



Highland Academy Charter School

Board Meeting

Date and Time

Thursday May 22, 2014 at 6:00 PM

Location

Highland Academy Campus, Room D1

The Highland Academy Board of Directors will hold a meeting on May 22, 2014 at 6:00 pm in Room D1 on the Highland Academy Campus at 715 Wellwood Ave. Beaumont, CA 92223. This meeting is open to the public.

Agenda

	Purpose	Presenter	Duration
I. Opening Items			
A. Record Attendance and Guests			
B. Call the Meeting to Order			
C. Approve Minutes	Approve Minutes	Kerrie Fairchild	1
D. Public Testimony		Kerrie Fairchild	5
II. Academic Excellence			
A. Approve Teacher Contracts for Ruth Jarrett, Andrew Murphy, Angel Perez, and Yuridia Rodriguez	Vote	Brent Bishop	3
B. Testing Report	FYI	Brent Bishop	2
III. CEO Support And Eval			
A. Recommend Approving Director Contract for Brent Bishop for the 2014-2015 School year	Vote	Brent Bishop	3
IV. Development			
A. Enrollment Update	FYI	Brent Bishop	2
B. Recommend Approving Academic Calendar for 2014-2015 School Year	Vote	Brent Bishop	2
V. Facility			
VI. Finance			
A. Review preliminary budget for 2014-2015 School Year	Discuss	Brent Bishop	10
VII. Governance			
A. Recommend Approving Local Control Accountability Plan	Vote	Brent Bishop	5
VIII. Other Business			
A. Yearly Audit Update	FYI	Brent Bishop	3
IX. Closing Items			
A. Adjourn Meeting	Vote		

Agenda Cover Sheets

Section: **II. Academic Excellence**
Item: A. Approve Teacher Contracts for Ruth Jarrett, Andrew Murphy, Angel Perez, and Yuridia Rodriguez
Purpose: Vote
Goal:
Submitted by:
Related Material: Staff Contract 2014.pdf

Section: **III. CEO Support And Eval**
Item: A. Recommend Approving Director Contract for Brent Bishop for the 2014-2015 School year
Purpose: Vote
Goal:
Submitted by:
Related Material: Executive Director Contract.docx

Section: **IV. Development**
Item: B. Recommend Approving Academic Calendar for 2014-2015 School Year
Purpose: Vote
Goal:
Submitted by:
Related Material: 2014-2015_Academic_Calendar.pdf

Section: **VI. Finance**
Item: A. Review preliminary budget for 2014-2015 School Year
Purpose: Discuss
Goal:
Submitted by:
Related Material: 2014-2015 Budget.xlsx

Section: **VII. Governance**
Item: A. Recommend Approving Local Control Accountability Plan
Purpose: Vote
Goal:
Submitted by:
Related Material: HACS LCAP.docx



Highland Academy Charter School

Minutes

Board Meeting

Date and Time

Thursday April 17, 2014 at 6:00 PM

Location

715 Wellwood Ave. Beaumont, CA 92223, Room D1

Board Members Present

Billy McIntosh, James Neilson, Kerrie Fairchild, Margarita Garcia, Matthew Croad

Board Members Absent**Guests Present**

Ana Olvera, Sergio Olvera, Tammi Aceres, Terrence Davis

I. Opening Items**A.Record Attendance and Guests****B.Call the Meeting to Order**

Brent Bishop called a meeting of the board of directors of Highland Academy Charter School to order on Thursday Apr 17, 2014 @ 6:05 PM at 715 Wellwood Ave. Beaumont, CA 92223, Room D1.

C.Public Testimony

Ana Olvera addressed the Board regarding student suspension. She expressed her concern about the way the suspension was handled. She claims that the process of obtaining a refund for his drink that was not refunded was handled inappropriately since her son Israel asked the secretary for money and was told no. Ana called to contest the suspension because the money was not refunded due to Israel's disrespect when asking for a refund. President Fairchild asked a

clarification question as to whether Ana denied the incident or whether she simply wanted to have the suspension removed from the student's record. Ana and Sergio both contested the suspension and said the incident was handled inappropriately. Sergio was concerned that Mr. Bishop was not willing to cooperate with the parents when they became argumentative. They also said that Israel should not be suspended because he has always been a good student and that he should not have this mark on his record.

D.Update on Enrollment

E.Approve Minutes

K. Fairchild made a motion to approve minutes from the Board Meeting on 03-20-14.

Billy McIntosh seconded the motion.

The board **VOTED** unanimously to approve the motion.

II. Governance

A.Recognize new Board Members

J. Neilson made a motion to appoint Matt Croad to serve as Board secretary.

Kerrie Fairchild seconded the motion.

The board **VOTED** unanimously to approve the motion.

B.Nominate Board Secretary

C.Training on Board Member Responsibilities

III. Academic Excellence

A.Ratify teacher and support staff contracts for 2014-2015 School Year

B. McIntosh made a motion to ratify all teacher and support staff contracts.

Margarita Garcia seconded the motion.

The board **VOTED** to approve the motion.

B.Discuss Technology Options for 2014-2015 School Year

IV. Finance

A.First Review of Operating Budget for 2014-2015 School Year

B.Recommend Approving Contract with The High Bar in the amount of \$9,995 annually

K. Fairchild made a motion to approve The High Bar contract.

Billy McIntosh seconded the motion.

The board **VOTED** to approve the motion.

C.Current Budget Update

D.Recommend Approving CalSTRS Resolution

K. Fairchild made a motion to table this for a later meeting.

Margarita Garcia seconded the motion.

The board **VOTED** to approve the motion.

V. Legal

A.Recommend signing legal agreement with Young, Minney, and Corr

K. Fairchild made a motion to Approve contract with YM&C.

Billy McIntosh seconded the motion.

The board **VOTED** to approve the motion.

VI. Closing Items

A.Board Member Reports

B.Director Report- 5th and 8th Grade Promotions

C.District Liaison Report

D.Adjourn Meeting

Next Board meeting to be held on Thursday, May 22, 2014 at 6:00 pm in Room D1 at 715 Wellwood Ave. Beaumont, CA 92223.

K. Fairchild made a motion to adjourn.

Billy McIntosh seconded the motion.

The board **VOTED** to approve the motion.

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 7:30 PM.

Respectfully Submitted,
Brent Bishop

HIGHLAND ACADEMY CHARTER SCHOOL

CONTRACT OF EMPLOYMENT -POSITION OF TEACHER

WHEREAS, it is the policy of Highland Academy to employ highly qualified teachers who support the standards of the State of California and the best interests of their students; **Highland Academy** (hereinafter called the **SCHOOL**) and **Ruth Jarrett** (hereinafter called the **TEACHER**), as an at will employee, agree to the following conditions of employment.

1. The term of this agreement is August 4, 2014 until June 9, 2014.
2. The **TEACHER** agrees to serve the **SCHOOL** for the number of days in the official school calendar and to perform other duties assigned by the administrator; and to work cooperatively with the staff, faculty and administration of the **SCHOOL**.
3. The **TEACHER** shall teach 3 classes, serve as the STEM coach, and will oversee the Study Hall Program. Teachers will also oversee student clubs on a volunteer basis. This contract is for a 100% of full time capacity.
4. It is further mutually agreed that the **SCHOOL** shall offer the **TEACHER** a new contract of employment for the ensuing year on or before April 1, 2015, unless the **SCHOOL** gives the **TEACHER** written notice of its intention not to re-employ the **TEACHER** on or before March 15.
5. The **TEACHER** may be suspended or discharged for good cause with findings of fact as shall be determined in the exclusive discretion of the Board of Directors. It is specifically understood that good cause for discharge shall include but not be limited to: inadequacy of teaching, misconduct, neglect of duty, physical or mental incapacity, actions involving moral turpitude, violation of the terms of this agreement or Highland Academy policy, or any conduct not in keeping with professional conduct tending to reflect discredit upon the school or tending to impair the **TEACHER'S** usefulness in his capacity as a teacher.
6. The **SCHOOL** employs the **TEACHER** as an employee of the **SCHOOL** at a salary of **\$45,000** annually. Salary payments shall begin August 15, 2014. They will continue on the last day of each month to the end of the employment year, June 9, 2015.
7. It is agreed that the conditions of this contract shall only be changed by mutual written agreement of the **TEACHER** and the **SCHOOL**. This is the sole agreement between the parties and no other representations, be they oral or written, are binding between the parties. California law shall govern this agreement in its performance and interpretation.

AGREED:

(Signature of **Ruth Jarrett**)

(Date)

AGREED:

(Signature of **ADMINISTRATOR**)

(Date)

HIGHLAND ACADEMY CHARTER SCHOOL

CONTRACT OF EMPLOYMENT -POSITION OF TEACHER

WHEREAS, it is the policy of Highland Academy to employ highly qualified teachers who support the standards of the State of California and the best interests of their students; **Highland Academy** (hereinafter called the **SCHOOL**) and **Yuridia Rodriguez** (hereinafter called the **TEACHER**), as an at will employee, agree to the following conditions of employment.

1. The term of this agreement is August 4, 2014 until June 6, 2015.
2. The **TEACHER** agrees to serve the **SCHOOL** for the number of days in the official school calendar and to perform other duties assigned by the administrator; and to work cooperatively with the staff, faculty and administration of the **SCHOOL**.
3. The **TEACHER** shall teach 5 class periods in their subject matter area. Teachers will also oversee student clubs on a volunteer basis.
4. It is further mutually agreed that the **SCHOOL** shall offer the **TEACHER** a new contract of employment for the ensuing year on or before April 1, 2015, unless the **SCHOOL** gives the **TEACHER** written notice of its intention not to re-employ the **TEACHER** on or before March 15.
5. The **TEACHER** may be suspended or discharged for good cause with findings of fact as shall be determined in the exclusive discretion of the Board of Directors. It is specifically understood that good cause for discharge shall include but not be limited to: inadequacy of teaching, misconduct, neglect of duty, physical or mental incapacity, actions involving moral turpitude, violation of the terms of this agreement or Highland Academy policy, or any conduct not in keeping with professional conduct tending to reflect discredit upon the school or tending to impair the **TEACHER'S** usefulness in his capacity as a teacher.
6. The **SCHOOL** employs the **TEACHER** as an employee of the **SCHOOL** at a salary of **\$45,000** annually and health and welfare benefits. Salary payments shall begin August 15, 2014. They will continue on the last day of each month to the end of the employment year, June 9 2015.
7. It is agreed that the conditions of this contract shall only be changed by mutual written agreement of the **TEACHER** and the **SCHOOL**. This is the sole agreement between the parties and no other representations, be they oral or written, are binding between the parties. California law shall govern this agreement in its performance and interpretation.

AGREED:

(Signature of **Yuridia Rodriguez**)

(Date)

AGREED:

(Signature of **ADMINISTRATOR**)

(Date)

HIGHLAND ACADEMY CHARTER SCHOOL

CONTRACT OF EMPLOYMENT -POSITION OF TEACHER

WHEREAS, it is the policy of Highland Academy to employ highly qualified teachers who support the standards of the State of California and the best interests of their students; **Highland Academy** (hereinafter called the **SCHOOL**) and **Angel Perez** (hereinafter called the **TEACHER**), as an at will employee, agree to the following conditions of employment.

1. The term of this agreement is August 4, 2014 until June 9, 2015.
2. The **TEACHER** agrees to serve the **SCHOOL** for the number of days in the official school calendar and to perform other duties assigned by the administrator; and to work cooperatively with the staff, faculty and administration of the **SCHOOL**.
3. The **TEACHER** shall teach 4 class periods in their subject matter area and oversee some athletic team coordination and coaching. Teachers will also oversee student clubs on a volunteer basis.
4. It is further mutually agreed that the **SCHOOL** shall offer the **TEACHER** a new contract of employment for the ensuing year on or before April 1, 2015, unless the **SCHOOL** gives the **TEACHER** written notice of its intention not to re-employ the **TEACHER** on or before March 15.
5. The **TEACHER** may be suspended or discharged for good cause with findings of fact as shall be determined in the exclusive discretion of the Board of Directors. It is specifically understood that good cause for discharge shall include but not be limited to: inadequacy of teaching, misconduct, neglect of duty, physical or mental incapacity, actions involving moral turpitude, violation of the terms of this agreement or Highland Academy policy, or any conduct not in keeping with professional conduct tending to reflect discredit upon the school or tending to impair the **TEACHER'S** usefulness in his capacity as a teacher.
6. The **SCHOOL** employs the **TEACHER** as an employee of the **SCHOOL** at a salary of **\$45,000** annually plus health and welfare benefits. Salary payments shall begin August 15, 2014. They will continue on the last day of each month to the end of the employment year, June 9, 2015.
7. It is agreed that the conditions of this contract shall only be changed by mutual written agreement of the **TEACHER** and the **SCHOOL**. This is the sole agreement between the parties and no other representations, be they oral or written, are binding between the parties. California law shall govern this agreement in its performance and interpretation.

AGREED:

(Signature of **Angel Perez**)

(Date)

AGREED:

(Signature of **ADMINISTRATOR**)

(Date)

HIGHLAND ACADEMY CHARTER SCHOOL

CONTRACT OF EMPLOYMENT -POSITION OF TEACHER

WHEREAS, it is the policy of Highland Academy to employ highly qualified teachers who support the standards of the State of California and the best interests of their students; **Highland Academy** (hereinafter called the **SCHOOL**) and **Andrew Murphy** (hereinafter called the **TEACHER**), as an at will employee, agree to the following conditions of employment.

1. The term of this agreement is August 4, 2014 until June 9, 2015.
2. The **TEACHER** agrees to serve the **SCHOOL** for the number of days in the official school calendar and to perform other duties assigned by the administrator; and to work cooperatively with the staff, faculty and administration of the **SCHOOL**.
3. The **TEACHER** shall teach 4 class periods in their subject matter area and 1 elective class or extra curricular activity. Teachers will also oversee student clubs on a volunteer basis.
4. It is further mutually agreed that the **SCHOOL** shall offer the **TEACHER** a new contract of employment for the ensuing year on or before April 1, 2015, unless the **SCHOOL** gives the **TEACHER** written notice of its intention not to re-employ the **TEACHER** on or before March 15.
5. The **TEACHER** may be suspended or discharged for good cause with findings of fact as shall be determined in the exclusive discretion of the Board of Directors. It is specifically understood that good cause for discharge shall include but not be limited to: inadequacy of teaching, misconduct, neglect of duty, physical or mental incapacity, actions involving moral turpitude, violation of the terms of this agreement or Highland Academy policy, or any conduct not in keeping with professional conduct tending to reflect discredit upon the school or tending to impair the **TEACHER'S** usefulness in his capacity as a teacher.
6. The **SCHOOL** employs the **TEACHER** as an employee of the **SCHOOL** at a salary of **\$45,000** annually plus health and welfare benefits. Salary payments shall begin August 15, 2014. They will continue on the last day of each month to the end of the employment year, June 9, 2015.
7. It is agreed that the conditions of this contract shall only be changed by mutual written agreement of the **TEACHER** and the **SCHOOL**. This is the sole agreement between the parties and no other representations, be they oral or written, are binding between the parties. California law shall govern this agreement in its performance and interpretation.

AGREED:

(Signature of **Andrew Murphy**)

(Date)

AGREED:

(Signature of **ADMINISTRATOR**)

(Date)

Highland Academy Charter School Executive Director Contract

This agreement, made and effective as of the ___ day of _____, 2014, between Highland Academy Charter School, a corporation and California Charter School and Brent Raymond Bishop.

WHEREAS, the Highland Academy Charter School desires to secure the services of the Brent Raymond Bishop (hereafter EXECUTIVE DIRECTOR) and the EXECUTIVE DIRECTOR desires to accept such employment.

NOW THEREFORE, in consideration of the mutual covenants contained in this Agreement, and intending to be legally bound, Highland Academy Charter School and the EXECUTIVE DIRECTOR agree as follows:

1. The EXECUTIVE DIRECTOR will render full-time services to Highland Academy Charter School in the capacity of EXECUTIVE DIRECTOR of the corporation. The EXECUTIVE DIRECTOR will at all times, faithfully, industriously and to the best the EXECUTIVE DIRECTOR's ability, perform all duties that may be required of him by virtue of his position as EXECUTIVE DIRECTOR and all duties set forth in Highland Academy Charter School bylaws and in policy statements of the Board, as well as the Director Evaluation Standards as approved by the Board. It is understood that these duties shall be substantially the same as those of an EXECUTIVE DIRECTOR of a business corporation. The EXECUTIVE DIRECTOR shall have and shall perform any special duties assigned or delegated to him by the Board.
2. In consideration for these services as EXECUTIVE DIRECTOR, the Highland Academy Charter School agrees to pay the EXECUTIVE DIRECTOR a base salary of \$95,680 per annum or such higher figure as shall be agreed upon at an annual review of his compensation and performance by the Board. This annual review shall occur three months prior to the end of each year of the contract for the express purpose of considering increments. Salary shall be payable in accordance with the payroll policies of Highland Academy Charter School. The EXECUTIVE DIRECTOR may elect to defer such portion of his salary to the extent permitted by law in accordance with policies established by Highland Academy Charter School.
3. (a) The EXECUTIVE DIRECTOR shall work no less than 230 days in the fiscal year and shall be entitled to 10 sick days.

(b) In the event of a single period of prolonged inability to work due to the results of a sickness or an injury, the EXECUTIVE DIRECTOR will be compensated at his full rate of pay for at least 3 months from the date of the sickness or injury.

(c) In addition, the EXECUTIVE DIRECTOR will be permitted to be absent from Highland Academy Charter School during working days to attend business and educational meetings and to attend to such outside duties in the education field as have been agreed upon by the President of the Board. Attendance at such approved meetings and accomplishment of approved professional duties shall be fully compensated service time and shall not be considered vacation time. Highland

Academy Charter School shall reimburse the EXECUTIVE DIRECTOR for all expenses incurred by the EXECUTIVE DIRECTOR incident to attendance at approved professional meetings, provided, however, that such reimbursement is approved by the President of the Board.

- (d) In addition, the EXECUTIVE DIRECTOR shall be entitled to all other fringe benefits to which all other employees of Highland Academy Charter School are entitled.
4. Highland Academy Charter School agrees to pay dues to professional associations and societies and to such service organizations and clubs of which the EXECUTIVE DIRECTOR is a member, approved by the Board as being in the best interests of the Highland Academy Charter School.
5. Highland Academy Charter School also agrees to:
 - (a) ensure the EXECUTIVE DIRECTOR under its general liability insurance policy for all acts done by him in good faith as EXECUTIVE DIRECTOR throughout the term of this contract;
 - (b) provide comprehensive health and major medical insurance for the EXECUTIVE DIRECTOR and his family;
 - (c) contribute on behalf of the EXECUTIVE DIRECTOR to a retirement plan qualified under the Internal Revenue Code.
6. The Board may, in its discretion, terminate this Agreement and the EXECUTIVE DIRECTOR's duties hereunder. Such action shall require a majority vote of the entire Board and become effective upon written notice to the EXECUTIVE DIRECTOR or at such later time as may be specified in said notice. After such termination, Highland Academy Charter School shall continue to pay the EXECUTIVE DIRECTOR's then monthly base salary for the month in which his duties were terminated and for 2 consecutive months thereafter as an agreed upon severance payment. During this period, the EXECUTIVE DIRECTOR shall not be required to perform any duties for Highland Academy Charter School or come to the Highland Academy Charter School. Neither shall the fact that the EXECUTIVE DIRECTOR seeks, accepts, and undertakes other employment during this period affect such payments. Also, for the period during which such payments are being made, Highland Academy Charter School agrees to keep the EXECUTIVE DIRECTOR's group life, health, and major medical insurance coverage paid up and in effect and the EXECUTIVE DIRECTOR shall be entitled to outplacement services offered by Highland Academy Charter School. The severance arrangements described in this paragraph will not be payable in the event that the EXECUTIVE DIRECTOR's employment is terminated due to the fact that the EXECUTIVE DIRECTOR has been charged with any felony criminal offense, or any misdemeanor criminal offense related to substance abuse, fraud or abuse, violent crimes, sexual misconduct, or crimes involving children or the operation of Highland Academy Charter School.
7. Should the Board in its discretion change the EXECUTIVE DIRECTOR's duties or authority so it can reasonably be found that the EXECUTIVE DIRECTOR is no longer performing as the EXECUTIVE DIRECTOR of Highland Academy Charter School and/or its parent corporation, the EXECUTIVE DIRECTOR shall have the right, within

90 days of such event, in his complete discretion, to terminate this contract by written notice delivered to the President of the Board. Upon such termination, the EXECUTIVE DIRECTOR shall be entitled to the severance payment described in Paragraph 6, in accordance with the same terms of that Paragraph.

8. Should the EXECUTIVE DIRECTOR in his discretion elect to terminate this contract for any other reason than as stated in Paragraph 6 or 7, he shall give the Board 90 days' written notice of his decision to terminate. At the end of the 90 days, all rights, duties and obligations of both parties to the contract shall cease and the EXECUTIVE DIRECTOR will not be entitled to severance benefits.
9. If an event described in Paragraphs 7 or 8 occurs and the EXECUTIVE DIRECTOR accepts any of the severance benefits or payments described therein, the EXECUTIVE DIRECTOR shall to the extent not prohibited by law be deemed to voluntarily release and forever discharge Highland Academy Charter School and its officers, directors, employees, agents, and related corporations and their successors and assigns, both individually and collectively and in their official capacities (hereinafter referred to collectively as "Releasees"), from any and all liability arising out of employment and/or the cessation of said employment. Nothing contained in this paragraph shall prevent the EXECUTIVE DIRECTOR from bringing an action to enforce the terms of this Agreement.
10. The EXECUTIVE DIRECTOR shall maintain confidentiality with respect to information that he receives in the course of his employment and not disclose any such information. The EXECUTIVE DIRECTOR shall not, either during the term of employment or thereafter, use or permit the use of any information of, or relating to Highland Academy Charter School in connection with any activity or business and shall not divulge such information to any person, firm, or corporation whatsoever, except as may be necessary in the performance of his duties hereunder or as may be required by law or legal process.
11. Terms of a new contract shall be completed, or the decision made not to negotiate a new contract made, not later April 15 of each fiscal year. This contract and all its terms and conditions shall continue in effect until terminated.
12. This contract constitutes the entire agreement between the parties and contains all the agreements between them with respect to the subject matter hereof. It also supersedes any and all other agreements or contracts, either oral or written, between the parties with respect to the subject matter hereof.
13. Except as otherwise specifically provided, the terms and conditions of this contract may be amended at any time by mutual agreement of the parties, provided that before any amendment shall be valid or effective it shall have been reduced to writing and signed by the President of the Board and the EXECUTIVE DIRECTOR.
14. The invalidity or unenforceability of any particular provision of this contract shall not affect its other provisions, and this contract shall be construed in all respects as if such invalid or unenforceable provision had been omitted.
15. This agreement shall be binding upon Highland Academy Charter School, its successors and assigns, including, without limitation, any corporation into which Highland Academy Charter School may be merged or by which it may be acquired, and shall inure to the benefit of the EXECUTIVE DIRECTOR, his administrators,

executors, legatees, heirs and assigns.

16. This agreement shall be construed and enforced under and in accordance with the laws of the State of California.

This contract signed this ____ day of _____, 2014.

Highland Academy Charter School

WITNESS: _____ BY: _____
(Board President)

WITNESS: _____ _____
(Brent Raymond Bishop)

Highland Academy Charter School 2014-2015 Academic Calendar

August 2014						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

December 2014						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

April 2015						
Su	Mo	Tu	We	Th	Fr	Sa
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5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

September 2014						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

January 2015						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

May 2015						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

October 2014						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

February 2015						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

June 2015						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

November 2014						
Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

March 2015						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Notes						
For Early Release schedule and Alternate Day Schedule, please						
See additional pages of this						
packet.						

Calendar Details

	First Day of School	Sept. 1: Labor Day	Feb 16-20: President's Week
	Early Release Day	Oct. 10-13: CA Admissions Day	Mar 23-27: Spring Break
	No School	Nov 10-11: Veterans Day	May 25: Memorial Day
	Teachers on Duty/ No Students	Nov 24-28: Fall Break	
	Minimum Days for End of Quarter/Semester	Dec 22-Jan 2: Winter Break	
	Alternate Schedule Day	Jan 19: Martin L. King Day	

§ 15497. Local Control and Accountability Plan and Annual

Update

Introduction:

**Highland Academy
Charter School**

Brent Bishop, Program Director, brentbishop@highland-academy.org, 951-266-0220

**LCAP Year: 2014-
2015**

Involvement Process	Impact on LCAP
<p>All parents and students have been invited to meetings held at the school site which were scheduled in order for the school to gather information on their respective opinions related to the LCAP. The school has also sent home opinion surveys to gather more information. The meeting surveys have been sent out more than 45 days prior to the submission deadline to allow for sufficient time to gather, analyze, and present data for the LCAP. The families were provided with an overview of the LCAP requirements, as well as the LCFF funding model. They were also provided with the number of unduplicated students at the school so that they could understand the nature of the process we are undergoing to develop the LCAP. They were also provided with an overview of the Highland Academy Charter School Charter Petition so as to help them grasp the mission of the school moving forward. The entirety of the LCAP was written after receiving feedback from parents, stakeholders, and other necessary personnel.</p>	<p>The information gathered from the stakeholders, parents, etc. have guided the administration to help us focus on student achievement and success and conduct the operation of the school accordingly. The programs and implementation plans below reflect the input provided by parents, students, and staff members.</p>

Section 2: Goals and Progress Indicators

Identified Need and Metric (What needs have been identified and what metrics are used to measure progress?)	Goals			Annual Update : Analysis of Progress	What will be different/improved for students? (based on identified metric)			Related State and Local Priorities (Identify specific state priority. For districts and COEs, <u>all priorities in statute must be included and</u>
	Description of Goal	Applicable Pupil Subgroup(s) (Identify applicable subgroups (as defined in EC 52052) or indicate "all" for all pupils.)	School(s) Affected (Indicate "all" if the goal applies to all schools in the LEA, or alternatively, all high schools for		LCAP YEAR Year 1: 2014-2015	Year 2: 2015-2016	Year 3: 2016-2017	
<p>Need: Improved Proficiency in ELA (literacy and writing)</p> <p>Metrics: School assessments, student work, Percent of work completed</p>	<p>The Percentage of students who demonstrate grade-level proficiency in ELA (literacy and writing) will increase annually</p>	All	Highland Academy Charter School		<p>The Percentage of students who demonstrate grade-level proficiency in ELA (literacy and writing) will increase</p>	<p>The Percentage of students who demonstrate grade-level proficiency in ELA (literacy and writing) will increase</p>	<p>The Percentage of students who demonstrate grade-level proficiency in ELA (literacy and writing) will increase</p>	<p>Student Achievement; Parental Involvement; Implementation of CCSS; Basic Services; Student Engagement; Course Access; School Climate; Other Student Outcomes</p>

<p>Need: Improved Proficiency in math</p> <p>Metrics: School assessments, student work, Percent of work completed</p>	<p>The Percentage of students who demonstrate grade-level proficiency in ELA (literacy and writing) will increase annually by a minimum of 5%</p>	<p>All</p>	<p>Highland Academy Charter School</p>		<p>The Percentage of students who demonstrate grade-level proficiency in ELA (literacy and writing) will</p>	<p>The Percentage of students who demonstrate grade-level proficiency in ELA (literacy and writing) will</p>	<p>The Percentage of students who demonstrate grade-level proficiency in ELA (literacy and writing) will</p>	<p>Student Achievement; Parental Involvement; Implementation of CCSS; Basic Services; Student Engagement; Course Access; School Climate; Other Student Outcomes</p>
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Section 3: Actions, Services, and Expenditures

Goal (Include and identify all goals from Section)	Related State and Local Priorities (from Section)	Actions and Services	Level of Service (Indicate if school-wide)	Annual Update : Review of actions /	What actions are performed or services provided in each year (and are projected to be provided in years 2 and 3)? What are the anticipated expenditures		
					LCAP YEAR Year 1: 2014-2015	Year 2: 2015-	Year 3: 2016-
The Percentage of students who demonstrate grade-level proficiency in ELA (literacy and writing) will increase annually	Student Achievement; Parental Involvement; Implementation of CCSS; Basic Services; Student Engagement; Course Access; School Climate; Other Student Outcomes	<ul style="list-style-type: none"> • Access to Common Core aligned curriculum and material • Highly qualified teachers in all classes • Provide Professional Development annually • Provide ELA intervention as needed • Provide & maintain safe facilities for learning • Provide aides, tutoring as needed 	School-wide		Professional Development and Conferences: \$10,000 - Unrestricted General Fund 1:1 Laptop Use for all students: \$64,800 - Unrestricted General Fund Study Hall: \$7,500 - Unrestricted General Fund	Professional Development and Conferences: \$10,00 - Unrestricted General Fund 1:1 Laptop Use for all students: \$25,920 - Unrestricted General Fund Study Hall: \$7,500 - Unrestricted General Fund	Professional Development and Conferences: \$10,00 - Unrestricted General Fund 1:1 Laptop Use for all students: \$25,920 - Unrestricted General Fund Study Hall: \$15,000 - Unrestricted General Fund

The Percentage of students who demonstrate grade-level proficiency in Math (literacy and writing) will increase annually	Student Achievement; Parental Involvement; Implementation of CCSS; Basic Services; Student Engagement; Course Access; School Climate; Other Student Outcomes	<ul style="list-style-type: none"> • Access to Common Core aligned curriculum and material • Highly qualified teachers in all classes • Provide Professional Development annually • Provide math intervention as needed • Provide & maintain safe facilities for learning • Provide aides, 	School-wide		Professional Development and Conferences: \$10,000 - Unrestricted General Fund 1:1 Laptop Use for all students: \$64,800 - Unrestricted General Fund Study Hall: \$7,500 - Unrestricted General Fund	Professional Development and Conferences: \$10,000 - Unrestricted General Fund 1:1 Laptop Use for all students: \$25,920 - Unrestricted General Fund Study Hall: \$7,500 - Unrestricted General Fund	Professional Development and Conferences: \$10,000 - Unrestricted General Fund 1:1 Laptop Use for all students: \$25,920 - Unrestricted General Fund Study Hall: \$15,000 - Unrestricted General Fund
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Goal (Include and	Related		Level of	Annual Update	What actions are performed or services provided in each year (and are projected to be provided in years 2 and 3)? What are the anticipated expenditures
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Identify all goals from Section	State and Local	Actions and Services	Service (Indicator)	Review of	LCAP YEAR Year 1: 2014-	Year 2: 2015-	Year 3: 2016-
The Percentage of students who demonstrate grade-level proficiency in ELA and Math will increase annually	Student Achievement; Parental Involvement; Implementation of CCSS; Basic Services; Student Engagement; Course Access; School Climate	For low income pupils: - Hire Staff member to serve as ELA Coach and another staff member to serve as Math tutor. - Access to ELA Coach and Math tutor; Provide option for students to attend H.O.W.L. (after school enrichment)	School-Wide		ELA Coach: \$7500.00 - Unrestricted General Fund Math Tutor: \$7500.00 - Unrestricted General Fund H.O.W.L. (After School program): \$8325.00 - Unrestricted General Fund	ELA Coach: \$22500.00 - Unrestricted General Fund Math Tutor: \$22500.00 - Unrestricted General Fund H.O.W.L. (After School program): \$8325.00 - Unrestricted General Fund	ELA Coach: \$22500.00 - Unrestricted General Fund Math Tutor: \$22500.00 - Unrestricted General Fund H.O.W.L. (After School program): \$8325.00 - Unrestricted General Fund
The Percentage of students who demonstrate grade-level proficiency in ELA and Math will increase annually	Student Achievement; Parental Involvement; Implementation of CCSS; Basic Services; Student Engagement; Course Access; School Climate	For English Learner pupils: - Hire Staff member to serve as ELA Coach and another staff member to serve as Math tutor. - Access to ELA Coach and Math tutor; Provide option for students to attend H.O.W.L. (after school enrichment program)	School-Wide		ELA Coach: \$7500.00 - Unrestricted General Fund Math Tutor: \$7500.00 - Unrestricted General Fund H.O.W.L. (After School program): \$8325.00 - Unrestricted General Fund	ELA Coach: \$22500.00 - Unrestricted General Fund Math Tutor: \$22500.00 - Unrestricted General Fund H.O.W.L. (After School program): \$8325.00 - Unrestricted General Fund	ELA Coach: \$22500.00 - Unrestricted General Fund Math Tutor: \$22500.00 - Unrestricted General Fund H.O.W.L. (After School program): \$8325.00 - Unrestricted General Fund

The Percentage of students who demonstrate grade-level proficiency in ELA and Math will increase annually	Student Achievement; Parental Involvement; Implementation of CCSS; Basic Services; Student Engagement; Course Access; School	For foster youth pupils: - Hire Staff member to serve as ELA Coach and another staff member to serve as Math tutor. - Access to ELA Coach and Math tutor; Provide option for students to attend H.O.W.L. (after school enrichment program)	School-Wide		ELA Coach: \$7500.00 - Unrestricted General Fund Math Tutor: \$7500.00 - Unrestricted General Fund H.O.W.L. (After School program): \$8325.00 - Unrestricted General Fund	ELA Coach: \$22500.00 - Unrestricted General Fund Math Tutor: \$22500.00 - Unrestricted General Fund H.O.W.L. (After School program): \$8325.00 - Unrestricted General Fund	ELA Coach: \$22500.00 - Unrestricted General Fund Math Tutor: \$22500.00 - Unrestricted General Fund H.O.W.L. (After School program): \$8325.00 - Unrestricted General Fund
The Percentage of students who demonstrate grade-level proficiency in ELA and Math will increase annually	Student Achievement; Parental Involvement; Implementation of CCSS; Basic Services; Student Engagement; Course Access; School	For reclassified English Learner youth pupils: - Hire Staff member to serve as ELA Coach and another staff member to serve as Math tutor. - Access to ELA Coach and Math tutor; Provide option for students to attend H.O.W.L. (after school enrichment program)	School-Wide		ELA Coach: \$7500.00 - Unrestricted General Fund Math Tutor: \$7500.00 - Unrestricted General Fund H.O.W.L. (After School program): \$8325.00 - Unrestricted General Fund	ELA Coach: \$22500.00 - Unrestricted General Fund Math Tutor: \$22500.00 - Unrestricted General Fund H.O.W.L. (After School program): \$8325.00 - Unrestricted General Fund	ELA Coach: \$22500.00 - Unrestricted General Fund Math Tutor: \$22500.00 - Unrestricted General Fund H.O.W.L. (After School program): \$8325.00 - Unrestricted General Fund

A. Describe the LEA's increase in funds in the LCAP year calculated on the basis of the number and concentration of low income, foster youth, and English learner pupils as determined pursuant to 5 CCR 15496(a)(5). Describe how the LEA is expending these funds in the LCAP year. Include a description of, and justification for, the use of any funds in a districtwide, schoolwide, countywide, or charterwide manner as specified in 5 CCR 15496. For school districts with below 55 percent of enrollment of unduplicated pupils in the district or below 40 percent of enrollment of unduplicated pupils at a school site in the LCAP year, when using supplemental and concentration funds in a district-wide or school-wide manner, the school district must additionally describe how the services

provided are the most effective use of funds to meet the district's goals for unduplicated pupils in the state priority areas. (See 5 CCR 15496(b) for guidance.)

	2014-2015	2015-2016	2016-2017
Estimated Total LCFF Funding	\$973,072	\$1,315,858	\$1,343,699
Estimated Bas Grant Funding	\$185,347	\$250,647	\$255,943
Estimated Total of Supplemental and Concentration Grants	\$100,00	\$100,000	\$0.00
Proportional increase or improvement in services for low income students as compared to the services provided to all pupils during that fiscal year	3.4%	4.1%	3.9%

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

NOTE: Authority cited: Sections 42238.07 and 52064, Education Code. Reference: Sections 2574, 2575,

42238.01, 42238.02, 42238.03, 42238.07, 47605, 47605.5, 47606.5, 48926, 52052, 52060-52077, and 64001, Education Code; 20 U.S.C. Section 6312.

1-03-14 [California Department of Education]

Attachments

The following files are attached to this PDF: You will need to open this document in an application that supports attachments (i.e. [Adobe Reader](#)) in order to access these files.

2014-2015 Budget.xlsx