



Monarch River Academy

2293 East Crabtree Avenue, Porterville, CA 93257

Ph (559) 754-1442 | Fax (559) 335-4089

Regular Scheduled Board Meeting

Monarch River Academy

April 23, 2020 – 6:00 pm

337 N Plaza Drive

Visalia CA, 93291

Through Teleconference

Join Zoom Meeting

<https://zoom.us/j/9854259770>

Meeting ID: 985 425 9770

Dial by your location

+1 669 900 6833 US (San Jose)

Meeting ID: 985 425 9770

Find your local number: <https://zoom.us/u/ai4RhhtNf>

AGENDA

1. Call to Order
2. Flag Salute
3. Approval of the Agenda
4. Public Comments
5. Principal's Report
 - a. Lottery
 - b. Student Achievement
 - c. State Testing
 - d. High School Grading
 - e. Paycheck Protection Program
6. Discussion and Potential Action on the March Board Meeting Minutes and April Board Meeting Minutes



Monarch River Academy

2293 East Crabtree Avenue, Porterville, CA 93257

Ph (559) 754-1442 | Fax (559) 335-4089

7. Discussion and Potential Action on the March Financials
8. Discussion and Potential Action on the Charter Impact Proposal
9. Discussion and Potential Action on the Principal Title Change and Job Description
10. Discussion and Potential Action on the Board Resolution Regarding Executive Director Authority 2020 – 4
11. Discussion and Potential Action on the 2020 – 2021 Benefits Renewals
12. Discussion and Potential Action on the Teacher Salary Schedules
13. Discussion and Potential Action on the Certificated Support Team Salary Schedule
14. Discussion and Potential Action on the Regional Coordinators, Community Connections, and Counselor Compensation
15. Discussion and Potential Action on the Field Trip Policy
16. Discussion and Potential Action on the Educational Vendor Policies and Procedures
17. Discussion and Potential Action on the Withdrawal Policy
18. Discussion and Potential Action on the Teacher Certification Policy
19. Discussion and Potential Action on the Teacher Certification Financial Support
20. Discussion and Potential Action on the Board Resolution – High School Graduation Requirements: 2020 – 5
21. Discussion and Potential Action on the SELPA Representative 2020 - 6
22. Discussion and Potential Action on Board Resolution - Requiring Leadership Team Members to Possess an Admin Credential 2020 – 7
23. Discussion and Potential Action on Board Meeting Stipend
24. Board of Directors Requests
25. Announcement of Next Regular Scheduled Board Meeting
26. Adjournment



Monarch River Academy

2293 East Crabtree Avenue, Porterville, CA 93257

Ph (559) 754-1442 | Fax (559) 335-4089

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: Monarch River 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)).



Monarch River Academy

2293 East Crabtree Avenue, Porterville, CA 93257
Ph (559) 754-1442 | Fax (559) 335-4089

Regular Scheduled Board Meeting - Monarch River Academy
March 2, 2020 – 5:00 pm
337 N Plaza Drive, Visalia CA, 93291

Attendance: Sam Nofziger, Craig Wheaton, Monique Ouwinga, Sarah Sanchez, Ashley Wiens
Absent: None
Also Present: Dr. Laurie Goodman, Steph Johnson

Call to Order:

Sam Nofziger called the meeting to order at 5:18 pm.

Flag Salute:

The Flag Salute was conducted.

Approval of the Agenda:

Craig Wheaton motioned to approve the agenda. Monique Ouwinga seconded.
-Unanimous.

Public Comments:

None.

Principal's Report:

- Monitor high school closely
- Prepping for testing, working with parents to at least have them try, goal of 95%
- Interventions continuing, expanding for next year
- Sarah asked as a mom how she can support the test and encourage her kids to do their best.
 - Steph offered support of positive reinforcement and test prep
 - Sam encouraged to have family talks about doing your best “We do our best no matter what we do”
- Closing enrollment for 19/20 April 1st, opening enrollment for 20/21 on April 1st (projected)
- Discussed Monarch enrollment, Heartland students will move back. Fill their spaces with our Kingsburg students. What growth do we want for Monarch? Requested a report, see Board of Director's Requests below



Monarch River Academy

2293 East Crabtree Avenue, Porterville, CA 93257
Ph (559) 754-1442 | Fax (559) 335-4089

Discussion and Potential Action on the February Board Meeting Minutes:

Sarah Sanchez motioned to approve the February Board Meeting Minutes. Craig Wheaton seconded.
-Unanimous.

Discussion and Potential Action on the Second Interim Report:

Craig Wheaton motioned to approve the Second Interim Report. Sarah Sanchez seconded.
-Unanimous.

Discussion and Potential Action on the Auditor Selection:

Craig Wheaton motioned to approve Christy White as the Auditor Selection. Sarah Sanchez seconded.
-Unanimous.

Discussion and Potential Action on the MOU with other Schools:

Monique Ouwinga motioned to approve the MOU with other Schools. Ashley Wiens seconded.
-Unanimous.

Discussion and Potential Action on the Local Control Accountability Plan:

Craig Wheaton motioned to approve the Local Control Accountability Plan pending the school name change and Principal name change. Sarah Sanchez seconded.
-Unanimous.

Discussion and Potential Action on the Growth Projections and Enrollment Windows:

Sarah Sanchez motioned to approve the Growth Projections and Enrollment Window of April 1, 2020 – September 30, 2020. Ashley Wiens seconded.
-Unanimous.

Craig Wheaton left the meeting at 6:22 pm.



Monarch River Academy

2293 East Crabtree Avenue, Porterville, CA 93257

Ph (559) 754-1442 | Fax (559) 335-4089

Discussion and Potential Action on the Instructional Funds Depreciation Chart:

Sarah Sanchez motioned to approve the Instructional Funds Depreciation Chart. Monique Ouwinga seconded.

-Unanimous.

Discussion and Potential Action on the 2020-2021 School Calendars:

Sarah Sanchez motioned to approve the 2020-2021 School Calendars. Ashley Wiens seconded.

-Unanimous.

Discussion and Potential Action on the Principal Evaluation:

Monique Ouwinga motioned to approve the Principal Evaluation form. Sarah Sanchez seconded.

-Unanimous.

Discussion and Potential Action the Lottery Policy:

Ashley Wiens motioned to approve the Lottery Policy. Sarah Sanchez seconded.

-Unanimous.

Discussion and Potential Action on the Comprehensive School Safety:

Monique Ouwinga motioned to approve the Comprehensive School Safety. Sarah Sanchez seconded.

-Unanimous.

Board of Directors Requests:

- Monthly impact report for the transfer of students from Monarch River to Heartland for the 20/21 school year.

Announcement of Next Regular Scheduled Board Meeting:

The Next Regular Scheduled Board Meeting is April 23, 2020 at 6:00 pm. This is a time change from 5:15 pm – 6:00 pm.



Monarch River Academy

2293 East Crabtree Avenue, Porterville, CA 93257

Ph (559) 754-1442 | Fax (559) 335-4089

Adjournment:

Sam Nofziger motioned to adjourn the meeting at 6:42 pm. Sarah Sanchez seconded
-Unanimous.

Prepared by:
Bryanna Brossman

Noted by:

Board Secretary



Monarch River Academy

2293 East Crabtree Avenue, Porterville, CA 93257
Ph (559) 754-1442 | Fax (559) 335-4089

Special Board Meeting - Monarch River Academy

March 17, 2020 – 12:00 pm

337 N Plaza Drive, Visalia CA, 93291

Attendance: Ashley Wiens, Sam Nofziger, Sarah Sanchez, Craig Wheaton – Telconference

Absent: Monique Ouwinga

Also Present: Mariah Jordan, Laurie Goodman, Steph Johnson, Damien Phillips, Ann Buxton, Tanell Herbert, Sue Hays, Stacey Munro, Melanie Hemaiden, Linda Empleo, Marcia M, Shirin Schneider, Stacy Burns, Jeff Grunau, Lex Crump and Cindy Garcia

Agenda:	Monarch River
1. Call to Order	Sam Nofziger called the meeting to order at 12:10 pm
2. Flag Salute	Conducted
3. Approval of the Agenda	Motioned to Approve - Sarah Sanchez Seconded - Ashley Weins Passed - unanimous 12:10 pm
4. Public Comments	None
5. Discussion and Potential Action on the Board Resolution: School Closure	Motioned to Approve - Craig Wheaton Seconded - Sarah Sanchez Passed - unanimous 1:12 pm Closure will be reevaluated at each board meeting. Close until further notice from the state.
6. Discussion and Potential Action on the Board Resolution: Establishment of Accounts at Wells Fargo	The board tabled this item.
7. Discussion and Potential Action on the Board Resolution: Affirming Board Positions	The board tabled this item.
8. Adjournment	Motioned to Adjourn – Craig Wheaton Seconded - Sarah Sanchez



Monarch River Academy

2293 East Crabtree Avenue, Porterville, CA 93257

Ph (559) 754-1442 | Fax (559) 335-4089

	Passed - unanimous 1:17 pm
--	----------------------------

Prepared by:
Bryanna Brossman

Noted by:

Board Secretary



Monarch River Academy

2293 East Crabtree Avenue, Porterville, CA 93257

Ph (559) 754-1442 | Fax (559) 335-4089

Regular Scheduled Board Meeting - Monarch River Academy

April 10, 2020 – 3:00 pm

337 N Plaza Drive, Visalia CA, 93291

Attendance: Sam Nofziger, Monique Ouwinga, Ashley Wiens, Craig Wheaton - Teleconference

Absent: Sarah Sanchez

Also Present: Bryanna Brossman, Dr. Laurie Goodman, Steph Johnson - Teleconference

Call to Order:

Sam Nofziger called the meeting to order at 3:12 pm.

Approval of the Agenda:

Craig Wheaton motioned to approve the agenda. Ashley Wiens seconded.

-Unanimous.

Public Comments:

None.

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

Ashley Wiens motioned to approve the Board Resolution: Establishment of Accounts at Wells Fargo. Craig Wheaton seconded.

-Unanimous.

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

Craig Wheaton motioned to approve the Board Resolution: Affirming Board Positions.

Ashley Wiens seconded.

-Unanimous.

Discussion and Potential Action on the Teacher Employment Contract:

Ashley Wiens motioned to approve the Teacher Employment Contract. Monique Ouwinga seconded.

-Unanimous.



Monarch River Academy

2293 East Crabtree Avenue, Porterville, CA 93257

Ph (559) 754-1442 | Fax (559) 335-4089

Board of Directors Requests:

None.

Announcement of Next Regular Scheduled Board Meeting:

The Next Regular Scheduled Board Meeting is April 23, 2020.

Adjournment:

Craig Wheaton motioned to adjourn the meeting at 3:29 pm. Monique Ouwinga seconded.

-Unanimous.

Prepared by:
Bryanna Brossman

Noted by:

Board Secretary

Monarch River Academy

Monthly Financial Presentation – March 2020

MONARCH RIVER - Highlights

- Annual Projected Revenue: Decreased by \$125K
- Annual Project Expenses: Increased by \$696k
- Annual Projected Surplus: \$10k

- SB740 Requirements:

Non- Compliance X

Cert.	Instr.
38.5%	89.7%
(130,248)	848,587

*Must exceed
40% / 80%*

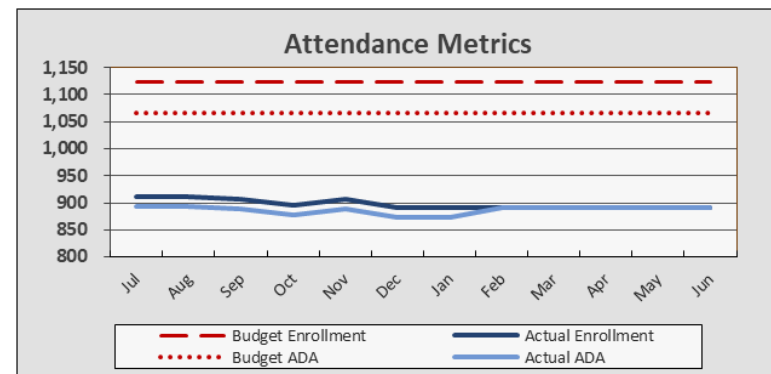
In Compliance ✓

Pupil:Teacher Ratio
24.76 :1

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

MONARCH RIVER - Attendance

Enrollment & Per Pupil Data			
	<u>Actual</u>	<u>Forecast</u>	<u>Budget</u>
Average Enrollment	897	897	1123
ADA	879	891	1067
Attendance Rate	98.0%	99.4%	95.0%
Unduplicated %	39.4%	39.4%	25.0%
Revenue per ADA		\$9,824	\$9,690
Expenses per ADA		\$9,812	\$9,291



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

MONARCH RIVER - Revenue

- Annual projected revenue variance due to actual v. budgeted ADA.

Revenue

<i>Year-to-Date</i>		
Actual	Budget	Fav/(Unf)
State Aid-Rev Limit	\$ 8,072,524	\$ 6,124,282 \$ 1,948,242
Federal Revenue	-	82,992 (82,992)
Other State Revenue	-	377,456 (377,456)
Other Local Revenue	5,596	- 5,596
Total Revenue	\$ 8,078,120	\$ 6,584,730 \$ 1,493,390

<i>Annual/Full Year</i>		
Forecast	Budget	Fav/(Unf)
\$ 8,050,982	\$ 9,505,986	\$ (1,455,004)
92,687	110,952	(18,266)
606,030	722,257	(116,228)
5,596	-	5,596
\$ 8,755,295	\$ 10,339,196	\$ (1,583,902)

MONARCH RIVER - Expenses

- Expense projections increased due to SPED shared cost: \$659k.
- Salary forecasted based on payroll through 3/31.

	Year-to-Date			Annual/Full Year		
	Actual	Budget	Fav/(Unf)	Forecast	Budget	Fav/(Unf)
Expenses						
Certificated Salaries	\$ 2,051,866	\$ 2,385,863	\$ 333,996	\$ 2,741,799	\$ 3,181,150	\$ 439,351
Classified Salaries	28,444	-	(28,444)	38,971	-	(38,971)
Benefits	589,412	762,470	173,058	796,605	1,013,425	216,820
Books and Supplies	722,601	1,004,145	281,544	1,058,583	1,461,139	402,556
Subagreement Services	1,577,727	1,965,367	387,640	3,197,096	2,952,687	(244,408)
Operations	17,743	58,008	40,265	25,718	78,392	52,674
Facilities	600	29,437	28,837	600	39,249	38,649
Professional Services	298,782	705,300	406,518	716,542	1,067,330	350,788
Depreciation	-	-	-	-	-	-
Interest	130,411	36,400	(94,011)	168,416	120,400	(48,016)
Total Expenses	\$ 5,417,587	\$ 6,946,990	\$ 1,529,403	\$ 8,744,329	\$ 9,913,772	\$ 1,169,443

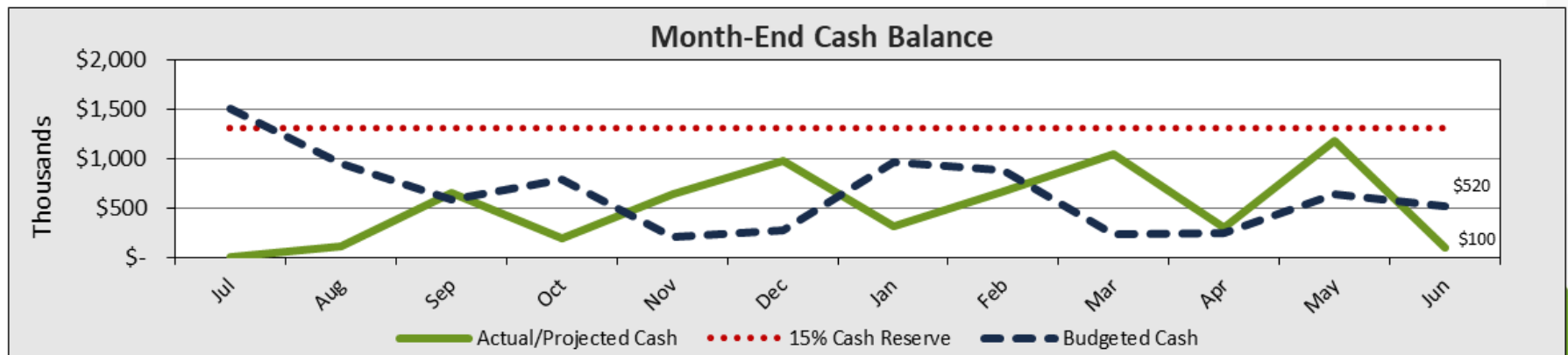
MONARCH RIVER - Fund Balance

- Annual forecasted surplus at \$10k.
 - Decrease from prior reporting (+\$582) due to shared SPED

	Year-to-Date			Annual/Full Year		
	Actual	Budget	Fav/(Unf)	Forecast	Budget	Fav/(Unf)
Total Surplus(Deficit)	\$ 2,660,533	\$ (362,260)	\$ 3,022,793	\$ 10,966	\$ 425,424	\$ (414,459)
Beginning Fund Balance	-	-		-	-	
Ending Fund Balance	<u>\$ 2,660,533</u>	<u>\$ (362,260)</u>		<u>\$ 10,966</u>	<u>\$ 425,424</u>	
As a % of Annual Expenses	30.4%	-3.7%		0.1%	4.3%	

MONARCH RIVER - Cash Balance

- Positive Cash balance projected until year-end through sales of receivables.



MONARCH RIVER - Compliance Reporting

Area	Due Date	Description	Completed By	Must Approve	Signature Required
FINANCE	Apr-01	Audit Firm Selection - In accordance with Education Code (EC) Section 41020, the governing board of each school shall provide for an audit of the books and accounts of the school. In the event	Client with Charter Impact support	Yes	No
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	Client 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	Charter Impact submits with data provided by Client	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.	Charter Impact submits with data provided by Client	No	Yes

MOARCH RIVER - Appendix

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

Monarch River Academy
Monthly Cash Flow/Forecast FY19-20

Revised 4/20/2020

ADA = 891.21



Revenues

State Aid - Revenue Limit

8011	LCFF State Aid
8012	Education Protection Account
8096	In Lieu of Property Taxes

Federal Revenue

8181	Special Education - Entitlement
------	---------------------------------

Other State Revenue

8311	State Special Education
8560	State Lottery

Other Local Revenue

8660	Interest Revenue
------	------------------

Total Revenue

Expenses

Certificated Salaries

1100	Teachers' Salaries
1175	Teachers' Extra Duty/Stipends
1200	Pupil Support Salaries
1300	Administrators' Salaries

Classified Salaries

2100	Instructional Salaries
------	------------------------

Benefits

3101	STRS
3301	OASDI
3311	Medicare
3401	Health and Welfare
3501	State Unemployment
3601	Workers' Compensation

Books and Supplies

4302	School Supplies
4305	Software
4310	Office Expense
4311	Business Meals
4400	Noncapitalized Equipment

Subagreement Services

5102	Special Education
5106	Other Educational Consultants
5107	Instructional Services

	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	Annual Budget	Favorable / (Unfav.)
															ADA 1066.85	
	-	-	-	4,439,668	-	-	-	865,585	2,607,461	-	-	-	(159,852)	7,752,862	9,169,545	(1,416,683)
	-	-	-	53,800	-	-	34,090	-	-	34,734	-	-	55,618	178,242	213,370	(35,128)
	-	-	-	-	-	-	-	-	71,920	52,221	52,221	52,221	(108,706)	119,878	123,072	(3,194)
	-	-	-	4,493,468	-	-	34,090	865,585	2,679,381	86,955	52,221	52,221	(212,940)	8,050,982	9,505,986	(1,455,004)
	-	-	-	-	-	-	-	-	-	18,537	18,537	18,537	37,075	92,687	110,952	(18,266)
	-	-	-	-	-	-	-	-	-	18,537	18,537	18,537	37,075	92,687	110,952	(18,266)
	-	-	-	-	-	-	-	-	-	84,309	84,309	84,309	168,619	421,547	504,620	(83,073)
	-	-	-	-	-	-	-	-	-	-	-	-	184,483	184,483	217,637	(33,155)
	-	-	-	-	-	-	-	-	-	84,309	84,309	84,309	353,101	606,030	722,257	(116,228)
	-	-	-	1	-	-	-	5,595	-	-	-	-	-	5,596	-	5,596
	-	-	-	1	-	-	-	5,595	-	-	-	-	-	5,596	-	5,596
	-	-	-	4,493,469	-	-	34,090	871,180	2,679,381	189,802	155,068	155,068	177,236	8,755,295	10,339,196	(1,583,902)
	121,783	183,007	177,711	175,737	138,753	189,866	168,978	169,742	169,355	167,063	167,063	167,063	-	1,996,120	2,746,500	750,380
	5,958	15,131	29,331	25,802	23,363	24,413	22,270	23,720	47,589	23,389	23,389	23,389	-	287,743	274,650	(13,093)
	1,875	9,601	7,726	7,726	7,726	7,726	7,726	7,726	7,726	7,726	7,726	7,726	-	88,733	35,000	(53,733)
	27,208	27,775	33,344	26,658	50,492	18,659	27,708	27,008	34,950	31,800	31,800	31,800	-	369,203	125,000	(244,203)
	156,824	235,514	248,111	235,923	220,333	240,664	226,682	228,196	259,619	229,978	229,978	229,978	-	2,741,799	3,181,150	439,351
	-	4,001	3,905	4,054	3,088	3,215	3,555	3,117	3,509	3,509	3,509	3,509	-	38,971	-	(38,971)
	-	4,001	3,905	4,054	3,088	3,215	3,555	3,117	3,509	3,509	3,509	3,509	-	38,971	-	(38,971)
	26,561	39,808	41,542	39,915	39,078	38,407	38,313	38,333	41,423	39,583	39,583	39,583	-	462,130	531,252	69,122
	-	248	242	251	191	199	220	(1,901)	218	235	235	235	-	375	-	(375)
	2,179	3,376	3,495	3,329	3,106	3,378	3,200	3,223	3,687	3,411	3,411	3,411	-	39,206	46,127	6,921
	(6,686)	29,163	19,611	23,171	16,770	31,450	21,834	21,220	21,663	21,500	21,500	21,500	-	242,694	367,500	124,806
	5,109	4,135	1,174	567	(237)	17	7,396	2,379	252	1,041	1,041	1,041	-	23,915	24,010	95
	-	4,080	2,040	2,040	2,040	2,040	2,082	2,040	2,040	3,294	3,294	3,294	-	28,284	44,536	16,252
	27,162	80,810	68,104	69,274	60,949	75,491	73,046	65,295	69,282	69,064	69,064	69,064	-	796,605	1,013,425	216,820
	61,889	71,927	93,699	90,905	69,247	62,879	76,465	50,657	60,983	64,519	64,519	64,519	-	832,207	1,003,069	170,862
	5,455	1,418	4,435	1,830	6,003	46,287	6,976	4,035	2,854	6,804	6,804	6,804	-	99,705	291,250	191,545
	-	1,614	257	236	393	229	1,227	216	411	726	726	726	-	6,763	22,404	15,641
	-	-	-	(481)	481	-	-	-	22	333	333	333	-	1,022	1,120	98
	-	-	-	-	-	-	54	-	-	39,611	39,611	39,611	-	118,887	143,296	24,409
	67,343	74,959	98,391	92,490	76,124	109,394	84,722	54,908	64,269	111,994	111,994	111,994	-	1,058,583	1,461,139	402,556
	-	1,237	14,833	9,912	40,546	36,414	43,727	17,332	51,169	29,690	29,690	29,690	-	304,240	330,724	26,483
	10,121	74,059	44,593	92,637	51,994	91,060	118,292	82,143	79,046	441,016	441,016	441,016	-	1,966,993	1,432,956	(534,036)
	-	-	248,841	82,947	82,947	82,947	82,947	71,466	66,515	65,277	70,987	70,987	-	925,863	1,189,008	263,145
	10,121	75,295	308,268	185,496	175,487	210,421	244,966	170,941	196,731	535,982	541,693	541,693	-	3,197,096	2,952,687	(244,408)

Monarch River Academy
Monthly Cash Flow/Forecast FY19-20

Revised 4/20/2020

ADA = 891.21



Operations and Housekeeping

5201	Auto and Travel
5300	Dues & Memberships
5400	Insurance

Facilities, Repairs and Other Leases

5604	Other Leases
------	--------------

Professional/Consulting Services

5801	IT
5803	Legal
5804	Professional Development
5805	General Consulting
5806	Special Activities/Field Trips
5807	Bank Charges
5808	Printing
5809	Other taxes and fees
5811	Management Fee
5812	District Oversight Fee
5814	SPED Encroachment
5815	Public Relations/Recruitment

Interest

7438	Interest Expense
------	------------------

Total Expenses

Monthly Surplus (Deficit)

Cash Flow Adjustments

Monthly Surplus (Deficit)

Cash flows from operating activities

Depreciation/Amortization

Public Funding Receivables

Due To/From Related Parties

Prepaid Expenses

Accounts Payable

Accrued Expenses

Cash flows from financing activities

Proceeds from Factoring

Payments on Factoring

Total Change in Cash

Cash, Beginning of Month

Cash, End of Month

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
-	133	979	877	1,191	-	759	537	329	626	626	626	-
-	-	160	-	-	-	-	-	-	-	-	-	-
-	2,592	1,296	1,296	1,296	1,296	1,296	3,102	603	2,033	2,033	2,033	-
-	2,725	2,435	2,173	2,487	1,296	2,055	3,639	932	2,658	2,658	2,658	-
-	-	-	-	-	-	600	-	-	-	-	-	-
-	-	-	-	-	-	600	-	-	-	-	-	-
-	-	663	-	-	-	-	-	-	-	-	-	-
3,101	2,451	3,500	2,232	-	-	652	209	144	1,563	1,563	1,563	-
55	-	-	-	-	-	-	-	-	-	-	-	-
750	750	-	750	2,050	1,000	-	1,432	2,500	1,337	1,337	1,337	-
12,930	14,067	12,837	10,763	3,623	425	838	289	505	20,870	20,870	20,870	-
-	-	352	148	103	236	234	165	110	235	235	235	-
-	-	-	-	10	-	-	-	-	-	-	-	-
-	-	-	21	-	23	-	157	-	-	-	-	-
-	-	75,734	25,245	25,245	25,245	25,245	21,751	20,244	19,867	21,605	21,605	-
-	-	-	-	-	-	-	-	-	2,609	1,567	1,567	235,788
-	-	-	-	-	-	-	-	-	8,228	8,228	8,228	16,455
-	-	-	-	-	-	-	-	-	-	-	-	-
16,837	17,268	93,086	39,158	31,031	26,929	26,969	24,002	23,502	54,708	55,404	55,404	252,243
-	-	60,762	-	34,492	33,956	1,201	-	-	-	38,005	-	-
-	-	60,762	-	34,492	33,956	1,201	-	-	-	38,005	-	-
278,288	490,571	883,062	628,569	603,992	701,368	663,796	550,098	617,844	1,007,894	1,052,305	1,014,300	252,243
(278,288)	(490,571)	(883,062)	3,864,900	(603,992)	(701,368)	(629,706)	321,082	2,061,538	(818,092)	(897,237)	(859,232)	(75,007)
(278,288)	(490,571)	(883,062)	3,864,900	(603,992)	(701,368)	(629,706)	321,082	2,061,538	(818,092)	(897,237)	(859,232)	(75,007)
-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-	-	-	(177,236)
155,962	564,234	(2,332,360)	(508,849)	277,081	452,121	(264,176)	25,430	(227,058)	100,000	500,000	(215,902)	-
-	(6,673)	-	(16,415)	16,415	(108,192)	108,192	(1,004)	(31,375)	-	-	-	-
3,681	27,150	29,795	(19,941)	(3,840)	(33,225)	76,171	(24,689)	30,914	-	(86,015)	-	252,243
123,645	18,521	(50,129)	(6,346)	2,321	(19,563)	19,844	27,823	53,334	-	-	-	-
-	-	3,773,700	-	757,900	749,500	29,500	-	-	-	1,357,308	-	-
-	-	-	(3,773,700)	-	-	-	(1,507,400)	(29,500)	(29,500)	-	-	-
5,000	112,662	537,943	(460,352)	445,885	339,273	(660,175)	348,642	379,952	(747,592)	874,056	(1,075,134)	
-	5,000	117,662	655,605	195,253	641,138	980,411	320,236	668,879	1,048,831	301,239	1,175,295	
5,000	117,662	655,605	195,253	641,138	980,411	320,236	668,879	1,048,831	301,239	1,175,295	100,160	

Annual Forecast	Annual Budget	Favorable / (Unfav.)
6,681	17,966	11,284
160	6,742	6,582
18,877	29,200	10,323
25,718	78,392	52,674
600	-	(600)
600	39,249	38,649
663	-	(663)
16,978	22,457	5,479
55	22,681	22,626
13,242	16,003	2,760
118,887	286,591	167,705
2,053	896	(1,157)
10	1,344	1,334
201	5,334	5,134
281,784	361,872	80,087
241,529	285,180	43,650
41,139	49,246	8,107
-	8,983	8,983
716,542	1,067,330	350,788
168,416	120,400	(48,016)
168,416	120,400	(48,016)
8,744,329	9,913,772	1,169,443
10,965	425,424	(414,459)

0.1%
10,965
-
(177,236)
(1,473,518)
(39,052)
252,243
169,450
6,667,908
(5,310,600)

Cert.	Instr.
38.5%	89.7%
(130,248)	848,587

Pupil:Teacher Ratio
24.76 :1

Monarch River 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	\$ 2,607,461	\$ 825,629	\$ 1,781,832	\$ 7,912,714	\$ 5,867,027	\$ 2,045,687	\$ 9,169,545
Education Protection Account	-	53,343	(53,343)	87,890	160,028	(72,138)	213,370
In Lieu of Property Taxes	71,920	8,615	63,305	71,920	97,227	(25,307)	123,072
Total State Aid - Revenue Limit	2,679,381	887,587	1,791,794	8,072,524	6,124,282	1,948,243	9,505,986
Federal Revenue							
Special Education - Entitlement	-	9,320	(9,320)	-	82,992	(82,992)	110,952
Total Federal Revenue	-	9,320	(9,320)	-	82,992	(82,992)	110,952
Other State Revenue							
State Special Education	-	42,388	(42,388)	-	377,456	(377,456)	504,620
State Lottery	-	-	-	-	-	-	217,637
Total Other State Revenue	-	42,388	(42,388)	-	377,456	(377,456)	722,257
Other Local Revenue							
Interest Revenue	-	-	-	5,596	-	5,596	-
Total Other Local Revenue	-	-	-	5,596	-	5,596	-
Total Revenues	2,679,381	939,295	1,740,086	8,078,120	6,584,730	1,493,390	10,339,196
Expenses							
Certificated Salaries							
Teachers' Salaries	169,355	228,875	59,520	1,494,931	2,059,875	564,944	2,746,500
Teachers' Extra Duty/Stipends	47,589	22,888	(24,701)	217,576	205,988	(11,589)	274,650
Pupil Support Salaries	7,726	2,917	(4,809)	65,556	26,250	(39,306)	35,000
Administrators' Salaries	34,950	10,417	(24,533)	273,803	93,750	(180,053)	125,000
Total Certificated Salaries	259,619	265,096	5,477	2,051,866	2,385,863	333,996	3,181,150
Classified Salaries							
Instructional Salaries	3,509	-	(3,509)	28,444	-	(28,444)	-
Total Classified Salaries	3,509	-	(3,509)	28,444	-	(28,444)	-
Benefits							
State Teachers' Retirement System, certificated posi	41,423	44,271	2,848	343,380	398,439	55,059	531,252
OASDI/Medicare/Alternative, certificated positions	218	-	(218)	(330)	-	330	-
Medicare/Alternative, certificated positions	3,687	3,844	157	28,972	34,595	5,623	46,127
Health and Welfare Benefits, certificated positions	21,663	30,625	8,962	178,194	275,625	97,431	367,500
State Unemployment Insurance, certificated positior	252	2,401	2,149	20,791	20,409	(383)	24,010
Workers' Compensation Insurance, certificated posit	2,040	3,711	1,671	18,404	33,402	14,998	44,536
Total Benefits	69,282	84,852	15,570	589,412	762,470	173,058	1,013,425
Books & Supplies							
School Supplies	60,983	100,307	39,324	639,007	672,057	33,050	1,003,069
Software	2,854	24,271	21,417	79,116	218,438	139,321	291,250
Office Expense	411	1,867	1,456	4,584	16,803	12,219	22,404
Business Meals	22	93	71	22	840	818	1,120
Noncapitalized Equipment	-	14,330	14,330	54	96,008	95,954	143,296
Total Books & Supplies	64,269	140,868	76,598	722,783	1,004,145	281,362	1,461,139

Monarch River 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
Subagreement Services							
Special Education	51,169	27,560	(23,609)	215,171	248,043	32,872	330,723
Other Educational Consultants	79,046	143,296	64,249	643,946	960,081	316,135	1,432,956
Instructional Services	66,515	108,019	41,504	718,611	757,244	38,633	1,189,008
Total Subagreement Services	196,731	278,875	82,144	1,577,727	1,965,367	387,640	2,952,687
Operations & Housekeeping							
Auto and Travel	329	4,491	4,163	4,804	13,474	8,670	17,966
Dues & Memberships	-	562	562	160	5,057	4,897	6,742
Insurance	603	2,433	1,830	12,779	21,900	9,121	29,200
Utilities	-	131	131	-	1,176	1,176	1,568
Janitorial Services	-	37	37	-	336	336	448
Communications	-	562	562	-	5,057	5,057	6,742
Postage and Shipping	-	1,573	1,573	-	11,008	11,008	15,725
Total Operations & Housekeeping	932	9,789	8,857	17,743	58,008	40,265	78,392
Facilities, Repairs & Other Leases							
Rent	-	2,808	2,808	-	25,268	25,268	33,691
Additional Rent	-	89	89	-	800	800	1,067
Other Leases	-	-	-	600	-	(600)	-
Repairs and Maintenance	-	374	374	-	3,369	3,369	4,491
Total Facilities, Repairs & Other Leases	-	3,271	3,271	600	29,437	28,837	39,249
Professional/Consulting Services							
IT	-	-	-	663	-	(663)	-
Audit & Taxes	-	-	-	-	6,743	6,743	6,743
Legal	144	1,871	1,727	12,288	16,843	4,555	22,457
Professional Development	-	2,268	2,268	55	15,877	15,822	22,681
General Consulting	2,500	1,600	(900)	9,050	11,202	2,152	16,003
Special Activities/Field Trips	505	28,659	28,154	56,277	192,016	135,740	286,591
Bank Charges	110	90	(20)	1,349	627	(721)	896
Printing	-	134	134	10	941	931	1,344
Other Taxes and Fees	-	533	533	201	3,734	3,533	5,334
Management Fee	20,244	32,875	12,631	218,708	230,466	11,757	361,872
District Oversight Fee	-	26,628	26,628	-	183,728	183,728	285,180
SPED Encroachment	-	4,137	4,137	-	36,836	36,836	49,246
Public Relations/Recruitment	-	898	898	-	6,288	6,288	8,983
Total Professional/Consulting Services	23,502	99,694	76,192	298,600	705,300	406,700	1,067,330
Interest							
Interest Expense	-	-	-	130,411	36,400	(94,011)	120,400
Total Interest	-	-	-	130,411	36,400	(94,011)	120,400
Total Expenses	617,844	882,445	264,601	5,417,587	6,946,990	1,529,403	9,913,773
Change in Net Assets	2,061,538	56,850	2,004,687	2,660,534	(362,260)	3,022,794	425,424
Net Assets, Beginning of Period	598,996			-			
Net Assets, End of Period	\$ 2,660,534			\$ 2,660,534			

Monarch River Academy

Statement of Financial Position

March 31, 2020

	Current Balance	Beginning Year Balance	YTD Change	YTD % Change
Assets				
Current Assets				
Cash & Cash Equivalents	\$ 1,048,831	\$ -	\$ 1,048,831	0%
Factored Receivable	(29,500)	-	(29,500)	0%
Due To/From Related Parties	1,857,616	-	1,857,616	0%
Prepaid Expenses	39,052	-	39,052	0%
Total Current Assets	2,915,999	-	2,915,999	0%
Total Assets	\$ 2,915,999	\$ -	\$ 2,915,999	0%
Liabilities				
Current Liabilities				
Accounts Payable	\$ 86,015	\$ -	\$ 86,015	0%
Accrued Liabilities	169,450	-	169,450	0%
Total Current Liabilities	255,465	-	255,465	0%
Total Liabilities	255,465	-	255,465	0%
Total Net Assets	2,660,534	-	2,660,534	0%
Total Liabilities and Net Assets	\$ 2,915,999	\$ -	\$ 2,915,999	0%

Monarch River 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		
Changes in Net Assets	\$ 2,061,538	\$ 2,660,534
Adjustments to reconcile change in net assets to net cash flows from operating activities:		
Decrease/(Increase) in Operating Assets:		
Grants, Contributions & Pledges Receivable	(1,507,400)	29,500
Due from Related Parties	(227,058)	(1,857,616)
Prepaid Expenses	(31,375)	(39,052)
Accounts Payable	30,914	86,015
Accrued Expenses	53,334	169,450
Total Cash Flows from Operating Activities	379,952	1,048,831
Change in Cash & Cash Equivalents	379,952	1,048,831
Cash & Cash Equivalents, Beginning of Period	668,879	-
Cash and Cash Equivalents, End of Period	\$ 1,048,831	\$ 1,048,831

Monarch River Academy

Due (To)/From All Inspire Charter School Locations

For the period ended March 31, 2020

	Account Balance
Due (to)/from Inspire LA	\$ (250)
Due (to)/from Feather River Charter School	69
Due (to)/from Blue Ridge Academy	501,239
Due (to)/from Yosemite Valley Charter School	1,371,537
Due (to)/from Inspire Charter Services	<u>(14,979)</u>
Total Due (to)/from Balance	<u>\$ 1,857,616</u>

Monarch River Academy**Check Register**

For the period ended March 31, 2020

Check Number	Vendor Name	Check Date	Check Amount
11193	VOID	VOID	VOID
11194	Ashley Wiens	3/4/2020	VOID
11195	Craig Wheaton	3/4/2020	250.00
11196	Monique Ouwinga	3/4/2020	250.00
11197	Sam Nofziger	3/4/2020	250.00
11198	Sarah Sanchez	3/4/2020	250.00
11199	Alison Weidenheimer	3/5/2020	640.00
11200	Allard's Art Inc.	3/5/2020	330.00
11201	America's Kids Inc.	3/5/2020	3,255.00
11202	American Kids Sports Center	3/5/2020	163.80
11203	Art of Problem Solving	3/5/2020	25.92
11204	Beautiful Feet Books, Inc.	3/5/2020	221.03
11205	Bitsbox	3/5/2020	167.70
11206	Bon Voyage World Languages Academy	3/5/2020	330.00
11207	Break the Barriers, Inc.	3/5/2020	375.00
11208	Brenda Myers	3/5/2020	400.00
11209	VOID	VOID	VOID
11210	Children's Storybook Garden & Museum	3/5/2020	4,750.00
11211	Dance Arts	3/5/2020	575.00
11212	Discovery of Learning, LLC	3/5/2020	10,727.50
11213	Evan Akuna	3/5/2020	495.00
11214	Generation Genius, Inc	3/5/2020	120.00
11215	GL Kenpo	3/5/2020	673.00
11216	Govinda Jones	3/5/2020	1,647.00
11217	GW School Supply, inc	3/5/2020	103.95
11218	Home Science Tools	3/5/2020	18.13
11219	Hooked on Phonics	3/5/2020	292.94
11220	Huckleberry Friend Productions	3/5/2020	400.00
11221	Institute for Excellence in Writing	3/5/2020	385.89
11222	J-Bar Ranch, LLC	3/5/2020	500.00
11223	JackKris Publishing, LLC	3/5/2020	70.96
11224	Jerre Reis	3/5/2020	320.00
11225	Joe Lenigan	3/5/2020	300.00
11226	KiwiCo, Inc	3/5/2020	2,309.73
11227	Learning Without Tears	3/5/2020	17.83
11228	Lighthouse Therapy LLC	3/5/2020	1,460.90
11229	Lotus Educational Services, Inc.	3/5/2020	360.00
11230	N2Y, LLC	3/5/2020	1,204.94
11231	Nessy Learning LLC	3/5/2020	100.00
11232	On Pointe Dance Company	3/5/2020	120.00
11233	Outschool, Inc.	3/5/2020	489.00
11234	Peace Hill Press, Inc. dba Well Trained Mind Press	3/5/2020	199.42
11235	Perfect 10 Gymnastics	3/5/2020	120.00
11236	Playground Training Academy, LLC	3/5/2020	220.00
11237	PresenceLearning, Inc.	3/5/2020	2,988.87
11238	Rainbow Resource Center	3/5/2020	626.45
11239	Rhonda J Cemo	3/5/2020	140.00
11240	School Pathways, LLC	3/5/2020	3,397.05
11241	Singapore Math, Inc.	3/5/2020	66.18
11242	Steinway Piano Gallery Of Fresno	3/5/2020	583.50
11243	Studio on the Hill	3/5/2020	210.00
11244	Success Learning Center	3/5/2020	190.00
11245	Sylvan Learning	3/5/2020	95.00
11246	Teacher Synergy, LLC	3/5/2020	358.43
11247	Teaching Textbooks	3/5/2020	43.08

Monarch River Academy**Check Register**

For the period ended March 31, 2020

Check Number	Vendor Name	Check Date	Check Amount
11248	The First Tee of Fresno	3/5/2020	699.00
11249	The Talk Team	3/5/2020	1,685.00
11250	All About Learning Press, Inc.	3/12/2020	208.19
11251	Allard's Art Inc.	3/12/2020	150.00
11252	America's Kids Inc.	3/12/2020	587.00
11253	Aspire Speech & Learning Center	3/12/2020	225.00
11254	Bach Children's Choir	3/12/2020	174.00
11255	Beautiful Feet Books, Inc.	3/12/2020	300.84
11256	Big Little Ones, LLC	3/12/2020	98.85
11257	BookShark	3/12/2020	953.31
11258	Brenda Myers	3/12/2020	145.00
11259	C'est La Vie Arts	3/12/2020	300.00
11260	Central California Gymnastics Institute - CCGI	3/12/2020	4,312.50
11261	CharterSafe	3/12/2020	603.00
11262	Children's Storybook Garden & Museum	3/12/2020	1,220.00
11263	Dreams in Motion Dance Company	3/12/2020	345.00
11264	E-Therapy, LLC	3/12/2020	143.25
11265	Educational Development Corporation	3/12/2020	92.77
11266	eDynamic Learning	3/12/2020	85.00
11267	Evan-Moor	3/12/2020	45.30
11268	Fresno Fencing Academy	3/12/2020	400.00
11269	Fresno School of Music	3/12/2020	184.00
11270	Galaxy Sports Group, Inc.	3/12/2020	402.00
11271	Guitar Center, Inc.	3/12/2020	1,340.00
11272	High Performance Academy	3/12/2020	480.00
11273	Home Science Tools	3/12/2020	390.12
11274	Institute for Excellence in Writing	3/12/2020	348.14
11275	Katherine Nelson, The Unschool Hub	3/12/2020	72.00
11276	Kevin Freeman	3/12/2020	1,823.00
11277	KiwiCo, Inc	3/12/2020	397.49
11278	Kristi Gilkey	3/12/2020	450.00
11279	Lakeshore	3/12/2020	629.02
11280	Learning Without Tears	3/12/2020	11.50
11281	Little Passports	3/12/2020	883.19
11282	Marnie Young	3/12/2020	221.67
11283	Math-U-See Inc.	3/12/2020	837.00
11284	Mathnasium of Clovis-Fresno	3/12/2020	280.00
11285	MEL Science Ltd	3/12/2020	99.60
11286	Melissa Bogle	3/12/2020	450.00
11287	Outschool, Inc.	3/12/2020	584.00
11288	Peace Hill Press, Inc. dba Well Trained Mind Press	3/12/2020	77.02
11289	Rainbow Resource Center	3/12/2020	1,759.01
11290	Rhonda J Cemo	3/12/2020	400.00
11291	Rich Oliver Racing, Inc.	3/12/2020	499.00
11292	Sandra Torosian	3/12/2020	60.00
11293	Shirley Winters Ballet	3/12/2020	799.00
11294	SpiritHorse Connections	3/12/2020	1,100.00
11295	Studio on the Hill	3/12/2020	105.00
11296	Teacher Synergy, LLC	3/12/2020	150.25
11297	Teaching Textbooks	3/12/2020	138.59
11298	The Dancing School	3/12/2020	191.25
11299	The Talk Team	3/12/2020	230.00
11300	Time4Writing.com	3/12/2020	119.00
11301	Ashley Wiens	3/18/2020	250.00
11302	Craig Wheaton	3/18/2020	250.00
11303	Monique Ouwinga	3/18/2020	250.00

Monarch River Academy**Check Register**

For the period ended March 31, 2020

Check Number	Vendor Name	Check Date	Check Amount
11304	Sam Nofziger	3/18/2020	250.00
11305	Sarah Sanchez	3/18/2020	250.00
11306	All About Learning Press, Inc.	3/19/2020	155.67
11307	Allard's Art Inc.	3/19/2020	30.00
11308	America's Kids Inc.	3/19/2020	1,409.00
11309	American Kids Sports Center	3/19/2020	163.80
11310	Arts Visalia	3/19/2020	240.00
11311	Brave Writer LLC	3/19/2020	196.60
11312	Christina Roberts	3/19/2020	150.10
11313	Discovery of Learning, LLC	3/19/2020	2,340.00
11314	Evan-Moor	3/19/2020	23.74
11315	Exeter City Dance	3/19/2020	1,020.00
11316	Freedom in Motion	3/19/2020	1,200.00
11317	GW School Supply, inc	3/19/2020	23.77
11318	Hamilton Piano Studio	3/19/2020	2,700.00
11319	Haynes Family of Programs	3/19/2020	660.00
11320	Home Science Tools	3/19/2020	339.20
11321	Hooked on Phonics	3/19/2020	43.18
11322	Kern County Hockey Club	3/19/2020	675.00
11323	Kitchen Kid, LLC	3/19/2020	600.06
11324	KiwiCo, Inc	3/19/2020	775.16
11325	Lotus Educational Services, Inc.	3/19/2020	405.00
11326	McColgan & Associates INC	3/19/2020	567.50
11327	Melissa Bogle	3/19/2020	900.00
11328	Paul Grether	3/19/2020	180.00
11329	Purposed II Praise School of Dance	3/19/2020	560.00
11330	Rainbow Resource Center	3/19/2020	327.94
11331	Reliant Investments, Inc	3/19/2020	900.00
11332	Shane Cammell	3/19/2020	280.00
11333	Singapore Math, Inc.	3/19/2020	63.71
11334	Studies Weekly	3/19/2020	32.27
11335	Teacher Synergy, LLC	3/19/2020	8.00
11336	The First Tee of Fresno	3/19/2020	120.00
11337	The Regents of The University of California	3/19/2020	257.50
11338	Time4Writing.com	3/19/2020	119.00
11339	Unity Farms, Inc.	3/19/2020	440.00
11340	Academy of Creative Education	3/26/2020	2,855.00
11341	Alison Weidenheimer	3/26/2020	160.00
11342	Allard's Art Inc.	3/26/2020	30.00
11343	America's Kids Inc.	3/26/2020	1,097.00
11344	AYSO	3/26/2020	260.00
11345	Beautiful Feet Books, Inc.	3/26/2020	233.70
11346	Braille Consultants, Inc.	3/26/2020	300.00
11347	Brave Writer LLC	3/26/2020	234.80
11348	Bredgetta Peters	3/26/2020	1,881.00
11349	Brenda Myers	3/26/2020	145.00
11350	Building Young Leaders, LLC	3/26/2020	49.00
11351	BYU Independent Study	3/26/2020	531.00
11352	Charter's Choice Educational Services	3/26/2020	262.50
11353	CharterSafe	3/26/2020	603.00
11354	Chelsea McCafferty	3/26/2020	1,200.00
11355	Children's Storybook Garden & Museum	3/26/2020	730.00
11356	Cindy Billings	3/26/2020	1,000.00
11357	Dance Arts	3/26/2020	150.00
11358	Dreams in Motion Dance Company	3/26/2020	219.00
11359	Drew's Art Box LLC	3/26/2020	80.00

Monarch River Academy

Check Register

For the period ended March 31, 2020

Check Number	Vendor Name	Check Date	Check Amount
11360	Dustin Arth	3/26/2020	180.00
11361	E-Therapy, LLC	3/26/2020	212.00
11362	Educational Development Corporation	3/26/2020	220.69
11363	Evan-Moor	3/26/2020	120.01
11364	Fernando Ruiz	3/26/2020	170.00
11365	Generation Genius, Inc	3/26/2020	120.00
11366	Goodfellow Occupational Therapy, Inc	3/26/2020	1,760.00
11367	Guido's Martial Arts Academy	3/26/2020	477.00
11368	Hanford Swim Club	3/26/2020	240.00
11369	History Unboxed LLC	3/26/2020	101.58
11370	Home Science Tools	3/26/2020	132.60
11371	Imm3rse.in	3/26/2020	300.00
11372	J-Bar Ranch, LLC	3/26/2020	495.00
11373	Kings Art Center	3/26/2020	176.00
11374	KiwiCo, Inc	3/26/2020	1,554.10
11375	Kumon Center of Clovis	3/26/2020	720.00
11376	Kumon Center of Fresno-North	3/26/2020	235.00
11377	Lakeshore	3/26/2020	11.30
11378	Learning Without Tears	3/26/2020	38.90
11379	Lighthouse Therapy LLC	3/26/2020	1,921.00
11380	Little Passports	3/26/2020	717.82
11381	Logic of English	3/26/2020	121.16
11382	Lotus Educational Services, Inc.	3/26/2020	315.00
11383	Macy Corby	3/26/2020	84.53
11384	Math-U-See Inc.	3/26/2020	468.00
11385	Mathnasium of North Fresno	3/26/2020	1,725.00
11386	Melinda Buletti	3/26/2020	91.77
11387	Moving Beyond the Page	3/26/2020	314.81
11388	Mystery Science Inc.	3/26/2020	69.00
11389	Nicole Medeiros	3/26/2020	1,655.00
11390	Oak Meadow Inc.	3/26/2020	365.00
11391	Outschool, Inc.	3/26/2020	877.00
11392	Outside the Box Creation	3/26/2020	147.85
11393	Path to Hope	3/26/2020	140.00
11394	Press Hill Press dba Well Trained Mind Press	3/26/2020	124.40
11395	Procopio, Cory, Hargreaves & Savitch LLP	3/26/2020	144.00
11396	Rainbow Resource Center	3/26/2020	1,139.93
11397	Rhonda J Cemo	3/26/2020	260.00
11398	Richard Koogler	3/26/2020	13.00
11399	SAM Academy	3/26/2020	70.00
11400	Sandra Torosian	3/26/2020	120.00
11401	School Pathways, LLC	3/26/2020	2,513.92
11402	Shirley Holm Piano Studio	3/26/2020	450.00
11403	SpiritHorse Connections	3/26/2020	925.00
11404	Studio on the Hill	3/26/2020	165.00
11405	Susan Hancock	3/26/2020	320.00
11406	Teacher Synergy, LLC	3/26/2020	387.49
11407	Teaching Textbooks	3/26/2020	282.48
11408	The Talk Team	3/26/2020	1,035.00
11409	United Conservatory of Music	3/26/2020	1,350.00

Total Disbursements in March \$ 128,626.60

Monarch River 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
All About Learning Press, Inc.	901979	2/17/2020	4/17/2020	\$ 78	\$ -	\$ -	\$ -	\$ -	\$ 78
All About Learning Press, Inc.	902091	2/27/2020	4/27/2020	160	-	-	-	-	160
All About Learning Press, Inc.	902197	3/12/2020	5/11/2020	82	-	-	-	-	82
Allard's Art Inc.	193544	3/16/2020	4/15/2020	30	-	-	-	-	30
Andy Carmona	23	3/16/2020	4/15/2020	400	-	-	-	-	400
Aspire Speech & Learning Center	02292020CmP	2/29/2020	3/30/2020	225	-	-	-	-	225
Bach Children's Choir	MAR20MRA	3/20/2020	4/19/2020	87	-	-	-	-	87
Beautiful Feet Books, Inc.	11624	3/2/2020	5/1/2020	91	-	-	-	-	91
Beautiful Feet Books, Inc.	11633	3/3/2020	5/2/2020	18	-	-	-	-	18
Bilingual Books	39202	3/13/2020	4/12/2020	121	-	-	-	-	121
Blue Learning	SINV1303	3/13/2020	4/12/2020	100	-	-	-	-	100
Brenda Myers	13	3/19/2020	4/18/2020	375	-	-	-	-	375
Brian Hammons Piano	347	3/10/2020	4/9/2020	392	-	-	-	-	392
Brian Hammons Piano	348	3/10/2020	4/9/2020	392	-	-	-	-	392
Brian Hammons Piano	349	3/18/2020	4/17/2020	120	-	-	-	-	120
Caitlin Conklin	MR202002	3/13/2020	4/12/2020	560	-	-	-	-	560
Colleen Snyder	3-19B	2/27/2020	3/28/2020	720	-	-	-	-	720
Dancers Turnout Academy of Dance	LP-03-16-20	3/16/2020	4/15/2020	130	-	-	-	-	130
Educational Development Corporation	DIR5520759	2/18/2020	4/19/2020	52	-	-	-	-	52
Educational Development Corporation	DIR5520762	2/18/2020	4/19/2020	20	-	-	-	-	20
Educational Development Corporation	DIR5622959	3/17/2020	4/16/2020	210	-	-	-	-	210
Educational Professionals of Central California	97	3/6/2020	4/5/2020	1,200	-	-	-	-	1,200
eDynamic Learning	19-1009 CREDIT	1/23/2020	2/22/2020	(170)	-	-	-	-	(170)
Erin Titone	31	3/9/2020	4/8/2020	63	-	-	-	-	63
Fresno Fencing Academy	2300	3/17/2020	3/17/2020	300	-	-	-	-	300
Fresno Fencing Academy	2301	3/17/2020	3/17/2020	300	-	-	-	-	300
Global Teletherapy	3117	2/11/2020	3/12/2020	15,484	-	-	-	-	15,484
Global Teletherapy	3176	3/4/2020	4/3/2020	14,335	-	-	-	-	14,335
Govinda Jones	55	3/11/2020	4/10/2020	1,657	-	-	-	-	1,657
Growing Healthy Children Therapy Services	IMRA_2002	2/29/2020	3/30/2020	312	-	-	-	-	312
Guitar Center, Inc.	2271550759	3/5/2020	4/4/2020	109	-	-	-	-	109
Hamilton Piano Studio	1355	3/11/2020	4/11/2020	2,160	-	-	-	-	2,160
Hamilton Piano Studio	1356	3/11/2020	4/11/2020	540	-	-	-	-	540
Hamilton Piano Studio	1357	3/11/2020	4/11/2020	1,890	-	-	-	-	1,890
Hamilton Piano Studio	1358	3/11/2020	4/11/2020	1,260	-	-	-	-	1,260

Monarch River 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
Hamilton Piano Studio	1359	3/11/2020	4/11/2020	900	-	-	-	-	900
Hamilton Piano Studio	1360	3/11/2020	4/11/2020	675	-	-	-	-	675
Hamilton Piano Studio	1361	3/11/2020	4/11/2020	1,350	-	-	-	-	1,350
Hamilton Piano Studio	1362	3/11/2020	4/11/2020	450	-	-	-	-	450
Hamilton Piano Studio	1365	3/11/2020	4/11/2020	1,620	-	-	-	-	1,620
Hamilton Piano Studio	1366	3/12/2020	4/12/2020	2,520	-	-	-	-	2,520
Home Science Tools	985009A	2/14/2020	4/14/2020	55	-	-	-	-	55
Home Science Tools	986265	2/19/2020	4/19/2020	100	-	-	-	-	100
Hooked on Phonics	HOP1059	3/6/2020	4/5/2020	152	-	-	-	-	152
Institute for Excellence in Writing	651795	3/10/2020	4/9/2020	53	-	-	-	-	53
Institute for Excellence in Writing	651832	3/10/2020	4/9/2020	54	-	-	-	-	54
Institute for Excellence in Writing	651839	3/10/2020	4/9/2020	59	-	-	-	-	59
Institute for Excellence in Writing	654260	3/20/2020	4/20/2020	93	-	-	-	-	93
Institute for Excellence in Writing	654339	3/23/2020	4/23/2020	66	-	-	-	-	66
Institute for Excellence in Writing	654661	3/23/2020	4/23/2020	332	-	-	-	-	332
Jenna Hulsey	126	3/10/2020	4/9/2020	1,300	-	-	-	-	1,300
Jenna Hulsey	127	3/10/2020	4/9/2020	390	-	-	-	-	390
Kevin Freeman	130	3/10/2020	4/9/2020	400	-	-	-	-	400
KiwiCo, Inc	ST-ID6M7R2I	2/24/2020	4/9/2020	65	-	-	-	-	65
Kristi Gilkey	Mackey - 5	3/21/2020	4/20/2020	675	-	-	-	-	675
Learn Piano Live	200319	3/19/2020	4/18/2020	150	-	-	-	-	150
Lee's United Gymnastics Academy	22020 - MRA	3/9/2020	4/8/2020	3,041	-	-	-	-	3,041
Little Passports	111557790	3/15/2020	4/14/2020	136	-	-	-	-	136
Little Passports	111557793	3/15/2020	4/14/2020	110	-	-	-	-	110
Little Passports	111791084	3/15/2020	4/14/2020	110	-	-	-	-	110
Little Passports	111791086	3/15/2020	4/14/2020	129	-	-	-	-	129
Logic of English	INV8710	3/10/2020	4/9/2020	206	-	-	-	-	206
Logic of English	INV8711	3/10/2020	4/9/2020	506	-	-	-	-	506
Logic of English	INV8780	3/23/2020	4/22/2020	43	-	-	-	-	43
Math-U-See Inc.	0596691-IN	2/12/2020	4/12/2020	193	-	-	-	-	193
Math-U-See Inc.	0597091-IN	2/14/2020	4/14/2020	116	-	-	-	-	116
Math-U-See Inc.	0597627-IN	2/19/2020	4/19/2020	68	-	-	-	-	68
Math-U-See Inc.	0598437-IN	2/26/2020	4/26/2020	56	-	-	-	-	56
Math-U-See Inc.	0598532-IN	2/26/2020	4/26/2020	56	-	-	-	-	56
Math-U-See Inc.	0598533-IN	2/26/2020	4/26/2020	56	-	-	-	-	56
Math-U-See Inc.	0600439-IN	3/10/2020	5/9/2020	82	-	-	-	-	82

Monarch River 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
Math-U-See Inc.	0600928-IN	3/12/2020	5/11/2020	174	-	-	-	-	174
Math-U-See Inc.	0600931-IN	3/12/2020	5/11/2020	116	-	-	-	-	116
Math-U-See Inc.	0601015-IN	3/16/2020	5/15/2020	56	-	-	-	-	56
MEL Science Ltd	CH202003131	3/13/2020	12/4/2020	298	-	-	-	-	298
MEL Science Ltd	NM202003122	3/12/2020	4/11/2020	298	-	-	-	-	298
Money Munchkids	68	3/14/2020	4/13/2020	93	-	-	-	-	93
Moving Beyond the Page	211026	3/9/2020	4/8/2020	18	-	-	-	-	18
Moving Beyond the Page	211236	3/18/2020	4/17/2020	83	-	-	-	-	83
Moving Beyond the Page	211271	3/19/2020	4/18/2020	131	-	-	-	-	131
Oak Meadow Inc.	99972	3/23/2020	4/22/2020	76	-	-	-	-	76
Outschool, Inc.	13881	3/9/2020	4/8/2020	65	-	-	-	-	65
Outschool, Inc.	13882	3/9/2020	4/8/2020	53	-	-	-	-	53
Outschool, Inc.	13883	3/9/2020	4/8/2020	60	-	-	-	-	60
Outschool, Inc.	13884	3/9/2020	4/8/2020	345	-	-	-	-	345
Outschool, Inc.	13885	3/9/2020	4/8/2020	16	-	-	-	-	16
Outschool, Inc.	13886	3/9/2020	4/8/2020	14	-	-	-	-	14
Outschool, Inc.	13887	3/9/2020	4/8/2020	10	-	-	-	-	10
Outschool, Inc.	14283	3/16/2020	4/15/2020	150	-	-	-	-	150
Outschool, Inc.	14284	3/16/2020	4/15/2020	150	-	-	-	-	150
Outschool, Inc.	14285	3/16/2020	4/15/2020	15	-	-	-	-	15
Outschool, Inc.	14286	3/16/2020	4/15/2020	14	-	-	-	-	14
Outschool, Inc.	14287	3/16/2020	4/15/2020	150	-	-	-	-	150
Outschool, Inc.	14288	3/16/2020	4/15/2020	40	-	-	-	-	40
Outschool, Inc.	14289	3/16/2020	4/15/2020	60	-	-	-	-	60
Outschool, Inc.	14290	3/16/2020	4/15/2020	70	-	-	-	-	70
Outschool, Inc.	14291	3/16/2020	4/15/2020	14	-	-	-	-	14
Outschool, Inc.	14292	3/16/2020	4/15/2020	227	-	-	-	-	227
Outschool, Inc.	14293	3/16/2020	4/15/2020	175	-	-	-	-	175
Outschool, Inc.	14294	3/16/2020	4/15/2020	96	-	-	-	-	96
Outschool, Inc.	14295	3/16/2020	4/15/2020	120	-	-	-	-	120
Outschool, Inc.	14296	3/16/2020	4/15/2020	120	-	-	-	-	120
Outschool, Inc.	14297	3/16/2020	4/15/2020	40	-	-	-	-	40
Outschool, Inc.	14729	3/23/2020	4/22/2020	12	-	-	-	-	12
Outschool, Inc.	14730	3/23/2020	4/22/2020	14	-	-	-	-	14
Outschool, Inc.	14733	3/23/2020	4/22/2020	14	-	-	-	-	14
Outschool, Inc.	14735	3/23/2020	4/22/2020	75	-	-	-	-	75

Monarch River 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
Outschool, Inc.	14739	3/23/2020	4/22/2020	15	-	-	-	-	15
Outschool, Inc.	14740	3/23/2020	4/22/2020	17	-	-	-	-	17
Path to Hope	0000023	3/3/2020	4/30/2020	280	-	-	-	-	280
Path to Hope	0000024	3/3/2020	4/30/2020	420	-	-	-	-	420
Peace Hill Press, Inc. dba Well Trained Mind	51995	3/23/2020	4/22/2020	35	-	-	-	-	35
Penelope S. Suter, O.D.	30393-1	2/24/2020	3/25/2020	2,025	-	-	-	-	2,025
Perfect 10 Gymnastics	49A	3/10/2020	4/9/2020	60	-	-	-	-	60
PresenceLearning, Inc.	INV32072	3/5/2020	4/4/2020	3,389	-	-	-	-	3,389
Press Hill Press dba Well Trained Mind	51972	3/16/2020	4/15/2020	409	-	-	-	-	409
Rainbow Resource Center	2849717	2/10/2020	4/10/2020	37	-	-	-	-	37
Rainbow Resource Center	2850040	2/10/2020	4/10/2020	50	-	-	-	-	50
Rainbow Resource Center	2850062	2/10/2020	4/10/2020	124	-	-	-	-	124
Rainbow Resource Center	2850727	2/11/2020	4/11/2020	26	-	-	-	-	26
Rainbow Resource Center	2851254	2/12/2020	4/12/2020	82	-	-	-	-	82
Rainbow Resource Center	2851510	2/12/2020	4/12/2020	51	-	-	-	-	51
Rainbow Resource Center	2851511	2/12/2020	4/12/2020	52	-	-	-	-	52
Rainbow Resource Center	2852301	2/13/2020	4/13/2020	225	-	-	-	-	225
Rainbow Resource Center	2852342	2/13/2020	4/13/2020	99	-	-	-	-	99
Rainbow Resource Center	2852348	2/13/2020	4/13/2020	144	-	-	-	-	144
Rainbow Resource Center	2852767	2/14/2020	4/14/2020	230	-	-	-	-	230
Rainbow Resource Center	2852869	2/14/2020	4/14/2020	39	-	-	-	-	39
Rainbow Resource Center	2854509	2/19/2020	4/19/2020	253	-	-	-	-	253
Rainbow Resource Center	2855078	2/20/2020	4/20/2020	266	-	-	-	-	266
Rainbow Resource Center	2855102	2/20/2020	4/20/2020	149	-	-	-	-	149
Rainbow Resource Center	2855260	2/20/2020	4/20/2020	112	-	-	-	-	112
Rainbow Resource Center	2855261	2/20/2020	4/20/2020	55	-	-	-	-	55
Rainbow Resource Center	2855702	2/21/2020	4/20/2020	54	-	-	-	-	54
Rainbow Resource Center	2856403	2/24/2020	4/24/2020	64	-	-	-	-	64
Rainbow Resource Center	2856695	2/25/2020	4/25/2020	51	-	-	-	-	51
Rainbow Resource Center	2856864	2/25/2020	4/25/2020	33	-	-	-	-	33
Rainbow Resource Center	2856952	2/25/2020	4/25/2020	313	-	-	-	-	313
Rainbow Resource Center	2858390	2/27/2020	4/27/2020	62	-	-	-	-	62
Rainbow Resource Center	2858829	2/28/2020	4/28/2020	112	-	-	-	-	112
Rainbow Resource Center	2858853	2/28/2020	4/28/2020	66	-	-	-	-	66
Rainbow Resource Center	2859362	2/28/2020	4/28/2020	26	-	-	-	-	26
Rainbow Resource Center	2859755	3/2/2020	5/1/2020	102	-	-	-	-	102

Monarch River 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
Rainbow Resource Center	2859815	3/2/2020	5/1/2020	66	-	-	-	-	66
Rainbow Resource Center	2859820	3/2/2020	5/1/2020	59	-	-	-	-	59
Rainbow Resource Center	2860929	3/3/2020	5/2/2020	64	-	-	-	-	64
Rainbow Resource Center	2861470	3/4/2020	5/3/2020	21	-	-	-	-	21
Rainbow Resource Center	2861650	3/4/2020	5/3/2020	165	-	-	-	-	165
Rainbow Resource Center	2862636	3/6/2020	5/5/2020	608	-	-	-	-	608
Rainbow Resource Center	2862775	3/6/2020	5/5/2020	190	-	-	-	-	190
Rainbow Resource Center	2863506	3/9/2020	5/8/2020	26	-	-	-	-	26
Rainbow Resource Center	2863549	3/9/2020	5/8/2020	208	-	-	-	-	208
Rainbow Resource Center	2863554	3/9/2020	5/8/2020	16	-	-	-	-	16
Rainbow Resource Center	2863558	3/9/2020	5/8/2020	78	-	-	-	-	78
Rainbow Resource Center	2863560	3/9/2020	5/8/2020	34	-	-	-	-	34
Rainbow Resource Center	2864316	3/10/2020	5/9/2020	57	-	-	-	-	57
Rainbow Resource Center	2864317	3/10/2020	5/9/2020	57	-	-	-	-	57
Rainbow Resource Center	2864361	3/10/2020	5/9/2020	40	-	-	-	-	40
Rainbow Resource Center	2864425	3/10/2020	5/9/2020	70	-	-	-	-	70
Rainbow Resource Center	2864856	3/11/2020	5/10/2020	225	-	-	-	-	225
Rainbow Resource Center	2865211	3/11/2020	5/10/2020	61	-	-	-	-	61
Rainbow Resource Center	2865334	3/12/2020	5/11/2020	187	-	-	-	-	187
Rainbow Resource Center	2865335	3/12/2020	5/11/2020	148	-	-	-	-	148
Rainbow Resource Center	2865806	3/12/2020	5/11/2020	20	-	-	-	-	20
Rainbow Resource Center	2865807	3/12/2020	5/11/2020	198	-	-	-	-	198
Rainbow Resource Center	2865978	3/13/2020	5/12/2020	332	-	-	-	-	332
Rainbow Resource Center	2866497	3/16/2020	5/15/2020	123	-	-	-	-	123
Rainbow Resource Center	2868033	3/17/2020	5/16/2020	211	-	-	-	-	211
Rainbow Resource Center	2868055	3/17/2020	5/16/2020	78	-	-	-	-	78
Rainbow Resource Center	2868059	3/17/2020	5/16/2020	27	-	-	-	-	27
Rainbow Resource Center	2868618	3/18/2020	5/17/2020	13	-	-	-	-	13
Rainbow Resource Center	2868911	3/18/2020	5/17/2020	65	-	-	-	-	65
Rainbow Resource Center	2871028	3/20/2020	5/19/2020	65	-	-	-	-	65
Rainbow Resource Center	2871765	3/23/2020	5/22/2020	185	-	-	-	-	185
Rainbow Resource Center	2872372	3/23/2020	5/22/2020	14	-	-	-	-	14
Rainbow Resource Center	2872388	3/23/2020	5/22/2020	176	-	-	-	-	176
Rainbow Resource Center	2872420	3/23/2020	5/22/2020	29	-	-	-	-	29
SAM Academy	300010	3/17/2020	4/16/2020	10	-	-	-	-	10
SAM Academy	300013	3/17/2020	4/16/2020	10	-	-	-	-	10

Monarch River 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
Sandra Torosian	1036	3/11/2020	4/10/2020	135	-	-	-	-	135
Sharla Deaton	DEAT031220	3/12/2020	3/12/2020	108	-	-	-	-	108
Shirley Winters Ballet	16163	2/1/2020	2/1/2020	256	-	-	-	-	256
Singapore Math, Inc.	351784	3/10/2020	4/9/2020	64	-	-	-	-	64
Singapore Math, Inc.	351806	3/11/2020	4/10/2020	24	-	-	-	-	24
Singapore Math, Inc.	351836	3/13/2020	4/12/2020	61	-	-	-	-	61
Singapore Math, Inc.	351852	3/16/2020	4/15/2020	64	-	-	-	-	64
Specialized Therapy Services, Inc	INSP11-0120	1/31/2020	3/11/2020	880	-	-	-	-	880
Success Learning Center	INV 2020-017	3/12/2020	4/11/2020	300	-	-	-	-	300
Success Learning Center	INV 2020-018	3/12/2020	4/11/2020	35	-	-	-	-	35
Success Learning Center	INV 2020-019	3/12/2020	4/11/2020	35	-	-	-	-	35
Success Learning Center	INV 2020-020	3/12/2020	4/11/2020	35	-	-	-	-	35
Success Learning Center	INV 2020-021	3/12/2020	4/11/2020	35	-	-	-	-	35
Success Learning Center	INV 2020-022	3/12/2020	4/11/2020	35	-	-	-	-	35
Success Learning Center	INV 2020-023	3/12/2020	4/11/2020	35	-	-	-	-	35
Success Learning Center	INV 2020-024	3/12/2020	4/11/2020	35	-	-	-	-	35
Success Learning Center	INV 2020-025	3/12/2020	4/11/2020	35	-	-	-	-	35
Success Learning Center	INV 2020-026	3/12/2020	4/11/2020	30	-	-	-	-	30
Success Learning Center	INV 2020-027	3/12/2020	4/11/2020	30	-	-	-	-	30
Success Learning Center	INV 2020-028	3/12/2020	4/11/2020	35	-	-	-	-	35
Success Learning Center	INV 2020-029	3/12/2020	4/11/2020	35	-	-	-	-	35
Success Learning Center	INV 2020-030	3/12/2020	4/11/2020	35	-	-	-	-	35
Success Learning Center	INV 2020-031	3/12/2020	4/11/2020	30	-	-	-	-	30
Success Learning Center	INV 2020-032	3/12/2020	4/11/2020	225	-	-	-	-	225
Success Learning Center	INV 2020-037	3/12/2020	4/11/2020	30	-	-	-	-	30
Success Learning Center	INV 2020-038	3/12/2020	4/11/2020	30	-	-	-	-	30
Success Learning Center	INV 2020-039	3/12/2020	4/11/2020	35	-	-	-	-	35
Success Learning Center	INV 2020-040	3/17/2020	4/16/2020	200	-	-	-	-	200
Success Learning Center	INV 2020-041	3/17/2020	4/16/2020	100	-	-	-	-	100
Summer Brandt	Hofer, February-May 2020	3/9/2020	5/8/2020	650	-	-	-	-	650
Supercharged Science	2857	3/17/2020	5/16/2020	111	-	-	-	-	111
Sylvan Learning	4499	3/18/2020	3/18/2020	880	-	-	-	-	880
Sylvan Learning	4500	3/18/2020	3/18/2020	680	-	-	-	-	680
Sylvan Learning	4501	3/18/2020	3/18/2020	680	-	-	-	-	680
Teacher Synergy, LLC	114724958	3/17/2020	4/18/2020	18	-	-	-	-	18
Teacher Synergy, LLC	114791272	3/18/2020	4/8/2020	71	-	-	-	-	71

Monarch River 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
Teacher Synergy, LLC	114819057	3/19/2020	4/18/2020	74	-	-	-	-	74
Teacher Synergy, LLC	114893091	3/20/2020	4/10/2020	23	-	-	-	-	23
The Critical Thinking Co.	138131A	3/12/2020	4/11/2020	90	-	-	-	-	90
The Talk Team	65923	3/5/2020	4/4/2020	460	-	-	-	-	460
The Talk Team	65925	3/5/2020	4/4/2020	910	-	-	-	-	910
The Talk Team	65929	3/5/2020	4/4/2020	190	-	-	-	-	190
Timberdoodle.com	313091	2/27/2020	4/27/2020	289	-	-	-	-	289
Wayne Boudreau	7-2020	3/3/2020	4/2/2020	550	-	-	-	-	550
Wendy DeRaud	163	3/9/2020	4/8/2020	260	-	-	-	-	260
Total Outstanding Payables in March				<u>\$ 86,015</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 86,015</u>

Proposal for Business Management Services



Monarch River Academy

February 24, 2020

Dr. Laurie Goodman, Principal
Monarch River Academy
2293 Crabtree Avenue
Porterville, CA 93257

Dear Dr. Goodman:

Thank you for the opportunity to submit a proposal for business management services for Monarch River Academy. We are honored to be considered for working more directly with you and your organization. Charter Impact provides a variety of business management services to charter schools and non-profit organizations nationally and we pride ourselves on our hands-on approach and top-notch customer service.

Our team is well-versed and experienced with the needs of charter schools, CMO's and complex organizational structures and we offer customized solutions accordingly. As you know, our company's style combines a professional and friendly feel, with personalized service being our number one priority. Our goal is to provide timely and accurate financial reporting as well as insight and guidance in a way that only an experienced financial professional and CPA can. We also focus on providing the professional development and tools necessary to empower board members and executives to make the best business decisions possible for their organization.

As Monarch River Academy experiences not only great successes but also inevitable challenges in the future, we would love the opportunity to support you with the most accurate and efficient advisement and service. We believe that utilizing the deep, nuanced expertise of an outsourced provider would be an asset, especially as the school navigates changes in the coming years. We feel confident that Charter Impact would be an excellent partner for Monarch River, and that we can provide a competitively priced service offering with the highest qualifications and service capabilities.

Please contact me with any questions or comments regarding our proposal or our services. We are very excited about the opportunity to partner with your organization and greatly look forward to hearing back from you.

Sincerely,



Spencer C. Styles, C.P.A., M.P.A.
President and CEO
Charter Impact, Inc.

Table of Contents

1	Collaboration as a Management Solution
2	Mission Statement
3	Client Success Stories
4	References
5	Monarch River Academy Proposed Support Team
6	Team Bios
8	Services Proposed
8	Business Management Services
12	Payroll Processing and Retirement Reporting
13	Term and Fees

The Charter Impact team has an uncanny ability to break down complex financial information. They do a great job balancing prudent fiscal management with creative problem-solving.

VALERIE BRAIMAH
EXECUTIVE DIRECTOR, CITY CHARTER SCHOOLS



Collaboration as a Management Solution

Managing a charter school and providing specialized education to your local community is a righteous endeavor and one that only a team of highly qualified educators can tackle. However, navigating the financial and operational side of the organization can be a daunting task. School funding, regulations and reporting are constantly changing. Managing and monitoring these areas while staying in compliance with internal controls and avoiding audit findings is labor intensive, and it takes your time away from the classroom. **We can help.**

Charter Impact is a mission-driven business partner dedicated to empowering charter schools and non-profits with professional, personalized financial management and operational support. Our number one priority is to provide **timely, accurate financial information** with **dependable, responsive customer service** at an affordable cost.

Our model of service resembles more of a hand-in-hand partnership than a “back” office company. We stand with our clients, not behind them, and help navigate from start-up through strategic growth and into long-term sustainability. We believe that what separates us from other firms is our ability to go a step beyond producing financial statements. As a team of experienced CPA's, finance experts, and other business professionals focused on nothing but charter school and non-profit business management, we can offer the type of high-level professional and personal support that no one else can.

As **Monarch River Academy** continues its strategic focus on long-term sustainability and stability, it will be critical to have support from a team of professionals experienced in managing charter schools as well as affiliated non-profit organizations such as CMO's, facility holding companies and foundations. Having our team at your disposal will allow you to manage changes on the Monarch River horizon effectively and efficiently, and we will work with you and your board to assist in the long-term strategic planning of the organization to ensure success.

We highly encourage you to contact our references.

From the perspective of a school leader, they can speak very clearly about what it means to work with a business management firm as a true partner to their mission.

Mission Statement

Our Vision

Charter Impact empowers mission-driven organizations to achieve their goals through personalized support in finance, operations and business management.

We accomplish this through enthusiastic collaboration within our team and with our clients to support their communities.

Core Values

DO GOOD

Make sure it's right for you, the client, and the company.

BE HONEST

Communicate with integrity and speak the truth.

SUPPORT EACH OTHER

Your teammates are as important as your clients.

SHARE YOUR IDEAS

Every one of us brings unique experiences to the team.

DEBATE IS HEALTHY

Speak up, presume positive intent, seek clarity, and work toward resolution.

GET UNCOMFORTABLE

Growth happens outside your comfort zone.

FOCUS

Distractions are ever-present; don't let them become stumbling blocks.

QUESTION THE STATUS QUO

Ask questions, present solutions, push the envelope, and then push it again.

EMBRACE CHANGE

This is not a static task, job or company, and you are not a static person.

KEEP LEARNING

Continuously expanding your abilities and skill-sets keeps you sharp and motivated.

START STRONG; FINISH STRONG

Give it your all and present your finished product with pride.

HAVE FUN

Your job is a worthy pursuit that impacts everyone around you. Enjoy yourself.

Client Success Stories

The stories below provide a recent sample of what we help our clients accomplish.



New \$38.5M School Facility

In the Fall of 2017, the *Palmdale Aerospace Academy* moved into its new 165,000 sq. ft. facility serving grades 6–12. Additional community demand for the school's innovative programs led to the planned addition of a new elementary school. Through Charter Impact's leadership and process management, the school secured a second tax-exempt bond issuance prior to opening the expanded grade levels and only a year after the initial bond issuance for the first facility. After successfully receiving a "BB" rating from Standard & Poor's, we achieved a 4.40% interest rate for the 30-year term. This is the equivalent of "BBB-" or "investment-grade" security. As a result, the school **funded \$350,000 in needed equipment without increasing its monthly payments**. The elementary school broke ground in October 2018 and began serving grades K-5 in the fall of 2019.



\$1.5M in Debt Reduced to \$0

Life Source International Charter School joined Charter Impact in September 2015 carrying \$1,500,000 in revenue anticipation notes due on September 20, 2015. Through a detailed review of the school's operations and a revision to the budget, we created and implemented a refinancing plan and monthly cash management tool which enabled the school to **completely eliminate its debt by May 31, 2016**. The school is now pursuing permanent financing to purchase a facility — something that was not previously possible.



Successful Appeals

Both *Julia Lee Performing Arts Academy* and *College Preparatory Middle School — La Mesa* faced an uphill battle on approval of their new charter petitions for the 2018–19 school year. After being denied at local levels, we stood and fought with both schools, creating detailed financial plans, responding to inquiries and presenting to the authorizers — Riverside County for *Julia Lee* and the State Board in Sacramento for *College Prep*. **Both schools won their appeals and are in the second year of serving their communities.**

References

DAVID BAUTISTA

Executive Director, Adelante Charter School
Santa Barbara, California
dbautista@sbunified.org | 805.966.7392

BRENT BISHOP

Director, Highland Academy Charter School
Beaumont, California
brentbishop@highland-academy.org | 951.266.0220

VALERIE BRAIMAH

Executive Director, City Charter Schools, Inc.
Los Angeles, California
vbraimah@citycharterschool.org | 818.877.3557

CHRISTINA CALLAWAY

Director of School Business, College Prep Middle School
La Mesa Spring Valley, San Diego, California
ccallaway@mycpms.net | 619.303.2782

RAUL CARRANZA

Superintendent of Schools, TEACH Public Schools
Los Angeles, California
rcarranza@teachpublicschools.org | 323.754.5500

SARA JORDAN

Executive Director, Pathways Charter School
Rohnert Park, California
sara.jordan@pathwayscharter.org | 707.585.6510

KRISTIN KRAUS

Director of Finance and Operations, SOAR Charter Academy
San Bernardino, California
kkraus1389@gmail.com | 909.888.3300

TERRI MARTIN

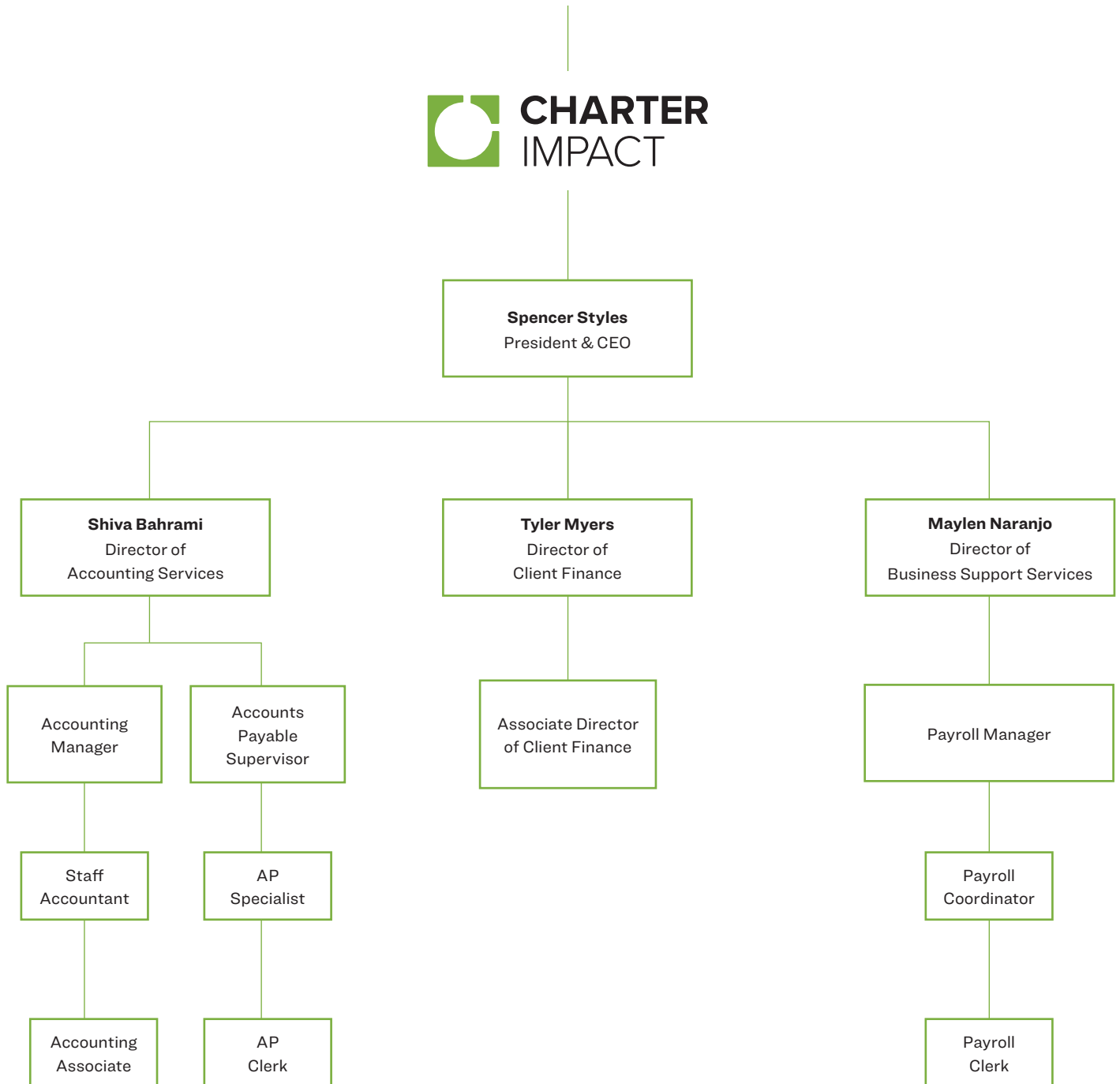
Business Director, Aspen Public Schools
Fresno, California
terri.martin@aspenps.org | 559.225.7737

Financials are accurate and on-time. District and State compliance reporting has never been submitted past a deadline. Charter Impact is prompt and extremely professional.

TERRI MARTIN

BUSINESS DIRECTOR, ASPEN PUBLIC SCHOOLS (FRESNO, CA)

School's Proposed Support Team



Team Bios

Below you will find bios for members of our team who will be working directly with your organization. For more information on the rest of our leadership team, please visit our website at www.charterimpact.com.

SPENCER STYLES, C.P.A., M.P.A.

President & CEO



As President and CEO, Spencer spearheads Charter Impact's initiatives and is responsible for the long-term growth and sustainability of the company. In addition to internal operations oversight, Spencer guides new schools through the start-up and

grant application process, directs and manages the strategic growth of existing schools, and bolsters established schools in their navigation and execution of facility financing.

Prior to Charter Impact, Spencer was the Vice President of Finance for Alliance College-Ready Public Schools, a network of 28 free public high schools and middle schools serving over 12,000 students in low-income communities in California with historically under-performing schools. His primary areas of concentration included maintaining all accounting systems, designing and implementing the internal control framework, developing cash flow projections and forecasts for organizational growth, and providing guidance on fiscal best practices.

Before working in the charter school world, Spencer was a practitioner in public accounting for several years and has experience leading audits and reviews of privately-held companies, publicly-traded companies, governmental agencies, not-for-profit organizations and employee benefit plans. He has also provided a wide variety of technical consulting including litigation support, due diligence testing for mergers and acquisitions, internal control design and implementation, stock option valuation and Sarbanes Oxley Section 404 compliance and implementation.

Spencer earned a Bachelor of Business Administration in Accounting with a minor in Mathematics, and a Master of Professional Accountancy degree with an emphasis in Finance, both from the University of Wisconsin-Whitewater. He is an actively licensed CPA.

TYLER MYERS

Director of Client Finance



Tyler comes to Charter Impact with a strong background in non-profit organizations, start-up environments, project management, budgeting, forecasting, and process development.

Prior to joining Charter Impact, Tyler was the Finance Manager for a Vorwerk and Co. U.S. division start-up where he was instrumental in helping to grow the company from 5 employees to over 50. He led the charge in creating a fully operational Finance and Accounting department by hiring and training staff, implementing new scalable processes and systems, and developing the company's budgeting and forecasting model. Additionally, he led numerous successful projects there, including a global ERP implementation involving members from Singapore, Germany, and the United States.

Before Tyler was a Finance Manager, he worked for a local Los Angeles non-profit Community Development Corporation (CDC), helping fund small businesses in the metropolitan area in order to create new jobs and give back to the community. During his time with the CDC, he trained numerous staff, developed and improved both internal and external reporting, managed several of the company's annual audits, and ensured the accuracy and timeliness of government grant billings.

Tyler has a strong passion for public education that was strongly influenced by the education-focused environment of his childhood; his mother was a teacher and principal administrator for 34 years. During his college years, Tyler volunteered his time as a mentor, helping students in grade school classes.

Tyler graduated with a Bachelor of Science degree in Accounting with a minor in Philosophy and a Master of Accountancy degree, both from Southern Illinois University Carbondale, home of the Salukis.

SHIVA BAHRAMI, M.B.A.

Director of Accounting Services



Shiva brings over 25 years of finance and accounting experience to Charter Impact. In her current role, she spearheads Charter Impact's core service model, by leading all accounting and reporting related functions with a focus on team leadership

and development, quality, timeliness, and process improvement.

Prior to Charter Impact, Shiva was the Director of Financial Services for California State University of Northridge, where they serve over 40,000 students. Although her priority focus was mainly to oversee accounting, payables, receivables, payroll, funds and cash management, Shiva also served as the treasurer of the board for CSUN's real estate business and a member of BASC (Business Administration of Systems Committee), where she developed and implemented automated workflows to aid in efficiencies.

Prior to CSUN, Shiva served as the Chief Financial Officer at Parsons Federal Credit Union, overseeing assets of over \$250 million. During her almost five-year tenure there, she helped the credit union increase their annual investment income by \$1M by adding new investment instruments and increased the credit union's loan portfolio by 9%. While there, she was also the chairman of both ALCO (Asset and Liability Committee), and the Pricing Committee.

For the past six years, Shiva has been personally involved with charter world, as her two young children attend a local charter school. She is a passionate supporter of the charter concept and its potential to make a positive difference in the lives and outcomes of students, and she is proud to vigorously support her school and charter community.

Shiva earned a Bachelor of Science in Accounting from DeVry University and a Master of Business Administration with an emphasis in Finance from Keller Graduate School in Long Beach, CA.

MAYLEN NARANJO, M.B.A.

Director of Business Support Services



Maylen is responsible for the oversight and management of Client onboarding, Client training and Payroll support at Charter Impact.

She has been working with charter schools in several capacities for over a decade.

In 2007, she joined the charter world as a payroll administrator at Partnerships to Uplift Communities (PUC), a non-profit charter school organization consisting of 16 schools serving the Northeast San Fernando Valley and Northeast Los Angeles. While there, she advanced to become the manager of PUC's Accounting department.

After her time at PUC, Maylen joined the team at a financial management services provider specializing in charter schools, where she played a leading role in managing both client services and personnel.

She continues that work at Charter Impact today, where she oversees and implements efficient operational systems, processes and policies in support of our growing company's mission and our expanding team.

Maylen is passionate about providing excellent service and personalized support to the great organizations we serve, and is confident that the work we do helps these schools offer the best possible education to underserved students.

Maylen earned a Bachelor of Science in Accounting and a Master of Business Administration from the University of Phoenix.

Services Proposed

Charter Impact's array of services provides all of the support that you would expect from an in-house finance/accounting department, plus student data services. Our services include not only the accounting, accounts payable and payroll departments, but also assistance with reviewing contracts, ad hoc financial analysis, support with vendor negotiations, assistance with facility financing, management of lender relationships, and much more.

A basic description of our services are as follows:

Business Management Services

1. IMPLEMENTATION AND TRAINING

- + Create a customized accounting database based specifically on the school's reporting needs (both internal and external)
- + Import historical data to the extent possible (typically monthly balances as far back as data is available) to allow for maximum comparability of financial information
- + Review existing contracts for terms, requirements and school responsibilities
- + Create, refine or replace existing processes and procedures to increase efficiency and improve the strength of internal controls
- + Provide training in specific processes and procedures to school site staff including: accounts payable, accounts receivable/deposits, petty cash accounts, student stores, payroll, etc.
- + Provide training to new and/or existing board members on:
 - Charter school funding - including drivers, calculations, restrictions and cash flow timing,
 - Reading and interpreting financial reports, and
 - Internal controls and the board's responsibility for oversight and maintenance

2. ACCOUNTS PAYABLE PROCESSING

- + Review all invoices sent to Charter Impact for proper approval and coding
- + Enter invoices for each reporting entity, process check payments, and send checks directly to vendors to reduce turn-around time
- + Provide weekly check registers, accounts payable aging reports, vendor payment history or other ad hoc reports on a recurring or as needed basis
- + On an emergency basis, same day payments can be processed in addition to the weekly cycle (*additional processing fees apply).

3. ACCOUNTS RECEIVABLE PROCESSING

- + Monitor the receipt of State approved ADA funding amounts and verify balances paid are correct

- + Work directly with governmental agencies to resolve any issues or discrepancies identified
- + Review all donor letters and grant agreements for proper coding and revenue recognition in accordance with GAAP
- + Maintain independent records, as necessary, for both public and private sources to ensure accurate reporting and compliance

4. BANK RECONCILIATION AND GENERAL LEDGER MAINTENANCE

- + Reconcile all bank accounts on a weekly basis for a heightened level of security and monitoring
- + Alert management immediately to any irregularities, un-reconciled amounts, or missing documentation
- + Maintain general ledger in accordance with GAAP on an ongoing basis, ensuring all revenues and expenses are recorded and reported accurately
- + Maintain an inventory of fixed assets over the school-designated capitalization threshold and calculate depreciation on a monthly basis

5. CASH MANAGEMENT

- + On a weekly basis, use reconciled bank balance to project daily cash balances for 30 days (for analysis of cash for any period of time over 30 days, the monthly forecast will be utilized)
- + On a weekly basis, provide schools with amount of cash available for accounts payable or other discretionary spending while ensuring sufficient funds for regularly recurring transactions such as payroll, taxes, rent, insurance, etc.
- + Plan and manage payment of outstanding debt as needed
- + Prepare all financial reporting necessary for renewal of loans or lines of credit
- + Present line of credit status to board and obtain board resolutions as needed
- + Monitor compliance with all debt covenants as a part of the ongoing budgeting and forecasting process
- + Analyze future cash flow and determine whether schools need to make adjustments to spending or seek other funding options.

6. MONTHLY FINANCIAL REPORTING

- + Provide a monthly reporting package by the 20th day of the following month, assuming all necessary data is received from the school site on a timely basis, to ensure management has the necessary information to make sound business decisions
- + Create financial reporting package based on customized business segments. This includes budgets and forecasts as well.
- + Offer a menu of report options for the monthly financial reports including, but not limited to:
 - Monthly summary by financial section with bulleted highlights for presentation purposes
 - Monthly Cash Flow Forecast and comparison to approved budget
 - Budget vs. Actual Report (both current month and year-to-date)

- Schedule of Revenue and Expenses by Period
- Comparative Statement of Financial Position
- Combining/Consolidating Statements of Activities and Financial Position
- Statement of Cash Flows (both current month and year-to-date)
- Accounts Payable/Receivable Aging
- Check Register(s)
- General Ledger Detail
- Other customized reports as requested by the school, executive team or board
- + On a monthly basis, review and present the financial package with the school staff and/or board members to assess the current fiscal condition of the school
- + Provide access to the accounting database via a VPN connection allowing school staff to run reports and see real-time data as it exists in the system
- + On an as needed basis, provide or present financial information or training to lenders, board members, community members, parents or other external parties as requested by the school.

7. COMPLIANCE AND GRANT REPORTING

- + Support school with LCAP development, including preparation of the budget, ensuring adherence to Supplemental and Concentration funding requirements and integrating the LCAP budget into the overall school operating budget
- + Assist the school with grant applications including the development of grant-specific budgets as well as school long-term projections
- + Track all restricted revenues (both public and private) to ensure compliance with governmental and donor-required restrictions
- + Provide financial information and reporting to governmental entities, donors, and other supporting organizations for grant compliance

8. CHARTER AUTHORIZER SUPPORT

- + Support the school with all financial and business communications with the charter authorizer. This includes, but is not limited to:
 - Prepare regular financial reporting (budget and interims)
 - Provide ad hoc financial documents and reports as requested
 - Partner with school leaders to meet with authorizer staff to discuss fiscal health and outlook of the school
- + Assist in the renewal process by preparing and/or reviewing fiscal narratives, preparing the required forecasts and cash flow projections, and calculating the LCFF with assumptions.

9. ANNUAL BUDGET CREATION AND REVISIONS

- + Work with school staff on an annual basis to create a 5-year budget and cash flow projection to ensure proper future planning
- + Provide a monthly budget and cash flow report to monitor the cash balance and protect against

the gap caused by revenue and expenditure seasonality

- + Revise the annual forecasts on an as-needed basis (but at least monthly) to provide school staff and board members with accurate year-end projections and the information necessary in a constantly changing environment

10. AUDIT PREPARATION AND OVERSIGHT WITH AUTHORIZERS

- + Maintain electronic records of all transaction support
- + Work directly with the independent auditors to provide information, thereby reducing client time commitment and audit fees
- + Participate in, and support all oversight reviews from charter authorizers and governmental agencies to improve outcomes

11. TAX PREPARATION AND SUPPORT

- + Prepare and electronically submit Form 1096 (summary of all 1099 forms) to the IRS for all required vendors and service providers
- + Prepare and report sales and use tax returns
- + Provide any and all information necessary for the preparation and submission of Form 990

NOTE: Payroll tax reporting is included in the payroll processing section below

12. STRATEGIC PLANNING

- + Work with school management and the Board of Directors to develop long-term strategies to ensure the school's prosperity
- + Provide second opinions and act as sounding board for school management and the Board on business and financial matters

The Charter Impact team has been extremely attentive and patient. They are willing to go above and beyond so we truly understand our budget and how funding works.

KRISTIN KRAUS
DIRECTOR OF FINANCE & OPERATIONS, SOAR CHARTER ACADEMY

Payroll Processing and Retirement Reporting

Payroll is one of the most critical areas of an organization's business office. Our payroll team is well versed in charter school payroll issues and has the depth of experience to handle any and all processing nuances that inevitably arise.

1. PAYROLL PROCESSING

- + Maintain employee static pay information in a payroll database
- + Process status updates, new hires, terminations, and/or informational changes in payroll system
- + Assist in the development of a regular payroll schedule that is compliant with State labor laws and consistent with employee contracts
- + Process supplemental payroll runs such as the following:
 - Involuntary termination - check will be prepared ahead of time and provided to the school on the termination date
 - Voluntary termination without notice - the check will be prepared and delivered to the employee within the time frame required by the State
 - Scheduled bonuses/stipends
 - Additional unscheduled/emergency payroll runs
- + Process and pay all federal and state payroll tax payments according to required guidelines
- + Prepare the state payroll tax filing report annually, and quarterly for federal and state agencies
- + Prepare, review, and distribute W-2s to all employees

2. RETIREMENT AND OTHER REPORTING

- + Process and submit monthly STRS and PERS reports to the third-party administrator (i.e. Hess and Assoc.) or County office
- + Submit payment via ACH or cashier's check within the requisite timeframe for pension contributions
- + Process 403(b) retirement plan deductions, if applicable, and in compliance with State and Federal laws submit payments and provide 403(b) census information to third-party administrator
- + Submit compensation reports to State Controller and Bureau of Labor Statistics, if applicable

3. WEB-BASED EMPLOYEE TIMEKEEPING SYSTEM

- + All employees can be given online access to a streamlined, secure electronic timekeeping system which is fully integrated into our accounting system and eliminates the need for paper timesheets.
- + In addition to entering time, employees can also electronically:
 - request time off
 - make changes to their addresses and W2s
 - access their historical paystubs

4. GENERAL SUPPORT

- + Provide support and assistance with creation of internal processes and procedures, forms and tracking systems

Term and Fees

The term of the initial contract would be from July 1, 2020 through June 30, 2023. Proposed fees for services are as follows:

1

Implementation and Set-Up

For Monarch River Academy, we will waive our standard implementation and set-up fee for time spent on the initial set up, accounting system customization, updated cash flow forecast and process implementation.

2

Business Management Services

Variable fee of 1.75% of total revenue for each reporting entity.

3

Payroll Processing and Retirement Reporting

Payroll processing	\$100 base plus \$2.75 per employee per pay period
Garnishment reporting	\$2.50 per occurrence
New employee reporting	\$3.50 per occurrence
Payroll delivery via FedEx	\$35.00 per occurrence per 50
Quarterly/Annual Reporting	\$20.00 per occurrence
Form W-2 or 1099 (for contractors paid via payroll)	\$5.75 each

Note: For 50 employees paid semi-monthly, costs would average \$500 per month

This proposal is valid for 90 days.



Job Description Executive Director

Direct Report:	School Board
School:	Monarch River Academy
Supervises:	Teachers & Classified Staff
FSLA Status:	Exempt
Contract Type:	A
Posting:	Internal & External

Summary of Position:

The Executive Director is responsible for the effective operation of the school including the general administration of all instructional, business or other operations of the school, and for advising and making recommendations to the School Board on such items/areas. He/she is also responsible for the support and growth of the charter school including both teaching and support staff as well as students and families. The 12 month position requires the Executive Director work in both his/her home office and out in the field as needed and, as with other high level leadership roles, may also be called upon under special circumstances to be available during weekends/breaks/holidays. This position will require travel both within and outside of the region. The Executive Director will uphold and promote the school's mission and vision at all times.

The salary is based on experience and region's size. The Executive Director is not required to carry a caseload of students.

Duties and Responsibilities:

- Be professional, fair, and a team player in all duties, actions, and communications
- Keep the Board informed of the condition of the school's educational program and assure effective communication between the Board and school staff as needed
- Actively engage in the preparation of Board agendas and prepare and submit recommendations to the Board to all matters requiring board action
- See to the execution of all decisions and requests from the Board
- See that all funds, physical assets, and other property of the school are appropriately safeguarded and administered

- Complete and submit all reports, requests, and other deliverables as required by various governing or authorizing bodies or Board policies
- Ensure that annual budgets and financial reports are prepared and submitted to all pertinent parties
- Primarily responsible for hiring new Assistant Director(s), Regional Coordinators, Homeschool Teachers, and other positions as appropriate by screening applicants, participating in interviews, and assist as needed during the hiring/onboarding process
- 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.
- Directly Supervise and train Assistant Director(s) and Regional Coordinators
- Supervise and support Homeschool Teachers and other regional support positions (High School Success Coordinator, Community Connections Coordinator, Teacher Training Coordinator, Testing and Assessment Coordinator, etc.)
- Collaborate with Department Directors and Administrators and ensure information, processes, and procedures from Departments are shared with fidelity and in a timely manner
- Participate in weekly check-ins with Assistant Director(s) for their updates from regional support staff meetings
- Promote student academic achievement at all levels
- Advocate for equitable academic and extracurricular programs in all facets of the school
- Oversight of Work Sample review and collection
- Oversight of Attendance Log review and collection
- Monitor Student Compliance and academic progress
- Review Teacher Tracking Reports
- Ensure all school websites and resources are accurate and up to date
- Collaborate on the Weekly Update
- Attend Leadership Meetings as needed
- Attend Regional Coordinator meetings (virtual and or in person) as needed
- Regularly visit and support school events
- Ensure Year-End Transition (YET) is completed accurately and on time
- Participate in data collection and analysis
- Monitor and support compliance issues that arise with students, Homeschool Teachers, or Regional Coordinators, including Compliance Conferences
- Monitor and ensure successful testing participation and administration
- Complete student transfers
- Monitor and report teacher and student numbers, as needed
- Seek approval for staffing needs
- Participate in staff evaluations
- Help monitor and direct special committees and or adjunct duties
- Ensure proper teacher training and professional development
- Attend Annual Admin/Leadership retreat and assist with the planning of Regional Retreats

- Help plan and book events (Examples: Holiday Party, Graduation, Retreats, Back to School, etc.)
- Approve school employee salaries
- Approve stipends, overtime, and time off requests
- Execute staff contracts
- Complete Form 700
- Execute contracts
- Ensure SPED services are provided appropriately
- Ensure Intervention services are provided appropriately
- Ensure the LCAP is created and implemented
- Report Local Dashboard Indicators
- Monitor and approve day to day spending and delegated borrowing and lending authority
- Approve payroll and accounts payable
- Implement policies and practices outlined in all handbooks
- Monitor student data to drive instruction and programs
- Foster positive authorizer relationships
- Be responsive and address staff, student, parent, community, and board concerns and calls
- Implement WASC Action Plan
- Complete and approve attendance reports
- Other duties as assigned

Qualifications:

- Resides within the service area of the school
- Proven track record of compliance
- Minimum 1 year of leadership experience
- Demonstrated excellent interpersonal communication skills
- Work experience and demonstrated ability to supervise and support a group
- Demonstrated ability to work with diverse audiences
- Demonstrated ability to work effectively as a team member, work independently, and be self-motivated
- Demonstrated ability to quickly grasp new techniques, deal with rapid changes in events, remain calm in stressful situations, relate to various personality styles in a calm, professional manner
- Demonstrated competency in using electronic communications methods when distance/virtual trainings are a factor

**RESOLUTION OF THE GOVERNING BOARD OF MONARCH RIVER ACADEMY
REGARDING EXECUTIVE DIRECTOR AUTHORITY 2020 – 4**

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

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

NOW, THEREFORE, BE IT RESOLVED THAT:

The governing board of Monarch River Academy hereby grants authority to the position of Executive Director the authority to hire, fire, and evaluate staff hired by Monarch River 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 Monarch River 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:



Monarch River Academy Renewal Presentation

April 2020
Page 59 of 114



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

Insurance | Risk Management | Consulting

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: **\$6,918**

2020/21 Medical Contribution Analysis



Gallagher

Insurance | Risk Management | Consulting

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	0	\$0.00	\$0.00	\$555.08	\$555.08	0% / 0%	\$0.00 / N/A
Employee + Spouse	0	\$128.68	\$134.47	\$1,142.19	\$1,276.66	19% / 19%	\$5.79 / 4.5%
Employee + Child(ren)	0	\$69.29	\$72.41	\$871.23	\$943.64	19% / 19%	\$3.12 / 4.5%
Employee + Family	0	\$188.08	\$196.54	\$1,413.17	\$1,609.71	19% / 19%	\$8.46 / 4.5%
% Cost Share							
Blue Shield Access+ HMO							
Employee Only	0	\$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)	0	\$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		32%	35%	65%	100%	35%	2.7%
Blue Shield PPO							
Employee Only	2	\$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)	2	\$311.78	\$358.55	\$857.03	\$1,215.58	66% / 72%	\$46.77 / 15.0%
Employee + Family	5	\$601.76	\$692.02	\$1,381.62	\$2,073.64	47% / 51%	\$90.26 / 15.0%
% Cost Share		29%	32%	68%	100%	32%	2.5%
Kaiser HMO							
Employee Only	3	\$0.00	\$0.00	\$533.59	\$533.59	0% / 0%	\$0.00 / N/A
Employee + Spouse	0	\$117.09	\$134.47	\$1,039.43	\$1,173.90	19% / 21%	\$17.38 / 14.8%
Employee + Child(ren)	0	\$78.06	\$81.57	\$878.89	\$960.46	19% / 19%	\$3.51 / 4.5%
Employee + Family	2	\$204.91	\$214.13	\$1,439.99	\$1,654.12	19% / 19%	\$9.22 / 4.5%
% Cost Share		9%	9%	91%	100%	9% / 9%	0.1%
Blue Shield HSA							
Employee Only	0	\$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)	0	\$166.43	\$173.92	\$707.33	\$881.25	20%	\$7.49 / 4.5%
Employee + Family	3	\$283.90	\$296.68	\$1,206.62	\$1,503.30	20%	\$12.78 / 4.5%
% Cost Share		20%	20%	80%	100%	20% / 20%	-0.3%
Total Composite PEPM							
19		\$330.14	\$372.69	\$1,069.72	\$1,442.42		
% Cost Share		24%	26%	74%	100%		
Total Annual Cost		\$75,273	\$84,974	\$243,897	\$328,871		
HSA Fund				\$4,500			
TOTAL		\$75,273	\$84,974	\$248,397	\$333,371		
% Cost Share		24%	25%	75%	100%		
Change From Current (\$)			\$9,702	\$6,918	\$16,620		
Change From Current (%)			12.9%	2.9%	5.2%		

*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: **\$612**
- Recommended Strategy for Vision:
 - No premium change for Charter or Employees
 - Final Revenue Impact to Charter: **\$0**

2020/21 Dental Contribution Analysis



Gallagher

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	1	\$5.00	1	\$5.25	\$10.96	\$16.21	32% / 32%	\$0.25 / 5.0%
Employee + Spouse	0	\$16.13	0	\$16.94	\$10.96	\$27.90	61% / 61%	\$0.81 / 5.0%
Employee + Child(ren)	0	\$19.85	0	\$20.84	\$10.96	\$31.80	66% / 66%	\$0.99 / 5.0%
Employee + Family	2	\$28.10	2	\$29.51	\$10.96	\$40.47	73% / 73%	\$1.41 / 5.0%
% Cost Share	3	66%	3	66%	34%	100%	66% / 66%	0.0%
Cigna DPPO High			Cigna DPPO High					
Employee Only	3	\$24.66	3	\$29.00	\$16.38	\$45.38	65% / 64%	\$4.34 / 17.6%
Employee + Spouse	0	\$62.87	0	\$73.94	\$16.79	\$90.73	82% / 81%	\$11.07 / 17.6%
Employee + Child(ren)	1	\$71.92	1	\$84.58	\$16.89	\$101.47	84% / 83%	\$12.66 / 17.6%
Employee + Family	3	\$109.83	3	\$129.16	\$17.31	\$146.47	89% / 88%	\$19.33 / 17.6%
% Cost Share	7	83%	7	83%	17%	100%	83%	-0.8%
Cigna DPPO Low			Cigna DPPO Low					
Employee Only	1	\$15.00	1	\$17.64	\$16.27	\$33.91	53% / 52%	\$2.64 / 17.6%
Employee + Spouse	2	\$50.13	2	\$58.95	\$16.66	\$75.61	79% / 78%	\$8.82 / 17.6%
Employee + Child(ren)	0	\$56.48	0	\$66.42	\$16.73	\$83.15	81% / 80%	\$9.94 / 17.6%
Employee + Family	5	\$88.33	5	\$103.88	\$17.07	\$120.95	87% / 86%	\$15.55 / 17.6%
% Cost Share	8	84%	8	83%	17%	100%	83%	-0.8%
Total Composite PEPM	18	\$61.56	18	\$71.81	\$16.08	\$87.89		
% Cost Share		82%		82%	18%	100%		
Total Annual Cost		\$13,296		\$15,512	\$3,473	\$18,985		
TOTAL		\$13,296		\$15,512	\$3,473	\$18,985		
% Cost Share		82%		82%	18%	100%		
Change From Current (\$)				\$2,216	\$612	\$2,828		
Change From Current (%)				16.7%	21.4%	17.5%		

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



Gallagher

Insurance | Risk Management | Consulting

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	4	\$2.56	4	\$2.56	\$3.08	\$5.64	45% / 45%	\$0.00 / 0.0%
Employee + Spouse	2	\$5.49	2	\$5.49	\$5.23	\$10.72	51% / 51%	\$0.00 / 0.0%
Employee + Child(ren)	1	\$5.61	1	\$5.61	\$5.67	\$11.28	50% / 50%	\$0.00 / 0.0%
Employee + Family	9	\$9.04	9	\$9.04	\$7.54	\$16.58	55% / 55%	\$0.00 / 0.0%
% Cost Share	16	53%	16	53%	47%	100%	53% / 53%	0.0%
Total Composite PEPM	16	\$7.29	16	\$7.29	\$6.49	\$13.78		
TOTAL		\$1,400		\$1,400	\$1,246	\$2,646		
% Cost Share		53%		53%	47%	100%		
Change From Current (\$)				\$0	\$0	\$0		
Change From Current (%)				0.0%	0.0%	0.0%		



Gallagher

Insurance | Risk Management | Consulting

Additional Considerations

Additional Considerations

Fringe Benefits



Insurance | Risk Management | Consulting

- 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



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.

Page 78 of 114



Gallagher

Insurance | Risk Management | Consulting



Gallagher

Insurance | Risk Management | Consulting

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)



Insurance | Risk Management | Consulting

		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	<u>110</u>	\$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+)



Insurance | Risk Management | Consulting

		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



Gallagher

Insurance | Risk Management | Consulting

		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

Rates	# EE's
Employee Only	32
Employee + Spouse	4
Employee + Child(ren)	19
Employee + Family	55
	110
Estimated Monthly Premium	
Estimated Annual Premium	
\$ Difference Vs. Current	
% Difference Vs. Current	

Current	Renewal	Negotiated Renewal
Blue Shield		
Full PPO Savings Embedded Deductible 2800 H.S.A.		
\$486.50	\$549.26	\$515.21
\$1,125.82	\$1,271.05	\$1,192.26
\$832.14	\$939.49	\$881.25
\$1,419.52	\$1,602.64	\$1,503.30
\$113,956	\$128,656	\$120,681
\$1,367,466	\$1,543,870	\$1,448,172
	\$176,403	\$80,706
	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



Gallagher

Insurance | Risk Management | Consulting

Disclosures



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 opinion 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.

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. Please see your policy or contact us for specific information or further details in this regard.

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.

Monarch River 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.

Monarch River 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.

Monarch River 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	\$59,950
B (+ 14 points)	\$58,240	\$58,860	\$59,950	\$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	\$59,950	\$65,247	\$68,670
D (+ 42 points)	\$59,950	\$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	\$59,950	\$63,547	\$67,989	\$70,414	\$74,120
F (+ 70 points)	\$59,950	\$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	\$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	81088 3,378.67	84088 3503.67	88293 3678.88	92709 2862.88	97342 4055.92	102209 4258.71

SPEECH/LANGUAGE PATHOLOGIST

STEP	1-2	3-4	5-6	7-8	9-10	11-13+
Salary	74146 3089.42	78049 3252.04	82157 3423.21	86481 3603.38	91033 3793.04	95585 3982.71

NURSE

STEP	1-2	3-4	5-6	7-8	9-10	11-13+
Salary	70512 2938.00	74038 3084.92	77340 3222.50	81227 3384.46	85288 3553.67	89552 3731.33

OCCUPATIONAL THERAPIST

STEP	1-2	3-4	5-6	7-8	9-10	11-13+
Salary	70688 2945.33	74387 3099.46	78302 3262.58	82423 3434.29	86761 3615.04	91327 3805.29

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.

Regional Coordinator, Community Connections and Counselor Compensation

Regional Coordinators, Community Connections and Counselors would be rated in on the HST Salary Schedule based on their units and years of experience with the following stipends added:

- Regional Coordinators - \$20,000
- Community Connections - \$10,000
- Counselors - \$5,000



Field Trip Policy

The Governing Board of Monarch River 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 Monarch River 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 Monarch River 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 Monarch River Academy (such as multi-day trips, or those costing the Monarch River Academy in excess of \$100 per pupil). The Executive Director of Monarch River 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 Monarch River Academy, if applicable, Monarch River Academy will pay for the costs of admission for one chaperone for each four (4) children in a family and enrolled in Monarch River Academy. If applicable, Monarch River Academy will pay for the costs of admission for an additional chaperone for additional children in a family and enrolled in Monarch River 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. Monarch River 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 Monarch River 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 Monarch River 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 Monarch River 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 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.



Educational Vendor Policies and Procedures

Monarch River Academy (“Charter School”) is focused on “Personalized Learning”, a philosophy that puts every student first by supporting them in honoring and exploring their unique skills, special gifts, talents, and aspirations. In furtherance of this philosophy and Charter School’s educational mission, families and Charter School staff together carefully select educational items and services for students to fit their goals and education plan.

The purpose of the Monarch River Academy Governing Board approving the Educational Vendor Policies and Procedures is to accomplish the key requirements detailed in this policy, including:

1. The Executive Director (as defined below) must approve all vendors before they can provide educational items or services to students.
2. The Homeschool Teacher (as defined below) and Executive Director (as defined below) must approve all requests for educational items or services to ensure they are aligned with the charter petition and student’s personalized learning curriculum.
3. No family may spend, or obligate the Charter School to spend, any Charter School monies on educational items and services. Charter School is responsible for making purchases of approved educational items and services.

VENDOR APPLICATION AND APPROVAL

1. **Educational Vendor Applications:** Charter School contracts with educational vendors who provide educational enrichment services (e.g., in-person educational activities) and items (e.g., textbooks, workbooks, etc.) to students. Vendors must submit an application to Charter School detailing critical information such as qualifications and services. Charter School shall carefully review Vendor’s application, website, available references, social media, and other pertinent information.

The Executive Director or his/her designee (“Executive Director”) must approve all educational vendors and enter into an agreement with approved vendors before a vendor can provide any educational services to students. The Executive Director may reject a vendor applicant or terminate vendor services for any reason. The Executive Director may delegate his/her authority to approve vendors as necessary to promote the effective operations of the Charter School. For educational products, parents may submit requests specific educational products from a particular vendor (e.g., pencils from an online store). The Charter School’s approval of the educational product request (approval process described below) serves as vendor approval.

2. **Vendor Guidelines:** The Executive Director is responsible for approving vendors, and must ensure the vendor meets guidelines, including, but not limited to the following:
- Vendor must have the qualifications, skills and, if applicable, the certification and licenses necessary to perform the requested services in a competent and professional manner.
 - Vendor conducts background checks pursuant to Education Code section 45125.1 to ensure Vendor (if an individual), its employees, and agents who interact with students have not committed a serious or violent felony.
 - Vendor services and/or products must be non-sectarian. Vendor's services and products must not discriminate on the basis of disability, gender, gender identity, gender expression, nationality, race or ethnicity, religion, sexual orientation or any other protected basis under California law.
 - Vendor must maintain adequate levels of insurance for its educational services.
 - Vendor must not be a private school offering services through a part-time program (e.g., after school programs) or a parent-organized group (also known as "co-op").
 - Vendors must qualify as independent contractors in accordance with applicable laws. This is determined by the Executive Director based on vendor representations and vetting by the Charter School or its service provider.
3. **Vendor Agreement:** Once the Executive Director has approved a vendor, the vendor and Charter School must enter into a vendor agreement before the school can order educational services from the vendor. Considering families may have one-off requests for educational products, a vendor agreement may not be necessary for the Charter School to purchase educational products (e.g., ordering pencils from an online store for one student). The vendor agreement will include protections set forth in this policy, including, but not limited to requiring background checks for staff interacting with students, prohibitions on non-sectarian/discriminatory items and services, insurance and indemnification provisions, and more.

REQUESTING EDUCATIONAL SERVICES AND ITEMS

1. **Requests:** Students make requests for educational services and items through the Enrichment Ordering System. The Enrichment Ordering System is accessible on the Charter School website and features a list of approved educational vendors. All requests for educational services and items must: (i) first be approved the credentialed teacher assigned to supervise student's independent study ("Homeschool Teacher"); and (ii) approved by the Executive Director or designee. The Executive Director may delegate his/her authority to approve parent requests for educational items and services as necessary to promote the effective operations of the Charter School.

The Executive Director can deny any request for educational items or services in his or her sole discretion for any reason. Families cannot directly purchase, or obligate the Charter School to purchase, any educational items or service without Charter School's approval.

The planning amount for each student for educational items and services per full school year is \$2600 (TK – 8th grade) and \$2800 (9th – 12th grade) for for the 2020-2021. This planning amount for educational items and services is based, in part, on a student's attendance.

Parents and students are not guaranteed to receive any educational items and services up to and equal to this planning amount, as a Homeschool Teacher and the Executive Director must approve all requests. The planning amount is also not a mandatory cap limiting the Charter School's ability provide necessary educational services to students (e.g., pursuant to a student's individualized education program). The Charter School developed this planning amount to help ensure the school provides educational items and services aligned with its budget and to help ensure fair and equal treatment of students, to the extent consistent with individual needs. Parents and students are not given access to direct or encumber planning amount funds. Parents are encouraged to work with their Homeschool Teacher to develop multi-year plans for their children because their educational needs may vary from year-to-year. While the Charter School does not guarantee any specific amount of funding for educational services and items, a multi-year plan empowers the Charter School and families to develop a personalized course of study suited to their children's needs and the Charter School to effectively budget for all students. The planning amount cannot be transferred to any other student.

The Homeschool Teacher and Executive Director are responsible for granting requests and allocating educational products and services in a nondiscriminatory manner. The Charter School shall seek to purchase cost-effective educational items and services. The Homeschool Teacher and Executive Director shall ensure purchased educational items and services meet the following requirements:

- From approved vendors only.
 - Support the requesting student's personalized curriculum and education plan. Must be aligned with State standards, student's course of study (e.g., requested amount of fabric corresponds to length of course/project), and student's independent study master written agreement.
 - From a vendor who is not related to the Charter School family requesting the educational items or services and otherwise does not present conflict of interest concerns.
2. **Core Subject Curriculum:** The Homeschool Teacher and Executive Director must ensure students access all necessary "core subject curriculum" – education items/services necessary for the student to complete his/her State standards-aligned course of study – before approving any extracurricular activities or supplemental educational or enrichment items. Core subject curriculum includes physical curriculum like McGraw Hill Textbook Set and associated workbooks and access to digital educational platforms such as Odysseyware or StongMind Digital Learning.
 3. **Enrichment Certificates:** After the Homeschool Teacher and Executive Director approve a request through the Enrichment Ordering System, an "Enrichment Certificate" is created by Charter School. Charter School requests educational services and items from approved vendors through Enrichment Certificates. If necessary, Charter School may use an approved vendor's purchase order form in lieu of an Enrichment Certificate. Certificates/purchase orders should include important information, including the requested educational services, dates of services, Enrichment Certificate/PO Number, and approved

cost for services.

Vendors must receive an approved Enrichment Certificate/purchase order before providing educational services or items to students. Vendors must receive the Enrichment Certificate/purchase order and provide the requested education services before submitting an invoice to Charter School.

4. **Prohibited Requests:** Charter School students can only request education services and items available in the Enrichment Ordering System. The following is a non-exhaustive list of prohibited items and services:

- Backpacks
- Amusement park tickets
- Video game hardware or software
- Excessive quantities of any item or service (e.g., beyond student's course of study).
- Non-educational household items (e.g., storage containers, organizational items (large or small items), picture frames, etc.)
- Bicycles, tricycles, scooters, skateboards, rollerblades, roller skates, wagons, etc.
- Live animals or animal supplies small insects/amphibians/worms as a part of a science class. Certain kit and supplies can be ordered by a student (e.g., praying mantis, caterpillars, ladybugs, or silkworms to study; ant farms; or tadpoles)
- Top of the line musical instruments (where more reasonably-priced options are available)
- Educational items and services must be nonsectarian
- Taxis/Uber/Lyft rides and other transportation costs

5. **Educational Field Trips:** While families are prohibited from requesting trips to non-educational venues, they can request to join educational field trips through the Enrichment Ordering System (e.g., museums, aquariums, libraries, etc.) The Executive Director and Homeschool Teacher shall carefully scrutinize each request to ensure the requested educational field trip aligns with the student's course of study and furthers their education and that all participants are necessary for student transportation, safety and supervision.

In light of the Charter School providing an independent study program, it is anticipated that a parent/guardian may need to serve as chaperone and transport their children for approved educational field trips. The Charter School Board finds funding the actual, reasonable, and necessary costs (not from a student's planning amount) for a chaperone to access the educational field trip (e.g., ticket to museum, transportation costs) furthers public school purposes where necessary or desirable to allow students to participate in educational field trips.

6. **Student and Family Responsibilities:**

- A. Returning Educational Products: All educational items requested through the Enrichment Ordering System are the property of the Charter School. This includes any technology, textbooks, and other educational items. Families must return all educational products upon disenrollment or upon request by the Executive Director or Homeschool Teacher. In accordance with applicable law, parents are responsible for to replace lost, stolen, damage, or otherwise unreturned educational items.

- Certain items are “consumable”, meaning they are not functional after use (e.g., workbooks). These items can be discarded by families after use.
- B. Damaged or Lost Educational Items: Parents are responsible for replacing lost, stolen, damage, or otherwise unreturned educational items to the extent allowed under applicable law. If an educational item is damaged, parents must immediately contact the Homeschool Teacher for support.
- C. Required Attendance: Students must attend regular learning period meetings with their Homeschool Teacher to discuss progress, turn in quality work samples, and complete their Student Activity Logs (Attendance Logs) in order to make requests for extracurricular educational activities (e.g., non-core curriculum items) through Enrichment Ordering System.
7. **Questions:** If Charter School families have any questions about this policy or how to make requests for educational items and services, please contact Executive Director, Dr. Laurie Goodman at laurie@inspireschools.org



Withdrawal Policy

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

1. Establish the Reasons a Student Can Be Withdrawn from Monarch River 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 Monarch River Academy discovers that a student enrolled in Monarch River Academy is no longer a resident of California, no longer a resident of a county that Monarch River 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 Monarch River Academy's policies, or otherwise may no longer legally be served by Monarch River Academy, the following procedures shall be followed to withdraw the student from Monarch River Academy.

2. Procedures for Withdrawing a Student: Monarch River Academy shall send the parent/guardian/educational rights holder a notice of the Monarch River 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 Monarch River 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/cscomplaint.asp.

- 3. The Charter School's Responsibility to Not Encourage a Pupil Currently Attending the School to Disenroll or Transfer to Another School:** Monarch River 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 Monarch River 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

Monarch River 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 Monarch River 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
-
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 Monarch River 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 Monarch River 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 Monarch River 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 Alta Vista Elementary 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. **Monarch River Academy has the authority to request an emergency permit or a waiver from the CTC.**

Monarch River Charter School

School	Course	Cost
Brandman University - Online	4 courses = 12 units (7 month program)	\$525 per course (\$2,100 full program)
UCLA Extension - Online Page 106 of 114	6 courses on quarterly schedule = 18 units	\$2,902 + \$100 application fee
UC San Diego Extension - Online	6 courses = 18 units (3-6 month program)	\$2,270

**BY THE MONARCH RIVER 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 – 5**

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 Monarch River 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 Monarch River Academy at on the 23rd Day of April, 2020, by the following vote:

AYES: _____ NOES: _____ ABSENT: _____ ABSTENTIONS: _____

MONARCH RIVER ACADEMY

BOARD RESOLUTION 2020 - 6

I. Adoption of Monarch River Academy Approving the SELPA Representative

WHEREAS, Monarch River Academy (the “School”) is committed to provide a free appropriate public education to all children with disabilities;

WHEREAS, the School is a member of the El Dorado County SELPA; and

WHEREAS, this Board of Directors desires to appoint a representative of School with the El Dorado County SELPA.

NOW THEREFORE BE IT RESOLVED, the School hereby appoints Dr. Steven James to serve as its representative with the El Dorado County SELPA.

SECRETARY'S CERTIFICATE

I, _____, Secretary of the Board of Directors of Monarch River 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 Monarch River 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
Monarch River Academy

MONARCH RIVER ACADEMY
BOARD RESOLUTION – 2020 – 7

I. Adoption of Monarch River Academy Approving the Requirement of a Master’s Degree for Leadership Positions

WHEREAS, Monarch River Academy (the “School”) is committed to providing a high-quality educational program is dependent upon the employment of certificated staff who are adequately prepared; and

WHEREAS, the School has the following leadership positions: Regional Coordinator, Assistant Director, and Executive Director;

NOW THEREFORE BE IT RESOLVED, the School hereby requires that all newly hired Regional Coordinators, Assistant Directors, and Principal’s to possess an Administrative Services Credential; and

All Regional Coordinators, Assistant Directors, and Principal’s hired before the 2020-2021 School Year will have the requirement of an Administrative Services Credential waived.

SECRETARY'S CERTIFICATE

I, _____, Secretary of the Board of Directors of Monarch River 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 Monarch River 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
Monarch River Academy

MEMORANDUM

DEL MAR HEIGHTS
LAS VEGAS
PHOENIX
SAN DIEGO
SILICON VALLEY

DRAFT FOR DISCUSSION

TO: Board of Directors
Monarch River Academy

FILE NO: 127612.001

FROM: Greg Moser, Legal Counsel

CC: Dr. Laurie Goodman

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, Monarch River 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 Monarch River 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