4/15/2020	60	-	-	-	-	60
Otschool, Inc.	14083	3/16/2020	4/15/2020	160	-	-	-	-	160
Otschool, Inc.	14089	3/16/2020	4/15/2020	121	-	-	-	-	121
Otschool, Inc.	14096	3/16/2020	4/15/2020	50	-	-	-	-	50
Otschool, Inc.	14102	3/16/2020	4/15/2020	55	-	-	-	-	55
Otschool, Inc.	14113	3/16/2020	4/15/2020	25	-	-	-	-	25

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Teaching Textbooks	27211	3/16/2020	4/15/2020	199	-	-	-	-	199
Vivian Wells	101	3/16/2020	4/15/2020	710	-	-	-	-	710
Ventura County Rugby Club dba Orca Youth Rugby	2020-1	3/16/2020	4/15/2020	150	-	-	-	-	150
Outschool, Inc.	14068	3/16/2020	4/15/2020	150	-	-	-	-	150
Outschool, Inc.	14071	3/16/2020	4/15/2020	50	-	-	-	-	50
Outschool, Inc.	14073	3/16/2020	4/15/2020	16	-	-	-	-	16
Outschool, Inc.	14074	3/16/2020	4/15/2020	120	-	-	-	-	120
Outschool, Inc.	14076	3/16/2020	4/15/2020	120	-	-	-	-	120
Outschool, Inc.	14092	3/16/2020	4/15/2020	72	-	-	-	-	72
Outschool, Inc.	14094	3/16/2020	4/15/2020	60	-	-	-	-	60
Outschool, Inc.	14104	3/16/2020	4/15/2020	52	-	-	-	-	52
Outschool, Inc.	14109	3/16/2020	4/15/2020	60	-	-	-	-	60
StitchSpace LA	1	3/16/2020	4/15/2020	140	-	-	-	-	140
SoCal Homeschool Adventures	881	3/16/2020	4/15/2020	219	-	-	-	-	219
Elizabeth Gustavson	20-0240	3/16/2020	4/15/2020	120	-	-	-	-	120
Fly Studios Kidz Aerial Arts	47	3/16/2020	4/15/2020	135	-	-	-	-	135
Fly Studios Kidz Aerial Arts	49	3/16/2020	4/15/2020	135	-	-	-	-	135
Markley Chaffin	60	3/16/2020	4/15/2020	80	-	-	-	-	80
Jiu-Jitsu Defense Inc.	57780-C008	3/16/2020	4/15/2020	330	-	-	-	-	330
Outschool, Inc.	14067	3/16/2020	4/15/2020	20	-	-	-	-	20
Outschool, Inc.	14079	3/16/2020	4/15/2020	120	-	-	-	-	120
Outschool, Inc.	14084	3/16/2020	4/15/2020	72	-	-	-	-	72
Outschool, Inc.	14085	3/16/2020	4/15/2020	60	-	-	-	-	60
Outschool, Inc.	14087	3/16/2020	4/15/2020	60	-	-	-	-	60
Outschool, Inc.	14091	3/16/2020	4/15/2020	60	-	-	-	-	60
Outschool, Inc.	14097	3/16/2020	4/15/2020	12	-	-	-	-	12
Outschool, Inc.	14100	3/16/2020	4/15/2020	48	-	-	-	-	48
Outschool, Inc.	14114	3/16/2020	4/15/2020	14	-	-	-	-	14
Megan Letky	006	3/17/2020	4/16/2020	360	-	-	-	-	360
DD & S Learning Systems dba Sylvan Learning	VCI-1907	3/17/2020	4/16/2020	364	-	-	-	-	364
South Bay Tennis Center	202002	3/17/2020	4/16/2020	720	-	-	-	-	720
Red Dragon Karate	20200317DS	3/17/2020	4/16/2020	447	-	-	-	-	447
Rolling Robots, Inc	20200313	3/17/2020	4/16/2020	399	-	-	-	-	399
South Bay Tennis Center	202001	3/17/2020	4/16/2020	250	-	-	-	-	250
Talent House Academy Inc	22	3/17/2020	4/16/2020	298	-	-	-	-	298
Home School Coaches	1920BRA013	3/17/2020	4/16/2020	73	-	-	-	-	73
Michael Lyon	9	3/17/2020	4/16/2020	600	-	-	-	-	600
Cerritos Yamaha Music School	408581	3/17/2020	4/16/2020	4,191	-	-	-	-	4,191
True Note Music, LLC	12073	3/17/2020	4/16/2020	140	-	-	-	-	140
Kings Combat Sports	3	3/17/2020	4/16/2020	840	-	-	-	-	840
Momentum Dance Center LLC 2	786	3/17/2020	4/16/2020	151	-	-	-	-	151
Michael Burgett	23	3/17/2020	4/16/2020	315	-	-	-	-	315
STEM World Pasadena, LLC	2020-02	3/17/2020	4/16/2020	1,634	-	-	-	-	1,634
South Bay Tutoring	200317-1	3/17/2020	4/16/2020	394	-	-	-	-	394
Rocket Science Educational Services	1004	3/17/2020	4/16/2020	260	-	-	-	-	260

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A Tree of Knowledge Educational Services, Inc	INSPIREBRO220	3/17/2020	4/16/2020	2,160	-	-	-	-	2,160
TiShauna Royten	02	3/17/2020	4/16/2020	455	-	-	-	-	455
Vita Art Center	ISC_031720	3/17/2020	4/16/2020	2,073	-	-	-	-	2,073
Paula Ramirez	WDen01-03-2020	3/17/2020	4/16/2020	360	-	-	-	-	360
American Tiger Martial Arts & Fitness	B0320	3/17/2020	4/16/2020	1,320	-	-	-	-	1,320
Pleasant Street Stable	200	3/17/2020	4/16/2020	195	-	-	-	-	195
McClure & Co	1022	3/17/2020	4/16/2020	580	-	-	-	-	580
Brooklyn's Conservatory of Music	10081	3/17/2020	4/16/2020	140	-	-	-	-	140
Claire Hosterman	3	3/17/2020	4/16/2020	7,110	-	-	-	-	7,110
Hillary King	12022820	3/17/2020	4/16/2020	284	-	-	-	-	284
Antelope Valley YMCA	JWoolBRA0305	3/17/2020	4/16/2020	225	-	-	-	-	225
Brooklyn's Conservatory of Music	10082	3/17/2020	4/16/2020	140	-	-	-	-	140
South Bay Tutoring	200317	3/17/2020	4/16/2020	394	-	-	-	-	394
Sylvan Learning Center Long Beach	LB320	3/18/2020	4/17/2020	401	-	-	-	-	401
Karen Nicholas	104	3/18/2020	4/17/2020	1,890	-	-	-	-	1,890
Rainbow Resource Center	2821606	2/17/2020	4/17/2020	107	-	-	-	-	107
Rainbow Resource Center	2821608	2/17/2020	4/17/2020	297	-	-	-	-	297
Pearson Online & Blended Learning	9168278	3/18/2020	4/17/2020	395	-	-	-	-	395
Home Science Tools	992244A	3/18/2020	4/17/2020	64	-	-	-	-	64
Home Science Tools	992244B	3/18/2020	4/17/2020	221	-	-	-	-	221
Discount School Supply	P39396040101	3/18/2020	4/17/2020	327	-	-	-	-	327
Elemental Science	IN-2112	3/18/2020	4/17/2020	99	-	-	-	-	99
Oak Meadow Inc.	99883	3/18/2020	4/17/2020	517	-	-	-	-	517
Moving Beyond the Page	211192	3/18/2020	4/17/2020	18	-	-	-	-	18
Home Science Tools	992245A	3/18/2020	4/17/2020	113	-	-	-	-	113
Rainbow Resource Center	2821613	2/17/2020	4/17/2020	139	-	-	-	-	139
Eun Soo Kwon	03182020-1	3/18/2020	4/17/2020	120	-	-	-	-	120
Jared Kilduff	3	3/18/2020	4/17/2020	600	-	-	-	-	600
Starz, LLC, dba: Junior Gym	2310	3/18/2020	4/17/2020	240	-	-	-	-	240
Justine Sherman & Associates Inc	0120909423	3/18/2020	4/17/2020	520	-	-	-	-	520
Educational Development Corporation	DIR5629248	3/18/2020	4/17/2020	199	-	-	-	-	199
Evan-Moor	INV269571	3/18/2020	4/17/2020	39	-	-	-	-	39
The Jazz Angels	AR-JA-Win2020	3/18/2020	4/17/2020	275	-	-	-	-	275
Western Psychological Services	70233857	3/18/2020	4/17/2020	75	-	-	-	-	75
Study.com LLC	7439	3/18/2020	4/17/2020	180	-	-	-	-	180
Shakespeare Kids	6	3/18/2020	4/17/2020	4,244	-	-	-	-	4,244
Singapore Math Inc.	351885	3/18/2020	4/17/2020	65	-	-	-	-	65
STEM Center USA	1139	3/18/2020	4/17/2020	7,160	-	-	-	-	7,160
Rainbow Resource Center	2821603	2/17/2020	4/17/2020	62	-	-	-	-	62
Rainbow Resource Center	2821615	2/17/2020	4/17/2020	337	-	-	-	-	337
Rose Bowl Aquatics Center	1601	3/18/2020	4/17/2020	70	-	-	-	-	70
Helen Dziadulewicz	80	3/18/2020	4/17/2020	2,200	-	-	-	-	2,200
I Sign With Shay	2	3/18/2020	4/17/2020	1,080	-	-	-	-	1,080
Singapore Math Inc.	351884	3/18/2020	4/17/2020	105	-	-	-	-	105
The Jazz Angels	MR-JA-Win2020	3/18/2020	4/17/2020	275	-	-	-	-	275

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Wisdom Keepers, LLC	BRA-03182020	3/18/2020	4/17/2020	2,750	-	-	-	-	2,750
WM Music Lessons	011BRA	3/18/2020	4/17/2020	1,030	-	-	-	-	1,030
Singapore Math Inc.	351886	3/18/2020	4/17/2020	24	-	-	-	-	24
Rainbow Resource Center	2821607	2/17/2020	4/17/2020	53	-	-	-	-	53
NJA Therapy Services, Inc	202002Jan	3/18/2020	4/17/2020	1,080	-	-	-	-	1,080
Discount School Supply	P39246410101	3/18/2020	4/17/2020	92	-	-	-	-	92
Rainbow Resource Center	2822719	2/18/2020	4/18/2020	112	-	-	-	-	112
SE23 Studios	13	3/19/2020	4/18/2020	392	-	-	-	-	392
Timberdoodle.com	312765	2/18/2020	4/18/2020	147	-	-	-	-	147
Rainbow Resource Center	2822720	2/18/2020	4/18/2020	42	-	-	-	-	42
The Elite Dance & Performing Arts Center	00005	3/19/2020	4/18/2020	144	-	-	-	-	144
Rose Bowl Aquatics Center	1607	3/19/2020	4/18/2020	256	-	-	-	-	256
Dustin Arth	22	3/19/2020	4/18/2020	540	-	-	-	-	540
Educational Development Corporation	DIR5634304	3/19/2020	4/18/2020	126	-	-	-	-	126
Bullock's Archery	198	3/19/2020	4/18/2020	210	-	-	-	-	210
Christine McGuern	JC03	3/19/2020	4/18/2020	270	-	-	-	-	270
Logic of English	INV8756	3/19/2020	4/18/2020	81	-	-	-	-	81
Rainbow Resource Center	2822725	2/18/2020	4/18/2020	270	-	-	-	-	270
Rainbow Resource Center	2824304	2/18/2020	4/18/2020	18	-	-	-	-	18
Traditional Equitation School	0319	3/19/2020	4/18/2020	1,053	-	-	-	-	1,053
Math-U-See, Inc.	0597579-IN	2/19/2020	4/18/2020	193	-	-	-	-	193
Logic of English	INV8757	3/19/2020	4/18/2020	118	-	-	-	-	118
Bullock's Archery	199	3/19/2020	4/18/2020	5	-	-	-	-	5
All Star Driving School	005BRA	3/19/2020	4/18/2020	95	-	-	-	-	95
Dr. Jay Brunot	748292	3/19/2020	4/18/2020	1,080	-	-	-	-	1,080
Helen Dziadulewicz	81	3/19/2020	4/18/2020	200	-	-	-	-	200
Rainbow Resource Center	2822722	2/18/2020	4/18/2020	15	-	-	-	-	15
MK Education Services	MARBRA2020	3/19/2020	4/18/2020	2,804	-	-	-	-	2,804
Inclusion Services, Inc.	032020_51689	3/20/2020	4/19/2020	36	-	-	-	-	36
Inclusion Services, Inc.	032020_75311	3/20/2020	4/19/2020	216	-	-	-	-	216
Math-U-See, Inc.	0597569-IN	2/19/2020	4/19/2020	89	-	-	-	-	89
All About Learning Press, Inc.	902002	2/19/2020	4/19/2020	76	-	-	-	-	76
Rainbow Resource Center	2854554	2/19/2020	4/19/2020	40	-	-	-	-	40
Rainbow Resource Center	2854577	2/19/2020	4/19/2020	139	-	-	-	-	139
Hoffman Professionals, LLC	132	3/20/2020	4/19/2020	350	-	-	-	-	350
Inclusion Services, Inc.	032020_53751	3/20/2020	4/19/2020	344	-	-	-	-	344
Inclusion Services, Inc.	032020_75366	3/20/2020	4/19/2020	18	-	-	-	-	18
Inclusion Services, Inc.	032020_76266	3/20/2020	4/19/2020	36	-	-	-	-	36
Inclusion Services, Inc.	032020_76674	3/20/2020	4/19/2020	400	-	-	-	-	400
Inclusion Services, Inc.	032020_76719	3/20/2020	4/19/2020	144	-	-	-	-	144
Petit Bizoo Art Studio	5500	3/20/2020	4/19/2020	135	-	-	-	-	135
Rainbow Resource Center	2825801	2/19/2020	4/19/2020	265	-	-	-	-	265
Rainbow Resource Center	2825949	2/19/2020	4/19/2020	98	-	-	-	-	98
Rainbow Resource Center	2825950	2/19/2020	4/19/2020	38	-	-	-	-	38
Rainbow Resource Center	2825733	2/19/2020	4/19/2020	31	-	-	-	-	31

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Rainbow Resource Center	2825948	2/19/2020	4/19/2020	35	-	-	-	-	35
Quicksilver Hill Sports Academy	2	3/20/2020	4/19/2020	400	-	-	-	-	400
Rainbow Resource Center	2625944	2/19/2020	4/19/2020	58	-	-	-	-	58
Simply Coding	439	3/5/2020	4/19/2020	360	-	-	-	-	360
Santa Anita Family YMCA	15	3/20/2020	4/19/2020	225	-	-	-	-	225
Santa Anita Family YMCA	18	3/20/2020	4/19/2020	225	-	-	-	-	225
Santa Anita Family YMCA	20	3/20/2020	4/19/2020	65	-	-	-	-	65
Time4Writing.com	T4W11029	3/20/2020	4/19/2020	119	-	-	-	-	119
Rainbow Resource Center	2854555	2/19/2020	4/19/2020	35	-	-	-	-	35
Rainbow Resource Center	2854571	2/19/2020	4/19/2020	82	-	-	-	-	82
All About Learning Press, Inc.	901999	2/19/2020	4/19/2020	175	-	-	-	-	175
All About Learning Press, Inc.	902005	2/19/2020	4/19/2020	335	-	-	-	-	335
Rainbow Resource Center	2854421	2/19/2020	4/19/2020	161	-	-	-	-	161
Rainbow Resource Center	2854559	2/19/2020	4/19/2020	138	-	-	-	-	138
Rainbow Resource Center	2854627	2/19/2020	4/19/2020	135	-	-	-	-	135
All About Learning Press, Inc.	901996	2/19/2020	4/19/2020	118	-	-	-	-	118
All About Learning Press, Inc.	902004	2/19/2020	4/19/2020	275	-	-	-	-	275
Math-U-See, Inc.	0597564-IN	2/19/2020	4/19/2020	112	-	-	-	-	112
Hoffman Professionals, LLC	131	3/20/2020	4/19/2020	250	-	-	-	-	250
Inclusion Services, Inc.	032020_79323	3/20/2020	4/19/2020	144	-	-	-	-	144
USA Volleybump	015	3/20/2020	4/19/2020	250	-	-	-	-	250
Sylvan Learning Center Westlake Village	WLV320	3/20/2020	4/19/2020	385	-	-	-	-	385
Santa Anita Family YMCA	24	3/20/2020	4/19/2020	75	-	-	-	-	75
Thinkwell Corporation	204252	3/20/2020	4/19/2020	263	-	-	-	-	263
Santa Anita Family YMCA	16	3/20/2020	4/19/2020	96	-	-	-	-	96
Urban Homeschoolers	S20-IM-1145	3/20/2020	4/19/2020	754	-	-	-	-	754
My Math Assistant, LLC	3010	3/20/2020	4/19/2020	20	-	-	-	-	20
One Spark Academy	2020	3/20/2020	4/19/2020	280	-	-	-	-	280
Rainbow Resource Center	2825887	2/19/2020	4/19/2020	214	-	-	-	-	214
Rainbow Resource Center	2825893	2/19/2020	4/19/2020	402	-	-	-	-	402
Rainbow Resource Center	2826017	2/19/2020	4/19/2020	53	-	-	-	-	53
Rainbow Resource Center	2854424	2/19/2020	4/19/2020	93	-	-	-	-	93
Rainbow Resource Center	2854434	2/19/2020	4/19/2020	73	-	-	-	-	73
Rainbow Resource Center	2854553	2/19/2020	4/19/2020	132	-	-	-	-	132
Rainbow Resource Center	2854560	2/19/2020	4/19/2020	479	-	-	-	-	479
Rainbow Resource Center	2854746	2/19/2020	4/19/2020	63	-	-	-	-	63
Math-U-See, Inc.	0597563-IN	2/19/2020	4/19/2020	47	-	-	-	-	47
Inclusion Services, Inc.	032020_51713	3/20/2020	4/19/2020	36	-	-	-	-	36
Inclusion Services, Inc.	032020_59055	3/20/2020	4/19/2020	144	-	-	-	-	144
Inclusion Services, Inc.	032020_74111	3/20/2020	4/19/2020	48	-	-	-	-	48
Inclusion Services, Inc.	032020_79324	3/20/2020	4/19/2020	120	-	-	-	-	120
Jill Sturkie	0320	3/20/2020	4/19/2020	409	-	-	-	-	409
Santa Anita Family YMCA	21	3/20/2020	4/19/2020	150	-	-	-	-	150
Teaching Textbooks	27253	3/20/2020	4/19/2020	55	-	-	-	-	55
Timberdoodle.com	312808	2/19/2020	4/19/2020	117	-	-	-	-	117

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Rainbow Resource Center	2825957	2/19/2020	4/19/2020	206	-	-	-	-	206
Santa Anita Family YMCA	25	3/20/2020	4/19/2020	75	-	-	-	-	75
Rainbow Resource Center	2825552	2/19/2020	4/19/2020	93	-	-	-	-	93
Rainbow Resource Center	2825850	2/19/2020	4/19/2020	32	-	-	-	-	32
NJA Therapy Services, Inc	202002_3Feb	3/20/2020	4/19/2020	1,728	-	-	-	-	1,728
One Spark Academy	2022	3/20/2020	4/19/2020	400	-	-	-	-	400
Rainbow Resource Center	2854442	2/19/2020	4/19/2020	45	-	-	-	-	45
Rainbow Resource Center	2854443	2/19/2020	4/19/2020	203	-	-	-	-	203
Hoffman Professionals, LLC	130	3/20/2020	4/19/2020	250	-	-	-	-	250
Inclusion Services, Inc.	032020_59054	3/20/2020	4/19/2020	144	-	-	-	-	144
Inclusion Services, Inc.	032020_75320	3/20/2020	4/19/2020	216	-	-	-	-	216
Inclusion Services, Inc.	032020_75375	3/20/2020	4/19/2020	18	-	-	-	-	18
Inclusion Services, Inc.	032020_76673	3/20/2020	4/19/2020	400	-	-	-	-	400
Inclusion Services, Inc.	032020_79325	3/20/2020	4/19/2020	144	-	-	-	-	144
Moving Beyond the Page	211297	3/20/2020	4/19/2020	51	-	-	-	-	51
Michael Miser Math Tutoring	1	3/21/2020	4/20/2020	525	-	-	-	-	525
Math-U-See, Inc.	0597752-IN	2/20/2020	4/20/2020	22	-	-	-	-	22
Jing Ma	003	3/21/2020	4/20/2020	350	-	-	-	-	350
Dimitar Tennis Academy	202001_3576	2/20/2020	4/20/2020	400	-	-	-	-	400
Rainbow Resource Center	2855085	2/20/2020	4/20/2020	80	-	-	-	-	80
Rainbow Resource Center	2855253	2/20/2020	4/20/2020	45	-	-	-	-	45
Power Academy of Irish Dance	DP 2020-7	3/21/2020	4/20/2020	130	-	-	-	-	130
Rainbow Resource Center	2826291	2/20/2020	4/20/2020	94	-	-	-	-	94
Rainbow Resource Center	2855084	2/20/2020	4/20/2020	164	-	-	-	-	164
Rainbow Resource Center	2855089	2/20/2020	4/20/2020	59	-	-	-	-	59
Rainbow Resource Center	2855141	2/20/2020	4/20/2020	242	-	-	-	-	242
Math-U-See, Inc.	0597932-IN	2/20/2020	4/20/2020	57	-	-	-	-	57
Rainbow Resource Center	2826289	2/20/2020	4/20/2020	45	-	-	-	-	45
Math-U-See, Inc.	0597750-IN	2/20/2020	4/20/2020	72	-	-	-	-	72
Maxwell David Music	227	3/21/2020	4/20/2020	952	-	-	-	-	952
Math-U-See, Inc.	0597751-IN	2/20/2020	4/20/2020	116	-	-	-	-	116
Wisdom Keepers, LLC	BRA-03212020	3/21/2020	4/20/2020	50	-	-	-	-	50
Katherine Friedman	012	3/21/2020	4/20/2020	160	-	-	-	-	160
Math-U-See, Inc.	0597749-IN	2/20/2020	4/20/2020	68	-	-	-	-	68
All About Learning Press, Inc.	902013	2/20/2020	4/20/2020	182	-	-	-	-	182
Rainbow Resource Center	2855088	2/20/2020	4/20/2020	67	-	-	-	-	67
Rainbow Resource Center	2855090	2/20/2020	4/20/2020	59	-	-	-	-	59
Rainbow Resource Center	2855256	2/20/2020	4/20/2020	27	-	-	-	-	27
Power Academy of Irish Dance	DP 2020-6	3/21/2020	4/20/2020	130	-	-	-	-	130
Rainbow Resource Center	2826293	2/20/2020	4/20/2020	81	-	-	-	-	81
KidsArt, Inc - Los Angeles DBA Drawn2Art	3.2020.br	3/20/2020	4/20/2020	100	-	-	-	-	100
Rainbow Resource Center	2855093	2/20/2020	4/20/2020	24	-	-	-	-	24
Rainbow Resource Center	2826743	2/20/2020	4/20/2020	133	-	-	-	-	133
Rainbow Resource Center	2855636	2/21/2020	4/21/2020	76	-	-	-	-	76
Rainbow Resource Center	2855504	2/21/2020	4/21/2020	227	-	-	-	-	227

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A Lotte Horses	25	3/22/2020	4/21/2020	1,250	-	-	-	-	1,250
NHC Martial Arts & Fitness	J12020	3/22/2020	4/21/2020	50	-	-	-	-	50
SandeStrings	1381	3/22/2020	4/21/2020	200	-	-	-	-	200
Rainbow Resource Center	2855645	2/21/2020	4/21/2020	94	-	-	-	-	94
Guy Clearwater	2020-125778	3/23/2020	4/22/2020	130	-	-	-	-	130
Outschool, Inc.	14587	3/23/2020	4/22/2020	130	-	-	-	-	130
Outschool, Inc.	14588	3/23/2020	4/22/2020	130	-	-	-	-	130
Outschool, Inc.	14590	3/23/2020	4/22/2020	130	-	-	-	-	130
Outschool, Inc.	14595	3/23/2020	4/22/2020	6	-	-	-	-	6
Jackie Greenway	203	3/23/2020	4/22/2020	490	-	-	-	-	490
Outschool, Inc.	14579	3/23/2020	4/22/2020	25	-	-	-	-	25
Outschool, Inc.	14585	3/23/2020	4/22/2020	24	-	-	-	-	24
Outschool, Inc.	14596	3/23/2020	4/22/2020	45	-	-	-	-	45
Outschool, Inc.	14597	3/23/2020	4/22/2020	150	-	-	-	-	150
Outschool, Inc.	14578	3/23/2020	4/22/2020	30	-	-	-	-	30
Outschool, Inc.	14586	3/23/2020	4/22/2020	121	-	-	-	-	121
Outschool, Inc.	14593	3/23/2020	4/22/2020	12	-	-	-	-	12
Outschool, Inc.	14598	3/23/2020	4/22/2020	48	-	-	-	-	48
The AFA Studio	12	3/23/2020	4/22/2020	248	-	-	-	-	248
Outschool, Inc.	14582	3/23/2020	4/22/2020	120	-	-	-	-	120
Paseo Aquatics Sports LLC	24	3/23/2020	4/22/2020	132	-	-	-	-	132
Lavalle Actors Workshop Inc.	110	3/23/2020	4/22/2020	600	-	-	-	-	600
Urban Homeschoolers	S20-IM-1146	3/23/2020	4/22/2020	1,100	-	-	-	-	1,100
Breakthrough Sports	32320a	3/23/2020	4/22/2020	59	-	-	-	-	59
Logic of English	INV8778	3/23/2020	4/22/2020	21	-	-	-	-	21
Outschool, Inc.	14581	3/23/2020	4/22/2020	200	-	-	-	-	200
Paseo Aquatics Sports LLC	25	3/23/2020	4/22/2020	231	-	-	-	-	231
Outschool, Inc.	14577	3/23/2020	4/22/2020	30	-	-	-	-	30
Outschool, Inc.	14583	3/23/2020	4/22/2020	110	-	-	-	-	110
Outschool, Inc.	14584	3/23/2020	4/22/2020	250	-	-	-	-	250
Outschool, Inc.	14594	3/23/2020	4/22/2020	12	-	-	-	-	12
Home Science Tools	993025A	3/23/2020	4/22/2020	23	-	-	-	-	23
NJA Therapy Services, Inc	2020002_4Feb	3/24/2020	4/23/2020	1,971	-	-	-	-	1,971
Clay Studio + Gallery Inc.	7031920	3/24/2020	4/23/2020	420	-	-	-	-	420
Kathleen Crady	1536	3/25/2020	4/24/2020	150	-	-	-	-	150
Rainbow Resource Center	2856404	2/24/2020	4/24/2020	28	-	-	-	-	28
Rainbow Resource Center	2856670	2/24/2020	4/24/2020	163	-	-	-	-	163
Kathleen Crady	1539	3/25/2020	4/24/2020	480	-	-	-	-	480
All About Learning Press, Inc.	902039	2/24/2020	4/24/2020	155	-	-	-	-	155
Viva! Learning Space DBA The Lab Learning Space	INV-0113	2/25/2020	4/24/2020	600	-	-	-	-	600
Kathleen Crady	1532	3/25/2020	4/24/2020	60	-	-	-	-	60
Mathnasium of Monrovia	10	2/24/2020	4/24/2020	440	-	-	-	-	440
Rainbow Resource Center	2856063	2/24/2020	4/24/2020	49	-	-	-	-	49
Burgess Cotillion	005	2/25/2020	4/25/2020	315	-	-	-	-	315
Gem of Jewels	0000008	2/25/2020	4/25/2020	142	-	-	-	-	142

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Rainbow Resource Center	2856871	2/25/2020	4/25/2020	9	-	-	-	-	9
Rainbow Resource Center	2856951	2/25/2020	4/25/2020	322	-	-	-	-	322
Rainbow Resource Center	2856990	2/25/2020	4/25/2020	149	-	-	-	-	149
LEGO Education	1190421693	2/26/2020	4/26/2020	370	-	-	-	-	370
Rainbow Resource Center	2857755	2/26/2020	4/26/2020	23	-	-	-	-	23
Rainbow Resource Center	2857678	2/26/2020	4/26/2020	464	-	-	-	-	464
David Contreras	2020 - 2	2/26/2020	4/26/2020	300	-	-	-	-	300
Rainbow Resource Center	2857644	2/26/2020	4/26/2020	117	-	-	-	-	117
Rainbow Resource Center	2857753	2/25/2020	4/26/2020	40	-	-	-	-	40
David Contreras	2020 -1	2/26/2020	4/26/2020	300	-	-	-	-	300
LEGO Education	1190420095	2/27/2020	4/26/2020	312	-	-	-	-	312
Math-U-See, Inc.	0598469-IN	2/26/2020	4/26/2020	112	-	-	-	-	112
LEGO Education	1190420094	2/27/2020	4/26/2020	246	-	-	-	-	246
Rainbow Resource Center	2857647	2/26/2020	4/26/2020	124	-	-	-	-	124
Math-U-See, Inc.	0598768-IN	2/27/2020	4/27/2020	116	-	-	-	-	116
Rainbow Resource Center	2857759	2/26/2020	4/27/2020	137	-	-	-	-	137
Rainbow Resource Center	2857775	2/26/2020	4/27/2020	68	-	-	-	-	68
Rainbow Resource Center	2857964	2/26/2020	4/27/2020	279	-	-	-	-	279
Rainbow Resource Center	2857677	2/26/2020	4/27/2020	325	-	-	-	-	325
Storymakery	1020	2/27/2020	4/27/2020	81	-	-	-	-	81
Math-U-See, Inc.	0598758-IN	2/27/2020	4/27/2020	68	-	-	-	-	68
Rainbow Resource Center	2858374	2/27/2020	4/28/2020	185	-	-	-	-	185
Rainbow Resource Center	2858831	2/28/2020	4/28/2020	104	-	-	-	-	104
Rainbow Resource Center	2858833	2/28/2020	4/28/2020	20	-	-	-	-	20
CODE NINJAS CHINO HILLS	001	2/28/2020	4/28/2020	259	-	-	-	-	259
LEGO Education	1190421815	2/28/2020	4/28/2020	313	-	-	-	-	313
Rainbow Resource Center	2858834	2/28/2020	4/28/2020	250	-	-	-	-	250
eDynamic Learning	20-2046	2/28/2020	4/28/2020	85	-	-	-	-	85
Rainbow Resource Center	2858832	2/28/2020	4/28/2020	37	-	-	-	-	37
Rainbow Resource Center	2858835	2/28/2020	4/29/2020	78	-	-	-	-	78
Rainbow Resource Center	2858857	2/28/2020	4/29/2020	60	-	-	-	-	60
Rainbow Resource Center	2859366	2/28/2020	4/29/2020	127	-	-	-	-	127
Rainbow Resource Center	2859767	3/2/2020	5/1/2020	229	-	-	-	-	229
Rainbow Resource Center	2859915	3/2/2020	5/1/2020	111	-	-	-	-	111
Rainbow Resource Center	2859973	3/2/2020	5/1/2020	39	-	-	-	-	39
Rainbow Resource Center	2860436	3/3/2020	5/1/2020	50	-	-	-	-	50
Rainbow Resource Center	2859678	3/2/2020	5/1/2020	124	-	-	-	-	124
Rainbow Resource Center	2859851	3/2/2020	5/1/2020	62	-	-	-	-	62
Rainbow Resource Center	2860593	3/3/2020	5/1/2020	66	-	-	-	-	66
AlSajdah Academy	2002	3/17/2020	5/1/2020	8,700	-	-	-	-	8,700
JM Moonwalker INC	23BE	4/1/2020	5/1/2020	129	-	-	-	-	129
Rainbow Resource Center	2859850	3/2/2020	5/1/2020	71	-	-	-	-	71
Rainbow Resource Center	2859975	3/2/2020	5/1/2020	73	-	-	-	-	73
Rainbow Resource Center	2860154	3/2/2020	5/1/2020	36	-	-	-	-	36
Rainbow Resource Center	2859754	3/2/2020	5/1/2020	24	-	-	-	-	24

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Rainbow Resource Center	2859918	3/2/2020	5/1/2020	216	-	-	-	-	216
Rainbow Resource Center	2860758	3/3/2020	5/1/2020	27	-	-	-	-	27
Rainbow Resource Center	2859677	3/2/2020	5/1/2020	280	-	-	-	-	280
Rainbow Resource Center	2859916	3/2/2020	5/1/2020	318	-	-	-	-	318
Rainbow Resource Center	2859933	3/2/2020	5/1/2020	86	-	-	-	-	86
Rainbow Resource Center	2859972	3/2/2020	5/1/2020	161	-	-	-	-	161
Mamba Sports Academy	INV-0098866	4/1/2020	5/1/2020	400	-	-	-	-	400
Mamba Sports Academy	INV-0098869	4/1/2020	5/1/2020	199	-	-	-	-	199
KidsArt	INS0320-43319LS	4/1/2020	5/1/2020	141	-	-	-	-	141
Rainbow Resource Center	2859934	3/2/2020	5/1/2020	63	-	-	-	-	63
Craig Beck	6	3/2/2020	5/1/2020	405	-	-	-	-	405
Central Music	11165	4/1/2020	5/1/2020	110	-	-	-	-	110
KidsArt	INS0320-43322SS	4/1/2020	5/1/2020	141	-	-	-	-	141
Rainbow Resource Center	2861019	3/3/2020	5/2/2020	399	-	-	-	-	399
Math-U-See, Inc.	0599363-IN	3/3/2020	5/2/2020	41	-	-	-	-	41
All About Learning Press, Inc.	902118	3/3/2020	5/2/2020	76	-	-	-	-	76
Math-U-See, Inc.	0599391-IN	3/3/2020	5/2/2020	56	-	-	-	-	56
VAHAN ASLANYAN	002	3/3/2020	5/2/2020	240	-	-	-	-	240
Math-U-See, Inc.	580850A-IN	3/4/2020	5/3/2020	59	-	-	-	-	59
Rainbow Resource Center	2861512	3/4/2020	5/3/2020	74	-	-	-	-	74
Rainbow Resource Center	2861631	3/4/2020	5/3/2020	22	-	-	-	-	22
Math-U-See, Inc.	0599570-IN	3/4/2020	5/3/2020	116	-	-	-	-	116
Educational Development Corporation	DIR5582592	3/4/2020	5/3/2020	184	-	-	-	-	184
Rainbow Resource Center	2861519	3/4/2020	5/3/2020	53	-	-	-	-	53
Rainbow Resource Center	2861360	3/4/2020	5/3/2020	149	-	-	-	-	149
Rainbow Resource Center	2861505	3/4/2020	5/3/2020	516	-	-	-	-	516
Rainbow Resource Center	2861517	3/4/2020	5/3/2020	24	-	-	-	-	24
Rainbow Resource Center	2861886	3/4/2020	5/3/2020	24	-	-	-	-	24
Rainbow Resource Center	2861359	3/4/2020	5/3/2020	34	-	-	-	-	34
Rainbow Resource Center	2861525	3/4/2020	5/3/2020	181	-	-	-	-	181
Rainbow Resource Center	2861942	3/4/2020	5/3/2020	122	-	-	-	-	122
Rainbow Resource Center	2862210	3/5/2020	5/4/2020	188	-	-	-	-	188
CODE NINJAS CHINO HILLS	003	3/5/2020	5/4/2020	149	-	-	-	-	149
Math-U-See, Inc.	0599799-IN	3/5/2020	5/4/2020	419	-	-	-	-	419
Behavior Mylestones, LLC	202	3/5/2020	5/4/2020	2,641	-	-	-	-	2,641
Rainbow Resource Center	2863145	3/6/2020	5/5/2020	40	-	-	-	-	40
Rainbow Resource Center	2863155	3/6/2020	5/5/2020	22	-	-	-	-	22
Rainbow Resource Center	2862653	3/6/2020	5/5/2020	182	-	-	-	-	182
Rainbow Resource Center	2862843	3/6/2020	5/5/2020	70	-	-	-	-	70
Rainbow Resource Center	2862948	3/6/2020	5/5/2020	118	-	-	-	-	118
All About Learning Press, Inc.	902150	3/6/2020	5/5/2020	155	-	-	-	-	155
Rainbow Resource Center	2862651	3/6/2020	5/5/2020	299	-	-	-	-	299
Rainbow Resource Center	2863147	3/6/2020	5/5/2020	18	-	-	-	-	18
Rainbow Resource Center	2863157	3/6/2020	5/5/2020	18	-	-	-	-	18
Rainbow Resource Center	2863023	3/9/2020	5/8/2020	161	-	-	-	-	161

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Rainbow Resource Center	2863662	3/9/2020	5/8/2020	106	-	-	-	-	106
Math-U-See, Inc.	0600018-IN	3/9/2020	5/8/2020	56	-	-	-	-	56
Math-U-See, Inc.	0600025-IN	3/9/2020	5/8/2020	151	-	-	-	-	151
Math-U-See, Inc.	0600317-IN	3/10/2020	5/9/2020	57	-	-	-	-	57
Math-U-See, Inc.	0600318-IN	3/10/2020	5/9/2020	122	-	-	-	-	122
Mathnasium of Monrovia	11	3/10/2020	5/9/2020	440	-	-	-	-	440
Rainbow Resource Center	2864371	3/10/2020	5/9/2020	127	-	-	-	-	127
Rainbow Resource Center	2864443	3/10/2020	5/9/2020	594	-	-	-	-	594
Rainbow Resource Center	2864445	3/10/2020	5/9/2020	274	-	-	-	-	274
Math-U-See, Inc.	0600319-IN	3/10/2020	5/9/2020	305	-	-	-	-	305
All About Learning Press, Inc.	902181	3/10/2020	5/9/2020	26	-	-	-	-	26
Elite Dance Studios	2020-103	3/10/2020	5/9/2020	600	-	-	-	-	600
Elite Dance Studios	2020-102	3/10/2020	5/9/2020	900	-	-	-	-	900
Rainbow Resource Center	2864007	3/10/2020	5/9/2020	260	-	-	-	-	260
LEGO Education	1190421302	3/10/2020	5/9/2020	357	-	-	-	-	357
Rainbow Resource Center	2865208	3/11/2020	5/10/2020	437	-	-	-	-	437
Rainbow Resource Center	2864914	3/11/2020	5/10/2020	122	-	-	-	-	122
Rainbow Resource Center	2865209	3/11/2020	5/10/2020	64	-	-	-	-	64
Rainbow Resource Center	2865261	3/11/2020	5/10/2020	127	-	-	-	-	127
Rainbow Resource Center	2864859	3/11/2020	5/10/2020	27	-	-	-	-	27
Rainbow Resource Center	2865039	3/11/2020	5/10/2020	137	-	-	-	-	137
Dino Lingo Inc.	78962-P003-BRA	2/10/2020	5/10/2020	127	-	-	-	-	127
All About Learning Press, Inc.	902194	3/11/2020	5/10/2020	47	-	-	-	-	47
Rainbow Resource Center	2865034	3/11/2020	5/10/2020	435	-	-	-	-	435
Rainbow Resource Center	2865045	3/11/2020	5/10/2020	252	-	-	-	-	252
Rainbow Resource Center	2865052	3/11/2020	5/10/2020	243	-	-	-	-	243
Rainbow Resource Center	2865672	3/12/2020	5/11/2020	31	-	-	-	-	31
Rainbow Resource Center	2865797	3/12/2020	5/11/2020	508	-	-	-	-	508
STORM HOCKEY, INC.	1005	3/12/2020	5/11/2020	180	-	-	-	-	180
Rainbow Resource Center	2865644	3/12/2020	5/11/2020	232	-	-	-	-	232
Rainbow Resource Center	2865649	3/12/2020	5/11/2020	56	-	-	-	-	56
Rainbow Resource Center	2865675	3/12/2020	5/11/2020	74	-	-	-	-	74
Rainbow Resource Center	2865793	3/12/2020	5/11/2020	88	-	-	-	-	88
Rainbow Resource Center	2865648	3/12/2020	5/11/2020	56	-	-	-	-	56
Rainbow Resource Center	2865674	3/12/2020	5/11/2020	150	-	-	-	-	150
Rainbow Resource Center	2865795	3/12/2020	5/11/2020	15	-	-	-	-	15
Rainbow Resource Center	2865676	3/12/2020	5/11/2020	56	-	-	-	-	56
Rainbow Resource Center	2865867	3/13/2020	5/12/2020	260	-	-	-	-	260
All About Learning Press, Inc.	902203	3/13/2020	5/12/2020	68	-	-	-	-	68
Rainbow Resource Center	2865897	3/13/2020	5/12/2020	56	-	-	-	-	56
Rainbow Resource Center	2866203	3/13/2020	5/12/2020	257	-	-	-	-	257
Rainbow Resource Center	2866389	3/13/2020	5/12/2020	114	-	-	-	-	114
Rainbow Resource Center	2865898	3/13/2020	5/12/2020	144	-	-	-	-	144
Rainbow Resource Center	2866107	3/13/2020	5/12/2020	151	-	-	-	-	151
Rainbow Resource Center	2866392	3/13/2020	5/12/2020	316	-	-	-	-	316

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Rainbow Resource Center	2866568	3/16/2020	5/15/2020	122	-	-	-	-	122
Rainbow Resource Center	2866827	3/16/2020	5/15/2020	132	-	-	-	-	132
Rainbow Resource Center	2866830	3/16/2020	5/15/2020	77	-	-	-	-	77
Rainbow Resource Center	2866963	3/16/2020	5/15/2020	106	-	-	-	-	106
Rainbow Resource Center	2866828	3/16/2020	5/15/2020	62	-	-	-	-	62
Rainbow Resource Center	2866941	3/16/2020	5/15/2020	110	-	-	-	-	110
Rainbow Resource Center	2866953	3/16/2020	5/15/2020	45	-	-	-	-	45
Rainbow Resource Center	2866958	3/16/2020	5/15/2020	304	-	-	-	-	304
Rainbow Resource Center	2866951	3/16/2020	5/15/2020	118	-	-	-	-	118
Rainbow Resource Center	2867047	3/16/2020	5/15/2020	130	-	-	-	-	130
Rainbow Resource Center	2866664	3/16/2020	5/15/2020	45	-	-	-	-	45
Rainbow Resource Center	2866774	3/16/2020	5/15/2020	438	-	-	-	-	438
Rainbow Resource Center	2867046	3/16/2020	5/15/2020	25	-	-	-	-	25
Rainbow Resource Center	2866829	3/16/2020	5/15/2020	14	-	-	-	-	14
Rainbow Resource Center	2866940	3/16/2020	5/15/2020	42	-	-	-	-	42
Rainbow Resource Center	2866954	3/16/2020	5/15/2020	245	-	-	-	-	245
Rainbow Resource Center	2867474	3/17/2020	5/16/2020	37	-	-	-	-	37
Rainbow Resource Center	2867722	3/17/2020	5/16/2020	55	-	-	-	-	55
Rainbow Resource Center	2867475	3/17/2020	5/16/2020	24	-	-	-	-	24
Rainbow Resource Center	2867726	3/17/2020	5/16/2020	19	-	-	-	-	19
Rainbow Resource Center	2867551	3/17/2020	5/16/2020	310	-	-	-	-	310
Rainbow Resource Center	2867731	3/17/2020	5/16/2020	19	-	-	-	-	19
All About Learning Press, Inc.	902235	3/17/2020	5/16/2020	158	-	-	-	-	158
Rainbow Resource Center	2867711	3/17/2020	5/16/2020	36	-	-	-	-	36
Rainbow Resource Center	2867718	3/17/2020	5/16/2020	121	-	-	-	-	121
Rainbow Resource Center	2868761	3/18/2020	5/17/2020	142	-	-	-	-	142
Rainbow Resource Center	2868764	3/18/2020	5/17/2020	59	-	-	-	-	59
Rainbow Resource Center	2868771	3/18/2020	5/17/2020	337	-	-	-	-	337
Rainbow Resource Center	2868853	3/18/2020	5/17/2020	14	-	-	-	-	14
Rainbow Resource Center	2868856	3/18/2020	5/17/2020	23	-	-	-	-	23
Rainbow Resource Center	2868898	3/18/2020	5/17/2020	86	-	-	-	-	86
Rainbow Resource Center	2868995	3/18/2020	5/17/2020	25	-	-	-	-	25
Rainbow Resource Center	2869193	3/18/2020	5/17/2020	196	-	-	-	-	196
Math-U-See, Inc.	0601703-IN	3/18/2020	5/17/2020	53	-	-	-	-	53
Rainbow Resource Center	2868849	3/18/2020	5/17/2020	25	-	-	-	-	25
Rainbow Resource Center	2868859	3/18/2020	5/17/2020	23	-	-	-	-	23
Rainbow Resource Center	2868896	3/18/2020	5/17/2020	65	-	-	-	-	65
Rainbow Resource Center	2868902	3/18/2020	5/17/2020	126	-	-	-	-	126
Rainbow Resource Center	2868777	3/18/2020	5/17/2020	279	-	-	-	-	279
Rainbow Resource Center	2868899	3/18/2020	5/17/2020	84	-	-	-	-	84
Rainbow Resource Center	2868768	3/18/2020	5/17/2020	149	-	-	-	-	149
Rainbow Resource Center	2868861	3/18/2020	5/17/2020	211	-	-	-	-	211
Rainbow Resource Center	2869218	3/18/2020	5/17/2020	77	-	-	-	-	77
Rainbow Resource Center	2869292	3/18/2020	5/17/2020	28	-	-	-	-	28
Rainbow Resource Center	2868848	3/18/2020	5/17/2020	52	-	-	-	-	52

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Vendor Name	Invoice/Credit Number	Invoice Date	Date Due	Current	1 - 30 Days Past Due	31 - 60 Days Past Due	61 - 90 Days Past Due	Over 90 Days Past Due	Total
Rainbow Resource Center	2868852	3/18/2020	5/17/2020	70	-	-	-	-	70
Rainbow Resource Center	2868855	3/18/2020	5/17/2020	120	-	-	-	-	120
Rainbow Resource Center	2868901	3/18/2020	5/17/2020	159	-	-	-	-	159
Rainbow Resource Center	2869500	3/19/2020	5/18/2020	72	-	-	-	-	72
Rainbow Resource Center	2869821	3/19/2020	5/18/2020	88	-	-	-	-	88
Math-U-See, Inc.	0602049-IN	3/19/2020	5/18/2020	68	-	-	-	-	68
Rainbow Resource Center	2869822	3/19/2020	5/18/2020	42	-	-	-	-	42
Rainbow Resource Center	2869495	3/19/2020	5/18/2020	46	-	-	-	-	46
Rainbow Resource Center	2869498	3/19/2020	5/18/2020	100	-	-	-	-	100
Rainbow Resource Center	2869749	3/19/2020	5/18/2020	160	-	-	-	-	160
Math-U-See, Inc.	0602051-IN	3/19/2020	5/18/2020	167	-	-	-	-	167
Rainbow Resource Center	2869750	3/19/2020	5/18/2020	63	-	-	-	-	63
Rainbow Resource Center	2869751	3/19/2020	5/18/2020	73	-	-	-	-	73
Rainbow Resource Center	2869823	3/19/2020	5/18/2020	24	-	-	-	-	24
Rainbow Resource Center	2871043	3/20/2020	5/19/2020	101	-	-	-	-	101
Rainbow Resource Center	2870545	3/20/2020	5/19/2020	47	-	-	-	-	47
Rainbow Resource Center	2870614	3/20/2020	5/19/2020	360	-	-	-	-	360
Rainbow Resource Center	2870541	3/20/2020	5/19/2020	119	-	-	-	-	119
Rainbow Resource Center	2870616	3/20/2020	5/19/2020	180	-	-	-	-	180
LEGO Education	1190421885	3/20/2020	5/19/2020	115	-	-	-	-	115
Math-U-See, Inc.	0602392-IN	3/20/2020	5/19/2020	72	-	-	-	-	72
SoLA Robotics	27033	3/21/2020	5/20/2020	2,151	-	-	-	-	2,151
Rainbow Resource Center	2871653	3/23/2020	5/22/2020	24	-	-	-	-	24
Rainbow Resource Center	2871954	3/23/2020	5/22/2020	67	-	-	-	-	67
Rainbow Resource Center	2871650	3/23/2020	5/22/2020	161	-	-	-	-	161
Rainbow Resource Center	2871957	3/23/2020	5/22/2020	237	-	-	-	-	237
Rainbow Resource Center	2871578	3/23/2020	5/22/2020	59	-	-	-	-	59
Rainbow Resource Center	2871593	3/23/2020	5/22/2020	74	-	-	-	-	74
Rainbow Resource Center	2871580	3/23/2020	5/22/2020	119	-	-	-	-	119
Rainbow Resource Center	2872341	3/23/2020	5/22/2020	67	-	-	-	-	67
Rainbow Resource Center	2871584	3/23/2020	5/22/2020	445	-	-	-	-	445
Rainbow Resource Center	2871672	3/23/2020	5/22/2020	27	-	-	-	-	27
Math-U-See, Inc.	0602815-IN	3/23/2020	5/22/2020	112	-	-	-	-	112
Rainbow Resource Center	2871589	3/23/2020	5/22/2020	93	-	-	-	-	93
Gem of Jewels	0000009	2/25/2020	5/25/2020	142	-	-	-	-	142
Rainbow Resource Center	2862652	3/6/2020	5/28/2020	20	-	-	-	-	20
Jenna D. Duvall	015A	2/1/2029	3/3/2029	957	-	-	-	-	957
Total Outstanding Payables in March				<u>\$ 809,702</u>	<u>\$ 5,335</u>	<u>\$ 66,837</u>	<u>\$ (122)</u>	<u>\$ (911)</u>	<u>\$ 880,840</u>

INVOICE

DATE: April 1, 2020
INVOICE # INSPK-110
FOR: *Monthly Operational
 & Instructional Fee*

Blue Ridge Adademy
1740 E. Huntington Drive #205
Duarte, CA 91010

Make all checks payable to Inspire District Office
If you have any questions concerning this invoice, please contact Accounts Payable at
accountspayable@inspireschools.org

THANK YOU FOR YOUR BUSINESS!

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Azusa, CA 91702 US
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INVOICE

BILL TO

Blue Ridge Academy
955 Stanislaus Street
Maricopa, CA 93252

INVOICE # 1126

DATE 02/26/2020

DUE DATE 03/27/2020

TERMS Net 30

DATE	ACTIVITY	DESCRIPTION	QTY	RATE	AMOUNT
	Medical Benefits	Medical Benefits - August 2019	1	210,234.67	210,234.67
	Dental Benefits	Dental Benefits - August 2019	1	12,696.86	12,696.86
	Vision Benefits	Vision Benefits- July 2019	1	2,077.01	2,077.01
	Life Insurance	Life Insurance - July 2019	1	1,130.66	1,130.66
	HSA	HSA - July 2019	1	416.50	416.50

Detailed Roster Attached.

BALANCE DUE

\$226,555.70

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INVOICE # 1128

DATE 02/27/2020

DUE DATE 03/28/2020

TERMS Net 30

DATE	ACTIVITY	DESCRIPTION	QTY	RATE	AMOUNT
	Medical Benefits	Medical Benefits - September 2019	1	221,834.62	221,834.62
	Vision Benefits	Vision Benefits - September 2019	1	2,177.85	2,177.85
	Dental Benefits	Dental Benefits - September 2019	1	13,409.10	13,409.10
	Life Insurance	LIFEADD Insurance-September 2019	1	1,204.67	1,204.67
	HSA	HSA - September 2019	1	499.80	499.80

Detailed Roster Attached.

BALANCE DUE

\$239,126.04

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Maricopa, CA 93252

INVOICE # 1129

DATE 02/27/2020

DUE DATE 03/28/2020

TERMS Net 30

DATE	ACTIVITY	DESCRIPTION	QTY	RATE	AMOUNT
	Medical Benefits	Medical Benefits - October 2019	1	229,811.37	229,811.37
	Vision Benefits	Vision Benefits - October 2019	1	2,233.57	2,233.57
	Dental Benefits	Dental Benefits - October 2019	1	13,849.71	13,849.71
	Life Insurance	LIFEADD Insurance - October 2019	1	1,256.67	1,256.67
	HSA	HSA - October 2019	1	583.10	583.10

Detailed Roster Attached.

BALANCE DUE

\$247,734.42

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INVOICE # 1130

DATE 02/27/2020

DUE DATE 03/28/2020

TERMS Net 30

DATE	ACTIVITY	DESCRIPTION	QTY	RATE	AMOUNT
	Medical Benefits	Medical Benefits - November 2019	1	237,164.31	237,164.31
	Vision Benefits	Vision Benefits - November 2019	1	2,310.73	2,310.73
	Dental Benefits	Dental Benefits - November 2019	1	14,558.08	14,558.08
	Life Insurance	LIFEADD Insurance - November 2019	1	1,300.67	1,300.67
	HSA	HSA - November 2019	1	583.10	583.10

Detailed Roster Attached.

BALANCE DUE

\$255,916.89

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INVOICE # 1131

DATE 02/27/2020

DUE DATE 03/28/2020

TERMS Net 30

DATE	ACTIVITY	DESCRIPTION	QTY	RATE	AMOUNT
	Medical Benefits	Medical Benefits - December 2019	1	243,086.54	243,086.54
	Vision Benefits	Vision Benefits - December 2019	1	2,355.17	2,355.17
	Dental Benefits	Dental Benefits - December 2019	1	14,922.52	14,922.52
	Life Insurance	LIFEADD Insurance - December 2019	1	1,312.67	1,312.67
	HSA	HSA - December 2019	1	583.10	583.10

Detailed Roster Attached.

BALANCE DUE

\$262,260.00

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Blue Ridge Academy
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Maricopa, CA 93252

INVOICE # 1132

DATE 02/27/2020

DUE DATE 03/28/2020

TERMS Net 30

DATE	ACTIVITY	DESCRIPTION	QTY	RATE	AMOUNT
	Medical Benefits	Medical Benefits - January 2020	1	243,977.58	243,977.58
	Vision Benefits	Vision Benefits - January 2020	1	2,372.09	2,372.09
	Dental Benefits	Dental Benefits -January 2020	1	14,952.81	14,952.81
	Life Insurance	LIFEADD Insurance - January 2020	1	1,316.67	1,316.67
	HSA	HSA - January 2020	1	583.10	583.10

Detailed Roster Attached.

BALANCE DUE

\$263,202.25

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INVOICE

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Blue Ridge Academy
955 Stanislaus Street
Maricopa, CA 93252

INVOICE # 1133

DATE 02/27/2020

DUE DATE 03/28/2020

TERMS Net 30

DATE	ACTIVITY	DESCRIPTION	QTY	RATE	AMOUNT
	Medical Benefits	Medical Benefits - February 2020	1	243,977.58	243,977.58
	Vision Benefits	Vision Benefits - February 2020	1	2,372.09	2,372.09
	Dental Benefits	Dental Benefits - February 2020	1	14,952.81	14,952.81
	Life Insurance	LIFEADD Insurance - February 2020	1	1,316.67	1,316.67
	HSA	HSA - February 2020	1	583.10	583.10

Detailed Roster Attached.

BALANCE DUE

\$263,202.25

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INVOICE

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Blue Ridge Academy
955 Stanislaus Street
Maricopa, CA 93252

INVOICE # 1295

DATE 03/23/2020

DUE DATE 04/22/2020

TERMS Net 30

DATE	ACTIVITY	DESCRIPTION	QTY	RATE	AMOUNT
	Monthly PKG	Monthly PKG - 25% Deposit 2019-2020 School Year			110,606.89
	Monthly PKG	Monthly PKG - Aug 2019-Apr 2020			174,760.29
	Monthly Workers' Compensation	Monthly Workers' Comp - Aug 2019-Apr 2020			157,060.35
	PKG Exposure	PKG Exposure - Aug 2019-Apr 2020			892.50

BALANCE DUE

\$443,320.03

[illegible]

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INVOICE

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Blue Ridge Academy
955 Stanislaus Street
Maricopa, CA 93252

INVOICE # 1309**DATE** 03/24/2020**DUE DATE** 04/23/2020**TERMS** Net 30

DATE	ACTIVITY	DESCRIPTION	QTY	RATE	AMOUNT
	Medical Benefits	Medical Benefits - March 2020			255,321.08
	Vision Benefits	Vision Benefits - March 2020			2,375.27
	Dental Benefits	Dental Benefits - March 2020			14,928.06
	Life Insurance	Life Insurance - March 2020			1,316.67
	HSA	HSA - March 2020			2,332.40

BALANCE DUE**\$276,273.48**

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INVOICE

BILL TO
Blue Ridge Academy
955 Stanislaus Street
Maricopa, CA 93252

INVOICE # 1334
DATE 03/24/2020
DUE DATE 04/23/2020
TERMS Net 30

DATE	ACTIVITY	DESCRIPTION	QTY	RATE	AMOUNT
	Medical Benefits	Medical Benefits - April 2020			255,307.66
	Vision Benefits	Vision Benefits - April 2020			2,394.31
	Dental Benefits	Dental Benefits - April 2020			14,937.98
	Life Insurance	Life Insurance - April 2020			1,320.67
	HSA	HSA - April 2020			2,332.40

BALANCE DUE **\$276,293.02**



Blue Ridge Academy Renewal Presentation

April 2020



Gallagher

Insurance | Risk Management | Consulting

ICS Group Advantages



Insurance | Risk Management | Consulting

Let's Stick Together

- Purchasing power
- More competition from group carriers resulting in better underwriting offers
- Ability to take advantage of broader network options from carriers
- Better plan design options/more flexibility
- Composite rates versus age banded rates in small group

2020/2021 Renewal

Renewal Results

- Medical
 - Kaiser: final renewal **+2.8%**
 - Trend Increase is +7.5%
 - Blue Shield: final renewal **+5.9%**
 - Trend Increase is 12.9% - 15.9%
- Dental
 - Cigna Dental HMO: final renewal **+5.0%** (initial increase +6.5%)
 - Cigna DPPO: final renewal **+17.6%** (initial increase +20.7%)
- Vision – rate guarantee (**+0.0%**)
- Life – rate guarantee (**+0.0%**)



Gallagher

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Medical Renewals

2020/2021 Medical Contributions



Insurance | Risk Management | Consulting

Recommendations

- Recommended Strategy:
 - Charter & Employees share premium increases equally
 - Maintain \$0 Employee-only options
 - Increase Employee cost for most expensive plans
 - PPO: Increase Employee cost by +15.0%
 - Access+ HMO: Increase Employee cost by +15.0%
- Final Revenue Impact to Charter: **\$91,783**

2020/21 Medical Contribution Analysis



Gallagher

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Medical & Pharmacy

		2019 / 2020 Current	2020 / 2021 Renewal			EE Cost Share	EE Difference
Coverage Tier	Subscribers	EE Contribution	EE Contribution	ER Contribution	Total Premium	Current / Renewal	\$Δ EE / %Δ EE
Blue Shield SaveNet HMO							
Employee Only	15	\$0.00	\$0.00	\$555.08	\$555.08	0% / 0%	\$0.00 / N/A
Employee + Spouse	7	\$128.68	\$134.47	\$1,142.19	\$1,276.66	19% / 19%	\$5.79 / 4.5%
Employee + Child(ren)	11	\$69.29	\$72.41	\$871.23	\$943.64	19% / 19%	\$3.12 / 4.5%
Employee + Family	22	\$188.08	\$196.54	\$1,413.17	\$1,609.71	19% / 19%	\$8.46 / 4.5%
% Cost Share		10%	10%	90%	100%	10% / 10%	-0.1%
Blue Shield Access+ HMO							
Employee Only	5	\$154.73	\$177.94	\$550.66	\$728.60	22% / 24%	\$23.21 / 15.0%
Employee + Spouse	0	\$484.55	\$557.23	\$1,118.57	\$1,675.80	54% / 59%	\$72.68 / 15.0%
Employee + Child(ren)	5	\$332.33	\$382.18	\$856.44	\$1,238.62	69% / 75%	\$49.85 / 15.0%
Employee + Family	1	\$636.78	\$732.30	\$1,380.64	\$2,112.94	49% / 53%	\$95.52 / 15.0%
% Cost Share		27%	30%	70%	100%	30%	2.3%
Blue Shield PPO							
Employee Only	9	\$142.65	\$164.05	\$551.00	\$715.05	21% / 23%	\$21.40 / 15.0%
Employee + Spouse	1	\$456.77	\$525.29	\$1,119.32	\$1,644.61	52% / 57%	\$68.52 / 15.0%
Employee + Child(ren)	14	\$311.78	\$358.55	\$857.03	\$1,215.58	66% / 72%	\$46.77 / 15.0%
Employee + Family	18	\$601.76	\$692.02	\$1,381.62	\$2,073.64	47% / 51%	\$90.26 / 15.0%
% Cost Share		29%	31%	69%	100%	31%	2.5%
Kaiser HMO							
Employee Only	22	\$0.00	\$0.00	\$533.59	\$533.59	0% / 0%	\$0.00 / N/A
Employee + Spouse	8	\$117.09	\$134.47	\$1,039.43	\$1,173.90	19% / 21%	\$17.38 / 14.8%
Employee + Child(ren)	14	\$78.06	\$81.57	\$878.89	\$960.46	19% / 19%	\$3.51 / 4.5%
Employee + Family	39	\$204.91	\$214.13	\$1,439.99	\$1,654.12	19% / 19%	\$9.22 / 4.5%
% Cost Share		10%	11%	89%	100%	10% / 11%	0.3%
Blue Shield HSA							
Employee Only	7	\$0.00	\$0.00	\$515.21	\$515.21	0% / 0%	\$0.00 / N/A
Employee + Spouse	0	\$225.16	\$235.29	\$956.97	\$1,192.26	20%	\$10.13 / 4.5%
Employee + Child(ren)	4	\$166.43	\$173.92	\$707.33	\$881.25	20%	\$7.49 / 4.5%
Employee + Family	11	\$283.90	\$296.68	\$1,206.62	\$1,503.30	20%	\$12.78 / 4.5%
% Cost Share		17%	17%	83%	100%	17% / 17%	-0.2%
Total Composite PEPM	213	\$186.01	\$204.70	\$1,016.83	\$1,221.52		
% Cost Share		16%	17%	83%	100%		
Total Annual Cost		\$475,436	\$523,204	\$2,599,007	\$3,122,211		
HSA Fund				\$29,500			
TOTAL		\$475,436	\$523,204	\$2,628,507	\$3,151,711		
% Cost Share		16%	17%	83%	100%		
Change From Current (\$)			\$47,768	\$91,783	\$139,551		
Change From Current (%)			10.0%	3.6%	4.6%		

*These are approximations based off overall renewal numbers

Charter Medical Increase Breakdown



Insurance | Risk Management | Consulting

	Broker Recommendation	
Charter	% of Renewal Increase	\$ Increase
Blue Ridge Academy	17.9%	\$91,783
Cabrillo Point Academy	10.3%	\$52,686
Clarksville	2.4%	\$12,473
Cottonwood	4.4%	\$22,367
ICS	18.9%	\$97,082
Feather River	2.4%	\$12,218
Granite Mountain	6.6%	\$33,665
Heartland	8.5%	\$43,646
Kern	0.0%	\$0
Lake View	0.9%	\$4,876
Learning Latitudes	0.0%	\$0
Mission Vista	8.4%	\$43,232
Monarch River	1.3%	\$6,918
North	0.0%	\$0
Ohio	0.4%	\$2,047
PCA	11.9%	\$60,989
South	0.0%	\$0
Triumph Academy	0.5%	\$2,530
Winship Central	0.3%	\$1,470
Yosemite Valley	5.0%	\$25,515
	100%	\$513,498

Benchmark Data (HMO)

HMO Benchmark	Charters/ICS Blue Shield HMO (Access+ & SaveNet)	Charters/ICS Kaiser HMO	2019 California Nonprofit	2019 Education	2019 Charter Schools	2019 California
Calendar Year Deductible	None	None	None	None	None	None
Calendar Year Out of Pocket Max	\$2,500/\$5,000	\$3,000/\$6,000	\$3,000/\$6,000	\$1,500/\$3,000	\$2,000/\$4,000	\$3,000/\$6,000
Primary Care Office Visit	\$20	\$20	\$30	\$15	\$30	\$30
Specialist Office Visit	\$20	\$20	\$40	\$40	\$40	\$40
Diagnostic Lab / X-ray	No Charge	\$10	\$50	\$50	\$50	\$50
Hospitalization	\$500/admit	\$500/day (3-day max)	\$500/admit	\$250/day	\$500/day	\$500/admit
Outpatient Surgery	Surgery Center: \$100 Hospital: \$300	\$250	\$250	\$150	\$150	\$250
Urgent Care	\$20	\$20	\$35	\$30	\$30	\$35
Emergency Room	\$100	\$150	\$150	\$200	\$250	\$150
Rx - Brand Deductible	None	None	None	None	None	\$150
Rx - Generic	\$15	\$15	\$10	\$15	\$15	\$10
Rx - Brand	\$30	\$35	\$35	\$30	\$25	\$35
Rx - Non-formulary	\$45	\$35	\$50	\$30	\$50	\$50
Employer Contribution - Employees	100% towards SaveNet 76% towards Access+	100%	80-90%	100%	80-90%	80%
Employer Contribution - Family	80% towards SaveNet 61% towards Access+	80%	0-25%	0%	25%	0%
Source			AJG - 2019	AJG - 2019	AJG - 2019	AJG - 2019

Takeaways:

- Deductible & OOPM are in line
- Copays are richer
- Hospitalization is richer
- Contribution is very rich, especially for dependent coverage

Benchmark Data (PPO)

HMO Benchmark	Charters/ICS Blue Shield PPO	2019 California Nonprofit	2019 Education	2019 Charter Schools	2019 California
Calendar Year Deductible	\$500/\$1,000	\$1,300/\$2,800	\$500/\$1,500	\$500/\$1,000	\$1,000 / \$2,000
Calendar Year Out of Pocket Max	\$4,000/\$8,000	\$2,500/\$5,000	\$4,500/\$9,000	\$3000/\$6000	\$1,500 / \$3,000
Primary Care Office Visit	\$35	\$20	\$30	\$15	\$20
Specialist Office Visit	\$35	\$45	\$45	\$30	\$30
Diagnostic Lab / X-ray	\$35	\$50	20%	10%	20%
Hospitalization	\$100 + 20%	20%	20%	10%	20%
Outpatient Surgery	Facility: 10% Hospital: 25%	20%	10%	10%	20%
Urgent Care	\$35	\$20	\$25	\$15	\$20
Emergency Room	\$100 + 20%	\$100	\$100 + 10%	\$100 + 10%	\$100 + 20%
Rx - Brand Deductible	None	None	None	None	\$250
Rx - Generic	\$15	\$10	\$15	\$10	\$15
Rx - Brand	\$30	\$25	\$30	\$30	\$30
Rx - Non-formulary	\$45	\$45	\$50	\$50	\$50
Employer Contribution - Employees	78%	60%	75%	75%	Buy-Up
Employer Contribution - Family	62%	0% - 25%	25%	50%	0%
Source		AJG - 2019	AJG - 2019	AJG - 2019	AJG - 2019

Takeaways:

- Deductible is rich
- OOPM slightly below benchmark
- Copays are in line, slightly high
- Contribution is very rich, especially for dependent coverage

Benchmark Data (H.S.A.)

HMO Benchmark	Charters/ICS Blue Shield H.S.A.	2019 California Nonprofit	2019 Education	2019 Charter Schools	2019 California
Calendar Year Deductible	\$2,700/\$5,200	\$2,700/\$5,200	\$2,700/\$5,200	\$2,700/\$5,200	\$2,700/\$5,200
Calendar Year Out of Pocket Max	\$5,500/\$11,000	\$6,750/\$13,500	\$6,750/\$13,500	\$6,750/\$13,500	\$6,750/\$13,500
Primary Care Office Visit	20%	\$20	\$30	\$15	\$20
Specialist Office Visit	20%	\$45	\$45	\$30	\$30
Diagnostic Lab / X-ray	Facility: 20% Hospital: \$25 + 20%	\$50	20%	10%	20%
Hospitalization	\$100 + 20%	20%	20%	10%	20%
Outpatient Surgery	Facility: 10% Hospital: 20%	20%	10%	10%	20%
Urgent Care	20%	\$20	\$25	\$15	\$20
Emergency Room	\$150 + 20%	\$100	\$100 + 10%	\$100 + 10%	\$100 + 20%
Rx - Brand Deductible	Plan Deductible Applies	None	None	None	\$250
Rx - Generic	\$10	\$10	\$15	\$10	\$15
Rx - Brand	\$25	\$25	\$30	\$30	\$30
Rx - Non-formulary	\$40	\$45	\$50	\$50	\$50
Employer Contribution - Employees	100% + \$1,000 funding	60%	75%	75%	Buy-Up
Employer Contribution - Family	51-70% + \$1,500 funding	0% - 25%	25%	50%	0%
Source		AJG - 2019	AJG - 2019	AJG - 2019	AJG - 2019

Takeaways:

- Deductible is rich, at the lowest possible level for IRS rules
- OOPM is rich, at the lowest possible level for IRS rules
- Contribution is very rich, especially for dependent coverage
- Contribution to HSA plan is slightly rich, average is \$750 Ind. / \$1,250 Fam.



Gallagher

Insurance | Risk Management | Consulting

Ancillary Renewals

2020/21 Dental/Vision Contributions



Insurance | Risk Management | Consulting

Recommendations

- Recommended Strategy for Dental:
 - Charter & Employees share premium increases equally
 - Final Revenue Impact to Charter: **\$6,509**
- Recommended Strategy for Vision:
 - No premium change for Charter or Employees
 - Final Revenue Impact to Charter: **\$0**

2020/21 Dental Contribution Analysis



Insurance | Risk Management | Consulting

Dental		2019 / 2020 Current		2020 / 2021 Renewal			EE Cost Share	EE Difference
Coverage Tier	Subscribers	EE Contribution	Subscribers	EE Contribution	ER Contribution	Total Premium	Current / Renewal	\$Δ EE / %Δ EE
Cigna DHMO		Cigna DHMO						
Employee Only	15	\$5.00	15	\$5.25	\$10.96	\$16.21	32% / 32%	\$0.25 / 5.0%
Employee + Spouse	4	\$16.13	4	\$16.94	\$10.96	\$27.90	61% / 61%	\$0.81 / 5.0%
Employee + Child(ren)	7	\$19.85	7	\$20.84	\$10.96	\$31.80	66% / 66%	\$0.99 / 5.0%
Employee + Family	25	\$28.10	25	\$29.51	\$10.96	\$40.47	73% / 73%	\$1.41 / 5.0%
% Cost Share	51	65%	51	65%	35%	100%	65% / 65%	0.0%
Cigna DPPO High		Cigna DPPO High						
Employee Only	15	\$24.66	15	\$29.00	\$16.38	\$45.38	65% / 64%	\$4.34 / 17.6%
Employee + Spouse	6	\$62.87	6	\$73.94	\$16.79	\$90.73	82% / 81%	\$11.07 / 17.6%
Employee + Child(ren)	25	\$71.92	25	\$84.58	\$16.89	\$101.47	84% / 83%	\$12.66 / 17.6%
Employee + Family	36	\$109.83	36	\$129.16	\$17.31	\$146.47	89% / 88%	\$19.33 / 17.6%
% Cost Share	82	85%	82	85%	15%	100%	85%	-0.8%
Cigna DPPO Low		Cigna DPPO Low						
Employee Only	22	\$15.00	22	\$17.64	\$16.27	\$33.91	53% / 52%	\$2.64 / 17.6%
Employee + Spouse	11	\$50.13	11	\$58.95	\$16.66	\$75.61	79% / 78%	\$8.82 / 17.6%
Employee + Child(ren)	14	\$56.48	14	\$66.42	\$16.73	\$83.15	81% / 80%	\$9.94 / 17.6%
Employee + Family	28	\$88.33	28	\$103.88	\$17.07	\$120.95	87% / 86%	\$15.55 / 17.6%
% Cost Share	75	80%	75	80%	20%	100%	80%	-0.7%
Total Composite PEPM	208	\$56.68	208	\$65.91	\$15.63	\$81.54		
% Cost Share		81%		81%	19%	100%		
Total Annual Cost		\$141,464		\$164,522	\$39,001	\$203,523		
TOTAL		\$141,464		\$164,522	\$39,001	\$203,523		
% Cost Share		81%		81%	19%	100%		
Change From Current (\$)				\$23,058	\$6,509	\$29,568		
Change From Current (%)				16.3%	20.0%	17.0%		

Charter Dental Increase Breakdown

	Broker Recommendation	
Charter	% of Renewal Increase	\$ Increase
Blue Ridge Academy	17.2%	\$6,509
Cabrillo Point Academy	8.6%	\$3,255
Clarksville	2.9%	\$1,080
Cottonwood	5.9%	\$2,222
ICS	19.2%	\$7,265
Feather River	2.8%	\$1,056
Granite Mountain	6.2%	\$2,346
Heartland	8.3%	\$3,144
Kern	0.0%	\$0
Lake View	1.0%	\$394
Learning Latitudes	0.0%	\$0
Mission Vista	7.9%	\$2,975
Monarch River	1.6%	\$612
North	0.0%	\$0
Ohio	0.4%	\$168
PCA	10.7%	\$4,055
South	0.0%	\$0
Triumph Academy	0.6%	\$229
Winship Central	0.7%	\$253
Yosemite Valley	5.8%	\$2,190
	100%	\$37,755

2020/21 Vision Contribution Analysis



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Vision		2019 / 2020 Renewal		2020 / 2021 Renewal			EE Cost Share		EE Difference
Coverage Tier	Subscribers	EE Contribution	Subscribers	EE Contribution	ER Contribution	Total Premium	Current / Renewal	\$Δ EE / %Δ EE	
EyeMed Vision Plan			EyeMed Vision Plan						
Employee Only	62	\$2.56	62	\$2.56	\$3.08	\$5.64	45% / 45%	\$0.00 / 0.0%	
Employee + Spouse	20	\$5.49	20	\$5.49	\$5.23	\$10.72	51% / 51%	\$0.00 / 0.0%	
Employee + Child(ren)	36	\$5.61	36	\$5.61	\$5.67	\$11.28	50% / 50%	\$0.00 / 0.0%	
Employee + Family	82	\$9.04	82	\$9.04	\$7.54	\$16.58	55% / 55%	\$0.00 / 0.0%	
% Cost Share	200	52%	200	52%	48%	100%	52% / 52%	0.0%	
Total Composite PEPM	200	\$6.58	200	\$6.58	\$6.07	\$12.65			
TOTAL		\$15,789		\$15,789	\$14,567	\$30,357			
% Cost Share		52%		52%	48%	100%			
Change From Current (\$)				\$0	\$0	\$0			
Change From Current (%)				0.0%	0.0%	0.0%			



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Additional Considerations

Additional Considerations

Fringe Benefits



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- ID Theft Protection – free InfoArmor Privacy Armor Plus coverage until 12/31/2020
 - ID theft monitoring & alerts
 - Full service remediation
 - Identity theft reimbursement
 - Usually \$9.95 Ind./\$17.95 Fam.
- Legal Coverage
 - Pre-paid legal coverage for service with in-network attorneys (100% coverage for wills, living trusts, power of attorney, defense of tickets, etc.)
 - Certified financial planner available for financial guidance to employees
 - \$14.99/month
- Pet Insurance
 - Full pet insurance option (i.e. deductibles, OOPM, coinsurance)
 - 5-10% discount from direct payment option when offered through employer
 - Ability to payroll deduct
- Student Loan Assistance
 - Consultative assistance to employees for their student loans regarding loan forgiveness, refinancing, and restructuring of payment plans
 - No cost to Charters/ICS
 - No cost for employee to have expert review the best options for them to take, only a cost if the employee chooses to hire the consultant to conduct changes on their behalf

Timeline

<u>Task</u>	<u>Responsibility</u>	<u>Target Date</u>
Pre-Renewal Planning Meeting	AJG/ICS	1/15
Renewals Requested/Received	AJG	2/10-4/10
RFP To Marketplace	AJG	3/20
OE Notice Communication Sent to Employees	AJG/ICS	3/30
All proposals to be received from vendors	AJG	4/3
Proposal review, plan design analysis, and strategy meeting	AJG/ICS	4/8
Final approval of 2020 benefits by leadership team	ICS	4/22
Broker/Vendors/Ben Admin/Payroll notified of final decisions	AJG	4/27
Employee Communications Finalized and Sent for Approval	AJG/ICS	4/29
Employee Communications Approved	ICS	5/5
Materials finalized and sent to printer for shipping	AJG	5/6
Ben Admin system tested and approved	AJG/ICS/BeneTrac	5/11-5/15
OE meetings/webinars conducted	AJG/ICS	5/18-6/12
OE begins; Ben Admin system begins receiving enrollments	BeneTrac	5/20
OE closes; Ben Admin system stops receiving enrollments	BeneTrac	6/12
Audit of OE data is completed	ICS	6/17
Eligibility feeds sent to all vendors	BeneTrac	6/19
Health ID cards mailed to participants (if applicable)	Carriers	6/24
Effective date of benefits changes/enrollments	Payroll	7/1
New deductions go into effect	Payroll	7/1



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Proposed Motions

- Motion for Consideration:
 - Approve July 1, 2020 through June 30, 2021 Employee Benefits Package & Employer/Employee Contribution Rates
 - Charter Leader has the authority to approve monthly payments based on the approved Employer Contribution Rates

Thank You

This proposal (analyses, report, etc.) is an outline of the coverages proposed by the carrier(s) based upon the information provided by your company. It does not include all the terms, coverages, exclusions, limitations, and conditions of the actual contract language. See the policies and contracts for actual language. This proposal (analyses, report, etc.) is not a contract and offers no contractual obligation on behalf of GBS. The intent of this analysis [report, letter, etc.] is to provide you with general information regarding the status of, and/or potential concerns related to, your current employee benefits environment. It should not be construed as, nor is it intended to provide, legal advice. Laws may be complex and subject to change. This information is based on current interpretation of the law and is not guaranteed. Questions regarding specific issues should be addressed by legal counsel who specializes in this practice area. This analysis is for illustrative purposes only, and is not a proposal for coverage or a guarantee of future expenses, claims costs, managed care savings, etc. There are many variables that can affect future health care costs including utilization patterns, catastrophic claims, changes in plan design, health care trend increases, etc. This analysis does not amend, extend, or alter the coverage provided by the actual insurance policies and contracts. See your policy or contact us for specific information or further details in this regard. Issuance of these rate calculations DOES NOT GUARANTEE acceptance in any program. Final acceptance, final rates, and effective date of coverage are subject to the underwriting approval of the management of each plan after review of any requested information.



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Appendix

Medical - Kaiser HMO

		Current	Renewal	Alternative
		Kaiser Traditional HMO 20		Kaiser Traditional HMO 30
Rates	# EE's			
Employee Only	211	\$519.31	\$533.59	\$530.22
Employee + Spouse	46	\$1,142.47	\$1,173.90	\$1,166.46
Employee + Child(ren)	92	\$934.75	\$960.46	\$954.38
Employee + Family	243	\$1,609.84	\$1,654.12	\$1,643.65
	592			
Estimated Monthly Premium		\$639,316	\$656,900	\$652,742
Estimated Annual Premium		\$7,671,794	\$7,882,804	\$7,832,901
\$ Difference Vs. Current			\$211,011	\$161,108
% Difference Vs. Current			2.8%	2.1%

Benefit Summary			
Calendar Year Deductible		No Deductible	No Deductible
Calendar Year Out-of-Pocket Maximum			
Individual		\$3,000	\$4,000
Family		\$6,000	\$8,000
Preventive Care		No Charge	No Charge
Office Visit - Primary/Specialist		\$20/\$20	\$30/\$30
Chiropractic and Acupuncture Services		\$15 (up to 20 visits/year)	\$15 (up to 20 visits/year)
Diagnostic Lab & X-Ray		\$10	\$10
Advanced Imaging (CT, PET, MRI)		\$100	\$100
Hospitalization		\$500/day (up to 3 days max)	\$500/day (up to 3 days max)
Outpatient Surgery		\$250	\$250
Urgent Care (co-pay waived if admitted)		\$20	\$30
Emergency Room (co-pay waived if admitted)		\$150	\$150
Ambulance		\$150	\$150
Prescription Drugs		No Brand Rx Deductible	No Brand Rx Deductible
Retail Pharmacy (30-day supply) (generic/brand/specialty)		\$15/\$35/30% up to \$200	\$15/\$35/30% up to \$200
Mail Order (100-day supply) (generic/brand/specialty)		\$35/\$70/30% up to \$200	\$35/\$70/30% up to \$200

Medical - Blue Shield HMO (SaveNet)

		Current	Renewal	Negotiated Renewal	Alternative
		Blue Shield SaveNet HMO 20-500			Blue Shield SaveNet HMO 25-750
Rates	# EE's				
Employee Only	92	\$524.15	\$591.77	\$555.08	\$547.74
Employee + Spouse	28	\$1,205.52	\$1,361.03	\$1,276.66	\$1,259.77
Employee + Child(ren)	51	\$891.05	\$1,006.00	\$943.64	\$931.15
Employee + Family	110	\$1,520.01	\$1,716.09	\$1,609.71	\$1,588.41
	281				
Estimated Monthly Premium		\$294,621	\$332,627	\$312,008	\$307,879
Estimated Annual Premium		\$3,535,452	\$3,991,525.44	\$3,744,091	\$3,694,547
\$ Difference Vs. Current			\$456,073	\$208,639	\$159,095
% Difference Vs. Current			12.9%	5.9%	4.5%

Benefit Summary			
Calendar Year Deductible		No Deductible	No Deductible
Calendar Year Out-of-Pocket Maximum			
Individual		\$2,500	\$3,000
Family		\$5,000	\$6,000
Preventive Care		No Charge	No Charge
Office Visit - Primary/Specialist		\$20/\$20	\$25/\$25
Chiropractic and Acupuncture Services		\$10 (up to 30 visits/calendar year)	\$10 (up to 30 visits/calendar year)
Diagnostic Lab & X-Ray		No Charge	No Charge
Advanced Imaging (CT, PET, MRI)		No Charge	No Charge
Hospitalization		\$500/admit	\$750/admit
Outpatient Surgery		Facility: \$100 Hospital: \$300	Facility: \$100 Hospital: \$400
Urgent Care (co-pay waived if admitted)		\$20	\$25
Emergency Room (co-pay waived if admitted)		\$100	\$150
Ambulance		\$100	\$100
Prescription Drugs		No Brand Rx Deductible	No Brand Rx Deductible
Retail Pharmacy (30-day supply) (tier 1/tier 2/tier 3)		\$15/\$30/\$45	\$15/\$30/\$45
Mail Order (90-day supply) (tier 1/tier 2/tier 3)		\$30/\$60/\$90	\$30/\$60/\$90

Medical - Blue Shield HMO (Access+)



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		Current	Renewal	Negotiated Renewal	Alternative
		Blue Shield Access+ HMO 20-500			Blue Shield Access+ HMO 25-750
Rates	# EE's				
Employee Only	32	\$688.00	\$776.75	\$728.60	\$720.34
Employee + Spouse	5	\$1,582.41	\$1,786.54	\$1,675.80	\$1,656.78
Employee + Child(ren)	32	\$1,169.60	\$1,320.48	\$1,238.62	\$1,224.57
Employee + Family	17	\$1,995.20	\$2,252.58	\$2,112.94	\$2,088.97
	86				
Estimated Monthly Premium		\$101,274	\$114,338	\$107,250	\$106,034
Estimated Annual Premium		\$1,215,284	\$1,372,055	\$1,287,000	\$1,272,402
\$ Difference Vs. Current			\$156,772	\$71,716	\$57,118
% Difference Vs. Current			12.9%	5.9%	4.7%

Benefit Summary			
Calendar Year Deductible		No Deductible	No Deductible
Calendar Year Out-of-Pocket Maximum			
Individual		\$2,500	\$3,000
Family		\$5,000	\$6,000
Preventive Care		No Charge	No Charge
Office Visit - Primary/Specialist		\$20/\$20	\$25/\$25
Chiropractic and Acupuncture Services		\$10 (up to 30 visits/calendar year)	\$10 (up to 30 visits/calendar year)
Diagnostic Lab & X-Ray		No Charge	No Charge
Advanced Imaging (CT, PET, MRI)		No Charge	No Charge
Hospitalization		\$500/admit	\$750/admit
Outpatient Surgery		Facility: \$100 Hospital: \$300	Facility: \$100 Hospital: \$400
Urgent Care (co-pay waived if admitted)		\$20	\$25
Emergency Room (co-pay waived if admitted)		\$100	\$150
Ambulance		\$100	\$100
Prescription Drugs		No Brand Rx Deductible	No Brand Rx Deductible
Retail Pharmacy (30-day supply) (tier 1/tier 2/tier 3)		\$15/\$30/\$45	\$15/\$30/\$45
Mail Order (90-day supply) (tier 1/tier 2/tier 3)		\$30/\$60/\$90	\$30/\$60/\$90

Medical - PPO

		Current	Renewal	Negotiated Renewal	Alternative
		Blue Shield			Blue Shield
		Full PPO Combined Deductible 35-500 80/60			Split Deductible 35-1000 80/60
Rates	# EE's				
Employee Only	65	\$675.21	\$762.31	\$715.05	\$690.74
Employee + Spouse	13	\$1,552.97	\$1,753.30	\$1,644.61	\$1,588.69
Employee + Child(ren)	54	\$1,147.85	\$1,295.92	\$1,215.58	\$1,174.25
Employee + Family	89	\$1,958.10	\$2,210.69	\$2,073.64	\$2,003.14
	221				
Estimated Monthly Premium		\$300,332	\$339,075	\$318,053	\$307,240
Estimated Annual Premium		\$3,603,985	\$4,068,899	\$3,816,642	\$3,686,876
\$ Difference Vs. Current			\$464,914	\$212,657	\$82,892
% Difference Vs. Current			12.9%	5.9%	2.3%

Benefit Summary	In-Network	Out-of-Network	In-Network	Out-of-Network
Calendar Year Deductible (Individual/Family)	\$500/\$1,000		\$1,000/\$2,000	\$2,000/\$4,000
Calendar Year Out-of-Pocket Maximum				
Individual	\$4,000	\$10,500	\$5,500	\$10,000
Family	\$8,000	\$21,000	\$11,000	\$20,000
Preventive Care	No Charge (deductible waived)	Not Covered (deductible waived)	No Charge (deductible waived)	Not Covered (deductible waived)
Office Visit - Primary/Specialist	\$35/\$35 (deductible waived)	40% (deductible applies)	\$35/\$35 (deductible waived)	40% (deductible applies)
Chiropractic and Acupuncture Services	\$25 (up to 20 visits/calendar year) (deductible applies)	40% (deductible applies)	\$25 (up to 20 visits/calendar year) (deductible applies)	40% (deductible applies)
Diagnostic Lab & X-Ray	Facility: \$35 Hospital: \$35 (deductible applies)	40% (deductible applies)	Facility: \$35 Hospital: \$35 (deductible applies)	40% (deductible applies)
Advanced Imaging (CT, PET, MRI)	20% (deductible applies)	40% (deductible applies)	20% (deductible applies)	40% (deductible applies)
Hospitalization	\$100 + 20% (deductible applies)	40% (deductible applies)	\$100 + 20% (deductible applies)	40% (deductible applies)
Outpatient Surgery	Facility: 10% Hospital: 25% (deductible applies)	40% (deductible applies)	Facility: 10% Hospital: 25% (deductible applies)	40% (deductible applies)
Urgent Care (co-pay waived if admitted)	\$35 (deductible waived)	40% (deductible applies)	\$35 (deductible waived)	40% (deductible applies)
Emergency Room (co-pay waived if admitted)	\$100 + 20% (deductible waived)	\$100 + 20% (deductible waived)	\$150 + 20% (deductible waived)	\$150 + 20% (deductible waived)
Ambulance	20% (deductible applies)	20% (deductible applies)	20% (deductible applies)	20% (deductible applies)
Prescription Drugs	No Brand Rx Deductible		No Brand Rx Deductible	
Retail Pharmacy (30-day supply) (tier 1/tier 2/tier 3)	\$15/\$30/\$45	Retail co-pay + 25%	\$15/\$30/\$45	Retail co-pay + 25%
Mail Order (90-day supply) (tier 1/tier 2/tier 3)	\$30/\$60/\$90	Not Covered	\$30/\$60/\$90	Not Covered

Medical - PPO HSA

		Current	Renewal	Negotiated Renewal
		Blue Shield		
		Full PPO Savings Embedded Deductible 2800 H.S.A.		
Rates	# EE's			
Employee Only	32	\$486.50	\$549.26	\$515.21
Employee + Spouse	4	\$1,125.82	\$1,271.05	\$1,192.26
Employee + Child(ren)	19	\$832.14	\$939.49	\$881.25
Employee + Family	55	\$1,419.52	\$1,602.64	\$1,503.30
	110			
Estimated Monthly Premium		\$113,956	\$128,656	\$120,681
Estimated Annual Premium		\$1,367,466	\$1,543,870	\$1,448,172
\$ Difference Vs. Current			\$176,403	\$80,706
% Difference Vs. Current			12.9%	5.9%

Benefit Summary	In-Network	Out-of-Network
Calendar Year Deductible (Individual//Member/Family)	2019: \$2,700/\$2,700/\$5,200 2020: \$2,800/\$2,800/\$5,200	
Calendar Year Out-of-Pocket Maximum		
Individual	\$5,500	\$10,000
Family	\$11,000	\$20,000
Preventive Care	No Charge (deductible waived)	Not Covered (deductible waived)
Office Visit - Primary/Specialist	20% (deductible applies)	40% (deductible applies)
Chiropractic and Acupuncture Services	20% (up to 20 visits/calendar year) (deductible applies)	40% (deductible applies)
Diagnostic Lab & X-Ray	2019 Facility: 20% Hospital: \$25 + 20% (deductible applies)	2020 Facility: 20% Hospital: 30% (deductible applies)
Advanced Imaging (CT, PET, MRI)	2019 Facility: 20% Hospital: \$25 + 20% (deductible applies)	2020 Facility: 20% Hospital: 30% (deductible applies)
Hospitalization	2019 \$100 + 20% (deductible applies)	2020 20% (deductible applies)
Outpatient Surgery	Facility: 10% Hospital: 20% (deductible applies)	40% (deductible applies)
Urgent Care (co-pay waived if admitted)	20% (deductible applies)	40% (deductible applies)
Emergency Room (co-pay waived if admitted)	\$150 + 20% (deductible applies)	\$150 + 20% (deductible applies)
Ambulance	20% (deductible applies)	20% (deductible applies)
Prescription Drugs	Plan Deductible Applies	
Retail Pharmacy (30-day supply) (tier 1/tier 2/tier 3)	\$10/\$25/\$40	Retail co-pay + 25%
Mail Order (90-day supply) (tier 1/tier 2/tier 3)	\$20/\$50/\$80	Not Covered



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Disclosures



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Compensation Disclosure

Inspire Charter Schools

Compensation Disclosure

Renewal Effective July 1, 2020

Presented by Gallagher Benefit Services - April 8, 2020

Along with the AM Best rating, this exhibit also serves as disclosure of our estimated fees and/or commissions related to Inspire Charter Services' Group Health & Welfare Plan(s) and any relationships or agreements Gallagher Benefit Services, Inc. ("GBS") has with the insurance companies involved in this renewal. GBS, as agent of record, will receive the following estimated commissions expressed as a percentage of gross premium payments, or fees as agreed upon by Inspire Charter Services.

Line of Coverage	Insurance Company	Commission ¹	Supplemental Commission ²	AM Best Rating
Medical	Blue Shield of California (06181)	3%	\$0 to \$5 PMPY	
Dental	CIGNA (Connecticut General Life Insurance Co.) (06266)	5%	0% to 2% of premium	
Vision	EyeMed Vision Care (Fidelity Security Life Ins. Co.) (07426)	10%	0%	
Life/AD&D, Voluntary Life/AD&D, Voluntary STD	Hartford Life Insurance Co. (06518)	10%	1.5% to 2.25%	A
Medical	Kaiser Foundation Health Plan Inc. (64585)	3%	\$0 to \$17 PMPY	
Vision	Vision Service Plan (64607)	10%	0%	

¹ Commissions include all commissions/fees paid to GBS that are attributable to a contract or policy between a plan and an insurance company, or insurance service. This includes indirect fees that are paid to GBS paid by a third party, and includes, among other things, the payment of "finders' fees" or other fees to GBS for a transaction or service involving the plan.

² Gallagher companies may receive supplemental compensation referred to in a variety of terms and definitions, such as contingent commissions, additional commissions and supplemental commission.

A.M. BEST Rating Classifications

A++, A+	Superior	B, B-	Fair	X	\$500-750m	XIII	\$1.25-1.5b
A, A-	Excellent	C++, C+	Marginal	XI	\$750m-1b	XIV	\$1.5-2b
B++, B+	Good	C, C-	Weak	XII	\$1-1.25b	XV	\$2b +

The A.M. Best Guide is a resource the insurance industry uses to determine the financial stability of an insurance company. A copy of the Best's Guide report on the insurance companies quoted is available for your review. While we strive to be certain that your insurance is placed with a reputable, highly rated insurance company, we have no way of guaranteeing the financial accuracy of the Best's Guide or the financial stability of any insurance company. For these reasons, we recommend that you take into account the financial stability of all the insurance companies prior to making your selection as to who will write your insurance. For non-health insurance carriers or markets (such as Life, AD&D, STD, LTD, LTC, Universal Life, Term Life, Critical Illness, Cancer, Hospital Indemnity, Sickness, Accident, Mini-Med, Accident, Auto/Home, Legal, and Pet Insurance), the standard measure utilized by GBS to evaluate the financial condition of insurance markets is the ratings and financial size categories assigned by A.M. Best Company, Inc. A.M. Best is the oldest independent rating agency in the world to report on the financial strength of insurance companies.



Disclosures

IMPORTANT: This proposal is an outline of the coverages proposed by the carrier(s), based on information provided by your company. It does not include all the terms, coverages, exclusions, limitations, and conditions of the actual contract language. The policies and contracts themselves must be read for those details. Policy forms for your reference will be made available upon request. This analysis is for illustrative purposes only, and is not a guarantee of future expenses, claims costs, managed care savings, etc. There are many variables that can affect future health care costs including utilization patterns, catastrophic claims, changes in plan design, health care trend increases, etc. This analysis does not amend, extend, or alter the coverage provided by the actual insurance policies and contracts.

While GBS does not guarantee the financial viability of any health insurance carrier or market, it is an area we recommend that clients closely scrutinize when selecting a health insurance carrier or HMO. There are a number of rating agencies that can be referred to including, A.M. Best, Fitch, Moody's, Standard & Poor's, and Weiss Ratings (TheStreet.com). Generally, agencies that provide ratings of U.S. Health Insurers, including traditional insurance companies and other managed care (e.g., HMO) organizations, reflects their option based on a comprehensive quantitative and qualitative evaluation of a company's financial strength, operating performance and market profile. However, these ratings are not a warranty of an insurer's current or future ability to meet its contractual obligations.

This proposal [analysis, report, etc.] is an outline of the coverages proposed by the carrier(s), based on information provided by your company. It does not include all of the terms, coverages, exclusions, limitations, and conditions of the actual contract language. The policies and contracts themselves must be read for those details. Policy forms for your reference will be made available upon request.

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The intent of this analysis is to provide you with general information regarding the status of, and/or potential concerns related to, your current employee benefits environment. It does not necessarily fully address all of your specific issues. It should not be construed as, nor is it intended to provide, legal advice. Questions regarding specific issues should be addressed by your general counsel or an attorney who specializes in this practice area.



PROPOSED LCAP GOALS 2020-2023

Blue Ridge Charter School

LCAP GOAL 1

Current: Ensure high-quality teaching/learning within an independent study/online structure

Proposed: Ensure students receive access to high-quality instruction

Why this Goal?

- **Our structure-** We offer an online independent study program that supports parents who emphasize homeschooling their children/teens.
- **LCFF Priorities 1 and 2.** This Goal is related to the California school priority one, commonly known as providing basic services. Basic services include making sure that the condition of facilities is in good working order, teachers are appropriately credentialed and assigned, and providing appropriate instructional material for all students. This Goal also addresses state school priority two, the implementation of academic standards or the degree to which we integrate state content standards into our classes, material, and training.
- **Dashboard-** Our score on the California public school Dashboard indicates that we have consistently met this Goal.
- **Stakeholder Input-** This Goal was also influenced by our parents, staff, and students whose feedback falls within the following themes: 1) continue to refine online learning platforms; 2) maintain our iterative process of implementing state academic standards into all aspects of student and teacher learning, and 3) increase curriculum focused learning opportunities for parents.

Continued: LCAP GOAL 1

Proposed Actions/Services			
1. Monthly teacher professional development focused on understanding state academic standards and integrating them into classes, teacher resources, instructional material, and educational support for students.	2. Monthly parent meetings (in addition to regular HST meetings) focused on understanding state academic standards and their relation to the education of their children.	3. Monthly teacher professional development focused on sharing/implementing best practices and resources related to an independent/virtual learning environment. Note: This Action differs from Goal 1. The focus of Goal 1 is state academic standards. In contrast, this focus of this Goal is learning how to maximize an online or independent study platform.	4. Provide access to all necessary technology and instructional material essential to learning in an online format and communicate their availability.
Proposed Metrics			
<p>Required for LCFF 1</p> <ul style="list-style-type: none"> • School facilities in “Good Repair” per the California Department of Education’s Facility Inspection Tool (Local Dashboard Indicator: Basics) .Note: while we do not have many facilities, this is metric is nonetheless mandated • Teachers: Fully credentialed and appropriately assigned (Local Dashboard Indicator: Basics) • Standards-aligned instructional materials for every student <p>Required for LCFF 2</p> <ul style="list-style-type: none"> • Implementation of all California academic standards (Local Dashboard Indicator: Implementation of State Standards) 			

LCAP GOAL 2

Current: Provide appropriate tiered supports that promote and sustain positive social/emotional development as well as increased academic achievement for all students

Proposed: Provide structured academic support to ensure student achievement

Why this Goal?

- **Our structure-** While student participation in and performance on our internal diagnostic STAR360 assessments are increasing, we want to see an improved alignment of results to those of the state-wide testing. Many of our parents do not validate state-wide testing results.
- **LCFF Priorities- 2 and 4.** This Goal is related to the California school priority related to pupil achievement (LCFF Priority 4) or the degree to which students demonstrate learning through a variety of methods, including state-wide testing and Implementation, and how English Learners will access the common core and English Language Development Standards (LCFF Priority 2).
- **Dashboard-** Data demonstrates that English Learners performed at medium progress level which is tier 3 out of 5 on the state-wide metric (Dashboard). Further, the percentage of students participating in state-wide testing is increasing but student academic performance is decreasing resulting in the orange color (Tier 2 out of 5 color performance tiers) for both mathematics and ELA on the dashboard.
- **Stakeholder Input-** The development of this Goal was also influenced by our parents, staff, and students whose feedback falls within the following themes: 1) continue building and refining our tiered system of support to help students with social and emotional needs, 2) continue to inform parents and students about the value of state-testing to improve the quality of student effort on said tests, and 3) continue to refine academic support for our English Learners.

Continued: LCAP GOAL 2

Proposed Actions/Services

<p>1. Monthly staff professional development focused on implementing appropriate student academic support through a tiered system of support (commonly referred to as a Multi-Tiered Support System or MTSS)</p> <p>Note: This Action speaks helping all staff and parents understand the MTSS process including who plays what role to provide a coordinated approach to supporting student needs.</p>	<p>2. Administer diagnostic assessments (STAR360) and associated staff professional development to identify and support students who score below grade-level proficiency in ELA and Math.</p> <p>Note: This Action includes training staff to understand, interpret, and use of STAR360 results</p>	<p>3. Provide targeted academic support for students who are not meeting proficiency on state assessments (ELA and math).</p> <p>Note: This Action differs from Action 1. While Action 1 speaks to our overall support structure, this Goal is specific to understanding and using the CAASPP and STAR360 results to guide curriculum and academic support</p>	<p>4. Regular staff professional development focused on the educational needs of English Learners.</p> <p>Note: An EL specific Action is required</p>
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Proposed Metrics

<p>Required for LCFF 2</p> <ul style="list-style-type: none"> Implementation of all California academic standards including English Language Development Standards (Local Dashboard Indicator: Implementation of State Standards). <p>Required for LCFF 4</p> <ul style="list-style-type: none"> % of students who meet/exceed standard: CAASPP ELA. % of students who meet/exceed standard: CAASPP Math. Distance From Standard: CAASPP ELA. Distance From Standard: CAASPP Math. 	<p>Required for LCFF 4</p> <ul style="list-style-type: none"> English Learner reclassification rate. English Learner Progress Indicator. <p>Optional but important</p> <ul style="list-style-type: none"> % of students who participate in STAR360 interim assessments. CAASPP Participation Rate.
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LCAP GOAL 3

Current: Create Systems and Structures that provide multiple personalized learning paths to increase the cohort graduation rate and College and Career Readiness to close the achievement gap

Proposed: Ensure college and career readiness of all students

Why this Goal?

- **Our structure-** Our independent study curriculum is delivered online, making it relatively difficult to implement a hands-on type of career education. For example, we do not have a physical classroom where students may use drafting boards. Still, want to maximize available resources to offer a rich assortment of career-oriented courses. E.g., online and college level courses.
- **LCFF Priorities-4, 5, 7 and 8.** This Goal is related to the California school priority areas related to student access to, and outcomes in state-adopted courses (LCFF 7 and 8), high school graduation rates (LCFF 5) and pupil successful completion of A-G or CTE pathways, passed AP exam with score of 3 or higher, participation and demonstrate college preparedness (LCFF 4).
- **Dashboard-**Our students scored at Yellow (Tier 3 out of 5 color performance tiers) on the college and career readiness indicator (CCI) and at Green (second highest level: 4 out of 5) on the graduation rate indicator
- **Stakeholder Input-** This Goal is also influenced by our parents, staff, and students whose feedback falls within the following themes: 1) continue building Career Technical Education Program; 2) refine communication and support for Advanced Placement and A-G approved courses, 3) refine creation and use of high school graduation plans, 4) increase array of elective course offerings, and 5) refine structural supports to help students who are credit deficient

Continued: LCAP GOAL 3

Proposed Actions/Services

1. Increase the number of CTE Pathways (not just individual courses).	2. Implement staff professional development related to college and career readiness. Note: This includes staff learning more about the College Career Indicator and exploration of ways to integrate CTE Pathways	3. Increase the number of offered and completed courses that are: 1) college credit eligible; 2) A-G approved; or 3) Advanced Placement (AP)	4. Refine our four-year graduation support structure, including individual graduation plans.
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Proposed Metrics

Required for LCFF 4 <ul style="list-style-type: none"> • % of students who complete A-G Pathway. • % of students who complete a CTE Pathway. • % of students passing an AP Examination with score of 3 or higher. Required for LCFF 7 <ul style="list-style-type: none"> • Access to Broad Course of Study (Local Dashboard Indicator) including Social Science, Science, Health, PE, VAPA, World Language. 	Required for LCFF 8 <ul style="list-style-type: none"> • Pass rate in Broad Course of Study. Required for LCFF 5 <ul style="list-style-type: none"> • School-wide high school graduation rate (Dashboard) • High School Graduation Rate for each significant subgroup (Dashboard) • School-wide Performance on College Career Indicator (Dashboard); • Performance for each significant subgroup on College Career Indicator (Dashboard)
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LCAP GOAL 4

Current: Ensure high-quality teaching/learning within an independent study/online structure

Proposed: Foster improved connection with all stakeholders

Why this Goal?

- **Our structure-** Data, including our school climate survey results, indicate families and students feel connected to our school and are engaged in their education.
- **LCFF Priorities-** This Goal is related to the following California school priorities:
 - LCFF 3. Parent/Guardian Involvement)- This refers to our efforts to include parents in the education of our students
 - LCFF 5. Pupil Engagement- This refers to how connected students feel to their school that, in turn, positively influences them to engage in their education
 - LCFF 6. School Climate- This relates to how positive a school culture feels to parents, students, and staff
- **Dashboard-** State Dashboard metrics show our students scored at Blue (highest tier 5 out of 5) on both the chronic absenteeism and suspension rate indicators. Still, we want to improve continuously in the area of student and family engagement.
- **Stakeholder Input-** This Goal was also influenced by our parents, staff, and students whose feedback emphasizes increased clarity and communication regarding how various liaisons support students/families, particularly our priority groups.

Continued: LCAP GOAL 4

Proposed Actions/Services

1. Refine organization responsibilities/positions to clarify support structure for priority group students and disseminate (Foster youth, those living in poverty, and English learners).

Note: This Action is recommended because: (1) stakeholder input supports it; (2) it aligns with the required metric specific to promoting parental participation in programs for unduplicated or priority students; and (3) the required metric specific to promoting parent participation in programs for students with exceptional needs

2. Implement a structured program (called Project Engagement) focused on maximizing student and family engagement, particularly priority group students. (Priority groups: Foster youth, those living in poverty, and English learners).

3. Translate instructional resources into Spanish.

Proposed Metrics:

Required for LCFF 3 (Parent/Guardian participation in programs specifically for unduplicated groups or SPED)

- % of priority group parents/guardians who complete the School Climate Survey.
- % of priority group parents/guardians who meet with parent liaison at least once per semester.
- % of parents/guardians of students with exceptional needs who complete the School Climate Survey.

Required for LCFF 6

- School-wide suspension rate (Dashboard); and
- Suspension rate for each significant subgroup (Dashboard)
- School-wide expulsion rate.

- Results of Parent and Family Engagement (Local Dashboard Indicator).
- % of parents who complete School Climate Survey (Local Dashboard Indicator)
- % of students who complete School Climate Survey

Required for LCFF 5

- School-wide Chronic Absenteeism rate (Dashboard);
- Chronic absenteeism rate for each significant subgroup (Dashboard);
- Middle school dropout rate.
- High school dropout rate.
- Average Daily Attendance Rate (at or above 96.25%)

**RESOLUTION OF THE GOVERNING BOARD OF BLUE RIDGE ACADEMY
REGARDING EXECUTIVE DIRECTOR AUTHORITY 2020 – 5**

WHEREAS, the governing board of Blue Ridge Academy has determined that it is in the best interests of Blue Ridge Academy for the Executive Director to have the authority to act without board approval when hiring, firing and evaluating staff employed by Blue Ridge Academy;

WHEREAS, the current job description for the Executive Director, the charter petition and other policies adopted by the governing board of Blue Ridge Academy do not clearly delegate this authority to the Executive Director;

NOW, THEREFORE, BE IT RESOLVED THAT:

The governing board of Blue Ridge Academy hereby grants authority to the position of Executive Director the authority to hire, fire, and evaluate staff hired by Blue Ridge Academy without seeking the advance approval for those decisions, except that all hiring decisions must be in line with the current board approved budget.

The governing board of Blue Ridge Academy hereby expands the job description for the Executive Director to include the following duties: Participation in the selection of certificated and classified staff; ensuring that all certificated and classified personnel are appropriately credentialed and/or qualified; hiring and releasing certificated and classified personnel as needed; supervision of certificated and classified personnel in accordance with school policies; development and implementation of staff evaluation processes. In all other respects, the Executive Director job description remains the same.

Signature:

Date:

Evaluation Process
For
The Executive Director

1. Meeting to Commence School Year

Prior to or at the beginning of each school year, the Board and the Executive Director shall meet to review the Executive Director's Summative Evaluation Form, and, if appropriate, set specific goals.

2. Mid-Year Meeting Regarding Annual Review of the Executive Director

The Board Chair will agendize a mid-year meeting regarding annual review of the Executive Director for a closed session during the regular January Board meeting or later. At this meeting, the Board will discuss and start the summative annual evaluation of the Executive Director. If needed, the Board can agendize additional closed sessions at regular scheduled board meetings as needed to review of the Executive Director.

3. The Executive Director Self-Evaluation Component

Prior to the Board meeting to start the summative evaluation, the Executive Director will prepare a report and present it to the Board Chair for distribution to the Board members. At a minimum, the Executive Director's report will include:

- Summary results on the Executive Director's perform goals established at the meeting to commence the school year.
- Summary of progress on current year's School goals
- Report on student performance as required by the state
- Report on student performance on internal assessments
- Any additional School or professional highlights the Executive Director believes will demonstrate effective performance

4. Board Member Completion of Summative Evaluation Form

Following review of the Executive Director's self-evaluation and any other necessary input from Board discussion, Board members will meet in a properly convened closed session meeting to conduct Mid-Year Meeting Regarding Annual Review of the Executive Director (see # 2), without the Executive Director present, to discuss their individual ratings and determine a consensus rating for each indicator. The Board Chair will record the Board's consensus rating on a blank copy of the instrument.

From a review of the Board's composite ratings, the board will identify:

- Agreed upon areas of strength

- Agreed upon areas of improvement
- Any specific expectations the Board has regarding the Executive Director's performance for the coming year

For areas in which there no clear agreement about a rating, the Board will discuss reasons for their varying ratings and try to reach consensus about what, if anything, the Board would like to see differently regarding that indicator in the coming year.

After reaching consensus about the Executive Director's performance ratings and desired improvements, the Board will discuss with the Executive Director the areas of strength, areas needing improvement, and possibly specific improvements.

5. Consideration of Executive Director Response to Summative Evaluation

In a properly agendized closed session, the Board will allow the Executive Director to respond to the Board's ratings. This can be at the same meeting of the evaluation, or a future meeting.

6. Completion of Performance Evaluation:

The Board will include the final Executive Director performance goals in the Executive Director evaluation form, make any other revisions to the to the form desired by the Board to ensure that it reflects Board priorities and the Executive Director's duties accurately. If needed, an updated form can be adopted to be used for the next summative evaluation. The board will strive to complete this within two months of the evaluation meeting.

FIRST AMENDED BYLAWS

OF

BLUE RIDGE ACADEMY

a California Nonprofit Public Benefit Corporation

ARTICLE I OFFICES

Section 1. PRINCIPAL OFFICE. The board of directors shall fix the location of the principal executive office of the corporation at any place within or outside the State of California. If the principal executive office is located outside the State of California, and the corporation has one or more offices in the State of California, the board of directors shall likewise fix and designate a principal office in the State of California.

Section 2. OTHER OFFICES. The corporation may also establish offices at such other places, both within and outside the State of California, as the board of directors may from time to time determine or the activities of the corporation may require.

ARTICLE II OBJECTIVES AND PURPOSES

The specific objectives and purposes of this corporation shall be to operate one or more California public charter schools.

ARTICLE III NONPARTISAN ACTIVITIES

The corporation has been formed under the California Nonprofit Public Benefit Corporation Law (the "Law") for the public, nonprofit, nonpartisan, and charitable purposes described in its articles of incorporation. Notwithstanding any other provision in these bylaws, this corporation shall not, except to an insubstantial degree, engage in any activities or exercise any powers that are not in furtherance of the purposes of this corporation, and the corporation shall not carry on any other activities not permitted to be carried on (a) by a corporation exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code of 1986, as amended ("IRC"), or (b) by a corporation contributions to which are deductible under IRC Section 170(c)(2).

ARTICLE IV DEDICATION OF ASSETS

The properties and assets of this corporation are irrevocably dedicated to the charitable purposes described in Article III above and in the articles of incorporation of this corporation. No part of the net earnings, properties, or assets of this corporation, on dissolution or otherwise, shall inure to the benefit of its directors or officers, or to any individual. On liquidation or dissolution of this corporation, all remaining assets of this corporation, after payment, or provision

for payment, of all debts and liabilities of this corporation, shall be distributed and paid over to an organization dedicated to charitable purposes that is exempt from federal income tax under IRC Section 501(c)(3) and that is exempt from California income tax under Section 23701d of the California Revenue and Taxation Code.

ARTICLE V NO MEMBERS

Section 1. NO MEMBERS. The corporation shall have no members within the meaning of Section 5056 of the California Nonprofit Public Benefit Corporation Law.

Section 2. AUTHORITY VESTED IN BOARD. Any action that otherwise requires approval by a majority of all members, or approval by the members, requires only approval of the Board. All rights that would otherwise vest under the Nonprofit Public Benefit Corporation Law in the members shall vest in the Board.

Section 3. ASSOCIATES. The corporation may use the term “members” to refer to persons associated with it, but such persons shall not be corporate members within the meaning of Section 5056 of the California Nonprofit Public Benefit Corporation Law.

ARTICLE VI DIRECTORS

Section 1. POWERS. Subject to the provisions of the Law and any limitations in the articles of incorporation and these bylaws, the activities and affairs of the corporation shall be managed and all corporate powers shall be exercised by or under the direction of the board of directors. Without prejudice to such general powers, but subject to the same limitations, it is hereby expressly declared that the board of directors shall have the following powers in addition to the other powers enumerated in these bylaws:

(a) To select and remove all of the other officers, agents, and employees of the corporation; prescribe any powers and duties for them that are consistent with law, with the articles of incorporation, and with these bylaws; fix their compensation; and require from them security for faithful service.

(b) To conduct, manage, and control the affairs and activities of the corporation and to make such rules and regulations that are consistent with law, the articles of incorporation, and these bylaws, as they deem to be appropriate and in the best interests of the corporation.

(c) To adopt, make, and use a corporate seal; and to alter the form of such seal.

(d) To borrow money and to incur indebtedness on behalf of the corporation, and to cause to be executed and delivered for the purposes of the corporation, in the corporate name, promissory notes, bonds, debentures, deeds of trust, mortgages, pledges, hypothecations, or other evidences of debt and securities.

(e) To change the principal executive office or the principal office in the State of California from one location to another; to cause the corporation to be qualified to conduct its activities in any other state, territory, dependency, or country and conduct its activities within or outside the State of California; and to designate any place within or outside the State of California for the holding of any board of directors meeting or meetings.

(f) To make donations for the public welfare or for community funds, hospital, charitable, educational, scientific, civic, religious, or similar purposes.

(g) To act as a trustee under any trust incidental to the principal objects of the corporation, and to receive, to hold, to administer, to exchange, and to expend funds and property subject to such trust.

(h) To receive endowments, devises, bequests, gifts, and donations of all kinds of property for its own use, or in trust, in order to carry out or to assist in carrying out, the objects and purposes of the corporation and to do all things and acts necessary or proper to carry out each and all of the purposes and provisions of such endowments, devises, bequests, gifts, and donations with full power to mortgage, sell, lease, or otherwise to deal with or dispose of the same in accordance with the terms thereof.

(i) To sell any property, real, personal, or mixed, owned by the corporation at any time, and from time to time upon such terms as the board of directors may deem advisable, at public or private sale, for cash or upon credit.

(j) To retain sums received by the corporation uninvested, if, in the discretion of the board of trustees, such sums cannot be invested advantageously.

(k) To retain all or any part of any securities or property acquired by the corporation in whatever manner, and to invest and reinvest any funds held by the corporation, according to the judgment of the board of directors without being restricted to the class of investments that the board of directors is or may hereafter be permitted by law to make or any similar restriction; provided, however, that no action shall be taken by or on behalf of the corporation if such action is a prohibited transaction or would result in the denial of the tax exemption under IRC Section 501 or Section 23701 of the California Revenue and Taxation Code.

(l) To invest funds received by the corporation in stocks, bonds, mortgages, loans, whether secured or unsecured, or other investments as the board of directors shall deem advisable.

Section 2. NUMBER AND QUALIFICATION. The authorized number of directors shall be no less than three (3) and no more than eleven (11), unless changed by amendments to these bylaws, with the actual number to be determined from time to time by a resolution or motion of the board. Directors shall be elected by the vote of a majority of directors then in office. The board of directors shall consist of at least three (3) directors unless changed by an amendment to these bylaws.

Section 3. RESTRICTION ON INTERESTED PERSONS AS DIRECTORS. No more than 49 percent of the persons serving on the board of directors may be interested persons (as

defined in this Section 3). An "interested person" is (a) any person compensated by the corporation for services rendered to it within the previous 12 months, whether as a full- or part-time employee, independent contractor, or otherwise, excluding any reasonable compensation, if any, paid to a director as director; or (b) any brother, sister, ancestor, descendant, spouse, brother-in-law, sister-in-law, son-in-law, daughter-in-law, mother-in-law, or father-in-law of any such person.

Section 4. TERM OF OFFICE; EVENTS CAUSING VACANCIES ON BOARD. Each director shall hold office for one (1) year. A director may serve multiple terms of service. A vacancy or vacancies on the board of directors shall occur in the event of (a) the death, resignation, or removal of any director; (b) the declaration by resolution of the board of directors of a vacancy in the office of a director who has been convicted of a felony, declared of unsound mind by a court order, or found by final order or judgment of any court to have breached a duty under the Law, Chapter 2, Article 3; and (c) the increase of the authorized number of directors.

Section 5. RESIGNATION OF DIRECTORS. Except as provided below, any director may resign by giving written notice to the chairman of the board, if any, or to the president, or the secretary, or to the board of directors. The resignation shall be effective when the notice is given unless the notice specifies a later time for the resignation to become effective. If a director's resignation is effective at a later time, the board may designate a successor to take office as of the date when the resignation becomes effective. Except upon notice to the Attorney General of California, no director may resign if the corporation would then be left without a duly elected director or directors in charge of its affairs.

Section 6. REMOVAL OF DIRECTORS. Any director may be removed at any time by a majority vote of the directors then in office, with or without cause.

Section 7. VACANCIES. Vacancies on the board shall be filled by the vote of a majority of directors then in office. Each director so elected shall hold office until the expiration of the term of the replaced director and until a successor has been duly qualified and elected.

Section 8. PLACE OF MEETINGS AND MEETINGS BY TELEPHONE. Any meeting of the board of directors may be held at any place within or outside the State of California that has been designated from time to time by resolution of the board or in the notice of the meeting. In the absence of such designation, meetings shall be held at the principal executive office of the corporation. Any meeting, annual, regular or special, may be held by conference telephone or similar communication equipment, so long as all directors participating in the meeting can hear one another. All such directors shall be deemed to be present in person at such telephonic meeting. Prior written notice of any and all such meetings of the board of directors shall be provided to the directors at least seventy-two (72) hours prior to the time of the holding of the meeting.

Section 9. ANNUAL AND REGULAR MEETINGS. The annual meeting of the board of directors shall be held each year on the date and time as may be fixed by the board of directors. At such annual meeting, officers shall be elected and any other proper business may be transacted. Other regular meetings of the board of directors shall be held at such time as shall from time to time be fixed by the board of directors. Notice of regular meetings shall not be required if the time and place of such meeting is fixed by these bylaws or by the board of directors.

Section 10. SPECIAL MEETINGS. Special meetings of the board of directors for any

purpose or purposes may be called at any time by the chairman of the board, the president, any vice president, the secretary, or any two directors.

Notice of the time and place of special meetings shall be delivered to each director personally or by telephone or sent by first-class mail, postage prepaid, or telegram, charges prepaid, addressed to each director at his or her address as it is shown on the records of the corporation. In case the notice is mailed, it shall be deposited in the United States mail at least four days prior to the time of the holding of the meeting. In case such notice is delivered personally or by telephone or telegraph, it shall be delivered personally or by telephone or to the telegraph company at least twenty-four (24) hours prior to the time of the holding of the meeting. Any oral notice given personally or by telephone may be communicated either to the director or to the person at the office of the director who the person giving the notice has reason to believe will promptly communicate it to the director. The notice need not specify the purpose of the meeting nor the place if the meeting is to be held at the principal executive office of the corporation.

Section 11. QUORUM. A majority of the authorized number of directors shall constitute a quorum for the transaction of business, except to adjourn as provided in Section 13 below. Every act or decision done or made by a majority of the directors present at a meeting duly held at which a quorum is present shall be regarded as the act of the board of directors, subject to the provisions of Section 5212 of the Code (appointment of committees), Section 5233 of the Code (approval of contracts or transactions in which a director has a direct or indirect material financial interest), Section 5234 of the Code (approval of certain transactions between corporations having common directorships), Section 5235 (compensation of directors or officers), and Section 5238(e) of the Code (indemnification of directors). A meeting at which a quorum is initially present may continue to transact business notwithstanding the withdrawal of directors, if any action taken is approved by at least a majority of the required quorum for such meeting, or such greater number as is required by the articles of incorporation, these bylaws, or the Law.

Section 12. WAIVER OF NOTICE; CONSENT. Notice of a meeting need not be given to any director who, either before or after the meeting, signs a waiver of notice, a consent to holding the meeting, or an approval of the minutes of the meeting. The waiver of notice or consent need not specify the purpose of the meeting. All such waivers, consents, and approvals shall be filed with the corporate records or made a part of the minutes of the meeting. Notice of meeting shall also be deemed given to any director who attends the meeting without protesting, before or at the commencement of the meeting, the lack of notice to that director.

Section 13. ADJOURNMENT. A majority of the directors present, whether or not constituting a quorum, may adjourn any meeting to another time and place. Notice of the time and place of holding an adjourned meeting need not be given, unless the meeting is adjourned for more than twenty-four (24) hours, in which case notice of such time and place shall be given prior to the time of the adjourned meeting, in the manner specified in Section 10 of this Article VI, to the directors who were not present at the time of the adjournment.

Section 14. ACTION WITHOUT MEETING. Any action required or permitted to be taken by the board of directors may be taken without a meeting, if all directors shall individually or collectively consent in writing to such action. Such action by written consent shall have the same force and effect as a unanimous vote of the board of directors. The written consent or consents shall be filed with the minutes of the proceedings of the board.

Section 15. FEES AND COMPENSATION. Directors and members of committees shall receive no compensation for their services; provided however, that directors and members of committees may receive reimbursement of out-of-pocket expenses, as determined by resolution of the board of directors. Nothing contained herein shall be construed to preclude any director from serving the corporation in any other capacity as an officer, agent, employee, or otherwise, and receiving compensation for such services if compensation is awarded by the board of directors.

ARTICLE VII COMMITTEES

Section 1. COMMITTEES OF DIRECTORS. The board of directors may, by resolution adopted by a majority of the directors then in office, designate one or more committees, each consisting of two or more directors, to serve at the pleasure of the board. Appointments to such committees shall be by a majority vote of the directors then in office. The board may designate one or more directors as alternate members of any committee, who may replace any absent member at any meeting of the committee. Any such committee, to the extent provided in the resolution of the board, may have all the authority of the board, except with respect to:

(a) undertaking any final action on any matter that, under the Law, also requires approval of the board of directors;

(b) the filling of vacancies on the board of directors or in any committee;

(c) the amendment or repeal of bylaws or the adoption of new bylaws;

(d) the amendment or repeal of any resolution of the board of directors that by its express terms is not so amendable or repealable;

(e) the appointment of any other committees of the board of directors or the members thereof;

(f) the expenditure of corporate funds to support a nominee for director after there are more people nominated for director than can be elected; or

(g) the approval of any contract or transaction to which the corporation is a party and in which one or more of its directors has a material financial interest, except as special approval is provided for in Section 5233(d)(3) of the Code.

Section 2. MEETINGS AND ACTION. Meetings and action of committees of the board shall be governed by, and held and taken in accordance with, the provisions of Article VI of these bylaws, Sections 8 (place of meetings and meetings by telephone), 9 (annual and regular meetings), 10 (special meetings), 11 (quorum), 12 (waiver of notice), 13 (adjournment) and 14 (action without meeting), with such changes in the context of those bylaws as are necessary to substitute the committee and its members for the board of directors and its members, except for the following: (a) the time of regular and annual meetings of committees may be determined by resolution of the board of directors as well as the committee; (b) special meetings of committees may also be called by resolution of the board of directors; and (c) notice of special meetings of committees shall also be given to

all alternate members, who shall have the right to attend all meetings of the committee. Minutes of each meeting of any committee shall be kept and filed with the corporate records. The board of directors may adopt rules for the government of any committee not inconsistent with the provisions of these bylaws.

ARTICLE VIII OFFICERS

Section 1. OFFICERS. The officers of the corporation shall be a president, a secretary, and a chief financial officer. The corporation may also have, at the discretion of the board of directors, a chairman of the board, one or more vice presidents, one or more assistant secretaries, one or more assistant treasurers, and such other officers as may be appointed in accordance with the provisions of Section 3 of this Article VIII. Any number of offices may be held by the same person, except that neither the secretary nor the chief financial officer may serve concurrently as the president or the chairman of the board.

Section 2. ELECTION. The officers of the corporation, except such officers as may be appointed in accordance with the provisions of Section 3 or Section 5 of this Article VIII, shall be chosen by the board of directors, and each shall serve at the pleasure of the board, subject to the rights, if any, of an officer under any contract of employment.

Section 3. OTHER OFFICERS. The board of directors may appoint, and may empower the president to appoint, such other officers as the activities of the corporation may require, each of whom shall hold office for such period, have such authority, and perform such duties as are provided in the bylaws or as the board of directors may from time to time determine.

Section 4. REMOVAL AND RESIGNATION. Subject to the rights, if any, of any officer under any contract of employment, any officer may be removed, either with or without cause, by the board of directors or, except in case of an officer chosen by the board of directors, by any officer upon whom such power of removal may be conferred by the board of directors.

Any officer may resign at any time by giving written notice to the corporation. Any such resignation shall take effect at the date of the receipt of such notice or at any later time specified therein; and, unless otherwise specified therein, the acceptance of such resignation shall not be necessary to make it effective. Any such resignation is without prejudice to the rights, if any, of the corporation under any contract to which the officer is a party.

Section 5. VACANCIES. A vacancy in any office because of death, resignation, removal, disqualification, or any other cause shall be filled in the manner prescribed in these bylaws for regular appointments to such office.

Section 6. CHAIRMAN OF THE BOARD. The chairman of the board, if such an officer be elected, shall, if present, preside at meetings of the board of directors and exercise and perform such other powers and duties as may be from time to time assigned to him or her by the board of directors or prescribed by the bylaws. If there is no president, the chairman of the board will in addition be the chief executive officer of the corporation and shall have the powers and duties prescribed in Section 7 of this Article VIII.

Section 7. **PRESIDENT.** Subject to such supervisory powers, if any, as may be given by the board of directors to the chairman of the board, if there be such an officer, the president shall be the chief executive officer of the corporation and shall, subject to the control of the board of directors, have general supervision, direction, and control of the activities and the officers of the corporation. He or she shall preside, in the absence of the chairman of the board, or if there be none, at all meetings of the board of directors. He or she shall have the general powers and duties of management usually vested in the office of president of the corporation and shall have such other powers and duties as may be prescribed by the board of directors or the bylaws.

Section 8. **VICE PRESIDENTS.** In the absence or disability of the president, the vice presidents, if any, in order of their rank as fixed by the board of directors or, if not ranked, a vice president designated by the board of directors, shall perform all the duties of the president, and when so acting shall have all the powers of, and be subject to all the restrictions upon, the president. The vice presidents shall have such other powers and perform such other duties as from time to time may be prescribed for them respectively by the board of directors or the bylaws and the president or the chairman of the board.

Section 9. **SECRETARY.** The secretary shall keep, or cause to be kept, at the principal executive office or such other place as the board of directors may direct, a book of minutes of all meetings and actions of directors, and committees of directors, with the time and place of holding, whether regular or special, and, if special, how authorized, the notice thereof given, the names of those present at directors and committee meetings, and the proceedings thereof.

The secretary shall give, or cause to be given, notice of all meetings of the board of directors required by the bylaws or by law to be given, and he or she shall keep the seal of the corporation, if one be adopted, in safe custody, and shall have such other powers and perform such other duties as may be prescribed by the board of directors or by the bylaws.

Section 10. **CHIEF FINANCIAL OFFICER.** The chief financial officer shall keep and maintain, or cause to be kept and maintained, adequate and correct books and records of accounts of the properties and business transactions of the corporation, including accounts of its assets, liabilities, receipts, disbursements, gains, losses, capital, retained earnings, and other matters customarily included in financial statements. The books of account shall at all reasonable times be open to inspection by any director.

The chief financial officer shall deposit, or cause to be deposited, all monies and other valuables in the name and to the credit of the corporation with such depositaries as may be designated by the board of directors. He or she shall distribute, or cause to be disbursed, the funds of the corporation as may be ordered by the board of directors, shall render to the president and directors, whenever they request it, an account of all financial transactions and of the financial condition of the corporation, and shall have such other powers and perform such other duties as may be prescribed by the board of directors or the bylaws.

If required by the board of directors, the chief financial officer shall give the corporation a bond in the amount and with the surety or sureties specified by the board for faithful performance of the duties of his or her office and for restoration to the corporation of all of its books, papers, vouchers, money, and other property of every kind in his or her possession or under his or her control on the death, resignation, retirement, or removal from office of the chief financial officer.

ARTICLE IX
INDEMNIFICATION OF DIRECTORS, OFFICERS, EMPLOYEES

Section 1. DEFINITIONS. For the purposes of this Article IX, the definition of the terms “agent”, “proceeding”, and “expenses” shall be governed by Section 5238 of the Code.

Section 2. INDEMNIFICATION IN ACTIONS BY THIRD PARTIES. The corporation shall have power to indemnify any person who was or is a party or is threatened to be made a party to any proceeding (other than an action by or in the right of the corporation to procure a judgment in its favor, an action brought under Section 5233 of the Code, or an action brought by the Attorney General of California or a person granted relator status by the Attorney General of California for any breach of duty relating to assets held in charitable trust) by reason of the fact that such person is or was an agent of the corporation, against expenses, judgments, fines, settlements, and other amounts actually and reasonably incurred in connection with such proceeding if such person acted in good faith and in a manner such person reasonably believed to be in the best interests of the corporation and, in the case of a criminal proceeding, had no reasonable cause to believe the conduct of such person was unlawful. The termination of any proceeding by judgment, order, settlement, conviction, or upon a plea of nolo contendere or its equivalent shall not, of itself, create a presumption that the person did not act in good faith and in a manner which the person reasonably believed to be in the best interests of the corporation or that the person had reasonable cause to believe that the person's conduct was unlawful.

Section 3. INDEMNIFICATION IN ACTIONS BY OR IN THE RIGHT OF THE CORPORATION. The corporation shall have power to indemnify any person who was or is a party or is threatened to be made a party to any threatened, pending, or completed action by or in the right of the corporation, or brought under Section 5233 of the Code, or brought by the Attorney General of California or a person granted relator status by the Attorney General of California for breach of duty relating to assets held in charitable trust, to procure a judgment in its favor by reason of the fact that such person is or was an agent of the corporation, against expenses actually and reasonably incurred by such person in connection with the defense or settlement of such action if such person acted in good faith, in a manner such person believed to be in the best interests of the corporation, and with such care, including reasonable inquiry, as an ordinarily prudent person in a like position would use under similar circumstances. No indemnification shall be made under this Section 3 for any of the following:

(a) Any claim, issue, or matter as to which such person shall have been adjudged to be liable to the corporation in the performance of such person's duty to the corporation, unless and only to the extent that the court in which such action was brought shall determine upon application that, in view of all the circumstances of the case, such person is fairly and reasonably entitled to indemnity for the expenses which such court shall determine;

(b) Amounts paid in settling or otherwise disposing of a threatened or pending action, with or without court approval; or

(c) Expenses incurred in defending a threatened or pending action which is settled or otherwise disposed of without court approval, unless it is settled with the approval of the Attorney General of California.

Section 4. INDEMNIFICATION AGAINST EXPENSES. To the extent that an agent of the corporation has been successful on the merits in defense of any proceeding referred to in Sections 2 or 3 of this Article IX or in defense of any claim, issue, or matter therein, the agent shall be indemnified against expenses actually and reasonably incurred by the agent in connection therewith.

Section 5. REQUIRED DETERMINATIONS. Except as provided in Section 4 of this Article IX, any indemnification under this Article shall be made by the corporation only if authorized in the specific case, upon a determination that indemnification of the agent is proper in the circumstances because the agent has met the applicable standard of conduct set forth in Sections 2 or 3 of this Article IX by:

- (a) A majority vote of a quorum consisting of directors who are not parties to such proceeding; or
- (b) The court in which such proceeding is or was pending upon application made by the corporation or the agent or the attorney or other person rendering services in connection with the defense, whether or not such application by the agent, attorney, or other person is opposed by the corporation.

Section 6. ADVANCE OF EXPENSES. Expenses incurred in defending any proceeding may be advanced by the corporation prior to the final disposition of such proceeding upon receipt of an undertaking by or on behalf of the agent to repay such amount unless it shall be determined ultimately that the agent is entitled to be indemnified as authorized in this Article IX.

Section 7. OTHER INDEMNIFICATION. No provision made by the corporation to indemnify its directors or officers for the defense of any proceeding, whether contained in the articles of incorporation, bylaws, a resolution of directors, an agreement, or otherwise, shall be valid unless consistent with this Article IX. Nothing contained in this Article IX shall affect any right to indemnification to which persons other than such directors and officers may be entitled by contract or otherwise.

Section 8. FORMS OF INDEMNIFICATION NOT PERMITTED. No indemnification or advance shall be made under this Article IX, except as provided in Section 4 or Section 5(b), in any circumstance if it appears that:

- (a) It would be inconsistent with a provision of the articles of incorporation, bylaws, or an agreement in effect at the time of the accrual of the alleged cause of action asserted in the proceeding in which the expenses were incurred or other amounts were paid, which prohibits or otherwise limits indemnification; or
- (b) It would be inconsistent with any condition expressly imposed by a court in approving a settlement.

Section 9. INSURANCE. The corporation shall have the power to purchase and maintain insurance on behalf of any agent of the corporation against any liability asserted against or incurred by the agent in such capacity or arising out of the agent's status as such, whether or not the corporation would have the power to indemnify the agent against such liability under the provisions of this Article IX; provided, however, that the corporation shall have no power to purchase and maintain

such insurance to indemnify any agent of the corporation for a violation of Section 5233 of the Code.

ARTICLE X RECORDS AND REPORTS

Section 1. MAINTENANCE OF CORPORATE RECORDS. The corporation shall keep (a) adequate and correct books and records of account kept either in written form or in any other form capable of being converted into written form and (b) minutes, in written form, of the proceedings of the board of directors and committees of the board. All such records shall be kept at the corporation's principal executive office, or if its principal executive office is outside the State of California, at its principal office in this state.

Section 2. MAINTENANCE AND INSPECTION OF ARTICLES AND BYLAWS. The corporation shall keep at its principal executive office, or if its principal executive office is not in the State of California, at its principal office in this state, the original or a copy of its articles of incorporation and bylaws, as amended to date, that shall be open to inspection by the directors at all reasonable times during office hours. If the principal executive office of the corporation is outside the State of California and the corporation has no principal office in this state, the Secretary shall, upon the written request of any director, furnish to such director a copy of the articles of incorporation or bylaws, as amended to date.

Section 3. INSPECTION. Every director shall have the absolute right at any reasonable time, and from time to time, to inspect all books, records, and documents of every kind and the physical properties of the corporation. Such inspection by a director may be made in person or by agent or attorney and the right of inspection includes the right to copy and make extracts.

Section 4. ANNUAL REPORTS. The board of directors shall cause an annual report to be sent to the directors within 120 days of the corporation's fiscal year end. That report shall contain the following information, in appropriate detail, for the fiscal year:

- (a) The assets and liabilities, including the trust funds, of the corporation as of the end of the fiscal year;
- (b) The principal changes in assets and liabilities, including trust funds;
- (c) The revenue or receipts of the corporation, both unrestricted and restricted to particular purposes;
- (d) The expenses or disbursements of the corporation for both general and restricted purposes; and
- (e) Any information required by Section 5 of this Article X.

The annual report shall be accompanied by any report thereon of independent accountants or, if there is no such report, by the certificate of an authorized officer of the corporation that such statements were prepared without audit from the books and records of the corporation.

Section 5. ANNUAL STATEMENT OF CERTAIN TRANSACTIONS AND

INDEMNIFICATIONS. As part of the annual report to all directors, the corporation shall annually prepare and mail or deliver to each director within 120 days after the corporation's fiscal year end, a statement (described below) of any transaction or indemnification (i) in which the corporation was a party and (ii) in which an "interested person" had a direct or indirect material financial interest. For this purpose, an "interested person" is any director or officer of the corporation.

The statement shall include the following information:

(a) A brief description of any transaction during the previous fiscal year that involved more than \$50,000, or was one of a number of transactions in which the same interested person had a direct or indirect material financial interest involving, in the aggregate, more than \$50,000;

(b) The names of interested persons involved in such transactions described in the preceding paragraph (a), their relationship to the corporation, the nature of their interest in the transaction and, if practicable, the amount of that interest; provided, however, that if the transaction was with a partnership in which the interested person is a partner, only the interest of the partnership need be stated; and

(c) A brief description of the amount and circumstances of any indemnifications or advances aggregating more than \$10,000 paid during the fiscal year to any officer or director of the corporation under Article IX of these bylaws, unless that indemnification already has been approved by the directors under Section 5238(e)(2) of the Code.

ARTICLE XI GENERAL MATTERS

Section 1. CHECKS, DRAFTS, EVIDENCES OF INDEBTEDNESS. All checks, drafts, or other orders for payment of money, notes, or other evidences of indebtedness, issued in the name of or payable to the corporation, shall be signed or endorsed by such person or persons and in such manner as, from time to time, shall be determined by resolution of the board of directors.

Section 2. CORPORATE CONTRACTS AND INSTRUMENTS; HOW EXECUTED. Except as otherwise provided in these bylaws, the board of directors may authorize any officer or officers, agent or agents, to enter into any contract or execute any instrument in the name of and on behalf of the corporation, and such authority may be general or confined to specific instances; and, unless so authorized or ratified by the board of directors or within the agency power of an officer, no officer, agent or employee shall have any power or authority to bind the corporation by any contract or engagement or to pledge its credit or to render it liable for any purpose or for any amount.

Section 3. REPRESENTATION OF SHARES OF OTHER CORPORATIONS. The chairman of the board, the president, or any vice president, or any other person authorized by resolution of the board of directors or by any of the foregoing designated officers, is authorized to vote on behalf of the corporation any and all shares of any other corporation or corporations, foreign or domestic, standing in the name of the corporation. The authority granted to said officers to vote or represent on behalf of the corporation any and all shares held by the corporation in any other corporation or corporations may be exercised by any such officer in person or by any person authorized to do so by a proxy duly executed by said officer.

Section 4. CONSTRUCTION AND DEFINITIONS. Unless the context requires otherwise, the general provisions, rules of construction, and definitions in the Law shall govern the construction of these bylaws. Without limiting the generality of the foregoing, the singular number includes the plural, the plural number includes the singular, the masculine gender includes the feminine and neuter, and the term "person" includes both a corporation and a natural person. All references in these bylaws to the Law, the Law, or to the Code shall be deemed to be those in effect from time to time.

ARTICLE XII AMENDMENTS

The board may adopt, amend, or repeal bylaws unless doing so would be a prohibited amendment under the California Corporations Code. Any amendment to these bylaws will require a majority vote of the directors then in office; provided, however, that if the articles of incorporation of the corporation set forth the number of authorized directors of the corporation, the authorized number of directors may be changed only by an amendment of the articles of incorporation.

CERTIFICATE OF SECRETARY

The undersigned, being the duly elected and acting Secretary of Blue Ridge Academy, a California nonprofit public benefit corporation, does hereby certify that the foregoing First Amended Bylaws constitute the bylaws of this corporation as duly adopted at the meeting of the Board of Directors of Blue Ridge Academy on April 20, 2020.

IN WITNESS WHEREOF, the undersigned has executed this Certificate this 20th day of April, 2020.

Nicole Zolfo, Secretary

**FIXED TERM EMPLOYMENT AGREEMENT
BETWEEN
BLUE RIDGE ACADEMY & EMPLOYEE NAME, JOB TITLE**

THIS EMPLOYMENT AGREEMENT ("Agreement") is entered into by and between the above named employee ("Employee") and the Governing Board ("Board") of Blue Ridge Academy. The Board desires to hire employees who will assist Blue Ridge Academy in achieving the goals and meeting the requirements of the school. The parties recognize that Blue Ridge Academy is not governed by the provisions of the California Education Code, except as expressly set forth in the Charter Schools Act of 1992. The Board desires to engage the services of the Employee for purposes of assisting Blue Ridge Academy in implementing its purposes, policies, and procedures.

WHEREAS, Blue Ridge Academy and Employee wish to enter into an employment relationship under the conditions set forth herein, the parties hereby agree as follows:

A. STATUTORY PROVISIONS RELATING TO CHARTER SCHOOL EMPLOYMENT

1. The charter schools has been established and operate pursuant to the Charter Schools Act of 1992, Education Code section 47600, *et seq.* Blue Ridge Academy charter school has been duly approved by the District, according to the laws of the State of California.
2. Pursuant to Education Code section 47604, Blue Ridge Academy has elected to be formed and to operate as a non-profit public benefit corporation pursuant to the Non-profit Public Benefit Corporation Law of California (Part 2, commencing with section 5110 *et seq.* of the Corporations Code). As such, Blue Ridge Academy is considered a separate legal entity from the District, which granted the charter. The District shall not be liable for any debts and obligations of Blue Ridge Academy, and the Employee signing below expressly recognizes that he/she is being employed by Blue Ridge Academy and not the District.
3. Pursuant to Education Code section 47610, Blue Ridge Academy must comply with all of the provisions set forth in their charter, but is otherwise exempt from the laws governing school districts except as specified in Education Code section 47610.
4. Blue Ridge Academy shall be deemed the exclusive public school employer of the employees at Blue Ridge Academy for purposes of Government Code section 3540.1.

B. EMPLOYMENT TERMS AND CONDITIONS

1. **Duties**

Employee will perform such duties as Blue Ridge Academy may reasonably assign and Employee will abide by all School policies and procedures as adopted and amended from time to time.

2. **Term and Work Schedule**

Subject to Section C, "Termination of Agreement" herein, Blue Ridge Academy hereby employs Employee for the term of the school, commencing on or after **July**

1, 2020 and ending June 30, 2021. Workdays for the Employee shall be consistent with the applicable calendar of workdays for this position.

Blue Ridge Academy shall have the right to assign or reassign the Employee to positions, duties, or additional duties and to make changes in responsibilities, work, or transfers, at any time during the contract term. All (Job Title) will provide educational services either online or in-person. Specific programs will have specific needs and the Employee is expected to work in accordance with those specific needs. Any question should be directed to the Board.

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 Blue Ridge Academy.

This position works a minimum of 220 days and may need to work additional days beyond the work calendar.

3. **Compensation**

Employee will receive a gross annual salary of, \$XXXXXX, to be paid semi-monthly (twice a month) in equal installments from which the Employer shall withhold all statutory and regular federal and state tax withholdings and other authorized deductions. Employee's compensation shall be prorated for the time actually worked during the duration of this Agreement. This position is exempt from overtime law and shall not be entitled to overtime or to additional compensation for performing duties outside of the scheduled work year/day. The Board may adjust compensation by up to 15% in the form of a salary increase or reduction based on actual enrollment; any salary increase is contingent on enrollment and positive performance. (Additional column increases earned during the year will be documented on a supplementary salary schedule approved by the Board of Directors of the Blue Ridge Academy.) The salary schedule is based on what the board will deem to be reasonable targets. Salary changes will only be permitted at the end of the 1st three fiscal quarters – namely September 30th, December 31st, and March 30th.

4. **Employee Benefits**

Employee shall be entitled to participate in designated employee benefit programs and plans established by Blue Ridge Academy (subject to program and eligibility requirements) for the benefit of its employees, which from time to time may be amended and modified by Blue Ridge Academy in its sole discretion.

5. **Performance Evaluation**

Employee shall receive periodic performance reviews conducted by his/her supervisor in accordance with the Blue Ridge Academy evaluation policy.

Failure to evaluate Employee shall not prevent Blue Ridge Academy from disciplining or dismissing Employee in accordance with this Agreement.

6. **Employee Rights**

Employment rights and benefits for employment at Blue Ridge Academy shall only be as specified in this Employment Agreement, the Charter Schools Act, and Blue Ridge Academy's Personnel Handbook which from time to time may be amended and modified, **in Blue Ridge Academy's sole discretion**. 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. During the term of this Agreement, Employee shall not acquire or accrue tenure, or any employment rights with Blue Ridge Academy.

7. **Licensure**

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

8. **Child Abuse and Neglect Reporting**

California Penal Code section 11166 requires any child care custodian who has knowledge of, or observes, a child in his/her professional capacity or within the scope of his/her employment whom he/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/she is a child care custodian and is certifying that he/she has knowledge of California Penal Code section 11166 and will comply with its provisions.

9. **Fingerprinting/TB Clearance**

Fingerprint clearance for Employee will be acquired through submitting the Employee's fingerprints to the California Department of Justice. Employee will be required to assume the cost of all fees related to the fingerprinting process. Employee will be required to submit evidence from a licensed physician that he/she was found to be free from active tuberculosis. Both clearances need to be in place prior to the first day of service.

10. **Conflicts of Interest**

Employee understands that, while employed by Blue Ridge Academy, he/she will have access to confidential and proprietary information. Employee therefore shall not maintain employment or contracts for employment, or engage in any consultant or independent contractor relationship, with any other agency or school that will in any way conflict with his/her employment with Blue Ridge Academy. **Employee agrees that he/she will not enter into any contract(s), or participate in making any contracts, in which he/she has a material financial interest. Employee also specifically agrees that he/she will not refer students to, or encourage students to**

utilize, any Blue Ridge Academy approved vendor to which the Employee has a familial or marital connection. Employee also specifically agrees that he/she will not recommend that Blue Ridge Academy enter into a contractual relationship with a vendor to which the Employee has a familial or marital connection.

11. **Outside Professional Activities**

Any outside professional activities (including consulting, speaking, and writing not on behalf of Blue Ridge Academy) shall not occur from 8:30 a.m. – 5 p.m. Monday through Friday, except holidays; Administrators are expected to complete their Blue Ridge Academy employment duties from 8:30 a.m. – 5 p.m. Blue Ridge Academy shall in no way be responsible for any expenses attendant to the performance of such outside activities performed outside of employment with Blue Ridge Academy.

12. **School Intellectual Property and Non-Competition**

Employee may during the course of his/her duties be advised of certain confidential business matters and affairs of Employer regarding its business practices, students, suppliers, and employees. Employee's duties may also place Employee in a position of trust and confidence with respect to certain trade secrets and other proprietary information relating to the business of Employer and not generally known to the public or competitors. Such proprietary information may include student information, competitive strategies, marketing plans, special designs or systems, and accounting information. Employee shall not, either during his/her employment with Employer, or any time in the future, directly or indirectly:

- a. disclose or furnish, directly or indirectly, to any other person, firm, agency, corporation, client, business, or enterprise, any confidential information acquired during his/her employment;
- b. individually or in conjunction with any other person, firm, agency, company, client, business, or corporation, employ or cause to be employed any confidential information in any manner whatsoever, except in furtherance of the business of Employer;
- c. without the written consent of Employer, publish, deliver, or commit to being published or delivered, any copies, abstracts, or summaries of any files, records, documents, drawings, specifications, lists, equipment and similar items relating to the business of Employer, except to the extent required in the ordinary course of Employee's duties;

Upon termination of employment, Employee is required to immediately return to Employer all property of Employer in as good condition as when received (normal wear and tear excepted) including, but not limited to, all files, records, documents, curriculum, equipment and supplies, promotional materials, and similar items relating to the business of Employer.

C. **TERMINATION OF AGREEMENT**

This Agreement may be terminated by any of the following:

1. **Early Termination with/without Cause:** The School Administration or Board may unilaterally, and with or without cause or advance notice, terminate this Agreement. In consideration of the right to terminate this Agreement without cause, the School shall pay to Employee two weeks of his/her salary after termination occurs **based on receipt of a release of claims agreement and the return of items identified in B.12.c. If the Employee refuse to sign a release of claims the Employee will be paid for one day of employment.**
2. **Revocation/Nonrenewal of Charter:** In the event that Blue Ridge Academy is either revoked or non-renewed, this Agreement shall terminate immediately upon the effective date of the revocation/nonrenewal of the charter, and without the need for the process outlined in Section B above.
3. **Death or Incapacitation of Employee:** The death of Employee shall terminate this Agreement and all rights provided under this Agreement. In the event that Employee becomes incapacitated to the extent that, in the judgment of the Board, Employee may no longer perform the essential functions of his/her job with or without reasonable accommodation, as set forth in the job specifications, the Board may terminate this Agreement.

D. NON-RENEWAL/EXPIRATION OF TERM. The Board may elect not to offer future employment agreements to Employee at its sole discretion, without cause, and this Agreement will lapse by its own terms.

E. 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**

The rights and obligations of the respective parties under the Agreement will inure to the benefit of and will be binding upon the heirs, legal representatives, successors, and assigns of the parties hereto; provided, however, that this Agreement will not be 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. **Partial Invalidity**

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

F. ACCEPTANCE OF EMPLOYMENT

By signing below, the Employee declares as follows:

1. I have read this Agreement and accept employment with Blue Ridge Academy on the terms specified herein.
2. All information I have provided to Blue Ridge Academy related to my employment is true and accurate.
3. This is the entire agreement between Blue Ridge Academy and me regarding the terms and conditions of my employment. This is a final and complete agreement and there are no other agreements, oral or written, express or implied, concerning the subject matter of this Agreement. **It also supersedes any and all other agreements or contracts, either oral or written, between the Parties with respect to the subject matter hereof.**

Employee Signature: _____ Date: _____

Address: _____

Telephone: _____

Blue Ridge Academy Approval:

Date: _____

Executive Director, Blue Ridge Academy

**FIXED TERM EMPLOYMENT AGREEMENT
BETWEEN
BLUE RIDGE ACADEMY & EMPLOYEE NAME, (JOB TITLE)**

THIS EMPLOYMENT AGREEMENT (“Agreement”) is entered into by and between the above named employee (“Employee”) and the Governing Board (“Board”) of Blue Ridge Academy . The Board desires to hire employees who will assist Blue Ridge Academy in achieving the goals and meeting the requirements of the school. The parties recognize that Blue Ridge Academy is not governed by the provisions of the California Education Code, except as expressly set forth in the Charter Schools Act of 1992. The Board desires to engage the services of the Employee for purposes of assisting Blue Ridge Academy in implementing its purposes, policies, and procedures.

WHEREAS, Blue Ridge Academy and Employee wish to enter into an employment relationship under the conditions set forth herein, the parties hereby agree as follows:

A. STATUTORY PROVISIONS RELATING TO CHARTER SCHOOL EMPLOYMENT

1. Blue Ridge Academy has been established and operate pursuant to the Charter Schools Act of 1992, Education Code section 47600, *et seq.* Blue Ridge Academy has been duly approved by the District, according to the laws of the State of California.
2. Pursuant to Education Code section 47604, Blue Ridge Academy has elected to be formed and to operate as a non-profit public benefit corporation pursuant to the Non-profit Public Benefit Corporation Law of California (Part 2, commencing with section 5110 *et seq.* of the Corporations Code). As such, Blue Ridge Academy is considered a separate legal entity from the District, which granted the charter. The District shall not be liable for any debts and obligations of Blue Ridge Academy , and the employee signing below expressly recognizes that he/she is being employed by Blue Ridge Academy and not the District.
3. Pursuant to Education Code section 47610, Blue Ridge Academy must comply with all of the provisions set forth in their charter, but is otherwise exempt from the laws governing school districts except as specified in Education Code section 47610.
4. Blue Ridge Academy shall be deemed the exclusive public school employer of the employees at Blue Ridge Academy for purposes of Government Code section 3540.1.

B. EMPLOYMENT TERMS AND CONDITIONS

1. Duties

Employee will perform such duties as Blue Ridge Academy may reasonably assign and Employee will abide by all school policies and procedures as adopted and amended from time to time.

2. Term and Work Schedule

Subject to Section C, “Termination of Agreement” herein, Blue Ridge Academy hereby employs Employee for the term of the school, commencing on or after **July 1, 2020** and ending **June 30, 2021**. Workdays for the Employee shall be consistent with the applicable calendar of workdays for this position.

Blue Ridge Academy shall have the right to assign or reassign the Employee to positions, duties, or additional duties and to make changes in responsibilities, work, or transfers, at any time during the contract term. All (Job Title) will provide educational services either online or in-person. Specific programs will have specific needs and the Employee is expected to work in accordance with those specific needs. Any question should be directed to the immediate supervisor.

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 Blue Ridge Academy .

This position works a minimum of 220 days and may need to work additional days beyond the work calendar.

3. **Compensation**

Employee will receive a salary schedule indicating yearly salary no later than June 15th of each school year to be paid semi-monthly (twice a month) from which the Board shall withhold all statutory and other authorized deductions. Additional Compensation of \$100/month per student is given when the Employee’s roster is more than 10 and up to 30 students. Employees who wish to carry more students than 30 may be given permission by the Executive Director at the same above rate. The Board may adjust compensation by up to 15% in the form of a salary increase or reduction based on actual enrollment; any salary increase is contingent on enrollment and positive performance. (Additional column increases earned during the year will be documented on a supplementary salary schedule approved by the Board of Directors of the Blue Ridge Academy .)The salary schedule is based on what the Board will deem to be reasonable targets. Salary changes will only be permitted at the end of the 1st three fiscal quarters – namely September 30th, December 31st, and March 30th. Employee’s compensation shall be prorated for the time actually worked during the duration of this Agreement. This position is exempt from overtime law and shall not be entitled to overtime or to additional compensation for performing duties outside of the scheduled work year/day.

Base salary for 2020-2021 is \$110,000 with a roster of ten (10) students.

4. **Employee Benefits**

Employee shall be entitled to participate in designated employee benefit programs and plans established by Blue Ridge Academy (subject to program and eligibility requirements) for the benefit of its employees, which from time to time may be amended and modified by Blue Ridge Academy in its sole discretion.

5. **Performance Evaluation**

Employee shall receive periodic performance reviews conducted by his/her supervisor in accordance with Blue Ridge Academy 's evaluation policy.

Failure to evaluate Employee shall not prevent Blue Ridge Academy from disciplining or dismissing Employee in accordance with this Agreement.

6. **Employee Rights**

Employment rights and benefits for employment at Blue Ridge Academy shall only be as specified in this Employment Agreement, the Charter Schools Act and Blue Ridge Academy 's Personnel Handbook, which from time to time may be amended and modified by Blue Ridge Academy , **in Blue Ridge Academy 's sole discretion.** 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. During the term of this Agreement, Employee shall not acquire or accrue tenure, or any employment rights with Blue Ridge Academy .

7. **Licensure**

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

8. **Child Abuse and Neglect Reporting**

California Penal Code section 11166 requires any child care custodian who has knowledge of, or observes, a child in his/her professional capacity or within the scope of his or her employment whom he/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/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.

9. **Fingerprinting/TB Clearance**

Fingerprint clearance for Employee will be acquired through submitting the Employee's fingerprints to the California Department of Justice. Employee will be required to assume the cost of all fees related to the fingerprinting process. Employee will be required to submit evidence from a licensed physician that he/she was found to be free from active tuberculosis. Both clearances need to be in place prior to the first day of service.

10. **Conflicts of Interest**

Employee understands that, while employed by Blue Ridge Academy , he or she will have access to confidential and proprietary information. Employee therefore shall not maintain employment or contracts for employment, or engage in any

consultant or independent contractor relationship, with any other agency or school that will in any way conflict with his/her employment with Blue Ridge Academy . Employee agrees that he/she will not enter into any contract(s), or participate in making any contracts, in which he/she has a material financial interest. Employee also specifically agrees that he/she will not refer students to, or encourage students to utilize, any Blue Ridge Academy approved vendor to which the Employee has a familial or marital connection. Employee also specifically agrees that he/she will not recommend that Blue Ridge Academy enter into a contractual relationship with a vendor to which the Employee has a familial or marital connection.

11. **Outside Professional Activities**

Any outside professional activities (including consulting, speaking, and writing not on behalf of Blue Ridge Academy) shall not occur from 8:30 a.m. – 5 p.m. Monday through Friday, except holidays; (Job Title) are expected to complete their Blue Ridge Academy employment duties from 8:30 a.m. – 5 p.m. Blue Ridge Academy shall in no way be responsible for any expenses attendant to the performance of such outside activities performed outside of employment with Blue Ridge Academy .

12. **School Intellectual Property and Non-Competition**

Employee may during the course of his/her duties be advised of certain confidential business matters and affairs of Employer regarding its business practices, students, suppliers and employees. Employee's duties may also place Employee in a position of trust and confidence with respect to certain trade secrets and other proprietary information relating to the business of Employer and not generally known to the public or competitors. Such proprietary information may include student information, competitive strategies, marketing plans, special designs or systems, and accounting information. Employee shall not, either during his/her employment with Employer, or any time in the future, directly or indirectly:

- a. disclose or furnish, directly or indirectly, to any other person, firm, agency, corporation, client, business, or enterprise, any confidential information acquired during his/her employment;
- b. individually or in conjunction with any other person, firm, agency, company, client, business, or corporation, employ, or cause to be employed any confidential information in any manner whatsoever, except in furtherance of the business of Employer;
- c. without the written consent of Employer, publish, deliver, or commit to being published or delivered, any copies, abstracts, or summaries of any files, records, documents, drawings, specifications, lists, equipment, and similar items relating to the business of Employer, except to the extent required in the ordinary course of Employee's duties;

Upon termination of employment, Employee is required to immediately return to

Employer all property of Employer in as good condition as when received (normal wear and tear excepted) including, but not limited to, all files, records, documents, curriculum, equipment and supplies, promotional materials, and similar items relating to the business of Employer.

C. **TERMINATION OF AGREEMENT**

This Agreement may be terminated by any of the following:

1. **Early Termination with/without Cause:** The School Administration or Board may unilaterally, and with or without cause or advance notice, terminate this Agreement. In consideration of the right to terminate this Agreement without cause, the School shall pay to Employee two weeks of his/her salary after termination occurs **based on receipt of a release of claims agreement and the return of items identified in B.12.c. If the Employee refuses to sign a release of claims the Employee will be paid for one day of employment.**
2. **Revocation/Nonrenewal of Charter:** In the event that Blue Ridge Academy is either revoked or non-renewed, this Agreement shall terminate immediately upon the effective date of the revocation/nonrenewal of the charter, and without the need for the process outlined in Section B above.
3. **Death or Incapacitation of Employee:** The death of Employee shall terminate this Agreement and all rights provided under this Agreement. In the event that Employee becomes incapacitated to the extent that, in the judgment of the Board, Employee may no longer perform the essential functions of his/her job with or without reasonable accommodation, as set forth in the job specifications, the Board may terminate this Agreement.

D. **NON-RENEWAL/EXPIRATION OF TERM.** The Board may elect not to offer future employment agreements to Employee at its sole discretion, without cause, and this Agreement will lapse by its own terms.

E. **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**

The rights and obligations of the respective parties under the Agreement will inure to the benefit of and will be binding upon the heirs, legal representatives, successors and assigns of the parties hereto; provided, however, that this Agreement will not be 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. **Partial Invalidity**

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

F. **ACCEPTANCE OF EMPLOYMENT**

By signing below, the Employee declares as follows:

1. I have read this Agreement and accept employment with Blue Ridge Academy on the terms specified herein.
2. All information I have provided to Blue Ridge Academy related to my employment is true and accurate.
3. This is the entire agreement between Blue Ridge Academy and me regarding the terms and conditions of my employment. This is a final and complete agreement and there are no other agreements, oral or written, express or implied, concerning the subject matter of this Agreement. **It also supersedes any and all other agreements or contracts, either oral or written, between the Parties with respect to the subject matter hereof.**

Employee Signature: _____ Date: _____

Address: _____

Telephone: _____

Blue Ridge Academy Approval:

Date: _____

Executive Director , Blue Ridge Academy

**FIXED TERM EMPLOYMENT AGREEMENT
BETWEEN
BLUE RIDGE ACADEMY & EMPLOYEE NAME, JOB TITLE**

THIS EMPLOYMENT AGREEMENT (“Agreement”) is entered into by and between the above named employee (“Employee”) and the Governing Board (“Board”) of Blue Ridge Academy. The Board desires to hire employees who will assist Blue Ridge Academy in achieving the goals and meeting the requirements of the school. The parties recognize that Blue Ridge Academy is not governed by the provisions of the California Education Code, except as expressly set forth in the Charter Schools Act of 1992. The Board desires to engage the services of the Employee for purposes of assisting Blue Ridge Academy in implementing its purposes, policies, and procedures.

WHEREAS, Blue Ridge Academy and Employee wish to enter into an employment relationship under the conditions set forth herein, the parties hereby agree as follows:

A. STATUTORY PROVISIONS RELATING TO CHARTER SCHOOL EMPLOYMENT

1. The charter schools has been established and operate pursuant to the Charter Schools Act of 1992, Education Code section 47600, *et seq.* Blue Ridge Academy charter school has been duly approved by the District, according to the laws of the State of California.
2. Pursuant to Education Code section 47604, Blue Ridge Academy has elected to be formed and to operate as a non-profit public benefit corporation pursuant to the Non-profit Public Benefit Corporation Law of California (Part 2, commencing with section 5110 *et seq.* of the Corporations Code). As such, Blue Ridge Academy is considered a separate legal entity from the District, which granted the charter. The District shall not be liable for any debts and obligations of Blue Ridge Academy, and the Employee signing below expressly recognizes that he/she is being employed by Blue Ridge Academy and not the District.
3. Pursuant to Education Code section 47610, Blue Ridge Academy must comply with all of the provisions set forth in their charter, but is otherwise exempt from the laws governing school districts except as specified in Education Code section 47610.
4. Blue Ridge Academy shall be deemed the exclusive public school employer of the employees at Blue Ridge Academy for purposes of Government Code section 3540.1.

B. EMPLOYMENT TERMS AND CONDITIONS

1. **Duties**

Employee will perform such duties as Blue Ridge Academy may reasonably assign and Employee will abide by all School policies and procedures as adopted and amended from time to time.

2. **Term and Work Schedule**

Subject to Section C, “Termination of Agreement” herein, Blue Ridge Academy hereby employs Employee for the term of the school, commencing on or after **July**

1, 2020 and ending June 30, 2021. Workdays for the Employee shall be consistent with the applicable calendar of workdays for this position.

Blue Ridge Academy shall have the right to assign or reassign the Employee to positions, duties, or additional duties and to make changes in responsibilities, work, or transfers, at any time during the contract term. All Administrators will provide educational services either online or in-person. Specific programs will have specific needs and the Employee is expected to work in accordance with those specific needs. Any questions should be directed to the Board.

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 Blue Ridge Academy.

This position works a minimum of 225 days and may need to work additional days beyond the work calendar.

3. **Compensation**

Employee will receive a gross annual salary of, \$XXXXXX, to be paid semi-monthly (twice a month) in equal installments from which the Employer shall withhold all statutory and regular federal and state tax withholdings and other authorized deductions. Employee's compensation shall be prorated for the time actually worked during the duration of this Agreement. This position is exempt from overtime law and shall not be entitled to overtime or to additional compensation for performing duties outside of the scheduled work year/day or for additional tasks or duties assigned. The Board may adjust compensation by up to 15% in the form of a salary increase or reduction based on actual enrollment; any salary increase is contingent on enrollment and positive performance. (Additional column increases earned during the year will be documented on a supplementary salary schedule approved by the Board of Directors of the Blue Ridge Academy.) The salary schedule is based on what the Board will deem to be reasonable targets. Salary changes will only be permitted at the end of the 1st three fiscal quarters – namely September 30th, December 31st, and March 30th.

4. **Employee Benefits**

Employee shall be entitled to participate in designated employee benefit programs and plans established by Blue Ridge Academy (subject to program and eligibility requirements) for the benefit of its employees, which from time to time may be amended and modified by Blue Ridge Academy in its sole discretion.

5. **Performance Evaluation**

Employee shall receive periodic performance reviews conducted by his/her supervisor in accordance with the Blue Ridge Academy evaluation policy.

Failure to evaluate Employee shall not prevent Blue Ridge Academy from disciplining or dismissing Employee in accordance with this Agreement.

6. **Employee Rights**

Employment rights and benefits for employment at Blue Ridge Academy shall only be as specified in this Employment Agreement, the Charter Schools Act and Blue Ridge Academy's Personnel Handbook which from time to time may be amended and modified, **in Blue Ridge Academy's sole discretion**. 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. During the term of this Agreement, Employee shall not acquire or accrue tenure, or any employment rights with Blue Ridge Academy.

7. **Licensure**

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

8. **Child Abuse and Neglect Reporting**

California 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/her employment whom he/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/she is a child care custodian and is certifying that he/she has knowledge of California Penal Code section 11166 and will comply with its provisions.

9. **Fingerprinting/TB Clearance**

Fingerprint clearance for Employee will be acquired through submitting the Employee's fingerprints to the California Department of Justice. Employee will be required to assume the cost of all fees related to the fingerprinting process. Employee will be required to submit evidence from a licensed physician that he/she was found to be free from active tuberculosis. Both clearances need to be in place prior to the first day of service.

10. **Conflicts of Interest**

Employee understands that, while employed by Blue Ridge Academy, he/she will have access to confidential and proprietary information. Employee therefore shall not maintain employment or contracts for employment, or engage in any consultant or independent contractor relationship, with any other agency or school that will in any way conflict with his/her employment with Blue Ridge Academy. **Employee agrees that he/she will not enter into any contract(s), or participate in making any contracts, in which he/she has a material financial interest. Employee also specifically agrees that he/she will not refer students to, or encourage students to**

utilize, any Blue Ridge Academy approved vendor to which the Employee has a familial or marital connection. Employee also specifically agrees that he/she will not recommend that Blue Ridge Academy enter into a contractual relationship with a vendor to which the Employee has a familial or marital connection.

11. **Outside Professional Activities**

Any outside professional activities (including consulting, speaking, and writing not on behalf of Blue Ridge Academy) shall not occur from 8:30 a.m. – 5 p.m. Monday through Friday, except holidays; (Job Title) are expected to complete their Blue Ridge Academy employment duties from 8:30 a.m. – 5 p.m. Blue Ridge Academy shall in no way be responsible for any expenses attendant to the performance of such outside activities performed outside of employment with Blue Ridge Academy.

12. **School Intellectual Property and Non-Competition**

Employee may during the course of his/her duties be advised of certain confidential business matters and affairs of Employer regarding its business practices, students, suppliers and employees. Employee's duties may also place Employee in a position of trust and confidence with respect to certain trade secrets and other proprietary information relating to the business of Employer and not generally known to the public or competitors. Such proprietary information may include student information, competitive strategies, marketing plans, special designs or systems, and accounting information. Employee shall not, either during his/her employment with Employer, or any time in the future, directly or indirectly:

- a. disclose or furnish, directly or indirectly, to any other person, firm, agency, corporation, client, business, or enterprise, any confidential information acquired during his/her employment;
- b. individually or in conjunction with any other person, firm, agency, company, client, business, or corporation, employ or cause to be employed any confidential information in any manner whatsoever, except in furtherance of the business of Employer;
- c. without the written consent of Employer, publish, deliver, or commit to being published or delivered, any copies, abstracts, or summaries of any files, records, documents, drawings, specifications, lists, equipment, and similar items relating to the business of Employer, except to the extent required in the ordinary course of Employee's duties;

Upon termination of employment, Employee is required to immediately return to Employer all property of Employer in as good condition as when received (normal wear and tear excepted) including, but not limited to, all files, records, documents, curriculum, equipment and supplies, promotional materials, and similar items relating to the business of Employer.

C. **TERMINATION OF AGREEMENT**

This Agreement may be terminated by any of the following:

1. **Early Termination with/without Cause:** The School Administration or Board may unilaterally, and with or without cause or advance notice, terminate this Agreement. In consideration of the right to terminate this Agreement without cause, the School shall pay to Employee two weeks of his/her salary after termination occurs **based on receipt of a release of claims agreement and the return of items identified in B.12.c. If the Employee refuses to sign a release of claims the Employee will be paid for one day of employment.**
2. **Revocation/Nonrenewal of Charter:** In the event that Blue Ridge Academy is either revoked or non-renewed, this Agreement shall terminate immediately upon the effective date of the revocation/nonrenewal of the charter, and without the need for the process outlined in Section B above.
3. **Death or Incapacitation of Employee:** The death of Employee shall terminate this Agreement and all rights provided under this Agreement. In the event that Employee becomes incapacitated to the extent that, in the judgment of the Board, Employee may no longer perform the essential functions of his/her job with or without reasonable accommodation, as set forth in the job specifications, the Board may terminate this Agreement.

D. NON-RENEWAL/EXPIRATION OF TERM. The Board may elect not to offer future employment agreements to Employee at its sole discretion, without cause, and this Agreement will lapse by its own terms.

E. 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**

The rights and obligations of the respective parties under the Agreement will inure to the benefit of and will be binding upon the heirs, legal representatives, successors and assigns of the parties hereto; provided, however, that this Agreement will not be 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. **Partial Invalidity**

If any provision of this Agreement is found to be invalid or unenforceable by any

court, the remaining provisions herein will remain in effect unless such partial invalidity or unenforceability would defeat an essential business purpose of the Agreement.

F. ACCEPTANCE OF EMPLOYMENT

By signing below, the Employee declares as follows:

1. I have read this Agreement and accept employment with Blue Ridge Academy on the terms specified herein.
2. All information I have provided to Blue Ridge Academy related to my employment is true and accurate.
3. This is the entire agreement between Blue Ridge Academy and me regarding the terms and conditions of my employment. This is a final and complete agreement and there are no other agreements, oral or written, express or implied, concerning the subject matter of this Agreement. **It also supersedes any and all other agreements or contracts, either oral or written, between the Parties with respect to the subject matter hereof.**

Employee Signature: _____ Date: _____

Address: _____

Telephone: _____

Blue Ridge Academy Approval:

Date: _____
_____ Board President, Blue Ridge Academy

FIXED TERM EMPLOYMENT AGREEMENT
BETWEEN
BLUE RIDGE ACADEMY & EMPLOYEE NAME, (JOB TITLE)

THIS EMPLOYMENT AGREEMENT (“Agreement”) is entered into by and between the above named employee (“Employee”) and the Governing Board (“Board”) of Blue Ridge Academy. The Board desires to hire employees who will assist Blue Ridge Academy in achieving the goals and meeting the requirements of all schools being serviced by Blue Ridge Academy. The Board desires to engage the services of the Employee for purposes of assisting Blue Ridge Academy in implementing its purposes, policies, and procedures.

WHEREAS, Blue Ridge Academy and Employee wish to enter into an employment relationship under the conditions set forth herein, the parties hereby agree as follows:

A. STATUTORY PROVISIONS RELATING TO CHARTER SCHOOL EMPLOYMENT

1. Blue Ridge Academy has been established and operate pursuant to the Charter Schools Act of 1992, Education Code section 47600, *et seq.* Blue Ridge Academy has been duly approved by the District, according to the laws of the State of California.
2. Pursuant to Education Code section 47604, Blue Ridge Academy has elected to be formed and to operate as a non-profit public benefit corporation pursuant to the Non-profit Public Benefit Corporation Law of California (Part 2, commencing with section 5110 *et seq.* of the Corporations Code). As such, Blue Ridge Academy is considered a separate legal entity from the District, which granted the charter. The District shall not be liable for any debts and obligations of Blue Ridge Academy, and the Employee signing below expressly recognizes that he/she is being employed by Blue Ridge Academy and not the District.
3. Pursuant to Education Code section 47610, Blue Ridge Academy must comply with all of the provisions set forth in their charter, but is otherwise exempt from the laws governing school districts except as specified in Education Code section 47610.
4. Blue Ridge Academy shall be deemed the exclusive public school employer of the employees at Blue Ridge Academy for purposes of Government Code section 3540.1.

B. EMPLOYMENT TERMS AND CONDITIONS

1. **Duties**

Employee will perform such duties as Blue Ridge Academy may reasonably assign and Employee will abide by all School policies and procedures as adopted and amended from time to time.

2. **Term and Work Schedule**

Subject to Section C, “Termination of Agreement” herein, Blue Ridge Academy

hereby employs Employee for the term commencing on or after **July 1, 2020** and ending **June 30, 2021**. Workdays for the Employee shall be consistent with the applicable calendar of workdays for this position.

Blue Ridge Academy shall have the right to assign or reassign the Employee to positions, duties, or additional duties and to make changes in responsibilities, work, or transfers, at any time during the contract term. Specific programs will have specific needs. Any question should be directed to the **Executive Director**.

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 Blue Ridge Academy.

Classified Employees in this position are expected to work 191 days including five days in July and may need to work additional days past their work calendar.

3. **Compensation**

Employee will receive their hourly rate no later than June 15th of each school year to be paid semi-monthly (twice a month) from which the Board shall withhold all statutory and other authorized deductions. (Additional column increases earned during the year will be documented on a supplementary pay scale approved by the Board of Directors of the Blue Ridge Academy.) The board may adjust compensation by up to 15% in the form of a pay scale increase or reduction based on actual enrollment; any rate increase is contingent on enrollment and positive performance. The pay scale is based on what the board will deem to be reasonable targets. Pay scale changes will only be permitted at the end of the 1st three fiscal quarters – namely September 30th, December 31st, and March 30th.

4. **Employee Benefits**

Employee shall be entitled to participate in designated employee benefit programs and plans established by Blue Ridge Academy (subject to program and eligibility requirements) for the benefit of its employees, which from time to time may be amended and modified by Blue Ridge Academy in its sole discretion.

5. **Performance Evaluation**

Employee shall receive periodic performance reviews conducted by his/her supervisor in accordance with the Blue Ridge Academy evaluation policy.

Failure to evaluate Employee shall not prevent Blue Ridge Academy from disciplining or dismissing Employee in accordance with this Agreement.

6. **Employee Rights**

Employment rights and benefits for employment at Blue Ridge Academy shall only be as specified in this Employment Agreement and Blue Ridge Academy's Personnel Handbook, which from time to time may be amended and modified by Blue Ridge Academy at its sole discretion. During the term of this Agreement,

Employee shall not acquire or accrue tenure, or any employment rights with Blue Ridge Academy.

7. **Licensure**

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

8. **Child Abuse and Neglect Reporting**

California 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/her employment whom he/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/she is a child care custodian and is certifying that he/she has knowledge of California Penal Code section 11166 and will comply with its provisions.

9. **Fingerprinting/TB Clearance**

Fingerprint clearance for Employee will be acquired through submitting the Employee's fingerprints to the California Department of Justice. Employee will be required to assume the cost of all fees related to the fingerprinting process. Employee will be required to submit evidence from a licensed physician that he/she was found to be free from active tuberculosis. Both clearances need to be in place prior to the first day of service.

10. **Conflicts of Interest**

Employee understands that, while employed by Blue Ridge Academy, he/she will have access to confidential and proprietary information. Employee therefore shall not maintain employment or contracts for employment, or engage in any consultant or independent contractor relationship, with any other agency or school that will in any way conflict with his/her employment with Blue Ridge Academy. **Employee agrees that he/she will not enter into any contract(s), or participate in making any contracts, in which he/she has a material financial interest. Employee also specifically agrees that he/she will not refer students to, or encourage students to utilize, any Blue Ridge Academy approved vendor to which the Employee has a familial or marital connection. Employee also specifically agrees that he/she will not recommend that Blue Ridge Academy enter into a contractual relationship with a vendor to which the Employee has a familial or marital connection.**

11. **Outside Professional Activities**

Any outside professional activities (including consulting, speaking, and writing not on behalf of Blue Ridge Academy) shall not occur **from 8:00 a.m. – 4:30 p.m.**

Monday through Friday, except holidays; Classified Employees are expected to complete their Blue Ridge Academy employment duties from 8:00 a.m. – 4:30 p.m. Blue Ridge Academy shall in no way be responsible for any expenses attendant to the performance of such outside activities performed outside of employment with Blue Ridge Academy.

12. **School Intellectual Property and Non-Competition**

Employee may during the course of his/her duties be advised of certain confidential business matters and affairs of Employer regarding its business practices, students, suppliers and employees. Employee's duties may also place Employee in a position of trust and confidence with respect to certain trade secrets and other proprietary information relating to the business of Employer and not generally known to the public or competitors. Such proprietary information may include student information, competitive strategies, marketing plans, special designs or systems, and accounting information. Employee shall not, either during his/her employment with Employer, or any time in the future, directly or indirectly:

- a. disclose or furnish, directly or indirectly, to any other person, firm, agency, corporation, client, business, or enterprise, any confidential information acquired during his/her employment;
- b. individually or in conjunction with any other person, firm, agency, company, client, business, or corporation, employ or cause to be employed any confidential information in any manner whatsoever, except in furtherance of the business of Employer;
- c. without the written consent of Employer, publish, deliver, or commit to being published or delivered, any copies, abstracts, or summaries of any files, records, documents, drawings, specifications, lists, equipment and similar items relating to the business of Employer, except to the extent required in the ordinary course of Employee's duties;

Upon termination of employment, Employee is required to immediately return to Employer all property of Employer in as good condition as when received (normal wear and tear excepted) including, but not limited to, all files, records, documents, curriculum, equipment and supplies, promotional materials, and similar items relating to the business of Employer.

C. **TERMINATION OF AGREEMENT**

This Agreement may be terminated by any of the following:

1. **Early Termination with/without Cause:** The School Administration or Board may unilaterally, and with or without cause or advance notice, terminate this Agreement. In consideration of the right to terminate this Agreement without cause, the School shall pay to Employee two weeks of his/her salary after termination occurs based on receipt of a release of claims agreement and the return of items identified in A.12.c. If the Employee refuses to sign a release of claims the Employee will be paid for one day of employment.

2. **Revocation/Nonrenewal of Charter:** In the event that Blue Ridge Academy charter with the District are either revoked or non-renewed, this Agreement shall terminate immediately upon the effective date of the revocation/nonrenewal of the charter, and without the need for the process outlined in Section A above.
3. **Death or Incapacitation of Employee:** The death of Employee shall terminate this Agreement and all rights provided under this Agreement. In the event that Employee becomes incapacitated to the extent that, in the judgment of the Board, Employee may no longer perform the essential functions of his/her job with or without reasonable accommodation, as set forth in the job specifications, the Board may terminate this Agreement.

D. NON-RENEWAL/EXPIRATION OF TERM. The Board may elect not to offer future employment agreements to Employee at its sole discretion, without cause, and this Agreement will lapse by its own terms.

E. 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**

The rights and obligations of the respective parties under the Agreement will inure to the benefit of and will be binding upon the heirs, legal representatives, successors and assigns of the parties hereto; provided, however, that this Agreement will not be 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. **Partial Invalidity**

If any provision of this Agreement is found to be invalid or unenforceable by any court, the remaining provisions herein 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, the Employee declares as follows:

1. I have read this Agreement and accept employment with Blue Ridge Academy on the terms specified herein.

2. All information I have provided to Blue Ridge Academy related to my employment is true and accurate.
3. This is the entire agreement between Blue Ridge Academy and me regarding the terms and conditions of my employment. This is a final and complete agreement and there are no other agreements, oral or written, express or implied, concerning the subject matter of this Agreement. **It also supersedes any and all other agreements or contracts, either oral or written, between the Parties with respect to the subject matter hereof.**

Employee Signature: _____ Date: _____

Address: _____

Telephone: _____ Social Security Number: _____

Blue Ridge Academy Approval:

Date: _____

Executive Director, Blue Ridge Academy

**FIXED TERM EMPLOYMENT AGREEMENT
BETWEEN
BLUE RIDGE ACADEMY & EMPLOYEE NAME, (JOB TITLE)**

THIS EMPLOYMENT AGREEMENT (“Agreement”) is entered into by and between the above named employee (“Employee”) and the Governing Board (“Board”) of Blue Ridge Academy. The Board desires to hire employees who will assist Blue Ridge Academy in achieving the goals and meeting the requirements of all schools being serviced by Blue Ridge Academy. The Board desires to engage the services of the Employee for purposes of assisting Blue Ridge Academy in implementing its purposes, policies, and procedures.

WHEREAS, Blue Ridge Academy and Employee wish to enter into an employment relationship under the conditions set forth herein, the parties hereby agree as follows:

A. STATUTORY PROVISIONS RELATING TO CHARTER SCHOOL EMPLOYMENT

1. Blue Ridge Academy has been established and operate pursuant to the Charter Schools Act of 1992, Education Code section 47600, *et seq.* Blue Ridge Academy has been duly approved by the District, according to the laws of the State of California.
2. Pursuant to Education Code section 47604, Blue Ridge Academy has elected to be formed and to operate as a non-profit public benefit corporation pursuant to the Non-profit Public Benefit Corporation Law of California (Part 2, commencing with section 5110 *et seq.* of the Corporations Code). As such, Blue Ridge Academy is considered a separate legal entity from the District, which granted the charter. The District shall not be liable for any debts and obligations of Blue Ridge Academy, and the Employee signing below expressly recognizes that he/she is being employed by Blue Ridge Academy and not the District.
3. Pursuant to Education Code section 47610, Blue Ridge Academy must comply with all of the provisions set forth in their charter, but is otherwise exempt from the laws governing school districts except as specified in Education Code section 47610.
4. Blue Ridge Academy shall be deemed the exclusive public school employer of the employees at Blue Ridge Academy for purposes of Government Code section 3540.1.

B. EMPLOYMENT TERMS AND CONDITIONS

1. **Duties**

Employee will perform such duties as Blue Ridge Academy may reasonably assign and Employee will abide by all School policies and procedures as adopted and amended from time to time.

2. **Term and Work Schedule**

Subject to Section C, “Termination of Agreement” herein, Blue Ridge Academy

hereby employs Employee for the term commencing on or after **July 1, 2020** and ending **June 30, 2021**. Workdays for the Employee shall be consistent with the applicable calendar of workdays for this position.

Blue Ridge Academy shall have the right to assign or reassign the Employee to positions, duties, or additional duties and to make changes in responsibilities, work, or transfers, at any time during the contract term. Specific programs will have specific needs. Any question should be directed to the **Executive Director**.

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 Blue Ridge Academy.

Classified Employees in this position are expected to work 225 days including 5 days in July and may need to work additional days past their work calendar.

3. **Compensation**

Employee will receive their hourly rate no later than June 15th of each school year to be paid semi-monthly (twice a month) from which the Board shall withhold all statutory and other authorized deductions. (Additional column increases earned during the year will be documented on a supplementary pay scale approved by the Board of Directors of the Blue Ridge Academy.) The board may adjust compensation by up to 15% in the form of a pay scale increase or reduction based on actual enrollment; any rate increase is contingent on enrollment and positive performance. The pay scale is based on what the board will deem to be reasonable targets. Pay scale changes will only be permitted at the end of the 1st three fiscal quarters – namely September 30th, December 31st, and March 30th.

4. **Employee Benefits**

Employee shall be entitled to participate in designated employee benefit programs and plans established by Blue Ridge Academy (subject to program and eligibility requirements) for the benefit of its employees, which from time to time may be amended and modified by Blue Ridge Academy in its sole discretion.

5. **Performance Evaluation**

Employee shall receive periodic performance reviews conducted by his/her supervisor in accordance with the Blue Ridge Academy evaluation policy.

Failure to evaluate Employee shall not prevent Blue Ridge Academy from disciplining or dismissing Employee in accordance with this Agreement.

6. **Employee Rights**

Employment rights and benefits for employment at Blue Ridge Academy shall only be as specified in this Employment Agreement and Blue Ridge Academy's Personnel Handbook, which from time to time may be amended and modified by Blue Ridge Academy at its sole discretion. During the term of this Agreement,

Employee shall not acquire or accrue tenure, or any employment rights with Blue Ridge Academy.

7. **Licensure**

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

8. **Child Abuse and Neglect Reporting**

California 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/her employment whom he/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/she is a child care custodian and is certifying that he/she has knowledge of California Penal Code section 11166 and will comply with its provisions.

9. **Fingerprinting/TB Clearance**

Fingerprint clearance for Employee will be acquired through submitting the Employee's fingerprints to the California Department of Justice. Employee will be required to assume the cost of all fees related to the fingerprinting process. Employee will be required to submit evidence from a licensed physician that he/she was found to be free from active tuberculosis. Both clearances need to be in place prior to the first day of service.

10. **Conflicts of Interest**

Employee understands that, while employed by Blue Ridge Academy, he/she will have access to confidential and proprietary information. Employee therefore shall not maintain employment or contracts for employment, or engage in any consultant or independent contractor relationship, with any other agency or school that will in any way conflict with his/her employment with Blue Ridge Academy. **Employee agrees that he/she will not enter into any contract(s), or participate in making any contracts, in which he/she has a material financial interest. Employee also specifically agrees that he/she will not refer students to, or encourage students to utilize, any Blue Ridge Academy approved vendor to which the Employee has a familial or marital connection. Employee also specifically agrees that he/she will not recommend that Blue Ridge Academy enter into a contractual relationship with a vendor to which the Employee has a familial or marital connection.**

11. **Outside Professional Activities**

Any outside professional activities (including consulting, speaking, and writing not on behalf of Blue Ridge Academy) shall not occur **from 8:00 a.m. – 4:30 p.m.**

Monday through Friday, except holidays; Classified Employees are expected to complete their Blue Ridge Academy employment duties from 8:00 a.m. – 4:30 p.m. Blue Ridge Academy shall in no way be responsible for any expenses attendant to the performance of such outside activities performed outside of employment with Blue Ridge Academy.

12. **School Intellectual Property and Non-Competition**

Employee may during the course of his/her duties be advised of certain confidential business matters and affairs of Employer regarding its business practices, students, suppliers and employees. Employee's duties may also place Employee in a position of trust and confidence with respect to certain trade secrets and other proprietary information relating to the business of Employer and not generally known to the public or competitors. Such proprietary information may include student information, competitive strategies, marketing plans, special designs or systems, and accounting information. Employee shall not, either during his/her employment with Employer, or any time in the future, directly or indirectly:

- a. disclose or furnish, directly or indirectly, to any other person, firm, agency, corporation, client, business, or enterprise, any confidential information acquired during his/her employment;
- b. individually or in conjunction with any other person, firm, agency, company, client, business, or corporation, employ or cause to be employed any confidential information in any manner whatsoever, except in furtherance of the business of Employer;
- c. without the written consent of Employer, publish, deliver, or commit to being published or delivered, any copies, abstracts, or summaries of any files, records, documents, drawings, specifications, lists, equipment and similar items relating to the business of Employer, except to the extent required in the ordinary course of Employee's duties;

Upon termination of employment, Employee is required to immediately return to Employer all property of Employer in as good condition as when received (normal wear and tear excepted) including, but not limited to, all files, records, documents, curriculum, equipment and supplies, promotional materials, and similar items relating to the business of Employer.

C. **TERMINATION OF AGREEMENT**

This Agreement may be terminated by any of the following:

1. **Early Termination with/without Cause:** The School Administration or Board may unilaterally, and with or without cause or advance notice, terminate this Agreement. In consideration of the right to terminate this Agreement without cause, the School shall pay to Employee two weeks of his/her salary after termination occurs based on receipt of a release of claims agreement and the return of items identified in A.12.c. If the Employee refuses to sign a release of claims the Employee will be paid for one day of employment.

2. **Revocation/Nonrenewal of Charter:** In the event that Blue Ridge Academy charter with the District are either revoked or non-renewed, this Agreement shall terminate immediately upon the effective date of the revocation/nonrenewal of the charter, and without the need for the process outlined in Section A above.
3. **Death or Incapacitation of Employee:** The death of Employee shall terminate this Agreement and all rights provided under this Agreement. In the event that Employee becomes incapacitated to the extent that, in the judgment of the Board, Employee may no longer perform the essential functions of his/her job with or without reasonable accommodation, as set forth in the job specifications, the Board may terminate this Agreement.

D. NON-RENEWAL/EXPIRATION OF TERM. The Board may elect not to offer future employment agreements to Employee at its sole discretion, without cause, and this Agreement will lapse by its own terms.

E. 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**

The rights and obligations of the respective parties under the Agreement will inure to the benefit of and will be binding upon the heirs, legal representatives, successors and assigns of the parties hereto; provided, however, that this Agreement will not be 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. **Partial Invalidity**

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

F. ACCEPTANCE OF EMPLOYMENT

By signing below, the Employee declares as follows:

1. I have read this Agreement and accept employment with Blue Ridge Academy on the terms specified herein.

2. All information I have provided to Blue Ridge Academy related to my employment is true and accurate.
3. This is the entire agreement between Blue Ridge Academy and me regarding the terms and conditions of my employment. This is a final and complete agreement and there are no other agreements, oral or written, express or implied, concerning the subject matter of this Agreement. . It also supersedes any and all other agreements or contracts, either oral or written, between the Parties with respect to the subject matter hereof.

Employee Signature: _____ Date: _____

Address: _____

Telephone: _____ Social Security Number: _____

Blue Ridge Academy Approval:

Date: _____

Executive Director, Blue Ridge Academy

**FIXED TERM EMPLOYMENT AGREEMENT
BETWEEN
BLUE RIDGE ACADEMY & EMPLOYEE NAME, COUNSELOR**

THIS EMPLOYMENT AGREEMENT ("Agreement") is entered into by and between the above named employee ("Employee") and the Governing Board ("Board") of Blue Ridge Academy. The Board desires to hire employees who will assist Blue Ridge Academy in achieving the goals and meeting the requirements of the school. The parties recognize that Blue Ridge Academy is not governed by the provisions of the California Education Code, except as expressly set forth in the Charter Schools Act of 1992. The Board desires to engage the services of the Employee for purposes of assisting Blue Ridge Academy in implementing its purposes, policies, and procedures.

WHEREAS, Blue Ridge Academy and Employee wish to enter into an employment relationship under the conditions set forth herein, the parties hereby agree as follows:

A. STATUTORY PROVISIONS RELATING TO CHARTER SCHOOL EMPLOYMENT

1. Blue Ridge Academy has been established and operate pursuant to the Charter Schools Act of 1992, Education Code section 47600, *et seq.* Blue Ridge Academy has been duly approved by the District according to the laws of the State of California.
2. Pursuant to Education Code section 47604, Blue Ridge Academy has elected to be formed and to operate as a non-profit public benefit corporation pursuant to the Non-profit Public Benefit Corporation Law of California (Part 2, commencing with section 5110 *et seq.* of the Corporations Code). As such, Blue Ridge Academy is considered a separate legal entity from the District, which granted the charter. The District shall not be liable for any debts and obligations of Blue Ridge Academy, and the Employee signing below expressly recognizes that he/she is being employed by Blue Ridge Academy and not the District.
3. Pursuant to Education Code section 47610, Blue Ridge Academy must comply with all of the provisions set forth in their charter, but is otherwise exempt from the laws governing school districts except as specified in Education Code section 47610.
4. Blue Ridge Academy shall be deemed the exclusive public school employer of the employees at Blue Ridge Academy for purposes of Government Code section 3540.1.

B. EMPLOYMENT TERMS AND CONDITIONS

1. **Duties**

Employee will perform such duties as Blue Ridge Academy may reasonably assign and Employee will abide by all School policies and procedures as adopted and amended from time to time.

2. **Term and Work Schedule**

Subject to Section C, "Termination of Agreement" herein, Blue Ridge Academy hereby employs Employee for the term of the school, commencing on or after **July**

1, 2020 and ending June 30, 2021. Workdays for the Employee shall be consistent with the applicable calendar of workdays for this position.

Blue Ridge Academy shall have the right to assign or reassign the Employee to positions, duties, or additional duties and to make changes in responsibilities, work, or transfers, at any time during the contract term. **All Counselors will provide educational services either online or in-person.** Specific programs will have specific needs and the Employee is expected to work in accordance with those specific needs. Any question should be directed to the immediate supervisor.

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 Blue Ridge Academy.

Counselors are expected to work, at minimum, 196 days, including the last five weekdays in July and may need to work additional days beyond the work calendar.

3. **Compensation**

Employee will receive a salary schedule indicating yearly salary no later than June 15th of each school year to be paid semi-monthly (twice a month) from which the Board shall withhold all statutory and other authorized deductions. (Additional column increases earned during the year will be documented on a supplementary salary schedule approved by the Board of Directors of Blue Ridge Academy at which the Employee is affiliated for any given school year.) The Board may adjust compensation by up to 15% in the form of a salary increase or reduction based on actual enrollment; any salary increase is contingent on enrollment and positive performance. The salary schedule is based on what the Board will deem to be reasonable targets. Salary changes will only be permitted at the end of the 1st three fiscal quarters – namely September 30th, December 31st, and March 30th. **Employee's compensation shall be prorated for the time actually worked during the duration of this Agreement. This position is exempt from overtime law and shall not be entitled to overtime or to additional compensation for performing duties outside of the scheduled work year/day.**

Base salary for 2020-2021 is \$XXXXXXX (x-x on Counselor Pay Scale)-

4. **Employee Benefits**

Employee shall be entitled to participate in designated employee benefit programs and plans established by Blue Ridge Academy (subject to program and eligibility requirements) for the benefit of its employees, which from time to time may be amended and modified by the school in its sole discretion.

5. **Performance Evaluation**

Employee shall receive periodic performance reviews conducted by his/her

supervisor in accordance with the Blue Ridge Academy evaluation policy.

Failure to evaluate Employee shall not prevent Blue Ridge Academy from disciplining or dismissing Employee in accordance with this Agreement.

6. **Employee Rights**

Employment rights and benefits for employment at Blue Ridge Academy shall only be as specified in this Employment Agreement, the Charter Schools Act and Blue Ridge Academy's Personnel Handbook, which from time to time may be amended and modified by Blue Ridge Academy, **in Blue Ridge Academy's sole discretion**. 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. During the term of this Agreement, Employee shall not acquire or accrue tenure, or any employment rights with Blue Ridge Academy.

7. **Licensure**

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

8. **Child Abuse and Neglect Reporting**

California Penal Code section 11166 requires any child care custodian who has knowledge of, or observes, a child in his/her professional capacity or within the scope of his/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/she is a child care custodian and is certifying that he/she has knowledge of California Penal Code section 11166 and will comply with its provisions.

9. **Fingerprinting/TB Clearance**

Fingerprint clearance for Employee will be acquired through submitting the Employee's fingerprints to the California Department of Justice. Employee will be required to assume the cost of all fees related to the fingerprinting process. Employee will be required to submit evidence from a licensed physician that he/she was found to be free from active tuberculosis. Both clearances need to be in place prior to the first day of service.

10. **Conflicts of Interest**

Employee understands that, while employed by Blue Ridge Academy, he or she will have access to confidential and proprietary information. Employee therefore shall not maintain employment or contracts for employment, or engage in any consultant or independent contractor relationship, with any other agency or school

that will in any way conflict with his/her employment with Blue Ridge Academy. Employee agrees that he/she will not enter into any contract(s), or participate in making any contracts, in which he/she has a material financial interest. Employee also specifically agrees that he/she will not refer students to, or encourage students to utilize, any Blue Ridge Academy approved vendor to which the Employee has a familial or marital connection. Employee also specifically agrees that he/she will not recommend that Blue Ridge Academy enter into a contractual relationship with a vendor to which the Employee has a familial or marital connection.

11. **Outside Professional Activities**

Any outside professional activities (including consulting, speaking, and writing not on behalf of Blue Ridge Academy) shall not occur from 8:30 a.m. – 5 p.m. Monday through Friday, except holidays; Counselors are expected to complete their Blue Ridge Academy employment duties from 8:30 a.m. – 5 p.m. Blue Ridge Academy shall in no way be responsible for any expenses attendant to the performance of such outside activities performed outside of employment with Blue Ridge Academy.

12. **School Intellectual Property and Non-Competition**

Employee may during the course of his/her duties be advised of certain confidential business matters and affairs of Employer regarding its business practices, students, suppliers and employees. Employee's duties may also place Employee in a position of trust and confidence with respect to certain trade secrets and other proprietary information relating to the business of Employer and not generally known to the public or competitors. Such proprietary information may include student information, competitive strategies, marketing plans, special designs or systems, and accounting information. Employee shall not, either during his/her employment with Employer, or any time in the future, directly or indirectly:

- a. disclose or furnish, directly or indirectly, to any other person, firm, agency, corporation, client, business, or enterprise, any confidential information acquired during his/her employment;
- b. individually or in conjunction with any other person, firm, agency, company, client, business, or corporation, employ or cause to be employed any confidential information in any manner whatsoever, except in furtherance of the business of Employer;
- c. without the written consent of Employer, publish, deliver, or commit to being published or delivered, any copies, abstracts, or summaries of any files, records, documents, drawings, specifications, lists, equipment and similar items relating to the business of Employer, except to the extent required in the ordinary course of Employee's duties;

Upon termination of employment, Employee is required to immediately return to Employer all property of Employer in as good condition as when received (normal wear and tear excepted) including, but not limited to, all files, records, documents, curriculum, equipment and supplies, promotional materials, and similar items relating to the business of Employer.

C. **TERMINATION OF AGREEMENT**

This Agreement may be terminated by any of the following:

1. **Early Termination with/without Cause:** The School Administration or Board may unilaterally, and with or without cause or advance notice, terminate this Agreement. In consideration of the right to terminate this Agreement without cause, the School shall pay to Employee two weeks of his/her salary after termination occurs **based on receipt of a release of claims agreement and the return of items identified in B.12.c. If the Employee refuses to sign a release of claims the Employee will be paid for one day of employment.**
2. **Revocation/Nonrenewal of Charter:** In the event that Blue Ridge Academy is either revoked or non-renewed, this Agreement shall terminate immediately upon the effective date of the revocation/nonrenewal of the charter, and without the need for the process outlined in Section b above.
3. **Death or Incapacitation of Employee:** The death of Employee shall terminate this Agreement and all rights provided under this Agreement. In the event that Employee becomes incapacitated to the extent that, in the judgment of the Board, Employee may no longer perform the essential functions of his/her job with or without reasonable accommodation, as set forth in the job specifications, the Board may terminate this Agreement.

D. **NON-RENEWAL/EXPIRATION OF TERM.** The Board may elect not to offer future employment agreements to Employee at its sole discretion, without cause, and this Agreement will lapse by its own terms.

E. **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**

The rights and obligations of the respective parties under the Agreement will inure to the benefit of and will be binding upon the heirs, legal representatives, successors and assigns of the parties hereto; provided, however, that this Agreement will not be 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. **Partial Invalidity**

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

F. ACCEPTANCE OF EMPLOYMENT

By signing below, the Employee declares as follows:

- 1. I have read this Agreement and accept employment with Blue Ridge Academy on the terms specified herein.

- 2. All information I have provided to Blue Ridge Academy related to my employment is true and accurate.

- 3. This is the entire agreement between Blue Ridge Academy and me regarding the terms and conditions of my employment. This is a final and complete agreement and there are no other agreements, oral or written, express or implied, concerning the subject matter of this Agreement. **It also supersedes any and all other agreements or contracts, either oral or written, between the Parties with respect to the subject matter hereof.**

Employee Signature: _____ Date: _____

Address: _____

Telephone: _____

Blue Ridge Academy Approval:

Date: _____

Executive Director, Blue Ridge Academy

FIXED TERM EMPLOYMENT AGREEMENT
BETWEEN
BLUE RIDGE ACADEMY & EMPLOYEE NAME, HIGH SCHOOL TEACHER

THIS EMPLOYMENT AGREEMENT ("Agreement") is entered into by and between the above named employee ("Employee") and the Governing Board ("Board") of Blue Ridge Academy. The Board desires to hire employees who will assist Blue Ridge Academy in achieving the goals and meeting the requirements of the school. The parties recognize that Blue Ridge Academy is not governed by the provisions of the California Education Code, except as expressly set forth in the Charter Schools Act of 1992. The Board desires to engage the services of the Employee for purposes of assisting Blue Ridge Academy in implementing its purposes, policies, and procedures.

WHEREAS, Blue Ridge Academy and Employee wish to enter into an employment relationship under the conditions set forth herein, the parties hereby agree as follows:

A. STATUTORY PROVISIONS RELATING TO CHARTER SCHOOL EMPLOYMENT

1. Blue Ridge Academy has been established and operate pursuant to the Charter Schools Act of 1992, Education Code section 47600, *et seq.* Blue Ridge Academy has been duly approved by the District, according to the laws of the State of California.
2. Pursuant to Education Code section 47604, Blue Ridge Academy has elected to be formed and to operate as a non-profit public benefit corporation pursuant to the Non-profit Public Benefit Corporation Law of California (Part 2, commencing with section 5110 *et seq.* of the Corporations Code). As such, Blue Ridge Academy is considered a separate legal entity from the District, which granted the charter. The District shall not be liable for any debts and obligations of Blue Ridge Academy, and the Employee signing below expressly recognizes that he/she is being employed by Blue Ridge Academy and not the District.
3. Pursuant to Education Code section 47610, Blue Ridge Academy must comply with all of the provisions set forth in their charter, but is otherwise exempt from the laws governing school districts except as specified in Education Code section 47610.
4. Blue Ridge Academy shall be deemed the exclusive public school employer of the employees at Blue Ridge Academy for purposes of Government Code section 3540.1.

B. EMPLOYMENT TERMS AND CONDITIONS

1. **Duties**

Employee will perform such duties as Blue Ridge Academy may reasonably assign and Employee will abide by all school policies and procedures as adopted and amended from time to time.

2. **Term and Work Schedule**

Subject to Section C, "Termination of Agreement" herein, Blue Ridge Academy hereby employs Employee for the term commencing on or after **July 1, 2020** and

ending **June 30, 2021**. Workdays for the Employee shall be consistent with the applicable calendar of workdays for this position.

Blue Ridge Academy shall have the right to assign or reassign the Employee to positions, duties, or additional duties and to make changes in responsibilities, work, or transfers, at any time during the contract term. **All High School Teachers will provide educational services either online or in-person.** Specific programs will have specific needs. Any question should be directed to the immediate supervisor.

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 Blue Ridge Academy.

High School Teachers are expected to work 196 days a year with 5 of those days or 40 hours occurring in July and the remaining 191 days occurring between August and June.

3. **Compensation**

Employee will receive a salary schedule indicating yearly salary no later than June 15th of each school year to be paid semi-monthly (twice a month) from which the Board shall withhold all statutory and other authorized deductions. (Additional column increases earned during the year will be documented on a supplementary salary schedule approved by the Board of Directors of the Blue Ridge Academy.) **Employee's compensation shall be prorated for the time actually worked during the duration of this Agreement. This position is exempt from overtime law and shall not be entitled to overtime or to additional compensation for performing duties outside of the scheduled work year/day.** The board may adjust compensation by up to 15% in the form of a salary increase or reduction based on actual enrollment; any salary increase is contingent on enrollment and positive performance. The salary schedule is based on what the Board will deem to be reasonable targets. Salary changes will only be permitted at the end of the 1st three fiscal quarters – namely September 30th, December 31st, and March 30th.

Base salary for 2020-2021 is \$xxxxxxx (Step x-x, B-Basis).

4. **Employee Benefits**

Employee shall be entitled to participate in designated employee benefit programs and plans established by Blue Ridge Academy (subject to program and eligibility requirements) for the benefit of its employees, which from time to time may be amended and modified by Blue Ridge Academy in its sole discretion.

5. **Performance Evaluation**

Employee shall receive periodic performance reviews conducted by his/her supervisor in accordance with Blue Ridge Academy's evaluation policy.

Failure to evaluate Employee shall not prevent Blue Ridge Academy from disciplining or dismissing Employee in accordance with this Agreement.

6. **Employee Rights**

Employment rights and benefits for employment at Blue Ridge Academy shall only be as specified in this Employment Agreement, the Charter Schools Act and Blue Ridge Academy's Personnel Handbook, which from time to time may be amended and modified by Blue Ridge Academy, **in Blue Ridge Academy's sole discretion.** 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. During the term of this Agreement, Employee shall not acquire or accrue tenure, or any employment rights with Blue Ridge Academy.

7. **Licensure**

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

8. **Child Abuse and Neglect Reporting**

California 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/her employment whom he/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/she is a child care custodian and is certifying that he/she has knowledge of California Penal Code section 11166 and will comply with its provisions.

9. **Fingerprinting/TB Clearance**

Fingerprint clearance for Employee will be acquired through submitting the Employee's fingerprints to the California Department of Justice. Employee will be required to assume the cost of all fees related to the fingerprinting process. Employee will be required to submit evidence from a licensed physician that he/she was found to be free from active tuberculosis. Both clearances need to be in place prior to the first day of service.

10. **Conflicts of Interest**

Employee understands that, while employed by Blue Ridge Academy, he/she will have access to confidential and proprietary information. Employee therefore shall not maintain employment or contracts for employment, or engage in any consultant or independent contractor relationship, with any other agency or school that will in any way conflict with his/her employment with Blue Ridge Academy. **Employee agrees that he/she will not enter into any contract(s), or participate in making any contracts, in which he/she has a material financial interest. Employee also specifically agrees that he/she will not refer students to, or encourage students to**

utilize, any Blue Ridge Academy approved vendor to which the Employee has a familial or marital connection. Employee also specifically agrees that he/she will not recommend that Blue Ridge Academy enter into a contractual relationship with a vendor to which the Employee has a familial or marital connection.

11. **Outside Professional Activities**

Any outside professional activities (including consulting, speaking, and writing not on behalf of Blue Ridge Academy) shall not occur from 8:30 a.m. – 5 p.m. Monday through Friday, except holidays; High School Teachers are expected to complete their Blue Ridge Academy employment duties from 8:30 a.m. – 5 p.m. Blue Ridge Academy shall in no way be responsible for any expenses attendant to the performance of such outside activities performed outside of employment with Blue Ridge Academy.

12. **School Intellectual Property and Non-Competition**

Employee may during the course of his/her duties be advised of certain confidential business matters and affairs of Employer regarding its business practices, students, suppliers and employees. Employee's duties may also place Employee in a position of trust and confidence with respect to certain trade secrets and other proprietary information relating to the business of Employer and not generally known to the public or competitors. Such proprietary information may include student information, competitive strategies, marketing plans, special designs or systems, and accounting information. Employee shall not, either during his/her employment with Employer, or any time in the future, directly or indirectly:

- a. disclose or furnish, directly or indirectly, to any other person, firm, agency, corporation, client, business, or enterprise, any confidential information acquired during his/her employment;
- b. individually or in conjunction with any other person, firm, agency, company, client, business, or corporation, employ, or cause to be employed any confidential information in any manner whatsoever, except in furtherance of the business of Employer;
- c. without the written consent of Employer, publish, deliver, or commit to being published or delivered, any copies, abstracts, or summaries of any files, records, documents, drawings, specifications, lists, equipment and similar items relating to the business of Employer, except to the extent required in the ordinary course of Employee's duties;

Upon termination of employment, Employee is required to immediately return to Employer all property of Employer in as good condition as when received (normal wear and tear excepted) including, but not limited to, all files, records, documents, curriculum, equipment and supplies, promotional materials, and similar items relating to the business of Employer

C. **TERMINATION OF AGREEMENT**

This Agreement may be terminated by any of the following:

1. **Early Termination with/without Cause:** The School Administration or Board may unilaterally, and with or without cause or advance notice, terminate this Agreement. In consideration of the right to terminate this Agreement without cause, the School shall pay to Employee two weeks of his/her salary after termination occurs **based on receipt of a release of claims agreement and the return of items identified in B.12.c. If the Employee refuses to sign a release of claims the Employee will be paid for one day of employment.**
2. **Revocation/Nonrenewal of Charter:** In the event that Blue Ridge Academy is either revoked or non-renewed, this Agreement shall terminate immediately upon the effective date of the revocation/nonrenewal of the charter, and without the need for the process outlined in Section B above.
3. **Death or Incapacitation of Employee:** The death of Employee shall terminate this Agreement and all rights provided under this Agreement. In the event that Employee becomes incapacitated to the extent that, in the judgment of the Board, Employee may no longer perform the essential functions of his/her job with or without reasonable accommodation, as set forth in the job specifications, the Board may terminate this Agreement.

D. NON-RENEWAL/EXPIRATION OF TERM. The Board may elect not to offer future employment agreements to Employee at its sole discretion, without cause, and this Agreement will lapse by its own terms.

E. 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**

The rights and obligations of the respective parties under the Agreement will inure to the benefit of and will be binding upon the heirs, legal representatives, successors and assigns of the parties hereto; provided, however, that this Agreement will not be 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. **Partial Invalidity**

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

Agreement.

F. ACCEPTANCE OF EMPLOYMENT

By signing below, the Employee declares as follows:

1. I have read this Agreement and accept employment with Blue Ridge Academy on the terms specified herein.
2. All information I have provided to Blue Ridge Academy related to my employment is true and accurate.
3. This is the entire agreement between Blue Ridge Academy and me regarding the terms and conditions of my employment. This is a final and complete agreement and there are no other agreements, oral or written, express or implied, concerning the subject matter of this Agreement. **It also supersedes any and all other agreements or contracts, either oral or written, between the Parties with respect to the subject matter hereof.**

Employee Signature: _____ Date: _____

Address: _____

Telephone: _____

Blue Ridge Academy Approval:

Date: _____

Executive Director, Blue Ridge Academy

FIXED TERM EMPLOYMENT AGREEMENT
BETWEEN
BLUE RIDGE ACADEMY & EMPLOYEE NAME , HOMESCHOOL TEACHER

THIS EMPLOYMENT AGREEMENT (“Agreement”) is entered into by and between the above named employee (“Employee”) and the Governing Board (“Board”) of Blue Ridge Academy. The Board desires to hire employees who will assist Blue Ridge Academy in achieving the goals and meeting the requirements of the school. The parties recognize that Blue Ridge Academy is not governed by the provisions of the California Education Code, except as expressly set forth in the Charter Schools Act of 1992. The Board desires to engage the services of the Employee for purposes of assisting Blue Ridge Academy in implementing its purposes, policies, and procedures.

WHEREAS, Blue Ridge Academy and Employee wish to enter into an employment relationship under the conditions set forth herein, the parties hereby agree as follows:

A. STATUTORY PROVISIONS RELATING TO CHARTER SCHOOL EMPLOYMENT

1. Blue Ridge Academy has been established and operate pursuant to the Charter Schools Act of 1992, Education Code section 47600, *et seq.* Blue Ridge Academy has been duly approved by the District, according to the laws of the State of California.
2. Pursuant to Education Code section 47604, Blue Ridge Academy has elected to be formed and to operate as a non-profit public benefit corporation pursuant to the Non-profit Public Benefit Corporation Law of California (Part 2, commencing with section 5110 *et seq.* of the Corporations Code). As such, Blue Ridge Academy is considered a separate legal entity from the District, which granted the charters. The District shall not be liable for any debts and obligations of Blue Ridge Academy, and the employee signing below expressly recognizes that he/she is being employed by Blue Ridge Academy and not the District.
3. Pursuant to Education Code section 47610, Blue Ridge Academy 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.
4. Blue Ridge Academy shall be deemed the exclusive public school employer of the employees at Blue Ridge Academy for purposes of Government Code section 3540.1.

B. EMPLOYMENT TERMS AND CONDITIONS

1. **Duties**

Employee will perform such duties as Blue Ridge Academy may reasonably assign and Employee will abide by all school policies and procedures as adopted and amended from time to time.

2. **Term and Work Schedule**

Subject to Section C, “Termination of Agreement” herein, Blue Ridge Academy

hereby employs Employee for the term of the school, commencing on or after **July 1, 2020** and ending **June 30, 2021**. Workdays for the Employee shall be consistent with the applicable calendar of workdays for this position.

Blue Ridge Academy shall have the right to assign or reassign the Employee to positions, duties, or additional duties and to make changes in responsibilities, work, or transfers, at any time during the contract term. All other teachers will provide educational services either online or in-person. Specific programs will have specific needs and the Employee is expected to work in accordance with those specific needs. Any question should be directed to the immediate supervisor.

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 Blue Ridge Academy.

Teachers are expected to work 196 days a year with 5 of those days or 40 hours occurring in July and the remaining 191 occurring between August and June.

3. **Compensation**

Employee will receive a salary schedule indicating yearly salary no later than June 15th of each school year to be paid semi-monthly (twice a month) from which the Board shall withhold all statutory and other authorized deductions. (Additional column increases earned during the year will be documented on a supplementary salary schedule approved by the Board of Directors of Blue Ridge Academy at which the employee is affiliated for any given school year.) Additional compensation of \$100/month per student is given when the employee's roster is more than 28 up to 35 students. Employees who wish to carry more students than 35 may be given permission by the Executive Director at the same above rate. Carrying a case load of less than 28 students over a course of three (3) months may result in a return to part time status. The board may adjust compensation by up to 15% in the form of a salary increase or reduction based on actual enrollment; any salary increase is contingent on enrollment and positive performance. The salary schedule is based on what the board will deem to be reasonable targets. Salary changes will only be permitted at the end of the 1st three fiscal quarters – namely September 30th, December 31st, and March 30th.

4. **Employee Benefits**

Employee shall be entitled to participate in designated employee benefit programs and plans established by Blue Ridge Academy (subject to program and eligibility requirements) for the benefit of its employees, which from time to time may be amended and modified by Blue Ridge Academy in its sole discretion.

5. **Performance Evaluation**

Employee shall receive periodic performance reviews conducted by his/her supervisor in accordance with Blue Ridge Academy's evaluation policy.

Failure to evaluate Employee shall not prevent Blue Ridge Academy from disciplining or dismissing Employee in accordance with this Agreement.

6. **Employee Rights**

Employment rights and benefits for employment at Blue Ridge Academy shall only be as specified in this Employment Agreement, the Charter Schools Act and Blue Ridge Academy's Personnel Handbook, which from time to time may be amended and modified by Blue Ridge Academy, in Blue Ridge Academy's sole discretion. During the term of this Agreement, Employee shall not acquire or accrue tenure, or any employment rights with Blue Ridge Academy.

7. **Licensure**

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

8. **Child Abuse and Neglect Reporting**

California 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.

9. **Fingerprinting/TB Clearance**

Fingerprint clearance for Employee will be acquired through submitting the Employee's fingerprints to the California Department of Justice. Employee will be required to assume the cost of all fees related to the fingerprinting process. Employee will be required to submit evidence from a licensed physician that he/she was found to be free from active tuberculosis. Both clearances need to be in place prior to the first day of service.

10. **Conflicts of Interest**

Employee understands that, while employed by Blue Ridge Academy, he or she will have access to confidential and proprietary information. Employee therefore shall not maintain employment or contracts for employment, or engage in any consultant or independent contractor relationship, with any other agency or school that will in any way conflict with his/her employment with Blue Ridge Academy. Employee agrees that he/she will not enter into any contract(s), or participate in making any contracts, in which he/she has a material financial interest. Employee

also specifically agrees that he/she will not refer students to, or encourage students to utilize, any Blue Ridge Academy approved vendor to which the Employee has a familial or marital connection. Employee also specifically agrees that he/she will not recommend that Blue Ridge Academy enter into a contractual relationship with a vendor to which the Employee has a familial or marital connection.

11. **Outside Professional Activities**

Any outside professional activities (including consulting, speaking, and writing not on behalf of Blue Ridge Academy) shall not occur from 8:30 a.m. – 5 p.m. Monday through Friday, except holidays; teachers are expected to complete their Blue Ridge Academy employment duties from 8:30 a.m. – 5 p.m. Blue Ridge Academy shall in no way be responsible for any expenses attendant to the performance of such outside activities performed outside of employment with Blue Ridge Academy.

12. **School Intellectual Property and Non-Competition**

Employee may during the course of [his/her] duties be advised of certain confidential business matters and affairs of Employer regarding its business practices, students, suppliers and employees. Employee's duties may also place Employee in a position of trust and confidence with respect to certain trade secrets and other proprietary information relating to the business of Employer and not generally known to the public or competitors. Such proprietary information may include student information, competitive strategies, marketing plans, special designs or systems, and accounting information. Employee shall not, either during [his/her] employment with Employer, or any time in the future, directly or indirectly:

- a. disclose or furnish, directly or indirectly, to any other person, firm, agency, corporation, client, business, or enterprise, any confidential information acquired during [his/her] employment;
- b. individually or in conjunction with any other person, firm, agency, company, client, business, or corporation, employ or cause to be employed any confidential information in any manner whatsoever, except in furtherance of the business of Employer;
- c. without the written consent of Employer, publish, deliver, or commit to being published or delivered, any copies, abstracts, or summaries of any files, records, documents, drawings, specifications, lists, equipment and similar items relating to the business of Employer, except to the extent required in the ordinary course of Employee's duties;

Upon termination of employment, Employee is required to immediately return to Employer all property of Employer in as good condition as when received (normal wear and tear excepted) including, but not limited to, all files, records, documents, curriculum, equipment and supplies, promotional materials, and similar items relating to the business of Employer.

C. **TERMINATION OF AGREEMENT**

This Agreement may be terminated by any of the following:

1. **Early Termination with/without Cause:** The School Administration or Board may unilaterally, and with or without cause or advance notice, terminate this Agreement. In consideration of the right to terminate this Agreement without cause, the School shall pay to Employee two weeks of his/her salary after termination occurs based on receipt of a release of claims agreement and the return of items identified in B.12.c. If the employee refuse to sign a release of claims the employee will be paid for one day of employment.
2. **Revocation/Nonrenewal of Charter:** In the event that Blue Ridge Academy is either revoked or non-renewed, this Agreement shall terminate immediately upon the effective date of the revocation/nonrenewal of the charter, and without the need for the process outlined in Section b above.
3. **Death or Incapacitation of Employee:** The death of Employee shall terminate this Agreement and all rights provided under this Agreement. In the event that Employee becomes incapacitated to the extent that, in the judgment of the Board, Employee may no longer perform the essential functions of his/her job with or without reasonable accommodation, as set forth in the job specifications, the Board may terminate this Agreement.

D. NON-RENEWAL/EXPIRATION OF TERM. The Board may elect not to offer future employment agreements to Employee at its sole discretion, without cause, and this Agreement will lapse by its own terms.

E. 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**

The rights and obligations of the respective parties under the Agreement will inure to the benefit of and will be binding upon the heirs, legal representatives, successors and assigns of the parties hereto; provided, however, that this Agreement will not be 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. **Partial Invalidity**

If any provision of this Agreement is found to be invalid or unenforceable by any

court, the remaining provisions herein will remain in effect unless such partial invalidity or unenforceability would defeat an essential business purpose of the Agreement.

F. ACCEPTANCE OF EMPLOYMENT

By signing below, the Employee declares as follows:

1. I have read this Agreement and accept employment with Blue Ridge Academy on the terms specified herein.
2. All information I have provided to Blue Ridge Academy related to my employment is true and accurate.
3. This is the entire agreement between Blue Ridge Academy and me regarding the terms and conditions of my employment. This is a final and complete agreement and there are no other agreements, oral or written, express or implied, concerning the subject matter of this Agreement.

Employee Signature: _____ Date: _____

Address: _____

Telephone: _____ Social Security Number: _____

Blue Ridge Academy Approval:

Date: _____

Executive Director, Blue Ridge Academy

**FIXED TERM EMPLOYMENT AGREEMENT
BETWEEN
BLUE RIDGE ACADEMY & EMPLOYEE, HOMESCHOOL TEACHER (PT)**

THIS EMPLOYMENT AGREEMENT (“Agreement”) is entered into by and between the above named employee (“Employee”) and the Governing Board (“Board”) of Blue Ridge Academy. The Board desires to hire employees who will assist Blue Ridge Academy in achieving the goals and meeting the requirements of the Blue Ridge Academy. The parties recognize that Blue Ridge Academy is not governed by the provisions of the California Education Code, except as expressly set forth in the Charter Schools Act of 1992. The Board desires to engage the services of the Employee for purposes of assisting Blue Ridge Academy in implementing its purposes, policies, and procedures.

WHEREAS, Blue Ridge Academy and Employee wish to enter into an employment relationship under the conditions set forth herein, the parties hereby agree as follows:

A. STATUTORY PROVISIONS RELATING TO CHARTER SCHOOL EMPLOYMENT

1. Blue Ridge Academy has been established and operate pursuant to the Charter Schools Act of 1992, Education Code section 47600, *et seq.* Blue Ridge Academy been duly approved by the District, according to the laws of the State of California.
2. Pursuant to Education Code section 47604, Blue Ridge Academy has elected to be formed and to operate as a non-profit public benefit corporation pursuant to the Non-profit Public Benefit Corporation Law of California (Part 2, commencing with section 5110 *et seq.* of the Corporations Code). As such, Blue Ridge Academy is considered a separate legal entity from the authorizing district, which granted the charter. The District shall not be liable for any debts and obligations of Blue Ridge Academy, and the employee signing below expressly recognizes that he/she is being employed by Blue Ridge Academy and not the authorizing district.
3. Pursuant to Education Code section 47610, Blue Ridge Academy must comply with all of the provisions set forth in their charter, but is otherwise exempt from the laws governing school districts except as specified in Education Code section 47610.
4. Blue Ridge Academy shall be deemed the exclusive public school employer of the employees at Blue Ridge Academy for purposes of Government Code section 3540.1.

B. EMPLOYMENT TERMS AND CONDITIONS

1. **Duties**

Employee will perform such duties as Blue Ridge Academy may reasonably assign and Employee will abide by all School policies and procedures as adopted and amended from time to time.

2. **Term and Work Schedule**

Subject to Section C, “Termination of Agreement” herein, Blue Ridge Academy

hereby employs Employee for the term commencing on or after **July 1, 2020** and ending **June 30, 2021**. Workdays for the Employee shall be consistent with the applicable calendar of workdays for this position.

Blue Ridge Academy shall have the right to assign or reassign the Employee to positions, duties, or additional duties and to make changes in responsibilities, work, or transfers, at any time during the contract term. Specific programs will have specific needs. Any question should be directed to the immediate supervisor.

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 Blue Ridge Academy.

3. **Compensation**

Part-time/Full time Status: Compensation for Part-Time Teachers will be \$30.00 per hour to be paid semi-monthly (twice a month) from which the Board shall withhold all statutory and other authorized deductions. The number of hours provided to a Part-Time teacher to accomplish their work is outlined on the attached, Part-Time Teacher Compensation Chart. Lunch and rest breaks should be observed as outlined in the Personnel Handbook. When a case load of 20 students is reached the Employee will be rated in and placed on a salary table and given health care benefits. Carrying a caseload of less than 28 students over a course of three (3) months may result in a return to part time status.

4. **Employee Benefits**

Employee shall be entitled to participate in designated employee benefit programs and plans established by Blue Ridge Academy (subject to program and eligibility requirements) for the benefit of its employees, which from time to time may be amended and modified by Blue Ridge Academy in its sole discretion.

5. **Performance Evaluation**

Employee shall receive periodic performance reviews conducted by his/her supervisor in accordance with the Blue Ridge Academy evaluation policy.

Failure to evaluate Employee shall not prevent Blue Ridge Academy from disciplining or dismissing Employee in accordance with this Agreement.

6. **Employee Rights**

Employment rights and benefits for employment at Blue Ridge Academy shall only be as specified in this Employment Agreement, the Charter Schools Act and Blue Ridge Academy's Personnel Handbook, which from time to time may be amended and modified by Blue Ridge Academy, **in Blue Ridge Academy's sole discretion**. 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. During the term of this Agreement, Employee shall not acquire or accrue tenure, or any employment rights with Blue Ridge Academy.

7. **Licensure**

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

8. **Child Abuse and Neglect Reporting**

California Penal Code section 11166 requires any child care custodian who has knowledge of, or observes, a child in his/her professional capacity or within the scope of his/her employment whom he/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/she is a child care custodian and is certifying that he/she has knowledge of California Penal Code section 11166 and will comply with its provisions.

9. **Fingerprinting/TB Clearance**

Fingerprint clearance for Employee will be acquired through submitting the Employee's fingerprints to the California Department of Justice. Employee will be required to assume the cost of all fees related to the fingerprinting process. Employee will be required to submit evidence from a licensed physician that he/she was found to be free from active tuberculosis. Both clearances need to be in place prior to the first day of service.

10. **Conflicts of Interest**

Employee understands that, while employed by Blue Ridge Academy, he/she will have access to confidential and proprietary information. Employee therefore shall not maintain employment or contracts for employment, or engage in any consultant or independent contractor relationship, with any other agency or school that will in any way conflict with his/her employment with Blue Ridge Academy.

Employee agrees that he/she will not enter into any contract(s), or participate in making any contracts, in which he/she has a material financial interest. Employee also specifically agrees that he/she will not refer students to, or encourage students to utilize, any Blue Ridge Academy approved vendor to which the Employee has a familial or marital connection. Employee also specifically agrees that he/she will not recommend that Blue Ridge Academy enter into a contractual relationship with a vendor to which the Employee has a familial or marital connection.

11. **Outside Professional Activities**

Any outside professional activities (including consulting, speaking, and writing not on behalf of Blue Ridge Academy) shall not occur from 8:30 a.m. – 5 p.m. Monday through Friday, except holidays; Teachers are expected to complete their Blue Ridge Academy employment duties from 8:30 a.m. – 5 p.m. Blue Ridge Academy

shall in no way be responsible for any expenses attendant to the performance of such outside activities performed outside of employment with Blue Ridge Academy.

C. TERMINATION OF AGREEMENT

This Agreement may be terminated by any of the following:

1. **Early Termination with/without Cause:** The School Administration or Board may unilaterally, and with or without cause or advance notice, terminate this Agreement. In consideration of the right to terminate this Agreement without cause, the School shall pay to Employee two weeks of his/her salary after termination occurs **based on receipt of a release of claims agreement and the return of items identified in B.12.c. If the Employee refuses to sign a release of claims the Employee will be paid for one day of employment.**
2. **Revocation/Nonrenewal of Charter:** In the event that Blue Ridge Academy's charter is either revoked or non-renewed, this Agreement shall terminate immediately upon the effective date of the revocation/nonrenewal of the charter, and without the need for the process outlined in Section B above.
3. **Death or Incapacitation of Employee:** The death of Employee shall terminate this Agreement and all rights provided under this Agreement. In the event that Employee becomes incapacitated to the extent that, in the judgment of the Board, Employee may no longer perform the essential functions of his/her job with or without reasonable accommodation, as set forth in the job specifications, the Board may terminate this Agreement.

- D. NON-RENEWAL/EXPIRATION OF TERM.** The Board may elect not to offer future employment agreements to Employee at its sole discretion, without cause, and this Agreement will lapse by its own terms.

E. 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**

The rights and obligations of the respective parties under the Agreement will inure to the benefit of and will be binding upon the heirs, legal representatives, successors and assigns of the parties hereto; provided, however, that this Agreement will not be 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. **Partial Invalidity**

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

F. **ACCEPTANCE OF EMPLOYMENT**

By signing below, the Employee declares as follows:

1. I have read this Agreement and accept employment with Blue Ridge Academy on the terms specified herein.
2. All information I have provided to Blue Ridge Academy related to my employment is true and accurate.
3. This is the entire agreement between Blue Ridge Academy and me regarding the terms and conditions of my employment. This is a final and complete agreement and there are no other agreements, oral or written, express or implied, concerning the subject matter of this Agreement. **It also supersedes any and all other agreements or contracts, either oral or written, between the Parties with respect to the subject matter hereof.**

Employee Signature: _____ Date: _____

Address: _____

Telephone: _____

Blue Ridge Academy Approval:

Date: _____

Executive Director, Blue Ridge Academy

***This Employment Agreement is subject to ratification
and approval by the Governing Board of Blue Ridge Academy.***

**FIXED TERM EMPLOYMENT AGREEMENT
BETWEEN
BLUE RIDGE ACADEMY & EMPLOYEE NAME , REGIONAL COORDINATOR**

THIS EMPLOYMENT AGREEMENT (“Agreement”) is entered into by and between the above named employee (“Employee”) and the Governing Board (“Board”) of Blue Ridge Academy. The Board desires to hire employees who will assist Blue Ridge Academy in achieving the goals and meeting the requirements of the school. The parties recognize that Blue Ridge Academy is not governed by the provisions of the California Education Code, except as expressly set forth in the Charter Schools Act of 1992. The Board desires to engage the services of the Employee for purposes of assisting Blue Ridge Academy in implementing its purposes, policies, and procedures.

WHEREAS, Blue Ridge Academy and Employee wish to enter into an employment relationship under the conditions set forth herein, the parties hereby agree as follows:

A. STATUTORY PROVISIONS RELATING TO CHARTER SCHOOL EMPLOYMENT

1. Blue Ridge Academy has been established and operate pursuant to the Charter Schools Act of 1992, Education Code section 47600, *et seq.* Blue Ridge Academy has been duly approved by the District, according to the laws of the State of California.
2. Pursuant to Education Code section 47604, Blue Ridge Academy has elected to be formed and to operate as a non-profit public benefit corporation pursuant to the Non-profit Public Benefit Corporation Law of California (Part 2, commencing with section 5110 *et seq.* of the Corporations Code). As such, Blue Ridge Academy is considered a separate legal entity from the District, which granted the charter. The District shall not be liable for any debts and obligations of Blue Ridge Academy, and the Employee signing below expressly recognizes that he/she is being employed by Blue Ridge Academy and not the District.
3. Pursuant to Education Code section 47610, Blue Ridge Academy must comply with all of the provisions set forth in their charter, but is otherwise exempt from the laws governing school districts except as specified in Education Code section 47610.
4. Blue Ridge Academy shall be deemed the exclusive public school employer of the employees at Blue Ridge Academy for purposes of Government Code section 3540.1.

B. EMPLOYMENT TERMS AND CONDITIONS

1. **Duties**

Employee will perform such duties as Blue Ridge Academy may reasonably assign and Employee will abide by all school policies and procedures as adopted and amended from time to time.

2. **Term and Work Schedule**

Subject to Section C, “Termination of Agreement” herein, Blue Ridge Academy hereby employs Employee for the term of the school, commencing on or after **July**

1, 2020 and ending June 30, 2021. Workdays for the Employee shall be consistent with the applicable calendar of workdays for this position.

Blue Ridge Academy shall have the right to assign or reassign the Employee to positions, duties, or additional duties and to make changes in responsibilities, work, or transfers, at any time during the contract term. **All Regional Coordinators will provide educational services either online or in-person.** Specific programs will have specific needs and the Employee is expected to work in accordance with those specific needs. Any question should be directed to the immediate supervisor.

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 Blue Ridge Academy.

This position works a minimum of 201 days and may need to work additional days beyond the work calendar.

3. **Compensation**

Employee will receive a salary schedule indicating yearly salary no later than June 15th of each school year to be paid semi-monthly (twice a month) from which the Board shall withhold all statutory and other authorized deductions. (Additional column increases earned during the year will be documented on a supplementary salary schedule approved by the Board of Directors of the Heartland Charter.)

The Board may adjust compensation by up to 15% in the form of a salary increase or reduction based on actual enrollment; any salary increase is contingent on enrollment and positive performance. The salary schedule is based on what the Board will deem to be reasonable targets. Salary changes will only be permitted at the end of 1st three fiscal quarters – namely September 30th, December 31st, and March 30th. **With permission of the Executive Director Regional Coordinators may receive additional compensation of \$100/month per student when the Employee's roster is more than 14 students. Employee's compensation shall be prorated for the time actually worked during the duration of this Agreement. This position is exempt from overtime law and shall not be entitled to overtime or to additional compensation for performing duties outside of the scheduled work year/day.**

Base salary for 2020-2021 is \$XXXX with a roster of **fourteen (14) students.**

4. **Employee Benefits**

Employee shall be entitled to participate in designated employee benefit programs and plans established by Blue Ridge Academy (subject to program and eligibility requirements) for the benefit of its employees, which from time to time may be amended and modified by Blue Ridge Academy in its sole discretion.

5. **Performance Evaluation**

Employee shall receive periodic performance reviews conducted by his/her

supervisor in accordance with Blue Ridge Academy's evaluation policy.

Failure to evaluate Employee shall not prevent Blue Ridge Academy from disciplining or dismissing Employee in accordance with this Agreement.

6. **Employee Rights**

Employment rights and benefits for employment at Blue Ridge Academy shall only be as specified in this Employment Agreement, the Charter Schools Act and Blue Ridge Academy's Personnel Handbook, which from time to time may be amended and modified by Blue Ridge Academy, **in Blue Ridge Academy's sole discretion**. 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. During the term of this Agreement, Employee shall not acquire or accrue tenure, or any employment rights with Blue Ridge Academy.

7. **Licensure**

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

8. **Child Abuse and Neglect Reporting**

California Penal Code section 11166 requires any child care custodian who has knowledge of, or observes, a child in his/her professional capacity or within the scope of his/her employment whom he/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/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.

9. **Fingerprinting/TB Clearance**

Fingerprint clearance for Employee will be acquired through submitting the Employee's fingerprints to the California Department of Justice. Employee will be required to assume the cost of all fees related to the fingerprinting process. Employee will be required to submit evidence from a licensed physician that he/she was found to be free from active tuberculosis. Both clearances need to be in place prior to the first day of service.

10. **Conflicts of Interest**

Employee understands that, while employed by Blue Ridge Academy, he/she will have access to confidential and proprietary information. Employee therefore shall not maintain employment or contracts for employment, or engage in any consultant or independent contractor relationship, with any other agency or school that will in

any way conflict with his/her employment with Blue Ridge Academy. Employee agrees that he/she will not enter into any contract(s), or participate in making any contracts, in which he/she has a material financial interest. Employee also specifically agrees that he/she will not refer students to, or encourage students to utilize, any Blue Ridge Academy approved vendor to which the Employee has a familial or marital connection. Employee also specifically agrees that he/she will not recommend that Blue Ridge Academy enter into a contractual relationship with a vendor to which the Employee has a familial or marital connection

11. **Outside Professional Activities**

Any outside professional activities (including consulting, speaking, and writing not on behalf of Blue Ridge Academy) shall not occur from 8:30 a.m. – 5 p.m. Monday through Friday, except holidays; Regional Coordinators are expected to complete their Blue Ridge Academy employment duties from 8:30 a.m. – 5 p.m. Blue Ridge Academy shall in no way be responsible for any expenses attendant to the performance of such outside activities performed outside of employment with Blue Ridge Academy.

12. **School Intellectual Property and Non-Competition**

Employee may during the course of his/her duties be advised of certain confidential business matters and affairs of Employer regarding its business practices, students, suppliers and employees. Employee's duties may also place Employee in a position of trust and confidence with respect to certain trade secrets and other proprietary information relating to the business of Employer and not generally known to the public or competitors. Such proprietary information may include student information, competitive strategies, marketing plans, special designs or systems, and accounting information. Employee shall not, either during his/her employment with Employer, or any time in the future, directly or indirectly:

- a. disclose or furnish, directly or indirectly, to any other person, firm, agency, corporation, client, business, or enterprise, any confidential information acquired during his/her employment;
- b. individually or in conjunction with any other person, firm, agency, company, client, business, or corporation, employ or cause to be employed any confidential information in any manner whatsoever, except in furtherance of the business of Employer;
- c. without the written consent of Employer, publish, deliver, or commit to being published or delivered, any copies, abstracts, or summaries of any files, records, documents, drawings, specifications, lists, equipment and similar items relating to the business of Employer, except to the extent required in the ordinary course of Employee's duties;

Upon termination of employment, Employee is required to immediately return to Employer all property of Employer in as good condition as when received (normal wear and tear excepted) including, but not limited to, all files, records, documents,

curriculum, equipment and supplies, promotional materials, and similar items relating to the business of Employer.

C. TERMINATION OF AGREEMENT

This Agreement may be terminated by any of the following:

1. **Early Termination with/without Cause:** The School Administration or Board may unilaterally, and with or without cause or advance notice, terminate this Agreement. In consideration of the right to terminate this Agreement without cause, the School shall pay to Employee two weeks of his/her salary after termination occurs **based on receipt of a release of claims agreement and the return of items identified in B.12.c. If the Employee refuses to sign a release of claims the Employee will be paid for one day of employment.**
2. **Revocation/Nonrenewal of Charter:** In the event that Blue Ridge Academy is either revoked or non-renewed, this Agreement shall terminate immediately upon the effective date of the revocation/nonrenewal of the charter, and without the need for the process outlined in Section B above.
3. **Death or Incapacitation of Employee:** The death of Employee shall terminate this Agreement and all rights provided under this Agreement. In the event that Employee becomes incapacitated to the extent that, in the judgment of the Board, Employee may no longer perform the essential functions of his/her job with or without reasonable accommodation, as set forth in the job specifications, the Board may terminate this Agreement.

- D. NON-RENEWAL/EXPIRATION OF TERM.** The Board may elect not to offer future employment agreements to Employee at its sole discretion, without cause, and this Agreement will lapse by its own terms.

E. 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**

The rights and obligations of the respective parties under the Agreement will inure to the benefit of and will be binding upon the heirs, legal representatives, successors and assigns of the parties hereto; provided, however, that this Agreement will not be 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. **Partial Invalidity**

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

F. **ACCEPTANCE OF EMPLOYMENT**

By signing below, the Employee declares as follows:

1. I have read this Agreement and accept employment with Blue Ridge Academy on the terms specified herein.
2. All information I have provided to Blue Ridge Academy related to my employment is true and accurate.
3. This is the entire agreement between Blue Ridge Academy and me regarding the terms and conditions of my employment. This is a final and complete agreement and there are no other agreements, oral or written, express or implied, concerning the subject matter of this Agreement. **It also supersedes any and all other agreements or contracts, either oral or written, between the Parties with respect to the subject matter hereof.**

Employee Signature: _____ Date: _____

Address: _____

Telephone: _____

Blue Ridge Academy Approval:

Date: _____

Executive Director, Blue Ridge Academy

FIXED TERM EMPLOYMENT AGREEMENT
BETWEEN
BLUE RIDGE ACADEMY & EMPLOYEE NAME, SPECIAL EDUCATION TEACHER

THIS EMPLOYMENT AGREEMENT ("Agreement") is entered into by and between the above named employee ("Employee") and the Governing Board ("Board") of Blue Ridge Academy . The Board desires to hire employees who will assist Blue Ridge Academy in achieving the goals and meeting the requirements of the school. The parties recognize that Blue Ridge Academy is not governed by the provisions of the California Education Code, except as expressly set forth in the Charter Schools Act of 1992. The Board desires to engage the services of the Employee for purposes of assisting Blue Ridge Academy in implementing its purposes, policies, and procedures.

WHEREAS, Blue Ridge Academy and Employee wish to enter into an employment relationship under the conditions set forth herein, the parties hereby agree as follows:

A. STATUTORY PROVISIONS RELATING TO CHARTER SCHOOL EMPLOYMENT

1. Blue Ridge Academy has been established and operate pursuant to the Charter Schools Act of 1992, Education Code section 47600, *et seq.* Blue Ridge Academy has been duly approved by the District according to the laws of the State of California.
2. Pursuant to Education Code section 47604, Blue Ridge Academy has elected to be formed and to operate as a non-profit public benefit corporation pursuant to the Non-profit Public Benefit Corporation Law of California (Part 2, commencing with section 5110 *et seq.* of the Corporations Code). As such, Blue Ridge Academy is considered a separate legal entity from the District, which granted the charter. The District shall not be liable for any debts and obligations of Blue Ridge Academy , and the Employee signing below expressly recognizes that he/she is being employed by Blue Ridge Academy and not the District.
3. Pursuant to Education Code section 47610, Blue Ridge Academy must comply with all of the provisions set forth in their charter, but is otherwise exempt from the laws governing school districts except as specified in Education Code section 47610.
4. Blue Ridge Academy shall be deemed the exclusive public school employer of the employees at Blue Ridge Academy for purposes of Government Code section 3540.1.

B. EMPLOYMENT TERMS AND CONDITIONS

1. **Duties**

Employee will perform such duties as Blue Ridge Academy may reasonably assign and Employee will abide by all School policies and procedures as adopted and amended from time to time.

2. **Term and Work Schedule**

Subject to Section C, "Termination of Agreement" herein, Blue Ridge Academy hereby employs Employee for the term of the school, commencing on or after **July 1, 2020** and ending **June 30, 2021**. Workdays for the Employee shall be consistent

with the applicable calendar of workdays for this position.

Blue Ridge Academy shall have the right to assign or reassign the Employee to positions, duties, or additional duties and to make changes in responsibilities, work, or transfers, at any time during the contract term. **All Special Education Teachers will provide educational services either online or in-person.** Specific programs will have specific needs and the Employee is expected to work in accordance with those specific needs. Any question should be directed to the immediate supervisor.

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 Blue Ridge Academy .

Special Education Teachers are expected to work 196 days a year with 5 of those days or 40 hours occurring in July and the remaining 191 days occurring between August and June.

3. **Compensation**

Employee will receive a salary schedule indicating yearly salary no later than June 15th of each school year to be paid semi-monthly (twice a month) from which the Board shall withhold all statutory and other authorized deductions. (Additional column increases earned during the year will be documented on a supplementary salary schedule approved by the Board of Directors of Blue Ridge Academy .) The Board may adjust compensation by up to 15% in the form of a salary increase or reduction based on actual enrollment; any salary increase is contingent on enrollment and positive performance. The salary schedule is based on what the Board will deem to be reasonable targets. Salary changes will only be permitted at the end of the 1st three fiscal quarters – namely September 30th, December 31st, and March 30th. **Employee's compensation shall be prorated for the time actually worked during the duration of this Agreement. This position is exempt from overtime law and shall not be entitled to overtime or to additional compensation for performing duties outside of the scheduled work year/day.**

Base salary for 2020-2021 is \$xxxxxx (Step x-x, SpEd Teacher).

4. **Employee Benefits**

Employee shall be entitled to participate in designated employee benefit programs and plans established by Blue Ridge Academy (subject to program and eligibility requirements) for the benefit of its employees, which from time to time may be amended and modified by the school in its sole discretion.

5. **Performance Evaluation**

Employee shall receive periodic performance reviews conducted by his/her supervisor in accordance with the Blue Ridge Academy evaluation policy.

Failure to evaluate Employee shall not prevent Blue Ridge Academy from

disciplining or dismissing Employee in accordance with this Agreement.

6. **Employee Rights**

Employment rights and benefits for employment at Blue Ridge Academy shall only be as specified in this Employment Agreement, the Charter Schools Act and Blue Ridge Academy 's Personnel Handbook, which from time to time may be amended and modified by Blue Ridge Academy , **in Blue Ridge Academy 's sole discretion.** 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. During the term of this Agreement, Employee shall not acquire or accrue tenure, or any employment rights with Blue Ridge Academy .

7. **Licensure**

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

8. **Child Abuse and Neglect Reporting**

California Penal Code section 11166 requires any child care custodian who has knowledge of, or observes, a child in his/her professional capacity or within the scope of his/her employment whom he/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/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.

9. **Fingerprinting/TB Clearance**

Fingerprint clearance for Employee will be acquired through submitting the Employee's fingerprints to the California Department of Justice. Employee will be required to assume the cost of all fees related to the fingerprinting process. Employee will be required to submit evidence from a licensed physician that he/she was found to be free from active tuberculosis. Both clearances need to be in place prior to the first day of service.

10. **Conflicts of Interest**

Employee understands that, while employed by Blue Ridge Academy , he/she will have access to confidential and proprietary information. Employee therefore shall not maintain employment or contracts for employment, or engage in any consultant or independent contractor relationship, with any other agency or school that will in any way conflict with his/her employment with Blue Ridge Academy . **Employee agrees that he/she will not enter into any contract(s), or participate in making any contracts, in which he/she has a material financial interest. Employee also**

specifically agrees that he/she will not refer students to, or encourage students to utilize, any Blue Ridge Academy approved vendor to which the Employee has a familial or marital connection. Employee also specifically agrees that he/she will not recommend that Blue Ridge Academy enter into a contractual relationship with a vendor to which the Employee has a familial or marital connection.

11. **Outside Professional Activities**

Any outside professional activities (including consulting, speaking, and writing not on behalf of Blue Ridge Academy) shall not occur from 8:30 a.m. – 5 p.m. Monday through Friday, except holidays; Special Education Teachers are expected to complete their Blue Ridge Academy employment duties from 8:30 a.m. – 5 p.m. Blue Ridge Academy shall in no way be responsible for any expenses attendant to the performance of such outside activities performed outside of employment with Blue Ridge Academy .

12. **School Intellectual Property and Non-Competition**

Employee may during the course of his/her duties be advised of certain confidential business matters and affairs of Employer regarding its business practices, students, suppliers and employees. Employee's duties may also place Employee in a position of trust and confidence with respect to certain trade secrets and other proprietary information relating to the business of Employer and not generally known to the public or competitors. Such proprietary information may include student information, competitive strategies, marketing plans, special designs or systems, and accounting information. Employee shall not, either during his/her employment with Employer, or any time in the future, directly or indirectly:

- a. disclose or furnish, directly or indirectly, to any other person, firm, agency, corporation, client, business, or enterprise, any confidential information acquired during his/her employment;
- b. individually or in conjunction with any other person, firm, agency, company, client, business, or corporation, employ or cause to be employed any confidential information in any manner whatsoever, except in furtherance of the business of Employer;
- c. without the written consent of Employer, publish, deliver, or commit to being published or delivered, any copies, abstracts, or summaries of any files, records, documents, drawings, specifications, lists, equipment and similar items relating to the business of Employer, except to the extent required in the ordinary course of Employee's duties;

Upon termination of employment, Employee is required to immediately return to Employer all property of Employer in as good condition as when received (normal wear and tear excepted) including, but not limited to, all files, records, documents, curriculum, equipment and supplies, promotional materials, and similar items relating to the business of Employer.

C. **TERMINATION OF AGREEMENT**

This Agreement may be terminated by any of the following:

1. **Early Termination with/without Cause:** The School Administration or Board may unilaterally, and with or without cause or advance notice, terminate this Agreement. In consideration of the right to terminate this Agreement without cause, the School shall pay to Employee two weeks of his/her salary after termination occurs **based on receipt of a release of claims agreement and the return of items identified in B.12.c. If the Employee refuses to sign a release of claims the Employee will be paid for one day of employment.**
2. **Revocation/Nonrenewal of Charter:** In the event that Blue Ridge Academy is either revoked or non-renewed, this Agreement shall terminate immediately upon the effective date of the revocation/nonrenewal of the charter, and without the need for the process outlined in Section B above.
3. **Death or Incapacitation of Employee:** The death of Employee shall terminate this Agreement and all rights provided under this Agreement. In the event that Employee becomes incapacitated to the extent that, in the judgment of the Board, Employee may no longer perform the essential functions of his/her job with or without reasonable accommodation, as set forth in the job specifications, the Board may terminate this Agreement.

D. **NON-RENEWAL/EXPIRATION OF TERM.** The Board may elect not to offer future employment agreements to Employee at its sole discretion, without cause, and this Agreement will lapse by its own terms.

E. **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**

The rights and obligations of the respective parties under the Agreement will inure to the benefit of and will be binding upon the heirs, legal representatives, successors and assigns of the parties hereto; provided, however, that this Agreement will not be 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. **Partial Invalidity**

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

F. ACCEPTANCE OF EMPLOYMENT

By signing below, the Employee declares as follows:

1. I have read this Agreement and accept employment with Blue Ridge Academy on the terms specified herein.
2. All information I have provided to Blue Ridge Academy related to my employment is true and accurate.
3. This is the entire agreement between Blue Ridge Academy and me regarding the terms and conditions of my employment. This is a final and complete agreement and there are no other agreements, oral or written, express or implied, concerning the subject matter of this Agreement. **It also supersedes any and all other agreements or contracts, either oral or written, between the Parties with respect to the subject matter hereof.**

Employee Signature: _____ Date: _____

Address: _____

Telephone: _____

Blue Ridge Academy Approval:

Date: _____

Executive Director, Blue Ridge Academy

**FIXED TERM EMPLOYMENT AGREEMENT
BETWEEN
BLUE RIDGE ACADEMY & EMPLOYEE NAME, JOB TITLE**

THIS EMPLOYMENT AGREEMENT ("Agreement") is entered into by and between the above named employee ("Employee") and the Governing Board ("Board") of Blue Ridge Academy. The Board desires to hire employees who will assist Blue Ridge Academy in achieving the goals and meeting the requirements of the school. The parties recognize that Blue Ridge Academy is not governed by the provisions of the California Education Code, except as expressly set forth in the Charter Schools Act of 1992. The Board desires to engage the services of the Employee for purposes of assisting Blue Ridge Academy in implementing its purposes, policies, and procedures.

WHEREAS, Blue Ridge Academy and Employee wish to enter into an employment relationship under the conditions set forth herein, the parties hereby agree as follows:

A. STATUTORY PROVISIONS RELATING TO CHARTER SCHOOL EMPLOYMENT

1. Blue Ridge Academy has been established and operate pursuant to the Charter Schools Act of 1992, Education Code section 47600, *et seq.* Blue Ridge Academy has been duly approved by the District, according to the laws of the State of California.
2. Pursuant to Education Code section 47604, Blue Ridge Academy has elected to be formed and to operate as a non-profit public benefit corporation pursuant to the Non-profit Public Benefit Corporation Law of California (Part 2, commencing with section 5110 *et seq.* of the Corporations Code). As such, Blue Ridge Academy is considered a separate legal entity from the District, which granted the charter. The District shall not be liable for any debts and obligations of Blue Ridge Academy, and the Employee signing below expressly recognizes that he/she is being employed by Blue Ridge Academy and not the District.
3. Pursuant to Education Code section 47610, Blue Ridge Academy must comply with all of the provisions set forth in their charter, but is otherwise exempt from the laws governing school districts except as specified in Education Code section 47610.
4. Blue Ridge Academy shall be deemed the exclusive public school employer of the employees at Blue Ridge Academy for purposes of Government Code section 3540.1.

B. EMPLOYMENT TERMS AND CONDITIONS

1. **Duties**

Employee will perform such duties as Blue Ridge Academy may reasonably assign and Employee will abide by all School policies and procedures as adopted and amended from time to time.

2. **Term and Work Schedule**

Subject to Section C, "Termination of Agreement" herein, Blue Ridge Academy hereby employs Employee for the term of the school, commencing on or after **July**

1, 2020 and ending June 30, 2021. Workdays for the Employee shall be consistent with the applicable calendar of workdays for this position.

Blue Ridge Academy shall have the right to assign or reassign the Employee to positions, duties, or additional duties and to make changes in responsibilities, work, or transfers, at any time during the contract term. All SPED Assistant Directors will provide educational services either online or in-person. Specific programs will have specific needs and the Employee is expected to work in accordance with those specific needs. Any question should be directed to the immediate supervisor.

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 Blue Ridge Academy.

This position works a minimum of 220 days and may need to work additional days beyond the work calendar.

3. **Compensation**

Employee will receive a gross annual salary of, \$XXXXXXX, to be paid semi-monthly (twice a month) in equal installments from which the Employer shall withhold all statutory and regular federal and state tax withholdings and other authorized deductions. Employee's compensation shall be prorated for the time actually worked during the duration of this Agreement. This position is exempt from overtime law and shall not be entitled to overtime or to additional compensation for performing duties outside of the scheduled work year/day. **(Additional column increases earned during the year will be documented on a supplementary salary schedule approved by the Board of Directors of the Blue Ridge Academy.)** The Board may adjust compensation by up to 15% in the form of a salary increase or reduction based on actual enrollment; any salary increase is contingent on enrollment and positive performance. The salary schedule is based on what the Board will deem to be reasonable targets. Salary changes will only be permitted at the end of the 1st three fiscal quarters – namely September 30th, December 31st, and March 30th.

4. **Employee Benefits**

Employee shall be entitled to participate in designated employee benefit programs and plans established by Blue Ridge Academy (subject to program and eligibility requirements) for the benefit of its employees, which from time to time may be amended and modified by Blue Ridge Academy in its sole discretion.

5. **Performance Evaluation**

Employee shall receive periodic performance reviews conducted by his/her supervisor in accordance with the Blue Ridge Academy evaluation policy.

Failure to evaluate Employee shall not prevent Blue Ridge Academy from disciplining or dismissing Employee in accordance with this Agreement.

6. **Employee Rights**

Employment rights and benefits for employment at Blue Ridge Academy shall only be as specified in this Employment Agreement, the Charter Schools Act and Blue Ridge Academy's Personnel Handbook which from time to time may be amended and modified, **in Blue Ridge Academy's sole discretion**. 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. During the term of this Agreement, Employee shall not acquire or accrue tenure, or any employment rights with Blue Ridge Academy.

7. **Licensure**

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

8. **Child Abuse and Neglect Reporting**

California Penal Code section 11166 requires any child care custodian who has knowledge of, or observes, a child in his/her professional capacity or within the scope of his/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/she is a child care custodian and is certifying that he/she has knowledge of California Penal Code section 11166 and will comply with its provisions.

9. **Fingerprinting/TB Clearance**

Fingerprint clearance for Employee will be acquired through submitting the Employee's fingerprints to the California Department of Justice. Employee will be required to assume the cost of all fees related to the fingerprinting process. Employee will be required to submit evidence from a licensed physician that he/she was found to be free from active tuberculosis. Both clearances need to be in place prior to the first day of service.

10. **Conflicts of Interest**

Employee understands that, while employed by Blue Ridge Academy, he/she will have access to confidential and proprietary information. Employee therefore shall not maintain employment or contracts for employment, or engage in any consultant or independent contractor relationship, with any other agency or school that will in any way conflict with his/her employment with Blue Ridge Academy. **Employee agrees that he/she will not enter into any contract(s), or participate in making any contracts, in which he/she has a material financial interest. Employee also specifically agrees that he/she will not refer students to, or encourage students to utilize, any Blue Ridge Academy approved vendor to which the Employee has a**

familial or marital connection. Employee also specifically agrees that he/she will not recommend that Blue Ridge Academy enter into a contractual relationship with a vendor to which the Employee has a familial or marital connection.

11. **Outside Professional Activities**

Any outside professional activities (including consulting, speaking, and writing not on behalf of Blue Ridge Academy) shall not occur from 8:30 a.m. – 5 p.m. Monday through Friday, except holidays; SPED Assistant Directors are expected to complete their Blue Ridge Academy employment duties from 8:30 a.m. – 5 p.m. Blue Ridge Academy shall in no way be responsible for any expenses attendant to the performance of such outside activities performed outside of employment with Blue Ridge Academy.

12. **School Intellectual Property and Non-Competition**

Employee may during the course of his/her duties be advised of certain confidential business matters and affairs of Employer regarding its business practices, students, suppliers and employees. Employee's duties may also place Employee in a position of trust and confidence with respect to certain trade secrets and other proprietary information relating to the business of Employer and not generally known to the public or competitors. Such proprietary information may include student information, competitive strategies, marketing plans, special designs or systems, and accounting information. Employee shall not, either during his/her employment with Employer, or any time in the future, directly or indirectly:

- a. disclose or furnish, directly or indirectly, to any other person, firm, agency, corporation, client, business, or enterprise, any confidential information acquired during his/her employment;
- b. individually or in conjunction with any other person, firm, agency, company, client, business, or corporation, employ or cause to be employed any confidential information in any manner whatsoever, except in furtherance of the business of Employer;
- c. without the written consent of Employer, publish, deliver, or commit to being published or delivered, any copies, abstracts, or summaries of any files, records, documents, drawings, specifications, lists, equipment and similar items relating to the business of Employer, except to the extent required in the ordinary course of Employee's duties;

Upon termination of employment, Employee is required to immediately return to Employer all property of Employer in as good condition as when received (normal wear and tear excepted) including, but not limited to, all files, records, documents, curriculum, equipment and supplies, promotional materials, and similar items relating to the business of Employer.

C. **TERMINATION OF AGREEMENT**

This Agreement may be terminated by any of the following:

1. **Early Termination with/without Cause:** The School Administration or Board may unilaterally, and with or without cause or advance notice, terminate this Agreement. In consideration of the right to terminate this Agreement without cause, the School shall pay to Employee two weeks of his/her salary after termination occurs **based on receipt of a release of claims agreement and the return of items identified in B.12.c. If the Employee refuses to sign a release of claims the Employee will be paid for one day of employment.**
2. **Revocation/Nonrenewal of Charter:** In the event that Blue Ridge Academy is either revoked or non-renewed, this Agreement shall terminate immediately upon the effective date of the revocation/nonrenewal of the charter, and without the need for the process outlined in Section B above.
3. **Death or Incapacitation of Employee:** The death of Employee shall terminate this Agreement and all rights provided under this Agreement. In the event that Employee becomes incapacitated to the extent that, in the judgment of the Board, Employee may no longer perform the essential functions of his/her job with or without reasonable accommodation, as set forth in the job specifications, the Board may terminate this Agreement.

D. NON-RENEWAL/EXPIRATION OF TERM. The Board may elect not to offer future employment agreements to Employee at its sole discretion, without cause, and this Agreement will lapse by its own terms.

E. 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**

The rights and obligations of the respective parties under the Agreement will inure to the benefit of and will be binding upon the heirs, legal representatives, successors and assigns of the parties hereto; provided, however, that this Agreement will not be 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. **Partial Invalidity**

If any provision of this Agreement is found to be invalid or unenforceable by any court, the remaining provisions herein will remain in effect unless such partial

invalidity or unenforceability would defeat an essential business purpose of the Agreement.

F. ACCEPTANCE OF EMPLOYMENT

By signing below, the Employee declares as follows:

1. I have read this Agreement and accept employment with Blue Ridge Academy on the terms specified herein.
2. All information I have provided to Blue Ridge Academy related to my employment is true and accurate.
3. This is the entire agreement between Blue Ridge Academy and me regarding the terms and conditions of my employment. This is a final and complete agreement and there are no other agreements, oral or written, express or implied, concerning the subject matter of this Agreement. **It also supersedes any and all other agreements or contracts, either oral or written, between the Parties with respect to the subject matter hereof.**

Employee Signature: _____ Date: _____

Address: _____

Telephone: _____

Blue Ridge Academy Approval:

Date: _____

Executive Director, Blue Ridge Academy

FIXED TERM EMPLOYMENT AGREEMENT
BETWEEN
BLUE RIDGE ACADEMY & EMPLOYEE NAME, SPECIAL EDUCATION DIRECTOR

THIS EMPLOYMENT AGREEMENT ("Agreement") is entered into by and between the above named employee ("Employee") and the Governing Board ("Board") of Blue Ridge Academy. The Board desires to hire employees who will assist Blue Ridge Academy in achieving the goals and meeting the requirements of the school. The parties recognize that Blue Ridge Academy is not governed by the provisions of the California Education Code, except as expressly set forth in the Charter Schools Act of 1992. The Board desires to engage the services of the Employee for purposes of assisting Blue Ridge Academy in implementing its purposes, policies, and procedures.

WHEREAS, Blue Ridge Academy and Employee wish to enter into an employment relationship under the conditions set forth herein, the parties hereby agree as follows:

A. STATUTORY PROVISIONS RELATING TO CHARTER SCHOOL EMPLOYMENT

1. Blue Ridge Academy has been established and operate pursuant to the Charter Schools Act of 1992, Education Code section 47600, *et seq.* Blue Ridge Academy has been duly approved by the District, according to the laws of the State of California.
2. Pursuant to Education Code section 47604, Blue Ridge Academy has elected to be formed and to operate as a non-profit public benefit corporation pursuant to the Non-profit Public Benefit Corporation Law of California (Part 2, commencing with section 5110 *et seq.* of the Corporations Code). As such, Blue Ridge Academy is considered a separate legal entity from the District, which granted the charter. The District shall not be liable for any debts and obligations of Blue Ridge Academy, and the Employee signing below expressly recognizes that he/she is being employed by Blue Ridge Academy and not the District.
3. Pursuant to Education Code section 47610, Blue Ridge Academy must comply with all of the provisions set forth in their charter, but is otherwise exempt from the laws governing school districts except as specified in Education Code section 47610.
4. Blue Ridge Academy shall be deemed the exclusive public school employer of the employees at Blue Ridge Academy for purposes of Government Code section 3540.1.

B. EMPLOYMENT TERMS AND CONDITIONS

1. **Duties**

Employee will perform such duties as Blue Ridge Academy may reasonably assign and Employee will abide by all School policies and procedures as adopted and amended from time to time.

2. **Term and Work Schedule**

Subject to Section C, "Termination of Agreement" herein, Blue Ridge Academy hereby employs Employee for the term of the school, commencing on or after **July**

1, 2020 and ending June 30, 2021. Workdays for the Employee shall be consistent with the applicable calendar of workdays for this position.

Blue Ridge Academy shall have the right to assign or reassign the Employee to positions, duties, or additional duties and to make changes in responsibilities, work, or transfers, at any time during the contract term. All Special Education Directors will provide educational services either online or in-person. Specific programs will have specific needs and the Employee is expected to work in accordance with those specific needs. Any question should be directed to the immediate supervisor.

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 Blue Ridge Academy.

This position works a minimum of 225 days and may need to work additional days beyond the work calendar.

3. **Compensation**

Employee will receive a gross annual salary of, \$XXXXXXX, to be paid semi-monthly (twice a month) in equal installments from which the Employer shall withhold all statutory and regular federal and state tax withholdings and other authorized deductions. Employee's compensation shall be prorated for the time actually worked during the duration of this Agreement. This position is exempt from overtime law and shall not be entitled to overtime or to additional compensation for performing duties outside of the scheduled work year/day. The Board may adjust compensation by up to 15% in the form of a salary increase or reduction based on actual enrollment; any salary increase is contingent on enrollment and positive performance. The salary schedule is based on what the Board will deem to be reasonable targets. **(Additional column increases earned during the year will be documented on a supplementary salary schedule approved by the Board of Directors of the Blue Ridge Academy.)** Salary changes will only be permitted at the end of the 1st three fiscal quarters – namely September 30th, December 31st, and March 30th.

4. **Employee Benefits**

Employee shall be entitled to participate in designated employee benefit programs and plans established by Blue Ridge Academy (subject to program and eligibility requirements) for the benefit of its employees, which from time to time may be amended and modified by Blue Ridge Academy in its sole discretion.

5. **Performance Evaluation**

Employee shall receive periodic performance reviews conducted by his/her supervisor in accordance with the Blue Ridge Academy evaluation policy.

Failure to evaluate Employee shall not prevent Blue Ridge Academy from disciplining or dismissing Employee in accordance with this Agreement.

6. **Employee Rights**

Employment rights and benefits for employment at Blue Ridge Academy shall only be as specified in this Employment Agreement, the Charter Schools Act and Blue Ridge Academy's Personnel Handbook which from time to time may be amended and modified, **in Blue Ridge Academy's sole discretion**. 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. During the term of this Agreement, Employee shall not acquire or accrue tenure, or any employment rights with Blue Ridge Academy.

7. **Licensure**

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

8. **Child Abuse and Neglect Reporting**

California Penal Code section 11166 requires any child care custodian who has knowledge of, or observes, a child in his/her professional capacity or within the scope of his/her employment whom he/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/she is a child care custodian and is certifying that he/she has knowledge of California Penal Code section 11166 and will comply with its provisions.

9. **Fingerprinting/TB Clearance**

Fingerprint clearance for Employee will be acquired through submitting the Employee's fingerprints to the California Department of Justice. Employee will be required to assume the cost of all fees related to the fingerprinting process. Employee will be required to submit evidence from a licensed physician that he/she was found to be free from active tuberculosis. Both clearances need to be in place prior to the first day of service.

10. **Conflicts of Interest**

Employee understands that, while employed by Blue Ridge Academy, he/she will have access to confidential and proprietary information. Employee therefore shall not maintain employment or contracts for employment, or engage in any consultant or independent contractor relationship, with any other agency or school that will in any way conflict with his/her employment with Blue Ridge Academy. **Employee agrees that he/she will not enter into any contract(s), or participate in making any contracts, in which he/she has a material financial interest. Employee also specifically agrees that he/she will not refer students to, or encourage students to utilize, any Blue Ridge Academy approved vendor to which the Employee has a**

familial or marital connection. Employee also specifically agrees that he/she will not recommend that Blue Ridge Academy enter into a contractual relationship with a vendor to which the Employee has a familial or marital connection.

11. **Outside Professional Activities**

Any outside professional activities (including consulting, speaking, and writing not on behalf of Blue Ridge Academy) shall not occur from 8:30 a.m. – 5 p.m. Monday through Friday, except holidays; Special Education Directors are expected to complete their Blue Ridge Academy employment duties from 8:30 a.m. – 5 p.m. Blue Ridge Academy shall in no way be responsible for any expenses attendant to the performance of such outside activities performed outside of employment with Blue Ridge Academy.

12. **School Intellectual Property and Non-Competition**

Employee may during the course of his/her duties be advised of certain confidential business matters and affairs of Employer regarding its business practices, students, suppliers and employees. Employee's duties may also place Employee in a position of trust and confidence with respect to certain trade secrets and other proprietary information relating to the business of Employer and not generally known to the public or competitors. Such proprietary information may include student information, competitive strategies, marketing plans, special designs or systems, and accounting information. Employee shall not, either during his/her employment with Employer, or any time in the future, directly or indirectly:

- a. disclose or furnish, directly or indirectly, to any other person, firm, agency, corporation, client, business, or enterprise, any confidential information acquired during his/her employment;
- b. individually or in conjunction with any other person, firm, agency, company, client, business, or corporation, employ or cause to be employed any confidential information in any manner whatsoever, except in furtherance of the business of Employer;
- c. without the written consent of Employer, publish, deliver, or commit to being published or delivered, any copies, abstracts, or summaries of any files, records, documents, drawings, specifications, lists, equipment and similar items relating to the business of Employer, except to the extent required in the ordinary course of Employee's duties;

Upon termination of employment, Employee is required to immediately return to Employer all property of Employer in as good condition as when received (normal wear and tear excepted) including, but not limited to, all files, records, documents, curriculum, equipment and supplies, promotional materials, and similar items relating to the business of Employer.

C. **TERMINATION OF AGREEMENT**

This Agreement may be terminated by any of the following:

1. **Early Termination with/without Cause:** The School Administration or Board may unilaterally, and with or without cause or advance notice, terminate this Agreement. In consideration of the right to terminate this Agreement without cause, the School shall pay to Employee two weeks of his/her salary after termination occurs **based on receipt of a release of claims agreement and the return of items identified in B.12.c. If the Employee refuses to sign a release of claims the Employee will be paid for one day of employment.**
2. **Revocation/Nonrenewal of Charter:** In the event that Blue Ridge Academy is either revoked or non-renewed, this Agreement shall terminate immediately upon the effective date of the revocation/nonrenewal of the charter, and without the need for the process outlined in Section B above.
3. **Death or Incapacitation of Employee:** The death of Employee shall terminate this Agreement and all rights provided under this Agreement. In the event that Employee becomes incapacitated to the extent that, in the judgment of the Board, Employee may no longer perform the essential functions of his/her job with or without reasonable accommodation, as set forth in the job specifications, the Board may terminate this Agreement.

D. NON-RENEWAL/EXPIRATION OF TERM. The Board may elect not to offer future employment agreements to Employee at its sole discretion, without cause, and this Agreement will lapse by its own terms.

E. 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**

The rights and obligations of the respective parties under the Agreement will inure to the benefit of and will be binding upon the heirs, legal representatives, successors and assigns of the parties hereto; provided, however, that this Agreement will not be 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. **Partial Invalidity**

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

Agreement.

F. ACCEPTANCE OF EMPLOYMENT

By signing below, the Employee declares as follows:

1. I have read this Agreement and accept employment with Blue Ridge Academy on the terms specified herein.
2. All information I have provided to Blue Ridge Academy related to my employment is true and accurate.
3. This is the entire agreement between Blue Ridge Academy and me regarding the terms and conditions of my employment. This is a final and complete agreement and there are no other agreements, oral or written, express or implied, concerning the subject matter of this Agreement. **It also supersedes any and all other agreements or contracts, either oral or written, between the Parties with respect to the subject matter hereof.**

Employee Signature: _____ Date: _____

Address: _____

Telephone: _____

Blue Ridge Academy Approval:

Date: _____

Executive Director, Blue Ridge Academy

FIXED TERM EMPLOYMENT AGREEMENT
BETWEEN
BLUE RIDGE ACADEMY & EMPLOYEE NAME, JOB TITLE

THIS EMPLOYMENT AGREEMENT (“Agreement”) is entered into by and between the above named employee (“Employee”) and the Governing Board (“Board”) of Blue Ridge Academy . The Board desires to hire employees who will assist Blue Ridge Academy in achieving the goals and meeting the requirements of the school. The parties recognize that Blue Ridge Academy is not governed by the provisions of the California Education Code, except as expressly set forth in the Charter Schools Act of 1992. The Board desires to engage the services of the Employee for purposes of assisting Blue Ridge Academy in implementing its purposes, policies, and procedures.

WHEREAS, Blue Ridge Academy and Employee wish to enter into an employment relationship under the conditions set forth herein, the parties hereby agree as follows:

A. STATUTORY PROVISIONS RELATING TO CHARTER SCHOOL EMPLOYMENT

1. Blue Ridge Academy has been established and operate pursuant to the Charter Schools Act of 1992, Education Code section 47600, *et seq.* Blue Ridge Academy has been duly approved by the District according to the laws of the State of California.
2. Pursuant to Education Code section 47604, Blue Ridge Academy has elected to be formed and to operate as a non-profit public benefit corporation pursuant to the Non-profit Public Benefit Corporation Law of California (Part 2, commencing with section 5110 *et seq.* of the Corporations Code). As such, Blue Ridge Academy is considered a separate legal entity from the District, which granted the charter. The District shall not be liable for any debts and obligations of Blue Ridge Academy , and the Employee signing below expressly recognizes that he/she is being employed by Blue Ridge Academy and not the District.
3. Pursuant to Education Code section 47610, Blue Ridge Academy must comply with all of the provisions set forth in their charter, but is otherwise exempt from the laws governing school districts except as specified in Education Code section 47610.
4. Blue Ridge Academy shall be deemed the exclusive public school employer of the employees at Blue Ridge Academy for purposes of Government Code section 3540.1.

B. EMPLOYMENT TERMS AND CONDITIONS

1. Duties

Employee will perform such duties as Blue Ridge Academy may reasonably assign and Employee will abide by all School policies and procedures as adopted and amended from time to time.

2. Term and Work Schedule

Subject to Section C, “Termination of Agreement” herein, Blue Ridge Academy

hereby employs Employee for the term of the school, commencing on or after **July 1, 2020** and ending **June 30, 2021**. Workdays for the Employee shall be consistent with the applicable calendar of workdays for this position.

Blue Ridge Academy shall have the right to assign or reassign the Employee to positions, duties, or additional duties and to make changes in responsibilities, work, or transfers, at any time during the contract term. **All (Job Title) will provide educational services either online or in-person.** Specific programs will have specific needs and the Employee is expected to work in accordance with those specific needs. Any question should be directed to the immediate supervisor.

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 Blue Ridge Academy .

This position works a minimum of 205 days and may need to work additional days beyond the work calendar.

3. **Compensation**

Employee will receive a salary schedule indicating yearly salary no later than June 15th of each school year to be paid semi-monthly (twice a month) from which the Board shall withhold all statutory and other authorized deductions. (Additional column increases earned during the year will be documented on a supplementary salary schedule approved by the Board of Directors of Blue Ridge Academy at which the Employee is affiliated for any given school year.) The Board may adjust compensation by up to 15% in the form of a salary increase or reduction based on actual enrollment; any salary increase is contingent on enrollment and positive performance. The salary schedule is based on what the Board will deem to be reasonable targets. Salary changes will only be permitted at the end of the 1st three fiscal quarters – namely September 30th, December 31st, and March 30th. **Employee's compensation shall be prorated for the time actually worked during the duration of this Agreement. This position is exempt from overtime law and shall not be entitled to overtime or to additional compensation for performing duties outside of the scheduled work year/day.**

Base salary for 2020-2021 is \$XXXXXXX (Job Title)1-2).

4. **Employee Benefits**

Employee shall be entitled to participate in designated employee benefit programs and plans established by Blue Ridge Academy (subject to program and eligibility requirements) for the benefit of its employees, which from time to time may be amended and modified by the school in its sole discretion.

5. **Performance Evaluation**

Employee shall receive periodic performance reviews conducted by his/her

supervisor in accordance with the Blue Ridge Academy evaluation policy.

Failure to evaluate Employee shall not prevent Blue Ridge Academy from disciplining or dismissing Employee in accordance with this Agreement.

6. **Employee Rights**

Employment rights and benefits for employment at Blue Ridge Academy shall only be as specified in this Employment Agreement, the Charter Schools Act and Blue Ridge Academy's Personnel Handbook, which from time to time may be amended and modified by Blue Ridge Academy, **in Blue Ridge Academy's sole discretion**. 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. During the term of this Agreement, Employee shall not acquire or accrue tenure, or any employment rights with Blue Ridge Academy.

7. **Licensure**

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

8. **Child Abuse and Neglect Reporting**

California Penal Code section 11166 requires any child care custodian who has knowledge of, or observes, a child in his/her professional capacity or within the scope of his/her employment whom he/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/she is a child care custodian and is certifying that he/she has knowledge of California Penal Code section 11166 and will comply with its provisions.

9. **Fingerprinting/TB Clearance**

Fingerprint clearance for Employee will be acquired through submitting the Employee's fingerprints to the California Department of Justice. Employee will be required to assume the cost of all fees related to the fingerprinting process. Employee will be required to submit evidence from a licensed physician that he/she was found to be free from active tuberculosis. Both clearances need to be in place prior to the first day of service.

10. **Conflicts of Interest**

Employee understands that, while employed by Blue Ridge Academy, he or she will have access to confidential and proprietary information. Employee therefore shall not maintain employment or contracts for employment, or engage in any consultant or independent contractor relationship, with any other agency or school

that will in any way conflict with his/her employment with Blue Ridge Academy . Employee agrees that he/she will not enter into any contract(s), or participate in making any contracts, in which he/she has a material financial interest. Employee also specifically agrees that he/she will not refer students to, or encourage students to utilize, any Blue Ridge Academy approved vendor to which the Employee has a familial or marital connection. Employee also specifically agrees that he/she will not recommend that Blue Ridge Academy enter into a contractual relationship with a vendor to which the Employee has a familial or marital connection.

11. **Outside Professional Activities**

Any outside professional activities (including consulting, speaking, and writing not on behalf of Blue Ridge Academy) shall not occur from 8:30 a.m. – 5 p.m. Monday through Friday, except holidays; (Job Title) are expected to complete their Blue Ridge Academy employment duties from 8:30 a.m. – 5 p.m. Blue Ridge Academy shall in no way be responsible for any expenses attendant to the performance of such outside activities performed outside of employment with Blue Ridge Academy .

12. **School Intellectual Property and Non-Competition**

Employee may during the course of his/her duties be advised of certain confidential business matters and affairs of Employer regarding its business practices, students, suppliers and employees. Employee's duties may also place Employee in a position of trust and confidence with respect to certain trade secrets and other proprietary information relating to the business of Employer and not generally known to the public or competitors. Such proprietary information may include student information, competitive strategies, marketing plans, special designs or systems, and accounting information. Employee shall not, either during his/her employment with Employer, or any time in the future, directly or indirectly:

- a. disclose or furnish, directly or indirectly, to any other person, firm, agency, corporation, client, business, or enterprise, any confidential information acquired during his/her employment;
- b. individually or in conjunction with any other person, firm, agency, company, client, business, or corporation, employ or cause to be employed any confidential information in any manner whatsoever, except in furtherance of the business of Employer;
- c. without the written consent of Employer, publish, deliver, or commit to being published or delivered, any copies, abstracts, or summaries of any files, records, documents, drawings, specifications, lists, equipment and similar items relating to the business of Employer, except to the extent required in the ordinary course of Employee's duties;

Upon termination of employment, Employee is required to immediately return to Employer all property of Employer in as good condition as when received (normal wear and tear excepted) including, but not limited to, all files, records, documents, curriculum, equipment and supplies, promotional materials, and similar items relating to the business of Employer.

C. **TERMINATION OF AGREEMENT**

This Agreement may be terminated by any of the following:

1. **Early Termination with/without Cause:** The School Administration or Board may unilaterally, and with or without cause or advance notice, terminate this Agreement. In consideration of the right to terminate this Agreement without cause, the School shall pay to Employee two weeks of his/her salary after termination occurs **based on receipt of a release of claims agreement and the return of items identified in B.12.c. If the Employee refuses to sign a release of claims the Employee will be paid for one day of employment.**
2. **Revocation/Nonrenewal of Charter:** In the event that Blue Ridge Academy is either revoked or non-renewed, this Agreement shall terminate immediately upon the effective date of the revocation/nonrenewal of the charter, and without the need for the process outlined in Section B above.
3. **Death or Incapacitation of Employee:** The death of Employee shall terminate this Agreement and all rights provided under this Agreement. In the event that Employee becomes incapacitated to the extent that, in the judgment of the Board, Employee may no longer perform the essential functions of his/her job with or without reasonable accommodation, as set forth in the job specifications, the Board may terminate this Agreement.

D. **NON-RENEWAL/EXPIRATION OF TERM.** The Board may elect not to offer future employment agreements to Employee at its sole discretion, without cause, and this Agreement will lapse by its own terms.

E. **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**

The rights and obligations of the respective parties under the Agreement will inure to the benefit of and will be binding upon the heirs, legal representatives, successors and assigns of the parties hereto; provided, however, that this Agreement will not be 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. **Partial Invalidity**

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

F. ACCEPTANCE OF EMPLOYMENT

By signing below, the Employee declares as follows:

- 1. I have read this Agreement and accept employment with Blue Ridge Academy on the terms specified herein.

- 2. All information I have provided to Blue Ridge Academy related to my employment is true and accurate.

- 3. This is the entire agreement between Blue Ridge Academy and me regarding the terms and conditions of my employment. This is a final and complete agreement and there are no other agreements, oral or written, express or implied, concerning the subject matter of this Agreement. **It also supersedes any and all other agreements or contracts, either oral or written, between the Parties with respect to the subject matter hereof.**

Employee Signature: _____ Date: _____

Address: _____

Telephone: _____

Blue Ridge Academy Approval:

Date: _____
_____ Executive Director, Blue Ridge Academy

Blue Ridge Academy
July 1 2020 -HST Teacher Table
C-Basis - 10 Month Calendar*

PAY SCALE GROUP		PAY SCALE LEVEL								
Points*	1	2	3	4	5	6	7	8	9	10
A (Minimum)	\$58,240**	\$58,240**	\$58,240	\$58,240	\$58,240	\$58,240	\$58,240	\$58,240	\$58,240	\$58,240
B (+ 14 points)	\$58,240**	\$58,240**	\$58,240	\$58,240	\$58,240	\$58,240	\$58,240	\$58,240	\$58,240	\$60,500
C (+ 28 points)	\$58,240	\$58,240	\$58,240	\$58,240	\$58,240	\$58,240	\$58,240	\$58,240	\$59,860	\$63,000
D (+ 42 points)	\$58,240	\$58,240	\$58,240	\$58,240	\$58,240	\$58,240	\$58,240	\$59,100	\$62,400	\$65,500
E (+ 56 points)	\$58,240	\$58,240	\$58,240	\$58,240	\$58,240	\$58,240	\$58,300	\$62,400	\$64,600	\$68,000
F (+ 70 points)	\$58,240	\$58,240	\$58,240	\$58,240	\$58,240	\$58,240	\$60,450	\$63,650	\$66,975	\$70,500
G (+ 84 points)	\$58,240	\$58,240	\$58,240	\$58,240	\$58,240	\$59,475	\$62,600	\$65,875	\$69,350	\$73,000
H (+ 98 points)	\$58,240	\$58,240	\$58,240	\$58,240	\$58,400	\$62,400	\$64,750	\$68,150	\$71,750	\$75,500

Additional Pay Scale Levels

	11	12	13	14
(continued) H (+ 98 points)	\$78,000	\$80,500	\$83,000	\$85,500

H15	H20	H25	H30
\$88,000	\$90,500	\$93,000	\$95,000

NBC or Doctorate Differential is \$3000 paid in two installments in December and March.

*Annualized salary includes 196 work days. The 196 work days is a minimum number of work days, and team members may need to work additional days beyond the work calendar.

** Staff holding an alternative certification (intern or emergency) are restricted to A1, A2, B1, and/or B2.

***Annual salary advancements for longevity are not guaranteed and are subject to the school's operational needs and/or budget approved by the school Board.

Blue Ridge Academy
July 1, 2020 HQT Salary Table

B-Basis - 10 Month Calendar*

PAY SCALE GROUP		PAY SCALE LEVEL								
Points*	1	2	3	4	5	6	7	8	9	10
A (Minimum)	\$58,240*	\$58,240**	\$58,250	\$58,250	\$58,250	\$58,250	\$58,250	\$58,250	\$58,250	\$58,250
B (+ 14 points)	\$58,240**	\$58,240**	\$58,250	\$58,250	\$58,250	\$58,250	\$58,250	\$58,250	\$58,250	\$63,750
C (+ 28 points)	\$58,250	\$58,250	\$58,250	\$58,250	\$58,250	\$58,250	\$58,250	\$58,250	\$63,110	\$66,250
D (+ 42 points)	\$58,250	\$58,250	\$58,250	\$58,250	\$58,250	\$58,250	\$58,250	\$62,350	\$65,500	\$68,750
E (+ 56 points)	\$58,250	\$58,250	\$58,250	\$58,250	\$58,250	\$58,250	\$61,550	\$65,625	\$67,850	\$71,250
F (+ 70 points)	\$58,250	\$58,250	\$58,250	\$58,250	\$58,250	\$60,650	\$63,700	\$66,900	\$70,225	\$73,750
G (+ 84 points)	\$58,250	\$58,250	\$58,250	\$58,250	\$59,750	\$62,725	\$65,850	\$69,125	\$72,600	\$76,250
H (+ 98 points)	\$58,250	\$58,250	\$58,250	\$58,750	\$61,650	\$64,750	\$68,000	\$71,400	\$75,000	\$78,750

Additional Pay Scale Levels

	11	12	13	14
(continued) H (+ 98 points)	\$81,250	\$83,750	\$86,250	\$88,750

H15	H20	H25	H30
\$91,250	\$93,750	\$96,250	\$98,250

NBC or Doctorate Differential is \$3000 paid in two installments in December and March.

*Annualized salary includes 196 work days. The 196 work days is a minimum number of work days, and team members may need to work additional days beyond the work calendar.

** Staff holding an alternative certification (intern or emergency) are restricted to A1, A2, B1, and/or B2.

***Annual salary advancements for longevity are not guaranteed and are subject to the school's operational needs and/or budget approved by the school Board.

Blue Ridge Academy
July 1, 2020 - SPED Teacher Salary Table

PAY SCALE GROUP	PAY SCALE LEVEL									
Points*	1	2	3	4	5	6	7	8	9	10
A (Minimum)	\$58,240	\$58,240	\$59,950	\$59,950	\$59,950	\$59,950	\$59,950	\$59,950	\$59,950	\$59,950
B (+ 14 points)	\$58,240	\$58,860	\$59,950	\$59,950	\$59,950	\$59,950	\$59,950	\$59,950	\$59,950	\$65,945
C (+ 28 points)	\$59,950	\$59,950	\$59,950	\$59,950	\$59,950	\$59,950	\$59,950	\$59,950	\$65,247	\$68,670
D (+ 42 points)	\$59,950	\$59,950	\$59,950	\$59,950	\$59,950	\$59,950	\$59,950	\$64,419	\$67,853	\$71,395
E (+ 56 points)	\$59,950	\$59,950	\$59,950	\$59,950	\$59,950	\$59,950	\$63,547	\$67,989	\$70,414	\$74,120
F (+ 70 points)	\$59,950	\$59,950	\$59,950	\$59,950	\$59,950	\$62,566	\$65,891	\$69,379	\$73,003	\$76,845
G (+ 84 points)	\$59,950	\$59,950	\$59,950	\$59,950	\$61,585	\$64,828	\$68,234	\$71,804	\$75,592	\$79,570
H (+ 98 points)	\$59,950	\$59,950	\$59,950	\$60,495	\$63,656	\$67,035	\$70,578	\$74,284	\$78,208	\$82,295

Additional Pay Scale Levels

	11	12	13	14
(continued) H (+ 98 points)	\$85,020	\$87,745	\$90,470	\$93,195

H15	H20	H25	H30
\$95,920	\$98,645	\$101,370	\$103,550

NBC or Doctorate Differential is \$3000 paid in two installments in December and March.

*Annualized salary includes 196 work days. The 196 work days is a minimum number of work days, and team members may need to work additional days beyond the work calendar.

** Staff holding an alternative certification (intern or emergency) are restricted to A1, A2, B1, and/or B2.

***Annual salary advancements for longevity are not guaranteed and are subject to the school's operational needs and/or budget approved by the school Board.

**Certificated Support Team
July 1, 2020
Salary Schedule**

SCHOOL PSYCHOLOGIST AND PROGRAM SPECIALIST

STEP	1-2	3-4	5-6	7-8	9-10	11-13+
Salary	81,088	84,088	88,293	92,709	97,342	102,209

SPEECH/LANGUAGE PATHOLOGIST

STEP	1-2	3-4	5-6	7-8	9-10	11-13+
Salary	7,4146	78,049	82,157	86,481	91,033	95,585

NURSE

STEP	1-2	3-4	5-6	7-8	9-10	11-13+
Salary	70,512	74,038	77,340	81,227	85,288	89,552

OCCUPATIONAL THERAPIST

STEP	1-2	3-4	5-6	7-8	9-10	11-13+
Salary	70,688	74,387	78,302	82,423	86,761	91,327

NBC or Doctorate Differential is \$3000

* Based on 205 work days of the 12-month calendar. The 205 work days is a minimum number of work days, and team members may need to work additional days beyond the work calendar.

** Annual salary advancements for longevity are not guaranteed and are subject to the school's operational needs and/or budget approved by the school Board.



Blue Ridge Academy

955 Stanislaus Street, Maricopa, CA 93252

Ph (661) 525-1178 | Fax (661) 465-4544

Regional Coordinator Salary Schedule

Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
\$80,000	\$81,000	\$82,000	\$83,000	\$84,000	\$85,000



Field Trip Policy

The Governing Board of Blue Ridge Academy recognizes that school-sponsored trips are an important component of a student's development. These types of trips supplement and enrich the homeschooling and classroom learning experience. In addition, field trips encourage new interests among students, make them more aware of community resources, and help them relate their school experiences to the outside world. School-sponsored field trips may be conducted in connection with the Blue Ridge Academy's course of study or school-related social, educational, cultural, athletic, school band activities or other extracurricular or cocurricular activities.

The purpose of the Blue Ridge Academy Governing Board approving this Field Trip Policy is to accomplish the following:

1. Outline the Requirements for a Field Trip
2. Explain Supervision, Chaperone and Guest Policies
3. Explain Accommodation Options for Special Education Students
4. Identify Student and Family Responsibility While Attending Field Trips
5. Identify Transportation Options for Field Trip Attendance

- 1. Requirements for a Field Trip:** No field trips may be made to locations, activities, or programs where students will be treated unfairly based on disability, gender, gender identity, gender expression, nationality, race or ethnicity, religion, sexual orientation, or any other characteristic that is contained in the definition of hate crimes set forth in Penal Code section 422.55, including immigration status, equal rights, and opportunities in the educational institutions of the state.

School-sponsored trips are those that are single-day, community based or those that are specifically approved by the Governing Board of Blue Ridge Academy (such as multi-day trips, or those costing the Blue Ridge Academy in excess of \$100 per pupil). The Executive Director of Blue Ridge Academy shall establish a process for approving a staff member's request to conduct a school-sponsored trip that fall outside the limitations of this section. When planning trips, staff shall consider student safety, objectives of instruction, the most effective use of instructional time, school and student expense, and transportation and supervision requirements. Executive Directors may exclude from the trip any student whose presence on the trip would pose a safety or disciplinary risk.

All field trips are voluntary, and no student is required to attend any given field trip. A student's ability to attend any field trip is limited by the amount of enrichment funds available for that student. The teacher of records is responsible for mapping out a child's field trip plan for the year to enhance the child's educational plan.

- 2. Field Trip Supervision:** Given the need for adequate supervision of the students attending

school-sponsored trips and given the nature of the educational program offered by Blue Ridge Academy, if applicable, Blue Ridge Academy will pay for the costs of admission for one chaperone for each four (4) children in a family and enrolled in Blue Ridge Academy. If applicable, Blue Ridge Academy will pay for the costs of admission for an additional chaperone for additional children in a family and enrolled in Blue Ridge Academy in excess of four (up to eight). Children in a family means children living, part- or full-time, with a parent/guardian, irrespective of adoptive status or marital status of the parents/guardians. The funds used to pay for the chaperone as allowed in this paragraph shall be instructional funds available to each family.

Families are limited to one school-sponsored overnight field trip per year with admission paid for one chaperone using enrichment funds. Blue Ridge Academy will not provide the cost of admission for any chaperones for vendor trips and independent enrichment trips.

It is the responsibility of parents/guardians to ensure proper supervision over their children enrolled in Blue Ridge Academy at all times during a school-sponsored trip. Chaperones may take their own non-enrolled children (two years and older) as guests on appropriate school-sponsored trips, provided they assume full responsibility for their behavior and, with approval of the Executive Director.

The organizing teacher shall use a field trip attendance form to track attendance, emergency contact information, and identify any authorized adults to pick-up students afterhours, if applicable. Organizing teachers shall always have an emergency contact phone number for the Executive Director. If a serious discipline incident occurs during a field trip, the organizing teacher shall notify the Executive Director immediately. No student shall be sent home or separated from the school group without prior approval of the organizing teacher.

3. **Accommodations:** If a family requires special accommodation due to a child's special education needs identified in the child's Individual Education Plan (IEP) or Section 504 plan, the family may request accommodation from the Executive Director.
4. **Student and Family Responsibilities:** All persons making the field trip or excursion shall be deemed to have waived all claims against the Blue Ridge Academy or the State of California for injury, accident, illness or death occurring during or by reason of the field trip or excursion. All adults, parents and guardians taking any field trip or excursion shall sign a statement waiving all claims.

All students on a school-sponsored trip are under the jurisdiction of Blue Ridge Academy and shall be subject to school disciplinary rules and regulations.

Before a student can participate in a school-sponsored trip, the organizing teacher shall obtain parent/guardian permission for the trip. Whenever a trip involves water activities, the parent/guardian shall provide specific permission for his/her child to participate in the water activities.

5. **Transportation:** Parent(s)/guardian(s) are solely responsible for transporting their children to the location where the field trip starts. The organizing teacher will provide the location for the field trip, and the time to meet, to the parent(s)/guardian(s) once the field trip has been confirmed.

The organizing teacher shall use a field trip attendance form to track attendance, emergency contact information, and identify any authorized adults to pick-up students afterhours, if applicable. Organizing teachers shall always have an emergency contact phone number for the Principal. If a serious discipline incident occurs during a field trip, the organizing teacher shall notify the Principal immediately. No student shall be sent home or separated from the school group without prior approval of the organizing teacher.



Withdrawal Policy

The purpose of the Blue Ridge Academy Governing Board approving this Withdrawal Policy is to accomplish the following:

1. Establish the Reasons a Student Can Be Withdrawn from Blue Ridge Academy
 2. Outline the Procedures for Withdrawing a Student
 3. Establish the Charter School's Responsibility to Not Encourage a Pupil Currently Attending the School to Disenroll or Transfer to Another School
 4. Establish the Process for Notifying Parents/Guardians/Educational Rights Holder of the Withdrawal
-
1. **Reasons for a Withdrawal:** If Blue Ridge Academy discovers that a student enrolled in Blue Ridge Academy is no longer a resident of California, no longer a resident of a county that Blue Ridge Academy may legally provide educational services to, is concurrently enrolled in a private school, is concurrently enrolled in another public school, is in non-compliance with Blue Ridge Academy's policies, or otherwise may no longer legally be served by Blue Ridge Academy, the following procedures shall be followed to withdraw the student from Blue Ridge Academy.
 2. **Procedures for Withdrawing a Student:** Blue Ridge Academy shall send the parent/guardian/educational rights holder a notice of the Blue Ridge Academy's intention to withdraw the student from the School and the reasons for that decision. The notice will be sent at least five days prior to the withdrawal of the student. The notice will inform the parent/guardian that the Education Code provides the parent/guardian/educational rights holder with the right to a hearing adjudicated by a neutral officer within a reasonable number of days at which the pupil(s) have a fair opportunity to present testimony, evidence, and witnesses and confront and cross-examine adverse witnesses, and at which the pupil(s) have the right to bring legal counsel or an advocate. This notice shall be written in the native language of the pupil or the pupil's parent or guardian, or if the pupil is a foster child or youth or a homeless child or youth, the pupil's educational rights holder.

This notice will also inform the parent/guardian/educational rights holder that the student's enrichment opportunities and curriculum orders will be put on hold until the hearing is completed. **The notice will also establish the date by which the hearing shall be scheduled. If a parent/guardian/educational rights holder refuses to participate in scheduling the hearing, remains unavailable for scheduling the hearing, or otherwise does not cooperate in scheduling the hearing, the right to a hearing will be deemed to have been waived. Additionally, if a parent/guardian/educational rights holder fails to attend the scheduled hearing, the hearing will continue without the presence of the parent/guardian/educational rights holder. In that event, the student may be withdrawn and the decision of the hearing officer will be final.**

If the parent/guardian invokes said rights, the Blue Ridge Academy will not disenroll the pupils until it has reached a final decision. The decision of the School is final and cannot be appealed.

In addition, the parent/guardian will be sent a Charter School Complaint Notice in the form provided by the California Department of Education at www.cde.ca.gov/sp/ch/escomplaint.asp.

- 3. The Charter School's Responsibility to Not Encourage a Pupil Currently Attending the School to Disenroll or Transfer to Another School:** Blue Ridge Academy shall not encourage a pupil currently attending the school to disenroll or transfer to another school for any reason, including but not limited to, academic performance of the pupil or because the pupil exhibits any of the following characteristics: pupils with disabilities, academically low-achieving pupils, English learners, neglected or delinquent pupils, homeless pupils, or pupils who are economically disadvantaged, as determined by eligibility for any free or reduced-price meal program, foster youth, or pupils based on nationality, race, ethnicity or sexual orientation.
- 4. Notification of the Withdrawal:** Once the student has been withdrawn from Blue Ridge Academy, the parent/guardian/educational rights holder will be notified of the withdrawal and advised to enroll the student immediately in a school that may legally serve that student. A copy of this notice shall be placed in the student's cumulative file. The student's teacher will also be notified of the withdrawal.



Teacher Certification Policy

Blue Ridge Academy is committed to providing a high-quality educational program is dependent upon the employment of certificated staff who are adequately prepared and have demonstrated proficiency in basic skills and in the subject matter to be taught. The Executive Director designee shall ensure that persons employed to fill positions requiring certification qualifications possess the appropriate credential, permit, or other certification document from the Commission on Teacher Credentialing (CTC) and fulfill any additional state, federal, or the Charter School requirements for the position.

The purpose of the Blue Ridge Academy Governing Board approving this Teacher Certification Policy is to accomplish the following:

1. Outline the State Requirements for Appropriately Assigned and Credentialed Teachers
 2. Define Valid Certification
 3. Establish the Requirement for Charter Schools and Teaching Credentials
 4. Outline the Process for Maintaining Certification Documents
 5. Establish the Support to Teachers Holding Preliminary Credentials
 6. Identify the Procedures for Hiring Based on Unavailability of Credentialed Teacher
 7. Outline the Declaration of Need Requirements
 8. Establish the Procedures for Employing Non-Credentialed Teachers
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1. **State Requirements for Appropriately Assigned and Credentialed Teachers:** State financing of school instruction is premised on pupils being taught by teachers who have authorization from the State of California to teach in public schools. As such, state law establishes various conditions, requirements, and penalties on charter schools to ensure that only authorized personnel are hired to teach. In addition, the State establishes requirements for the issuance of teacher credentials and other requirements designed to ensure that teachers are appropriately assigned.
 2. **Define Valid Certification:** A valid certification is any state-issued certificate or credential (a “Credential”), including a vocational credential and internship credential or certificate, life document or diploma, emergency 30-day substitute teaching permit, or emergency permit or waiver, that is not expired or revoked.
 3. **Requirement for Charter Schools:** Charter schools are required to hold the Commission on Teacher Credentialing (“CTC”) certificate, permit or other document required for the teacher’s certificated assignment. Teachers that were employed by Blue Ridge Academy during the 2019-20 school year shall have until July 1, 2025, to obtain the certificate required for the teacher’s certificated assignment. Teachers that are newly hired for their assignment in the 2020-21 school year and beyond, or who maintain employment at the Blue Ridge Academy

but are assigned to a new teaching assignment, are required to hold the appropriate certification for their assignment.

In addition to any specific Credential required for the teacher's assignment, all teachers are required to hold a Credential to provide instruction to limited-English-proficient pupils. All teachers employed by the Blue Ridge Academy shall have their professional fitness evaluated by the CTC by July 1, 2020.

4. **Process for Maintaining Certification Documents:** The certificate, permit or other document shall be maintained and on file at the School and are subject to periodic inspection by the Maricopa Unified School District.
5. **Support for Teachers Holding Preliminary Credentials:** The Executive Director or designee shall provide assistance and support to teachers holding preliminary credentials to enable them to meet the qualifications required for the clear credential.
6. **Hiring Based on Unavailability of Credentialed Teacher:** The Executive Director or designee shall make reasonable efforts to recruit a fully prepared teacher for each assignment. Whenever a teacher with a clear or preliminary credential is not available, the Executive Director or designee shall make reasonable efforts to recruit an individual for the assignment in the following order: (Education Code 44225.7)
 1. A candidate who enrolls in an approved intern program in the region of the Charter School and possesses an intern credential
 2. A candidate who is scheduled to complete preliminary credential requirements within six months and who holds a provisional internship permit (PIP) or short-term staff permit issued by the CTC
 3. The Board shall approve, as an action item at a public Board meeting, a notice of its intent to employ a PIP applicant for a specific position. (5 CCR 80021.1)
 4. An individual who holds an emergency permit or for whom a credential waiver has been granted by the CTC

Prior to requesting that the CTC issue an emergency permit pursuant to item #3 above or a limited assignment permit which allows a fully credentialed teacher to teach outside of his/her area of certification while working toward an added or supplementary authorization, the Board shall annually approve a Declaration of Need for Fully Qualified Educators. The Declaration of Need shall be approved by the Board as an action item at a regularly scheduled public Board meeting, with the entire Declaration of Need being included in the Board agenda. (Education Code 44225, 44225.7; 5 CCR 80023.2, 80026, 80027, 80027.1)

7. **The Declaration of Need:** The Declaration of Need shall certify that there is an insufficient number of certificated persons who meet the Charter School's specified employment criteria for the position(s) and that the Charter School has made reasonable efforts to recruit individuals who meet the qualifications specified in items #1-2 above. The Declaration of Need shall also indicate the number and type of emergency permits that the Charter School estimates it will need during the valid period of the Declaration of Need, based on the previous year's actual needs and projections of enrollment. Whenever the actual number of permits needed exceeds the estimate by 10 percent, the Board shall revise and resubmit the Declaration of Need. (5 CCR 80026)

8. **Non-Credentialed Teachers:** Whenever it is necessary to employ non-credentialed teachers to fill a position requiring certification qualifications, the Executive Director or designee shall provide support and guidance in accordance with law to ensure the quality of the instructional programs. Blue Ridge Academy has the authority to request an emergency permit or a waiver from the CTC.



Public Random Drawing/Lottery Policy

Blue Ridge Academy is committed to providing quality education to all students who wish to attend, within the school boundaries. Based on available resources, it may be necessary to limit admissions, and in that event a Public Random Drawing/Lottery will be held to determine admission. Blue Ridge Academy ensures admission will not be based on any protected characteristics, including, but not limited to, disability, race, gender, national origin, and religion.

The purpose of Blue Ridge Academy Governing Board approving the Public Random Drawing/Lottery Policy is to accomplish the following:

1. Establish the procedures under which the Blue Ridge Academy (“School”) will conduct the School’s public random drawing/lottery in the event that applications for enrollment exceed the School’s capacity.
1. **Enrollment:** The School is a non-classroom based charter school that operates solely as an independent study program. Admission to the School is open to any student who resides within the boundaries of Kern County or an adjacent county. The School will accept all students who wish to attend, so long as it has the capacity to serve them. The School’s Governing Board will annually determine the maximum enrollment for each school year based on, among other factors, the annual budget, staffing, and available resources prior to the start of the Open Enrollment Period. Limits may be established by grade level and for the school as a whole.

The Board will set an Open Enrollment Period each year. Applications will be accepted during the publicly advertised Open Enrollment Period each year for enrollment during the following school year. Following the close of the Open Enrollment Period, applications shall be counted to determine whether the School has received more applications than maximum enrollment capacity. If the number of pupils who wish to attend the School exceeds the School’s capacity for a specific grade level, enrollment in the impacted grade level or levels will be determined by a Lottery conducted in accordance with the procedures set forth in this Policy and applicable law. Admission preferences will only be extended consistent with this Policy, the School’s charter, and applicable law.

Admission preferences will not be based on any protected characteristics, including, but not limited to, disability, race, gender, national origin, and religion. In addition, enrollment preferences will not limit enrollment access for pupils with disabilities, academically low-achieving pupils, English learners, neglected or delinquent pupils, homeless pupils, or pupils who are economically disadvantaged, as determined by eligibility for any free or reduced-price meal program, or foster youth.

2. **Lottery Procedures:** In the event that there are more students who wish to attend the School than there are spots available upon closure of the Open Enrollment Period, the School will conduct a Lottery during the Spring semester prior to the academic year for which enrollment is sought.

All pupils, except those who are guaranteed admission as provided in this Policy and the School's charter, who wish to enroll in the School must participate in the Lottery subject to the following:

1. Students who reside within the boundaries of the Maricopa Unified School District ("District") will have their names placed in the Lottery pool twice.
2. Students who reside outside the boundaries of the District will have their names placed in the Lottery once.

The following students are exempt from the Lottery and are guaranteed enrollment in the School: (1) students currently enrolled in the School at the close of the Open Enrollment period **and for the 2020-2121 school year only, those former students of the School who were displaced from the school due to resource center closure and staffing changes**, and (2) siblings of currently enrolled **and displaced** students. "Sibling" is defined as a pupil who has at least one biological or adoptive parent in common with the admitted pupil, or who has been legally adopted by or placed under the legal guardianship of at least one biological or adoptive parent of the admitted pupil. Step-siblings are only considered siblings if they reside at the same address as the sibling who is admitted into the School.

Public notice of the Open Enrollment Period and date of the Lottery will generally be posted on the School's website and the notice will provide the date, time, and location of the Lottery at least 10 days prior to the commencement of the Open Enrollment Period. This information will also be included in application forms. The Lottery will be conducted [by grade-level and] by the Principal or his/her designee using a random method of selection. Unique identifiers will be assigned to each applicant. The conduct of the Lottery will be open to the public and families are encouraged, but not required, to attend. The Principal or his/her designee will announce each applicant who is granted admission through the Lottery. Once the enrollment cap has been reached, the Principal or his/her designee will continue to drawing applicants will then be placed on the waitlist in the order drawn. Successful applicants will be notified electronically or by mail.

If a student is extended an offer of admission due to one of the preferences noted in this Policy or the School's charter, the School may request supporting documentation as part of the enrollment process. The School will conduct a verification of such documentation prior to finalizing the student's enrollment and may disqualify an applicant submitting materially false information.

After the Lottery process, and once an offer has been accepted by the family, additional information may be requested as part of the registration process. Following acceptance through the Lottery, students who are offered admission at the School at the time of the Lottery will have 10 calendar days to complete the registration process. If a student fails to timely complete the process, the spot may be filled from the waiting list.

Enrollment offers are valid only for the academic year for which the Lottery is conducted. There is no option to defer an offer of enrollment. Students accepting enrollment must generally complete required independent study agreements within seven (7) days of the beginning of the school year, unless otherwise advised by the School.

3. **Waitlist:** If a slot becomes available because an accepted student declines enrollment, fails to timely complete the enrollment process, a student leaves the School after the start of the

academic year, or as spots become available, the School may notify families on the waitlist in the order they appear on the waitlist.

Students drawn from the waitlist shall have five (5) school days to accept the enrollment slot (via telephone or email to the School) and proceed with the registration process. Applicants must complete a registration packet with all required documentation and by the deadline given by the School to confirm enrollment.

Students who are not offered a spot for the academic school year for which the Lottery was held may remain on the waitlist for that academic year unless the parent or guardian requests that the student be removed from the waitlist earlier. The waitlist shall not carry over from one year to the next. Students who have not been admitted will be required to submit a new enrollment application for the next school year and are required to participate in the Lottery if space is limited.

**BY THE BLUE RIDGE ACADEMY BOARD OF DIRECTOR DECLARING
EMERGENCY CONDITIONS EXIST AT SCHOOLS AND OFFICES IN THE
DISTRICT AND MODIFYING GRADUATION/PROMOTION REQUIREMENTS FOR
STUDENTS CURRENTLY ENROLLED 2020 – 6**

WHEREAS, the World Health Organization has declared COVID-19 is a global pandemic; and

WHEREAS, on March 4, 2020, the Governor of the State of California declared a State of Emergency due to the outbreak and spread of a novel coronavirus (COVID-19); and

WHEREAS, as of March 18, 2020, there were 1,063 confirmed cases of COVID-19 and 21 cases reported resulting in death in California; and

WHEREAS, the Governor of the State of California has issued Executive Order N-33-20 requiring all California residents to “shelter in place” and all but essential functions have been halted or restricted; and

WHEREAS, the Governor of the State of California has indicated that schools may be closed for an undetermined duration; and

WHEREAS, there has been significant disruption to the instructional program for students which prevents them from complying with existing credit, hours of instruction, and graduation and/or promotion requirements; and

WHEREAS, strict compliance with various statutes and regulations would prevent, hinder, or delay appropriate action necessary for the wellbeing of students to mitigate the effects of COVID-19 on instruction; and

WHEREAS, it is in the best interests of students, staff, and the community to prepare for and implement measures to respond to the closure of schools; and

WHEREAS, it is necessary to ensure that a wide variety of instructional options are available, including but not limited to, distance learning for credit recovery; and

WHEREAS, approval of this resolution would allow the Executive Director to immediately respond to rapidly changing health and safety concerns and the educational needs of students by modifying instructional programs in a manner which poses the least harm to students as determined by the Executive Director.

NOW, THEREFORE BE IT RESOLVED, that the Board of Directors of Blue Ridge Academy determines that the circumstances described in this resolution herein constitute an emergency condition for which immediate action is necessary; and

BE IT FURTHER RESOLVED that the Board of Directors authorizes the Executive Director to exert maximum flexibility to respond to the emergency conditions for students, including but not limited to, waiving instructional minutes, setting an end date for classes and grading periods, providing distance learning, credit recovery, and otherwise modifying graduation and promotional requirements.

PASSED AND ADOPTED by the Governing Board of the Blue Ridge Academy at on the 20th
Day of April, 2020, by the following vote:

AYES: _____ NOES: _____ ABSENT: _____ ABSTENTIONS: _____

BLUE RIDGE ACADEMY
BOARD RESOLUTION – 2020 – 7

I. Adoption of Blue Ridge Academy Approving the Authority of the Executive Director to Add to the Number of Enrollment Spots Available During Open Enrollment

WHEREAS, the World Health Organization has declared COVID-19 is a global pandemic; and

WHEREAS, on March 4, 2020, the Governor of the State of California declared a State of Emergency due to the outbreak and spread of a novel coronavirus (COVID-19); and

WHEREAS, as of March 18, 2020, there were 1,063 confirmed cases of COVID-19 and 21 cases reported resulting in death in California; and

WHEREAS, the Governor of the State of California has issued Executive Order N-33-20 requiring all California residents to “shelter in place” and all but essential functions have been halted or restricted; and

WHEREAS, the Governor of the State of California has indicated that schools may be closed for an undetermined duration; and

WHEREAS, approval of this resolution would allow the Executive Director to immediately respond to rapidly changing demand for distance learning by increasing the enrollment capacity of the School for the 2020 – 2021 school year.

NOW THEREFORE BE IT RESOLVED, the School hereby delegates to the Executive Director the authority to increase the number of enrollment spots available for the 2020-2021 school year and extend the board approved open enrollment period, (currently, April 1, 2020 – April 31, 2020), in her discretion, based on her determination that the capacity of the School can be increased to accommodate additional students during the coming school year. Any such increase in School capacity or extension of the open enrollment period shall be promptly announced on the School’s website. The Board shall be promptly notified.

SECRETARY'S CERTIFICATE

I, _____, Secretary of the Board of Directors of Blue Ridge Academy a California nonprofit public benefit corporation, County of _____, California, hereby certify as follows:

The attached is a full, true, and correct copy of the resolutions duly adopted at a meeting of the Board of Directors of Blue Ridge Academy which was duly and regularly held on _____, 2020, at which meeting all of the members of the Board of Directors had due notice and at which a quorum thereof was present; and at such meeting such resolutions were adopted by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

I have carefully compared the same with the original minutes of such meeting on file and of record in my office; the attached resolution is a full, true, and correct copy of the original resolution adopted at such meeting and entered in such minutes; and such resolution has not been amended, modified, or rescinded since the date of its adoption, and the same is now in full force and effect.

WITNESS my hand on _____, 2020.

Secretary of the Board of Directors of
Blue Ridge Academy

MEMORANDUM

DEL MAR HEIGHTS
LAS VEGAS
PHOENIX
SAN DIEGO
SILICON VALLEY

DRAFT FOR DISCUSSION

TO: Board of Directors
Blue Ridge Academy

FILE NO: 127948.001

FROM: Greg Moser, Legal Counsel

CC: Hollie Smith
Samantha Haynes

DATE: April 16, 2020

RE: Discussion and Potential Action on Board Meeting Stipend

Historically, Board members have received per meeting stipends to reimburse them for the estimated costs of traveling to and attending meetings, and related expenses. We understand that this practice was authorized by Board action some time ago, and has continued.

Given the restrictions on travel since declaration of the pandemic emergency throughout California, Blue Ridge Academy board meetings are, and for the foreseeable future, will be conducted virtually. In light of this circumstance, we have been asked to advise you as to whether per meeting stipends can be paid without being tied to estimated travel expenses? In other words, per meeting stipends would be paid regardless of whether any travel is required?

Yes, the Board may take action to set compensation for Directors attending Board meetings, in lieu of, or in addition to being reimbursed for travel expenses. However, this will require a series of steps and determinations by your Board, and has consequences for potential future liabilities of directors.

First, the bylaws of Blue Ridge Academy provide, in Article VI, section 15 that directors serve without compensation and just get reimbursement for expenses. My understanding is that what's been paid historically is an estimate of travel costs which are not considered "compensation."

The Corporations Code allows director compensation, if permitted by the company's bylaws. Corp Code section 5151(c). So after the bylaws are amended to allow directors to be compensated, a board resolution would need to be adopted. Corp. Code section 5235(a). The resolution would set "reasonable compensation" (Gov. Code section 12586(g)). The amount set should be supported by referencing comparable organizations providing similar compensation for directors, just as is done for setting CEO compensation. There are many charter boards receiving some compensation, albeit a minority, but such data should be available. We would recommend citing a few examples to

support the board's decision and to be able to respond to IRS or Attorney General queries in the future. The corporation's tax exemption can be lost for "excessive" compensation—though this is not very common.

Also, board members should be aware that the broader immunity afforded "volunteer" directors under Corporations Code section 5239 would not be available if they receive compensation. Instead, the normal "business judgement" rule will apply to potential claims against them.

We await your direction.

GVM